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letter from the president



John G. Jordan

In 1916, President Woodrow Wilson issued a proclamation that officially established June 14 as Flag Day. In 1949, Congress established National Flag Day.

"Raising the Flag on Iwo Jima," a photograph taken Feb. 23, 1945, by Joe Rosenthal, depicts five U. S. Marines and a U. S. Navy corpsman raising a U.S. flag atop Mount Suribachi, during the battle of Iwo Jima in World War II. This iconic photo received the Pulitzer Prize for photography and is regarded as one of the most significant and recognizable images of the war. In 1954, Felix de Weldon used the image to sculpt the Marine Corps War memorial dedicated to all Marines who died for their country, past and present. It is located adjacent to Arlington National Cemetery, outside D. C.

This year, I have written about great heroes of the past eras such as Presidents Washington, Lincoln and Kennedy. We learn important lessons from our leaders' trials and tribulations.

But there are also day-to-day heroes among us. They are the men and woman that study hard at school, set their goals, make commitments, raise families and positively impact our community and society. They are reliable and dependable people.

Looking around the BCBA, those attorneys who volunteer their time and talents for leadership roles as section chairpersons, committee chairpersons, officers or directors are to be commended. The cover of this Barrister issue proudly presents the officers and directors of the Broward County Bar Association. As president, I rely heavily on their advice and their involvement. The executive committee is in daily contact with the Braulio Rosa, the executive director. In addition to president, the executive committee officers are Robin Moselle, president elect; Charles A. Morehead III, treasurer; Thomas D. Oates, secretary; and Alan Fishman, past president. Each does his or her job extremely well.

The board of directors sets policy, approves the budget and hires the executive director. The board meets on the second Tuesday of every month. These board members also have also assumed chairmanships or liaisons for many of the sections and committees. Their time and effort makes this organization great. Our judicial representative to board is the Hon. Martin J. Bidwill. The names of these attorneys are listed in this Barrister. I am fortunate to have served with such a dedicated and hard working Board of Directors.

So, look around and you will find super stars to inspire and emulate. They are closer than you may think. This is my last president's letter. I want to thank my daughter, Kimberly Donovan, a partner with Squires, Patton, Boggs (US), LLP, who has edited the drafts of all of my president's letters. She spoke kindly about me at my installation and she recently introduced the keynote speaker at Law Day.

I especially want to thank my wife of almost 40 years, Diane Jordan, who has encouraged me to continue with my tasks as president, while she battled Lou Gehrig Disease, ALS, which has put her in a wheel chair and unable to swallow or speak. Relying on her skills as a computer teacher and a graphic artist, she communicates and encourages others, always with a smile, using her email, iPad and texting. This is the super hero or super heroine that you do not find in the movies, but you do find at home. **B**

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letter from the young lawyers' president



Liza Smoker Faw

As the Young Lawyers Section ("YLS") fiscal year comes to an end this month, I could not be more proud of our Section. A short list of the year in review includes: more than 100 partnerships with local professional associations, law firms, charities, and businesses; many donations for local charities including a successful golf tournament raising \$30,000 for ARC Broward; 11 CLEs; our Broward Lawyers for Literacy initiative that resulted in YLS members reading to hundreds of children at various Broward County schools and hundreds of book donations; Nine Luncheons; Three Breakfasts with the Judiciary; our Annual Judicial Reception; the award of several Florida Bar Young Lawyers Division grants; a Holiday in February event for foster children and distribution of over a hundred toys; the launch of the YLS Boot

Camp CLE Series; 15 Diversity Scholarships; several law school Lunch and Learns; a successful Legal Advice and Public Service Hotline Challenge that will result in pro bono services to 550 people in Broward County; and much more!


None of this would be possible without the enthusiastic support of our members and especially our incredible YLS board of directors who gave generously of their time and talent. I cannot say enough about the creativity, energy, and commitment of our Board. While I will surely miss the privilege of serving as YLS president, I know I leave it in the capable hands of our incoming president, Jeffrey M. Wank. Mr. Wank has diligently served YLS and grown our Annual Golf Tournament exponentially under his leadership. I cannot wait to see what he along with the rest of the board of directors will accomplish in the new year!

But the year is not over quite yet, and YLS has some great events coming up in June, further details of which can be found online at www.browardbar.org/YLS. Here are the highlights:

- **YLS Boot Camp CLE #4 (June 2):** The last YLS Boot Camp CLE of the series will take place at 6 p.m. on June 2 at the Broward County Bar Association on the topic "Trial Preparation/Mock Voir Dire." Speakers will include Chuck Morton, Esq., Cherine Smith Valbrun and the Hon. Mindy F. Solomon.

- **BCBA Annual Installation Dinner (June 18):** Please join us June 18 for the BCBA Annual Installation Dinner at the Hyatt Regency Pier 66. Congratulations to the 2015-2016 YLS Executive Board (Jeffrey M. Wank-President; Kelly M. Vogt- President Elect; Todd L. Baker-Treasurer; Sara M. Sandler- Secretary) and board of directors (Jamie D. Alman, Lauren M. Alperstein, Omar Giraldo, Jeffrey Hegewald, Renita Henry, Lindsay Massillon, Brent Reitman, Emily Romano, Eric S. Rosen, Anthony H. Quackenbush, H. Seth Rosenthal, and Stacy R. Weissman) who will be installed at this event.

- **Lauderdale Yacht Club Social with the Young CPAs and United Way (June 25):** Please join us June 25 for our second annual social with the Young CPAs and the United Way at the Lauderdale Yacht Club. This event includes a free drink and appetizers. Donations will be accepted at the door for a United Way charity.

It has been an honor and privilege to serve you as president of YLS. If you are interested in partnering with YLS in the new year, please contact our incoming president, Jeffrey M. Wank, at JMWank@MDWCG.com. 

Five Conflict-Handling Modes to Resolve Issues

by Bruce A. Blitman

Negotiating is something we do every day without even thinking about it. The successful resolution of conflicts depends upon your ability to negotiate. It is valuable professionally to step back and examine your personal negotiating style.

Professors Kenneth W. Thomas and Ralph H. Kilmann, two noted experts in the field of conflict management and industrial administration, have devised an instrument to evaluate individuals' behavior in conflict situations. They define such situations as those in which the concerns of two people appear to be incompatible. They measure personal behavior along two dimensions:

- **Assertiveness:** The extent to which the individual attempts to satisfy his/her own concerns.
- **Cooperativeness:** The extent to which the individual attempts to satisfy another's concerns.

According to Thomas and Kilmann, these two basic dimensions of behavior can be used to define five specific styles of dealing with conflict, which they call "conflict-handling modes." Everyone has the capacity to use each of the five modes. Most of us, however, rely on certain modes more heavily than others because we are better and more practiced at them:

1. **Competing:** This personality is assertive and uncooperative. Competitors pursue their own concerns at another's expense. For competitors, "the ends justify the means."
2. **Accommodating:** This individual is unassertive and cooperative. Accommodators often neglect their own concerns to satisfy the concerns of others. Accommodators prefer to "kill their enemies with kindness."
3. **Avoiding:** Avoiders are unassertive and uncooperative. They do not immediately pursue their own concerns or those of others. They never address the conflict. Avoiders tend to "leave well enough alone."
4. **Collaborating:** This personality is both assertive and cooperative. Collaborators attempt to work with the other person to find some solution that satisfies the concerns of both. Collaborators are "win-win" negotiators who believe that two heads are better than one.
5. **Compromising:** This personality lies between assertiveness and cooperativeness. The goal of the compromiser is to find an expedient, mutually acceptable solution that partially satisfies both parties. Compromising might mean exchanging concessions or seeking a quick, middle ground position. The compromiser lives by the motto "Let's split the difference."

Increasing your understanding of these different negotiation styles is important to mastering the art of negotiation. It can help you analyze conflict situations and employ the appropriate style for each. Self-awareness is key.

Which conflict resolution style best describes you? Your spouse? Your boss? If we use methods that heighten conflict and increase negative feelings, we may make our personal and professional lives more difficult and less successful. If we can learn effective ways to achieve mutually acceptable negotiated outcomes, we can resolve our disputes faster and more satisfactorily. This requires us to look honestly at our own styles and be willing to change. ■

This article was originally published with Smart Business Network Inc. (www.sbnonline.com).



Bruce L. Blitman is an attorney and Florida Supreme Court Certified Circuit, Family and County Court mediator. Mr. Blitman can be contacted at 954.437.3446 or via email at babmediate@aol.com.

BCBA Mentee Lands Dream Job!



Jessica Garrett,
BCBA Mentee

The 2015 BCBA Mentorship program is off and running. After three highly successful Mentor Express events, we have paired close to 100 mentors and mentees. The feedback we have gotten from the participants is exceptional. Some mentors have even volunteered to take on additional mentees. The networking potential for all participants has been incredible to see. Participants are typically meeting 20 or more lawyers they had not previously known at every Mentor Express.

Our distinguished mentors include former BCBA presidents, and members of the BCBA board of directors and incoming executive board. Our mentees have already learned so much, including one mentee who took her mentor's advice to find her dream job. This is what she said: "My mentor provided me with plenty of valuable advice, including ideas for becoming more involved in the legal community through networking events and joining programs that match my areas of legal interest. What

makes this Mentorship Program really special is that every single attorney present TRULY wants to help you succeed and excel. I had at least 5 mentors at the event insist that I reach out to them for guidance and direction. One of the other mentors from the program was instrumental in linking me with an attorney in my field who gave me invaluable advice, resulting in me getting my dream job!" Jessica Garrett is now the Resident Attorney for Royal Caribbean International · Celebrity Cruises · Azamara Club Cruises.

There is so much to be learned both as mentors and mentees. The satisfaction derived from helping a new lawyer navigate the perilous first few years is immeasurable. Find out how rewarding it is to be a mentor by reaching out to Patricia Hernandez at patricia@browardbar.org. We will have more Mentor Express events after the summer, but if you'd like to join the program before our first Mentorship Program social on June 10, we will be pairing people up in the weeks to come.

Due to the success of the program, we will launch a law student mentorship program in the Fall. Lawyers with less than 10 years of experience will be able to mentor students from NSU, St. Thomas, FIU and UM. On behalf of the entire BCBA Mentorship committee, we appreciate the dedication of our volunteer mentors and we hope you will join us at a Mentor Express event soon. **B**



Todd Baker is a Personal Injury lawyer with Steinger, Iscoe & Greene, P.A. He can be reached at 954-491-7701 or tbaker@injurylawyers.com.

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SPECIAL NEEDS TRUSTS

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by Arlene Lakin

“Special Needs Trusts” (SNT) come in two basic forms: 3rd party and self-settled (a/k/a 1st party).

The 3rd party SNT is one most practitioners are familiar with. These are estate planning documents, usually executed by parents of children with special needs, who are trying to keep their child on public benefits by not directly leaving any assets to them. The “3rd party” is usually the parent(s) who is the settlor(s) of the trust. The trust can be one of 3 kinds: (a) testamentary (under the Last Will & Testament); (b) a death provision under an intervivos/living or irrevocable trust; or (c) a free-standing living trust. A free-standing living trust is selected when the parents anticipate others making bequests to the child and want the trust to be in effect right now. The biggest challenge for most parents of children with special needs is selecting lifelong trustees to succeed the parents when the latter is incapacitated or deceased. Many of the large bank trust departments are no longer serving as trustees of the SNT’s, or, their minimum monetary requirement for acceptance to serve is very high.

Self-settled (a/k/a 1st party) SNT’s are utilized when the person on means tested public benefits inherits money or receives money from a lawsuit. Most means tested public benefits, e.g. SSI and Medicaid, only allow countable assets to be less than \$ 2,000. There are three types of self-settled special needs trusts which are

sanctioned by the federal government: 42 USC 1396p followed by (d)(4)(A), (d)(4)(B), and (d)(4)(C). These are all irrevocable trusts.

The “d4A” is intended for larger sums of money and can be established only if the individual is under the age of 65. The trust must be created by a parent, grandparent, guardian or a court (not by the individual him or herself). The state paying out Medicaid benefits must be designated as the primary death beneficiary of the trust, and the assets may be used only for the benefit of the disabled individual. The challenge is to find Trustee(s) to serve for the lifetime of the individual. The Trust document should be drawn up by an attorney who specializes in this area of law.

The “d4C” is intended to be used for smaller sums of money and is referred to as the “pooled trust,” because the individual’s funds are put into a “pool” with others who are financially similarly situated, although their account is kept separate. This kind of trust must be administered by a nonprofit organization (the Trustee) that holds the assets of multiple beneficiaries. Upon the death of an account holder, there are two possible dispositions of any funds remaining in an account. One is repayment to Medicaid for funds it expended. Alternatively, if explicit authorization has been given by the beneficiary, the nonprofit organization may hold the remaining funds to benefit other account holders. In other words, at the

beneficiary’s death the state does not have to be repaid for its Medicaid expenses on his/her behalf as long as the funds are retained in the trust for the benefit of other disabled beneficiaries. (At least, that’s what the federal law says; some states require reimbursement under all circumstances.) The trust document already exists and is held by the pooled trust nonprofit organization that runs the pooled trust. Unlike individual (d)(4) (A) trusts, which may be created only for those under age 65, pooled trusts may be for beneficiaries of any age and may be created by the beneficiary him or herself. Although a pooled trust is an option for an individual over age 65 who is receiving Medicaid or SSI, those over age 65 who make transfers to the trust may incur a transfer penalty, depending on their state of residence. The individual can be of any age in Florida for Medicaid purposes only, but for SSI, must be under age 65. Although established by a non-profit organization, the pooled trust must be “joined” by a parent, grandparent, guardian, the court, or the individual personally or by someone with power of attorney.

The (d)(4)(B) is different from the other two SNT’s which are for assets. The (d)(4)(B) - a/k/a the Miller Trust or as a qualified income trust (QIT) - is a SNT which must be established to maintain Medicaid when one’s income exceeds the income test. For Florida, a Medicaid applicant whose gross monthly income exceeds \$ 2,199 (for 2015) must execute a (d)

(4)(B) to be Medicaid eligible. The QIT must consist of one's income only. Do not include or add assets. The QIT must be signed and dated by the individual, the individual's spouse, or a person who has legal authority to act on the individual's behalf or who is acting at the individual's request or the request of the individual's spouse. After setting up the QIT, the individual must make deposits into the QIT every month. Upon the death of the individual funding the QIT, remaining funds are paid back to the State for services rendered by them, and any balance (usually there is no balance or a minuscule balance) may be paid to listed beneficiaries.

NOTE: On March 2, 2015, the 17th Judicial Circuit issued a policy statement regarding SNT's and/or Pooled Trusts - in the context of a guardianship. *First*, if the trust was created pre-guardianship, the Trust must be listed on the initial inventory, but the guardian is not required to report any

income, distributions or losses to the Ward's share on the annual accounting. *Second*, if, however, the SNT/pooled trust was established post-guardianship, the guardian shall attach to the annual accounting a statement from the Trustee that sets forth the income, distributions or losses to the Ward's share of the Trust. *Third*, if the Court is requested to authorize the transfer of a Ward's assets to a pooled trust, a copy of the pooled trust proposed joinder agreement must meet specific new requirements, including one important provision: Upon the death of the Ward, the pooled trust/Trustee must satisfy all Medicaid liens or claims, and then take no more than 5% of the remaining assets of the ward. Any other remaining assets are to be distributed (a) to beneficiaries as indicated on beneficiary designations established by the Ward prior to incapacity, if none then (b) to those listed under any estate planning documents, if none then (c) to the heirs at law.

PRACTICE TIP: With the passage of the Affordable Care Act and the implementation of many of its most important provisions, as the attorney, you need to do the analysis of whether or not the client does still need a self-settled special needs trust with payback provisions, or, under the client's unique circumstances, will client receive better services at less cost without payback by buying affordable private health insurance. **B**



Arlene Lakin is the BCBA Elder Law Section Co-chair and a Florida Bar "board certified" & A-V (Martindale-Hubbell) rated elder law attorney. Mrs. Lakin's law practice focuses on wills, trusts (including special needs trusts), probate, guardianship, as well as public benefits, such as Medicaid, social security, and veterans benefits.

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“As the incoming President of the Florida and as a member of the Broward County Bar, I encourage you to renew your membership with the BCBA. As your local county Bar, the BCBA serves as the legal hub in Broward. It provides leadership, education, and connectivity among the members of our community. Remember, many things that impact us are at the local level. The BCBA is there to help with these matters. Renew, engage, and get involved!”

- Ramón A. Abadin, Incoming Florida Bar President

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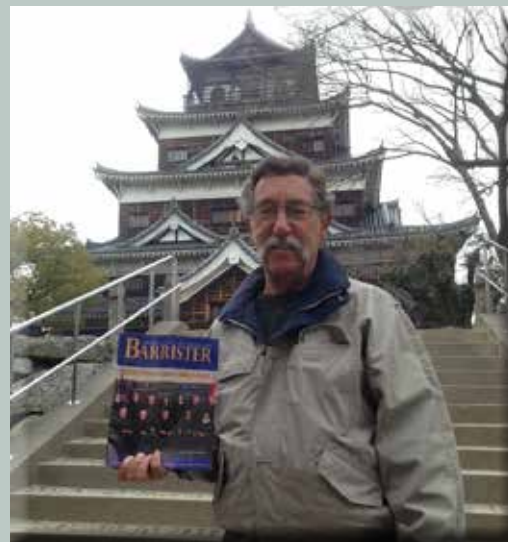
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Positive Energy, Goal Setting and Organizational Skills

by Bianca Moreiras

Smile! This may sound simplistic. A smile is very powerful. It sets a tone that you are in control. It says, “I am confident,” and your confidence will inspire those around you. Wellness comes from smiling. Your day will run smoother, and throughout the day, even in adverse situations, a smile will allow you to respond differently and with a positive attitude. A smile makes you approachable, allowing those around you to feel comfortable and want to perform at their very best to please you and get the job done.

Goal setting is one way to keep your positive energy high. Employees are motivated by clear concise goals and appropriate feedback. Working toward a goal provides a major source of motivation to actually reach the goal, which in turn improves performance.

Using today’s technology is a superb way to set and reach your goals. The most important element is recording the goals, making them realistic, reflecting the time needed to accomplish, and checking the box when completed. Once that goal is achieved, and before moving on to the next goal, recognize yourself and those who helped you reach your goal with positive reinforcement and praise. Do this, and everyone will celebrate the achievement and move on to the next goal with great energy and a sense of ownership.

Staying organized is the key. Despite what many believe, organizational skills can be learned. Understanding how to evaluate the task you are undertaking—be it a new matter, client resolution, or even turning in daily timesheets—is essential to accomplish your goals. Ask yourself these questions: Do I have a clear understand of the task and what is the commitment & complexity of the issue? What challenges might I encounter? What resources will I need to meet or exceed expectations?

By following these few simple steps, you will be amazed how your firm’s energy will change. ■



Bianca Moreiras, Legal Administrator at Wintter & Associates, Hollywood, FL, brings 33 years of top-level management expertise to the legal profession. She is past president of the South Florida Chapter Association of Legal Administrators, and can be reached at 954-920-7014 or bxm@wintterlaw.com.





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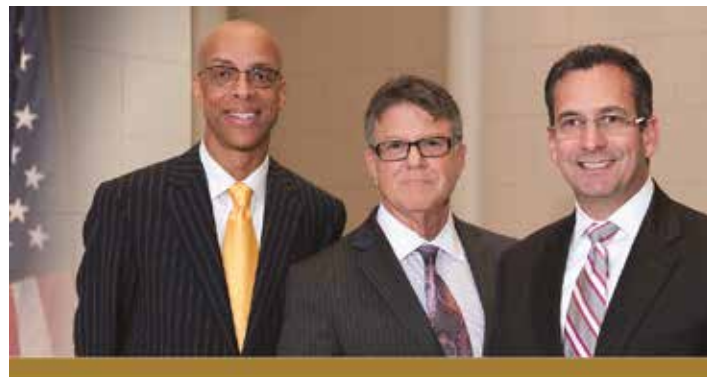
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Coast to Coast Legal Aid of South Florida and Legal Aid Service of Broward County have together been selected as a 2015 South Florida Top Workplace by the SunSentinel. Forty-five companies in South Florida received this distinction, and the official list was published April 24 in a special section of the SunSentinel.

The Top Workplaces program recognizes companies that have a great workplace and encourages all organizations to improve the quality of their workplaces. Any organization with more than 35 employees in the South Florida region is eligible to participate in the program. The Top Workplaces evaluation is done on the basis of a 22-question employee survey, the results of which can be used to assess the health of an organization.


The survey was conducted from Octo-

ber 23 to November 5 without disclosing the intended nomination, merely encouraging participation in a workplace dynamics survey. Across both organizations, a response rate of 81 percent to the questionnaire was registered, one of the highest within our peer group. In 120 comments provided, employees shared how greatly they admired leadership and direct management as well as the strong ethical values of the organizations. Employees commented on feeling genuinely appreciated, working confidently with a valued sense of accomplishment and purpose. There was tremendous recognition of above average workplace comradery coupled with open lines of communication and positive reinforcement, from each other, as peers.

The executive directors of both organizations are deeply touched and immensely proud to have a workplace that fosters

such a high degree of employee satisfaction and respect. To be distinguished and recognized as a Top Workplace will only aid in our continued growth in practice and grace and is a sincere testament to the strength of commitment and compassion by our employees who work tirelessly to benefit those who need it most.

We are indebted to our amazing volunteers, interns, supporters, contributors and funders as well as our board of directors and executive council.

To learn how you can get more involved with one of South Florida's Top Workplaces and ignite your pro bono engagement and commitment today, visit www.legalaid.org. 

This article was published with permission of the Sun Sentinel.

The Broward County Judicial Assistants Association




Pictured left to right: Suzanne Tracy, Pam Coe, Kathy McAfee and Marge McClain

The Tri-County Judicial Assistants Association of Florida (TCJAAF) was formed in 1981 with a handful of Judicial Assistants (JAs) from Dade, Broward and Palm Beach counties. After successfully lobbying for salary increases and recognition as an integral part of the Judiciary, JAs throughout the state wanted to know how they could form an association and become recognized. Members from the TCJAA met with JAs from around the state in Orlando and thus the state-wide Judicial Assistants Association of Florida (JAAF) was born. TCJAAF realized that local chapters needed to be formed, and the judicial circuits decided to form their own chapters. They became the Broward County Judicial Assistants Association (BCJAA). Soon other chapters were formed throughout the state.

JAAF conducts yearly educational conferences hosted by the judicial circuits around the State. The conferences provide educational opportunities for JAs, camaraderie and much fun. Many of the instructors are judges, trial court administrators, Assistant State Attorneys, Public Defenders and law enforcement officers.

The BCJAA is composed of JAs from all divisions of the 17th Judicial Circuit and county courts. The board members are Suzanne Tracy, president; Marge McClain, vice president; Pamela Coe, treasurer; and Kathleen McAfee, secretary.

Bake sales are coordinated by the BCJAA to assist in raising funds for its members to attend yearly educational conferences. Raised monies are also donated to community projects such as PACE Center for Girls and the Guardian Ad Litem Program. Donations have been made to many schools and neighborhood functions in the past when members have requested help.

The mission of BCJAA is to establish fellowship among the JAs is to create a business and professional environment, further the members' knowledge of the law, uphold the honor and dignity of the judiciary and create a high standard of ethics among the members. Many of the JAs are members of both BCJAA and the Broward County Bar Association's Paralegal, Legal Administrator and JA Section. Together these members have and will continue to collaborate on bringing educational events to these legal professions. 

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Recent Developments in the Law

by Nancy Little Hoffman

SUPREME COURT: NO “FUNDAMENTAL NATURE” EXCEPTION TO RULE REQUIRING TIMELY OBJECTION TO INCONSISTENT VERDICT.

It has long been the law in Florida that a challenge to an inconsistent verdict is not preserved for appeal unless there has been an objection prior to discharge of the jury. However, decisions from the Fourth and Fifth DCAs have carved out a “fundamental nature” exception to that rule in product liability cases. In this case, the Third District applied that exception and set aside a verdict awarding damages in which the jury found that the defendant was negligent in the design of the product, but also found that there was no design defect. Rather than ordering a new trial and allowing a new jury to resolve the issue, the appellate court directed the trial court to enter judgment for the defendant.

In a lengthy and unanimous opinion, the Supreme Court quashed the Third District’s decision and disapproved of the Fourth and Fifth District decisions, finding error on two levels. First, it reaffirmed the rule requiring a timely objection, so that the trial court can consider whether additional jury instructions or a new verdict form may rectify the jury’s confusion. Absent an objection prior to discharge of the jury, any further objection is waived.

Second, the Supreme Court held that even if there had been no waiver, the Third District erred in holding that judgment should be entered in favor of the defendant, in effect resolving the inconsistency itself and choosing which portion of the verdict to uphold. [“In cases where no objection is raised, the remedy is certainly not to enter judgment in favor of a party who failed to timely object.”] *Coba v. Tricam Industries, Inc.*, 40 Fla. L. Weekly S257 (Fla. May 14, 2015).

CITIZENS PROPERTY INSURANCE CORPORATION IS IMMUNE FROM FIRST-PARTY BAD FAITH ACTIONS.

Resolving a conflict between decisions of the First and Fifth Districts, as well as answering a certified question from the First District, the Supreme Court held that Citizens’s statutory immunity from suit extends to actions brought under section 624.155(1)(b), Florida Statutes. The Court held that a statutory first-party bad faith cause of action is not an exception to the immunity created by the Florida Legislature in section 627.351(6)(s), Florida Statutes. The Supreme Court recognized that the statute provides an immunity exception “for any willful tort;” however, after analyzing the history of bad faith actions in Florida, it concluded that a first-party bad faith action is a statutory cause of action

and not a tort. Accordingly, the insured’s claim did not fall within the immunity exception, and the trial court correctly dismissed its complaint. *Citizens Property Insurance Corporation v. Perdido Sun Condominium Association, Inc.*, 40 Fla. L. Weekly S265 (Fla. May 14, 2015).

THE SUPREME COURT AMENDS APPELLATE RULE TO IMPLEMENT STATEWIDE MANDATORY ELECTRONIC RECORDS ON APPEAL.

In order to provide statewide, uniform requirements and attributes for electronic records on appeal, the Supreme Court has amended rule 9.200, Florida Rules of Appellate Procedure. The amendment becomes effective Oct. 1, 2015.

In re: Amendments to Rule of Appellate Procedure 9.200, 40 Fla. L. Weekly S262 (Fla. May 14, 2015). **B**



Nancy Little Hoffmann is a Board-Certified Appellate Lawyer practicing in the Fort Lauderdale area since 1974. She may be contacted at 954-771-0606 or by e-mail at NLHappeals@aol.com. For more information, see NancyLittleHoffmann.com.



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9 North Broward Luncheon
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Venue: Champps Americana
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10 BCBA Mentor/Mentee Networking Event
Time: 5:30 – 7:30 p.m.
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11 CLE: Talk, Text, and Telephone
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Venue: BCBA Conference Center
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30 Bar at the Bar
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