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Spring 2018 Edition



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Letter from the President

Dear Members, Sponsors, Colleagues, and Friends,

My year as President has gone by so fast. I cannot tell you how proud I am to see how far this group has come. I look forward to seeing where it heads in the future under the new board that will be installed. The highlight of my SPBC FAWL year was by far co-sponsoring the Juvenile CLE with the SPBCBA, which was moderated by Judge James Martz and held at the iPic Theater in Boca Raton. There were a great many more events, all successful and well attended. We donated money this year to both Legal Aid and the Women's Foundation.



Tammy B. Saltzman
President of SPBC FAWL

This year was also highlighted by the "Me Too" movement. Women all over the world taking a stand for their rights. Men standing with women in alliance, recognizing women's needs to be equal, to be treated with respect, and to have equal opportunity in all fields across the board. State FAWL has always stood for the equal rights of all women. This year, more women than men were leaders in the Florida Bar. There is no better time than now to see Michelle Suskauer, our Past President's 2017-2018 honoree as Women of the Year, take the seat as our Florida Bar President.

Other great events this year included our Annual Holiday Party at the Seagate Country Club, which was a huge hit. It included a photo booth, and we raised money for In Jacobs Shoes. Our annual joint lunch with SPBCBA was well attended at Morton's Steak House. We hosted two fun Happy Hours at Tanzy and The Dubliner. Stay tuned for an update on the 2nd Annual Summer Juvenile Project being held every Friday at the South

HAVE A GREAT SUMMER FROM THE BOARD!!!



Palm Beach County Courthouse, which is co-sponsored this year again by SPBC FAWL and SPBCBA.

A special thanks to our Platinum Sponsors: Iberia Bank, Signature Paradise Realty, Print eSolutions, Lesser Lesser, Landy & Smith, PLLC, The Law Offices of Robin Bresky, Attorney at law, Magazine, Duree & Company, and Eliot Popper—Morgan Stanley; and our Gold Sponsors: Richman Capital Management, Veritext Legal Solutions, Meryl Charnow—Merrill Lynch, and TBS LAW, P.A. We are so very grateful for your generosity.

Last, but definitely not least, is a sincere and grateful thank you to my entire board this year. Clearly without all of you there would be no SPBC FAWL. You, along with many of the Past Presidents, assisted me in making the 2017-2018 year one of the best ever. Thank you from the bottom of my heart.

All my best,
Tammy Saltzman, President of SPBC FAWL

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SPRING IN REVIEW

by Staci L. Burton, Esq.



The 2017-2018 year has been another memorable year for South Palm Beach County FAWL.

We kicked off the New Year alongside the South Palm Beach County Bar Association at our Annual Joint Membership Luncheon at Morton's on January 9, 2018. The luncheon featured a presentation by Florida Bar President-Elect Designee John M. Stewart regarding

"Technology & The Legal Profession." That weekend, on January 13, 2018, members of our chapter joined forces with the South Palm Beach County Bar Association's Young Lawyers Section to lend a hand in building a residence for a deserving family as part of a Habitat for Humanity Project. We said goodbye to January with networking, drinks, and hors d'oeuvres at Tanzy for our Happy Hour event on January 31, 2018.

Our February Luncheon at City Fish Market featured speaker Ellen Leibovitch, Board Certified Labor and Employment Attorney and dedicated South Palm Beach County FAWL member and Past President. She presented an informative CLE about employment laws which all employers, big and small, should know. The Annual Judicial Reception was held at Honey on February 22, 2018. We had a wonderful time honoring our Judiciary and Magistrates.

The Honorable Jessica Ticktin presented the "Top 10 Things to do to Prevail at Motion Calendar" at our March membership luncheon.



Judicial Reception at Honey in Delray Beach

It was yet another great lunch at City Fish Market. On March 29, 2018, the Past Presidents' Committee of South Palm Beach County FAWL honored Michelle Suskauer as Woman Lawyer of the Year at a beautiful event at Woodfield Country Club. It was not a difficult decision as to who would be the recipient of the award this year. Congratulations to Michelle Suskauer, who will very soon become the sixth woman president of the Florida Bar!



March Luncheon with Guest Speaker Judge Jessica Ticktin

The April membership luncheon at City Fish Market was a wonderful opportunity for all of our members to get to know one another. It was so nice to network and converse with our peers. The May luncheon featured speaker Alexandra Garro of the accounting firm Kaufman Rossin. She gave us an overview about the impact of the new tax laws. What better way to end the Bar year than with another Happy Hour? This time, Happy Hour was held at the Dubliner in Mizner Park.

Congratulations to the new 2018-2019 Board. We are looking forward to another fabulous year!

Staci L. Burton is an attorney in the Deerfield Beach office of Roig Lawyers and is the Historian for SPBC FAWL.

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Women Lawyer of the Year Award Ceremony at the Woodfield Country Club Honoring Michelle Suskauer

MEMBER NEWS, EVENTS, & OPPORTUNITIES



Wilnar Jeanne Julmiste, Esq., of **AndersonGlenn, LLP**, is pleased to announce that she was selected as an honoree for the Daily Business Review's 2018 On the Rise category. On the Rise honorees are lawyers under the age of 40 who are recognized for wielding influence and showing expertise in their practice areas and committing themselves to pro bono, charitable, and professional volunteer work. Wilnar can be reached at (561) 893-9192 or julmiste@asglaw.com.



Ellen Leibovitch, Esq., Board Certified Labor & Employment Lawyer with **Assouline & Berlowe, P.A.**, presented "Employment laws which all

employers--big and small--should know" at the February 15, 2018 monthly luncheon of the South Palm Beach County chapter of the Florida Association for Women Lawyers. Ellen can be reached at (561) 948-2479 or eml@assoulineberlowe.com.



Renée Safier Harris, Esq. is thrilled to announce the opening of her own practice, **The Law Offices of Renée Safier Harris, PLLC**, 2255 Glades Road, Suite 324-A, Boca Raton, Florida 33431, where she will continue to specialize in Marital and Family Law. Renée is Board Certified in Marital and Family Law, and she offers her clients more than 25 years of experience. Renée can be reached at (561) 404-9710 and renee@rsharrisllaw.com.

THE CASE OF THE OBVIOUS— BUT WRONG—FAULT

by Andrew J. Rader, Esq.

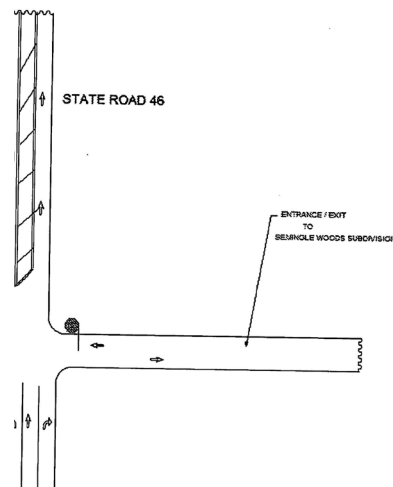


Arthur Conan Doyle, the great Sherlock Holmes author, once wrote: “There is nothing more deceptive than an obvious fact.” This became clear to us in one of our cases. Our nice lady client was knocked unconscious when she crashed into the side of a trailer being towed by a truck. She was rushed to the hospital where it was determined that she had suffered significant trauma requiring immediate surgery. Once she had recovered enough to go home, she found out that she had been cited by the police for causing the crash. She was unable to recall anything about the actual crash except that she thought the truck driver was next to her in the left lane, making a left turn while she was proceeding straight at the intersection.

When she came to our office, she was distraught trying to understand what happened and whether there was anything we could do to help her. To truly understand the dynamics of a crash, an attorney must look at the scene. In this case, our initial visit was a virtual one and this image immediately made us suspicious that maybe the police got it wrong. The intersection was not your typical 90 degree angle right turn, but was acutely-angled.

Truck-trailer combinations are not like other vehicles because of their length. They require more space to make acute turns. In some right turns, a truck must swing left before turning right allowing sufficient space for the truck’s cabin and trailer to follow.

Some drivers mistake the truck’s veering left, in order to make a right turn, as a chance to pass the truck on the right, placing themselves in the trucker’s blind spot. Unseen by the trucker, the motorist, to their horror, does not discover the trucker’s real intention until the truck turns in front of them and by then it’s too late—they are squeezed between the truck and the curb. This accident is known as a “squeeze play.” If the truck driver fails to indicate his intention to turn right by appropriately signaling, or doesn’t recognize that swinging into the left hand lane can deceive other drivers into thinking that the truck is turning left, the trucker is at fault.



Recognizing this, we quickly launched an investigation, obtained photographs of the truck and car, analyzed the road and clues of impact. We soon realized that even the police at the scene were wrong about how the accident happened, in part because they took a statement only from the trucker who, of course, wants to seem blameless. When we presented our analysis of the accident to the insurance company, they were forced to agree that the collision was, in fact,

the trucker’s fault. Soon afterwards, the truck driver’s insurance company tendered their entire insurance policy limits to our client even though she was cited for the crash!

If you have any questions about personal injury or investigating crash sites, call CUTLERRADER at 954-913-CASE (2273). We are happy to help. Visit us at www.CUTLERRADER.com.

Andrew J. Rader is an attorney at the Cutler Rader, PL Law Firm focusing on personal injury, medical malpractice, and business litigation

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WHAT IS ELDER LAW?

by Heather Boyer Samuels, Esq.



When I ask other lawyers what they think an Elder Law Attorney does, the answers range from a very honest “I don’t know” to “estate planning for senior citizens,” to “hiding money.” In fact, Elder Law is a broad, interdisciplinary practice, and I dedicate my work to helping families—the elderly, the disabled, their caregivers, and the community in achieving peace of mind.

The distinction between traditional trusts and estates law and Elder Law is that an Elder Law practice focuses on a client’s lifetime needs. The Elder Law attorney, like the trusts and estates attorney, creates an estate plan for post-mortem disposition of assets. However, the Elder Law estate plan is designed, primarily, to address an individual’s lifetime needs. Our health care system is broken, and with the cost of institutional long-term care in the Greater Miami area costing between \$40,000 and \$140,000 on an annual basis¹, and record numbers of baby boomers retiring every day, our nation is ill prepared for the care needs of our elders.

I was recently struck by a client who came in with her three adult children. I am always very enchanted by clients that tell me their stories. This woman, I’ll call her Amelia, told me that she’d been married to her husband, I’ll call him Benjamin, for sixty years. Amelia told me that she loved Benjamin since the moment she saw him in his army uniform. In her wallet, she carried photos—his army photo, their wedding photo, and about ten other photos of her children, grandchildren, and one great grandchild. As she handed me her booklet of wallet sized photos, she told me that he was “the boy next door” and that they had their first date, at a dance, just before he left for Europe. Amelia said that she waited for him, and they wrote dozens and dozens of letters until he returned. She told me that they got married within six months of their second date. She lamented that she lost their letters years ago, but that they still love each other more than ever, and it hurt her deeply that he had to live in assisted living because she cannot lift him. Her children came in from all corners of the country to celebrate her birthday, and we’d helped a friend of hers get Medicaid for her husband, so Amelia invited her children to our meeting, so they could help her understand how to proceed.

The cost of assisted living coupled with her need to pay the household expenses was forcing them to rapidly use their limited savings, and it made Amelia nervous. She admitted that she was worried that she would have to move in with one of her children eventually because she would not be able to afford assisted living for herself. However, as a World War II Veteran, Benjamin is eligible for Aid and Attendance benefits that can offset the cost of his care at the Assisted Living Facility, and she can continue to live at home. I was able to shelter their

¹ See Genworth Cost of Care Survey, June 2017, <https://www.genworth.com/aging-and-you/finances/cost-of-care.html> (accessed May 14, 2018).

remaining savings so that they could get over \$2,000 per month in additional income to make the Assisted Living Facility affordable. Benjamin is also on the waiting list for a Medicaid waiver program that could reduce those costs further.

Using legal and ethical planning tools, many of which members of our firm pioneered, personalized for each family, we assist families with obtaining public benefits, including various types of Medicaid and Veterans’ benefits, to help offset the costs of long-term care. We help clients like Benjamin and Amelia obtain government assistance for care that they can receive in their homes, in assisted living facilities, and, if and when the time comes, in skilled nursing facilities.

If you have a client, friend, or family member that you believe can benefit from our planning, I invite you to give me a call, to discuss how we can partner together to take control of their long-term care needs.

Heather Boyer Samuels is the senior associate attorney at Solkoff Legal, P.A., a boutique Elder and Special Needs Law Firm in Delray Beach. Heather is also the Secretary of SPBC FAWL, and a proud mother of two.

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APRIL FOOL'S TOP TEN REAL ESTATE ERRORS

by Laurie Dubow



For years, my husband has been amazed as I report back to him my daily activities as a Real Estate Broker. We constantly joke, "You couldn't possibly make this stuff up!" Every Monday morning, as I sit with my Paradise Realtors in our weekly meeting, we discuss their activities—past, present, and future, and as we lament or celebrate their trials and tribulations, someone ultimately exclaims, "You couldn't possibly make this stuff up!" When I have lunch or cocktails with one of my professional colleagues, we trade tales of success and woe, and the waitress will overhear the laughter as we exclaim, "You couldn't possibly make this stuff up!"

Throughout my real estate career, I have participated in thousands of transactions, and no two are the same. There are often twists, turns, and nuances that occur, and inevitably, it is one's ability to navigate through the maze that creates the positive outcome that everyone hopes for. To me, a real estate transaction is similar to a game of chess. I have to be thinking 12 steps ahead, planning for all of the possible contingencies that might occur, in order to protect my client and make sure that we have the highest chance of getting to closing. Below are ten errors that can create havoc and cause a real estate transaction to go south:

- 1. Errors in Qualifying for a Mortgage:** There is so much involved in properly pre-qualifying a buyer to get a mortgage. It is critical that the lender fully examine all materials, including tax returns, bank statements, credit reports, divorce paperwork, and any other necessary supporting documents, prior to issuing a pre-approval. It is devastating to all involved if a buyer finds out days prior to closing that the loan was denied because the person qualifying the buyer did not do their homework.
- 2. Appraised Value vs. Market Value:** Understanding the difference between the appraised value and the market value, or marketability, of a property can be an important distinction that can have a huge impact on the true value of a property. This will be particularly important in situations in which there is distribution of property in a legal case, such as divorce, termination of a partnership, the sale of a business, or an estate sale.
- 3. Underestimating Carrying Costs and Repair Costs:** When evaluating the affordability of a property, it is customary to look at PITI (principal, interest, taxes, and insurance) as well as HOA/Condo dues. Often overlooked are the other costs, such as electric, water, pool and lawn maintenance, etc. In addition, when considering purchasing or remaining in a property, it is critical to take into account the age and condition of the appliances, roof, A/C, and anything else that might need repair or replacement. Sometimes, these carrying costs or potential repairs can add up to make a property unaffordable.

4. **Details of the Contract DO Matter:** The addition or subtraction of a single word, paragraph or addendum can be the difference between a successful transaction and a disaster. It is important that the Realtor and Real Estate Attorney work together to ensure the best outcome for our client.
5. **Missing Signatures or Initials:** One missing initial or signature can cause a contract, listing agreement, or lease to become invalid. It is important to make sure that we dot every “I” and cross every “T”!
6. **Deadlines DO Matter:** There is a reason why contracts have dates and deadlines for contingency periods. If a deadline is missed in a contract, it can have devastating consequences.
7. **Probate/Trust Document Details:** Understanding the nuances of trust documents, probate documents, and a power of attorney is essential when they are involved in a transaction. It is important to enlist the expertise of an experienced Attorney early in the process, to avoid any last-minute surprises.
8. **Finding the Right Inspector:** An inspector that is overly dramatic can kill a deal, and an inspector that is not thorough can miss major problems that can be very costly to a buyer.
9. **Emotional, Psychological, and Financial:** In my opinion, the area that most often leads to errors in judgment with regards to real estate occurs when clients make choices based on emotions rather than a comprehensive plan. It is important to help them make decisions about their housing based upon a combination of emotional, psychological, *and* financial considerations. By helping them sort through the issues they will get the best outcomes.
10. **Putting Together a Good Team:** It truly takes a village to complete a real estate transaction. Putting together an experienced team and utilizing extensive contacts within the professional community is critical to the success. This includes an array of attorneys, financial professionals, inspectors, mortgage brokers, insurance agents, and service professionals.

Throughout all of my real estate transactions, I become a trusted advisor, not only to my clients, but to all of the other professionals that are involved throughout the process. It is a tremendous responsibility, and even though it sometimes feels like “April Fools”, it is definitely “no joke”! As we slide into summer, I want to take this time to thank all of my friends and colleagues at FAWL for your support throughout the year. I am looking forward to the upcoming year as your Sponsor, and hope that you think of me for your Real Estate needs now and in the future! All the Best!

Laurie Dubow is a real estate broker with Signature Paradise Realty International, LLC.

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THE FEARLESS GIRL HASN'T BACKED DOWN AND NEITHER WILL INVESTORS

by Kathryn Weidner, Esq.



For International Women’s Day 2017, State Street Global Advisors brought a new wave of investor activism to the forefront, placing its iconic Fearless Girl statue staring down Wall Street’s Charging Bull. The statue represents the growing movement for gender parity in the financial sector, including more gender diversity in the boardroom. And while diversity is not a novel concept, it has gained new momentum from leading investors and money managers.

As part of State Street’s Fearless Girl campaign (originally meant to highlight its Gender Diversity Index ETF), the money manager called on 3,500 companies in which it invests to increase the number of female board members. In the last year, the money manager sent letters to 787 companies with all-male boards in the U.S., U.K., and Australia, stating its intention to vote against the board members if a company did not adequately respond to State Street’s diversity concerns. Ultimately, State Street voted against directors at more than 500 companies that failed to show progress on board diversity. But 152 of the companies it contacted responded more positively, recruiting at least one female director, and 34 companies have pledged to do so in the near term.

Expanding on its Fearless Girl campaign, State Street is adding new target companies this proxy season in Canada, Europe, and Japan, and is also calling for companies to provide more transparency and data on gender diversity throughout their management ranks. The money manager seeks to engage with companies on their diversity practices and policies and hopes to strengthen gender diversity throughout organizations, both in thought and backgrounds.

Among other benefits, investors and money managers like State Street make the case for diversity with a growing body of research that links a greater number of women in the boardroom with stronger long-term financial performance. Research also shows that all male boards suffer more corporate governance-related scandals than the average board.¹ In other words, investors have started to realize that corporate boards should have a breadth of views and knowledge in order to handle complex business problems, and diversity helps ward off the “echo chamber” or “group think” pitfalls.

While State Street’s actions have garnered some much needed attention to the issue of diversity, they aren’t the first stakeholders to champion the cause by leveraging their large

¹ Vanessa Fuhrmans, “How to Get More Women in the Boardroom? Some Try Blunt Force,” The Wall Street Journal (April 25, 2018).

financial position.

For instance, in 2009, California State Teachers' Retirement System ("CalSTRS") submitted shareholder proposals to eight companies seeking greater board diversity, which resulted in five companies changing their nomination committee charters and one company electing a woman to its board. Later in 2011, CalSTRS and California Public Employees Retirement System ("CalPERS") joined 25 other large institutional investors, and other industry leaders, to form the Thirty Percent Coalition, an organization that engages companies to increase gender diversity in the boardroom. The Coalition launched a "Critical Mass Campaign" to secure a minimum of 30 percent multicultural women on every US-based publically listed company board of directors. Since then, the coalition has grown in size and success, with 90 members in 2017 heralding the engagement of 81 companies, with 24 companies appointing a woman to its board.

In line with this movement, many other large financial institutions are using their individual clout to push for diversity on boards.

- New York State Common Retirement Fund, another member of the Thirty Percent Coalition, jumped to the frontlines of the movement by announcing in March that it intends to oppose the re-election of all directors at hundreds of companies with no female board members.
- CalPERS sent letters to 504 Russell 3000 Index companies that lacked gender diversity, calling on the companies to develop and disclose the company's policy and implementation plan for board diversity.
- CalSTRS changed its board diversity policy in November so that it could oppose the re-election of directors at 27 companies with all-male boards.
- New York City Pension Funds announced that the comptroller sent letters to 151 companies "calling on them to publicly disclose the skills, race and gender of board members and to discuss their process for adding and replacing board members."
- Glass Lewis & Co. updated its proxy voting guidelines to state that "[b]eginning in 2019, Glass Lewis will generally recommend voting against the nominating committee chair (and, depending on certain other factors, other nominating committee members) if a board has no female members."
- Institutional Shareholder Services ("ISS") has not proposed a U.S. policy regarding board diversity but has proposed a Canadian policy which generally recommends voting "withhold" for the chair of the nominating (or similar) committee, or the chair of the board if no such committee has been established, if the board has not adopted a written gender diversity policy and has no female directors.

All in all, investor-led efforts for more diverse boards, which started nearly a decade ago, are the strongest they have been in years. Until recently, most institutional investors didn't specify the minimum number of diverse members they believe were needed on corporate boards. But in 2018, Blackrock, the world's largest money manager, made the groundbreaking

announcement that companies in which it invests should have at least two female directors. In their proxy voting guidelines, the company stated that its portfolio companies should have diverse boards and that "we would normally expect to see at least two women directors on every board." BlackRock's global head of investment stewardship, Michelle Edkins, wrote to nearly 300 companies, each with less than two female board members, asking them to disclose their approach to boardroom and employee diversity and to establish a timeframe in which they will improve their diversity.

Likewise, other institutions have grown impatient with the lack of progress and have called upon companies to meet certain diversity targets. Standard Life Aberdeen Plc, one of Britain's largest fund management groups, said it will vote against boards where men hold more than 80 percent of seats. Legal & General Investment Management said it will vote against boards that are not at least 25 percent female. And Hermes, another large British investment management firm, says it believes boards should already have achieved at least 30 percent female representation.²

These recent efforts seem to be accelerating the movement toward diversity on corporate boards. According to research firm Equilar, in the first quarter of 2018, women accounted for 32% of all new board seats at Russell 3000 companies, which is up from 29.4% in 2017 and 21.4% in 2016. But women still only made-up approximately 16.5% of board members at the end of 2017, and at the current rate boards will not achieve gender parity until 2048.³

One reason for the slow response is the lack of boardroom turnover, with the average director serving for at least eight years. Despite investors' growing impatience and the recent movement toward reform, the benefits of today's labors may not fully materialize until the next decade. Over time, however, it is likely that more investors will pressure companies to increase board diversity, and the proportion of women in leadership positions will continue to grow. But, only when companies finally embrace the reality that diverse leadership leads to better outcomes will gender diversity become a natural strategy in corporate governance.

This is a change worth standing up for, just like the "Fearless Girl" who faces down the Wall Street bull. More than a year later, and long past the initial planned few weeks, the statue stands in the same spot as arrangements for her permanent home are made. Her popularity among New Yorkers, investors, and tourists has marked her place in history, establishing her as a beloved icon in the financial district. Both the city and investors have realized that SHE was meant to be an enduring figure on Wall Street.

Kathryn Weidner is an attorney at Saxena White.

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² David Hellier and Emily Chasan, "Big Investors Push Harder for More Women Directors," Bloomberg (April 19, 2018).

³ Joann S. Lublin, "New York State Fund Snubs All-Male Boards," The Wall Street Journal (March 20, 2018).



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TEENS AND BINGE DRINKING: A DANGEROUS COMBO

by Michelle Merson, Esq.



What is “binge drinking?”

Binge drinking is a scary and growing trend, most prevalent amongst college students, but becoming more common among high school students as well. Binge drinking requires consuming an excessive amount of alcohol in a brief period of time and is defined by the National Institute on Alcohol Abuse as “a pattern of drinking that brings a person’s blood alcohol concentration (BAC) to 0.08 grams percent or above.” In laymen’s terms, binge drinking is a style of heavy episodic drinking with the intent of becoming heavily intoxicated in a short period of time. When a man consumes 5 or more alcoholic beverages in a period of two hours or a woman consumes 4 or more alcoholic beverages in the same period, this is considered “binge drinking.” Binge drinking is a major public health issue that can lead to a number of serious problems for your teen, including alcohol poisoning, a host of health issues and possible future alcoholism or alcohol dependence. In short, binge drinking is bad for your health, hinders your ability to perform school work or perform at your place of employment, is bad for your relationships, and can potentially derail future goals. There is nothing good about binge drinking.

Who Would do Such a Thing?

The statistics regarding binge drinking may surprise you:

- Men are twice as likely to binge drink as women.
- Though people of all ages binge drink, the practice is most common among young adults aged 18-34 years.
- Most young adults under the age of 21 who drink regularly report binge drinking on numerous occasions.
- Shockingly, one out of every six adults in the United States binge drinks approximately four times a month and imbibes 8 or more drinks during each binge. That’s every weekend!
- Binge drinking is more common in more affluent households where the household income is \$75,000 or more.
- Of excessive drinkers in the United States, 90% of those excessive drinkers have had at least one episode of binge drinking in the past thirty days.

What’s the Worst That Could Happen?

As you can imagine, binge drinking is a serious matter with some serious risks attached.

Regular heavy binge drinking can:

- Wreak havoc on your health and is associated with many adverse effects on cardiac, neurologic, gastrointestinal, immune, and hematologic systems, among others.
- Increase the risk of chronic disease like heart disease, liver disease, and stroke or sudden

death.

- Increase the risk of breast cancer, liver cancer, colon cancer, and a host of other cancers.
- Lead to alcohol poisoning.
- Cause an increased risk of alcohol-induced psychiatric disorders.
- Lead to fetal alcohol spectrum disorders and fetal alcohol syndrome in pregnant mothers who binge drink.
- Lead to traffic accidents.
- Lead to thoughts of suicide.
- Lead to or cause violent behavior.
- Raise the likelihood of a future alcohol use disorder and alcoholism.
- Increase the likelihood of intimate partner violence and sexual assault.
- Cause memory and learning problems.

This Sounds Terrible—What Can Be Done?

The Task Force on Community Preventive Services recommends “evidence-based interventions to prevent binge drinking and related harms.” Some of these recommended strategies include:

- Using pricing strategies and increasing alcohol taxes.
- Reducing the number of liquor stores and retail alcohol outlets in a given area.
- Making alcohol retailers liable for the harms caused by illegal alcohol sales to minors.
- Limiting access to alcohol by reducing the days and hours you can purchase alcohol.
- Screening and counseling for those affected by alcohol abuse.
- Being consistent about enforcing underage drinking and DUI laws.

In addition, motivational interventions, employer interventions, and education have been shown to be beneficial in discouraging young adults from future binge drinking. For more severe cases, involvement by parents and a family psychotherapist may be needed and possible admission to an alcohol treatment program.

The bottom line is that if you or someone you know is binge drinking, seek help from a professional before the situation worsens and becomes a serious family problem.

Michelle Merson is a criminal defense attorney at the Misdemeanor Clinic, P.A.

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HOW DOES SHE DO IT? LIFE HACKS FROM FEMALE FOUNDERS

by Violette Bishai, interview with Elizabeth Pekin, Esq. & Elisa Moss



When combing the internet, there seems to be a plethora of what is known as “mommy bloggers”. But, perhaps what is missing from the genre of picture-perfect toddlers and photo-ready recipes is a realistic view of what life looks like for working female executives, who not only have a Founder or CEO title, but a just-as-important title known as “Mom”. There doesn’t have to be an ultimate choice between success and family. The “How Does She Do It?” question can be answered with some simple life hacks for working mothers. It may be messy at times and will not always appear picture perfect. But, it is possible to get both jobs done. The co-founders of Momentum Funding, Elizabeth Pekin and Elisa Moss, have some tips and tricks to make life easier for those mothers in the C-Suite.

The female founders travel nationwide, speaking at National Trial Lawyer’s Associations to explain the benefits of legal and medical funding and presenting CLE’s. Although the home, work, and travel balance does not always come easy, they definitely know how to make it happen.

Favorite Apps:

With the start of Momentum in 2015, the two female founders quickly realized how much of their time it required. The need for time-saving and organizing hacks became apparent.

[Triplt](#) allows them the ability to have all of their travel plans in once place.

Elizabeth and Elisa travel almost every week, visiting various law firms and attending conferences. While they are preparing CLE’s on “The Ethics of Legal and Medical Funding” and speeches on various topics, they don’t have to worry about the logistics of the trip.

Busy execs can receive Forwarded confirmation emails for hotels, flights, car rentals, and restaurant information. Triplt creates a personalized master itinerary—perfect for the busy execs. Plus, it is accessible from anywhere and on any device—even offline.

[Hotel Tonight](#) is also a Momentum favorite. It offers last-minute booking options and hotel deals for when they may not be planning on that layover or last-minute client meeting.

Momentum Funding works with busy trial lawyers who have constantly changing and fast-paced plans. Unexpected trips constantly come up, hearings or meetings will be postponed, extended, and canceled. Hotel tonight provides a hassle-free solution to calling back to the office or

googling options.

Hotels give their unsold rooms and Hotel Tonight sells them at cost-efficient prices. Elisa once had a hotel with a bug problem—Hotel Tonight saved the day!

[Buddhify](#) makes meditation on-the-go easy for both Elizabeth and Elisa.

At times, stress can sneak up on you if you are not careful. The Momentum Funding executive team works around the clock to establish a more seamless process for plaintiffs in need for financial assistance. It’s easy for the workload and cases to pile up. To avoid being overwhelmed, the women turn to Buddhify for their on-the-go guided meditations wherever they are. Options include guided meditations for walking, stress, work breaks, going to sleep, etc.

Half the Fun is Getting There: Surviving Long Plane Rides

Since traveling is such a huge part of their work life, Elizabeth and Elisa have mastered the art of flying. They make the plane ride into whatever they need it to be. Plane activities include: meditating, reading, catching up on emails, and even watching movies. Lately, Elisa has been listening to the podcast, [“Skimm’d From the Couch.”](#)

On Communication

Communication is a key component in all aspects of life. Finding the best form of communication for everyone though, is difficult. It is important to find which work best for you, and *communicate* to everyone around you how you can be reached. Elisa prefers Outlook and even uses it to schedule family activities. That way it’s easier to see on everyone’s schedule. Elizabeth keeps two phones, one for work and one personal. She prefers calls and texts because they are with her everywhere she goes. She also keeps a separate calendar for family related activities. Try a few different options with your team and family—you’ll be surprised how much easier it gets!

On Caffeine

Coffee? Tea? Yes and yes.

On Everything Else

There will be one-off days, where everything won’t feel so perfectly aligned. Powering through them is important and realizing that tomorrow is a new day to start off on a better path. Elisa likes to go to yoga before work. She keeps a workout bag with necessities ready to go in the mornings. Food prep the night before—whether it’s for the kids or for yourself, so you have healthier options instead of resorting to last-minute fast food. Elizabeth recommends buying two of everything and putting things away—ready to go in your travel bag. Take a day off to go to the spa; don’t feel guilty. You deserve it.

Don’t settle for a choice between personal life and work life. Don’t be afraid to ask for help.

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LOBBY DAYS 2018

by Kara A. Brotman, Esq.

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SPBC FAWL's Chapter Liaison, Kara A. Brotman, recently attended FAWL's Lobby Days 2018 in Tallahassee. This year's Lobby Days were held from January 29 - 31, 2018.

What is Lobby Days?

FAWL's Lobby Days is a yearly event, held in Tallahassee, which focuses on advocacy related to women centric issues, learning about matters related to advocacy skills and the legislative process, and provides opportunities to meet and interact with elected officials as well as other FAWL members from around the State.

Why did you attend Lobby Days?

I attended Lobby Days as part of my responsibilities as Chapter Liaison for South Palm Beach County FAWL.

What were some of the events you attended?

This year, in addition to several CLEs on Advocacy, which focused on what lawyers need to know about legislative advocacy, we had a joint luncheon with FAWL Tallahassee Chapter at the Florida State University Law School as well as a tour of the Florida Supreme Court by Chief Justice Jorge Labarga. I also attended a legislative reception, which was attended by several of our State Representatives and Senators as well as their legislative assistants. And, of course, I, along with other Lobby Days attendees, met with several of our Florida State Representatives and Senators to lobby on behalf of the Guardian Ad Litem (GAL) Bill.

What is the GAL Bill?

Every year, Lobby Days focuses on legislation that furthers FAWL's Mission to actively promote gender equality and the leadership roles of FAWL's members in the legal profession, judiciary, and community at large. This year's legislative effort was focused on the Guardian Ad Litem (GAL) Bill. The GAL Bill (HB 57/SB 146) authorizes payment for due process costs to a court-appointed pro bono attorney, who represents a dependent child with special needs. Due process costs are defined to include the costs of court reporting and transcripts, witnesses, mental health professionals, reasonable pretrial consultation fees and costs, and certain travel services. Currently, these costs as well as the pro bono attorney's legal costs are not reimbursed, though when a private court-appointed attorney is assigned to a case, his or her legal costs and due process costs are paid.

What is the status of the GAL Bill now?

It just so happens that while we were in Tallahassee for Lobby Days, the Senate version of the Bill was passed. Since then, the Bill also passed the House and has been converted into an act

for presentation to the Governor or Secretary of State.

If someone is thinking of attending next year's Lobby Days, should he or she attend?

Definitely! In addition to seeing Tallahassee and our Legislature in action, you get to meet members of FAWL from around the State.

Kara A. Brotman is an attorney with Susan J. Brotman, P.A., where she focuses on intellectual property law.

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How Does She Do It? Life Hacks from Female Founders, continued from page 27

It does indeed, take a village. Talk to your mentors and peers. Ask them, "How do you do it?"

Most of all, believe in the power within you and the power of women together, supporting each other, every step of the way.

Are you a female attorney or founder of a firm or company? We would love to hear how you manage work, life, and everything in between. Please email marketing@momentumfunding.com to write a guest blog or contribute your life tips and hacks. Let keep the Momentum going!

Elizabeth Pekin, Esq. and Elisa Moss are the co-founders of Momentum Funding. Violette Bishai is the Marketing Coordinator for Momentum Funding.

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MISSION STATEMENT

SPBC FAWL was founded in 2003. SPBC FAWL's mission is to advance the professional status of women lawyers, to promote the rights of women generally, to enhance the visibility of women within the legal profession and within their communities, and to create and maintain supportive networks among women in the legal and other professions.

NEWSLETTER SUBMISSIONS

Articles: Would you like to contribute an article to the newsletter? We welcome both members and sponsors to contribute articles on a variety of topics--anything from the legal, to the educational, to the fun, to the causes that are near to your heart. Please submit a headshot along with your article. All article submissions should be in Microsoft Word format.

Member News: Our newsletter is *your* platform for sharing your successes, good news, future plans, or anything else! Let our members know what's going on with your business or your life. Educate members on your area of expertise. Did you receive an award? Did you give a lecture or presentation? What is your specialty? Let's support one another. Let us in on your news! Please submit a headshot along with your member news. All member news submissions should be in Microsoft Word format.

Annual Sponsor Advertisements: Thank you to our annual sponsors for enabling SPBC FAWL to thrive and to support the advancement of women in the legal profession. As an annual sponsor, you are entitled to place an advertisement in the newsletter. The advertisement may be up to one full page. All advertisements should be in PDF format.

Member Advertisements: Members may place an advertisement in the newsletter at the following rates: \$250 full page; \$150 half page; \$50 business card size. All advertisements should be in PDF format.

FAWL Grams: Send your best wishes, thanks, and congratulations to the other members and sponsors with a personally-tailored FAWL Gram! FAWL Grams appear in a special section of the newsletter and cost just \$10 each. All FAWL Gram submissions should be in Microsoft Word format.

Please submit all articles, member news, sponsor and member advertisements, and FAWL Grams to Newsletter Editor Lisa Paige Glass at Lisa@GlassAdoption.com.

MEMBER BENEFITS

Being a member of SPBC FAWL has so many wonderful benefits! Networking, friendship, mentoring, invitations to a variety of events, access to the newsletter, and automatic membership in State FAWL. The benefits of being a member of State FAWL are numerous--including a vast library of free CLEs! For any questions regarding membership, please contact Membership Director Marissa Gart at marissa@schuttlergreenberg.com. For a list of membership benefits, please visit www.spbcfawl.org/membership and www.fawl.org/assets/docs/memberand%20state%20benefits.pdf.

JOIN OR RENEW MEMBERSHIP

Please join or renew your membership with SPBC FAWL! You can join or renew your membership at any of our events or online at www.spbcfawl.org. Membership is available to female and male lawyers, the judiciary, and law students. In order to help and encourage law students to become involved in the legal community, SPBC FAWL has a scholarship fund to help law students pay for membership in SPBC FAWL. For any questions regarding membership, please contact Membership Director Marissa Gart at marissa@schuttlergreenberg.com.

BECOME A SPONSOR

Becoming a sponsor of SPBC FAWL is a wonderful way to meet our members and educate them about your business while at the same time supporting the advancement of women in the legal profession and enabling this organization to thrive. SPBC FAWL welcomes annual sponsors at all levels as well as sponsors for specific events. For more information about sponsorship opportunities and the many benefits of being a sponsor of SPBC FAWL, please contact Development Director Alan Crane at ACrane@FurrCohen.com.



THANK YOU TO OUR ANNUAL SPONSORS!!!

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SCHEDULE OF EVENTS

September 2018

- **Board of Directors Meeting**, Wednesday, September 5, 2018, from 12 P.M. to 1 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Membership Reception**, Date, Time, Location TBD.

October 2018

- **Board of Directors Meeting**, Wednesday, October 3, 2018, from 12 P.M. to 1 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Think Pink Breast Cancer Awareness Luncheon**, Thursday, October 11, 2018, from 11:45 A.M. to 1:15 P.M., Location TBD.

November 2018

- **Board of Directors Meeting**, Wednesday, November 7, 2018, from 12 P.M. to 1 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Membership Luncheon**, Thursday, November 8, 2018, from 11:45 A.M. to 1:15 P.M., location TBD.
- **Thankful Happy Hour**, Date, Time Location TBD.

December 2018

- **Board of Directors Meeting**, Wednesday, December 5, 2018, from 12 P.M. to 1 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Holiday Party**, Date, Time, Location TBD.

January 2019

- **Board of Directors Meeting**, Wednesday, January 2, 2019, from 12 P.M. to 1 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Joint Luncheon with SPBC Bar Association**, Thursday, January 10, 2019, from 11:45 A.M. to 1:15 P.M., Location TBD.

February 2019

- **Board of Directors Meeting**, Wednesday, February 6,

2019, from 12 P.M. to 1 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.

- **Membership Luncheon**, Thursday, February 14, 2019, from 11:45 A.M. to 1:15 P.M., Location TBD.
- **Annual Judicial Reception Honoring South County Judges and Magistrates**, Date, Time, & Location TBD.

March 2019

- **Board of Directors Meeting**, Wednesday, March 6, 2019, from 12 P.M. to 1:00 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Membership Luncheon**, Thursday, March 14, 2019, from 11:45 A.M. to 1:15 P.M., Location TBD.
- **Past Presidents Committee "Woman Lawyer of the Year" Awards Ceremony**, Date, Time, Location TBD.

April 2019

- **Board of Directors Meeting**, Wednesday, April 3, 2019, from 12 P.M. to 1:00 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Membership Luncheon**, Thursday, April 11, 2019, from 11:45 A.M. to 1:15 P.M., Location TBD.
- **Spring Fling Happy Hour**, Date, Time, & Location TBD.

May 2019

- **Board of Directors Meeting**, Wednesday, May 1, 2019, from 12 P.M. to 1:00 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Membership Luncheon**, Thursday, May 9, 2019, from 11:45 A.M. to 1:15 P.M., Location TBD.

June 2019

- **Board of Directors Meeting**, Wednesday, June 5, 2019, from 12 P.M. to 1:00 P.M. at Frank, Weinberg & Black, P.L., Lynn Financial Center, 1875 NW Corporate Blvd., Suite 10, Boca Raton, FL 33431.
- **Installation Luncheon**, Thursday, June 13, 2019, from 11:45 A.M. to 1:15 P.M., Location TBD.

SPBC FAWL IS ONLINE!

~Visit SPBC FAWL online at www.spbcfawl.org and www.facebook.com/SPBCFAWL for photos of past events and information on upcoming events.

~RSVP to events directly on SPBC FAWL's website, www.spbcfawl.org.

~Please note that the dates, times, and locations of events are subject to change, and happy hours will be scheduled periodically, so please check the website and any emails you receive for the most current information.

~Unless otherwise indicated, Board of Directors Meetings are open to Members of SPBC FAWL.