



YLD NEWS

The newsletter of the Illinois State Bar Association's Young Lawyers Division

Career development and job security: Making yourself an asset to your firm as a new lawyer

By Lisa M. Giese

Many new lawyers think that the dirty work is done once they have secured a position as a new associate with a firm. However, it often takes several years (if not more) to establish oneself as a respected attorney in any given legal community. With legal jobs in high demand, job security is at an all-time low, especially for the less experienced. In order to maintain your current position, get promoted to partner within a firm, or even to make yourself more desirable to other firms, new lawyers have to work especially hard. Here are some suggestions on how to distinguish yourself from the masses and advance your legal career.

1. Generate business

Of course, establishing a client base is challenging as a new attorney. You may not have any experience in your area of law or may not be particularly familiar with the location of your new practice. Do not let those things scare you or lead you to believe that new attorneys are not able

to generate business. New associates can generate business through outside sources such as networking groups, free individual advertising or referral sites, or through their own personal connections (family, school, social groups). Do not be afraid to take advantage of these resources.

Associates can also generate business by performing well and working hard for current clients. Securing referrals from former clients or assisting partners in securing the return of current clients are great ways to generate business for your firm. Even if the case is referred back to the original associate or partner, the mere mention of your hard work, or a request by the client that you work on their case, shows the firm that you have done your part to keep their current clients happy and, in turn, to generate business for the firm. In today's competitive market, keeping existing clients happy is invaluable to most firms.

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YLD Bean Bag Tournament a fun success

By Anthony Bruno

The Young Lawyers Division would like to thank all those who supported the 7th Annual YLD Bean Bag Tournament March 8 at Mahoney's Pub & Grille.

Thanks to the generosity of the participants, sponsors, and Mahoney's Pub & Grille, more than \$3,000 was raised for the IBF/YLD Children's Assistance Fund. The Children's Assistance Fund provides funding to organizations throughout Illinois that provide legal assistance to children, open and maintain children's waiting rooms in courthouses, work to reduce juvenile recidivism, and fight domestic violence. Over the past 15 years, the Children's Assistance Fund has awarded grants totaling more than \$285,000 thanks to people like you. Thank you.

The members of the YLD extend a special thanks to this year's sponsors, Russell K. Scott, the Davi Law Group, and the law firm of Mahoney, Silverman & Cross.

We'll see you again next year! ■

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From the Chair

By Jean A. Kenol

As I write this article and reflect on this YLD year, I am so proud of what we have been able to accomplish so far and amazed at how quickly it is winding down. Last month we concluded our final installment of our Professional Development Series. We had three distinguished speakers discussing their journey of taking a non-traditional path in their legal careers. Michael Negron, Tarek Fadel and Elizabeth Ellis Simek spoke candidly and provided insight and inspiration for the attendees looking for guidance on alternative career choices with a J.D. I would like to thank Jessica Durkin, Heather Pfeffer and George Schoenbeck for organizing and moderating each of the very popular and productive luncheons.

In March we successfully completed our annual Bean Bag Tournament at Mahoney's Pub and Grill. Thanks to our terrific sponsors and many participants, we were able to raise over \$3,000 for the Children's Assistance Fund! This was one of our most financially successful tournaments to date. Thanks to Tony Bruno, Marron Mahoney and their sub-committee, young lawyers, members of the Board of Governors, friends and family had a

great afternoon of friendly competition and camaraderie for a wonderful cause.

These events would not be possible without the passion, organization and leadership of the members of the YLD board. I've had the pleasure of serving with some tremendous young professionals and future leaders of the ISBA. Speaking of leaders of the bar, the elections for the Board of Governors and the General Assembly is rapidly approaching. Beginning March 26, you will be able to cast your vote in the bar elections. So please take some time to get to know the candidates and vote for those you believe can lead our bar association. There is a small pool of voters, so your vote will matter. Good luck to all the candidates. Information is available at <<http://www.isba.org/elections>>.

I hope to see you at our final event of the YLD year, the annual semi-formal soiree at the Hard Rock Hotel in Downtown Chicago on April 25. We are very excited to offer a new format for this evening. It's a casino night with live gaming tables. Make sure to sign up and tell your friends!

As always, thanks for your continued support! Have a great Spring! ■

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OFFICE

Illinois Bar Center
424 S. Second Street
Springfield, IL 62701
Phones: 217-525-1760 OR 800-252-8908
www.isba.org

EDITOR

Debra L. Thomas

MANAGING EDITOR/PRODUCTION

Katie Underwood
kunderwood@isba.org

YOUNG LAWYERS DIVISION

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Save the Date!

Please join us at the 2014 Young Lawyers Division Soiree and show your support for the IBF/ YLD Children's Assistance Fund



When: Friday, April 25, 2014, 8:00 – 11:00 p.m.
Where: Hard Rock Hotel Chicago, 230 N. Michigan Avenue, Chicago (map and directions)
What: Event will include Open Bar, Hors d'oeuvres, Dancing, Casino Games, and Raffle.
Cost: \$85 per ticket.



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Why do I need an antenuptial (prenuptial) agreement?

By Erin Wilson

It is the elephant in the room after any lawyer proposes: Should we get a prenup? How do I even bring this up to my fiancé without seeming like a shark or measuring up to a cacophony of lawyer jokes? And, how do I know this is right for my financial situation? Similarly, some of your friends, eager to utilize your legal acumen, may contact you for advice on this topic. This article lays out a few scenarios when a prenuptial agreement may protect you and other situations where the law itself, specifically the Illinois Marriage and Dissolution of Marriage Act (IMDMA), provides the necessary protection.

The first thing that you need to know is that non-marital property, generally speaking, is not a part of the marital estate, and thus not subject to division upon divorce. Conversely, marital property is property acquired during the marriage will be divided "equitably" in accordance with the IMDMA upon dissolution, and without regard to marital misconduct. Specifically, Section 503 of the IMDMA defines marital and non-marital property and designates eight common categories of non-marital property:

- (1) property acquired by gift, legacy or descent;
- (2) property acquired in exchange for property acquired before the marriage or in exchange for property acquired by gift, legacy or descent;
- (3) property acquired by a spouse after a judgment of legal separation;
- (4) property excluded by valid agreement of the parties;
- (5) any judgment or property obtained by judgment awarded to a spouse from the other spouse;
- (6) property acquired before the marriage;
- (7) the increase in value of property acquired by a method listed in paragraphs one through six of this subsection, irrespective of whether the increase results from a contribution of marital property, non-marital property, the personal effort of a spouse, or otherwise, subject to the right of reimbursement provided in subsection (c) of this Section; and,
- (8) income from property acquired by a method listed in paragraphs one through seven of this subsection if the income is not attributable to the personal effort of a spouse.

Now that you know how non-marital property is defined under the law, it is crucial that you understand how to keep your non-marital property characterized as such once you get married if you do not plan to utilize the protections of a prenup. Two key strategies are as follows:

1. Maintain a copy for each of your retirement accounts from the date you were married, so that you can segregate out the portion of your non-marital contribution.
2. Start a new checking, savings, and investment account, and deposit all marital earnings into that new account. Keep your non-marital account separate, and do not deposit any funds into that account, to prevent any commingling of funds. It is important to note that by commingling marital funds into a non-marital account, this may cause the account transmute into a marital asset.

Considering that the law provides spouses with protections for their non-marital property, you may be wondering why seek a prenuptial agreement at all? However, there are financial considerations which make a prenuptial agreement advantageous. The following are five examples of when it would be advisable to have a prenuptial agreement:

1. If you own a business, and want to characterize the income or assets of the business as non-marital property, even if the business benefits the marriage.
2. If you expect to receive a family inheritance, and may use some of the funds to benefit the marriage but intend to keep that property as your non-marital property upon a divorce.
3. If this is your second marriage, and you want to easily separate your and your fiancé's asset holdings and distributions received from your divorce.
4. If you want to address the issue of maintenance (formerly known as alimony) in advance, including the option to eliminate the right to receive spousal support.
5. If you want to agree to pay, or bar your spouse, from paying the other's attorneys fees during a divorce case. However, note that fees cannot be barred in litigation of child related issues. *In re Marriage of Best*, 387 Ill.App.3d 948 (2nd Dist. 2009).

Once you seek a prenup, be careful to avoid situations which may invalidate it.

Specifically, there are two ways that a prenup becomes unenforceable:

- (1) A party did not execute the agreement voluntarily; or
- (2) the agreement was unconscionable when it was executed or before execution of the agreement, if that party:
 - (i) was not provided a fair and reasonable disclosure of the property or financial obligations of the other party;
 - (ii) did not voluntarily and expressly waive, in writing, any right to disclosure of the property or financial obligations of the other party beyond the disclosure provided; and
 - (iii) did not have, or reasonably could not have had, an adequate knowledge of the property or financial obligations of the other party.

I strongly recommend that you have a court reporter present during the execution of the prenup, and that you maintain a clear record to avoid factors which could invalidate the Agreement. Regarding the first factor, you should ask specifically if the parties are freely and voluntarily entering into this Agreement, and that no one is being forced or coerced into signing it. Time is a crucial element to voluntary action. Have the Agreement executed well in advance of the wedding, because there is nothing like stopping at the lawyer's office on the way to the rehearsal dinner to raise red flags. As to the second factor, go through the financial disclosures of each party on the record. 750 ILCS 10/7(a).

In addition, despite being allowed to have the Agreement touch on spousal support, be advised of the following:

If a provision of a premarital agreement modifies or eliminates spousal support and that modification or elimination causes one party to the agreement undue hardship in light of circumstances not reasonably foreseeable at the time of the execution of the agreement, a court, notwithstanding the terms of the agreement, may require the other party to provide support to the extent necessary to avoid such hardship.

750 ILCS 10/7(b).

Unfortunately this is virtually impossible

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some pretty good lawyers.
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Getting your financial house in order: Five financial tips for new lawyers

By Priscilla Singer

Getting your law degree is a big accomplishment, but it's a very expensive one. A recent TIME article reports that the average law school graduate in 2013 left law school with over \$100,000 worth of debt. The amount really means nothing to the average graduate until he begins receiving statements from his lenders listing his balance owed. Seeing these numbers on paper is downright frightening, but there are definitely ways to manage not only repaying your loans, but transitioning into the working world with the following financial tips for new lawyers.

1. Find out exactly who you owe, how much, and how to pay it

One of the biggest issues recent law graduates face is figuring out who to send their student loan payments to. Most students take out a combination of private and federal loans, but exactly who has to get paid when you graduate remains a big question. Keep in mind that even though you took out a federal loan through bank one, your loan (or parts of your loans) may have been transferred to bank two for servicing. This means that payments or questions may end up going through bank two despite the relationship you may have developed with bank one. The best way to figure out who you are going to be paying is to make a list of your private loans, keep in contact with your school's financial aid office to see who is funding your loan disbursements, and visiting federal student loan websites to ensure that you can keep track of the different servicers throughout your time in law school and after.

One federal website (which proved essential in later figuring out how to consolidate my own loans) is <http://www.nsls.ed.gov/> ("NSLDS"). This Web site only requires your Social Security number, date of birth, last name, and your federal P.I.N. (that four-digit number you used to fill out a FAFSA). If you no longer have your P.I.N. handy, you can reach out to the Department of Education to retrieve your P.I.N.

NSLDS will list out all your federal loans (including the ones you may have taken out in undergrad) and will let you know your current balance, who to pay, where to send payment, and current loan status for all federal loans. If you've taken out a bar loan or some other kind of private loan, this information *will not* be listed on this site. However, this site

should be pretty useful if you decide to consolidate your loans after graduation.

2. Consider alternative payment options

When your loans first enter repayment, you will most likely be automatically placed in a "standard" repayment plan. This option anticipates that you will pay off your full loan balance for that particular loan within ten years. While most of us hope to be able to pay off our loans within ten years, or even sooner, most loan companies, including the federal government, have created alternative payment options for those who have different financial situations.

For example, a graduated payment plan will start you off paying interest only for the initial payment period of that loan. So for instance, let's say you had a \$100 loan from law school and you're accruing interest of \$50 per year. First, you'll be paying off \$50 for two years for your first two years of repayment, then your payments will jump to \$55 for the next two years, and then \$60 for the two years after that. Little by little you'll be paying off both your interest and principal balance on that loan.

Another example is the income-based repayment option for certain federal loans. The income-based repayment options (there are a few of them so check with your lender to be sure of what you're signing up for) take into consideration your total loan debt and your current income. The lender will then determine how much of your income can be allocated towards loan payments. One of the income-based repayment options will only look at your income above the poverty level and then take a percentage of that income and allocate that towards your loans.

Contact your lender and be honest about your financial situation with them to figure out the best payment plan for you.

3. Set small and realistic financial goals

If your job offers some kind of retirement benefits, definitely take advantage of them. However, if you're working at a smaller firm that does not offer retirement benefits of any kind, you will need to take matters into your own hands and set your own personal financial goals. It's easy to say that you will save 10% of your paychecks for retirement, but you want to be realistic about what 10%

of your paycheck really means. For example, it's great if you're able to save 10% of your paychecks for retirement, but not if you're also accruing interest when you don't pay your credit cards in full. Your best bet is to set small goals, say 2.5% of your paycheck to some kind of an individual retirement account, while also paying down any outstanding debt. As you get more comfortable with saving, you can increase your financial goals.

4. Make your life easier by taking advantage of auto debit programs or paying all your bills at once

It is definitely easier to keep your financial house in order when you don't have to constantly worry about making payments on time and losing out on hard-earned cash to penalties and bank fees. So, take advantage of auto debit programs offered for utilities and student loan programs. Some loan programs will even discount your interest rate if you enroll in auto debit, which is a great way to put a dent in your debt without feeling it.

If auto debit isn't your cup of tea, contact your lenders and credit card companies about changing your payment due dates. Most often your biggest issue is remembering when to pay your bills, but if they're all due on the same day, it'll be a lot easier to just make all payments at once.

5. Reevaluate your budget with every paycheck

Setting a budget at the beginning of every year is a great first step towards getting your financial house in order, but given the multitude of things that can happen in a year, you're better off reevaluating your financial situation more frequently. Given that most pay periods are either weekly, biweekly, or monthly, you'll have a better sense of what you can spend and save if you take a look at your spending and saving on at least a monthly basis. You may find that you spend more on certain budget items at certain times of the year and you'll be better prepared for it if you know exactly where you stand more often. For example, this past winter, I spent a lot more money on transportation given the lack of cooperative walking weather. I don't anticipate this being as much of an issue in the summer, when I can rely less on taxis or

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Knowing your judge – Behind the black robe

By Bradford L. Bennett

Leading up to the March 2014 primary elections, many attorneys actively worked on campaigns, attended fundraisers, and wrote checks to the judicial candidates of their choice. While voter support is sought after using flyers, party affiliation, or even cheesy commercials, attorneys have the benefit of familiarizing themselves with these judges while they are on the bench. By doing so, many attorneys will cross party lines to support the superior judicial candidate based on their personal experience with that robed adjudicator.

As we know, each judge is unique and his/her rulings reflect that individuality. Attorneys who frequently appear in front of a particular judge gain an understanding of how and why that judge rules a particular way. Young attorneys typically do not have the opportunity to appear frequently in court, let alone in front of a particular judge. Accordingly, their time to learn the personality and quirks of the judges they appear before is limited, and often their focus is more on how to handle opposing counsel than the person in the black robe. As a result, insight garnered from the judge may come too late by way of a scolding, or worse, an unfavorable ruling.

Familiarizing yourself with the judges you appear before starts with learning their courtroom procedure. You may be asking yourself, how can I possibly do that? Simple, read the signs hung in the courtroom. Although these signs may be deceptively printed in bright colors and may have large fun-to-read print; the signs are not decorations, children's artwork, or courtroom décor, the signs are instructions on courtroom procedure. Also, if your judge has a standing order, read it as if it were Harry Potter. Standing orders contain a plethora of information that will avoid embarrassment and blowing deadlines. For example, if your judge wants courtesy copies of all pleadings one week in advance of a hearing, then give the judge courtesy copies of your pleadings one week in advance of a hearing. If you are reading the bright purple large-print sign stating this courtesy copy rule the morning of your hearing, start mentally preparing for the scolding.

I recently was a part of an excellent example of knowing the courtroom procedure

where you are practicing. I had a case that was transferred from one judge to another and set for a pre-trial conference. I took the time to learn that not only did my assigned judge require a written memorandum, but required a courtesy copy to be tendered to him no less than 48 hours in advance of the conference. The day of the pre-trial conference, the opposing counsel failed to prepare a memorandum of any kind. Not only did the judge take pleasure in reminding the attorney numerous times throughout the conference, but also her recommendations were noticeably similar to those suggested in my written memorandum. As much as I would like to think that it was my writing and my ability to convey information, it was fact that the judge could read the facts and outstanding issues in the case before being forced to make a recommendation that made the difference.

Next, introduce yourself and become acquainted with the judge's staff. The judge may wear the robe, but it is the judge's staff that runs the courtroom. These key people can make your life in their domain a much more pleasant experience. They can help you with crucial questions that young attorneys may be too afraid to ask other attorneys, such as: Is this the correct court order? What time are hearings? To top it off, these people are also very nice.

Outside the courtroom and as a supplement to doing your in-court legwork, ask other attorneys. I frequently ask my colleagues their experiences with a judge, whether or not the case has similar issues or facts to mine. Most judges have ruled on a specific area of law numerous times. Believe it or not, judges are humans who are creatures of habit. Knowing their tendencies and motivations beforehand can level the playing field for a younger attorney.

Likewise, knowing what is not important to your judge can be equally as valuable. Having your judge roll their eyes, tap their pen, or inquire when you will finish your argument can be very deflating.

Sometimes your newfound knowledge will warrant you to file a substitution of judge as a matter of right. If you know beforehand that the judge assigned to your case has ruled unfavorably for persons similarly situ-

ated to your client, it may be prudent to file a motion for substitution. Equally, if you have a simple, but litigious case, and know from the clerk that trials are being scheduled more than one year out, you might substitute that judge for fear nothing will be heard in a timely fashion.

Ideally, to familiarize yourself with how a judge conducts his/her courtroom, you should talk to that judge. Pre-trial conferences afford a great opportunity to pick your judge's brain about the case at hand. For example, I was once in a conference with a judge on an early Friday afternoon. Another case originally docketed after mine had settled beforehand. Therefore, I was able to attempt various arguments, ask questions, and play out various scenarios with the judge about how to overcome weak areas in my case. After discussing the case at hand, the conversation turned to the law in general, recent opinions, and past cases the judge has overseen. The insight I gained that afternoon was invaluable.

Outside of court, talking to a judge can present a challenge since they will not participate in *ex parte* communication with you about an ongoing case. However, judges frequently participate in various continuing legal education ("CLE") seminars that you can attend. If you are a member of a bar association, see what previous seminars your judge participated in, and see if you can obtain a copy of the audio or video recording.

Young attorneys are frequently intimidated to talk to the judges they appear before, and they do not have to be. In fact, most judges enjoy speaking with young attorneys and are anxious to provide their insight and experiences. As long as you do not talk to a judge about a pending case or any one of its pending issues, there is nothing precluding you to from talking to judges about the law in which they preside.

Knowing the judges you appear before is a crucial aspect to the practice of law. Familiarizing yourself with specific courtroom procedure, the judge's staff and finally the judge, is how young attorneys can become more effective and efficient in their practice. Remember to familiarize yourself with those that decide whether you are successful in the courtroom, the judge. ■

Career development and job security: Making yourself an asset to your firm as a new lawyer

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2. Network with the Legal Community

Networking is a tough job. It requires a lot of time and effort, often on your free time including evenings and weekends. It requires that you leave your comfort zone and meet new people; something that can be challenging especially if you are not from the area or do not know anyone at a particular event. But do not let that intimidate you. Attorneys, especially those in litigation, need to be confident and approachable and have the ability to find comfort even in unfamiliar settings. Networking can help your career not only through referrals, but it can also be a confidence booster and a great way to develop a support system.

As you probably know, many of the local bar associations offer events to meet and stay in touch with professional connections, including lawyers, judges, and others in the legal field. Many of these events are targeted at new lawyers and many of them are free of charge. Attending in-person Continuing Legal Education (CLE) programs (in lieu of webcasts) is also a great way to meet new people. When you go to these events do not just sit in the corner or talk to the one or two people you know. Make it a point to exchange business cards with at least two people at every event you go to. Introduce yourself to a judge or a lawyer you may recognize. Make conversation with another attorney who may not appear to know very many people. Ask questions of the presenters at CLEs or speak with them privately after their presentation.

Writing articles and taking leadership

roles within the various bar associations are also great ways to get your name out in the legal community and distinguish yourself from others. These things take time and effort, however, so if you do commit yourself, be sure you are willing to devote your time to them and be sure to clear it with your boss.

3. Work Hard and Take Initiative

We have all heard horror stories about lawyers working through the night at big firms. Smaller firms tend to have a more lax approach to billable hours and time spent in the office. That being said, do not let your office hours set the stage for the hours you will work. As a new associate, you need to be available when you are needed. For most firms, that means working outside of the regularly scheduled hours of Monday-Friday, 9-5 p.m. If your firm hired a new associate, it is probably because they have work to do. So there are probably many times you should be working past 5 p.m. You should probably be working some Saturdays even if they are not mandatory. And if you want to advance your career, you should probably make it a habit to arrive early and stay late. Not because that is what your boss is telling you that you have to do as a condition of your employment, but because you want to do the best job that you can and want to show your boss that you are committed to the firm and your position within it. Unless you are completely familiar with every single case you are working on and all of the files you are working on are up to date and organized to perfection, my guess is that you can find something to do

with your time during those hours.

When there is not any work available, or when you have some down time between assignments, you should find something to do that makes you stand out. Take the initiative to do things that will help your firm. Ask your boss or other attorneys in the firm if they need help with anything. If there is not any legal work to be done, see if there are other ways you can help the firm. As a new associate, do not think that any work is beneath you. Wash the dirty dishes sitting in the kitchen sink if the cleaning lady does not do it. Answer the phone if no one else does. Offer to help the secretaries with their filing or other administrative tasks. If nothing else, go read the statute or case law updates to educate yourself further in an area you are not knowledgeable in.

The first few years as an associate are challenging and time consuming. You may have a tough time balancing your family or personal life with your new career. However, the mere fact that you suffered through law school and took out hundreds of thousands of dollars in student loans probably means you are driven and good at multi-tasking. It also probably means that you are committed to finding success in your processing. Find your positive qualities and apply them to the above areas to make yourself stand out from other new lawyers. At the end of the day, the reality is that no matter how smart or reliable you are, you need to distinguish yourself from the masses in order to advance your career or find security within your current firm. ■

Getting your financial house in order: Five financial tips for new lawyers

Continued from page 7

public transportation, which just means I have more available for entertainment this summer. Knowing where you stand at different times of the year will help you to achieve smaller financial goals in a more painless manner.

Implementing these tips now, at the beginning of your law career, helps you to develop the financial skills you can use throughout your lifetime to make sure your financial house is always in order and to help you start reaching your personal financial goals. Always keep an eye on the financial prize and build a solid foundation for achieving your financial goals just as you enter the workforce. ■

Why do I need an antenuptial (prenuptial) agreement?

Continued from page 4

to predict, but should be advised to clients and should factor in your own drafting of spousal support provisions in the prenup. Additionally, be aware that prenuptial agreements cannot cover support of children or custody.

In short, prenuptial agreements may not be for everyone. However, they can provide important protections based upon a person's needs and concerns. As you have surmised from this article, much is dependent on your financial holdings and desire to contract in advance for spousal maintenance and clear divisions of non-marital assets. Be sure to encourage each spouse to seek separate legal advice, and frame the process as prudent planning. The discussion of prenuptial agreements should be a part of any couples' financial planning, and as important as planning the wedding. ■

Upcoming CLE programs

To register, go to www.isba.org/cle or call the ISBA registrar at 800-252-8908 or 217-525-1760.

May

Thursday, 5/1/14- Webinar—Introduction to Fastcase Legal Research. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11:00.

Thursday, 5/1/14- Teleseminar—Trusts and the New Medicare Tax. Presented by the Illinois State Bar Association. 12-1.

Friday, 5/2/14- Chicago, ISBA Chicago Regional Office—Beyond Bullying and School Violence: Issues and Best Practices. Presented by the ISBA Education Law Section. All Day.

Friday, 5/2/14- Springfield, President Abraham Lincoln Hotel—Civil Practice Update. Presented by the ISBA Civil Practice and Procedure Section. 9:00-4:00.

Friday, 5/2/14- Teleseminar—Attorney Ethics and Elder Abuse (Live Replay from 1/10/14). Presented by the Illinois State Bar Association. 12-1.

Friday, 5/2/14- East Peoria, Embassy Suites—Insurance, Surety Bonds, and Bankruptcy Issues for Construction Projects. Presented by the ISBA Construction Law Section, ISBA Commercial Banking, Collections and Bankruptcy Section, ISBA Insurance Law Section, and ISBA Tort Law Section. 8:25am-4:15pm.

Monday, 5/5/14- Webinar—Advanced Tips to Fastcase Legal Research. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11:00.

Tuesday, 5/6/14- Teleseminar—Limitations on Closely Held Company Owners-Business Opportunities and Non-competes. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 5/7/14- Teleseminar—Attorney Ethics When Supervising Other Attorneys (Live Replay from 1/24/14). Presented by the Illinois State Bar Association. 12-1.

Wednesday, 5/7/12- Chicago, Standard Club—Tips of the Trade: A Federal Civil Prac-

tice Seminar 2014. Presented by the ISBA Federal Civil Practice Section. 9-4:30.

Friday, 5/9/14- Webinar—Boolean (Keyword) Searches on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11:00.

Friday, 5/9/14- Teleseminar—Ethics of Beginning and Ending an Attorney-Client Relationship. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 5/14/14- Teleseminar—Ethical Issues for Business Attorneys (Live Replay from 1/7/14). Presented by the Illinois State Bar Association. 12-1.

Thursday, 5/15/14- Teleseminar—Role of “Trust Protectors” in Trust Planning. Presented by the Illinois State Bar Association. 12-1

Thursday, 5/15/14- Chicago, ISBA Chicago Regional Office—It’s Not Just Family Law Anymore. Presented by the ISBA Family Law Section. 8:30-5.

Friday, 5/16/14- Teleseminar—Ethics of Working with Witnesses. Presented by the Illinois State Bar Association. 12-1.

Friday, 5/16/14- Chicago, ISBA Chicago Regional Office Suite 950—2014 SIU Health Care Institute (viewing of live webcast). Presented by SIU and the Illinois State Bar Association and the ISBA Health Care Section. 9-3:30.

Monday, 5/19/14- Teleseminar—Attorney Ethics and Digital Communications (Live Replay from 1/31/14). Presented by the Illinois State Bar Association. 12-1.

Tuesday, 5/20/14- Teleseminar—2014 Sexual Harassment Update. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 5/21/14- Teleseminar—Techniques for Tax Efficiently Withdrawing Capital From a Closely Held Company. Presented by the Illinois State Bar Association. 12-1.

Thursday, 5/22- Friday, 5/23/14- Carbondale, SIU School of Law. Attorney Education in Child Custody and Visitation Matters in 2014 and Beyond. Presented by the ISBA Bench and Bar Section, SIU School of Law and The Dispute Resolution Institute. 12:30-5pm; 9-4:45.

Wednesday, 5/28/14- Teleseminar—UCC Issues in Real Estate Transactions. Presented by the Illinois State Bar Association. 12-1.

Thursday, 5/29/14- Teleseminar—Trust Investments: A Guide to Trustee Duties & Liability under the UPIA. Presented by the Illinois State Bar Association. 12-1.

Friday, 5/30/14- Teleseminar—Attorney Ethics and Social Media. Presented by the Illinois State Bar Association. 12-1.

June

Tuesday, 6/3/14- Teleseminar—Family Feuds in Trusts. Presented by the Illinois State Bar Association. 12-1.

Wednesday, 6/4/14- Teleseminar—2014 Ethics in Litigation Update, Part 1. Presented by the Illinois State Bar Association. 12-1.

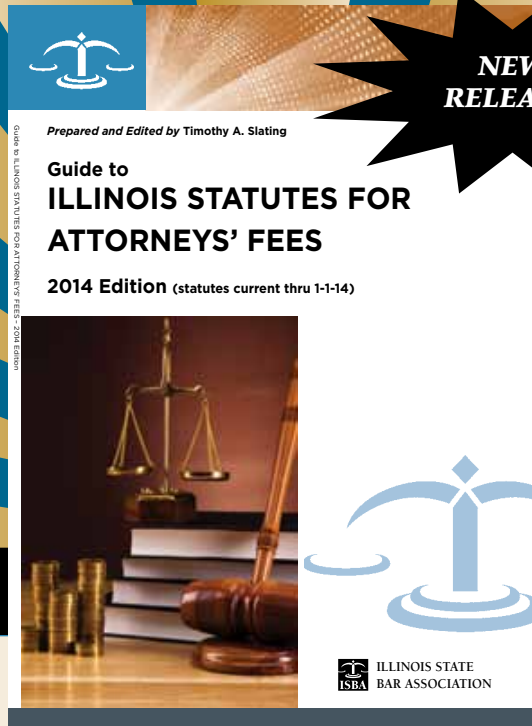
Thursday, 6/5/14- Teleseminar—2014 Ethics in Litigations Update, Part 2. Presented by the Illinois State Bar Association. 12-1.

Thursday, 6/5/14- Lombard, Lindner Conference Center—Real Estate Transactions- Beyond the Ordinary and Mundane and Interactive Ethics and Professionalism Panel Discussions. Presented by the ISBA Real Estate Section. 9-4:15.

Friday, 6/6/14- Live Studio Webcast (room C)—The Do’s & Don’ts of the BAID Machine. Presented by the ISBA Traffic Laws and Courts Section. 12-1.

Friday, 6/6/14- Webinar—Introduction to Fastcase Legal Research. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 1:00. ■

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If you have questions, contact Jean Fenski at jfenski@isba.org
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