



ILLINOIS STATE BAR ASSOCIATION

THE CATALYST

The newsletter of the Illinois State Bar Association's Standing Committee on Women and the Law

Welcome from *The Catalyst* editors

By Cindy G. Buys and Kelly Thames

We are looking forward to another great year of sharing interesting information, bringing attention to important issues, highlighting changes in the law and legal profession, and celebrating great achievements of female lawyers through *The Catalyst* newsletter articles. This year, *The Catalyst* editors are Cindy Galway Buys and Kelly Thames, and they are assisted in their work by a committee comprised of Angela Baker Evans, Jessica Natkin Marshall, and Sherry Mundorff.

The Catalyst is the newsletter of the Standing Committee on Women and the Law (WATL). It has a great history of publishing articles of interest to the WATL membership—primarily female attorneys and law students in Illinois. However, *The Catalyst* is only as good as its contributors make it. That is why we rely on the membership to contribute great content for each issue.

Anyone is welcome to contribute articles for *The Catalyst*. There is no minimum or maximum

length, although the average length is around 1,500 words. Articles can be written about anything of interest to our readership, including legislative developments, recent judicial decisions, interviews with leading female attorneys, book or movie reviews, etc.

We plan to publish an issue of *The Catalyst* every other month this year beginning in July 2015. The deadlines for future editions of *The Catalyst* are:

- September 10, 2015
- November 10, 2015
- January 10, 2016
- March 10, 2016
- May 10, 2016

If you have questions or ideas for articles or would like to submit an article to *The Catalyst* for publication, please contact Cindy Buys at cbuys@siu.edu or Kelly Thames at kthames@familylaw-chicago.com. ■

Chair's column

By Emily N. Masalski

The Standing Committee on Women and the Law ("WATL") kicked off the 2015-2016 bar year with our first committee meeting in Lake Geneva. I am excited to serve as Chair with Julie Neubauer as our Vice Chair, and Melissa Olivero as Secretary.

Our next meeting is Friday, August 14, 2015 at 12:00 p.m. at the ISBA Chicago Regional Office. If you are interested in getting involved with WATL, please join us at our next meeting or e-mail me if you would like to assist with any of the following

projects:

1. Equal Rights Amendment

The ISBA can help revive important momentum for the Equal Rights Amendment ("ERA") by adopting a supportive resolution and lobbying the Illinois legislature to vote in favor of ratification. During our Annual Meeting in Lake Geneva, WATL members met with the various

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(Notice to librarians: The following issues were published in Volume 20 of this newsletter during the fiscal year ending June 30, 2015: July, No. 1; August, No. 2; October, No. 3; December, No. 4; February, No. 5; April, No. 6).

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Chair's column

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ISBA Section Councils and Committees to ask them to express their support for a resolution recommending ratification of the ERA. We will continue this effort throughout this year and will hopefully seek the support of the ISBA General Assembly at the December 2015 Mid-Year meeting. Please contact Lori Levin at levin@lorilevinlaw.com or Veronica Armouti at varmouti@hotmail.com if you are interested in assisting with the ERA effort.

2. Legislation

Our committee members frequently review and comment on pending legislation affecting women and children. Earlier this year, we helped get SB0344 "Lactation Accommodation in Airports Act" introduced into the Illinois General Assembly. We are still waiting for Governor Rauner to sign SB0344 into law. The bill was sent to the Governor on June 17, 2015 for signature. That same day, Aldermen Edward Burke (14th) and Leslie Hairston (5th) co-sponsored an ordinance that would require lactation rooms at O'Hare and Midway airports. The ordinance would amend Chapter 10-36 of the Municipal Code of the City of Chicago by adding new Section 10-36-345 requiring lactation accommodations in terminals at Chicago airports by January 2016. (See, O2015-4679). Further information about the bill can be found here.

Please contact our legislation co-chairs, Kelly Parfitt at keparfitt@gmail.com or Dixie Peterson at dpeterson331001@sbcglobal.net if you have any ideas for new legislation or comments on pending legislation. Sometimes it just takes one idea to get the ball rolling!

3. Join us for our Women Everywhere Agency Day on Saturday, July 18, 2015

WATL members will be volunteering at Teen Living as part of the Women Everywhere Project on Saturday, July 18, 2015 from 10:00 a.m. – 1:00 p.m.

Project: Gardening at Teen Living's transitional living program

Location: 3745 S. Indiana Avenue, Chicago, IL (CTA Green line to Indiana)

Supplies: Yard waste bags; volunteers should bring their own gardening gloves if desired

4. Symposium on Prevalence of Sexual Assaults on College Campuses

Our committee will work with the ISBA's Standing Committee on Racial and Ethnic Minorities & the Law and the Administrative Law Section Council to organize a seminar on another important topic, the prevalence of sexual assaults on college campuses. The topic is very much in the news these days as President Obama has appointed a task force to look into college sexual assaults; members of Congress are also looking into the issue; and several colleges and universities are under investigation by the Department of Education. The Symposium will likely involve a screening of the movie, *The Hunting Ground*. The movie provides substantial information about the epidemic of sexual assaults on college campuses.

We seek your help with the planning process as well as the support of other committees and bar associations. If you are interested in assisting, please contact our CLE co-chair Tracy Douglas at tracy0702@hotmail.com.

5. Submit an article for *The Catalyst*

The next deadline is September 10, 2015, and then November 10, January 10, March 10 and May 10. Please contact our Editor, Cindy Buys at cbuys@siu.law.edu to submit an article.

6. Parents of Little Ones (ISBA POLO) events

A few other state bar associations host child-friendly events and there is even a local Chicago "attorney moms" group. This year, we are going to try to incorporate events/outings that are family friendly so that ISBA members have additional opportunities to get to know one another. If you are interested in planning, attending, or have ideas for a "POLO" event / outing, please contact our social co-chairs, Erin Wilson at erin@oconorfamilylaw.com or Jessica Natkin Marshall at jnatkin@illinoislawforyou.com. ■

Emily N. Masalski is Counsel at Rooney Rippie & Ratnaswamy LLP (R3) and a member of the firm's environmental and natural resources, health and safety, and litigation practice groups. She can be reached at emily.masalski@r3law.com.

THE CATALYST

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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

CO-EDITORS

Cindy G. Buys SIU School of Law Mailcode 6804 Carbondale, IL 62901	Kelly D. Thames 10 S. LaSalle Ste 3300 Chicago, IL 60603
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MANAGING EDITOR/ PRODUCTION

Katie Underwood
kunderwood@isba.org

STANDING COMMITTEE ON WOMEN AND THE LAW

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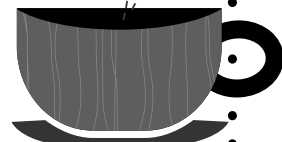
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ILLINOIS STATE BAR ASSOCIATION

Getting to know Madame Vice Chair: An interview with Julie Neubauer

By Mary F. Petruchius

Mary: Julie, it's such pleasure and honor to be interviewing you as the 2015-16 Vice Chair of this great committee! We go a long way back, at least in my opinion. The first time I met you, you were a law student and you crashed our business meeting after our Spring Outreach Reception at the NIU College of Law. What year was that, anyway? And what were your first impressions of the Standing Committee on Women and the Law?

Julie: Yes time does fly. As law student, there was always some sort of reception that we were enticed to attend with food and drink. That day was different. That day was a presentation and reception sponsored by the ISBA Standing Committee on Women and the Law. As President of the NIU COL Women's Law Caucus I had rallied my group to attend. Little did I know then that I was beginning a journey of mentorship that would sustain as my career evolved.

My immediate impression of the WATL Committee (as I have come to call it) was that it was fun group! All the women attorneys seemed to really enjoy each other's company. Everyone was welcoming and kind to me at the reception and I was invited to join the group for dinner and to attend the business meeting the following morning. I was impressed at how such a jovial group the night before could buckle down for business the next morning. I was inspired and knew this was group to which I wanted to belong.

Mary: Obviously you're very active in the ISBA. How did you first become involved in the bar association? What are your areas of interest in the ISBA?

Julie: The summer after my first year of law school I clerked for attorneys Bob and Barbara Downs in their family law practice in Chicago. That summer Bob happened to be installed as ISBA President. One of my first projects for Bob

as a summer clerk was to rally support for an issue that was to be on the Agenda for the Assembly---whether to back the Supreme Court requiring reporting of pro bono service at the time of ARC registration renewal. Little did I know then that I would be talking to people who I have since come to know as the influential echelon of the ISBA. Bob invited me to attend the Annual Meeting to participate in his installation as President. He told me to choose one committee and to sit in on their business meeting. I choose the Standing Committee on Women & the Law.

I clerked for Downs Law Offices my second summer and was hired on full time after passing the Bar in 2007. Bob was tremendously supportive of my further involvement in the ISBA and, with his support, I was appointed to the Standing Committee on Women & the Law and the Young Lawyers Division my first year of practice. I also was elected to the Assembly for the first time soon thereafter. Eventually, I aged off of YLD, but I remain on the Assembly and am now Vice Chair of WATL and am the Secretary of the Diversity Leadership Council.

As my practice area remains Family Law, I hope one day to be appointed to the Family Law Section Council.

Mary: Are you a homegrown Chicagoan or are you a transplant?

Julie: I was born in Lombard, Illinois, but was raised mostly in Arlington Heights. I have actually come full circle and have now made my own home in Lombard once again.

It was all by happenstance, but this community is truly where I belong. My neighbors are some of my best friends and this is where I found the love of my life as well. He literally lived down the street!

In addition to my law practice and involvement in the ISBA, I am Vice President of the Board of Directors for

a startup community-owned grocery store called the Prairie Food Co-op that is going to open in Lombard. It has been a tremendously rewarding experience to be part of a democratically operated company that is dedicated to fulfilling a need of the community in which I live.

Mary: What schools did you attend, up to and including law school, and what were your areas of study?

Julie: My undergraduate degree is from the University of Iowa. To my father's initial dismay, his hard-earned money went to my earning a liberal arts degree in the "fluffy" double major of Sociology and Religion. He once said to me after working for a few years in non-profit social service organization that it "is possible to both help people and make some money, you know"! Eventually my career path evolved to a point where law school was natural step. It wasn't for the money, but I'll admit, it's nice to no longer live on ramen and sleep on a futon anymore!

I was living in Rockford at the time I decided to go to law school, so Northern Illinois University was a logical choice. I only applied to one school, and the rest is history.

Mary: Who would you say were and are the biggest influences on your life and why?

Julie: I have so many influences on my life--family, friends, my mother, of course. Limiting that question to the realm of my legal career, the following people come to mind immediately:

Professor Jeffery Parness, who just happened to mention in passing during a Civil Procedure lecture that the First Vice President of the ISBA was a family law attorney in Chicago. Remembering that side bar, I approached him at finals and he connected me with Bob Downs, who hired me that summer.

Bob Downs, for his belief in me as a

new attorney and for his introducing me to the ISBA.

Ruth Bader Ginsburg, Myra Bradwell and Mary Ann McMorrow, just for being themselves.

Sandra Crawford, Sharon Eiseman, E. Lynn Grayson, Annemarie Kill and you, Mary, for exemplifying the kind of attorney and woman I aspire to be and by mentoring and supporting me along the way.

Mary: Julie, you don't know how much that means to me that you feel that way not only about me but about those remarkable other women you mentioned! Whom do you consider the most influential woman in your life and why?

Julie: The most influential woman in my life is my sister, Lisa. She is my best friend, my rock, my confidante and she pushes me to be the best person I can be. She has picked me up off the ground in my darkest times and raised me up even further during the best of times. I do and have done the same for her.

Mary: When did you decide to become an attorney? Was there a specific event or individual who made an impact on you to reach that decision?

Julie: I decided to become an attorney after about five years working for a domestic violence prevention and intervention agency in Rockford. I had the opportunity to counsel women who were in abusive relationships, but were not without resources and not in a position to need emergency shelter. I was able to establish long terms counseling relationships with many clients and participated in their road to empowerment, safety and freedom from abuse. That road often involved divorce proceedings or obtaining an Order of Protection.

For some time I teetered between furthering my education to become a therapist or to become an attorney. It was my experience with two very special women, former clients who I will not name, that led me to law. Both women asked me to be present as an advocate and source of support during their divorce proceedings and

I witnessed how that process could be both a path to freedom when their advocates understood the dynamics of domestic abuse and how that process could be misused to further entrap and control them when their advocates failed to properly protect them. As a therapist, I could counsel people and provide emotional support, but I could do nothing about the real problem for those who were abused, as that problem stems from outside of them. As an attorney, I could be the voice for those who were abused and better offer the opportunity for them to achieve safety and independence. So, I chose law.

Mary: You already told me about how you landed your first job out of law school. Do you have any tips for our new law school graduates?

Julie: All I can say is pay attention to your professors and nurture that professional network. Get out there and join the professional organizations that make sense for your career.

Mary: If you had to say you have a passion for some area of the law, what would it be?

Julie: I wouldn't say I have a "passion" for being a divorce lawyer. However, I do have a passion for using my role as a family law attorney to provide the opportunity for people who are often going through the most difficult emotional struggle of their lives, to come out of it financially secure, safe and ready for the next stage of life. To help a person transition through the loss of a marriage toward the future with a sense of possibility is very rewarding indeed.

Mary: What do you and your partner, Neil, enjoy doing in your leisure time? Your lives have changed a bit in the last year, haven't they? You have an addition to your family and he is darling! Tell us about that blessed event. And tell us, *now*, what you enjoy doing in your leisure time?

Julie: My love, Neil, and I now live together rather than down the street from one another. His daughter, Olivia, is with

us part time and has become instant friends with the neighbors on our street. We were also recently blessed with the birth of our son, Cole. He arrived April 29th and is truly our joy. I am just about to finish up my maternity leave and am back to work at the end of July. So, needless to say, our free time is family time these days and we love every minute of it!

Mary: Julie, our Committee Vice Chair, attorney, and new mother, what does the future hold for you? Your dreams and goals?

Julie: My dream and goal is to somehow try to make time for it all. Work/life balance is more of a priority than ever now. As an officer of WATL, I can continue to work toward this balance not only for me, but for women attorneys as a group.

Mary: Julie, thank you so much for taking time from your busy life to share "your story" with our readers. I wish you all the best in this next chapter of your wonderful life!

Mary F. Petrucci is a solo general practitioner in Sycamore, IL. She was the 2013-2014 Chair for the Standing Committee on Women & the Law and is a member of the 2015-16 Child Law and General Practice and Solo & Small Firm Section Councils. Mary can be reached at marypet@petrucciislaw.com and her Web site is www.petrucciislaw.com.



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ISBA Standing Committee on Women and the Law 2015 Annual Meeting Report

2014-2015 was a productive and inspiring year for the Standing Committee on Women and the Law (WATL).

On October 10, 2014, WATL co-sponsored the powerful CLE "Human Trafficking and the Commercial Sexual Exploitation of Children, which was presented by Baker & McKenzie LLP and the Illinois State Bar Association, and co-sponsored by the Illinois Judicial Council, Illinois Association of Administrative Law Judges, National Association of Women Judges District 8, Human Trafficking Task Force of the American Bar Association, Black Women Lawyer's Association of Greater Chicago, In., Chicago Bar Association Alliance for Women, Chinese American Bar Association of Greater Chicago, Cook County Bar Association, Hispanic Lawyers Association of Illinois, National Bar Association Region VII, Puerto Rican Bar Association of Illinois, Women's Bar Association of Illinois, ISBA Administrative Law Section, ISBA Child Law Section, ISBA Human Rights Section, ISBA International & Immigration Law Section, ISBA Standing Committee on Government Lawyers, ISBA Standing Committee on Racial Minorities & the Law. As a result of the multiple sponsors, the CLE was presented free of charge and offered 7 hours of MCLE credit. The program was so popular that the seminar reached capacity and had a wait list for those still wishing to attend. This CLE is available on the ISBA website in various formats, including streaming, podcast, CD-ROM, Audio CD, and DVD.

On February 7, 2015, WATL committee members volunteered their time for a service day at New Moms, Inc. Members put some elbow grease into cleaning up and preparing apartments to prepare for incoming tenants, who are young homeless mothers and their children.

On April 18, 2015, WATL committee members traveled to Springfield for a meeting and hosted a cocktail reception for women lawyers at The Inn at 835. The reception was a great success and included the ISBA presidential candidates stopping by to mix and mingle with women from the various bar associations surrounding the Springfield area over cocktails and a delicious spread of appetizers.

On May 7, 2015, the WATL presented the

CLE "Because You're Worth It! Achieving Advancement & Fair Compensation in the Legal Profession" and networking reception, which was co-sponsored by the ISBA Standing Committee on Racial and Ethnic Minorities and the Law, the ISBA Standing Committee on Law Office Management and Economics, and the ISBA Young Lawyers Division. The CLE presented a study conducted by the ISBA to determine whether Illinois' small and mid-sized firms experience similar gender equity and compensation trends that larger firms experience on a national level. This program is the result of many hours of dedication and hard work of our Gender Equity Subcommittee, whose members include Veronica Felton Armouti, Julie Neubauer, Emily Masalski, and Kristen Prinz.

Throughout the year, the WATL committee members considered and commented on various pieces of legislation that could affect women, including proposed changes to Business Enterprise for Minorities, Females and Persons with Disabilities Act, the Illinois Marriage and Dissolution of Marriage Act, the Code of Criminal Procedure of 1963, the Illinois Abortion Law of 1975, the Income Withholding for Support Act, the Equal Pay Act of 2003, the Uniform Interstate Family Support Act, the Illinois Domestic Violence Act of 1986, the proposed creation of Creates the Lethal Violence Order of Protection Act and more.

At our annual meeting on June 19, our 2014-2015 Chair, Emily Masalski, set forth her plan and initiatives for the upcoming year. Emily has been an outstanding member of the WATL Committee since 2008. In 2011, Emily was named as one of the ISBA Young Lawyers of the Year. Emily campaigned to get SB0344 "Lactation Accommodation in Airports" introduced into the legislature and passed through both houses. The bill is now on Governor Rauner's desk for signature. One of Emily's main focuses for this year is to have the ISBA stand in full support of the passage of the Equal Rights Amendment in the Illinois Legislature.

Female ISBA members continue to shine and win awards for their commitment and service to the profession and their communities. Ruth Ann Schmitt won the Board of Governors Award. Mary Meg McCarthy won the

Elmer Gertz Award for Human Rights. Linda Zazove won the Joseph R. Bartylak Memorial Legal Services. Kathryn A. Kelly won the Roz Kaplan Government Service Award. Sonny Choi won the Diversity Leadership Award. Abigail Leinsdorf won the Law Student Division Public Service Award. And Julie Ann Sebastian won the Austin Fleming Newsletter Editor Award. The WATL committee congratulates these women for their achievements.

On Saturday, July 18, the WATL committee will continue its commitment to giving back to the community when the members will participate in the Women Everywhere Agency Service Day. Committee members will be partnering up with attorneys from ClarkHill to do some gardening at Teen Living's transitional living program.

The WATL newsletter, *The Catalyst*, continues to be published every other month featuring consistently outstanding articles by our member-authors. ■

Did you know?

Every article published by the ISBA in the last 15 years is available on the ISBA's Web site!

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*Sorry, if you're a licensed Illinois lawyer you must be an ISBA member to order.

Upcoming CLE programs

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

August

Tuesday, 8/4/15- Teleseminar—Construction Agreements, Part 1. Presented by the ISBA. 12-1.

Tuesday, 8/4/15- Webinar—Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11-12.

Wednesday, 8/5/15- Teleseminar—Construction Agreements, Part 2. Presented by the ISBA. 12-1.

Thursday, 8/6/15- Webinar—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11-12 pm.

Tuesday, 8/11/15- Teleseminar—Estate Planning with Annuities & Financial Products. Presented by the ISBA. 12-1

Tuesday, 8/11/15- Webinar—Fastcase Boolean (Keyword) Search for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 11-12 pm.

Thursday, 8/13/15- Teleseminar—2015 in Age Discrimination Update. Presented by the ISBA. 12-1.

Friday, 8/14/15- Teleseminar—Ethical Issues in Buying, Selling, or Transferring a Law Practice. Presented by the ISBA. 12-1.

Tuesday, 8/18/15- Teleseminar—Business Divorce: When Business Partners Part Ways, Part 1. Presented by the ISBA. 12-1.

Wednesday, 8/19/15- Teleseminar—Business Divorce: When Business Partners Part Ways, Part 2. Presented by the ISBA. 12-1.

Thursday, 8/20/15- Teleseminar—Easements in Real Estate. Presented by the ISBA. 12-1.

Monday, 8/24/15- Teleseminar—Like-Kind Exchanges of Business Interests- LIVE REPLAY. Presented by the ISBA. 12-1.

Tuesday, 8/25/15- Teleseminar—Estate Planning for Guardianship and Conservatorships. Presented by the ISBA. 12-1.

September

Tuesday, 9/1/15- Teleseminar—Estate & Trust Planning With the New 3.8% on Income. Presented by the ISBA. 12-1.

Wednesday, 9/2/15- Teleseminar—Drafting Service Agreements in Business. Presented by the ISBA. 12-1.

Thursday, 9/3/2015- CRO and LIVE WEBCAST—The Basics of LLC Operating Agreements. Presented by the ISBA Business and Securities Section. 1:00-4:45 pm.

Thursday, 9/3/15- Teleseminar—Drafting Effective Employee Handbooks- LIVE REPLAY. Presented by the ISBA. 12-1.

Friday, 9/4/15- Teleseminar—Rights of First Refusal/Rights of First Offer in Transactions. Presented by the ISBA. 12-1.

Tuesday, 9/8/15- Teleseminar—Ethics and Pre-Trial Investigations. Presented by the ISBA. 12-1.

Tuesday, 9/8/15- Webinar—Introduction to Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 2-3.

Tuesday, 9/8/15- Tuesday, 1/19/15- CRO—Trial Techniques Institute. 5:15-6:45—every Tuesday except 9/15 and 9/29.

Thursday, 9/10/15- Teleseminar—Selling Closely-Held Companies to Employees, Part 1- LIVE REPLAY. Presented by the ISBA. 12-1.

Thursday, 9/10/15- Webinar—Advanced Tips for Enhanced Legal Research on Fastcase. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 2-3.

Friday, 9/11/15- Teleseminar—Selling Closely-Held Companies to Employees, Part 2- LIVE REPLAY. Presented by the ISBA. 12-1.

Thursday, 9/10/15- CRO and LIVE WEBCAST—Mining Data and Privacy: A Primer. Presented by the ISBA Intellectual Property Section. 8:30 am -12:30 pm.

Friday, 9/11/15- Fairview Heights, Four Points Sheraton—Solo and Small Firm Practice Institute Series. Presented by the ISBA. ALL DAY.

Tuesday, 9/15/15- Teleseminar—Planning to Obtain Tax Free Treatment in Business Combinations. Presented by the ISBA. 12-1.

Tuesday, 9/15/15- Webinar—Fastcase Boolean (Keyword) Search for Lawyers. Presented by the Illinois State Bar Association – Complimentary to ISBA Members Only. 2-3.

Wednesday, 9/16/15- Teleseminar—Duress & Undue Influence in Estate and Trust Planning- LIVE REPLAY. Presented by the ISBA. 12-1.

Wednesday, 9/16/15- Live Studio Webcast—Litigating the Municipal Division Case: “Small” Cases Can Create Big Headaches. Presented by the ISBA Tort Law Section. 10:30-noon.

Wednesday, 9/16/15- CRO and LIVE WEBCAST—Welcome to the Jungle: LLC Members and Their Rights and Interests in Bankruptcy—A Primer for the Business Counselor. Presented by the ISBA Business & Securities Law Section. 1:30-5 pm.

Thursday, 9/17/15- CRO and LIVE WEBCAST—Complex Asset Recovery: Fraudulent Transfers, Offshore Assets & Charging Orders. Presented by ISBA Commercial Banking, Collections and Bankruptcy Section. 8:45-12:15 pm.

Friday, 9/18/15- East Peoria, Embassy Suites—Family Law Financial Litigation. Presented by the ISBA Family Law Section. 8:20-5:00.

Monday, 9/21/15- Teleseminar—Attorney Ethics in Transactional & Litigation Negotiations- LIVE REPLAY. Presented by the ISBA. 12-1. ■