



# BAR TALK

Volume VIII, Issue 4

May 20, 2015

[www.fedbar.org/minnesota](http://www.fedbar.org/minnesota)

## CHIEF JUDGE MICHAEL J. DAVIS AND JUDGE DONOVAN W. FRANK RECEIVE LIFETIME ACHIEVEMENT AWARDS FROM SMRLS

By Shannon Bjorklund

On November 25, 2014, the legal aid organization Southern Minnesota Regional Legal Services (“SMRLS”) awarded Lifetime Achievement Awards to Judge Donovan W. Frank and Chief Judge Michael J. Davis in recognition of their longstanding commitment to working to ensure equal access to the justice system for all. Judge Frank noted that it was particularly special to receive the award with his long-time colleague and friend, Chief Judge Davis. Likewise, Chief Judge Davis noted that it was a “double honor” to receive the award alongside his long-time friend Judge Frank, with whom he has tirelessly advocated for inclusion and equal access to legal services.



Chief Judge Michael J. Davis and Judge Donovan W. Frank

The work of Chief Judge Davis and Judge Frank for equal access to justice started decades ago, when they met as young state court judges. They served together on the Minnesota Attorney General’s Task Force on Violence Against Women in the 1980s, and later on the Minnesota Supreme Court Racial Bias Implementation Committee in the 1990s.

In light of Judge Frank’s and Chief Judge Davis’s commitment to inclusion and access to legal services for all, it is fitting that they received Lifetime Achievement Awards at a time that marked several milestones. 2014 marked the 60-year anniversary of the U.S. Supreme Court’s decision in *Brown v. Board of Education* and the 50-year anniversary of the Civil Rights Act of 1964. 2015 marks the 25-year anniversary of the Americans with Disabilities Act.

Both judges lauded the commitment of the Minnesota bench and bar to ensuring equal access to justice through outreach initiatives and providing pro bono legal services. Judge Frank commented that the Minnesota Chapter of the Federal Bar Association is the second largest chapter of the Federal Bar Association in the country. This is not because it has the highest or second-highest population of attorneys, but rather because there is high participation and involvement in the chapter. Both Chief Judge Davis and Judge Frank observed that pro bono legal services are crucial to provide access to the courts for all in society. Chief Judge Davis noted: “The law can be used for good or for evil. It is not neutral.” In stressing the

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**SMRLS's Lifetime Achievement Award.**



**Judge Donovan W. Frank accepts the SMRLS Lifetime Achievement Award with Chief Judge Michael J. Davis looking on.**

importance of inclusion and fairness in the legal system, Judge Frank noted that “we will be judged by how we treat the most vulnerable among us.”

Chief Judge Davis commented that one of the “new fights” at this point in history is to ensure equal access to the courts for the large segment of the population that cannot afford legal services. Chief Judge Davis has tirelessly advocated for the *Pro Se* Project to enable pro se litigants to obtain legal services. Judge Frank noted that although we have made great progress to end intentional discrimination, we must be ever vigilant to identify and eliminate the stereotypes that can blind us to the strengths and contributions of others. Judge Frank recounted a story of a blind juror who served on a document-intensive trial. After the verdict was rendered, the other jurors commented that this juror – though she could not see the documents – observed things that the other jurors had missed, and it challenged them to think differently about people with disabilities.

Both Chief Judge Davis and Judge Frank observed that they are part of a large group of Minnesota attorneys and judges striving to make the legal system accessible to all. Indeed, every day, people quietly give back to their communities without recognition, and both judges are honored to be spokesmen for this movement. Judge Frank noted that the SMRLS Lifetime Achievement Award is an excellent way to highlight the good work of the legal community and improve the perception of the legal profession in the eyes of the community. The award brings notice to the countless attorneys working daily to provide pro bono services and demonstrates to society at large the role of the bench and bar in building a more just society.

**Shannon Bjorklund** is an associate in the Trial Department at Dorsey & Whitney LLP. She handles a variety of complex commercial matters, including intellectual property litigation.

## A Celebration of Minnesota Women in the Law

**By Fran Kern**

The applicant “has furnished to the examining committee and court satisfactory proof that she possesses the requisite qualifications as to age, moral character, learning, and ability, to entitle her to admission; but she is a female and does not, therefore, come within the scope of the statute [concerning admission to practice law in Minnesota].”

- *In re Dorsett*, Hennepin County Court of Common Pleas (Order, October 4, 1876).

So went the opinion denying the application of Martha Angle Dorsett to practice law in Minnesota. Although Dorsett was licensed to practice law in Iowa, her application to practice in Minnesota was denied because she was a woman. Undeterred, Dorsett lobbied the state legislature for a change in the law and, on January 11, 1878, was sworn into the Minnesota bar, becoming the first female attorney admitted to practice law in Minnesota.

Dorsett’s story was one of thirty-five told through an exhibit sponsored by the

United States District Court for the District of Minnesota and the Minnesota Chapter of the Federal Bar Association. Titled “A Celebration of Minnesota Women in the Law,” the exhibit profiled female attorneys and judges whose practice of law and service to the public has left an indelible mark on Minnesota legal history and whose excellence in the practice and in face of adversity continue to inspire current and future lawyers.

On February 23, 2015, the exhibit opened in the gallery of the United States Courthouse in Minneapolis, with posters



of the women honored in the exhibit lining the gallery walls and a throng of people filling the usually open space. Honorees included notable women attorneys from Minnesota's past, including Dorsett and Lena Smith, the first woman of color admitted to practice law in Minnesota, as well as lawyers and judges at the bar and bench today, such as Federal Defender Katherian Roe, United States Senator Amy Klobuchar, and United States District Judge Joan N. Ericksen. The displays incorporated pictures and text describing the honorees' careers. Reception attendees were also treated to two-minute audio clips, accessible by QR codes posted on the exhibit banners and read by a smartphone, in which the subjects discussed their legal and judicial philosophies.

After a welcome from Chief Judge Michael J. Davis, current Minnesota Chapter President Rachel Zimmerman opened the program by invoking Dorsett's challenge to be admitted to the Minnesota bar as a woman and described the strides women and the legal profession have made in the intervening years. The program also featured remarks from



**Rachna Sullivan speaks as distinguished Minnesota judges look on.**

three jurists featured in the exhibit: Judge Diana E. Murphy of the United States Court of Appeals for the Eighth Circuit, Judge Ann D. Montgomery of the United States District Court for the District of Minnesota, and Chief Justice Lorie Skjerven Gildea of the Minnesota Supreme Court. Attorney Rachna B. Sullivan of Fredrikson & Byron closed the program.

The exhibit will travel to other locations throughout the state.

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The Minnesota Chapter of the FBA and the District of Minnesota would like to thank the following individuals for their assistance in creating the exhibit:

Tom Boyd, Elsa Bullard, Peter Carter, Karin Ciano, Nick Datzovs, Sybil Dunlop, Ariel Howe, Eileen Hunter, Jeff Justman, Kirstin Kanski, Fran Kern, Caroline Marsili, Mary McKay, Cicely Miltich, Tara Norgard, Bill Otteson, Brittany Resch, Laura Reilly, Gerri Rishel, Michael Sawers, Tammy Schemmel, Chris Schmitter, Andy Seldon, Rich Sletten, Paige Stradley, Vanessa Szalapski, Kate Swenson, Kristina Thomas, Michael Vicklund, Ian Welsh, and Elizabeth Cowan Wright.



**United States Court of Appeals Judge Diana E. Murphy and Chief United States District Judge Michael J. Davis.**



**United States District Judge Ann D. Montgomery.**

**Fran Kern** is a business litigation attorney at Moss & Barnett, P.A.

## THE DISTRICT OF MINNESOTA WELCOMES JUDGE JOHN R. TUNHEIM AS THE NEXT CHIEF JUDGE

By Ryan M. Schultz and Ryan E. Dornberger

On July 1, Chief Judge Michael J. Davis will step down and take senior status, leaving Judge John R. Tunheim with what he says are big shoes to fill as the District of Minnesota's next Chief Judge. Judge Tunheim congratulated his predecessors Judge Paul A. Magnuson, Judge James M. Rosenbaum, and Chief Judge Davis as having done a great job ensuring the court is extremely well run. Judge Tunheim says the biggest challenge for his new position will be balancing the administrative duties of Chief Judge with an active caseload. According to Judge Tunheim, Chief Judge Davis has set the bar incredibly high, and he hopes he can continue Chief Judge Davis's reputation for excellence. Thankfully, Judge Tunheim's job will be made easier by an experienced clerk of court, outstanding and incredibly attentive staff, and exceptional lawyers who practice in federal court.

Appointed by President Bill Clinton in 1995, Judge Tunheim has now been a federal judge for twenty years. A native Minnesotan, Judge Tunheim was born in Thief River Falls, a small farming community in the northwestern part of the state. Judge Tunheim graduated from Concordia College *summa cum laude* in 1975 and received his J.D. from the University of Minnesota Law School *cum laude* in 1980. Before law school, he served as a staff assistant to Senator Hubert Humphrey from 1975 until 1978.

After law school, Judge Tunheim clerked for Judge Earl Larson in the District of Minnesota before joining Oppenheimer, Wolff, Foster, Shepard and Donnelly in St. Paul. In 1984, Judge Tunheim started at the Minnesota Attorney General's Office, where he was quickly promoted and served for almost 10 years as Chief Deputy Attorney General before being appointed to the federal bench. In 1995, Senator Paul Wellstone recommended Judge Tunheim to fill the seat vacated when Judge Donald D. Alsop took senior status.

On top of his long career on the bench, Judge Tunheim has been significantly involved with areas outside of the courtroom. In 1994, Judge Tunheim became the chairman of the U.S. Assassination Records Review Board and was responsible for helping disclose five million pages of previously classified government documents related to the assassination of President John F. Kennedy. He has worked extensively as an outside advisor to improve and restructure the legal system in Kosovo, including advising on developing a new Kosovo constitution in the late 2000s. Befitting his work in Kosovo, Judge Tunheim has taught constitutional law as an adjunct



**Judge John R. Tunheim**

professor at the University of Minnesota Law School. He has also served as Chair of the United States Judicial Conference Committee on Court Administration and Case Management.

In Judge Tunheim's almost twenty years on the bench, he is most impressed with the people that make up the District of Minnesota. From judges and juries to staff and lawyers, Judge Tunheim cannot say enough about the qualifications and efficiencies of the District. Judge Tunheim particularly praises Minnesota's judges for going the extra mile, including the senior judges who typically take on full caseloads, which does not happen often in other districts. The group of magistrate judges has done an excellent job and is nationally recognized for their significant involvement in moving cases forward. The District's three new bankruptcy judges have also quickly earned an outstanding reputation. Most importantly, Judge Tunheim is always impressed with jurors. At first glance, Judge Tunheim says they are irritated to be called for jury duty and often expect to sit for long periods of time with nothing to do. The District quickly puts them to work, running



trials efficiently and leaving jurors with a lasting impression of professionalism and a sense of duty.

As a native northwestern Minnesotan, Judge Tunheim understands the problems of managing a district the size of Minnesota and encourages lawyers in greater Minnesota to not be afraid to file cases in federal court. Judge Tunheim spends at least one day each month seeing cases outside Minneapolis/St. Paul. He says lawyers should not worry about constantly driving to the Twin Cities to get their cases heard. The more cases that are filed in greater Minnesota, the easier it will be to schedule proceedings outside the Minneapolis/St. Paul courthouses. Judge Tunheim also encourages greater Minnesota lawyers to stay involved through committee memberships and the Federal Bar Association.

Judge Tunheim believes one of the biggest issues facing the federal judiciary today is mandatory minimum sentencing for criminal offenders. He says the criminal docket has increased dramatically in the District of Minnesota over the past year, and the biggest challenge for the court is consistently handing down appropriate sentences. Over the last fifteen years, judges have been given more discretion in sentencing criminal offenders, and there is a continuing debate in Congress for more reform. Judge Tunheim wants to ensure the court is consistent and fair when handing down sentences, and warns against mindlessly long sentences, particularly for non-violent offenders.

For the District of Minnesota, Judge Tunheim says the two most pressing issues are filling the seat vacated by Chief Judge Davis and completing the upgrade to the next generation Case Management/Electronic Case Filing (CM/ECF) system, a complete ground-up rebuild of the court's electronic case management system. If all goes according to plan, both of these issues should be taken care of by the end of the year.

As for the seat vacated by Chief Judge Davis, on April 15, 2015, President Barack Obama nominated Minnesota Supreme Court Justice Wilhelmina Wright to fill the open seat. Senators Amy Klobuchar and Al Franken recommended Justice Wright for the position in February based on the recommendation of a bipartisan advisory committee.

Judge Tunheim says the other pressing issue for the district is implementing new waves of technology. In some respects, the court has been quick to adopt new technologies to help manage cases more effectively and efficiently. When Judge Tunheim first started as a judge in 1995, the court only had an internal e-mail system, and Judge Tunheim was forced to use an AOL account to communicate outside of chambers. Now, an iPad on Judge Tunheim's desk and an iPhone in his pocket are sometimes all he needs to get the job done. Instead of reading submissions on paper or on a larger computer screen, Judge Tunheim spends more than ninety percent of his time reading submissions on his iPad or reading

e-mails on his iPhone. He will even edit certain orders on the iPad, only moving to a laptop or desktop when writing something substantial. Technology has certainly come a long way in twenty years, and lawyers need to be aware of these changes and must adapt accordingly. Drafting submissions to be read electronically should be a top priority, as Judge Tunheim says many of his colleagues share his penchant for viewing submissions on an iPad or iPhone.

In other aspects, federal courts have been slow to innovate with changes in technology. In the past, each of the ninety-four federal district courts and thirteen circuit courts managed separate CM/ECF systems that required unique login information. With so many different logins, it is not uncommon for lawyers practicing in federal court to forget login information for a particular court. Judge Tunheim says the next generation CM/ECF upgrade goes a long way to solve some of the past headaches. For starters, the system shares the same login credentials across PACER and all CM/ECF systems that implement the upgrade, eliminating the need for electronic spreadsheets or word documents that keep track of multiple login information. For the court's benefit, the system will offer a more developed and robust workspace, automatically gathering all of the materials necessary for a particular motion or proceeding on one screen. While the system currently allows access to all of those documents, they can easily be lost in a sea of docket entries that often bleed together. For lawyers, the upgrade will allow for easier case scheduling, offering a broader view of the court's current schedule and openings. When the CM/ECF upgrade is complete later this fall, the District of Minnesota will be among the first district courts in the country to upgrade to the new system, along with the Northern District of Florida and the District of Kansas.

The major challenge with adopting new technology is not educating lawyers and staff on the changes, however. Instead, the biggest problem is managing the budget. As a steward of the taxpayer's dollar, Judge Tunheim says technology is a great investment because it helps the court run much more efficiently, not only for the judges but also for the lawyers and litigants. Unfortunately, the budget sequesters and automatic budget cuts that have plagued the District over the last few years threaten these necessary technology investments. Judge Tunheim hopes that during his tenure the District can continue to move forward with technology investments.

From all accounts, the District of Minnesota is in good hands with Judge Tunheim poised to take on the role of Chief Judge on July 1.

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## FBA Diversity Committee CLE Highlights Importance of Cultivating a Pipeline of Diverse Attorneys in Minnesota

By Phillip M. Kitzer

Continuing its tradition of planning events on a variety of topics touching on diversity issues impacting the legal profession, on April 16, 2015, the Diversity Committee of the Minnesota Chapter of the FBA sponsored a CLE entitled “Cultivating a Diverse Pipeline of New Lawyers in Uncertain Legal Times” at the Radisson Blu in downtown Minneapolis.

The seminar focused on the challenges, obstacles, and successes in cultivating a pipeline of diverse lawyers. The discussion began with remarks from Magistrate Judge Tony N. Leung, co-chair of the Diversity Committee. The event was co-moderated by Katie Barrett Wiik (Robins Kaplan) and Vildan Teske (Teske, Micko, Katz, Kitzer & Rochel).



L to R: **Tracy Smith, Vildan A. Teske, Professor Anthony Winer, Val Jensen, Dr. Luiza Dreasher, Katherine Barrett Wiik, and Magistrate Judge Tony N. Leung.**

Minnesota; and Dr. Luiza Dreasher, Assistant Dean and Director of the Office of Multicultural and International Inclusion at William Mitchell College of Law.

Professor Winer analyzed recent U.S. Supreme Court decisions addressing affirmative action and consideration of an applicant’s racial background in admissions decisions. Based on those recent Supreme Court cases, he suggested a list of “dos and don’ts” for higher education admissions policies, explaining which types of approaches are more likely to pass constitutional muster and which are more likely to be scrutinized by the courts.

The panel discussed the significant differences in graduation rates at all levels of education between white students and students of color in Minnesota and how this negatively impacts the pipeline for new lawyers. Val Jensen described some of the initiatives that Twin Cities Diversity in Practice as well as other organizations in Minnesota have undertaken. These various projects are designed to facilitate, encourage, and promote students from minority populations as early as middle school through the education system, with the end goal of increasing diversity within the Minnesota legal community.

The speakers highlighted several successful organizations,



**Vildan A. Teske and Katherine Barrett Wiik.**

The panel of speakers included Valerie Jensen, Executive Director of Twin Cities Diversity in Practice; Anthony Winer, Professor of Law at William Mitchell College of Law; Tracy M. Smith, Deputy General Counsel for the University of

including the Urban Debate League, which tracks improvement data on its students, and the Cristo Rey Jesuit High School, which provides work-study opportunities for its students in law firms and other Minnesota businesses.

Dr. Dreasher shared with the audience some of the ideas and initiatives that are being discussed by law school administrators around the country. Val Jensen highlighted the importance of sponsorship in addition to mentorship, and recommended the book (*Forget a Mentor*) *Find a Sponsor: The New Way to Fast-Track Your Career*. She also highlighted the importance of sponsorship for minority associates within law firms. Tracy Smith provided insights from her perspective within the University of Minnesota's general counsel's office, and noted spe-

cific ways in which the University of Minnesota partners with pipeline organizations prior to college and law school.

Following the CLE program, the attendees had the opportunity for discussion and networking over food and drink at the reception hosted by Robins Kaplan LLP.

**Phillip M. Kitzer** is an attorney at Teske, Micko, Katz, Kitzer & Rochel. Mr. Kitzer represents employees in employment-related disputes, including whistleblower retaliation, employment discrimination and retaliation, and workers' compensation retaliation. Mr. Kitzer is a contributor to the national FBA's Labor and Employment Section Monthly Circuit Update.

## DEAN ERWIN CHERMERINSKY VISITS WILLIAM MITCHELL COLLEGE OF LAW



Dean Erwin Chermersinky speaks at the William Mitchell College of Law.

By Molly R. Littman

On Monday, February 16, 2015, nearly 200 people visited William Mitchell College of Law to hear Dean Erwin Chermersinky's public lecture enti-

tled, "Electronic Privacy and the Law."

Dean Chermersinky is a constitutional lawyer, founding dean of the University of California's Irvine School of law, and a well-known author.

Approached by the William Mitchell Student Division of the Federal Bar Association, Dean Chermersinky agreed to travel to Minnesota to give a lecture at William Mitchell College of Law. Dean Chermersinky spoke to the public, practitioners, and students for one hour, addressing the inadequacy of federal and state laws that seek to protect privacy. He suggested that it is the doctrine of trespass in torts that should be used to address these inadequacies. In his remaining hour, Dean Chermersinky answered many questions regarding drones, access to medical records, and privacy complications due to emerging technologies. Following his lecture, Dean Chermersinky met with students from William Mitchell and discussed other issues of privacy law, as well as rising law school tuition costs and the job market for graduating students.

**Molly R. Littman** is a student at William Mitchell College of Law and the President of the WMCL Student Division of the Minnesota Chapter of the FBA.



## Ann Anaya Receives 2015 Manuel Guerrero Courage in Leadership Award

By Amy Conners

**A**nn Anaya, Senior Counsel, Litigation and Preventative Law at 3M Company, received the 2015 Manuel Guerrero Courage in Leadership Award at the Minnesota Hispanic Bar Association's Annual Gala on February 19, 2015 at the Walker Art Center. She was recognized for a career that has spanned the public and private sectors, in which she has continually worked to advance justice in the community by championing diversity and serving as a mentor. Throughout many roles in her career, Anaya has been the voice at the table advocating for a more inclusive legal community. Ann currently serves as Vice President of Membership for the Minnesota Chapter of the FBA.

In accepting the award, Anaya gave an inspiring speech about continuing the commitment to developing leadership roles for Hispanics and women, saying "we don't want to be window treatment, we want equal treatment." Anaya said that the Hispanic community needs to show that unique voices and diversities of perspective are the solution to old questions. Throughout her career, often as the first Latina in a position, Anaya has had to prove that she is not only capable and qualified, but valuable because of the unique voice she provides. She has advocated for the idea that innovative solutions and problem solving require fresh and diverse perspectives.



**Ann Anaya (center) celebrates her receipt of the Manuel Guerrero Courage in Leadership Award with her colleagues from the 3M Company Legal Affairs Division.**

Anaya has an inspiring background: she was the first professional and lawyer in her family, was raised in a working-class family, and is a second-generation Mexican American. In attending a nearly all-white school in Inver Grove Heights she gained insights that fueled her commitment to diversity and inclusion. Anaya attended the University of Minnesota, earning a political science degree with an emphasis in Latin American Politics and serving as Director of the Chicano Latino

Student Center. In her studies, she examined justice for Latino Americans, and this focus led her to law school, which she attended to address issues of equality and fairness in the justice system.

Anaya's commitment to the justice system shows in her significant public service with the First District Public Defenders' Office, Ramsey County Attorney's Office, and 11 years as an Assistant United States Attorney. In each of these roles, Anaya worked to bring an awareness and appreciation for fairness and inclusion, whether in sentencing advocacy or working toward diversity in hiring and advancement.

Mentorship is also important to Anaya, and she seeks out opportunities to mentor young Hispanics in high school and law school. She has volunteered with the Open Doors program, reaching out to high school students throughout the state. Anaya now chairs the Diversity Committee of the Minnesota State Colleges and Universities Board, where she is a strong advocate for public education and providing educational opportunities for all Minnesotans.

At 3M, Anaya has continued her commitment to diversity as a Co-Chair of the Diversity and Inclusion Board and as a member of the 3M Legal Affairs Diversity and Inclusion Committee, where she is leading initiatives to ensure that the outside lawyers that 3M hires value diversity and inclusion. Kevin Rhodes, Chief Intellectual Property Counsel at 3M and Chair of the 3M Legal Affairs Diversity and Inclusion Committee, describes Anaya as a thought leader who is involved in a number of initiatives to promote and maintain diversity and inclusion.

Manuel Guerrero was one of Minnesota's most influential Hispanic attorneys and a founder and first director of the Minnesota Hispanic Bar Association. He was a mentor to many Latino attorneys in Minnesota. In receiving the 2015 Manuel Guerrero Courage in Leadership Award, Anaya was honored for her commitment to leadership, mentorship, and equality.

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**Amy Conners** is a litigation partner at Best & Flanagan.



**Ann Anaya**



## LEADERSHIP SUMMIT ANALYZES GENDER EQUITY IN THE LAW



L to R: Panelists Ivan Fong, Marianne Short, Tim Baer, and Laura Stein discuss gender equity issues during the Leadership Summit.

By Rachel Zimmerman

Since the mid-1980s, more than 40% of law school graduates have been women. Yet women lawyers make up only 17% of the equity partners and less than 4% of the managing partners at the 200 largest law firms. Only one in five Fortune 500 companies has a woman lawyer as general counsel. On Friday, April 24, 2015, leaders from corporate in-house legal departments, private practice law firms, and public sector legal departments came together to explore, analyze, and develop strategies for addressing this gender imbalance in leadership positions.

The Leadership Summit, which was held at Target Plaza and was sponsored by the Minnesota Chapter of the Federal Bar Association, featured preliminary remarks by Tim Baer, Executive Vice President, Chief Legal Officer, and Corporate Secretary at Target Corporation; Judge Michael J. Davis, Chief United States District Judge for the District of Minnesota; and Rachel Zimmerman, President of the Minnesota Chapter of the Federal Bar Association.

Laura Stein, Senior Vice President and General Counsel at The Clorox Company, delivered the keynote address. Stein described the statistics showing that the percentage of women equity partners at law firms in the United States has remained essentially unchanged over the last 10 years. Stein further addressed the impact of unconscious bias and other factors that may contribute to those stagnating statistics.

Following Stein's remarks, former President of the Minnesota Chapter of the Federal Bar Association Rachna Sullivan introduced a panel discussion that included Stein and Baer, as well as Ivan Fong, Senior Vice President, Legal Affairs and General Counsel at 3M, and Marianne Short, Executive Vice President and Chief Legal Officer at UnitedHealth Group. The

Panel discussed some best practices for retaining and promoting leaders, including women and women of color, that they had seen or implemented at their respective organizations. Stein also addressed the dismally low numbers of women of color in leadership positions.

Following the remarks, attendees were broken out into four working groups, led by Stein, Baer, Fong, and Short, to address the following questions:

1. What are the barriers to the retention and advancement into executive-level leadership of women lawyers, and in particular women of color, in law firm and corporate organizations?
2. What have organizations done in the past to eliminate these barriers? Of those strategies, what has worked, what has not worked, and why?
3. What best practices can organizations implement to eliminate these barriers and promote on an organizational level the retention and advancement of women lawyers?



Chief Judge Michael J. Davis

A number of creative and thoughtful strategies were developed as a product of the working group discussions. A summary of the working groups' findings is being prepared and will be circulated to the broader Twin Cities legal community upon completion.

Concluding remarks by Fong challenged Twin Cities law firm leaders and corporate general counsel to implement one or more of the strategies developed during the Leadership Summit in their organizations, and to reconvene in a year to continue the discussion.

**Rachel Zimmerman** is a partner at Merchant & Gould P.C. specializing in intellectual property litigation. She is currently the President of the Minnesota Chapter of the Federal Bar Association.

## Minnesota Chapter of the FBA Hosts 33rd Annual Law Student Scholarship Award Ceremony and Reception at University of Minnesota Law School



L to R: Judge Ann D. Montgomery, Julia Zwak, Magistrate Judge Jeffrey J. Keyes, Peter D. Kieselbach, Caroline Dashiell Pratt, Judge John R. Tunheim, Hilary Minor, and Judge Donovan W. Frank.

By Peter McElligott

On April 13, 2015, the Minnesota Chapter of the Federal Bar Association hosted the 33rd Annual Law Student Scholarship Award Ceremony and Reception at the University of Minnesota Law School. The ceremony celebrated the accomplishments of graduating students from each of the local law schools who have demonstrated an excellence in the study and practice of federal law. Each of this year's award recipients received an engraved plaque named after a legendary figure in federal practice in Minnesota along with a \$2,000 scholarship.

Hilary Minor from the Hamline University School of Law received the Judge Jacob Dim Award. Judge Donovan W. Frank presented the award named after the patient, kind-hearted Chief Judge of the Bankruptcy Court for the District of Minnesota. During her studies

at Hamline, Hilary worked as a judicial extern for Judge Frank, interned at the Minneapolis Department of Civil Rights in the Office of Police Conduct Review, and advocated on behalf of low-income members of the community with the Neighborhood Justice Center.

This year's award winner from the University of St. Thomas School of Law is Caroline Dashiell Pratt who was awarded the Judge Earl R. Larson Award. Judge John R. Tunheim presented the award named after Judge Larson, who was known for taking on tough challenges including the desegregation of the Minneapolis Public Schools and the reformation of Minnesota's state mental institutions. While excelling in the classroom at St. Thomas, Caroline completed a judicial externship with the City of St. Paul, worked for the League of Minnesota Cities, and accepted a position with the Chicago law firm of Scopelitis, Garvin, Light, Hanson & Feary.

Magistrate Judge Jeffrey J. Keyes gave the Harry A. Sieben Award to Peter D. Kieselbach of the William Mitchell College of Law. Mr. Sieben had a distinguished career in public service. During law school, Peter worked as a judicial extern for Retired Chief Magistrate Judge Arthur J. Boylan, interned with the U.S. Attorney's Office, and will graduate first in his class at William Mitchell. After graduation, Peter will clerk for Judge Tunheim.

Julia Zwak of the University of Minnesota Law School won the Judge Edward J. Devitt

Award. Judge Ann D. Montgomery presented the award named after the author of *The Ten Commandments for the New Judge*. After winning the Book Award in Tax, Julia published her Note on the topic in the Minnesota Law Review and served as a research assistant to Professor Kristin E. Hickman. In addition to exploring her interest in tax, Julia also served as a judicial extern for Judge Diana E. Murphy at the U.S. Court of Appeals for the Eighth Circuit. Following graduation, she will be clerking for Judge Frank.

Karin Ciano and Adine Momoh, Co-chairs of the FBA Law School Outreach Committee, extended their congratulations to all of the award recipients. They also thanked the judges, law school deans, professors, and supporters for making the wonderful event a success. Next year's recipients have some big shoes to fill.

**Peter McElligott** is a student at the University of Minnesota Law School.





**University of St. Thomas Law School Dean Robert Vischer, Caroline Dashiell Pratt, and Judge John R. Tunheim.**



**Magistrate Judge Jeffrey J. Keyes, Peter Kieselbach, and William Mitchell College of Law Dean Eric Janus.**



**Judge Ann D. Montgomery, Julia Zwak, and University of Minnesota Law School Dean David Wippman.**

Photos submitted by **Tim Rummelhoff**, courtesy of the University of Minnesota Law School.



**Judge Donovan W. Frank, Hilary Minor, and Hamline Dean Marie Failing.**



## PRO BONO *Spotlight*

*A series of articles highlighting the pro bono work being done by FBA Chapter members.*

### GUSTAFSON GLOEK REPRESENTS CLASS IN CONSTITUTIONAL CHALLENGE TO MINNESOTA SEX OFFENDER PROGRAM

By Tasha Francis

For the past four years, Gustafson Gloek PLLC has been representing plaintiffs pro bono in challenging the constitutionality of the Minnesota Sex Offender Program (MSOP). Gustafson Gloek became involved with this case through the Minnesota Chapter's *Pro Se* Project.

Under state law, a person found to be sexually dangerous or to have a sexual psychopathic personality can be civilly committed to the MSOP. In the program's 20 year history, over 700 people have been committed, but no one has been fully discharged. Only two people have been provisionally discharged.

Much of the constitutional debate focuses on whether the MSOP provides effective treatment for sex offenders—allowing them to rehabilitate and subsequently reenter society—or whether it functions to further confine offenders who have already served their prison sentences. Dan Gustafson explained that the case is not about letting sex offenders go free; rather, it is about prompting reform of the statute to provide proper procedures so the program can be run in a manner consistent with the constitution. He also noted this case highlights the importance of the *Pro Se* Project, which provides legal services for those who otherwise would face huge obstacles in trying a case like this themselves in federal court.

Gustafson Gloek PLLC was appointed to represent the class in 2011. Since then the attorneys at Gustafson Gloek have worked



Dan Gustafson and Karla Gloek

diligently on this complicated case, which has involved dozens of depositions and the review of millions of pages of documents. Trial concluded in March, and a decision is expected early this summer.

For more information on the *Pro Se* Project and how you can participate, contact the *Pro Se* Project Coordinator, Tiffany Sanders, at [proseproject@q.com](mailto:proseproject@q.com) or 612.965.3711.

Tasha Francis is an associate at Fish & Richardson.



## CLERK'S CORNER

By Tricia Pepin

The U.S. District Court for the District of Minnesota will be upgrading its CM/ECF software to the Next Generation (NextGen) of CM/ECF in the fall of 2015. Included in this new release is a central sign-on functionality that allows both PACER access and CM/ECF filing access directly from your PACER account. What this means is that **every**

## NextGen Update

**attorney will be required to have their own individual PACER account in order to access CM/ECF** in the District of Minnesota and other NextGen Courts.

To prepare for this upgrade, **attorneys must either upgrade their existing individual PACER account or obtain a new individual PACER account.** Once the District of Minnesota upgrades to the CM/ECF NextGen software, attorneys will be required to log into their

upgraded PACER account in order to access CM/ECF.

For more information on the NextGen upgrade process, please visit the CM/ECF NextGen page at:

<http://www.mnd.uscourts.gov/cmecf/nextgen.shtml>.

**Tricia Pepin** is the Chief Deputy Clerk for the United States District Court for the District of Minnesota.



## NINTH ANNUAL FEDERAL BAR ASSOCIATION LAW STUDENT RECEPTION

By Ryan McCarthy

With over one hundred attendees spanning across four law schools, the Ninth Annual Federal Bar Association Law Student Reception continued and built upon an impressive history of outreach and engagement with the practitioners of tomorrow. The reception is hosted each year by the FBA and is part of the Law School Outreach Committee's initiative to introduce students to the federal legal community. The reception was held on February 24th at Dorsey & Whitney in Minneapolis. The reception provides a forum for students to network with federal practitioners across a variety of substantive areas and connects them to resources and opportunities provided by the FBA. Whether students are interested in a federal judicial clerkship, immigration law, intellectual property litigation, civil and human rights, or are just curious about the federal bench and bar, all students are welcome and encouraged to attend.



Law school division presidents and members being honored.

This year featured remarks from the FBA Minnesota Chapter President Rachel Zimmerman and the Law School Outreach Committee Co-Chairs Adine Momoh and Karin Ciano. The speakers touched upon the importance of the FBA's mission to reach and engage students, sharing experiences and insights from both law school and as members of the federal bar. Rachel Zimmerman thanked Dorsey & Whitney for their generous hospitality in hosting the event, and discussed the importance of participation and involvement, not only within the FBA but also within the legal community in general. Zimmerman, who spoke at the Minnesota Women in the Law exhibit held the night before at the Minneapolis Federal Courthouse, drew on the inspiration of past leaders also in attendance such as Judge Ann D. Montgomery, United States District Judge for the District of Minnesota, and encouraged students to get involved with the FBA as the leadership of tomorrow.

Law School Outreach Committee Co-Chair Adine Momoh discussed the specific opportunities available for student members of the FBA, including various competitions, programs, and networking events. Ms. Momoh concluded by recognizing the FBA chapters from each of the Minnesota law

schools. Ms. Momoh herself was just honored at the ABA Midyear Meeting as a Finalist for the National Outstanding Young Lawyer Award, which recognizes young lawyer nominees who exhibit professional excellence, service to the bar and community, and a reputation for advancement of legal ethics and professional responsibility. Ms. Momoh credited much of her success to her humble beginnings in the FBA and the opportunities it provided her, again urging students not to wait but to start leading and taking advantage of the FBA now. Remarks were concluded by Co-Chair of the Law School Outreach Committee Karin Ciano, who encouraged students to apply for membership and to invite other students to enjoy the benefits of the FBA.

The event concluded with networking roundtables divided by subject areas such as federal judicial clerkships, immigration law, intellectual property litigation, and civil and human rights. Practitioners spoke with students, offering insight and perspective.

Ryan McCarthy works at the Dakota County Attorney's Office.



### SAVE THE DATE

For the Minnesota Chapter of the Federal Bar Association's

### *Annual Golf Tournament*

Monday, August 24, 2015

Midland Hills Country Club, Roseville

Watch for registration information in June.

## WILLIAM MITCHELL LAW STUDENTS PLACE THIRD IN 18TH ANNUAL THURGOOD A. MARSHALL MEMORIAL MOOT COURT COMPETITION



**Robert Yount and Andrew Wilson**

### By Robert Yount

Arguing a Fourth Amendment issue at a national competition in D.C. was the perfect way to end my career at William Mitchell. Earning third place was an incredible experience, but Andrew Wilson and I could not have done it without the help of our coaches, Ann Anaya and Lola Velazquez-Aguilu, and the dozens of attorneys and professors who helped us get there.

I came to law school because college mock trial just “clicked.” Appellate moot court, however, is an entirely different story. From being peppered with questions tripping you up, to having judges openly deride your answers, it demands that you truly understand the issues. The judges for our competition were practicing attorneys and judges from the D.C. area, and our co-competitors came from some of the top schools around the country. I took pride in representing William Mitchell College of Law at the national level.

First and foremost, there is the brief. The maximum length of twenty-five pages was our best friend and worst enemy. As we tackled a problem involving search and seizure issues coupled with separate hearsay questions, it quickly became apparent that indeed, brevity is the soul of wit. The 21 days we had to learn the case and write our brief was a whirlwind of experience. But as we would find out, it was only equal to the fast-paced nature of competing in Washington.

The oral arguments posed their own unique challenges. For our first round, I had to stand up and defend the exemplary police officers who lawfully searched Appellant’s home. For the second round, I took the podium and adamantly demanded a new trial for my coerced, downtrodden, disrespected client. Then came the joy of not knowing which side we would be arguing until 30 minutes before each successive round. It was as fun as it was mentally taxing.

It was an intense experience that helped ready my skills for litigation. My confidence heading into the bar exam was bolstered by our performance, but it was truly a humbling experience to receive kind words from Dean Janus and the faculty of Mitchell. This was only the college’s third year competing, and with Andrew, Ann, Lola, and the students of Mitchell at the helm, the program is in good hands.

**Robert Yount** is a student at William Mitchell College of Law.

### By Andrew Wilson

For a 2L at William Mitchell, participation in a nationally recognized moot court competition like Thurgood Marshall was invaluable and vital to a well-developed legal education. Finishing third of thirty-eight was another thing entirely.

From the competition’s beginning, Robert Yount and I were afforded incredible opportunities including the privilege to argue before and be critiqued by federal judges and numerous U.S. Attorneys. The process was instrumental in honing my oral-argument and brief-writing skills.

While the first round of competition was terrifying, the last was exhilarating. And by the competition’s end, I was noticeably more comfortable arguing and dissecting both sides of our problem, which is a skill developed through practice but that is crucial to successful lawyering. This was in no small part due to the high-caliber feedback we received from our judging



panels after each round.

The highlight for me occurred on the first day. Our second argument in the first round had finished and our scores were being tabulated. Robert, our coaches Ann Anaya, Lola Velazquez-Aguilu, and I were at a restaurant waiting...and waiting. When the scores came through and we realized we had advanced we were ecstatic, because round two was occurring at the Federal Court of Claims. Then we realized that advancing meant that we had about 9 hours to get back to the hotel, sleep, wake up, get through security at the Court, and be ready to argue.

Regardless of our results, Robert and I would have been lost without the steadfast direction and mentorship of our tenacious coaches, Ann Anaya and Lola Velazquez-Aguilu, and the support of William Mitchell staff who foster a culture that


encourages students to push boundaries and participate in activities they may not have considered before.

The competition has refocused my career path—at least, slightly. For years I desired to practice in criminal law, which was the subject of this year's moot court problem, but I had had little experience with appellate work until the competition began. I would love to pursue a career that emphasizes appellate level arguments and appellate brief writing in the criminal context.

As the program encourages repeat participants (the first place team this year included a 4L from St. Mary's in Texas), I plan on participating again next year. Watch out, St. Mary's.

---

**Andrew Wilson** is a student at William Mitchell College of Law.



Now you're ready  
when what's important  
gets harder to see.



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**THE MINNESOTA CHAPTER OF  
THE FEDERAL BAR ASSOCIATION PRESENTS:**

**The 41<sup>st</sup> Annual Federal Practice Seminar &  
The 13<sup>th</sup> Annual Mason Memorial Luncheon**

**University of St. Thomas Schulze Hall Auditorium and Schulze Grand Atrium  
at the School of Law • Monday, June 22, 2015**

**HIGHLIGHTS INCLUDE:**



**Mason Memorial Luncheon with Jake Sullivan,  
Sr. Fellow, Yale Jackson Institute for Global Affairs**



**Tribute for Chief Judge Michael J. Davis and  
Passing-of-the-Bowtie to Judge John R. Tunheim**



**Presentation by Professor Sarah Deer,  
William Mitchell College of Law**



**Nelson Mandela: The Greatest Lawyer That Has Ever Lived  
William H. Manning, Robins Kaplan LLP**

More Information will be available at <http://www.fedbar.org/minnesota.html>



Minnesota Chapter of the Federal Bar Association

# **41ST ANNUAL FEDERAL PRACTICE SEMINAR**

Monday June 22, 2015, 8:30 a.m. – 5:00 p.m.

Tribute to Chief Judge Michael J. Davis & Mason Memorial Luncheon, 12:00 p.m.

**University of St. Thomas Schulze Hall Auditorium and Schulze Grand Atrium  
46 11th Street South, Minneapolis, MN 55403**

|                          |  |
|--------------------------|--|
| <b>Name</b>              |  |
| <b>Firm/Organization</b> |  |
| <b>Email Address</b>     |  |

**Please indicate your registration selection:**

**Seminar (includes Tribute to Chief Judge Michael J. Davis & Mason Memorial Luncheon)**

|                          |                                                                |
|--------------------------|----------------------------------------------------------------|
| <input type="checkbox"/> | FBA Members - \$335 enclosed                                   |
| <input type="checkbox"/> | Non-FBA Members - \$385 enclosed                               |
| <input type="checkbox"/> | Government/non-profit/non-practicing attorney - \$185 enclosed |
| <input type="checkbox"/> | Law clerk/law student - \$75 enclosed                          |

**Tribute to Chief Judge Michael J. Davis and Mason Memorial Luncheon Only**

|                          |                                                                                           |
|--------------------------|-------------------------------------------------------------------------------------------|
| <input type="checkbox"/> | Luncheon only (attorney) - \$75 enclosed                                                  |
| <input type="checkbox"/> | Luncheon only (government/non-profit/non-practicing/law clerk or student) - \$40 enclosed |

**Please indicate your entrée choice:**

|                          |                                       |
|--------------------------|---------------------------------------|
| <input type="checkbox"/> | Pork loin with cherry port wine sauce |
| <input type="checkbox"/> | Butternut squash ravioli              |

Please make checks payable to the Minnesota Chapter of the FBA, and RSVP by Tuesday, June 2, 2015, at the following web-address: <http://tiny.cc/41stAnnual>, or directly to:

**Joseph J. Cassioppi  
Fredrikson & Byron, P.A.  
200 South Sixth Street, Suite 4000, Minneapolis, MN 55402**

For any questions, please contact Joseph J. Cassioppi at 612.492.7414 or [jcassioppi@fredlaw.com](mailto:jcassioppi@fredlaw.com).

## COMMUNICATIONS COMMITTEE

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*Seaton, Peters & Revnew, P.A.*

**Shannon Bjorklund**  
*Dorsey & Whitney LLP*

**Lance Bonner**  
*Lindquist & Vennum LLP*

**Amy Conners**  
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**BAR TALK** is the official newsletter of the Minnesota Chapter of the FBA. It is published quarterly by the Communications Committee. For any inquiries or article suggestions, please contact: **Jeff Justman** at [jeff.justman@faegreBD.com](mailto:jeff.justman@faegreBD.com) or **Kelly Laudon** at [klaudon@lindquist.com](mailto:klaudon@lindquist.com).

## UPCOMING EVENTS

- ◆ **June 9, 2015 | 12:00 p.m.**  
*Summer Associate Luncheon: Day 1*  
Courtroom 15, Minneapolis Courthouse
- ◆ **June 18, 2015 | 12:00 p.m.**  
*Summer Associate Luncheon: Day 2*  
Courtroom 15, Minneapolis Courthouse
- ◆ **June 22, 2015 | 8:30 a.m.**  
*41st Annual Federal Practice Seminar &  
13th Annual Mason Memorial Luncheon*  
University of St. Thomas Law School,  
Minneapolis
- ◆ **August 24, 2015**  
*FBA Golf Tournament*  
Midland Hills Country Club, Roseville

## Register For The Monthly Luncheons Online!

The Minnesota Chapter utilizes an online registration system for the monthly Minneapolis Club luncheons. A registration link will be sent to you via e-mail for each luncheon. One feature of the system is the automatic calendar entry; just click "Add to Calendar" from the registration system or your confirmation e-mail. Registration coordinators have the option to register multiple attendees in a single registration. If you have any questions about the registration system, please email **Patrick Arenz** at [pmarenz@rkmc.com](mailto:pmarenz@rkmc.com).

Stay **CONNECTED** with the FBA!





# connect



## through the Federal Bar Association

The Federal Bar Association offers an unmatched array of opportunities and services to enhance your connections to the judiciary, the legal profession, and your peers within the legal community. Our mission is to strengthen the federal legal system and administration of justice by serving the interests and the needs of the federal practitioner, both public and private, the federal judiciary, and the public they serve.

### Advocacy

The opportunity to make a change and improve the federal legal system through grassroots work in over 80 FBA chapters and a strong national advocacy.

### Networking

Connect with a network of federal practitioners extending across all 50 states, the District of Columbia, Puerto Rico, and the Virgin Islands.

### Leadership

Governance positions within the association help shape the FBA's future and make an impact on the growth of the federal legal community.

### Learning

Explore best practices and new ideas at the many Continuing Legal Education programs offered throughout the year—at both the national and chapter levels.

## expand your connections, expand your career

**THREE WAYS TO APPLY TODAY:** ① Join online at [www.fedbar.org](http://www.fedbar.org); ② Fax application to (571) 481-9090; or ③ Mail application to FBA, 1220 North Fillmore St., Suite 444, Arlington, VA 22201. For more information, contact the FBA membership department at (571) 481-9100 or [membership@fedbar.org](mailto:membership@fedbar.org).

## FEDERAL BAR ASSOCIATION APPLICATION FOR MEMBERSHIP (CONTINUES ON REVERSE)

### Applicant Information

First Name \_\_\_\_\_ M.I. \_\_\_\_\_ Last Name \_\_\_\_\_ Suffix (e.g. Jr.) \_\_\_\_\_ Title (e.g. Attorney At Law, Partner, Assistant U.S. Attorney) \_\_\_\_\_

☐ Male ☐ Female

Have you been an FBA member in the past? ☐ yes ☐ no

Which do you prefer as your primary address? ☐ business ☐ home

|                     |       |                     |         |
|---------------------|-------|---------------------|---------|
| Firm/Company/Agency |       | Number of Attorneys |         |
| Address             |       | Suite/Floor         |         |
| City                | State | Zip                 | Country |
| ( )                 | ( )   |                     |         |
| Phone               | Fax   | E-mail              |         |

|               |        |     |         |
|---------------|--------|-----|---------|
| Address       |        |     | Apt. #  |
| City          | State  | Zip | Country |
| ( )           | ( )    |     |         |
| Phone         | Fax    |     |         |
| / /           |        |     |         |
| Date of Birth | E-mail |     |         |

### Bar Admission and Law School Information (required)

|          |                                                |
|----------|------------------------------------------------|
| U.S.     | Court of Record: _____                         |
|          | State/District: _____ Original Admission: / /  |
| Tribal   | Court of Record: _____                         |
|          | State: _____ Original Admission: / /           |
| Foreign  | Court/Tribunal of Record: _____                |
|          | Country: _____ Original Admission: / /         |
| Students | Law School: _____                              |
|          | State/District: _____ Expected Graduation: / / |

### Practice Information

#### PRACTICE TYPE

- Private Sector: ☐ Private Practice ☐ Corporate/In-House  
Public Sector: ☐ Government ☐ Association Counsel  
☐ Nonprofit ☐ University/College  
☐ Military ☐ Judiciary

#### PRIMARY PRACTICE AREAS

- |                                              |                                              |
|----------------------------------------------|----------------------------------------------|
| <input type="radio"/> Administrative         | <input type="radio"/> Health                 |
| <input type="radio"/> Admiralty/Maritime     | <input type="radio"/> Immigration            |
| <input type="radio"/> ADR/Arbitration        | <input type="radio"/> Indian                 |
| <input type="radio"/> Antitrust/Trade        | <input type="radio"/> Intellectual Property  |
| <input type="radio"/> Bankruptcy             | <input type="radio"/> International          |
| <input type="radio"/> Communications         | <input type="radio"/> Labor/Employment       |
| <input type="radio"/> Criminal               | <input type="radio"/> Military               |
| <input type="radio"/> Environment/Energy     | <input type="radio"/> Social Security        |
| <input type="radio"/> Federal Litigation     | <input type="radio"/> State/Local Government |
| <input type="radio"/> Financial Institutions | <input type="radio"/> Taxation               |
| <input type="radio"/> General Counsel        | <input type="radio"/> Transportation         |
| <input type="radio"/> Government Contracts   | <input type="radio"/> Veterans               |
| <input type="radio"/> Other: _____           |                                              |



### Membership Levels

#### SUSTAINING MEMBERSHIP

Members of the association distinguish themselves when becoming sustaining members of the FBA. Sixty dollars of the sustaining dues are used to support educational programs and publications of the FBA. Sustaining members receive a 5% discount on the registration fees for all national meetings and national CLE events.

|                                                        | Private Sector                 | Public Sector                  |
|--------------------------------------------------------|--------------------------------|--------------------------------|
| Member Admitted to Practice 0-5 Years .....            | <input type="checkbox"/> \$155 | <input type="checkbox"/> \$135 |
| Member Admitted to Practice 6-10 Years .....           | <input type="checkbox"/> \$215 | <input type="checkbox"/> \$190 |
| Member Admitted to Practice 11+ Years .....            | <input type="checkbox"/> \$255 | <input type="checkbox"/> \$220 |
| Retired (Fully Retired from the Practice of Law) ..... | <input type="checkbox"/> \$155 | <input type="checkbox"/> \$155 |

#### ACTIVE MEMBERSHIP

Open to any person admitted to the practice of law before a federal court or a court of record in any of the several states, commonwealths, territories, or possessions of the United States or in the District of Columbia.

|                                                        | Private Sector                 | Public Sector                  |
|--------------------------------------------------------|--------------------------------|--------------------------------|
| Member Admitted to Practice 0-5 Years .....            | <input type="checkbox"/> \$95  | <input type="checkbox"/> \$75  |
| Member Admitted to Practice 6-10 Years .....           | <input type="checkbox"/> \$155 | <input type="checkbox"/> \$130 |
| Member Admitted to Practice 11+ Years .....            | <input type="checkbox"/> \$195 | <input type="checkbox"/> \$160 |
| Retired (Fully Retired from the Practice of Law) ..... | <input type="checkbox"/> \$95  | <input type="checkbox"/> \$95  |

#### ASSOCIATE MEMBERSHIP

|                                                                  |                                |
|------------------------------------------------------------------|--------------------------------|
| Foreign Associate Admitted to practice law outside the U.S. .... | <input type="checkbox"/> \$195 |
| Law Student Associate Currently enrolled in law school .....     | <input type="checkbox"/> \$30  |

Dues Total: \$ \_\_\_\_\_

### Practice Area Sections

|                                                                           |                                                                             |
|---------------------------------------------------------------------------|-----------------------------------------------------------------------------|
| <input type="checkbox"/> Alternative Dispute Resolution .....             | <input type="checkbox"/> Intellectual Property & Communications Law .....   |
| <input type="checkbox"/> Antitrust and Trade Regulation .....             | <input type="checkbox"/> International Law .....                            |
| <input type="checkbox"/> Bankruptcy Law .....                             | <input type="checkbox"/> Labor and Employment Law .....                     |
| <input type="checkbox"/> Criminal Law .....                               | <input type="checkbox"/> Social Security .....                              |
| <input type="checkbox"/> Environment, Energy, and Natural Resources ..... | <input type="checkbox"/> State and Local Government Relations .....         |
| <input type="checkbox"/> Federal Litigation .....                         | <input type="checkbox"/> Taxation .....                                     |
| <input type="checkbox"/> Government Contracts .....                       | <input type="checkbox"/> Transportation & Transportation Security Law ..... |
| <input type="checkbox"/> Health Law .....                                 | <input type="checkbox"/> Veterans Law .....                                 |
| <input type="checkbox"/> Immigration Law .....                            |                                                                             |
| <input type="checkbox"/> Indian Law .....                                 |                                                                             |

### Career Divisions

|                                                                                                                                |      |
|--------------------------------------------------------------------------------------------------------------------------------|------|
| <input type="checkbox"/> Federal Career Service (past/present employee of federal government) .....                            | N/C  |
| <input type="checkbox"/> Judiciary (past/present member or staff of a judiciary) .....                                         | N/C  |
| <input type="checkbox"/> Corporate & Association Counsels (past/present member of corporate/association counsel's staff) ..... | \$10 |
| <input type="checkbox"/> Senior Lawyers* (age 55 or over) .....                                                                | \$10 |
| <input type="checkbox"/> Younger Lawyers* (age 36 or younger or admitted less than 3 years) .....                              | N/C  |

\*For eligibility, date of birth must be provided.

Sections and Divisions Total: \$ \_\_\_\_\_

### Chapter Affiliation

Your FBA membership entitles you to a chapter membership. Local chapter dues are indicated next to the chapter name (if applicable). If no chapter is selected, you will be assigned a chapter based on geographic location. No chapter currently located in this state or location.

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| <b>Alabama</b><br><input type="checkbox"/> Birmingham<br><input type="checkbox"/> Mobile<br><input type="checkbox"/> Montgomery<br><input type="checkbox"/> North Alabama<br><b>Alaska</b><br><input type="checkbox"/> Alaska<br><b>Arizona</b><br><input type="checkbox"/> Phoenix<br><input type="checkbox"/> William D. Browning/<br>Tucson-\$10<br><b>Arkansas*</b><br><input type="checkbox"/> At Large<br><b>California</b><br><input type="checkbox"/> Central Coast<br><input type="checkbox"/> Inland Empire<br><input type="checkbox"/> Los Angeles<br><input type="checkbox"/> Northern<br>District of<br>California<br><input type="checkbox"/> Orange County<br><input type="checkbox"/> Sacramento<br><input type="checkbox"/> San Diego<br><input type="checkbox"/> San Joaquin<br>Valley<br><b>Colorado</b><br><input type="checkbox"/> Colorado<br><b>Connecticut</b><br><input type="checkbox"/> District of<br>Connecticut<br><b>Delaware</b><br><input type="checkbox"/> Delaware<br><b>District of<br/>Columbia</b><br><input type="checkbox"/> Capitol Hill<br><input type="checkbox"/> D.C.<br><input type="checkbox"/> Pentagon<br><b>Florida</b><br><input type="checkbox"/> Broward<br>County<br><input type="checkbox"/> Jacksonville<br><input type="checkbox"/> North Central<br>Florida<br><input type="checkbox"/> Orlando<br><input type="checkbox"/> Palm Beach<br>County<br><input type="checkbox"/> South Florida<br><input type="checkbox"/> Southwest<br>Florida<br><input type="checkbox"/> Tallahassee<br>-\$25<br><input type="checkbox"/> Tampa Bay | <b>Georgia</b><br><input type="checkbox"/> Atlanta-\$10<br><b>Hawaii</b><br><input type="checkbox"/> Hawaii<br><b>Idaho</b><br><input type="checkbox"/> Idaho<br><b>Illinois</b><br><input type="checkbox"/> Chicago<br><b>Indiana</b><br><input type="checkbox"/> Indianapolis<br><b>Iowa</b><br><input type="checkbox"/> Iowa-\$10<br><b>Kansas*</b><br><input type="checkbox"/> At Large<br><b>Kentucky</b><br><input type="checkbox"/> Kentucky<br><b>Louisiana</b><br><input type="checkbox"/> Baton Rouge<br><input type="checkbox"/> Lafayette/<br>Acadiana<br><input type="checkbox"/> New Orleans<br><input type="checkbox"/> North<br>Louisiana<br><b>Maine*</b><br><input type="checkbox"/> At Large<br><b>Maryland</b><br><input type="checkbox"/> Maryland<br><b>Massachusetts</b><br><input type="checkbox"/> Massachusetts<br>-\$10<br><b>Michigan</b><br><input type="checkbox"/> Eastern District<br>of Michigan<br><input type="checkbox"/> Western<br>District of<br>Michigan<br><b>Minnesota</b><br><input type="checkbox"/> Minnesota<br><b>Mississippi</b><br><input type="checkbox"/> Mississippi<br><b>Missouri*</b><br><input type="checkbox"/> At Large<br><b>Montana</b><br><input type="checkbox"/> Montana<br><b>Nebraska*</b><br><input type="checkbox"/> At Large<br><b>Nevada</b><br><input type="checkbox"/> Nevada<br><b>New<br/>Hampshire*</b><br><input type="checkbox"/> At Large | <b>New Jersey</b><br><input type="checkbox"/> New Jersey<br><b>New Mexico*</b><br><input type="checkbox"/> At Large<br><b>New York</b><br><input type="checkbox"/> Eastern District<br>of New York<br><input type="checkbox"/> Southern<br>District of<br>New York<br><b>North Carolina</b><br><input type="checkbox"/> Middle<br>District of<br>North Carolina<br><input type="checkbox"/> Western<br>District of<br>North Carolina<br><b>North Dakota*</b><br><input type="checkbox"/> At Large<br><b>Ohio</b><br><input type="checkbox"/> John W. Peck/<br>Cincinnati/<br>Northern<br>Kentucky<br><input type="checkbox"/> Columbus<br><input type="checkbox"/> Dayton<br><input type="checkbox"/> Northern<br>District of<br>Ohio-\$10<br><b>Oklahoma</b><br><input type="checkbox"/> Oklahoma City<br><input type="checkbox"/> Northern/<br>Eastern<br>Oklahoma<br><b>Oregon</b><br><input type="checkbox"/> Oregon<br><b>Pennsylvania</b><br><input type="checkbox"/> Eastern District<br>of Pennsylvania<br><input type="checkbox"/> Middle District<br>of Pennsylvania<br><input type="checkbox"/> Western District<br>of Pennsylvania<br><b>Puerto Rico</b><br><input type="checkbox"/> Hon. Raymond<br>L. Acosta/<br>Puerto Rico-\$10<br><b>Rhode Island</b><br><input type="checkbox"/> Rhode Island | <b>South Carolina</b><br><input type="checkbox"/> South Carolina<br><b>South Dakota*</b><br><input type="checkbox"/> At Large<br><b>Tennessee</b><br><input type="checkbox"/> Chattanooga<br><input type="checkbox"/> Memphis<br>Mid-South<br><input type="checkbox"/> Nashville<br><input type="checkbox"/> Northeast<br>Tennessee<br><b>Texas</b><br><input type="checkbox"/> Austin<br><input type="checkbox"/> Dallas-\$10<br><input type="checkbox"/> Del Rio-\$25<br><input type="checkbox"/> El Paso<br><input type="checkbox"/> Fort Worth<br><input type="checkbox"/> San Antonio<br><input type="checkbox"/> Southern<br>District of<br>Texas-\$25<br><input type="checkbox"/> Waco<br><b>Utah</b><br><input type="checkbox"/> Utah<br><b>Vermont*</b><br><input type="checkbox"/> At Large<br><b>Virgin Islands</b><br><input type="checkbox"/> Virgin Islands<br><b>Virginia</b><br><input type="checkbox"/> Northern<br>Virginia<br><input type="checkbox"/> Richmond<br><input type="checkbox"/> Tidewater<br><b>Washington*</b><br><input type="checkbox"/> At Large<br><b>West Virginia*</b><br><input type="checkbox"/> At Large<br><b>Wisconsin*</b><br><input type="checkbox"/> At Large<br><b>Wyoming</b><br><input type="checkbox"/> Wyoming |
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Chapter Total: \$ \_\_\_\_\_

## Payment Information and Authorization Statement

#### TOTAL DUES TO BE CHARGED:

(membership, section/division, and chapter dues): \$ \_\_\_\_\_

☐ Check enclosed, payable to Federal Bar Association  
Credit: ☐ American Express ☐ MasterCard ☐ Visa

Name on card (please print) \_\_\_\_\_

Card No. \_\_\_\_\_ Exp. Date \_\_\_\_\_

Signature \_\_\_\_\_ Date \_\_\_\_\_

By signing this application, I hereby apply for membership in the Federal Bar Association and agree to conform to its Constitution and Bylaws and to the rules and regulations prescribed by its Board of Directors. I declare that the information contained herein is true and complete. I understand that any false statements made on this application will lead to rejection of my application and/or the immediate termination of my membership. I also understand that by providing my fax number and e-mail address, I hereby consent to receive faxes and e-mail messages sent by or on behalf of the Federal Bar Association, the Foundation of the Federal Bar Association, and the Federal Bar Building Corporation.

Signature of Applicant \_\_\_\_\_

Date \_\_\_\_\_

(Signature must be included for membership to be activated)

\*Contributions and dues to the FBA may be deductible by members under provisions of the IRS Code, such as an ordinary and necessary business expense, except 4.5% which is used for congressional lobbying and is not deductible. Your FBA dues include \$14 for a yearly subscription to the FBA's professional magazine.