



WWBA news

Westchester Women's Bar Association

September 2007

www.wwbany.org

SAVE THE DATE! SEPTEMBER 19TH GENERAL MEMBERSHIP MEETING

The WWBA is delighted to inaugurate the new year with a General Membership Meeting on September 19th featuring an exciting program on *Livable Communities: Advising Your Clients on Caring for Today's Elderly and Preparing for Tomorrow's "Elderboom."* Commissioner Mae Carpenter of the Westchester County Department of Senior Programs and Services will open the program, addressing the aging demographic and its impact upon the communities our members serve, as well as opportunities for development of livable communities' partners and public/private networks. Dr. John Migliaccio of MetLife's Mature Market Institute will review specific strategies for our members to participate in community asset building activities within their profession; Jonathan Polter of the Polter Financial Group will explain the nuts and bolts and tax implications of life settlements; Rebecca Fialk, Esq., of the Pace Women's Justice Center will present an overview of the types of elder abuse and implications for livable communities; and Linda Levine, a Licensed Financial Representative specializing in long term care insurance, will discuss long term care insurance planning options for clients. The program will be moderated by Steven A. Schurkman, Esq., of Keane and Beane, Chair of the Public/Private Partnership for Aging Services.

The program will be held at the New York Power Authority in White Plains in the Jaguar Room at 5:30 pm (see enclosed flyer). Two CLE credits will be offered, pending approval by WBASNY. ▶

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▶ SAVE THE DATE

Westchester Women's
Bar Association

Annual Golf Outing

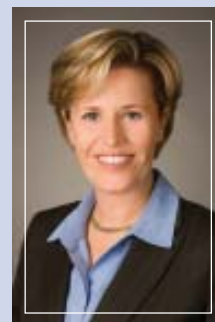
Monday
September 17, 2007

Hampshire
Country Club
Mamaroneck, NY

See insert for details

▶ PRESIDENT'S MESSAGE

Welcome back from your summer vacations. I am excited to serve as your new president and hope to maintain the very high standards set by my predecessors.



As you can see, we've changed our look! I hope you enjoy reading the new glossy, color newsletter. Thank you to Julie Kattan, corresponding secretary, for working so diligently on the redesign. Thanks also to our printer, Elliot Small of IPM Media Group, for assisting us in the transition.

The new look doesn't stop here. The WWBA website also has a new design. Please take a moment to see the exciting changes at www.wwbany.org. Thanks to Donna Frosco, Kathy Rosenthal, Lisa Bluestein, Linda Surace and our webmaster Lisa Grand for their work on the redesign.

Two years ago I took my first golf lesson. I've been hooked ever since. (no pun intended!) I hope you will join us at the WWBA Golf Outing on September 17, 2007. The outing is a low pressure event, so beginners are absolutely welcome. You might also join us for just the "19th Hole" cocktail party and lavish buffet dinner, a fantastic evening with a prize-filled raffle, silent auction and golf awards presented. Jody Fay and Claire Meadow, co-chairs of the Golf Committee, and many, many others including Adrienne Orbach, Lisa Zeppieri, Jeff Goldstein,

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▶ WWBA Member Newsletter



SEPTEMBER 2007

Published Monthly by the
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the Women's Bar Association
of the State of New York

~ 2007/2008 Officers and Directors ~

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▶ 2007-2008 WWBA Committee Chairs

STANDING COMMITTEES

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Annual Dinner	Julie A. Crek, Dana Brescia	Lawyering & Parenting	Rita J. Tino, Deb Volberg Pagnotta
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Awards	Deborah A. Scalise, Hon. Carole Princer Levy	Litigation	Lisa M. Bluestein, Angela Marcone Giannini
Bankruptcy	Dawn Arnold, Susan Mills Richmond	Network of Bar Leaders	Dawn Arnold, Jody Fay
Breast Cancer Awareness	Natanya L. Briendel, Roberta L. Michael	Pace Board of Visitors	Dawn Arnold
Community Outreach	Stephanie M. Roebuck, Deborah A. Scalise	Past Presidents	Jane Bilus Gould, Mary F. Kelly, Linda Markowitz
Continuing Legal Education	Ann M. McNulty	Practice Management	Lisa Solomon, Alicia Sandberg
Directory	to be determined	Pro Bono	Erin Noelle Guven, Robin Stiebel
Diversity in Membership	to be determined	Souvenir Journal	Lisa M. Bluestein
Domestic Violence	Beth Feder, Helga Klessen	Technology/Website	Donna E. Froscos
Elder & Health Law	Jeffrey S. Goldstein, Mary Beth Morrissey	Westchester County Bar Association Director on WCBA Board	
Employment Law	Susan M. Corcoran, Paula Johnson Kelly		Kathleen Donelli, Linda Markowitz
Environmental & Land Use	Lucia Chiochio, Anna L. Georgiou	Westchester County Association Member on WCA Board	
	Katherine Zalantis		Dawn Arnold
Gender Dynamics	Hon. Terry Jane Ruderman	WWBA Foundation President	Jane Bilus Gould
Golf Outing	Jody Fay, Claire Meadow	WWBA Delegate to WBASNY Judicial Screening Committee	
Holiday Party	Jeanna M. Alberg, Joy S. Joseph		Gail M. Boggio
Holiday Party/Crafts	Beth Willensky	WWBA Delegate to WBASNY Mentoring Program	
Immigration	Sonia Lopez Gonzalez, Joanna M. Schaffer		Mary Beth Morrissey

President's Message

from page 1

Jean Connolly and David Jonker, have each worked tirelessly to bring you an entire day filled with events, prizes, food and fun.

Anyone who is interested in the Westchester community will want to attend the first General Membership meeting on September 19, 2007. We will be honored by Mae Carpenter, Commissioner, Westchester County Department of Senior Programs, who will talk to us about the many initiatives and changes the Westchester government is making with respect to elder friendly developing communities. The concept of "Livable Communities" will have a great impact on all of our futures, as well as issues of financial support for the growing elder community. The program will be of especially great interest to elder, health, trusts & estates, real estate, matrimonial and financial practitioners.

Now for something a little different. On September 27, 2007, the New Lawyers and Networking committees are getting together with David Lerner Associates, Inc. to host a networking party. I strongly urge new members, new lawyers as well as our more experienced members to join this unique and fun event. For our more experienced members, do you remember feeling a little uncomfortable when you attended that first event? Remember how grateful you felt when that first person reached out to you? Please come return the favor to our new members and new lawyers. It will provide a perfect opportunity for expanding your network of friends and colleagues.

An important reminder: when you are on-line checking out the website, you may conveniently renew your membership. You may recall receiving a renewal letter earlier this summer. If the form was set aside in favor of boating, beaching and family vacations, please just take a moment to pop on-line to see the new website and renew your membership. The WWBA values each and every member. If you've been thinking about getting more involved, please, I urge you to reach out to me or any committee chair. You are important to the WWBA.

I look forward to an extraordinary year with you all. If you have questions or suggestions, please feel free to call me anytime or, even better, send me an email from the newly designed website. ►

Best,
Dawn

► Editor's Note

As Fall approaches and the days of Summer become memories, I'd like to take this opportunity to introduce you to the new and improved WWBA Newsletter. It is my hope that the Newsletter will become more than just a clearing house for events, but also a place where we can share ideas and comment on current issues as well as legally related matters. I urge each and every one of you to submit articles on topics of interest to the WWBA community.

I look forward to making this year new and improved, just like the Newsletter.
- JK

► Making Dates and Getting Published

We welcome your submissions! The deadline for newsletter submissions is the **twelfth of the month prior to publication**. Submissions should be sent as email attachments (do not submit proposed text in the body of the email itself) to juliek0601@aol.com (Microsoft Word only other than flyers or photographs). Photographs must be high-resolution (150 dpi or more). Articles should be 1,000 words or fewer. Authors must spell-check, cite check and blue book all entries before submitting. Remove all pagination, headers, footers or other formatting, other than bold, underline or italics. We encourage authors to submit their photographs for publication with their submissions. Authors must include a short biographical statement with their submissions. (E.g., Lois Lane is a 2006 graduate of Pace law school and is awaiting admission to the NY bar; Jimmy Olsen is in private practice in White Plains where he concentrates on matrimonial matters).

Please **telephone** Julie S. Kattan, 2007-2008, Corresponding Secretary and Editor-in-Chief of the WWBA Newsletter, at 914-235-4750 to schedule all WWBA sponsored or co-sponsored events, including, e.g., committee meetings, speakers, CLE programs, panels, etc. To view existing event postings first visit our website: www.wwbany.org and click on the Calendar tab. Conflicts in scheduling will be assessed on a case by case basis, with priority for early submissions.

Once you have gotten the date reserved with Ms. Kattan, you can submit an event form online at our website's calendar tab, which will publicize your event on both the website calendar and in the printed newsletter calendar. We will also consider event form submissions from outside organizations regarding upcoming events that may be of interest to our members.

Any opinions expressed in the articles contained herein are solely those of the author(s) and do not constitute positions taken by the WWBA. Materials submitted allow the WWBA limited copyright and full permission to reprint the material in any WWBA publication or on its website without additional consent.

Members who wish to receive the newsletter electronically only should email lindasurace@wwbany.org with that request. ►

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*Deadline for all ads is the 12th of the month prior to publication.
Call Julie Kattan at 914-235-4750 for any questions regarding advertising.*

PARENTING FOR PROFESSIONALS

Practical Considerations for the Working Attorney *Time to Go Back to Work, But Who Will Care for Your Baby*

Tara C. Fappiano, Esq.

If you have made the decision to return to working as an attorney after having a child, you now need to decide who will care for your baby while you are at work. This is one of the most challenging issues for a working parent to resolve, with no choice being the perfect choice. My first advice to any working professional, or indeed any working parent, is to wait until the baby is born before committing yourself to a childcare situation. Every baby is different. Luckily, there are many different options, each with its own advantages and disadvantages.

Nanny Care

Hiring a nanny is a very popular choice for many working attorneys, particularly those who may commute to work and would find it difficult to be bound by the operating hours of a daycare center.

A nanny can provide your child with one-on-one care. You have the opportunity to set down the precise parameters of that care, with the ability to adjust those parameters as your child grows. You can schedule your child's activities as you see fit (including napping, feedings, and play dates), decide what he or she will eat and when, and make all decisions about play time, discipline and boundaries (which a good nanny will respect and follow). It may also be beneficial for a baby to spend his or her infancy at home, in a familiar environ-

ment with his or her own crib, toys and other surroundings. You can also search, and often find, someone to care for your child who is dedicated and has a personality that fits your family's values.

There are some drawbacks to hiring a nanny. Apart from the expense, difficulties finding qualified candidates, and legalities affiliated with hiring household employees (which will be discussed in a future article), it is hard to adjust to being an employer, particularly in your own home. Your nanny will have his or her own quirks, negative qualities, and personality traits that you will need to adapt to, or not, depending upon what is best for your child. It is also risky to rely on one caregiver, who may leave or get sick without notice, or who simply may not work out. On this point, I speak from experience - situations I could not anticipate or control. My husband and I fired our first nanny who lied about her employment status. Our second nanny left the state to care for a sick relative, without notice, and never returned. Our third nanny got pregnant, which came with its own set of difficulties over the course of a long nine months. We fired a fourth nanny after only three weeks when it became clear that her boyfriend was unstable. Finally, there are the inevitable issues associated with leaving your child with anyone alone everyday and feeling that he or she is safe and getting the best possible care, while at the same time feeling guilty when your baby gets attached to someone else in your absence.

Daycare Center

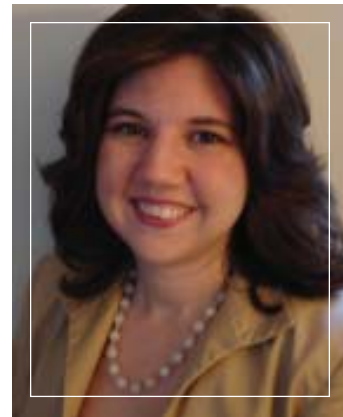
Many parents prefer the

structured more formal environment of a daycare center, where their child is in the company of other children and where the rules have been developed and defined for the parents. In New York, there are strict licensing requirements for daycare centers and the acceptable ratios of caregiver to child. The centers also are subject to inspections to ensure that licensing requirements are being met and may be accredited. A good daycare center will have staff that is trained in early childhood education and offer educational activities for your child that are both intellectually and socially stimulating. Daycare centers also are likely to be more reliable.

However, parents are at the mercy of a daycare center's rules and schedules. The times for drop-offs and pick-ups are not flexible, or a fee is imposed. If your child is sick, he or she will not be allowed to stay at the center. There is a likelihood your child will be sick more often simply from being exposed to the germs of many children at a young age. It is also not possible to dictate your child's schedule or activities to the same degree you would be able to do at home, nor is your child provided one-on-one care. It may also be more difficult to monitor your child's daily activities at a daycare center than if your child were at home.

Family Daycare Centers

Another potential option is childcare in someone else's home. This arrangement allows you to leave your child in a more familial home environment, with more flexibility in scheduling, activities, and the general decisions



Tara C. Fappiano, Esq.

to be made about your child's everyday care. The caregiver-to-child ratio may also be lower in a family daycare center.

It is important to determine whether the childcare provider has obtained a license to operate the center. In many cases, the provider may not have as much, or any, training in early childhood education, as would be found in a more traditional daycare center. There are also similar concerns about your child's safety in this environment as there are with hiring a nanny, although the cost of such care may be less.

Relative Care

Finally, some parents may have the choice of leaving their child with a family member some or all of the time. Certainly, such a relative is going to bring a degree of trust to the situation that a new mother may not experience in any other environment. And, of course, apart from financial advantages, there are the obvious advantages to having a child cared for by someone who likely shares your values, will provide one-on-one attention, whose habits you know, and is generally going to be reliable in the type of care being provided.

Yet there is likely to be tension in establishing an "employer-employee" relationship

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HRRV Provides Life Experience to PowerPlayNYC Intern

Havkins, Rosenfeld, Ritzert & Varriale, a law firm with a presence in Manhattan, Long Island and Westchester County, made a 14 year-old girl's dream come true this summer when she shadowed an attorney during a one-week internship through PowerPlayNYC's STARS program.

Devona Adjei Baffour, who will be attending the Masters School in Dobbs Ferry, New York this fall on a full scholarship, has been interested in becoming a lawyer for half of her life. The STARS internship program enabled her to get an insider's perspective about what a lawyer does at an early age.

"Ever since I was seven, I've wanted to be a lawyer," said Devona. "When I found out I got the internship for HRRV my eyes lit up. I was so happy. I wanted to see what kind of life I could live in the future if I were to become a lawyer. HRRV showed me exactly how my life might be."

During her week at HRRV, Devona participated in various activities to help her get a sense of what it is like to be an attorney.

"When I came in everyone gave me such a warm welcome. As part of the internship, I shadowed (attorney) Carmen Nicolaou. She took me to the Bronx Court House and the Supreme Court House on Centre Street. I watched as she had conferences and filed motions. I even got to see a criminal trial."

In addition to observing the law in action, Devona also did hands-on work such as writing summaries for articles, filing, copying and labeling.

"This has been a wonderful experience for our law firm," said Tara Fappiano, an HRRV partner who is based in Westchester County. "We believe it is important to empower young people so that they can reach

for their dreams."

PowerPlay NYC created STARS (Sports Training and Role models for Success), an after-school career education program, to provide opportunities for NYC high school girls to receive training in important career and life skills and benefit from supportive relationships with positive female role models.

Tara C. Fappiano, Esq. is a founding partner of HRRV. HRRV provides legal services in dozens of practice areas, including commercial litigation, construction litigation, environmental impairment and toxic tort litigation, general liability, insurance coverage counseling and litigation, professional liability and sports, recreation and leisure counseling and litigation. For information concerning the STARS program and other activities of PowerPlay NYC go to www.powerplaynyc.org or e-mail to info@powerplaynyc.org. ▀

PROJECT TRANSITION

A Center for Retraining People Who Want to Re-enter the Workforce

Introduction by Kathleen Donelli

Recently, I referred one of my matrimonial clients to "Project Transition," to learn skills that will help her return to the workforce, after spending time at home raising her children. Her positive experience caused me to ask Mia Fienemann, the Director of Project Transition, to write the following article because I think many WWBA members may have clients who would benefit from attending this worthwhile program.

Article by Mia Fienemann

- Do you have a relative, friend, or client who needs to return to work to support their family, but lacks current workplace skills?
- Are they going through a divorce? Have they been recently widowed? Has their spouse become permanently disabled or unemployed?
- When you hear of such a situation, do you know whom to refer them to?

A perfect referral would be to Project Transition, a Center for Retraining at Westchester Community College. This program, funded by the New York State Department of Labor, has been providing free training and support for Westchester and Putnam County residents - mostly women - who fit the above categories for the past 19 years. During that time, the program has helped

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WESTCHESTER WOMEN'S BAR ASSOCIATION ANNUAL DINNER - JUNE 13, 2007

The Annual Dinner and Installation of Officers and Directors for the Westchester Woman's Bar Association was held on June 13, 2007 at the Mamaroneck Beach & Yacht Club; more than 300 people attended. With gratitude for her remarkable efforts and energy on behalf of WWBA, members of the Association and guests bade farewell to outgoing President Jody Fay and welcomed incoming President, Dawn Arnold with great enthusiasm.

It was the WWBA's privilege to acknowledge Professor Janet Johnson in a special way this year. Professor Johnson recently announced her retirement from Pace Law School after many years of distinguished service.

Guests at the dinner enjoyed remarks from both immediate Past President Fay and newly installed President Arnold, as well as Maria Cortese, WBASNY President, and Bernice K. Leber, President-Elect of the New York State Bar Association.

The presentation of the 2005 Family



Claire Meadow, Susan Damplo, Julie Kattan



Gretchen Mullins Kim and Beth Feder



Delores Brathwaite, "Mike" Faust

Your New WWBA Officers and Directors



Incoming Slate of Officers & Directors:

Front Row L to R: Mary Beth Morrissey, Lisa Solomon, Alayne Katz, Dolores Gebhardt, Dawn Arnold, Deborah Scalise, Lisa Bluestein, Lonya Gilbert *Back Row L to R:* Jean Partridge, Beth Feder, Erin Guven, Loren Glassman, Kathleen Donelli, Donna Froscro, Adrienne Orbach, Patricia Amato, Julie Kattan, Annette Hasapidis, Susan Mills Richmond

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Hon. Annette Guarino, Erin Guven,
Annette Hasapidis, Hon. Alayne Katz,
Mary Beth Morrissey, Adrienne J. Orbach,
Susan Mills Richmond



Kathleen Donelli and Janet Johnson

Friendly Award to McCarthy Fingar was made by Rita J. Tino, with Frank Streng, Esq. accepting on behalf of the firm. Additionally, Jane Gould, President of the WWBA Foundation, awarded this year's scholarship to Carly S. Grant, a Pace University Law School student. In keeping with tradition, Justice Miller once again presided over installation of the Association's Officers and Directors. (See *Slate of Officers and Directors.*)

The success of the 2007 Dinner was due to the tremendous efforts of Patricia Amato and Erica Feynman Aisner, Co-Chairs of the Annual Dinner Committee, who with the assistance of WWBA's tireless Executive Director, Linda Surace, organized the evening and presented an exceptional program of speakers, tributes and awards. Once again the Souvenir Journal, assembled by Journal Chair, Lisa Bluestein, was generously supported by many local businesses to which WWBA extends its gratitude. ▀



Dawn Arnold and Bernice Leber



Richard O'Rourke and Lucille Fontana



Carly Grant, Hon. Sondra Miller, Jane Gould



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Westchester Women's Bar Committee Activities

Networking and New Lawyers

SAVE THE DATE!

The Networking and New Lawyers committees would like to announce their "Fall for the Westchester Women's Bar Association!" event on Thursday, September 27, 2007 from 6:00 p.m. to 8:00 p.m. Please save the date for a fun night of hors d'ouvres, drinks and catching up after the summer at the Sunset Cove restaurant in Tarrytown, New York. This will be a great opportunity for new lawyers and new WWBA members to meet established members of the Association and become more involved! It will also be a great night to see friends and enjoy beautiful views of the Hudson River, Tappan Zee Bridge and (hopefully) a beautiful sunset! Thanks to the generous sponsorship of David Lerner Associates, Inc., the event is free for members to attend. Space is limited, so if you are interested in attending, please contact Meredith Coleman, Esq. at (914) 750-5933 or mcoleman@kphwlaw.com by September 25, 2007. ▶

Trusts and Estates

The Trusts & Estates Committee will hold its first program of the year on September 24, 2007 from 5:30 p.m. to 8:00 p.m. The program entitled, "Using Charitable Trusts and Private Foundations in Estate Planning," will be held at Wachovia Wealth Management, 50 Main Street, 5th Floor, White Plains, New York. The cost of this program, which includes a light dinner and CLE credit, is \$25 if you RSVP by September 15, 2007. RSVP to Marion Mann at 914-287-6124 or mamann@bpslaw.com. ▶

Pro Bono

The Pro Bono Committee of the Westchester Women's Bar Association hosted the second annual "Pro Bono Expo" and the presentation of the first WWBA "Justice for All" award at Pace University Law School on Wednesday, May 9th. Seven not-for-profit organizations in need of attorney volunteers mingled with local attorneys in order to educate them about diverse pro bono opportunities in Westchester. Participating organizations included Legal Services of the Hudson Valley, My Sister's Place, the Northern Westchester Shelter, Pace Women's Justice Center, the Incarcerated Mothers Law Project, The Pro Bono Partnership, and Special Program & Resource Connection, Inc. (SPARC). The well-attended program was generously underwritten by M & T Bank, whose sponsorship made it possible to offer this event free of charge to all attendees.

The evening began with opening remarks by the immediate past president of the WWBA, Jody Fay, who thanked M & T Bank for their sponsorship and then introduced Erin Guven, a Co-Chair of the WWBA Pro Bono Committee. Ms. Guven welcomed the participating organizations and introduced Judge Juanita Bing Newton, Deputy Chief Administrative Judge for Justice Initiatives and Administrative Judge of the Criminal Court for the City of New York. Judge Newton is spearheading the statewide initiative to increase meaningful access to the courts through a network of local action committees that plan ways to increase pro bono service in their communities.

Judge Newton presented the first WWBA "Justice For All" award to Westchester County Surrogate and Supervising Justice of the Westchester County Matrimonial Part, Hon. Anthony A. Scarpino. The award was created to recognize and honor a Westchester County attorney or member of the Judiciary who has made a significant and demonstrable contribution to the mission of the WWBA Pro Bono Committee by improving access to justice for underserved women and their families in Westchester.

In 2006, Judge Scarpino single handedly recruited over 60 pro bono attorneys to serve on the Westchester County Volunteer Panel as the newly appointed Pro Bono Coordinator of the Ninth Judicial District's Pro Bono Local Action Committee. A number of these attorneys have already agreed to represent clients, many of whom are impoverished women, victims of domestic violence, disabled, elderly or supporting young children. These clients would not otherwise have access to the legal system but for the efforts of these pro bono attorneys. ▶



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► September Practice Management Tip

Powerful Prospect Interviews Begin With Listening

Listening skills identify the real problem to be addressed. Yet most people are great talkers but terrible listeners.

The greatest gift you can give another person is your attention. All of us want people to listen to what we have to say. Yet, rather than listening, many of us can't wait to jump in and solve the other person's problem. While the other person is talking, we often think, "I wish you'd hurry up and get done talking so I can tell you what to do."

Sound familiar?

Whether a prospect decides to hire your services often depends on whether he feels you understand and care about him. This usually comes down to whether you've taken time to listen to his pain, understand what he feels, and focus on the problem he wants to solve.

If you practice in one area of the law, you probably recommend similar solutions to many prospects. Yet, while your solutions may include many of the same elements or methods, each prospect thinks his problem is unique.

While you are thinking, "This problem is just like all the others I've seen this week," your prospect is thinking, "I'll bet this lawyer has never heard of a problem like mine."

In the mid-1980s, I had the good fortune to meet Cavett Robert. Cavett is a retired trial attorney and founder of the National Speakers' Association based in Phoenix. He learned I was in marketing and invited me to

lunch. I was flattered that this man of uncommon depth and experience wanted to spend time with me. I decided to make sure I used our time together wisely. I thought, if I am a good listener, no telling how much I might learn.

The hostess showed us to our table. We sat down. Cavett looked at me, calmly put down his menu, focused his total attention on me, and said, "Trey, tell me about yourself."

I thought, I'll give this man a brief overview. Then I'll learn everything I can about him and his experiences.

I started talking. Five minutes later, taking only time to

breathe, I was still talking 90 miles per hour. In fact, I grew tired listening to myself talk. That's when I thought, what's wrong with this picture? I came here to listen and learn, yet the only person at this table talking is me. (!) I quickly brought my unabridged autobiography to a close, asked Cavett about himself, and turned from a talker into a listener.

To this day, I remember his words: "Tell me about yourself." When lawyers tell me they occasionally feel awkward when meeting with a prospect, I suggest they begin their prospect interview with Cavett's four magic words.

"Tell me about yourself" puts your prospect at ease and gets



Trey Ryder

him to open up. Also, it takes the focus off you and allows you to sit back and listen.

True, your prospect came to your office to learn what you can do for him. But your prospect also came to your office with the hope that you would listen to him explain his problem. Your odds of

winning a new client increase dramatically when you give your prospect the opportunity to say what's on his mind and explain things from his point of view.

God gave us two ears and one mouth. We do our best when we use them in that proportion. ►

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This month's Practice Management Tip was provided by Trey Ryder, a law firm consultant who specializes in Education-Based Marketing for attorneys. He offers lawyers three free articles by e-mail: 11 Deadly Assumptions That Kill Your Marketing Program, Marketing Secrets of a Powerful Web Site, and 17 Fatal Marketing Mistakes Lawyers Make. To receive these articles, send your name and e-mail address to trey@tre Ryder.com and ask for his free e-mail packet of articles.

Project Transition

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to place almost 8,000 Westchester and Putnam County residents in suitable positions.

The unique nature of this training program is that we are able to recruit students during their most vulnerable times, having lost a spouse or other primary source of support, being suddenly thrust into the role of breadwinner, and lacking the confidence and the skills needed for the modern workplace. One of the wonderful aspects of this program is the bonding that takes place among students when they meet fellow students with similar life experiences. This bonding is often the glue that binds the class together, motivates them to learn and to succeed, and very often establishes life-long friendships.

The program prepares these returning workers for a variety of office positions, ranging from administrative assistants, receptionists, executive assistants and office managers, among other administrative positions in the Westchester and Putnam marketplace.

If you or anyone you know is interested in getting involved with our program, contact Marika Scotti at (914) 606-6825, or email her at Marika.Scotti@sunywcc.edu. "To hire one of our candidates, please contact our job developer, Linda Koch, at (914) 606-6816, or email her at Linda.Koch@sunywcc.edu. "To be included among our list of mock interviewers, or participate in any other way, call Mia Fienemann at (914) 606-6817 or email her at Mia.Fienemann@sunywcc.edu.

▶ Chapter News and Announcements

Notes on Members

□ Goldberg Segalla LLP is pleased to announce that **Michael D. Shalhoub** has joined the firm as a partner in its White Plains and New York offices. Mr. Shalhoub is an experienced trial lawyer who concentrates his practice on the areas of products liability, medical malpractice, employment discrimination, coverage, construction accidents, and general liability. He is currently a member of the national Board of Directors of the Defense Research Institute (DRI), a past chair of DRI's Medical Liability and Health Care Law Committee, and a past chair of the Federation of Defense and Corporate Counsel's Drug, Medical Device and Biotechnology section. Mr. Shalhoub is a frequent presenter and author on products liability and medical Daubert issues. He has been named to the New York Best Lawyers and the New York Super Lawyers for the past two years. Mr. Shalhoub is a former partner of Heidell, Pittoni, Murphy & Bach, LLP.

□ Lisa M. Gigliotti, Esq. is proud to announce that she, and Patrick Clowry, are the new principals of **ATTORNEY'S TITLE INSURANCE AGENCY, INC.** Pat & Lisa extend their best wishes to Andy Block, Esq. in all his future endeavors. Contact information for Pat and Lisa at Attorney's Title is as follows: Attorney's Title Insurance Agency, Inc., 71 Smith Avenue, Mt. Kisco, NY 10549. Phone: (914) 244-3738; Fax: (914) 244-3814; E Mail: atia_inc@yahoo.com. ▶

New Location for LSHV

Please note that Legal Services of the Hudson Valley (LSHV) will be moving to their new headquarters on September 25, 2007 at 90 Maple Avenue White Plains, NY 10601. The phone & fax will stay the same. ▶

Save the Date - LSHV!

Partners in Justice and LSHV Grand Opening Event: October 10, 2007 - 90 Maple Avenue. ▶

Classifieds

□ White Plains - 81 Main Street - Prime office space available walking distance to Court House and train station. One windowed and one internal office, secretarial station available. Includes receptionist, waiting area, conference rooms, kitchen and access to postage meter, fax, and copier. Parking available. Please call Cecilia at 914.683.5300. ▶

2007 WBASNY Convention

The Westchester Chapter was well represented at the 2007 WBASNY Convention held on May 31 to June 4 at the beautiful Rio Mar Beach Resort & Spa in Puerto Rico. The convention activities included informative CLE's, award presentations, and the installation of new officers including our own Gail Boggio as President Elect and Jody Fay as Vice President.

But what would convention be without a little fun! Attendees participated in pool parties, spa treatments, golf and other sporting activities, and excursions to the Rain Forest and Old San Juan. Everyone had a fabulous opportunity to bond with colleagues and to network with attorneys from other areas of the State.

As always, a great time was had by all. Hope to see you there next year!!!! ▶

Julie Kattan

▶ FYI

New Transfer Tax on Conveyances in Red Hook

The Town Board of Red Hook, County of Dutchess, N.Y., has enacted Local Law 1 of 2007 imposing a Real Estate Transfer Tax on conveyances of property located in the Town of Red Hook made on and after August 1, 2007.

Important highlights of Local Law No. 1 of 2007 are as follows:

□ The transfer Tax will be imposed at a rate of two percent (**2%**).

□ The tax will apply to any conveyance of real property in the town made on or after August 1, 2007. However, such tax shall not apply to conveyances occurring on or after August 1, 2007 made pursuant to binding contracts entered into prior to such date, *provided* that the date of execution of such contract is confirmed by independent evidence such as the recording of contract, payment of deposit, or other facts and circumstances as determined by the County Treasurer.

□ An exemption will be allowed of an amount equal to the median sales price of residential property within the County of Dutchess for improved or unimproved property, as determined by the New York State Office of Real Property pursuant to Section 425 of the Real Property Tax Law. The median sales price will be established each June. The median sales price of residential property in Dutchess County for the calendar year beginning in June, 2007 is **\$330,000**.

□ The tax is payable by the GRANTEE. However, the grantor may become liable for the tax if the grantee is exempt or fails to pay the tax.

□ The Transfer Tax payment must be paid at the same time as the real estate transfer tax imposed by Article 31 of the Tax Law. The transfer tax will be payable to the Dutchess County Clerk when the deed is presented for recording. There is a \$5.00 filing fee the Red Hook transfer tax return. The text of the law and a copy of the Red Hook transfer tax form can be found at: www.benchmarkta.com. ▶

Submitted by Jean Partridge

▶ Westchester Women's Bar Association New Members

The Westchester Women's Bar Association proudly welcomes our newest members:

JANINE CERBONE, ESQ.

Hahn & Hessen LLP
448 Madison Avenue, 15th Floor
New York, New York 10022
(212) 478-7355
E-mail: jcerbone@hahnhausen.com
Bankruptcy, Creditors' Rights

CHRISTINA GOLKIN

43-80th Street
Brooklyn, New York 11209
(917) 952-5799
E-mail: cgolkin@law.pace.edu
Law Student

RACHEL HAHN, ESQ.

Office of Family Services
140 Grand Street, Suite 701
White Plains, New York 10601
(914) 824-5716
E-mail: rhahn@courts.state.ny.us
Family Law, Matrimonial

ANNE MARIE HYNES

117 Meadow Road
Riverside, Connecticut 06878
(203) 698-9110
E-mail: ahynes@law.pace.edu
Law Student

MICHELLE KOLODNY, ESQ.

55 North Broadway, Unit 3-15
White Plains, New York 10601
(914) 437-7126
E-mail: mich_kolodny@yahoo.com
Litigation (Civil/Commercial)



**CHRISTINE PATNEAUDE
KRAHULIK, ESQ.**

Support Magistrate
Orange County Family Court
285 Main Street
Goshen, New York 10990
(845) 283-2920
E-mail: ckrahulik@warwick.net
Family Law, Judiciary

WHITNEY KROSSE, ESQ.

Greenberg Traurig
200 Park Avenue
New York, New York 10166
(212) 801-3191
E-mail: krossew@gtlaw.com
Securities

LESLIE LEVIN, ESQ.

Cuddy & Feder LLP
445 Hamilton Avenue, 14th Floor
White Plains, New York 10601
(914) 761-1300
E-mail: llevin@cuddyfeder.com

LINA LIBERATORE, ESQ.

399 Knollwood Road, Suite 112
White Plains, New York 10603
(914) 358-4036
E-mail: lina@liberlawyer.com
*Litigation (Civil/Commercial),
Real Estate, Adoption*

DOROTHY MURPHY, ESQ.

14 Tall Timber Road
Mt. Kisco, New York 10549
(914) 666-8536
E-mail: jstdot@optonline.net
*Administrative/Regulatory,
Collaborative, Family Law,
Immigration, Matrimonial*

PIA E. RIVERSO, ESQ.

Rivkin Radler, LLP
926 RexCorp Plaza
Uniondale, NY 11556
(516) 357-3159
E-mail: pia.riverso@rivkin.com
*Federal Practice, Intellectual
Property (Copyright/Trademark/
Patent), Litigation (Civil/
Commercial), Insurance*

BETHANY S. PRAY, ESQ.

Bronx Family Court
900 Sheridan Avenue, 8A-10
Bronx, New York 10541
(718) 478-8211
E-mail: bph220@nyu.edu
Family Law, Government

DEVON M. SALTS, ESQ.

11 Campbell Drive
Somers, New York 10589
(914) 277-3125
E-mail: devonsalts@hotmail.com
*Bankruptcy, Intellectual Property
(Copyright/Trademark/Patent)*

MICHELLE S. SIMON, ESQ.

Dean, Pace Law School
78 North Broadway
White Plains, New York 10603
(914) 422-4407
E-mail: msimon@law.pace.edu
Academia/Legal Education



PARENTING FOR PROFESSIONALS

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with a relative. As a new mother, how do you tell your own experienced mother or aunt that she is wrong (even when she is) about childcare issues? Will having those discussions damage your relationship or put you at risk of having your relative decide to stop caring for your child? Tensions may also develop over issues of payment, a feeling of

indebtedness to your relative, and reliability in ensuring that your relative can, and will, be available when you need her to be.

Whatever your choice may be, recognize that your first choice may not be your best one and that no choice can be a perfect one. Some adjustments may need to be made to ensure that you are providing the best possible care for your child so that you

may continue to work and succeed as a practicing attorney. ■

Tara C. Fappiano, Esq. is a founding partner of Havkins Rosenfeld Ritzert & Varriale, LLP, where she focuses her defense litigation practice on environmental and toxic torts, products liability, and premises liability. She resides in Westchester County with her husband and has a four year old son, with her second child due in June. Tara.Fappiano@hrrvlaw.com

▶ WWBA Schedule of Upcoming Events

COMMITTEE	DATE/TIME	PLACE	TOPIC	RSVP
WWBA Board Meeting	9/5/07 Light Supper & Meeting 5:30-8:00 pm	The Bank of New York 701 Westchester Ave White Plains, NY	Board Meeting	Dawn Arnold at 914-381-7400 if you are unable to attend
WWBA Annual Golf Outing	9/17/07	Hampshire Country Club, Mamaroneck, NY	Golf Outing	Contact Linda Surace For additional info. at (914) 347-3662
WWBA General Membership Meeting	9/19/07 5:30 pm \$40 Dinner and CLE	NY Power Authority Jaguar Room 123 Main Street White Plains, NY	"Livable Communities: Advising your Clients on Caring for Today's Elderly and Preparing for Tomorrow's Elderboom"	RSVP to Linda Loscalzo at 385-1051 lloscalzo@mccarthyfing ar.com
Trust & Estate and Tax Committees	9/24/07 5:30 p.m. \$25 by 9/15 Dinner and CLE	Wachovia Wealth Management 50 Main St., 5 th flr. White Plains, NY	Using Charitable Trusts and Private Foundations in Estate Planning	Marian Mann (914) 287-6124 mamann@bpslaw.com
Networking and New Lawyers Committees	9/27/07 6:00 pm-8:00 pm No Charge	Sunset Cove 238 Green Street Tarrytown, NY (Washington Irving Boat Club)	Meet and Greet new lawyers, new members, and old friends.	By 9/25 to Meredith Coleman 914-750-5933, mcoleman@kphwlaw.com
WWBA, Gender Fairness in the Courts, and Pace Women's Justice Center	10/2/07 6:30 pm-9:30 p.m. CLE Cost TBD	Pace Law School Tudor Room 78 North Broadway White Plains, NY	Domestic Violence and Financial Exploitation in Matrimonial Cases	To Joan Miller Cohn, Natanya Briendel (914) 422-4069 or tanyabriendel@optonline.net
WWBA Board Meeting	10/3/07 Light Supper & Meeting 5:30-8:00 pm	The Bank of New York 701 Westchester Ave White Plains, NY	Board Meeting	Dawn Arnold at 914-381-7400 if you are unable to attend

▶ Other Upcoming Events

SPONSOR	DATE/TIME	PLACE	TOPIC	RSVP
WBASNY Board Meeting	9/29/07			Linda Chiaverini Fax (212) 721-1620
Making Strides Against Breast Cancer	10/21/07		Breast Cancer walk	

WWBA is a chapter of WBASNY which is an approved provider of CLE credit. Full and partial scholarships for CLE programs based on financial need are available. For information on the guidelines and procedures for applying, please contact the person running the program. All requests are strictly confidential. All programs are for transitional credit unless the program states otherwise.



**Westchester Women's
Bar Association**
45 Knollwood Road, 3rd Floor
Elmsford, New York 10523
(914) 347-3662
www.wwbany.org

REMEMBER, YOU CAN FIND THE WBASNY WEB PAGE
AT WWW.WBASNY.ORG.

PLEASE REMEMBER TO RECYCLE