

**Philadelphia Bar Association
Board of Governors Meeting
July 26, 2012**

The meeting was called to order at 4:06 p.m. by Vice Chair Marc Zucker.

Upon consideration by the Board, the minutes of the June 28, 2012 Board meeting were unanimously approved.

Chancellor John Savoth encouraged Board Members to extend their well wishes to Chair Brandi Brice. Vice Chair Zucker wished Chair Brice good health.

Treasurer Joseph Prim presented the Treasurers Report for the period ending June 30, 2012. He reported that the situation was not good and that revenue continues to decline due to reduced dues and the lack of anticipated revenue from Lawyer Profiles. He further reported that expenses have declined partly as a result of the staff anticipating the lack of revenue and making appropriate compensations. After consideration, the Treasurer's Report was unanimously accepted by the Board.

Executive Director Ken Shear reported further on the budget. He referenced an article in the *Philadelphia Business Journal* published July 20, 2012 profiling the Executive Director of the Center City Proprietors Association, Benjamin Frank, who stated that balancing the budget of any non-profit organization in these times was a huge accomplishment. Shear went on to specifically address the finances of the Association. See attached June 2012 Financial. Shear reported that revenue was down for the first six months of 2012 by \$107,000. The total budget for 2012 is \$2,227,662, and for 2012 the Association is currently \$204,000 away from budget. He noted that, in 2012, Cozen O'Connor could potentially contribute \$20,000 of dues revenue, and anticipates an additional \$8,000 from Villanova Law School. Additionally, the Association anticipates an additional \$72,000 in dues revenue from other sources, bringing the total for 2012 to \$100,000 by the end of the year which will result in a deficit of approximately \$104,000. Efforts to generate revenue include a mailing of 4,500 new member brochures in June 2012 to attorneys licensed to practice in Philadelphia who are not currently Association members; an electronic billing and mailing to members with an outstanding Association balance at the end of July 2012; and, another electronic billing in August 2012. Shear commented on the downward trend of total dues collected for 2009 through 2012. He observed that the number of lawyers in Philadelphia county has decreased from 15,000 to 13,000, and cultural changes are causing larger firms who previously paid for multiple associations to now pay for only one or two, in an effort to cut dues as a bottom-line expense. Shear reported that the National Association of Law Placement and the ABA reported the prior week that approximately only 50% of law school graduates are finding jobs, and that all large nationwide bar associations and voluntary state associations are experiencing similar problems. The Association offered Lawyer Profiles in an effort to compensate the \$300,000 anticipated shortfall, but the effort was unsuccessful. Further efforts have included a hiring freeze and eliminating three out of twenty-four positions at the Association; revisions to the duplication contract resulting in an anticipated expense

reduction of \$48,000; and, eliminating Fast Case since it was a high cost to the Association that was not heavily used and competed with Jenkins Law Library. In sum, Shear reported a projected deficit of \$375,000 for year 2012. Shear reported that, however, the Association has total cash assets as of June 2012 of \$2,710,209 and anticipates ending the year with cash assets of approximately \$2,100,000. All of this information is being taken into consideration as the Association builds the 2013 budget for the Board's consideration. Past Chancellor Rudolph Garcia inquired about the financial state of LRIS, and Shear responded that they are on target for the 2012 budget of \$520,400. Treasurer Prim noted that the situation was far from dire and the Association maintains a very strong financial situation that many non-profits would envy. He noted that the budget is a moving target and complimented the staff for their adaptability in tougher times. After consideration, the Treasurer's Report was unanimously accepted by the Board.

Vice Chair Zucker commended the Association staff and leadership and encouraged all Board Members to share their ideas on membership in order to assist with the situation. Chancellor Savoth asked Board Members to let him know of any large firms that were not supporting the Association at the same levels as in past years and would benefit by a meeting with Association leadership. He stated that meetings with certain firms have been eye-opening as they have realized that the benefits offered by the Association far outweigh the expense.

Ourania Papademetriou introduced Sophia D'Ignazio who is currently interning at Philadelphia VIP and will be starting as a paralegal at Pepper Hamilton in September 2012. Scott Sigman introduced Jessica Walker who is in her last year at the University of Michigan Law School and Antonio Aloisi who is visiting from Bocconi University Law School in Milan, Italy, who are both studying with Scott for the 2012 summer. Chancellor Savoth encouraged all Board Members to bring interns to Board meetings.

Chancellor Savoth reported on the Bench Bar scheduled to be held at Revel Casino on October 5, 2012. Several months after the contract with Revel was signed, the Association learned there might be a potential issue relating to the frontline employees being non-union. The Association had hoped that the issue would resolve itself and decided to move ahead with the event at that location. Chancellor Savoth understands that Board Members are receiving phone calls and emails from union representatives to bring this issue to their attention, but was unaware of any physical presence such as picketing on sight. He reported there is a dispute still in place between Revel and the Atlantic City frontline workers. Because of the excitement generated around having the event at Revel, the Association has raised the sponsorship level of almost \$100,000 which far exceeds the normal amount raised of \$60,000 to \$70,000. 60 attendees have registered and fully paid for the conference, which is the number of registrants more commonly reached by mid-September, and 50 Judges (who are guests) have registered. Chancellor Savoth remarked that it is unknown what effect the labor dispute will have on attendance or the Bench Bar itself, and hopes it will be none, or that the dispute will be resolved by the time of the conference. The Association is financially unable to change the location at this time and there would be no where else to go. Chancellor Savoth noted

that some Board Members practice union work and commented on the difficulty when Board issues impact on a Member's practice. He reported that this issue has not received much media attention, but was reported in the *Inquirer*. He further noted that, although the Bench Bar had faced reduced popularity in recent years, it was increased this year possibly due to the excitement generated by the event being held at Revel.

Brad Begelman inquired whether there are any other groups scheduled to be at Revel during the Bench Bar. Ken Shear responded that there were none now known, and the Association is taking over the meeting rooms for the one night of the conference. Rachel Branson inquired whether the Association could provide Board Members with a statement to offer if they are contacted, and further suggested that the Association set a policy not to book a resort in its opening year in an effort to prevent this situation from arising in the future. Chancellor Savoth responded that no statement has been prepared. Past Chancellor Garcia reported that he was told there are protestors and picketers at the sight, and union representatives may be contacting only those Association Members who have already committed to attend. Ken Shear responded that only Board Members have been contacted. Megan Watson noted that there was no picketing as of the prior weekend. Former Chancellor Abraham Reich noted that approximately one month prior the American College of Trial Lawyers faced the same situation and suggested that Ken Shear contact their leadership to investigate the impact. Eric Weitz inquired whether local Philadelphia unions have reached out to the Association, and Chancellor Savoth responded that a coalition of unions, none local, are relying on a prepared script. Vice Chair Zucker suggested that the Bylaws be reviewed to see whether there are any rules that proscribe the Association from contracting with a non-union facility, and Ken Shear responded that there was no such proscription. Chancellor Savoth stated that, if the issue is raised by the media, the Association had no knowledge of this issue before it committed to this venue and signed the contract. He concluded that it was sometimes appropriate to not take a stand. Branson inquired whether a resolution should be considered to avoid this from happening in the future. Chancellor Savoth responded that Revel was chosen because it is new, and this is an impossible situation to predict. Chancellor Savoth asked to be kept apprised of any phone calls received by Board Members relating to this issue and asked that any emails on this issue be forwarded to Ken Shear.

Chancellor Savoth reported the appointment of the Elections Committee. He announced that the Committee be chaired by Past Chancellor Garcia, and consists of Jeffrey Campolongo, Brian Chacker, Ourania Papademetrious, Scott Reid, Gina Furia Rubel, Louis Rulli, Melanie Taylor, Marc Tepper, Eric Weitz, and Marc Zucker. Ex-officio members include Chancellor Savoth, Chancellor-Elect Kathleen Wilkinson, Vice Chancellor William Fedullo, and Secretary Sophia Lee or Assistant Secretary Jacqueline Segal should she then be serving as Secretary. Past Chancellor Garcia noted that an individual running for a position in the election this year may not sit on the Committee.

Vice Chair Zucker introduced Women in the Profession Committee Co-Chairs Emily Marks and Lauren McKenna to present the Resolution in Support of Examining the Level of Women Participation on Executive Boards of Companies That Do Business

with the City of Philadelphia. Marks stated that the Resolution is in support of examining the number of women who sit on executive boards in companies that contract with the City of Philadelphia. Research reflects that there is a lack of women currently participating on executive boards. The non-profit organization Catalyst Group conducted surveys in 2007 that showed there were very few women sitting on executive boards. Further research showed that companies that had increased women on boards resulted in more profitable earnings. Companies with more women on executive boards resulted in an increased number of women in executive positions and effected how people were hired throughout the company. As a result of this research the Forum for Executive Women looked at the top 100 companies in Philadelphia and found there were very few women on executive boards in Philadelphia which was disproportionate to the number of women in the general population. In May 2012, City Council held hearings examining the amount of women on executive boards, and was supported by the Mayor to raise awareness on this issue. A City Council Resolution was the model for the Women in the Profession Resolution. The Resolution is supported by the Women in Profession Committee, Women's Rights Committee, Public Interest Section, and Solo and Small Firm Management Committee. Board Counsel Lawrence Beaser suggested technical amendments that were accepted.

Brad Begelman inquired whether the Resolution should be limited to just women. The Co-Chairs responded that the research deals specifically with women and that the Resolution raises awareness of the importance of diversity on executive boards and more women on boards effect hiring, generally. Chancellor Savoth replied that it was a strong consensus of the Cabinet not to broaden the focus beyond women in the concept of diversity and in an effort to not dilute the goal. Eric Weitz inquired whether any Bar Association Committees did not support the Resolution and Marks responded that it was unanimously supported by those Committees who were given the Resolution for consideration. Weitz further questioned whether the Board should support this Resolution due to the challenge of luring businesses to Philadelphia, and asked what would be the compelling reason for the Association to take a position on this issue. McKenna responded that to support the Resolution was consistent with the Association's mission and would support and encourage the development and growth of businesses in Philadelphia. She added that the Resolution provides a strong important message for women practitioners within the Bar Association. Chancellor-Elect Wilkinson noted that she had attended the City Council hearing the end of May 2012. The Resolution was for the purpose of commending Philadelphia for holding public hearings to study this issue. The hearing was attended by Chamber of Commerce Representatives and Nolan Atkinson who is a loud supporter of diversity throughout Philadelphia and nationwide. The Resolution is within the scope of the Committee and the Association. Weitz noted that he was convinced that the position was good for Association membership but had questioned why the Board would take a position on this issue, which now makes sense. Rachel Branson added that the Resolution would encourage businesses to conduct business in Philadelphia. Treasurer Prim noted that the Resolution was a wonderful opportunity to bring attention to an important issue that should be brought to the forefront. Upon consideration, the Resolution, as amended, was unanimously passed.

Scott Sigman announced the passing of David M. Koslow, Federal Defender, who was active in Federal Court and the Criminal Justice Section. He commented that it was a huge loss to the legal community, and announced there would be a memorial service held on August 4, 2012 at noon.

Past Chair Regina Foley reported that she is chairing the Scholarship Committee for the Bench Bar Conference with the goal of providing up to 30 scholarships to enable public interest lawyers to attend the Conference. Foley noted that this is an important cause which offers a great opportunity for public interest lawyers to mingle with the Bar and Bench.

There being no further business, the meeting was adjourned at 5:10 p.m.

Respectfully submitted,
Jacqueline G. Segal
Assistant Secretary

**Attendance
July 26, 2012**

Voting Members:

Present:

John E. Savoth
Kathleen D. Wilkinson
William P. Fedullo
Jacqueline G. Segal
Joseph A. Prim, Jr.
Wesley R. Payne, IV
Marc J. Zucker
Scott P. Sigman
Stacy A. Tees
Kimberly M. Ruch-Alegant
H. Marc Tepper
John Encarnacion
Nikki Johnson-Huston

Rachel Branson
Ourania Papademetriou
Jennifer Coatsworth
Eric Weitz
Kay Yu
Hon. A. Michael Snyder
Brad V. Shuttleworth
Michael Burtin
Brad J. Begelman
Robert T. Szostak
Melanie Taylor
Rudolph Garcia
Regina M. Foley

Absent:

Sophia Lee
Brian S. Chacker
Pedro Ramos
Brandi Brice
Gina Rubel
James Rocco

Scott W. Reid
Aneesh Mehta
Wanda Flowers
Gordon Wase
Larry Felzer

Non-Voting Members:

Present:

Lawrence J. Beaser
Louis S. Rulli
Judy Stouffer

Abraham Reich
Kenneth Shear

Absent:

Wendy Beetlestone
Scott F. Cooper
Heather Austin
Daniel J. Siegel
Andrea Malone

Flora Yarnall
Cheryl A. Disch
A. Michael Pratt
Sayde J. Ladov
Justine Gudenas