



New York Women's Bar Association

Annual Dinner

Honoring

New York State
Chief Administrative Judge

Ann Pfau

With the President's Special Award

&

Mariska Hargitay

Star of Law & Order: SVU

With the Joan L. Ellenbogen Award

Thursday, June 5th

at Capitale

130 Bowery at Grand Street

Cocktails at 6:00pm

Dinner & Program at 7:30pm

For Information or to RSVP

Contact Dinner Co-chair Donna Praiss

at dinner@nywba.org or

212.309.1023

See our website at www.nywba.org
for more details and the complete invitation

For the latest news and information on programs and events, check NYWBA online at www.nywba.org.

PRESIDENT'S MESSAGE **STAND UP FOR OURSELVES** **AND AMERICA**

JUNE 2008



Lisa A. Sokoloff

America is one of the biggest, most stable and richest nations on earth, boasting impressive democratic institutions and economic power. Founded as a beacon of liberty and idealism, we are in many ways a living tribute to our history and principles.

Unfortunately, America is still a work in progress. The reality of our way of life does not live up to our ideals. Health care and higher education are still unaffordable for many of our citizens. So many people remain underserved by the very institutions and laws set up for their protection. Our business and political institutions continue to compromise and curtail our liberties. And perhaps most astonishingly, women, the majority of our population, do not have equal rights under the law.

It's often subtle, but cultural and economic discrimination against women still thrives. Recently, the U. S. Supreme Court voted to curtail the right to sue for disparate pay. The Court ruled against Lilly Ledbetter, a Georgia woman paid less than her less senior male co-workers at Goodyear, solely because of the date on which she discovered the company's discriminatory policy. Unfortunately, Lilly Ledbetter is not alone; we all know women in the workforce paid less than their male counterparts. Often women choose not to sue for equal pay because they are afraid of retribution or being blackballed. Now, they have to worry that their discovery is too late. When Goodyear prevailed in the U.S. Supreme Court, it wasn't just Lilly Ledbetter's loss; it was a loss for all women.

Women have lost ground in other areas as well. With recession looming, New York State has cut social service programs benefiting women and children. Human trafficking laws and family leave acts passed by the U.S. Congress languish in the Senate. More people are uninsured today than sixteen years ago when President Clinton attempted to reform health care. Moreover, our hard won right to control our bodies hangs by a thread.

Women have had the vote since 1920, yet often vote against our best interests. We have allowed those who would deny us equal rights, including some of the leading opinion-makers in the country, to make feminism a dirty word. Our passivity in pursuit

Continued on page 2

NYWBA ANNUAL DINNER

On June 5, 2008, the NYWBA will hold its 73rd Annual Installation Dinner at Capitale, renown for its food as well as its decor. This year, the President's Award will be presented to the Honorable Ann Pfau, Chief Administrative Judge of the State of New York. We will also collectively honor all of the newly appointed Justices of the Appellate Division. Additionally, the Joan L. Ellenbogen award will be presented to Mariska Hargitay, star of the television series "Law and Order: SVU," for her efforts to aid the victims of sexual assault through the Joyful Heart Foundation.

At the dinner, Jo Ann Douglas, who primarily represents children in matrimonial and family law matters, will be sworn in as President of our Association. The Hon. Betty Weinberg Ellerin will also swear in the following officers: Lisa A. Bauer, an associate at Proskauer Rose, LLP in the Litigation and Dispute Resolution Department; Sylvia E. Di Pietro, who maintains her own law practice in the areas of trusts and estates, real estate transactions and commercial contract negotiations; Donna M. Praiss, a partner in intellectual property group at Hunton & Williams, LLP; Gretchen Beall Schumann, an associate at Cohen Hennessey Bienstock & Rabin P.C, a law firm specializing in complex matrimonial and family law matters; Kelly O'Neill Levy, the Principal Law Clerk to Justice Sherry Klein Heitler of the Appellate Term, Supreme Court, First Department; and Bonnie Cohen-Gallet, who works in New York City Family Court.

The directors to be sworn in include outgoing President Lisa A. Sokoloff, Jane Bevans, Elizabeth A. Bryson, Robin E. Eichen, Catherine M. Foti, Myra L. Freed, Hon. Phyllis Gangel-Jacob, Amy E. Halpert, Hon. Sherry Klein Heitler, Randi Isaacs, Christina Kallas, Kay Marmorek, Kay Marmorek, Hon. Angela Mazzarelli, Susan M. Moss, Cassandra Porter, Amy Saltzman, Teresa Schiller, Hon. Jacqueline W. Silbermann, Laura M. Twomey, and Andrea Vacca. Additionally, the following members of our association will be sworn in as directors of WBASNY: Lisa A. Bauer, Jane Bevans, Elizabeth A. Bryson, Dawn M. Cardi, Sylvia E. Di Pietro, Hon. Betty Weinberg Ellerin, Christina Kallas, Marjorie A. Martin and Amy Saltzman and Lisa A. Sokoloff.

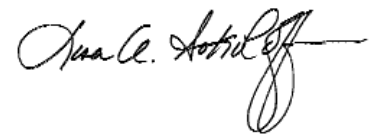
At the pre-dinner reception, we will conduct a silent auction, the proceeds of which will benefit the Hon. Betty Weinberg Ellerin Fellowship. This year, the many exciting donations include: an extended weekend for two at West Bay Club, located near Ft. Meyers, Fla. with a complimentary golf or tennis lesson donated by Prudential Douglas Elliman; a pair of JetBlue round-trip tickets for two; a one year subscription to the New York Law Journal; a consultation with Alfred Wen, an member of KSA Architects, an architectural firm specializing in residential and commercial design; thirty classes or a spin party at Zonehampton; dinner for four at Amma; dinners for two at LaGrenouille and Destino; a certificate for veterinarian services at Rivergate Verterinary Clinic; a day of beauty for your dog or cat at Precious Pets; five free sessions with a personal trainer in your own home; manicures at Vivace Day Spa; gift certificates from Eileen Fisher and Nina McLemore; an interior design consultation from Regency Designs & Interiors; a certificate for eight hours from Clutchgroup, an international legal temporary placement agency for paralegals and attorneys; a stationery and business card suite from 22 Graphics, gift certificates from Bridgestone Cleaners, a wardrobe and shopping consultation contributed by Lani Rosenstock Style Consultants, a professional executive portrait donated by Anne Longview Photography, jewelry donated by Bonbon Oiseau, and a home or office organization consultation donated by Pixies Did It. Don't miss out on this opportunity.

President's Message continued from page 1

of an Equal Rights Amendment has diminished our political power. Our failure to insure legislators and jurists are cognizant of our concerns has cost us equal pay. Tomorrow, it may cost us the right to choose.

We, as women, have the political and economic power to advocate for ourselves and for our children, and should not be shy about asserting it. A bill to change the law that denied Ledbetter redress was defeated by four votes in the U.S. Senate. We're not asking for much: merely that that our elected officials represent our interests. We need to use the power of our vote to insure that the Lilly Ledbetters of this nation have the right to redress the wrongs against them. At the same time, we should use our formidable access to the media and our power of the purse, pardon the expression, to take action against companies that underpay or otherwise discriminate against women and legislators everywhere, who do not represent women's interests.

The law, in large measure, codifies our nation's ideals and makes manifest our concepts of freedom and justice. As women lawyers, we are in a uniquely powerful position to advance our own equality and the civil liberties of all who are oppressed. We need to step to the forefront of the fight for freedom here and abroad, and for the rights we hold dear and self-evident. We should promote laws and judicial appointments that are in keeping with the highest ideals of this country and the best interests not only of women, but all humanity. If we don't, who will?





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We hope to see you there! Tickets for the dinner are still available. To purchase tickets, visit our website, www.nywba.org to download and print the invitation and response card, or contact dinner@nywba.org.

STATE OF THE ASSOCIATION

This is an expanded and updated version of the report presented to our members at the Annual Meeting regarding the NYWBA's exciting and productive year. Two projects have finally come to fruition this year, yielding gratifying results. As in years past, our association presented many CLE courses to help our members enhance their skills and other seminars to help them reach their career goals. Additionally, we hosted several enjoyable events this year to celebrate the accomplishments of our members and other women in the profession. Most importantly, we made changes to our dues structure and benefits in response to requests from members.

In the summer of 2007, the NYWBA launched its *Pro Bono* Matrimonial Law Project with a reception hosted by the Honorable Jacqueline Silbermann. The project was conceived by Patricia Fersch to help unrepresented litigants in contested matrimonials. She brought the idea to NYWBA matrimonial co-chair Judy White, who signed on wholeheartedly. With the cooperation and encouragement of Justice Silbermann and all the matrimonial judges in New York County, the *Pro Bono* Matrimonial Law Project solicited attorneys with at least five years matrimonial experience to agree to donate 25 hours of time over the course of one year. Since the project was initiated, the Court has made referrals in cases where one of the two litigants is unrepresented. Participating attorneys can pass on one referral each year. If the matter becomes protracted, participants can be relieved after 25 hours of service and the Court can, if it wishes, appoint another volunteer. Volunteer attorneys do not get involved in custody disputes as 18B lawyers can be appointed for those matters. More than 60 experienced matrimonial attorneys have committed themselves to this worthwhile cause. During the last year, approximately 32 referrals were made through the project. Our project has been so successful that other counties are now looking to implement our model and almost all of the original participants have agreed to serve another year. If you want to get involved in this much needed *pro bono* effort, please contact Pat Fersch of the Patricia Fersch Family Law Center at PFFamilyLawCtr@aol.com or 212.422.2660 or Judy White at Judy@iraegarr.com or 212.750.1333.

After nearly a year of collecting data, our Committee to Advance the Status of Women in the Profession reported the findings of our first annual survey on the status of women in Manhattan law firms. The results reveal that despite significant progress in entering the profession, women have thus far failed to achieve parity with men in most areas. Extremely few women become partners in Manhattan law firms regardless of the size of the firm, although women have made more gains in smaller law firms. The results raise many questions, which we hope to address in the future. Our association intends on continuing the survey to monitor the progress of women and to better assist female attorneys in achieving the success they seek. The NYWBA thanks Vice President Donna Praiss, Brenda Pomerance, former President Elizabeth Bryson and the other members of the committee for their hard work on the survey. If you'd like to read more about the survey, please go to: <http://www.nywba.com/members/pdfs/newsletter1107.pdf>

In July, Vice President Lisa Bauer once again chaired our annual summer panel entitled "What it's *Really* like to Practice Law in NYC as a Woman," a ground breaking program co-sponsored by the City Bar for summer associates that was developed by former President, Meg Gifford, 13 years ago. We also presented three programs during the year to assist our members in maximizing employment opportunities and utilizing all available tools in seeking professional advancement. First, Vice President Sylvia E. Di Pietro moderated Improving Your Employment Opportunities, an informative panel discussion featuring outstanding professionals in the fields of human resources, recruitment and consulting who discussed the best approaches to search for professional employment and developing marketable skills. Second, Dara Lamb, a designer of hand-tailored clothing for professional women, hosted a delicious evening of haute couture at which she discussed using attire as a tool for success. Third, NYWBA board members Andrea Vacca and Robin Eichen presented Reinventing Yourself, a seminar intended to help our members reach their career goals. The NYWBA thanks New York Life, Dara Lamb and Clifford Chance for graciously hosting these programs.

Continuing our efforts to assist attorneys in navigating the court system, we presented several tours of the courthouses this year: two of the New York Supreme Court, one of the New York City Civil Court and one of the Surrogate's Court. Each tour provided comprehensive overviews of the structure of the subject Court, the purpose of various clerks' offices, as well as practical information on navigating that particular Court and, in some instances, demonstrations. The Association thanks Court Attorney Yacine Barry and Gillian Thomas, Esq., for their work in compiling the materials and coordinating the speakers for the Civil and Supreme Court Tours, and Trust & Estates Committee Chairs, Leona Beane and Loretta Ippolito, for their work on the Surrogate's Court Tour. We are also grateful for the participation of Hon. Jacqueline W. Silbermann, Administrative Judge of the New York County Supreme Court; Hon. Fern Fisher, Administrative Judge of the Civil Court of the City of New York; Surrogate Kristen Booth Glen; Hon. Martin Shulman, Supervising Judge of the Civil Court; Hon. Pam Jackman-Brown, Supervising Judge of the Housing Court; numerous Supreme Court Justices and Civil Court Judges, and the clerks in all three courthouses. Our Courthouse tours are so well regarded that our materials have been duplicated and will be distributed by our WBASNY sister chapters in their own counties.

Over the last year, the NYWBA produced a variety of CLE programs on diverse topics. In October we presented Fertility and the Law, a CLE created by Carole M. Bass, and co-sponsored by Extend Fertility and Sonnenschein Nath & Rosenthal LLP, pertaining to the legal issues involved in assisted reproductive technology, infertility and adoption. In February, we presented a CLE intended to enhance the lives of disabled persons through the use of supplemental needs trusts. Respected supplemental needs trust attorney, Jay J.

STATE OF THE ASSOCIATION (continued)

Sangerman, was the presenter. Bianca O'Brien, WBASNY preferred provider for long-term care, and New York Life Insurance Company sponsored the event. In March, we co-sponsored a CLE on human trafficking and modern day slavery issues with the Gender Fairness Committee of the Criminal Courts of the City of New York. Our members, Hon. Rita Mella and Hon. Tanya Kennedy, co-chaired this very important event. In April, we presented our second annual "How Appeals Get Decided in the Appellate Division, First Department". Fulbright & Jaworski hosted the event, which featured Presiding Justice Jonathan Lippman, Justice Eugene Nardelli and Justice Karla Moskowitz. Although not considered the most senior member of the First Department bench due to his certification status, Justice Nardelli has served on that bench longer than any other current sitting justice. Justice Moskowitz was the newest member of the Court at the time. Each provided insight from their unique perspectives on how cases are decided. Those who attended also met Justice Dianne T. Renwick, who was later appointed to that bench.

In response to requests from our membership, the NYWBA made some changes this year. First, we enacted a dues reduction for government employees and those working for charitable institutions, earning less than \$100,000 a year. We also increased the number of programs offered free of charge to members: a reception in honor of the inauguration of the Litigation Committee; the NYWBA Annual Reception for new, current and prospective members; our Annual Judge's Reception for newly appointed and newly and re-elected judges in New York County; a shopping event at Judith Ripka and lunch with Judge Helen Freedman in December; the Human Trafficking CLE; the annual meeting in April and the Champagne Reception in honor of the three new female appointees to the Appellate Term and Appellate Division, First Department. To view pictures from the Champagne reception, go to: <http://picasaweb.google.com/Melly8806/NYWBA/PhotographsFrom51208?authkey=Jz6-duymiXw>. More than 250 people attended the Judges Reception, chaired by Vice President Sylvia Di Pietro, including two Court of Appeals Judges, and many Appellate Division, New York County Supreme Court and Civil Court Judges. Justice Lippman, a long time friend of the Women's Bar, was given special recognition at the reception. The NYWBA gratefully acknowledges the continuing support of Skadden Arps for hosting the Annual Membership Reception and Commerce Bank for hosting the Litigation Committee Reception and the Annual Judges Reception, all of which were tremendously successful. The Association also thanks Bender Burrows & Rosenthal LLP, Cohen Goldstein Silpe LLP, Cohen Hennessey Bienstock & Rabin P.C., Dobrish Zeif Gross & Wrubel, LLP, Myrna Felder, Gair, Gair, Conason, Steigman, & Mackauf, Ira E. Garr, P.C., Grant & Appelbaum, P.C., Adria S. Hillman and Hudson Reporting & Video, Inc. for their sponsorship of the Champagne Reception.

Many of our committees were active during the year: gathering at regular meetings and conducting programs relevant to their particular practice area. While it is not possible to discuss the accomplishments of every committee, the highlights follow.

The Matrimonial Committee, chaired by Randi Isaacs and Judy White, welcomed the Court attorneys and law clerks from all the New York County matrimonial parts to their October meeting. At their February meeting, the committee discussed proposed spousal maintenance reform legislation. Jennifer P. Brown, the committee secretary, has kept all members advised of committee sponsored meetings and events of interest in the field. To receive Jennifer's communications, please e-mail her at jbfamilawctr@aol.com.

The ADR committee, chaired by Christina Kallas and Annie Ugurlayan, also had an eventful year. In October, they hosted a program on the basics of financial industry regulatory authority arbitration and mediation. That same month, it was one of the sponsors of mediation settlement day, which raises awareness of the benefits of mediation and the wealth of available mediation resources in New York.

The International Law and Practice Committees chaired by Rebecca Adams and Brigitte Rajacic, organized several events including one program on forced prostitution and sex trafficking and another on women in need, particularly in Africa.

The Trust and Estates Committee, chaired by Leona Beane and Loretta Ippolito, presented a program on the role of the public administrator in various Surrogate Court proceedings. John Reddy, one of the attorneys for the public administrator of New York County, was the guest speaker at a program on the public administrator. Next year the committee hopes to present another tour of the Surrogates Court and conduct training classes for guardians ad litem.

The Membership Committee, chaired by Bonnie Gallet and Heather K. Leifer, put on several programs, including presentations at two large law firms, the Manhattan Family Court and Criminal Court. Their tremendous effort and that of the Board is responsible for our increase this year in both membership numbers and the diversity of members. The NYWBA remains one of the two largest chapters of WBASNY, with approximately 600 members.

The Judiciary Committee suspended its evaluation of judicial candidates, so we could re-evaluate its mission. The determination has not yet been made whether the NYWBA will continue to rate candidates reported out of panels on which the NYWBA has a delegate or in uncontested races.

This year the NYWBA concentrated on getting the word out. Our Publicity Committee, chaired by Julie Hyman, augmented the list to which press releases and other publicity is disseminated, increasing it by over 300%. You may have noticed that pictures from several of our events have been published in the Law Journal as the result of Julie's efforts.

Finally, this year we have made an attempt to make the NYWBA more transparent. Towards that end, newsletter editor Cassandra Porter attempted to inform our members about some of the important endeavors, which the NYWBA has supported, such as the legislative efforts of WBASNY, and our involvement in the Network of Bar Leaders, the New York Women's Agenda,

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The Association of the Bar of the City of New York's Committee on Women in the Profession Issues a Report on Parental Leave Policies & Practices

By Annie M. Ugurlayan

In the latest issue of *The Record*, a publication of committee reports of the Association of the Bar of the City of New York, the Committee on Women in the Profession reported on its findings on parental leave policies and practices of various employers. It crafted a survey with questions relating to job-guaranteed leave policies, payment policies for birth mothers, adoptive parents, and non-birth parents and inquired about policies relating to employees returning to work after parental leave. The survey was sent to hundreds of employers and responses were received from 43 employers (31 law firms large, medium, and small, six corporations, three not-for-profit corporations, two government offices, and one university). The committee broached the subject from three angles: 1) analysis of the survey responses; 2) review of parental leave policies of other area employers (legal and non-legal) and articles and studies on the issue; and 3) committee members' experiences and opinions.

The survey responses reveal that while firms and companies increasingly realize the importance of adopting strong parental leave policies (e.g., greater employee loyalty, productivity and retention), and such is increasingly available to attorneys working in New York City for the birth or adoption of a child (though the policies are not always the same for birth and adoptive parents), there is great variability among firms and companies (depending on the number of employees, commitment to family leave policies) as well as a reluctance on the part of attorneys to take the allotted time due to a real or perceived impediment to career advancement.

The Committee recommended that, at a minimum, law firms and other legal employers formally implement the following policies for their attorneys:

- Three months' job-guaranteed leave with full pay for new parents, with no loss of seniority or annual salary increase;
- An additional nine months' unpaid job-guaranteed leave;
- Continuation of health insurance coverage and other benefits for the period covering both paid and unpaid job-guaranteed leave; and
- Reimbursement for adoption expenses.

The Committee recognized that small law firms may have difficulty in extending these benefits to their employees. However, the Committee stressed that all employers should support and adopt such policies and create an environment where their employees are assured that they will not be penalized for taking parental leave and should remain in contact with them during their leave and take steps to reintegrate them when they return to work. The Committee expressed hope that these recommendations would be helpful for employers and employees in ensuring a productive and understanding work environment.

NETWORKING TIPS FOR WORKING A ROOM

A couple of weeks ago, I attended an evening programme focused on career development at the New York City Bar. The programme was aimed mostly at recent law graduates and associates.

All four panelists provided some concrete strategies and tips. However, what really surprised me was how hungry these graduates and associates were for information on networking. After the panelists finished a further 45 minutes was spent on questions. The questions ranged from: which form of resume works best to how to strike up a conversation with strangers when networking.

Here are a couple of pointers, particularly if you starting your networking endeavours:

- Think carefully about who will be attending this event, Whom do you want meet? Do you know anybody who could make that introduction?
- Have business cards with you.
- Make sure you have some topics to talk about. Read through a couple of daily newspapers, so that you can discuss current affairs.
- Be punctual, arrive early.
- Avoid eating excessively or drinking.
- Don't sit, you want to make some connections.

Paramjit L. Mahli is responsible for directing and overseeing the marketing and business development of The Sun Communication Group. She brings with her a broad range of experience in teaching, journalism, and public relations that spans three countries: England, Canada, and the United States.

What It's Really Like to Practice Law in New York City as a Woman

NYWBA and NYCB Annual Summer Program where law students hear women in all fields discuss issues important to those entering the profession

**July 23, 2008
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Why Women Need to Plan for Their Retirement

By Bianca O'Brien,
Agent - New York Life Insurance Company

Time - for a good book, uninterrupted by a deadline or must-do project. **Freedom** - to take a present-laden trip to see the kids or make a spur-of-the-moment decision to extend that ski weekend another two days. **Peace of mind** - to snuggle on the couch until midnight on a week night watching a favorite movie or not worrying about this bill or that one.

Heaven? No. Just retirement. If you're looking forward to enjoying a peaceful, comfortable retirement someday, you're not alone. The fly in the ointment: As a woman, you may have to put in more effort before you get to enjoy a worry-free, financially secure retirement.

One reason is the "longevity factor." It is estimated that seven out of ten women today will outlive their male counterparts by at least 15 years. The average woman is widowed at 56 and lives almost 20 more years without a spouse. (Women and Life Insurance LIMRA 2005)

Plus, most women have fewer retirement resources. The "gender income gap" is a persistent and well-documented factor. Lower income can result in lower retirement benefits. For many women, unless they start taking steps now, retirement may not be possible. Fortunately, there are steps you can take... but you need to get started.

Things You Can Do to Boost Your Retirement Security

1. **Make a conscious effort to take charge of your own retirement planning.** Don't leave it to chance... or your husband. Start saving for retirement. No excuses.
2. **Get knowledgeable about finances.** You don't need to become a Wall Street wizard. You can learn enough to make intelligent choices - or at least understand the advice of experts.
3. **Make maximum contributions to qualified retirement plans.** No if, no ands, no buts. Just do it.
4. **If you're single, don't wait for Mr. Right** to come along and solve all your problems. Too many women torpedo their own financial security by deferring to their husbands - even the one they haven't met yet. Besides, even if he is Mr. Right, you will probably outlive him.
5. **If you're married, take an active part in your household's finances.**
6. **If you're married, discuss the critical differences between joint and single life pension and annuity benefits.** Under a single life option, when he dies, his benefits die with him.
7. **Look before you leap when changing jobs.** Don't go solely for a bigger paycheck; make sure you won't lose retirement benefits.
8. **Become financially aggressive.** Historically, women have tended to be conservative with money. While this is

Hon. Jacqueline W. Silbermann
In her capacity as Administrative Judge of
the Civil Term of New York County Supreme Court
&
The Anti-Bias Committee of the Supreme Court
Civil Branch, New York County

present

The Fifth Annual Celebration of Unity in Diversity

Friday, June 6th
12:30-2:15 pm
in the Rotunda of 60 Centre Street

*All are welcome for
free finger food, music and mingling.
Please drop by the NYWBA and WABASNY tables.*

State of the Association continued from page 5

JALBCA and the New York Women's Bar Foundation. We hope you have noticed and appreciated these new features.

After two years of dedicated service, our former President, Christina Kallas, resigned as Executive Director (ED) of the Association, a position she took to assist the NYWBA in a time of need. The officers have formed a search committee and will be scheduling interviews shortly. Numerous qualified applicants have applied for the position. We hope to announce our new ED over the summer. With the change in ED, the NYWBA has a new address: 132 East 43rd Street, #716, New York, NY 10017-4019.

The NYWBA remains solvent and able to meet all anticipated financial obligations. Our largest expenses involve payments to WBASNY for membership and the ED's wages. We continue to seek fundraising opportunities to augment our income from membership dues, so we can continue to provide our members with the highest level of services beneficial to their needs.

The Association is gearing up for the Annual Dinner on June 5 and the wonderful year ahead. We hope that all who are able will attend the dinner and recommit themselves to the ideals of the NYWBA through renewal of membership.

changing, many women still tend to focus too much on protecting principal than on achieving solid returns.

Bianca O'Brien is the WBASY Preferred Provider for long-term care insurance. She specializes in assisting her clients with securing their futures by helping them to establish their insurance and financial goals and then implementing strategies to achieve them. Bianca can be reached at (631) 391-2931.

Newsletter Deadline and Contact Information

Submissions must be sent to the Newsletter Committee by the **10th** of the month for publication in the following month's newsletter. Please email articles, notes on members, committee calendars, and any other announcements to **Cassandra Porter, Esq.**, tel. no. 845-452-4200 ext. 4503, email newsletter@nywba.org.

NYWBA List Serve

The NYWBA List Server provides up-to-the-moment information concerning events, programs, and job announcements through email. Please email us at info@nywba.org if you have an announcement you would like to post on the list server or if you would like to be added to the list server.

Have you changed your address, firm, phone number, or other information? Please call 212-490-8202 or send an email to "info@nywba.org" with the updated information. This will help us keep you informed and our records up-to-date.

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