

BROWARD COUNTY BAR ASSOCIATION BARRISTER

OCTOBER 2015

**BCBA BENCH AND
BAR CONVENTION**

FRIDAY, OCTOBER 23

*A View from the Bench
Do You Measure Up?*



Chief Judge Cory J. Ciklin

Judge William P. Dimitrouleas

Judge Renee Goldenberg

Judge Sharon L. Zeller

Judge Martin J. Bidwill

Chief Judge Peter Weinstein

SERVING THE CITIZENS AND LEGAL COMMUNITY OF BROWARD COUNTY SINCE 1925



**Rice Pugatch Robinson, P.A.
Welcomes
Michael D. Karsch
to its Real Estate, General
Corporate and Business
Departments**

- Lender/ Creditor Rights
- Bankruptcy & Insolvency
- Commercial Foreclosure Litigation
- Business Litigation
- Asset Recovery
- Labor Relations
- Employee Benefits
- Civil Rights Defense
- Employment Litigation
- Discrimination Litigation
- Employment Contracts
- Arbitration, Trial, and Appellate Practice
- Real Estate

101 N.E. Third Avenue, Suite 1800,
Ft. Lauderdale, FL 33301
954-462-8000 · 305-379-3121
www.rprslaw.com

**BROWARD COUNTY
BAR ASSOCIATION**
Recognizes 100% Membership Club

****For firms with 5 attorneys or more****

Abramowitz, Pomerantz, & Morehead, P.A.
Billing, Cochran, Lyles, Mauro & Ramsey, P.A.

Brinkley Morgan

Broad & Cassel

Buchanan Ingersoll & Rooney PC

Bunnell & Woulfe, P.A.

Burr & Forman LLP

Catri, Holton, Kessler & Kessler P.A.

Chimpoulis, Hunter & Lynn, P.A.

Coast to Coast Legal Aid of South Florida

Cole, Scott, and Kissane

Colodny Fass

Cooney Trybus Kwavnick Peets, PLC

Doumar, Allsworth, Laystrom, Voigt, Wachs & Adair, LLP

Ferencik, Libanoff, Brandt, Bustamante, & Goldstein, P.A.

Fowler, White, Burnett, P.A.

Gladstone & Weissman, P.A.

Goldstein Law Group

Gray Robinson, P.A.

Haliczer, Pettis & Schwamm, P.A.

Johnson, Anselmo, Murdoch, Burke, Piper & Hochman, P.A.

Keller Landsberg PA

Kelley Uustal

Kim Vaughan Lerner LLP

Kirschbaum, Birnbaum, Lippman & Gregoire, PLLC

Lawcraft

Law Firm of Gary M. Singer, P.A.

Law Offices of Sheldon J. Schlesinger, P.A.

Legal Aid Service of Broward County

MacLean & Ema

May, Meacham & Davell, P.A.

McIntosh, Sawran & Cartaya, P.A.

Moraitis, Cofar, Karney & Moraitis

Rogers, Morris & Ziegler, LLP

Roig Lawyers

Schlesinger Law Offices, P.A.

Walton, Lantaff, Schroeder & Carson, LLP

Wicker, Smith, O'Hara, McCoy and Ford, P.A.

United We Stand... For the Accused All Courts, All Charges, All Day Long



**Over 100 Combined
Years Experience**



Attorney
John Musca

Selected 'Super
Lawyer' '12

15 Year Veteran
Defense Attorney



A+

**Rated A+
by The Better
Business Bureau**



Attorney
Marquin Rinard

Death Qualified
to Handle
Capital Cases

30 Year Veteran
Defense Attorney

MUSCA LAW

954 302-5391

**523 S. ANDREWS AVE. SUITE 1
FT LAUDERDALE, FL 33301**



Staff Box

PUBLISHER

Broward County Bar Association
954.764.8040

PUBLICATIONS & PUBLICITY COMMITTEE

Edwina V. Kessler, Co-chairperson
Kimberly Gessner, Co-chairperson
Jared Guberman, Co-editor
Chris Traina, Co-editor

EXECUTIVE EDITOR

Braulio N. Rosa
braulio@browardbar.org

LAYOUT AND PRINTING

Park Row Printing

MANAGING EDITOR

Bonnie H. Ross
bonnie@browardbar.org
954.832.3621

CONTRIBUTING WRITERS

Valerie B. Barnhart
Alan Bryce Grossman
Nancy Little Hoffman
Jeni Meunier
Assad S. Mirza
Shari Scalone

BILLING INQUIRIES

954.764.8040 Ext. 204

The Barrister is published monthly by the Broward County Bar Association. All editorial, advertising and photos may be submitted for consideration through email to bonnie@browardbar.org. We reserve the right to reject any ad for any reason.

We make every effort to ensure the accuracy of the information published, but cannot be held responsible for any consequences arising from omissions or errors. Opinions expressed by our writers and advertisers are not necessarily opinions shared by the BCBA or the Barrister.

ON THE COVER:

The 2015 BCBA Bench and Bar Convention will take place on Friday, October 23 at the Broward County Convention Center. The "A View from the Bench" judiciary panel session is scheduled following our Crisis Management breakfast session. Register today at www.browardbar.org/calendar.

5 Letter from the President

Robin S. Moselle

7 Young Lawyers' Section Letter from the President

Jeffrey M. Wank

9 Setting A Production Rhythm for Your Firm

Assad S. Mirza

12 Bench and Bar Convention

14 New Statute

Alan Bryce Grossman

17 Legal Health Corner

Shari Scalone

19 Law Firm Cyber Preparedness

Valerie B. Barnhart

22 Recent Developments In The Law

Nancy Little Hoffman

23 Calendar of Events



MARK YOUR CALENDAR
Bench and Bar Convention
October 23, 2015
www.browardbenchandbar.org

Sponsor and Exhibitor
Space Available NOW!



www.browardbar.org

inside this issue



2015 - 2016 BCBA Officers

Robin S. Moselle - President
Charles A. Morehead III - President Elect
Thomas D. Oates - Treasurer
Edwina V. Kessler - Secretary
John G. Jordan - Past President

BOARD OF DIRECTORS

NORTHEAST

Michael I. Kean
M. Ross Shulmister
Jerome R. Siegel

NORTHWEST

Evan M. Ostfeld

WEST

Donald E. Fucik
Gary M. Singer
Russell Miller Thompson

CENTRAL

Jamie Finizio Bascombe
William R. Clayton
Michael A. Fischler
Jose Izquierdo
Michael D. Leader
Alison F. Smith
Robert C.L. Vaughan

SOUTHEAST

Michael A. Rajtar
Jeffrey Solomon
Laura Varela

SOUTHWEST

Kimberly A. Gilmour

JUDICIAL REPRESENTATIVE

The Honorable Martin J. Bidwill

EXECUTIVE DIRECTOR

Braulio N. Rosa

Broward County Bar Association
1051 SE 3rd Avenue
Fort Lauderdale, FL 33316
954.764.8040

letter from the president



Robin S. Moselle

While We've Got Your Attention...

Last month's President Message addressed the recommendation by the Vision 2016 subgroup to allow admission to the Florida Bar to out of state attorneys by motion through reciprocity. In conjunction with the article, the BCBA board of directors disseminated a letter and resolution in opposition to the recommendation. Many responses were received. While the majority of those responding were supportive of our position, some thought that we were being "short sighted," based our position on improper assumptions, or otherwise disagreed with our stance. The debate is still unsettled, but what is heartening is that people took time out of their busy day to read about this important

issue, educate themselves on the subject, and respond with their thoughts. *Florida attorneys are getting engaged!*

What is less encouraging and undeniable that today's Florida attorney faces major issues that go well beyond whether out-of-state attorneys can practice in Florida. In my position as president of the BCBA, I have met and spoken with attorneys from all across the spectrum of experience and practice area. So while we are on the subject, I wanted to address what I've noticed are the following prevailing themes:

- Recent graduates cannot find work, and are coming out of school saddled with major debt. One new attorney with whom I spoke entered law school debt free and graduated owing in excess of \$200,000! This attorney found employment in the public sector, but there is no real possibility of satisfying the loans in the foreseeable future. After gaining enough experience and making the right connections, the attorney most likely will leave for a position in private practice based solely out of financial need. Sadly, this attorney's story is not unique, but rather one that I hear often.
- Many law schools (there are now 11 in Florida alone) are lowering their standards for admissions to counter the decline in applications. Some schools will accept students regardless of their LSAT scores. Because the majority of students graduating from Florida law schools will remain in our state, this does not bode well for our profession.
- Seasoned attorneys who have maintained a successful practice for years are now facing a sharp decline in business. This downturn is being attributed to a surge in new attorneys opening practices and taking work at a heavily reduced fee. While there is nothing wrong with competition and a free market, many of these inexperienced attorneys are unable to provide effective representation. This may result in mishandled work coupled with those seasoned attorneys having to correct the situation—all at the expense of the client.

While there have been discussions about mandatory residency-type programs for law students and debt relief plans, there is no simple solution to these or other problems facing today's attorney. The Florida Bar is trying to address these issues through the Vision 2016 initiative, but it will take all of us working together to find effective solutions. Please continue the dialogue by communicating with us at the BCBA or with the Florida Bar. Your opinion does matter. **B**

BROWARD COUNTY BAR ASSOCIATION ANNUAL SPONSORS

Alpine Jaguar
 Bienenfeld, Lasek, & Starr, LLC.
 Broad & Cassel
 CopyScan • recordSHRED
 Ellsley Sobol Attorneys at Law
 Fiske & Company
 Florida Mutual Lawyers Insurance Company
 Florida Power & Light Company
 Fowler White Burnett, P.A.
 Keller Landsberg PA
 L.R.I. • Process Services & Litigation Support
 LAN Infotech
 Morgan & Morgan
 MyMotionCalendar.com
 Orange Legal
 Prediq Media
 Recovery Unplugged Treatment Center
 Regal Home Health Care Management
 The Law Offices of Robert David Malove
 Sabadell United Bank
 Upchurch, Watson, White & Max
 U.S. Legal Support



Defending Reputations®



Our
attorneys
are here to help
you with Risk
Management, Legal
Malpractice Claims and
Florida Bar Grievances.

Do you have an ADR case?
 Alan Landsberg is a Florida
 Certified Circuit Civil Mediator.



D. David Keller

Best Lawyers in America - Legal Malpractice
 Defended more than 400 legal malpractice claims
 Approved counsel for many legal malpractice insurers
 AV rated - Martindale-Hubbell
 Florida Super Lawyers 2010-2014
 Top Lawyer - South Florida Legal Guide
 Past President, ABOTA, Fort Lauderdale
 Federation of Defense and Corporate Counsel



Alan L. Landsberg

Best Lawyers in America —
 Defense — Personal Injury Litigation
 Certified Circuit Civil Mediator
 ABOTA Member
 Former Managing Attorney, Hartford Insurance Co.
 Florida Bar Professional Ethics Committee

Proud Annual Sponsors of the Broward County Bar Association

Keller Landsberg PA

Broward Financial Centre
 500 E. Broward Boulevard, Suite 1400
 Fort Lauderdale, FL 33394
 P: 954.761.3550
 F: 954.525.2134
www.kellerlandsberg.com

D. David Keller
 Alan L. Landsberg
 Wendy J. Stein
 Raymond L. Robin
 Ana Laura Olman
 Dena B. Sacharow
 Emily G. Romano

Maria N. Vernace, Of Counsel
 Charles B. Morton, Jr., Of Counsel

2015-2016 BCBA Young Lawyers' Section

OFFICERS

Jeffrey M. Wank - President
Kelly M. Vogt - President Elect
Todd L. Baker - Treasurer
Sara M. Sandler - Secretary
Liza Smoker Faw - Past President

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
Stacy R. Weissman

JUDICIAL REPRESENTATIVES

The Honorable Robert Diaz
The Honorable Stacy Ross

Florida Bar Board of Governors 17th Judicial Circuit

Walter G. "Skip" Campbell
954.763.8181

Lorna E. Brown-Burton
954.463.8322

Jay Cohen
954.763.6939

Adam Glenn Rabinowitz
954.764.7060

Diana Santa Maria
954.434.1077

Broward County Bar Association
1051 SE 3rd Avenue
Fort Lauderdale, FL 33316
954.764.8040

letter from the young lawyers' president



Jeffrey M. Wank

By the time this article has been published, the Young Lawyers Section's 28th Annual Charity Golf Tournament will have already been successfully completed. The winners will likely be home celebrating their victory, and the participants satisfied with a great round of golf (at least we hope). But more importantly, our deserving charitable beneficiary, Habitat for Humanity of Broward County, will be thrilled with a sizable donation of over \$30,000 – exact donation will be published in next month's article...stay tuned!

This marks five consecutive years in which YLS has not only ran a sold out tournament, but also raised and donated over \$30,000 EACH YEAR to various

local charities which impact our Broward community. These amazing and deserving charities include Florida's Children First, HANDY, ARC Broward and Habitat. These charities exist to help children and families in need here in Broward County, and whom are most deserving and have a special place in our hearts. I have had the privilege of serving as the Golf Tournament Chair for many years. I have seen firsthand our tournament grow, and the direct impact our YLS Board of Directors and committee members have on bringing awareness to these organizations and the funds they receive. I can honestly say that being a part of the YLS Annual Charity Golf Tournament is one of the most rewarding experiences I've had since beginning my career in the legal profession and I'm sure that the YLS Board members and committee members who have participated feel the same. The YLS Golf Tournament not only provides a way to make a positive impact in our community, but it also provides a unique opportunity to work one-on-one with the charitable beneficiary, providing even greater insight into just how far the donation will go.

I try and live my life by asking the following questions on a daily basis: How will you be remembered and what impact will you have on this world? As members of YLS, we have the opportunity to be a part of something bigger than ourselves. YLS is our vehicle to serve the community in ways which far exceed our law degree. YLS allows us to look in the mirror at the end of a long, stressful week, and realize we accomplished more than simply pushing papers or billing hours. Not every week will end with a tremendous court victory. But practically each week there is a different YLS/BCBA event (sometimes more than one) in which you can make a difference. From CLE lunches to breakfasts with the judiciary, from networking socials to charitable events, and so much more, you have the choice to further yourself, get involved, and help our community grow.

Thank you to our entire YLS Board of Directors and Golf Tournament Committee, under the leadership of Lauren Alperstein, Esq., Stacy Weissman, Esq. and H. Seth Rosenthal, Esq., for another successful YLS Annual Charity Golf Tournament. And thank you Habitat for Humanity of Broward and all sponsors and players for your continued commitment to our organization and this amazing event, **B**

ATTENTION LAW FIRMS

Now there's a complete solution
to delivering **high-value**

IT support in
a **timely** and
professional way

LAN Infotech



- Business Continuity
- Network Security Assessment
- Managed Services
- Online Managed Back Up
- Managed Print Services
- HelpDesk
- Document Management
- Document Imaging
- Migrations and Upgrades
- Email Archiving
- Virtualization
- Cloud Services

www.LANinfotech.com

Phone: 954.717.1990 • E-mail: sales@laninfotech.com



At **Florida Power & Light Company**

we are **working together with the communities**
we serve to make Florida an even better place
to raise a family and do business.

#FPLCares

CHANGING THE CURRENT.



Sabadell **S^B**

FOR MODERN TIMES, A CLASSIC BANK.™

**YOUR DREAM HOME DESERVES
A DREAM MORTGAGE.**

WITH OUR COMPETITIVE LOW RATES.

CONTACT: JEFFREY GINOCCHI, SVP | (954) 812 - 3850
BRUCE HECKER, EVP | (954) 768 - 5971

VISIT: SABADELLMORTGAGE.COM

 Sabadell® is a registered mark of Banco de Sabadell, S.A. used by Sabadell United Bank, N.A. © 2014 Sabadell United Bank, N.A., a subsidiary of Banco de Sabadell, S.A. all rights reserved. Sabadell United Bank™ is a trademark and service mark of Banco Sabadell, S.A. Banco Sabadell® is a registered trademark and service mark of Banco de Sabadell, S.A.

SETTING A PRODUCTION RHYTHM FOR YOUR FIRM

by Assad S. Mirza



According to various business and industry surveys, it is estimated that only about 4% of businesses in the United States make more than \$1,000,000 of revenues per year, and only about 0.4% make more than \$10,000,000 per year. For law firms, our time is our inventory, and meeting those large revenue figures can only be attained through smart planning and synchronization. In our prior articles we discussed how to set a direction for your firm that is laser focused, how to set goals, and strategies and tactics that provide the detailed plan you will need in prioritizing and maximizing results. The new series of articles is dedicated to providing business practice pointers and tools for attorneys who are responsible for the management of their firms. Such articles will include topics on establishing core values and firm metrics, effective time management techniques, and the do's and don'ts of marketing. Specifically, this article is about getting your firm into a rhythm for production and gaining tangible results.

Synchronization - In order for a group of people (small or large) to move together toward a common goal, they have to synchronize. Synchronizing is often achieved through meetings that are short, timely, and systematic. It is an art that is performed like clockwork. To synchronize, you must have daily, weekly, monthly, quarterly, and annual meetings.

Apparently, John D. Rockefeller met with his key staff every single day, they met for lunches, made quick group decisions, and everyone was empowered to get the work done until they met again.¹ More meetings

are preferred over less meetings. The faster your firm is growing, the more meetings you will need to have.

1. **Daily Meetings** leverage your firm's collective intelligence and clarify issues on the spot and realign business priorities. It is imperative that everyone in the firm has a meeting every day. Meet for no more than ten to fifteen minutes. Meet at the same time every day, so everyone knows what to expect. Meet while standing up and not in a comfortable chair, it helps keep the meeting short and moving. Have the same agenda every day: 1) Upcoming Deadlines, 2) What are you stuck on? 3) What was good or bad about the last twenty-four hours?

Give no more than a minute to talk with each person during these daily meetings. Watch for bottlenecks. It is a meeting not to be led by the head of the firm but by everyone. If an issue comes up that will take more time, tell those individuals to meet outside afterwards. Excuses such as "we're too busy" or "we see each other all day" are unacceptable. At the meetings you will notice how people break out of their bottleneck, how the collective group works together efficiently, and you will inform the rest of the group of what traps to avoid. You will save time by putting out fires before they begin.

2. **Weekly Meetings** are generally longer meetings intended to apprise the team of various fast moving projects or cases. They are intended to be strategic meetings for the purposes of assessing ongoing cases or projects. A Weekly Meeting should be between one to two hours. Each meeting should discuss the Good News (and Bad), last week's accomplishments, Upcoming Deadlines, and the status of each case (no longer than five minutes) which includes, but is not limited to, opportunities and threats, and adjustments to case strategy. Do not try to discuss all cases or projects at one time in one meeting; discuss the more relevant and faster moving ones first.

The attendees for the daily and weekly meetings should be identified by core functional

groups. This means that the most interrelated staff and activities meet as one group. If you have a large firm, it's perfectly acceptable to have large groups meet (as many as twenty or more at a time) and, if need be, you can have individuals participate in different locations by teleconferencing.

3. **Monthly Meetings** are held to discuss monthly metrics and slower moving projects. Each firm should have a monthly score card to measure its revenues, case production, billable hours, client receivables, number of new cases or clients, number of stale or stagnant cases, and profit & loss by firm or by department. In these meetings, which are generally management meetings, adjustments to processes, adjustments to direction, and how the firm is doing are discussed.

4. **Quarterly Meetings** are for updating a firm's employees. Past and future changes in the firm, restate and update quarterly goals, employee recognition, achievements for the quarter, firm events, and more are discussed. They are intended to be mostly feel-good meetings.

5. **Annual Meetings** are for having the management team come together to discuss the setting of new initiatives, new goals, and new budgets for the foreseeable future.

For a sample agenda of the Daily and Weekly Meetings go to <http://www.browardbar.org/wp-content/uploads/2015/09/Business-Corner-Article-3-October-2015-Meeting-Agendas.pdf>. **B**

i. Verne Harnish, *Mastering the Rockefeller Habits: What You Must Do to Increase the Value of Your Growing Firm*, (2002).



Assad S. Mirza, Esq., LLM, Member of AICPA, is a managing partner at Mirza Basulto & Robbins, LLP. The firm focuses its practice on community association law. He may be reached at (954)641-9600 or via email at amirza@MBRlawyers.com

Bienenfeld, Lasek & Starr, LLC is honored and proud to support the Broward County Bar Association!



Bienenfeld, Lasek & Starr, LLC

Financial Planning • Life Insurance • Investments
Wealth Management

1000 Corporate Drive, Suite 110
Fort Lauderdale, FL 33334
(954) 689-9484 • www.blsfinancial.com

Broward County Bar Association Lawyer Referral Service

Renewal & Enrollment Time

The BCBA Lawyer Referral Service (LRS) generates over 3,500 referrals a year. Join the Broward County Bar Association's Lawyer Referral Service. LRS members receive client referrals based on your practice area.

For more information contact:
Lyssette Bedon - LRS Coordinator
lyssette@browardbar.org • 954.832.3622



- ✓ Use Your VA Home Loan Benefit Up to \$1 Million Dollars.
- ✓ No PMI Insurance - Quick 30 Day Closings. **Call Now! Don't Delay!**

THE VA HOME TEAM - Elaine Stevens *Certified Military Housing Specialist*

Call Today for Property Information



Elaine Stevens
THL (The Home Lady)
Charles Rutenberg Realty
Cell: 954-579-6951
homelady@comcast.net



2201 W. Prospect Rd. Ste. 200 Ft. Lauderdale, FL 33309

Call Today for Mortgage Information



Lynn Whitefall
Producing Branch Manager NMLS #352270
Direct: 954-607-3877
www.LynnWhitefall.SupremeLending.com
Lynn.Whitefall@SupremeLending.com



10101 W. Sample Road, Suite 305 and 307 | Coral Springs, FL 33065 | 754-245-3003

EVERETT FINANCIAL, INC. D/B/A SUPREME LENDING (NMLS ID #2129) at 14801 Quorum Dr., #300, Dallas, TX 75254, 877-350-5225. Copyright © 2015. All rights reserved. This is not an offer to enter into an agreement. Not all customers will qualify. Information, rates, and programs are subject to change without prior notice. All products are subject to credit and property approval. Not all products are available in all states. Other restrictions and limitations may apply. Supreme Lending is not affiliated with any government agency. Florida Mortgage Lender Services License MLD905.



2015 CONSTITUTION DAY Reading and Reception



BCBA and the Fort Lauderdale High School Thespians and Color Guard



Left to right: Jamie Finizio-Bascombe, Event Co-chair; Robin Moselle, BCBA President and Juliet Roulhac, Event Co-chair with FPL



Left to right: Jeff Ginocchi, Sabadell Bank; Howard N. Bienenfeld, Bienenfeld, Lasek & Starr, LLC; Assad Mirza, Mirza Basulto & Robbins, LLP; Braulio Rosa, BCBA Executive Director and Paul Botros, Morgan & Morgan.



Wednesday, September 16, 2015
Thank you to our Event Sponsors!

FPL



Justice Unit.org
REWARD YOURSELF AND
DO SOMETHING EXTRAORDINARY!



NSU NOVA SOUTHEASTERN
UNIVERSITY
Shepard Broad College of Law



BRUCE ROGOW

2015 BENCH AND BAR CONVENTION

Increase Knowledge • Expand Skills • Achieve Potential - All in One Day.

7:30 am - 8:30 am	Registration					
8:30 am - 9:25 am	100 - Breakfast Seminar on Effective Tools in Crisis Management: When it Can't Happen					
9:35 am - 10:25 am	210 - The View From the Bench - Do You Measure Up? <i>Presented by Chief Judge Weinstein (Moderator), Chief Judge Ciklin (4th DCA); Judges Bidwill (Circuit), Dimitrouleas (Federal), Goldenberg (Family), and Zeller (County)</i>			220 - Tips and Pitfalls in Crisis Management		
10:45 am - 12:00 pm	310 - Total Lawyering - the Interaction between Family, Real Property, Trusts/Estates and Bankruptcy <i>Presented by Greg Medalie, Esq., David Neal Stern, Esq., Family Law and Real Property Sections</i>	320 - Best Techniques for E-Discovery <i>Presented by Jason Molder</i>	330 - The Art of Persuasion: Judge and Jury <i>Presented by Jeffrey Harris, Esq., Charles Morton, Esq. and Robert C.L. Vaughan, Esq.</i>	340 - Practical Federal Procedure <i>Presented by U.S. District Court Judge Beth Bloom, Ervin Gonzalez, Esq. and Philip E. "Phil" Rothschild, Esq.</i>	350 - Civil Procedure: You Thought You Knew It All <i>Presented by Judge John B. Bowman</i>	360 - The Stand Financial <i>Presented by Shultz and of Fiske &</i>
12:20 pm - 1:50 pm	400 - Lunch Seminar with Keynote Speakers Chief Justice Jorge Labarga and					
2:00 pm - 2:50 pm	510 - Employment Law for Law Firms: Is Your Firm Protected? <i>Presented by Charles Eiss, Esq. (Moderator), Lori Adelson, Esq., Gina Cadogan, Esq. and Barbara Flynn</i>	520 - Technology and Marketing: A Guide to New Technology for Lawyers <i>Presented by Westlaw</i>	530 - Dos and Don'ts on the Courtroom: Good Lawyering and Ethical Conduct <i>Presented by Judge Robert W. Lee</i>	540 - Attorneys Fees and Entitlement: Offer of Judgment and \$57.105 <i>Presented by James Hauser, Esq.</i>	550 - Collections and Consumer Law: Garnishments <i>Presented by Mark Rickard, Esq.</i>	560M - O Court: Trial for Criminal Appellate <i>Presented by Haury (C Holmes Preserving Appeal P Judge M (4th DCA Closed D 4th DCA: F Judges C DCA), Dan DCA), Fors Klingens DCA), W DCA), a Weissblur Clerk o</i>
3:10 pm - 4:00 pm	610 - Maximizing Voir Dire <i>Presented by Dr. Melissa Ann Pigott, Magnus Research Consultants</i>	620 - Ethics and Pitfalls of Social Media 2015 and Beyond <i>Presented by Jan Jacobowitz of University of Miami School of Law (Ethics Credit Applied For)</i>	630 - PIP Open Forum <i>Presented by Judge John D. Fry and Judge Robert Lee</i>	640 - Locking the CyberSafe: CyberSecurity Obligations in the Law Office <i>Presented by Bryan Barnhart and Valerie Barnhart, Esq.</i>	650 - Collections and Consumer Law: Proceedings Supplementary <i>Presented by Mark Rickard, Esq.</i>	
4:10 pm - 5:00 pm	700 - Re-Defining Generational and Cultural Diversity in 2015 <i>Presented by C</i>					
5:00 pm - 6:00 pm	Reception					

ry. One Place.



appen Here... And it Does Presented by Bruce Hennes

s Management: One Step at a Time Presented by Bruce Hennes

- The Daubert standard and ancial Experts ented by Sheri and Katie Gilden ske & Company	370 - Big Time Lawyering in County Court: Landlord/Tenant, Small Claims, Traffic Court and Unique Issues in County Court Civil Matters Presented by Judge Jane Fishman and Judge Louis Schiff	380 - LGBT Goes to Court Presented by Judge Merilee Ehrlich, Judge Scott Bernstein, Nancy Brodzki, Esq. and Laura Hohnecker, Ph.D. (Ethics Credit Applied For)	390 - Resolving Ethical and Cultural Dilemmas in Mediation Presented by Leonore Greller, Esq. and Meah Tell, Esq. (CME Credits including Ethics Credit Applied for)
--	--	---	--

a and Florida Bar President Ramón Abadin

M - Order in the : Trial Advocacy riminal, Civil and ellate Lawyers ented by Judges ury (Civil), and mes (Criminal) erving Issues for al Presented by ge Melanie May (DCA) Behind ed Doors at the CA: Presented by ges Conner (4th Damoorgian(4th Forst (4th DCA), ngensmith (4th A), Warner (6th CA), and Lonn sblum (4th DCA erk of Courts)	570M - The American Dream Turns into the American Nightmare and Condos, HOAs and Bankruptcy Presented by Real Property Section	580M - The Changing Landscape in Family Law Presented by Judges Dennis Bailey and Tim Bailey, Nancy Brodzki Esq., Christopher Rumbold, Esq. and Ted Uno, Esq.	590M - The Path from Pleading to Order in the Probate Court - Views from the Probate Judges, Clerk, and Staff Attorneys Presented by Judge Gold, Judge Greene, Judge Speiser, Mihaela Cabulea, Esq., Dian S. Diaz, Esq., Insiya Joher, Esq., Greg Medalie, Esq., and Trevor Quinlan, Esq.
---	--	---	--

by Chris DeSantis (Ethics Credit Applied For)

Sponsored by:



FRIDAY OCTOBER 23

8:30AM - 5:00PM
Reception at 5:00PM

BCBA Members - \$195
Non-members - \$235

- 7 CLE Credits
- Nationally Recognized Keynote Speakers
- Exhibitor Arena
- Networking

Broward County Convention
Center
1950 Eisenhower Blvd.
Fort Lauderdale, FL 33316

REGISTER TODAY! Visit
[www.browardbar.org/
calendar](http://www.browardbar.org/calendar)

Event Sponsors:



Visit www.browardbenchandbar.org to
see our inclusive sponsor and
exhibitor listing. Opportunities available.

New Statute Establishes Landlord-Tenant Relationship Following Foreclosure Sale

by Alan Bryce Grossman

Tenants of residential property sold in foreclosure received new protection from the Florida Legislature. Effective June 3, 2015, F.S. 83.561 requires purchasers of residential property at a foreclosure sale to give bona fide tenants 30 days' notice before termination of the tenants' possession.

The Legislature realized that many "[t]enant[s] are often unaware that they are renting a home in foreclosure." Often the residential tenants' first knowledge occurs when they receive the sheriff's writ of possession. With this change, the Legislature attempted to fill a gap in the law caused by the 2014 expiration of the federal Protecting Tenants at Foreclosure Act of 2009. That act had provided tenants with 90-days' notice before removal from the foreclosed home.

Purchasers, including the foreclosing mortgagee, must now give specific, statutory notice that includes a date possession is to be turned over to the new owner. The notice must be served on the tenants the same as a three-day eviction notice (F.S. 83.56(4)). If the tenant stays beyond

that date, the landlord is entitled to a writ of possession from the court (F.S. 83.62). During that 30-day possession period, the tenant is required to pay rent to the landlord. However, neither determination of the amount (perhaps based on the presumptive rental agreement) nor remedies for nonpayment are specified by the statute. Also, unlike a standard eviction, attorneys' fees are not included.

The new notice protects only bona fide tenants, but not a subset of "tenants," including the mortgagor, his child, spouse or parent, or where the rental agreement is not from an arm's length transaction or provides for substantially less rent than the fair market value, except when government subsidized rent is being paid.

The new landlord is required to comply with the provisions of F.S. 83.67, which provides protection to the tenants from "prohibited practices" by the landlord. Such practices include interrupting utility services, changing locks, discriminating against a service member, preventing the display of a U.S. flag, and removing doors, windows or a tenant's person-

al property. Beyond that the landlord owes no duty regarding the property during this period.

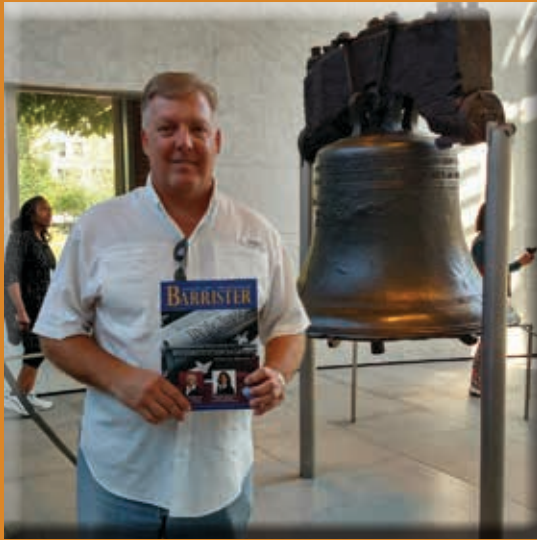
Despite the apparent intent to provide notice to tenants, the new law assumes that the tenant has been properly served process in the foreclosure. The new landlord needs make sure that this happened because failure to serve current tenants (even if prior tenants were served) could be a denial of due process and possibly delay the purchaser's right to take possession.

Both purchasers and tenants of foreclosed property should examine the statute to know how it applies to their interest in the property. **B**



Alan Bryce Grossman is a sole practitioner in Cooper City, practicing in South Florida, and around the state, and elsewhere, for 26 years. His areas of practice include litigation and appeals in commercial, property, and probate matters. He is a graduate of the University of Florida and the University of Baltimore School of Law. He can be reached at alan@abgrossman.com or by calling 954-364-6294.

WHERE IN THE WORLD IS THE BARRISTER?!?



BCBA Annual Sponsor **Andy Sokol** of Copy-Scan at the Liberty Bell in Philadelphia.



BCBA member **James C. Sawran** along the Danube River in Vienna, Austria with his new BMW which he picked up at BMW WELT ("The World") in Munich, Germany.

We want to see you in the next Barrister publication!

Email a hi-res picture of yourself with a Barrister when on vacation or business trip to ads@browardbar.org.



We are a proud
Annual Sponsor of the
Broward County Bar Association

SPECIALIZING IN PROCESS SERVICE
THROUGHOUT THE STATE OF FLORIDA
PROCESS SERVING • DOCUMENT RETRIEVAL
PUBLIC RECORDS SEARCHES
SKIP TRACING • SWORN STATEMENTS • LEGAL COURIER

WWW.LRI.US

**LET US TAKE THE WORKLOAD
OFF YOUR SHOULDERS!**
We'll design your ad for you!

ads@browardbar.org • 954-832-3620



SERVING MIAMI-DADE & BROWARD COUNTIES

305-622-FOOD (3663)

Exquisite Events Every Time!

Ramón A. Abadin 67th Florida Bar President

by Jeni Meunier

The Florida Bar Association welcomes Ramón Abadin as its new president. Mr. Abadin focuses on technology issues and the need for lawyers to embrace change. Mr. Abadin believes it is imperative to move forward to modernize the rules and standards of practice and plans to encourage all Florida lawyers to take course on technology related subjects.

Mr. Abadin, a civil trial attorney with Sedgwick, leads the third-largest state bar organization in the country with more than 100,000 lawyers. He is the third consecutive president from South Florida. Mr. Abadin moved through the ranks of leadership positions in the association and the community, serving as president of the Cuban American Bar Association, and chair of both the Third District Court of Appeal Judicial Nominating Commission and the American Bar Association's President's Commission on Diversity.

He credits much of his success from the volunteer bar association experience. As a young lawyer he realized the importance for attorneys to be involved. In his experience, the volunteer bar



association brings typically like-minded people together, providing greater networking opportunities. By discussing similar cases and sharing ideas with his fellow lawyers not only brought success professionally, it also helped establish leadership in the community.

His vision of the future of the legal community, he said depends on how lawyers in Florida react to the technological changes in practicing law. "If we embrace change, we can survive in the market place," he said. He also sees a need for lawyers to use websites and new in all areas

of law to keep abreast of the modern digital age. As an immigrant, he realizes the importance of adapting and embracing opportunities in growth and change.

Mr. Abadin is a keynote speaker at the 2015 Bench and Bar Convention in Fort Lauderdale on Friday, October 23. To register, visit www.browardbar.org/calendar. **B**

Jeni Meunier is a Major Account Manager for Ricoh Legal. Ricoh Legal specializes in eDiscovery and forensics for large litigation cases. She may be reached at 954-298-2015 or Jeni.Meunier@Ricoh-usa.com



**LAW RULER™**
LEGAL CASE MANAGEMENT SOFTWARE

**30 DAY
FREE TRIAL**
NO CREDIT CARD REQUIRED

BUILT-IN CRM & MARKETING MGMT
Missing something? Let's convert more marketing \$ to clients.

PRACTICE & EXPENSE MANAGEMENT
Stop the expense train from running away. The silent killer to any practice.

NATIVE INTEGRATION TO STREAMLINE YOUR PRACTICE
More secure to have it built right in. Save time and money and do it securely.

**CALL US TOLL FREE
1-800-431-6779**

WEB: WWW.LAWRULER.COM | EMAIL: SALES@LAWRULER.COM



ECO ESCAPES

by Shari Scalone



We, as attorneys, spend thousands of hours a year in an office tied to our desks. No wonder the legal profession is engulfed with stress, which can lead to reduced cognitive function, anxiety disorders, and depression. Chronic stress not only affects our mental health, but takes a major toll on our physical health as well. Stress directly contributes to poor sleeping habits, increased blood pressure, and decreased immunity.

Nevertheless, Broward County Parks and Recreation is coming to the rescue! With nearly 3,500 acres of natural areas, not only does Broward County Parks allow for perseverance of indigenous flora and fauna, but it also provides residents a local eco-escape.¹

Spending a few moments out of the office (perhaps even during a lunch break) can foster a sense of calm and tranquility. Being away from the hustle and bustle of urban life and exposing ourselves to green spaces can elevate mood and lower blood pressure. Furthermore, studies have shown that there is a “restorative value of nature as a vehicle to improve cognitive functioning.”² Even brief interactions with nature can produce marked increases in cognitive control and focus.

Taking a stroll or going on a nature walk is also linked to enhanced mental health and positivity.³ Japanese researchers have proven significant benefits by combining mindfulness and spending time in nature. This practice is known as “forest bathing” or Shinrin-yoku, a term coined by the Japanese Ministry of Agriculture, Forestry and Fisheries in 1982. “The results of studies performed on the physiological effects of Shinrin-yoku show that forest environments could lower concentrations of cortisol, lower pulse rate, lower blood pressure, increase parasympathetic nerve activity, and lower sympathetic nerve activity compared with city settings.”⁴

So take some time to immerse yourself in nature, away from your pleadings, correspondence, and court deadlines. Be adventurous. Visit one of the local natural areas listed below today! **B**

CRYSTAL LAKE SAND PINE SCRUB	3299 N.E. Third Ave., Pompano Beach, FL 33064
HELENE KLEIN PINELAND PRESERVE	4701 W. Hillsboro Blvd., Coconut Creek, FL 33073
HIGHLANDS SCRUB NATURAL AREA	4050 N. Dixie Hwy., Pompano Beach, FL 33064
HILLSBORO PINELAND NATURAL AREA	5591 N.W. 74th Place, Coconut Creek, FL 33073
PINE ISLAND RIDGE NATURAL AREA	3900 S.W. 100th Ave., Davie, FL 33328
SAW PALMETTO NATURAL AREA	4856 N.W. 71st Place, Coconut Creek, FL 33073
SNAKE WARRIOR'S ISLAND NATURAL AREA	3600 S.W. 62nd Ave., Miramar, FL 33023
TALL CYPRESS NATURAL AREA	3700 Turtle Run Blvd., Coral Springs, FL 33067
WEST CREEK PINELAND NATURAL AREA	4900 W. Hillsboro Blvd., Coconut Creek, FL 33073
WOODMONT NATURAL AREA	7250 N.W. 80th Ave., Tamarac, FL 33321
MILITARY TRAIL NATURAL AREA	4600 N.W. Ninth Ave., Military Trail, Deerfield Beach, FL 33442

¹ Natural Areas, BROWARD.ORG, <http://www.broward.org/Parks/FindNature/Pages/NaturalAreas.aspx> (last visited Sept. 9, 2015).

² Marc G. Berman et al., The Cognitive Benefits of Interacting With Nature, *PSYCHOLOGICAL SCIENCE*, Dec. 1, 2008, at 1211, available at http://www-personal.umich.edu/~jjonides/pdf/2008_2.pdf.

³ Melissa R. Marselle et al., Examining Group Walks in Nature and Multiple Aspects of Well-being: A Large Scale Study, *ECOPSYCHOLOGY*, Sept. 19, 2014, at 134-147.

⁴ Bum Jin Park et al., The Physiological Effects of Shinrin-yoku (Taking in the Forest Atmosphere or Forest Bathing): Evidence from Field Experiments in 24 Forests Across Japan, *ENVIRONMENTAL HEALTH AND PREVENTATIVE MEDICINE*, Jan. 2010, at 26, available at <http://www.ncbi.nlm.nih.gov/pubmed/19568835>.



Shari Scalone is a Family Law attorney with The Law Offices of Daniel S. Rakofsky, P.A. She can be reached at shari@rakofskylaw.com or 954-745-0792. For more information see www.rakofskylaw.com.



VICTOR TOBIN



Circuit Civil, County & Appellate Mediator
American Arbitration Association Panelist
Certified Property Insurance Umpire

Neutral Offices throughout Florida
MIAMI • FT. LAUDERDALE • PLANTATION
BOCA RATON • WEST PALM BEACH • JACKSONVILLE

305-371-5490 • www.sd-adr.com

PATIENCE • PERSISTENCE • PROFESSIONALISM

Co-Parenting:
*Raising Happy Kids
after Divorce.*

MHA
MENTAL HEALTH ASSOCIATION
OF SOUTHEAST FLORIDA

Cooperative Parenting Programs:

- ♦ Private Sessions
- ♦ Private Co-Parenting Class
- ♦ Group Co-Parenting Class
- ♦ Therapeutic Supervised Visitation
- ♦ Court Ordered Supervision
- ♦ Peer Support

7145 West Oakland Park Blvd. Lauderhill FL 33313
754-701-4069 www.mhasefl.org 954-746-2055 ext 132

Upchurch Watson White & Max: Broward County's Mediation Destination



MEDIATION | ARBITRATION | E-DISCOVERY | SPECIAL MASTERS

900 South Pine Island Road, Suite 410, Plantation

CALL: 954-423-8856

READ MORE & SCHEDULE: WWW.UWW-ADR.COM



[linkedin.com/company/upchurch-watson-white-&-max](https://www.linkedin.com/company/upchurch-watson-white-&-max)



www.facebook.com/UWWMmediation



[@UWWMmediation](https://twitter.com/UWWMmediation)



LAW FIRM CYBER PREPAREDNESS

by Valerie B. Barnhart

Trusted with clients' highly valuable, sensitive information, law firms are increasingly attractive targets for cyber attacks. This should put cybersecurity at the top of the priority list for senior firm leadership. However, most law firms either struggle to comprehend their threat profile or do appreciate the risk but are reluctant to spend needed funds on adequate cybersecurity measures.

Mandiant, a security-consulting firm, reported that in 2011 an estimated 80 percent of the 100 largest revenue-generating law firms in the United States suffered a cyber incident. Cyber incidents can take many forms, including intrusions, malware, lost mobile devices, and employee misconduct or mistake. Although law firm leaders acknowledge that cybersecurity is a critical consideration in their risk management strategy, a Marsh 2014 Law Firm Cyber Survey reveals that cyber preparedness is lacking. According to the survey, 51 percent of law firms have failed to evaluate the probable cost of a cyber incident, and more than 40 percent of firms have failed to insure against the risk of a cyber incident.

Although the possibility of a cyber incident remains a critical concern, most firms have also not accounted for the scale of financial losses they could encounter in the wake of a data breach. A cyber attack can result not only in losses of a client's valuable information assets such as sensitive corporate records, trade

secrets and intellectual property, but in reputational harm and loss of competitive advantage of the law firm and irreversible destruction of client relationships. Further, most law firms cannot absorb downtime, and a lack of business continuity in the aftermath of a cyber incident can amplify the firm's losses by devastating amounts.

The risk to law firms is real, and clients are taking notice. In fact, the spate of law firm data breaches in recent years has resulted in large institutional clients, particularly banks and financial services companies, demanding more stringent information security procedures and even conducting their own audits of their law firm's cyber practices.

Aside from the potential monetary fallout and increasing pressure from clients to devise and implement more robust protective measures, the risk of a cyber incident also implicates lawyers' ethical obligations to protect clients and their information assets. This professional responsibility is underscored by the recent resolution passed by the American Bar Association at its most recent annual meeting. The Resolution "encourages all private and public sector organizations to develop, implement, and maintain an appropriate security program" and to "develop and test a response plan for possible cyber attacks, including disclosure of data breaches, notification of affected individuals, and the recovery and restoration of disrupted operations." This is

just one signal that failure to implement reasonable protections of client confidential and proprietary data could trigger ethical implications for lawyers and law firms alike.

To mitigate the potentially devastating financial impact of a cyber incident, many law firms are securing cyber insurance, which can help offset the costs involved in the aftermath of an incident, such as forensic investigation, business interruption, incident response costs, etc. Law firms can also reduce their exposure by implementing and testing incident response plans, devising appropriate data retention policies, and encrypting back up media, among other practices. The threat of a cyber incident is persistent, and lawyers and law firms must stay up to date on the best practices for protecting their clients' data, and themselves. To learn more about Cybersecurity, attend the seminar, Locking the Cyber-Safe: CyberSecurity Obligations in the Law Office at the BCBA 2015 Bench and Bar Convention on October 23. To register, visit www.browardbar.org/calendar. **B**



Valerie Barnhart is a partner with the full-service law firm of Kelley Kronenberg P.A. She represents businesses in data privacy and security matters, business transactions, and business litigation. She can be reached at vbarnhart@kelleykronenberg.com.



**“QUALITY IS MORE IMPORTANT
THAN QUANTITY.
ONE HOME RUN IS MUCH BETTER
THAN TWO DOUBLES.”**

Steve Jobs

Alpine Jaguar welcomes
Gary Singer and Todd Baker...
they get it.

Damian Polgar today for details

o: 954.202.8349

c: 954.609.6621

dpolgar@alpinejaguar.com





6606 North Andrews Avenue
Fort Lauderdale, Florida 33309
954.598.7900
[www. AlpineJaguar.com](http://www.AlpineJaguar.com)

RECENT DEVELOPMENTS IN THE LAW



by Nancy Little Hoffman

SUPREME COURT: A DEFAULT JUDGMENT IS VOIDABLE, NOT VOID, WHERE THE COMPLAINT UPON WHICH IT IS BASED FAILS TO STATE A CAUSE OF ACTION.

In a quiet title action by a condominium association against the holder of a mortgage on one of the units, a default judgment was entered after the defendant bank failed to answer or otherwise respond. Over a year and a half later, the bank moved to vacate the judgment pursuant to Rule 1.540(b), arguing that it was void because the complaint failed to state a cause of action. The trial court granted the motion.

The Fourth District reversed. Although it agreed that the complaint failed to state a cause of action, it held that the judgment was merely voidable and not void. Accordingly it could not be collaterally attacked after one year. In so doing, the DCA receded from its own precedent and certified conflict with decisions from the First and Third Districts. The Supreme Court majority approved the Fourth District's decision, stressing that the bank had ample opportunity to challenge the default judgment but failed to do so. Justice Lewis dissented on the basis that a

default only admits well pleaded allegations. *Bank of New York Mellon v. Condominium Assn. of La Mer Estates, Inc.*, 40 Fla. L. Weekly S__ (Fla. September 17, 2015).

SUPREME COURT ADOPTS BAR RULE AMENDMENTS DEFINING TYPES OF ATTORNEY'S FEES.

The Court adopted Bar-proposed amendments to Rule 4-1.5(e) of the Rules Regulating the Florida Bar to provide definitions for the terms "retainer," "flat fee," and "advance fee." It also amended the comments to that rule, providing guidance as to whether such fees should be deposited into an attorney's operating or trust account. *In re Amendments to Rule Regulating the Florida Bar 4-1.5*, 40 Fla. L. Weekly __ (Fla. September 17, 2015).

SUPREME COURT UPHOLDS VALIDITY OF PRENUPTIAL AGREEMENT WAIVING ALL RIGHTS TO PROPERTY ACQUIRED DURING THE MARRIAGE.

In their prenuptial agreement, the parties agreed that neither spouse would ever claim any interest in the other's property. The agreement purported to waive and

release all rights to property acquired during the marriage. Twenty-two years and two children later, the parties sought to dissolve the marriage, the wife arguing that she was entitled to share in assets acquired during the marriage or appreciated in value due to the parties' marital efforts. The Fourth District held that the language of the agreement was sufficiently broad to preclude such a claim. However, it recognized that opinions from the Second and Third Districts had found similar language insufficient to do so. Accordingly, it certified conflict as well as certifying this to be a question of great public importance.

The Supreme Court held that the agreement was valid and served to waive the wife's claim. *Hahamovitch v. Hahamovitch*, 40 Fla. L. Weekly S477 (Fla. September 10, 2015).



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.

October

calendar of events

8 CLE & Reception – Cuban Enigma; What Every Attorney Needs to Know.

Time: 5:30 p.m. – 8:30 p.m.

Venue: BCBA Conference Center

Cost: \$25 General Admission

9 The Florida Bar Family Law Section - Membership and Mentoring Reception

Time: 5:30 p.m. – 7:30 p.m.

Venue: BCBA Conference Center

Cost: No Charge

13 North Broward Section Luncheon

Time: 12:00 p.m. – 1:30 p.m.

Venue: Isabella's Italian Restaurant

Cost: \$20 BCBA Member; \$25 Non-Member

16 "Bar at the Bar" Networking Event

Complimentary Beverage and appetizers provided

Time: 4:30 p.m. – 7:30 p.m.

Venue: Bull Market

23 2015 Bench and Bar Convention

7 CLEs included (Ethics included depending on seminar selection)

Time: 8:30 a.m. – 6:00 p.m.

Venue: Broward County Convention Center

Cost: \$195 BCBA Member; \$235 Non-Member

27 Bankruptcy: Chapter 7 Trustee Panel Discussion

Time: 12:00 p.m. – 1:30 p.m.

Venue: BCBA Conference Center

Cost: \$15 BCBA Member; \$20 Non-Member

28 BCBA Mentor Express 2.1

Time: 5:30 p.m. – 7:30 p.m.

Venue: BCBA Conference Center

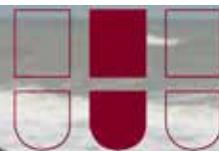
Cost: No Charge – BCBA Members Only

Mark your calendars!

December 10, 2015

Annual BCBA Member Holiday Party

Register for BCBA Events
www.browardbar.org • 954-832-3618



Precise
REPORTING
SERVICES

DEPOSITIONS • VIDEOS • CART
COMPLETE LITIGATION SUPPORT.

(877) 4 A STENO
precisereportingservices.net

PRECISELY WHAT YOU'RE LOOKING FOR



1051 S.E. Third Avenue
Fort Lauderdale, FL 33316-5010
954.764.8040
www.browardbar.org

PRSRT STD
U.S. POSTAGE
PAID
FT. LAUD. FL
PERMIT # 2998



The Contingency-Fee Employee Rights Attorneys

Morgan & Morgan's Employee Rights Group is a team of trial attorneys focused solely on **contingency-fee representation of employees** in all employment law litigation. We accept attorney referrals and gladly pay **referral fees** in all employment law cases.

Let's Start a Profitable Referral Relationship

Contact us today to discuss your client's case:
(954) WORKERS or ERG@forthepeople.com



www.USOvertimeLawyers.com

Offices: Ft. Lauderdale | Ft. Myers | Jacksonville | Naples | Orlando | Sarasota | St. Petersburg | Tallahassee | Tampa | West Palm Beach