

Boulder COUNTY

BAR ASSOCIATION

PROACTIVELY MANAGE THE FINANCIAL RISKS OF ETHICS VIOLATIONS

KAREN A. HAMMER, ESQ., LL.M.

Justice For
All Ball
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Many business people say, "if you can't work harder, then work smarter." They focus on increasing profitability by either increasing revenue (while holding down costs) or decreasing costs (even when revenues are level). Even if you cannot increase your gross revenue, you can most likely decrease costs by proactively managing foreseeable risks.

OARC's Lawyer Self-Assessment Program provides tools to help lawyers work smarter by anticipating and managing risk.

WHY I'M A FAN OF SELF-ASSESSMENT

When fielding calls for the Colorado Bar Association's Ethics Hotline, I talk to some lawyers who don't know *how* to evaluate and manage ethics risks. Attendees at ethics CLE I teach sometimes incorrectly assume ethics rules are merely "aspirational." Those lawyers who treat ethics rules as "aspirational" still face ethics risks, but are blind to opportunities to manage those risks.

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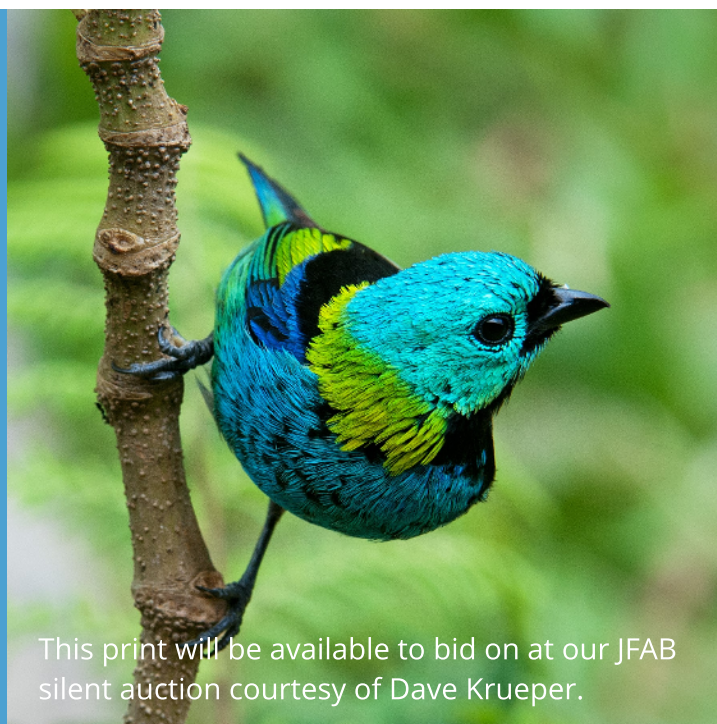
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This print will be available to bid on at our JFAB silent auction courtesy of Dave Krueper.

FINANCIAL RISKS CONTINUED

These misunderstandings exist among all experience levels and across practice areas.

That's why I enthusiastically answered Attorney Regulation Counsel Jim Coyle's request to join a Supreme Court subcommittee on *proactively* managing ethics risks. In late October 2017, Colorado's OARC rolled out the first-in-the-nation ethics self-assessment program for lawyers to voluntarily and confidentially evaluate risks.

UNDERSTANDING RISK

Transactional lawyers often help clients manage risk - parties voluntarily apportion certain risks contractually. Litigators routinely help their clients influence who bears the cost when the risk of harm has "blossomed" into actual or perceived damage to private or public interests protected by law.

Lawyers traditionally consider themselves the ones who *give* advice, but maybe we could learn from the impact on our clients - and on our colleagues - of inadequate risk management.

WHAT IS RISK MANAGEMENT?

Some learned as youngsters to look both ways before crossing the street so that we don't walk into oncoming traffic. That may have been our first risk management lesson.

OARC SELF-ASSESSMENT PROGRAM

The self-assessment tool identifies ten select areas where lawyers can manage the risks of the substantive and *practical* aspects of the *business* of law:

- Developing competent practices
- Communicating in an effective, timely, professional manner
- Ensuring the confidentiality requirements are met
- Avoiding conflicts of interest
- File management, security, and retention
- Managing the law firm/legal entity and staff appropriately
- Charging appropriate fees and making appropriate disbursements

- Ensuring that reliable trust account practices are in use
- Access to justice and client development
- Wellness and inclusivity

Each module includes thought-provoking questions and resources to help us work smarter. After completion of each online module, the lawyer can receive an analytical report.

CONFIDENTIALITY

OARC actively designed the tool so that lawyers can *honestly* participate in self-assessments without revealing to others weak spots in their practice or ethics compliance. More information is available online.

LIABILITY INSURANCE IS NOT THE ONLY RISK MANAGEMENT TOOL

Violations of the external standards imposed on us as lawyers and as civilians can be expensive and cause reputational damage. To manage that risk, many lawyers purchase liability insurance.

If you have professional liability coverage, check your policy to determine the size of your deductible for your defense. Now make a list of the things you could spend your deductible amount on that would be more rewarding, interesting, or satisfying than defending against risks that could have been proactively managed and/or mitigated.

Read your policy thoroughly to determine other essential terms. For example, your policy may not cover illegal acts.

Lawyers should know better than anyone how much time goes into defense against claims - that time could be used for more productive or enjoyable purposes. Ultimately, wouldn't you rather make *proactive* decisions about where you spend your time and money?

ONE EXAMPLE

Here's a specific self-assessment example from the Competent Practice Working Group (Cori Peterson (Office of the Presiding Disciplinary Judge), David Wollins (David H. Wollins, P.C.) and me).

FINANCIAL RISKS CONTINUED

Many competence questions help lawyers identify weaknesses and strengths in our own substantive areas of practice. But the self-assessment also prompts lawyers to identify circumstances we might not otherwise anticipate that could undermine competence.

Competence Objective 1 is: “Ensure you have the legal knowledge and education to handle all new matters.” That seems straightforward at first blush.

Then the tool provides a series of best practices for you to consider, including Best Practice 1.3: “Assess whether you are familiar with the *factual context* and subject matter of cases you take” (*emphasis added*).

After each objective, the online tool refers to some relevant Colorado Rules of Professional Conduct. For competence Objective 1, the tool also cites to “*In re Shipley*, 135 S. Ct. 1589-90 (2015) (a lawyer cannot delegate the duty of competence to a client).”

Going deeper, Objective 3 assesses whether you have the necessary *resources* to competently handle matters. Best Practice 3.5 prompts you to “Ensure your fees are adequate to support developing both the factual bases and the legal aspects of the matters you undertake. “You are then referred to “C.R.C.P. 11 (‘the signature of an attorney constitutes a certificate that he has read the pleading; that to the best of his knowledge, information, and belief formed after reasonable inquiry, is well-grounded in fact’).”

Rule 11 violations create financial risks; but, even without Rule 11 sanctions, ethics rules make false Rule 11 certifications potential discipline risks. Similarly, transactional lawyers also face external standards of care, such as securities laws governing legal opinions lawyers provide to investors and financial rating agencies to evaluate a potential investment. Insufficient due diligence creates direct financial risk under securities laws, and indirect financial risks from the professional disciplinary process.

OARC investigations can be triggered by request. Investigations can be uncomfortable, time-consuming, and potentially expensive, regardless of whether discipline follows.

Unlikely? Remember Boulder’s 1,000-year rain? In retrospect, well-maintained sump pumps weren’t “aspirational.”

YOUR ANNUAL CHECK-UP

OARC’s self-assessment is like your annual physical to gauge your medical condition or the financial snapshot your annual taxes provide. Why not click on the self-assessment link while renewing your annual attorney registration? [Click here for the link](#)

UPCOMING CLE

On March 8, 2018, the Boulder County Bar Association will host its first CLE on OARC’s Lawyer Self-Assessment Program. Details to follow.

THE AUTHOR

Karen Hammer is the principal of Hammer-Law. Hammer is a member of the Boulder County Bar Association. She can be reached at hammer@hammer-law.com.

DISCLAIMER

This article does not guarantee the accuracy or completeness of any matters addressed herein. It reflects the perspective of the author alone and may not necessarily reflect actual positions of the Boulder County Bar Association, OARC, or other entities referred to herein. Seek legal advice for these matters.

Karen Hammer has handled over two billion dollars of complex financial transactions involving businesses, government agencies, and quasi-governmental entities. She also does related types of litigation. A member of the CBA’s Professionalism Coordinating Council, Hammer is also co-Secretary of the CBA’s Ethics Committee. Hammer is a Hearing Panel board member for attorney discipline cases. She was Chair of the D.C. Bar’s Real Estate, Housing, and Land Use Section and an appointee to the White House and Congressional Commission on Character Building in Education.

Thanks to fellow Proactive Management-Based Program subcommittee member, Barbara K. Brown, Ph.D., for her insightful comments on this article.

CALENDAR OF EVENTS

Friday, February 2

TAXATION, ESTATE & PROBATE

Proposed Colorado Uniform Trust Code Statute & Changes

Presenter: Connie Eyster

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Wednesday, February 7

PARALEGAL

COLAP Presents: How to Make Stress Work For You

Presenter: Sarah Myers

Noon @ Bryan Cave Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Wednesday, February 7

CIVIL

Professionalism in Mediation

Presenter: Steven Meyrich

Noon @ Justice Center Training Room East

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Thursday, February 8

INTELLECTUAL PROPERTY

Strategies for Cannabis Under Federal IP Protection

Presenters: Sally Sullivan, Mary Smith, and Halina Dziejewit

Noon @ Lathrop & Gage

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Tuesday, February 13

EMPLOYMENT

Tips from the Trenches

Presenter: Karen Fritschen

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Wednesday, February 14

BUSINESS

Presentation TBD

Presenter: TBD

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Thursday, February 15

REAL ESTATE

Presentation: Dispatch from Real Estate Broker World

Presenter: Michael Smeenk and Damien Zumbrennen

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Thursday, February 15

BANKRUPTCY

Monthly Lunch and Roundtable

Noon @ Kathmandu

Friday, February 16

AVAILABILITY OF LEGAL SERVICES

Monthly Roundtable

Noon @ BCLS

Tuesday, February 20

ELDER

The Boulder County Long-Term Care Ombudsman Program

Presenter: Steven Seay

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Wednesday, February 21

FAMILY

Presentation Regarding Division of Fertilized Embryos

Presenter: Connie Eyster

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Thursday, February 22

NATURAL RESOURCES

Legal Framework for Aquifer Storage & Recovery

Presenter: Matt Machado

Noon @ BCBA Conference Room

\$25 CLE, \$15 New/Young Lawyer

[Register and pay online here](#)

Saturday, February 24

JUSTICE FOR ALL BALL

7:00 pm @ The Studio Boulder

\$50 Early Bird, \$40 New/Young Lawyer (All tickets \$75 after 2/16)

[Register and pay online here](#)

Tuesday, February 27

ALTERNATIVE DISPUTE RESOLUTION

Roundtable Discussion

Noon @ BCBA Conference Room

Wednesday, February 28

TAXATION, ESTATE & PROBATE

Presentation TBD

Presenter: TBD

Noon @ Dickens Tavern, Longmont

\$25 CLE, \$15 New/Young Lawyer, \$16 Lunch

[Register and pay online here](#)

PRESIDENT'S PAGE

RENEE EZER

One of my favorite parts of being a law clerk was *voir dire*. I loved watching how different lawyers navigated through the process of identifying which potential jurors posed the greatest danger to their case. Picking a jury in Boulder wasn't easy because it seemed that everyone in the panel only listened to public radio or watched public television, shopped at Whole Foods or Alfalfa's, and either did yoga or climbed rocks. I remember once, a lawyer asked a group of prospective jurors to describe their favorite tee shirt. And the façade behind which many panelists had previously hidden immediately fell away. He got authentic, and sometimes hilarious, responses to his question, and those responses gave him the information and insight he needed to pick a winning jury for his client. That question left me with a lifelong obsession with the tee shirts that people wear, and why they are meaningful.

Put a pin in that. I'm going to come back to it in a minute.

I'm a technology immigrant, rather than a native. Technology and, particularly, social media, are not my first language or culture. But I am assimilating. I use Facebook and LinkedIn. I've thought about using them to promote my law practice, but in the game of setting and shuffling priorities, they've never made it to the top of my list. I know I'm not alone in justifying my fear to use these tools in this way. But apparently there's a whole world out there of attorneys and bar associations to connect with, and law practice management resources to take advantage of, for those who do use these tools in this way. And this is why lawyers need to care about this.

So I was sitting in a local coffee house last week, thinking about how to move through my professional social media anxiety, and a guy walks in wearing a heather blue tee shirt that read, "nothing changes if nothing changes". A bit actor sent across the stage of my life in the perfect moment to invite me to stop overthinking the problem, and *just do something*. Or maybe it was just his favorite tee shirt, and it was a coincidence that I started to figure out how and why I should become part of the bigger dialogue that is taking place in our profession. So, I sipped my coffee and typed a new Google query on my laptop.

I was a little surprised to learn that the primary use of social media by lawyers is not to showcase an attorney's practice and highlight contact information. It's to create a space to engage in conversation with people, to create a network, and to build community. Seriously – community like the kind that



people built years ago in the Rotary Club or in a small-town setting. Imagine a community in which you become the go-to lawyer in your field, not just in Boulder County, but across Colorado and the rest of the country. And the way you build that is by bringing your personality into the social media that you use. People are no longer just interested in your glowing resume. They want to interact with you on a personal level and a social level, to see who you are in addition to how much knowledge you have in your area of practice. If this makes you feel a bit vulnerable or even sick to your stomach, you are not alone. Do it anyway.

Start with a blog. Blogging software is easy to set up and use. Platforms like WordPress and Squarespace look and feel a lot like Microsoft Word. There is no word limit to what you can publish on a blog (which will be a blessing for some of the lawyers I know). Write articles and posts about your area of knowledge. Tell your personal story. Unmask who you are and differentiate yourself from other attorneys in your field, so people know why they should hire you. And treat your blog as the hub of all of your communication efforts. So, when you post on social media – and the Big Three platforms for lawyers are LinkedIn, Facebook and Twitter – always provide the link back to your blog.

This is what I learned sipping coffee last week. It reminded me that I'm due for a blog post on our firm's website. When I get it done, I'll post a link to it on the BCBA Facebook wall, and quietly thank the guy in the blue heather tee shirt for pushing me out of my comfort zone to learn about something new. I hope I see posts from other Bar members, too.

Renee Ezer is a shareholder at Dietze and Davis, P.C. She can be reached at 303-447-1375 or ezer@dietzedavis.com.

NEUTRALITY MEETS EFFECTIVENESS IN THE ART OF MEDIATION

PETER FABISH JD, MA

Whenever I try to look for universal rules regarding mediation, I end up circling back to the thing I love most about being a mediator: that mediation is truly an art, not a science. It's an art because, as much as my lawyer brain wants to categorize the process into a set of predictable behaviors and principles, mediation eludes such reductions. I see this in my attempts to formulate a consistent definition of mediator neutrality.

Treatises about mediation invariably discuss the importance of a "neutral" and "impartial" mediator. The presentation of the mediator as neutral is a major aspect of what lends mediation legitimacy in the public eye, in part by aligning it with the judicial concept of an impartial judge.^[1] At a minimum, this means the mediator does not have a personal conflict of interest with respect to the parties or the dispute. Neutrality also can refer to process equality, which can include such things as spending relatively equal time with each party in caucus.

Things get trickier when one attempts to define neutrality in the context of outcome and the mediator's relationship to the parties. With respect to the former, some theorists contend a mediator should be completely disinterested in the outcome of a mediation. This is often advanced in furtherance of the ideal of participant empowerment and self-determination. With regard to the latter, mediators are expected to remain unbiased toward the parties.^[2]

In the trenches of mediation, however, the clarity of these apparently self-evident principles can begin to break down. As a divorce mediator, I frequently (almost always) work with people who are in intense pain. Like cats on a hot tin roof, they are often more interested in how effective I can be in getting them off where they are and into a workable solution, than in helping them to be self-efficacious, fully expressed, or to "get the other person's world." On the other hand, at times it's impossible for parties to move forward until they feel the other party has heard and gotten, at least on some

level, where they are coming from. Deciding which is more important in a given moment is one of the artistic practices of mediation.

Parties may also be interested in having me use my knowledge as a family lawyer, and skills as a mediator, to help ensure they are not taken advantage of, or agreeing to a bad deal that is unsupported by the law. They may be down-power and unable to effectively negotiate with a more aggressive or knowledgeable opponent. In such cases they may justifiably feel poorly served by a mediator who has zero interest in outcome. The Model Standards implicitly acknowledge this concern by stating: "Although party self-determination for process design is a fundamental principle of mediation practice, a mediator may need to balance such party self-determination with a mediator's duty to conduct a quality process . . ."^[3]

Ultimately, if I'm going to take up people's time and money and encourage them to entrust me as a guide, I often feel a greater interest in being **effective** in getting them from the mess they're in into a workable solution, than in promoting lofty principles of self-determination. The art of mediation contemplates balancing these sometimes-divergent interests.

Neutrality and impartiality principles run into further complication when you consider two of the major differences between mediators and judges. Unlike a judge, as a mediator I get to meet separately with each party. I often use that right as a means to establish the trust necessary to get me past the second distinction: my inability to **decide** anything. Thus, to be effective, I must gain the parties' trust that I can be impartial, while simultaneously getting them to understand that I truly empathize with, and acknowledging the inherent validity of, their seemingly irreconcilable positions and interests. To accomplish this, I have to be operating on what Ken Wilber describes as an "integral level" of development: able to hold multiple perspectives simultaneously. As I align with each party in caucus in

NEUTRALITY CONTINUED

this way, I may appear to be violating strict principles of mediator neutrality. But I often find only after I establish such a trust connection can I get parties to consider me credible when I suggest another perspective can be validly held by their opponent and should be considered. Again, when I do that, I must continuously track the micro-data coming from the parties and adjust my approach accordingly, to maintain their trust in my neutrality.

The apparent tension between impartiality and the need to establish trust may be more a reflection of two different ethics: an ethic of impartiality and an ethic of care. “[T]he ethic of care includes feeling responsibility toward [each] party and concern for that person’s needs; it is manifested in forming a personal relationship with each side and showing empathy, involvement, understanding and support. This latter ethic might necessitate that the mediator intervene in the content of the dispute.”^[4]

Finally, a mediator who fails to account for the *implicit* biases and prejudices he or she may hold toward individual parties—often in contrast to the mediator’s *explicitly* held beliefs—is ill-equipped to maintain neutrality. The Implicit Association Test (IAT), an instrument taken by over two million people, seems to demonstrate that no one is free from unconscious assumptions.^[5] While I cannot rid myself of such unconscious assumptions, I can be aware that they are lurking, and be constantly on the lookout for how they

effect how I conduct myself toward each party.

Maintaining neutrality while being effective as a mediator is all part of the art—and the fun—of being a mediator.

[1]Mayer, B. (2004) Beyond Neutrality: Confronting the Crisis in Conflict Resolution.

[2]See Model Standards of Conduct for Mediators (2007), available [here](#)

[3] *Id.*

[4]Zamir, R. (2011). The disempowering relationship between mediator neutrality and judicial impartiality: Toward a new mediation ethic. *Pepperdine Dispute Resolution Law Journal*, Vol. 11: 467.

[5]Izumi, C. (2010). Implicit bias and the illusion of mediator neutrality. *Washington University Journal of Law & Policy*. Vol. 34, 71.

Peter Fabish is an attorney-mediator and co-founder of Conscious Family Law & Mediation, a family law firm in Boulder Colorado that offers Conscious Divorce Mediation to couples seeking an alternative to traditional divorce. He also is an advocate for individuals who seek to litigate their divorce. He received a JD from the University of Washington in 1991 and a Masters in Counseling from Seattle University in 2009. He is currently the board vice president for the Boulder Interdisciplinary Counsel, and co-chair of the Boulder County Bar Association ADR section. He recently co-authored a chapter in the book [The Collaborative Divorce Advantage: How to Divorce Consciously to Avoid Financial and Emotional Bankruptcy](#)(2017).



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2018 Boulder County Bar Association



JUSTICE FOR ALL BALL

Saturday, February 24 at 7 pm

The Studio

3550 Frontier Avenue, Boulder

About JFAB

16 years ago, the Boulder County Bar Association started a fundraiser called Food Wine Jazz Art to benefit Colorado Legal Services. While this event was a great success, recent cuts to the federal budget made us realize we needed to rebrand our event to draw a larger crowd and raise even more money for legal services.

The Boulder County Justice For All Ball will still be geared toward the legal community, but this year we are expanding further to include partners, clients, and friends. We are holding the event on a Saturday evening to accommodate those who find a weeknight event hard to attend. We are also hoping to bring in members who have never attended a bar event. Our new space, The Studio, is an industrial chic venue with ample parking that should bring a fun new feel to our fundraiser.

We will have music and dancing led by the Diamond Orchestra. Their fun, sophisticated and soulful ensemble keeps guests of all ages and tastes entertained at the top venues in Colorado and beyond. There will also be a silent auction with some fabulous opportunities.

Hors d'oeuvres will be available along with delicious desserts from Bridge House Catering.

Tickets available now! Early bird pricing is available until February 16:

\$50 per person, \$40 for New/Young Lawyers.

[Click here to register and pay online for this worthy event!](#)

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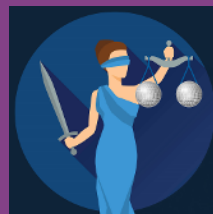
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Silent Auction Donations

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- Gold Key Travel
- J Hilburn Men's Clothier - Kristen Batchelder
- Lafayette Theater Company
- Longmont Theater Company
- Lucy Tuck Photography
- Redstarts and Ravens - Dave Krueper and Janet Ruth
- Spyder

Thank you to Hazel's for donating the beer and wine for our event.

If you have an item you would like to donate for the silent auction, items will be accepted until Saturday, February 10. Please email Laura@boulder-bar.org for a donation form. Thank you!



VISIT US AT OUR SOCIAL MEDIA SITES



PROFESSIONALISM ON CALL

February 5	Mike Rafik	303.444.9292
February 12	Gwyn Whalen	303.443.8010
February 19	Lee Strickler	303.443.6690
February 26	Mark Langston	303.440.9684

The Professionalism Committee assists lawyers, clients, and other members of the community with questions or complaints about behavior by lawyers that fails to meet generally accepted standards of professionalism and courtesy, or that is contrary to the BCBA Principles of Professionalism.

The Professionalism Committee does not address allegations of criminal or ethical violations by lawyers, as regulated by the Colorado Rules of Professional Conduct, and any such violations should be addressed to the Office of Attorney Regulation Counsel.

BOULDER COUNTY FREE LEGAL CLINIC

The dates have been set for the 2018 Free Legal Clinics at the Sacred Heart of Jesus Church (2312 14th Street) and the Longmont Senior Center (910 Longs Peak Ave) from 5:30 - 7:30 pm. Volunteers are always needed. Please contact Laura at laura@boulder-bar.org if you can help in Boulder, or susan.spaulding@longmontcolorado.gov if you can help in Longmont.

Boulder: March 22, June 21

Longmont: February 27, May 22

PRO SE PROBATE CLINIC

Thank you to the following attorneys who volunteered for the Pro Se Probate Clinic:

Brooke Brestel
Tom Rodriguez
Sara Bucar
Gina Weinberger
Russ Osgood

Kurt Hofgard
Renee Ezer
Martha Ridgway
Jessica Catlin
David Dougherty

PRO BONO REFERRALS

Seven cases were referred during the month of December. Thank you to the following attorneys:

Dan Alspaugh
Christina Ebner
Michael Morpew
Todd Stahly

Thank you to the following attorneys who accepted a mediation case:

Beverly Nelson
John Tweedy

PRO SE VOLUNTEERS

Kathleen Franco
Tucker Katz

BCAP VOLUNTEERS

There were no requests for a referral for the Boulder County AIDS Project in October.

PRO BONO CORNER

Interested in a Pro Bono case? Please call Erika at 303-449-2197. CLE credits available for pro bono service.

LAWYER ANNOUNCEMENTS

HutchinsonBlackandCookLLC

Attorneys at Law

Since 1891

HBC is pleased to welcome to the Firm:



Colleen M. Koch

Associate

A 2017 graduate of the University of Colorado School of Law, Colleen served as the Managing Editor of the Law Review and she was selected as a member of the Order of the Coif. With her background as an educator, she will join the firm's nationally-recognized Title IX practice group. She will also focus on personal injury and general commercial litigation.

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HutchinsonBlackandCookLLC

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HBC is pleased to welcome to the Firm:



Lisa C. Willcox

Associate

Lisa graduated from the University of Colorado School of Law with an emphasis in taxation, and membership in the Order of the Coif. During law school Lisa was a member and publishing student author of the Colorado Law Review. Lisa is an active member with the Trust and Estate Section of the Colorado Bar Association and serves as the Secretary for its New Lawyers Subcommittee. Lisa will focus her practice on estate planning and probate administration.

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HutchinsonBlackandCookLLC

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HBC is pleased to welcome to the Firm:



Lauren E. Carpenter

Associate

A 2006 Order of the Coif graduate of the University of Washington School of Law, Lauren brings to the firm over 11 years of legal experience in both private practice and as a JAG in the United States Air Force. At HBC, Lauren will emphasize corporate work, business transactions, mergers and acquisitions, financing and counseling emerging companies.

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HutchinsonBlackandCookLLC

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HBC is pleased to welcome to the Firm:



Daniel D. Williams

Formerly a partner with and co-founder of Williams & Daley

Dan brings to the firm over 17 years of litigation experience in a wide variety of commercial, business, securities and consumer disputes, including bet-the-company and other complex cases for emerging and established companies of all sizes. Dan's clients come from a diverse range of industries, including natural products and outdoor industry, technology firms, life sciences/medical device companies, financial services and energy companies.

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LAWYER ANNOUNCEMENTS

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HBC is pleased to welcome to the Firm:



David J. Driscoll

Formerly a partner with and co-founder of Garlin Driscoll LLC

David's practice emphasizes complex commercial litigation, plaintiff's personal injury, environmental torts, and insurance litigation of all types. He also regularly serves as an AAA arbitrator.

David is a past president of the Boulder County Bar Association and has been listed in Colorado Super Lawyers and Colorado Best Lawyers.

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Stevens, Littman, Biddison,
Tharp & Weinberg, LLC

ATTORNEYS AT LAW



Stevens, Littman, Biddison, Tharp & Weinberg, LLC, is pleased to announce that Lila Sol has returned from the wilds of Colorado Legal Aid to rejoin SLBTW as an associate. Ms. Sol will continue to focus her work in domestic relations and civil litigation.

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