



THE IOWA LAWYER

THE IOWA COURT OF APPEALS CELEBRATES 40 YEARS

Learn more about Iowa's
"Court of Collegiality"
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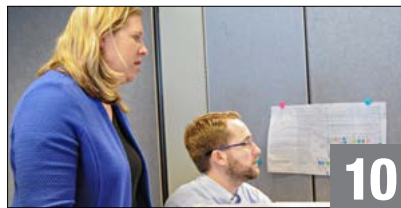
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Eight simple steps for succession success: Practical tips for law firm succession planning under Iowa Court Rule 39.18

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The nine judges on the Iowa Court of Appeals are pictured in front of the Iowa Judicial Branch building in Des Moines. A feature article celebrating this court during its 40th anniversary year begins on page 6. (Photo courtesy: Bill Nellans)

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In Brief

July 2017 Iowa Bar Exam results released

185 people sat for the exam, 88 percent of first-time test takers passed

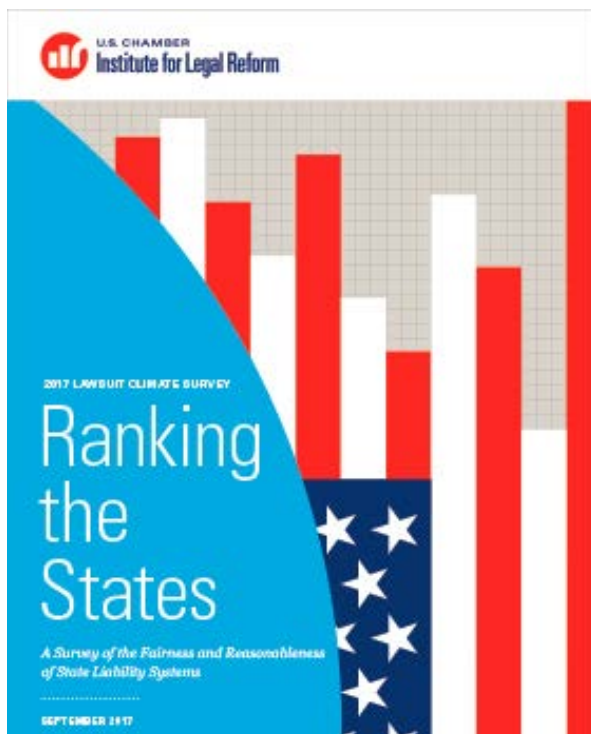
- 71% (131) were from Drake University or University of Iowa
- 95% (55) of those taking the exam from University of Iowa for the first time passed
- 83% (54) of those taking the exam from Drake University for the first time passed
- 83% (5) of those taking the exam from Creighton University for

U.S. Chamber Institute for Legal Reform releases 2017 Lawsuit Climate Survey

The 2017 Lawsuit Climate Survey: Ranking the States was conducted for the U.S. Chamber Institute for Legal Reform by the Harris Poll to explore how fair and reasonable the states' liability systems are perceived to be by U.S. businesses. Participants in the survey were comprised of a national sample of 1,321 in-house general counsel, senior litigators or attorneys, and other senior executives at companies with at least \$100 million in annual revenue.

How did Iowa fare?

- Overall ranking of State Liability Systems - #13
 - Enforcing Meaningful Venue Requirements - #1
 - Overall Treatment of Tort and Contract Litigation - #15
 - Treatment of Class Action Suits and Mass Consolidation Suits - #13
 - Damages - #9
 - Proportional Discovery - #13
 - Trial Judges' Impartiality - #9
- (Learn more at www.instituteforlegalreform.com/states)



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Advice for new lawyers

Below are excerpts from remarks I gave at the most recent bar admission ceremony on Sept. 28. I wish to share them with you in the hope they will reach even more of the newest members of our profession.

In choosing to go to law school, you chose well. The legal profession is vast and varied, offering all manner of work and lifestyle choices. And to be trained as a lawyer is to be groomed for success in almost any endeavor. Think of the skills you've developed—to advocate, to solve problems, to strategize, conduct research, investigate facts, think logically, and to write and speak well.

Like almost all lawyers I know, I'm very happy I chose this profession. But that doesn't mean I'm happy with all the choices I made along the way. There are things I would do the same and things I would do differently. Here are some of the lessons I've learned over the years:

#1 Always strive to make a good first impression. First impressions are dangerous, because they are formed quickly and last a long time. They are difficult to change. And they have a multiplier effect. Especially in an organization, the first person you work with will be asked by others: "Hey, how's the new person we just hired?" The initial impression you make will spread to others.

#2 Err on the side of over-preparation. For a lawyer, preparation is everything. Johnnie Cochran—"I'm a big believer in the fact that life is about preparation, preparation, preparation." Roger Maris, the first player to hit 61 home runs in a season said this—"You hit home runs not by chance but by preparation." The same is true in life.

#3 Don't over-react to successes or failures. If you're truly living, you'll have both. Respond to every success with humility. Respond to every failure by asking what you can learn from it. And never, ever let a failure scare you away from trying again.

#4 Dabble. Try different areas of the law. If you plan to be a business lawyer, get in the courtroom. Handle a litigation matter, even if it's just a small claims case, an uncontested divorce, or an administrative proceeding. File a petition, argue a motion, negotiate a settlement, best of all, go to trial. If you plan to be a litigator, get some business law experience—draft a will, write a contract, file someone else's tax return, prepare corporate documents.

#5 Get a mentor, or better yet, get more than one mentor. If you go to work for an organization, find one there. But it also helps to have an outside mentor. The YLD has an excellent mentor program. And whether they are mentors or not, don't be afraid to ask more experienced lawyers for advice. We've all been in your shoes before, and most of us are happy to help.

#6 Volunteer to do pro bono work. I say that for four reasons. First, you should always be mindful of how lucky you are and the responsibilities that come with it. John F. Kennedy said it this way: "From those to whom much is given, much is required."

Second, the need is great. Despite the efforts of organizations like Iowa Legal Aid and the volunteer lawyers projects, thousands of Iowa families who can't afford an attorney are left without access to justice.



ISBA President Stephen Eckley addresses the newly-admitted attorneys during the bar admission ceremony on Sept. 28 at Hoyt Sherman Place in Des Moines.

Third, it will give you a chance to get practical experience you might otherwise never pick up.

Fourth, lawyers who do pro bono work are happier and can expect to live longer. This is supported by studies, but the real proof will come when a pro bono client hugs you because you helped her gain custody of her child, or you prevented a family from being evicted from their home. You will never be more proud to be a lawyer, and it will never feel better.

#7 Be a joiner. Get involved. Volunteer in your community. Find a service organization, a church, a breakfast club, even a golf or bowling league. The YLD is a great place to start. Getting your name out can help your career, but the real benefit is to your mental health. Interacting with others, being part of your community, is good for you.

#8 Stay in touch with family, friends, and acquaintances. Not only is it the right thing to do and a key to your mental health, it's also the best way to network. Networking leads to opportunities, and it should be a life-long habit.

#9 Take time off. I repeat. Take time off. Find your happy place. Whether it's exercise, being outdoors, playing a sport, or watching Game of Thrones, find your happy place and go there regularly.

#10 Live to create memories, not to acquire material things. That's my personal favorite. In the end, it will be what we've done, and not what we've acquired, that we'll be grateful for.



Stephen R. Eckley
is a senior civil trial attorney at
Belin McCormick in Des Moines.

Iowa's "Court of Collegiality" celebrates 40 years

By Melissa Higgins,
Communications Director



Judges who attended the 40th anniversary celebration (Front row, left to right: Janet Johnson, Bruce Snell, Robert Allbee, Leo Oxberger, Rosemary Shaw Sackett, Michael Streit. Middle row, left to right: Richard Doyle, Amanda Potterfield, Van Zimmer, Gayle Nelson Vogel, Robert Mahan, Michael Mullins, Anuradha Vaitheeswaran, Mary Tabor. Back row, left to right: David Danilson, Christopher McDonald, Thomas Bower, Darrell Goodhue (senior judge), John Miller, Larry Eisenhauer and Richard Blane (senior judge)

The Iowa Court of Appeals has come a long way from the days of judges drawing opinion assignments from tiny scraps of paper placed in a brown-tinted glass ashtray. In the 40 years since it was created to alleviate the appellate case backlog in Iowa, the court has grown in size from five judges to nine and has shifted to entirely electronic filings and document review. The stacks of blue and red-covered briefs and appendices

are gone, and the ash tray went the way of the storage closet. But one thing hasn't changed: the atmosphere.

Forty years of collegiality is what the Iowa

Court of Appeals judges hope is their legacy. It's best exemplified by a tradition that started in the beginning and has never waned.

"They began having court dinners every time they had oral arguments," explains the current Iowa Court of Appeals Chief Judge David Danilson. "We have continued that for 40 years. We get together the night before arguments and don't usually talk about matters of the cases we're deciding. We talk about families and personal lives. If we were not able to have that atmosphere, it would be far more difficult for us to process these cases."

Maintaining a collegial atmosphere is key to the court's success, says Chief Danilson, not just because the judges must continue to work well together even when there may be vehement dissents. It's even more important because of the extreme pressure on the judges to churn out opinions so quickly.

"I came on court in late 2009, and the court was hearing about 1,000 cases a year," Danilson says. "If you compare that to last year, we've had almost a 40 percent increase in cases."

Appeals court: At a glance

- Nine judges, appointed by governor
- Up for retention every six years
- Must retire at age 72
- Chief judge elected every two years
- Typically consider cases in panels of three
- In total, 29 judges have served

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Year	Cases transferred	Opinions filed
2011	1,018	1,068
2012	1,205	1,071
2013	1,260	1,299
2014	1,208	1,150
2015	1,118	1,198
2016	1,439	1,390

The numbers really are staggering. During its first year in 1977, the court of appeals filed 327 opinions. In 2016, that number was 1,398, and the record for single-day filing was broken when the court filed 112 opinions on Aug. 17, 2016. Each judge is writing about 140 opinions per year. By contrast, Danilson says judges on the Nebraska Court of Appeals write only about 60 opinions per judge. Danilson himself wrote 151 opinions in 2016.

This heavy load is accomplished with help from one administrative assistant and one secretary who serve the entire court, plus eight staff attorneys. There used to be one staff attorney assigned to each judge, but a hiring freeze due to budget constraints has meant one position has gone unfilled.

“We are able to function this way, but I’m hard-pressed to believe any business would operate with this level of staffing and this work load. It’s bare bones,” says Danilson.

Judge Richard Doyle, the unofficial historian on the Iowa Court of Appeals,



In the early days, court of appeals judges drew their writing assignments on slips of paper from a Monticello silver cup, then later from this ashtray, which still resides in the judicial branch building.



Photo Credit: Phil Roeder

Female judges who serve, or have served, on the Iowa Court of Appeals, left to right: Janet Johnson, Mary Tabor, Gayle Nelson Vogel, Amanda Potterfield, Anuradha Vaiteswaran, Rosemary Shaw Sackett

Appeals court: Historical timeline

- 1976 — May 24, 1976: Legislature passes bill establishing the Iowa Court of Appeals
- 1977 — January 17, 1977: first oral arguments held
- 1977 — January 28, 1977: first opinions filed
- 1983 — Court expanded to six members
- 1999 — January 1999: First female chief judge elected (Rosemary Shaw Sackett)
- 1999 — Court expanded to nine members
- 2010 — April 2010: Chief Judge Sackett heads court with majority women
- 2016 — August 17, 2016: 112 opinions issued - single day filing record broken
- 2017 — Court celebrates 40 years in existence

Judge Patrick Carr, who recently retired from District 3A, has begun serving as a senior judge for the Iowa Court of Appeals.



compares it to the classic scene in the “I Love Lucy” TV series where Lucy and Ethel are attempting to wrap chocolates coming down a speeding conveyor belt in a candy factory. The cases keep coming, and the judges keep up as best they can.

“Based on our statistics, we’re at a point where we need three more judges. But it won’t be possible with the state of our budget,” admits Danilson.

Iowa typically falls somewhere around second-to-last among the states for the least amount of appellate court staffing. But Danilson gives enormous credit to the staff the court does have, who help keep things running smoothly.

“We have a very hardworking and talented staff. Some of these people have worked over 20 years with the court. We simply couldn’t function without them,” he says.

The Iowa Court of Appeals hears oral arguments nine months out of the year, and only about 20 percent of cases that come to them on appeal are granted oral arguments. Chief Danilson, as the elected administrative head, maintains the court calendar and selects the cases for oral arguments. He recognizes that some attorneys would like to see more of them.

“We would like to give that further consideration to see if we can

increase the number (of oral arguments), but the caseloads aren’t going down,” he explains, and preparing for oral arguments takes a significant amount of the judges’ time.

“We want to prepare in advance so we can ask intelligent questions and get to a point where we need some direction or answers during the oral arguments to reach a final decision. If we walked in totally unprepared, I’m not sure what the benefit would be.”

So, he must select the cases for oral arguments carefully, with a fairly strict set of criteria.

“I’m looking for a case that perhaps has a complex legal issue or complex facts where oral arguments would help us get a better handle on a case. Or maybe a case that the trial judges would like to have resolved and I want to make sure we hear arguments on it so we get it right in our view, because it may have a significant impact on the trial-court level,” he explains.

Though the court of appeals hears cases en banc a few times a year, they typically sit in panels of three. These panels are changed every quarter and sometimes include the court’s staff of senior judges.

“Senior judges help a lot. They ‘pinch hit’ when somebody’s ill, or on vacation, but they also have a regular case load as well,” says Danilson.

“We have a hot bench. We ask a lot of questions. So, attorneys shouldn’t think they’re just going to repeat what’s in their brief with a long recitation of facts. We’re going to ask questions.”

Chief Danilson on oral arguments

There are currently five retired judges who serve as senior judges for the court of appeals: Richard Blane, Darrell Goodhue, Robert Mahan, James Scott, and a new addition: Patrick Carr.

Carr was appointed Sept. 1, upon retirement after more than 20 years as a district judge in 3A. Though, because of the hiring freeze and the inability for the court to fill his position in 3A, he is still subbing there once a week as well. He calls maintaining senior judge status a “bright ray of sunshine.”

“I don’t have 500 hobbies and I enjoy research and writing. I never really thought about this as a possibility until it was mentioned to me, but it really helped light my path to retirement, and it’s a needed challenge,” Judge Carr says.

Appellate work is not something Judge Carr had ever done before. Now, he has a commitment to the court of appeals to produce a quarter of the amount of what a full-time judge does. Most of that will happen from his home in Okoboji, but he will travel to Des Moines for oral arguments as a sub. He recognizes the crucial role he and the other senior judges play in alleviating some of the appellate case load.

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“They have a tremendous burden. I don’t understand from the outside looking-in how they get all the work done,” he says.

The legislature designed the court of appeals as an intermediate appellate court to review criminal and civil actions, post-conviction remedy proceedings and small claims actions transferred by the Iowa Supreme Court after going through a screening committee. At the time, the supreme court had a two-year delay in turning around cases. The creation of the court of appeals shaved that down to less than a year.

The court’s decision is final unless reviewed by the Iowa Supreme Court on grant of further review. Only about five percent of cases that come to the court of appeals end up going back to the supreme court for further review, which means the vast majority of appeals filed in Iowa are decided by the court of appeals.

It’s a weighty task that Judge Carr acknowledges will be quite different than his previous district court work, mainly because he may never see the faces of the litigants.

“You’re sitting in judgment of others without seeing them in person, so you have to rely on all the filed paperwork and testimony from the lower court. But you don’t get to see anybody or experience the human element,” he says.

Chief Danilson agrees: “I think it’s important for us to keep them in mind. We are dispensing justice for the litigants, even though we may not ever see them. There is less stress in some respects because we are not in a courtroom where cases are being hard-fought between counsel and you have to make snap decisions. We are insulated from that. But we have a different stress in cranking out all these rulings and trying to work with our colleagues in a collegial fashion.”

Chief Danilson’s

Advice for attorneys filing appeals

- Always file a reply brief
- The brief doesn’t have to be extensive in length. Be succinct. Cite often to the court transcript by page number.
- Good legal research is very important.



Chief Judge David Danilson leads a court conference meeting in the judicial branch building on Sept. 13.

5th Annual Iowa Civil Rights Symposium And 2nd Build It Right Iowa Conference



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State Public Defender's Office division focusing on identifying and remedying wrongful convictions

By Erica Nichols Cook

The Wrongful Conviction Division is a part of the Special Defense Unit of the State Public Defender's office. The division was created in October 2015 by Lt. Governor Adam Gregg, while he served as the state public defender.

The state public defender recognized a need in Iowa to create a concentrated and coordinated effort to identify and remedy wrongful convictions in the state. A wrongful conviction is a criminal conviction later proven to be unjustified or wrong because the defendant was and is actually and factually innocent of the crime for which he or she was convicted.

A wrongful conviction is a double-edged sword. Not only is there an innocent person wrongfully convicted and incarcerated, but the actual perpetrator is free to commit other crimes and avoid responsibility. Or there may never have been a crime committed at all.

The Innocence movement began with the formation of The Innocence Project by Barry Scheck and Peter Neufeld in 1992 at Cardozo School of Law in New York.¹ Attorneys Scheck and Neufeld were some of the first criminal defense attorneys to use DNA testing to exonerate the innocent after conviction.² The Innocence Project

recently celebrated a milestone 25-year anniversary. Since 1992, the innocence movement has grown to include an affiliation of organizations called The Innocence Network, in which all organizations are pursuing actual innocence claims. Today the network boasts 69 member organizations worldwide.³ All organizations operate independently in their specified jurisdictions.

Alarming, nationwide there have been 2,081 exonerations, and of those there have been 351 DNA exonerations per the statistics maintained by the National Registry of Exonerations and the Innocence Project. Wrongful convictions are caused by a myriad of circumstances and phenomenon. The leading cause of a wrongful conviction as shown by an analysis of DNA exonerations is mistaken eyewitness identifications.⁴ The second most frequent cause of wrongful convictions is unreliable forensic science testimony.⁵ Additionally significant are the phenomena of false or coerced confessions, police and prosecutor misconduct, and the ineffective assistance of counsel that all contribute to and cause wrongful convictions.⁶

Currently Iowa is one of only eight states that has never recorded a DNA exoneration.⁷ Is it possible that Iowa is immune to the human mistakes and systemic inadequacies that plague the rest of the nation that lead to numerous wrongful convictions and subsequent exonerations? The division has partnered with the Midwest Innocence Project and the Innocence Project of Iowa to find out.

Last year, the division and the Midwest Innocence Project were the recipients of a federal Bloodsworth Grant through the Department of Justice to examine criminal convictions in Iowa in which a hair microscopy analysis was conducted and in which DNA evidence may exonerate the innocent. The Bloodsworth grant program is named for the first DNA exoneree from death row, Kirk Bloodsworth.⁸ The grant program has funded post-conviction DNA testing throughout the



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Erica Nichols Cook has represented Bill Armor since 2012 through her previous work with the Illinois Innocence Project. He was convicted of setting a fire that killed his mother-in-law in 1995, but always maintained his innocence. Earlier this year, his conviction was vacated and he was granted a new trial. Nichols Cook was able to see him outside of a prison/jail for the first time this past June, and this photo captures that moment.

an identification of a hair to an individual; 2) An analyst stated or implied a statistical weight to the association of the hair to an individual; or 3) An analyst used his or her own experience in the lab to imply a de facto statistical significance to the association.

The Iowa review began with a list of all currently incarcerated inmates which was given to the DCI Crime Lab to determine if hair evidence was collected in those cases. DCI then provided lab reports for those cases, and the Wrongful Conviction Division and the Midwest Innocence Project have begun collecting trial transcripts and contacting those incarcerated persons identified. Whenever possible, incarcerated persons were given notice of the review, an opportunity to request legal assistance with an innocence claim and an opportunity to provide documents for the review. The determination of error in the lab reports and testimony of these cases in Iowa will be made by experts in the statistical issues identified in the FBI review. Documents will be reviewed and errors determined, regardless of whether or not the incarcerated person has asked us for help in making an innocence claim. The review is also designed to study potential cognitive bias in cases and to protect statistics reviewers from contaminating case information. This process is still developing, and after documents have been reviewed by experts and any errors identified, incarcerated persons will be notified.

country and led to many exonerations by testing biological evidence that could not, or was not, tested prior to trials or guilty pleas.⁹

Why hair microscopy analysis? Because of Kirk Odom and others like him.¹⁰ Odom was convicted of sexual assault and robbery in 1981 when he was 18 years old. A “negroid” hair found on the victim’s nightgown was examined. At trial an FBI analyst testified that the hair on the victim’s nightgown was microscopically similar to a hair sample from the defendant. The analyst told the jury it was a “rare phenomena” to find such a similar match between two hairs in his experience. Odom presented an alibi at trial and the victim’s description only vaguely resembled him. In 2012, post-conviction DNA testing revealed that the evidence matched to Odom by the FBI hair analyst was not his and he was exonerated after 31 years in prison and on sex offender parole.¹¹

The Iowa microscopic hair review and subsequent grant award was prompted by a review of cases conducted by the FBI in 2012 which revealed that FBI hair analysts testified erroneously in over 90 percent of the cases reviewed. Hundreds of regional analysts were trained by the FBI over at least two decades which has necessitated a review at the state level. The FBI review categorized the problematic testimony into three error types: 1) An analyst identified or implied

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Tyler Rubenzer, Drake Law School 3L, does legal research at the State Public Defender's office. Rubenzer is one of a handful of interns who help work on files for the Wrongful Conviction Division.

In addition, to the microscopic-hair analysis cases, the division continues to review and evaluate other claims of actual innocence. We look for issues with merit in the traditional causes of wrongful convictions. We work with attorneys and law student interns to review and evaluate applications received from current Iowa inmates. Also the division has received referrals from Iowa attorneys.

Of interest to the division are the changes and advances in forensic science disciplines that plague the criminal justice system. Disciplines such as fire science advances, challenges to subjective pattern matches, such as shoe prints, and untested biological evidence are all areas in which new evidence may prove a claim of innocence. We also evaluate innocence claims for medical advances, such as in the controversial Shaken Baby Syndrome diagnosis. We examine claims of police and state misconduct, such as planted

evidence, withholding exculpatory evidence, coercive interrogations, misuse of jailhouse informants and inadequate legal defense in prior legal proceedings.

Finally, our division strives to serve as a resource for the legal community. We hope to educate and assist the legal community as they navigate the changes in the criminal justice system. We aim to ensure that Iowa has not and does not convict and punish innocent persons and to prevent future wrongful convictions.

1. *The Innocence Project*, available at: www.innocenceproject.org/about
2. *Scheck, Neufeld, & Dwyer, Actual Innocence: Five Days to Execution, and other dispatches from the wrongfully Convicted* (Random House 2000).
3. *The Innocence Network*, available at: www.innocencenetwork.org
4. *The Innocence Project reports that 70% of DNA exonerations involved a mistaken eyewitness identification.* <https://www.innocenceproject.org/causes/eyewitness-misidentification/>
5. *The Innocence Project reports that 46% of DNA exonerations involved unreliable forensic science.* <https://www.innocenceproject.org/causes/misapplication-forensic-science/>
6. *The Innocence Project:* <https://www.innocenceproject.org/>
7. *A review of the National Registry of Exonerations shows that Iowa, Alaska, Maine, New Hampshire, New Mexico, North Dakota, Rhode Island and Vermont are the only states without a DNA exoneration.*
8. *You can read about Kirk Bloodsworth's exoneration on the National Registry of Exonerations here:* <http://www.law.umich.edu/special/exoneration/Pages/casedetail.aspx?caseid=3032>
9. *You can read about the grant programs at the National Institute of Justice web page.* <https://www.nij.gov/topics/justice-system/wrongful-convictions/Pages/exonerations.aspx>
10. *Read about Kirk Odom's exoneration in the National Registry of Exonerations here:* <http://www.law.umich.edu/special/exoneration/Pages/casedetail.aspx?caseid=3943>
11. *See a summary of Kirk Odom's exoneration here:* <https://www.theguardian.com/us-news/2015/jun/23/fbi-evidence-single-hair-kirk-odom>

Wrongful Conviction Division – Caseload

- Since the WCD was started in late 2015, it has received 63 applications for assistance.
- The WCD is currently/actively reviewing and/or investigating 10 cases.
- The WCD has 96 cases under its DOJ grant and is gathering documents and reviewing those.



Erica Nichols Cook joined the State Public Defender's office in December of 2016 as the director of the Wrongful Conviction Division. She graduated from Drake University Law School in 2009. Previously, she practiced in the Cook

County Public Defender's office in Chicago, with the Illinois Innocence Project, and the Office of the State Appellate Defender's office in Springfield, Illinois. She also taught in the legal studies department at the University of Illinois-Springfield and ran the Illinois Innocence Project externship program for Southern Illinois University Law School.

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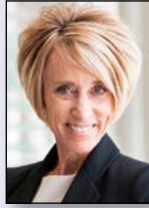
Alt

Stephan E. Alt has joined Fuerste, Carew, Juergens & Sudmeier, P.C., in Dubuque. He graduated from the University of St. Thomas School of Law in 2014. Alt is licensed in Iowa and Minnesota and maintains a general practice including business and commercial law, corporate law, probate law and real estate law.



Hughes

Jacob R. Hughes has been named a partner at the law firm of Johnson & Lane in Knoxville. He received his J.D. from Drake University Law School in 2013, with an emphasis in agricultural law. Hughes maintains a general practice.



McCann

Michele R. McCann joined Trent Law Firm, P.L.L.C. in Cedar Falls. She received her J.D. from the University of Nebraska College of Law and is licensed in both Iowa and Illinois. Prior to joining Trent Law, McCann was a sole practitioner in Cedar Falls and previously practiced with firms in Des Moines and the Quad Cities. Her practice focuses primarily on family law and mediation. Prosecutor for the Iowa Attorney Disciplinary Board.



Bickel

Megan Flynn Bickel joined the staff of Iowa Legal Aid's Central Iowa Regional Office in Des Moines. She received her J.D. from William Mitchell College of Law in 2005. Prior to joining the staff of Iowa Legal Aid, she worked as compliance counsel for Athene USA. She also worked for a time with the Iowa Coalition Against Domestic Violence in Des Moines.



Charnetski

Samuel E. Charnetski has joined Scheldrup Blades Law Firm in West Des Moines. He received his J.D. from Drake University Law School and began his private practice in Grinnell. Now with Scheldrup Blades, Charnetski will focus on family law, estate planning and probate, and real estate and transactional law.



Wiltfang

Jason P. Wiltfang has been named a shareholder of the Scheldrup Blades Law Firm. He received his J.D. from the University of Iowa College of Law. His practice includes workers' compensation defense, employment law, criminal defense, municipal defense and trucking and transportation defense.



Holmberg

Shannon Holmberg, Katelynn McCollough and Mitch Plimmer have joined Davis Brown Law Firm in Des Moines as associates.

Holmberg graduated from Drake University Law School in May 2017. She will practice in the business division primarily focused on real estate and business law.



McCollough

McCollough graduated from the University of Iowa College of Law in May 2017. Her practice will be in the litigation division.



Plimmer

Plimmer graduated from the University of Iowa College of Law in May 2017. He will practice in the business division with an emphasis on securities work.

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Eight simple steps for succession success:

Practical tips for law firm succession planning under Iowa Court Rule 39.18

By Gordon Fischer and Mackensie Graham



Say a business owner seeks your legal advice on how best to protect her business for the long-term. You'd discuss several topics, including, most assuredly, succession planning. There will come a time when the business owner, in one manner or another, leaves the business. As lawyers, we know this, but it's often easier said to a client than done in our own professional lives.

Iowa Court Rule 39.18 requires lawyers to adopt succession plans for their firms. The rule forces lawyers to think about the possibility something unexpected and tragic could happen, such as a sudden debilitating illness, disability or death. It's uncomfortable to consider, but Rule 39.18 wisely requires lawyers to press pause on day-to-day work in order to focus time and energy toward a long-term succession plan.

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Rule requirements: The basics

Let's briefly review the requirements of Iowa Court Rule 39.18. (I wrote a full article on the mandates of Iowa Court Rule 39.18; it appeared in the September issue of *The Iowa Lawyer*, "If something goes wrong, your practice will do right: Practical application of Iowa Court Rule 39.18.")

Iowa Court Rule 39.18's reach is broad. It applies to all active Iowa lawyers in private practice who work with clients in Iowa (even if residing out of state or operating from an office out of state). Also, Iowa Court Rule 39.18's requirements kick in this year, and a lawyer must be in compliance no later than Dec. 31, 2017.

In short, all Iowa lawyers covered by Iowa Court Rule 39.18 must:

1. Identify and authorize each year either an Iowa lawyer, or Iowa law firm, or a "qualified attorney-servicing association," to serve as the attorney's designated representative(s).
2. Maintain a current list of active clients, in a location accessible by the designated representative(s).
3. Identify for the designated representative(s):
 - a) the custodian and the location of the client list;
 - b) the custodian and location of electronic and paper files and records; and
 - c) the custodian and location of passwords and other security protocols required to access the electronic files and records.

Note the custodian can be a different person or entity than the representative(s). While the representative must be either an Iowa lawyer(s) in good standing or a qualified organization, the custodian need not be either.

The time is NOW

Again, the requisite steps must be completed by Dec. 31, 2017. And an Iowa lawyer must certify every year s/he is meeting the requirements in the Annual Client Security Questionnaire dispensed by the Iowa Client Security Commission. Per the director of the Office of Professional Regulation, several new questions will be added to the

annual questionnaire for this year (2017), which is due in March 2018.

A major impetus for Iowa Court Rule 39.18 is that the important work of a law firm should continue, even when a lawyer is felled by abrupt illness or injury. Clients will continue to be serviced, deadlines met, trust accounts balanced and so on. As lawyers, whether a solo practitioner or partner in a large firm, we want our law firm to continue (in some form), and we all certainly want our clients to have their legal needs met, even after we're gone.

Successful succession planning

The requirements of Iowa Court Rule 39.18, as well as the overall ethics rules for lawyers generally, are unique to our profession. However, succession planning for law firms is not unlike that of the business client I referenced in the introduction. In fact, the advice on succession planning I give to business owners and entrepreneurs, as well as those who work with clients (such as financial advisors, accountants, insurance agents and financial institutions), applies to lawyers and law firms as well. Let's cover eight simple tips for succession success which are universally helpful to businesses and law firms alike.

Step one: "Begin with the end in mind"

This may sound overly obvious and even cliché, but many people will not or cannot decide on an end goal. There can be no plan without a clear destination in mind.

For law firms, this involves answering several questions. What do you want from your law firm when you're no longer there (whether retired or otherwise)? Do you want the law firm to reach maximum value so it can be sold to the highest bidder, providing the most money possible to your heirs? Do you want your partnership to be bought out by the other lawyers so the law firm can continue? Do you want the remaining attorneys to have a first right of refusal to buy? Do you want your nephew to run the firm?

There is of course no right or wrong answer. It's up to you. The more specific and detailed your answers, the more likely you are to achieve success, as you define it.

Step two: Realize your business is highly valuable

Many business owners do not, or cannot see the true and actual value of their businesses. Instead, they focus on their origin story, which might go something like this:

“After he came home from the war, grandpa and grandma had this idea for a business. But no money. They didn’t have two nickels to rub together. So, they went to the corner bank and got a \$100 business loan on a handshake. Yet, they were still short; they wrote to their cousin Ernest in St. Louis, and convinced Ernie their idea was a good one, so he wired them another \$50. With this \$150, they opened their business, taking turns sleeping in the back, while the other tended to the work. And when the right time came, grandpa and grandma gave the entire business to my dad in a three-sentence letter. Sure, a lot has changed over the years, but we are still guided by the same values of thriftiness, hard work, handshake deals and doing well by doing right.”

This business’s origin story is laudable and should forever be remembered and celebrated. But how much of it is relevant to the issues of succession planning which confront the business today? If the business in question now has two hundred employees, four divisions, three separate facilities and offers a wide array of goods and services not even contemplated back in the day, it’s a wholly different entity. And the business succession plan must recognize the realities of the business as it exists.

Lawyers also sometimes undervalue their firms. They may think of themselves as humble Iowa lawyers, good at drafting contracts, handling OWIs or car accident cases, but they still look at their firms as small and simple. Yet, when you consider, for example, forms and templates created by the lawyer, client lists, subscribers to his/her newsletter, goodwill toward him/her in the community and many other intangibles, the law firm

may have an actual value high above what the lawyer imagines. If you don’t realize the true value of your business, or your law firm, you are unlikely to expend the time, effort and fees to professional advisors that are required to handle an entity of your actual size and complexity.

Step three: Consider the best-case scenario

When people plan for what happens to their practices and clients upon pending retirement, they might think of a lovely afternoon party with loved ones, friends and colleagues complete with a “Happy Retirement!” sheet cake. Even this happy ending requires a great deal of forethought. Again, begin with the end in mind, and work backward. If your goal is to have your daughter-in-law take over the firm when you retire, lots of head knowledge and even training needs to be passed on. Well before the sheet cake is brought out, your daughter-in-law should be well-acquainted and familiar with key clients, advisors, vendors, your financial institutions and all steps taken to comply with Iowa Court Rule 39.18.

Step four: Consider the worst-case scenario

What about sudden disability or death? Of course, your “representative” and “custodian” named under Iowa Court Rule 39.18 must spring into action. But what about those key clients, advisors and vendors? Have you briefed them on an “emergency plan” should something go terribly wrong? Have you sat down with your bank or credit union and discussed the worst-case scenario and how best to handle it? How about the other professional advisors you rely upon such as outside lawyers, financial advisors, accountants and insurance agents? You need a detailed written crisis plan that those integral to your business not only know about, but possess a copy of, and are ready to implement nearly immediately should the occasion arise.

Step five: Assemble your team

Most lawyers understand the importance of a strong team of colleagues and employees. What they don’t always consider in regard to a succession plan is that they need an entire team of trusted professional advisors including a lawyer (of course), accountant, financial advisor, insurance agent, trust officer, credit union or bank. Even though “lawyer” is on the list, this paradigm still applies to lawyers. Only with all these disciplines working together, can you have a fully realized and complete succession plan.

Step six: Memorialize decisions made in written agreements

You would think this step goes without stating. Of course, critically important decisions should become written agreements. But, I’ve been continually surprised by businesses operating without any written agreement at all or, almost as bad, with something merely pasted off the internet.

Iowa Court Rule 39.18 requires the designated attorney to have an executed form to confirm his/her authority to carry out the duties of the practice. The form should be notarized and signed by both the planning and designated attorneys. Other important agreements need to be written into contracts, too. I know of an extremely



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Gordon Fischer is proud to have practiced Iowa law for over 20 years. He welcomes discussion of any aspect of Iowa Rule 39.18, estate planning, and/or business succession planning with you. His email is gordon@gordonfischerlawfirm.com and his cell is 515-371-6077.

Mackensie Graham works as Chief Content Officer at Gordon Fischer Law Firm, P.C. She's an Iowa native, graduate of Drake University School of Journalism and Mass Communication, and holds a master's degree in public policy from the University of Northern Iowa. She is in the process of applying to law school.

successful three-person law firm whose "operating agreement" and "partnership agreement" literally exist only on a napkin scrawled during a lunch meeting. This is crazy! What if one of the three partners becomes disabled, dies, commits fraud, wants to leave the firm, wants to add another lawyer as partner, is disciplined or any number

of other contingencies? Of course, you can't plan for every eventuality, but there are most certainly some obvious possible events that should be the subject of a mutually agreed-upon and executed contract(s).

Step seven: Consider going beyond the basics
While not required, Rule 39.18 en-

courages planning attorneys to write a supplemental plan that outlines further guidance regarding firm operations and management. The plan can cover elements like fee collection, staff compensation, lease termination, terms for selling the practice and paying off expenses. Why not consider going beyond the mere basics?

Step eight: Fund your succession plan

There are many stories about well-crafted and complete succession plans that collapsed because of the failure to fund the plan. A key rainmaker leaving a business or firm can have a devastating effect on the bottom line. The business or firm may lack liquidity to ride out a rough period.

This is a great example of why you need a team of different disciplines: lawyers, financial advisors, accountants, insurance agents and bankers. These professionals can help you prepare, not only to survive turbulent times, but do so in a way that is cost effective, efficient, tax-friendly and leaves the business or firm even stronger in the long run. Some obvious solutions for much-needed liquidity include a "rainy day" fund, "key man" insurance and life insurance. But again, your team of professional advisors can help you find the very best solution.

Read on

This is the second article in a series of four articles discussing and dissecting Iowa Court Rule 39.18. Next month, I'll write about the optional language of Iowa Court Rule 39.18, and why (and how) you should adopt the "supplemental plan" referenced in 39.18(3). In December's issue, I'll cover the enormous opportunities presented by Iowa Court Rule 39.18 to change our profession, and our state, for the better.

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ISBA On-Demand catalog now includes Rule 39.18 seminar

The ISBA catalog of on-demand CLE seminars has recently been updated to include a discussion on death and disability planning required by Iowa Court Rule 39.18.

The seminar offers two state hours of credit, which includes two hours of ethics credit, and features Tre Critelli and Paul Wieck, the current and former directors of the Office of Professional Regulation.

To view the seminar, members should visit iowabar.org.

Board of Governors Fall Quarterly Meeting

ISBA BOG acts on legislative agenda items, discusses opportunities, at quarterly meeting

Special thanks to Maura Sailor & Jim Daane, ISBA BOG, District 3B, and Bethany Currie, District 2B, for their contributions



Iowa Department of Human Services Director Jerry Foxhoven speaks to the Board of Governors about his efforts to raise morale and change the culture at DHS. He is the former director of the Drake Legal Clinic.

During the fall ISBA Board of Governors quarterly meeting in Des Moines, the ISBA BOG acted on numerous section recommendations for the 2018 ISBA Affirmative Legislative Program and discussed opportunities to explore the association's role in succession planning and addressing new attorneys' needs.

Actions

Actions taken by the Board of Governors included, by section:

Business law

- Supported legislation that would amend the Iowa Code Chapter 491 to include recent amendments to the Iowa Business Corporation Act, such as amendments to conflict of interest provisions and addition of a "safe harbor for business opportunities."
- Approved legislation that would amend Iowa Code Section 504.832, "Standards of Liability for Directors", subsection 1, paragraph a, to add explicit reference to §504.836 authorizing a safe harbor for business opportunities.

Probate, trust & estate planning

- Approved support for legislation that amends Iowa Code Section 633B.204 to add new sub-paragraph 10, expressly authorizing agents to relinquish spousal rights.
- Approved support for legislation that amends or deletes the following Iowa Code Sections to conform with EDMS standards: amend Probate Powers of Clerk, 633.22; amend Probate Docket, 633.27; amend Designation of Attorney, 633.82; amend Form and Verification of

Claims, 633.418; and delete Manner of Service, 633.72.

- Approved support for legislation that amends Iowa Code Chapter 635, Small Estates, to clarify that when a personal representative files a statement of conversion to or from small estate administration, the Clerk will make the conversion without court order and the procedure for closing upon sworn statement of personal representative.
- Approved support for legislation that amends Iowa Code Section 633.31 to make a revenue neutral change to the calculation of court costs under Chapter 633.

Additional actions taken by the Board of Governors included:

- Approved changing the name of the "ISBA Military Affairs Committee" to the "ISBA Military and Veterans Affairs Committee."
- Reaffirmed five Legislative Position Papers:
 - (1) Funding for Legal Services;
 - (2) Indigent Defense;
 - (3) Judicial Branch Budget;
 - (4) Jury Nullification;
 - (5) Title Insurance.
- Authorized President Eckley to form an ad hoc committee to explore whether the ISBA may assume a role in some capacity related to Iowa R. 39.18, Requirement for death and disability plan.
- Approved a resolution in support of state funding for civil legal services.

Highlights

Iowa Supreme Court Chief Justice Mark Cady told the governors that the legal profession needs to think, talk and implement new ways to redesign the platform in which justice is delivered. He called upon the legal community to begin to explore ways that can build the profession to adapt and embrace technology.

Chief Justice Cady provided updates from the court's 2017 administrative term. The court is eliminating local rules with two exceptions, referee in probate and appraisal procedure. Any rules that the court wants parties to follow will be included in court orders entered in specific matters. In



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addition, Chief Justice Cady updated the governors on the work of the Iowa Access to Justice Commission and stated that one way that the court will increase access to justice will be by reactivating the language interpreters advisory committee.

New State Court Administrator Todd Nuccio was introduced and provided a general overview of plans to update the Judicial Branch website.

Iowa Department of Human Services Director Jerry Foxhoven said that he wants to raise morale and change the culture at DHS. He noted that 24.7 percent of Iowans receive Medicaid, that over 1 million Iowans are served by DHS directly, that only 5.5 percent of the budget is for payroll and that there are over 58,000 reports of child abuse per year. Changes he is exploring include looking into the trust account verification procedure and sharing child support guidelines with the bar.

Office of Professional Regulation Director N. Tre Critelli provided members of the board of governors with information about the pending proposal to offer deferment and probation before referring an attorney disciplinary matter to the Iowa Supreme Court for review. He also noted that there is a plan to increase the annual



Mark Gray, pictured at the podium, is chair of the Probate, Trust & Estate Planning Section. He presented on legislative items that his section wishes to proceed with in the upcoming legislative session.

client security assessment by \$25, from \$175 to \$200. Critelli said that succession planning, Iowa R. 39.18, will be on the client security questionnaire for attorneys in private practice.

Drake Law School Dean Jerry Anderson updated the governors on recent activities,

including a celebration for former U.S. Congressman Neal Smith. Anderson stated that this year's incoming class includes 105 students. Dean Anderson also provided information about the new Master in Jurisprudence in Risk Management program; 17 students are enrolled in the program focused on business, law, compliance and regulation.

LawPAC Chair Tom Henderson provided an overview of the new 5-for-5 program to encourage 5, \$500 contributions to LawPAC over 5 years. He also announced the silent auction fundraiser for LawPAC for a 6 day/6 night (with the exception of the last week of December and July 4th weekend) stay at a luxury condo in Edwards, Colorado.

ISBA YLD President Tom Hillers reported that the ABA YLD Board approved a resolution calling for the allocation of two positions on the ABA law school accreditation board to lawyers who are 35 years old and younger. The purpose of the resolution is to give a voice to the student loan debt crisis.

ISBA President Steve Eckley provided the governors with an update of his activities as ISBA President during the past three months. He noted that he wants to help increase awareness about the benefits of ISBA members. The governors discussed topics in small groups ranging from student loan debt to the rising cost of practicing law."

Assistant Executive Director Harry Shipley reported that all federal case law from all district courts nationwide is now available to ISBA members via FastCase.

Drake Law

2017 Continuing Legal Education

Wrongful Convictions
Oct. 2

Energy Law Round-up: Perspectives on the Current State of Energy Law and Policy in Iowa
Oct. 13

Environmental Law Round-up: Perspectives on the Current State of Environmental Law and Policy in Iowa
Nov. 3

General Practice Review
Dec. 7 & 8



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The YLD wants to hear from you!

Are you an attorney in the first 10 years of practice or under the age of 35? If so, the Young Lawyers Division wants to hear from you! The YLD is an active, energetic and vibrant part of the ISBA and the legal community. It does not focus on a specific substantive area of the law, but instead addresses issues facing young attorneys and brings ideas and concerns to ISBA leadership in pursuit of positive change. One of our goals is to make ISBA membership valuable for young lawyers. To do that, we're soliciting feedback from you about how things are going in your first years of practice, what we can do to serve you better, and any ideas, questions, or concerns you may have. The YLD Executive Council consists of the three officers, representatives from all of Iowa's judicial districts, and at-large representatives. Our contact information is listed below—please get in touch and let us know what we can do to help you.



The YLD recently sponsored a reception at the ISBA headquarters to honor the newly admitted attorneys who were sworn in Sept. 28 after passing the July 2017 bar exam.



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Maggie White – President Elect
maggie.e.white@emcins.com
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Abhay Nadipuram – Secretary
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Pro Bono Honor Roll

October is Pro Bono Month and October 22-28 is designated as Pro Bono Week

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www.celebrateprobono.org

Most people are ill-equipped to represent themselves effectively in our increasingly complex society, and therefore, professional legal representation is a necessity. This need is particularly acute when people who cannot afford legal services require such services.

To address this need, Iowa's attorneys annually donate thousands upon thousands of hours of pro bono legal services and make financial contributions to legal service organizations that assist low-income Iowans. Despite this steadfast commitment, there remains a substantial unmet need for legal representation for the poor and disadvantaged.

The Iowa Judicial Branch encourages all Iowa attorneys to devote at least 50 hours of pro bono legal services each year. This pro bono service is vital not only for the people represented; it is vital to society as a whole. Pro bono service turns the promise of equal access to justice into reality.

Every attorney can make a difference in the life of one person who is seeking access to justice. The names of attorneys who contributed at least one hour of pro bono work are sorted by county, alphabetically, with attorneys who performed 50+ hours of work shown in bold. This month the ISBA recognizes the following Iowa attorneys who did so:

Adair: David L. Jungmann, Melissa S. Larson

Allamakee: W. Richard White

Appanoose: Julie R. DeVries, James R. Underwood

Black Hawk: Andrew Abbott, Craig C. Ament, Timothy D. Ament, Judith R. Benson, Tim C. Boller, Peter W. Burk, Jen Chase, Matt Craft, Paul Demro, David J. Dutton, Janelle G. Ewing, Hugh Field, Nina Forcier, Dennis M. Guernsey, **Linda A. Hall**, John W. Harris, Russell J. Hinze, Luke C. Jenson, C. Morgan Lasley, Christy R. Liss, Rick R. Lubben, Timothy J. Luce, Kathryn J. Mahoney, Joseph G. Martin, John T. McCoy, Nathan D. Miller, Kate Mitchell, Joshua M. Moon, Richard R. Morris, Terry D. Parsons, John Pieters Sr., Heather Prendergast, Karla J. Shea, Carter J. Stevens, Thomas Verhulst, Cheryl L. Weber,

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Cherokee: Alyssa A. Herbold

Chickasaw: Linda Kobliska

Clarke: Elisabeth S. Reynoldson

Clay: Christopher A. Bjornstad, John P. Greer, Donald J. Hemphill, Scott A. Johnson, David A. Scott

Clinton: J. Drew Chambers, Judd Parker, David Pillers, Bert Watson

Crawford: Maura Sailer

Dallas: **Brenna Bird**, Benjamin J. Bragg, Scott Finneseth, Bryan R. Jennings, James E. VanWerden, **Nadia Igram**, Katie Naset

Davis: Rick Lynch

Decatur: Robert A. Rolfe

Des Moines: David Beckman, William J. Cahill, James W. Miller, William Monroe, Tim Roberts, Alyssa R. Stewart, Mitchell L. Taylor

Dickinson: Mike Chozen, Earl H. Maahs

Dubuque: Matthew Boleyn, Dave Clemens, Chad Cox, Jodee Dietzenbach, **Stephanie Fueger**, Arthur F. Gilloon, Bridget L. Goldbeck, Werner Hellmer, Susan M. Hess, Philip Jensen, Brian J. Kane, Gina Kramer, Roger J. Kurt, C. J. May III, Robert J. Murphy, Brian W. Peters, Emilie J. Roth Richardson, Brenton M. Tunis, Jenny L. Weiss, Richard K. Whitty

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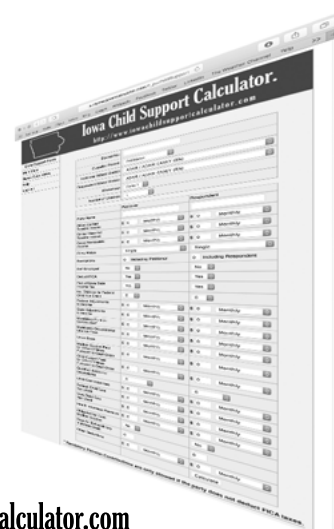
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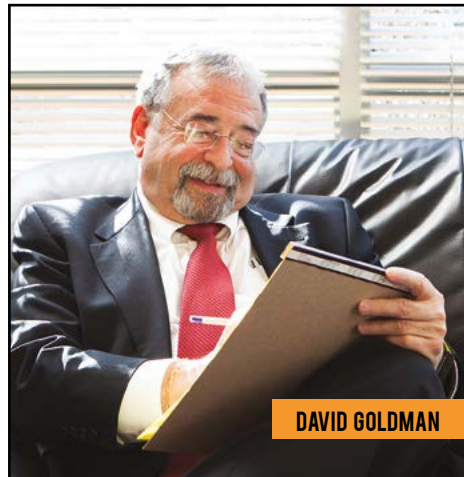


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These attorneys and law students volunteered to mediate cases but did not represent the clients:

Adam Babinat, Jessica Belman, Christine Branstad, Chas Cahill, Maureen Cosgrove, Katherine Dick, Van Everett, Jeremy Feitelson, Michelle Greif, Samantha Gronewald, Alexander Hasse, Bob Holliday, Michael Horn, Jennifer James, Larry James Sr., Elizabeth Johnson, Melanie Johnson, Rob

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A special thank you to the officers and board members of the Polk County Bar Association Volunteer Lawyers Project:

Maria Brownell – President, Stephen Marso – Secretary, Michael Dayton – Treasurer, Alexander Johnson – Immediate Past President, William J. Miller - Liaison to the Polk County Bar Association, Nicole Burgmeier, Hon. Mary Pat Gunderson, Andrew Johnson, Michael Kuehner, Lance Lange, Hon. Christopher McDonald, Tim Pearson, Margaret Van Houten.

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Volunteer attorneys are needed to answer questions in family law, housing, consumer debt, work issues, public benefits, probate and guardianship. Attorneys who want to volunteer can remain anonymous to clients (with limited exceptions), are covered by the ABA's Free Legal Answers malpractice insurance and perform limited scope representation within the website. A commitment of approximately one hour per month can serve approximately five people and can be counted as pro bono publico service pursuant to Iowa Supreme Court Rule 32: 6.1.

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402-699-1985 or cjones@mlmins.com

ISBA CLE Calendar

[iowabar.org/
calendar](http://iowabar.org/calendar)

October 26

**Arbitration by Choice:
An Overlooked Option**
(Live Webinar)

October 26-27

Family Law Seminar
West Des Moines Marriott
West Des Moines

October 30

**Attorney-Client and Work
Product Privilege**
(Live Webinar)

November 8

**Representing Victims of
Elder Abuse in Iowa**
(Live Webinar)

November 9

**Risk Management
for Lawyers**
(Live Webinar)

November 10

**Corporate Counsel
Institute**
(In-person or Live Webinar)

November 13

**Human Trafficking
in Iowa**
(Live Webinar)

Labor and Employment Law Seminar

October 20 • 8:30 a.m. - 4:15 p.m.
Hilton Garden Inn
8600 Northpark Dr., Johnston, IA 50131

Topics include:

- ▶ Immigration Hot Topics in Labor and Employment Law
- ▶ Legislative Update
- ▶ Proposed Changes to Rules of Ethics
- ▶ Case Law Update

Name: _____ Member #: _____ Phone #: _____

Address: _____ City, State, Zip: _____

E-mail: _____

www.iowabar.org/event/2017LaborandEmployment

REGISTRATION FEES

Prices below reflect the early-bird registration fees. Registering after October 19 will result in a \$50 late fee being added on to your registration fee amount.

___ ISBA Labor and Employment Law Section Members (hard copy materials) - \$185

___ ISBA Labor and Employment Law Section Members (electronic materials) - \$165

Attendance and Electronic Materials:

___ YLD Members (Years 1-3) - \$120

___ ISBA Members - \$175

___ Non-ISBA Members - \$280

Attendance and Hard Copy Materials:

___ YLD Members (Years 1-3) - \$140

___ ISBA Members - \$195

___ Non-ISBA Members - \$300

Attending Lunch (provided with registration): ___ Yes ___ No

Method of Payment: ___ Check enclosed Check Number _____

___ Master Card

___ Visa

___ American Express

___ CLE Season Pass

Credit Card #: _____ Exp. Date: _____

Cardholder Signature: _____

Special Considerations (dietary, hearing, vision, etc.): _____

Return registration form to: ISBA CLE, 625 E. Court Ave., Des Moines, Iowa 50309 or fax (515) 243-2511

For questions: phone (515) 697-7874 or e-mail cle@iowabar.org

Cancellation policy: Registration refunds will be issued only if written notification is received by the Bar Office by October 13, 2017. Written notification can be mailed, faxed, or e-mailed to the bar office.

Blöethe

Tax School

Dec. 6-8

Des Moines Marriott Downtown
700 Grand Ave.

www.iowabar.org/event/2017TaxSchool

Name: _____ Member #: _____ Phone #: _____

Address: _____ City, State, Zip: _____

E-mail: _____

REGISTRATION FEES AND MATERIAL INFORMATION

Prices below reflect the early-bird registration fees. Registering after December 4 will result in a \$50 late fee being added on to your registration fee amount (material fees excluded). Registration includes a copy of the materials in an electronic format only. If attending the seminar and also wanting seminar materials in a hard copy format, please select the appropriate registration option below and also select the "Full Set of Materials" option (cost is \$60 for attendees). Non-attendee options also available. Lunch is not provided with registration.

Attendee Options

ISBA Tax Section and Tax Committee Members (Years of Practice: 1-5) - \$190

ISBA Tax Section and Tax Committee Members (Years of Practice: 6+) - \$260

ISBA Members (Years of Practice: 1-5) - \$205

ISBA Members (Years of Practice: 6+) - \$275

Non-ISBA Members - \$365

Para-Professionals - \$120

Friday Only: ISBA Members - \$165

Friday Only: Non-ISBA Members - \$200

Law Students - Free

Full Set of Materials - \$60 (only electronic materials included with registration)

Track Preference (Friday Only): Standard Track Fiduciary Track

Complimentary Tax School Reception (Sponsored by the Dickinson Law Firm): Yes, I will attend No, I will not attend

Non-Attendee Options

For those not attending the seminar, but still interested in purchasing the seminar materials, please select from the options below.

Electronic Version of Materials - \$75

Tax School Outlines - \$125

Tax Manual without Electronic Version of Materials - \$150

Full Set of Materials (does not include electronic version of materials) - \$250

Method of Payment: Check enclosed Check Number _____ CLE Season Pass

Master Card Visa American Express

Credit Card #: _____ Exp. Date: _____

Cardholder Signature: _____

Special Considerations (dietary, hearing, vision, etc.): _____

Return registration form to: ISBA CLE, 625 E. Court Ave., Des Moines, Iowa 50309 or fax (515) 243-2511

For questions: phone (515) 697-7874 or e-mail cle@iowabar.org

Cancellation policy: Registration refunds will be issued only if written notification is received by the Bar Office by November 29, 2017. Written notification can be mailed, faxed or e-mailed to the bar office.

PUBLISHER'S NOTE: To submit an ad to CLASSIFIED ADVERTISING, please follow the style of the ads appearing here, indicate the classification where you want your ad to appear and state how long the ad is to run. Each ISBA member receives two free entries annually, except for "Positions Available" ads. Those ads must be posted in the ISBA's Career Center to qualify for publication in the magazine. Once posted in the career center, they will be published in the magazine one time for each posting. Corporate and government attorney members of the association receive the same free privileges for their business, non-employer-related ads. If you have questions, call the Communications Dept. at 515-697-7898. E-mail your copy to communications@iowabar.org. The number appearing in parentheses after each ad indicates the volume and the number of the issue when the ad will be pulled from the magazine. (AL) refers to paid ads. (TF) indicates internal or "house" ads that run indefinitely.

COMMERCIAL ADVERTISERS: For rates, or to place an ad, contact Alex Larson (515) 238-4406; alex@larsonent.com.

POSITIONS AVAILABLE

ATTORNEY – Hartung & Schroeder, L.L.P., Des Moines – Seeking experienced attorney with complementary practice background to join a growing general practice firm in the heart of downtown Des Moines. Experience in probate, real estate, bankruptcy, tax, and/or employment law is preferred but not required. An "of counsel" position may be negotiated with the right candidate. Let's talk. All inquiries will be held confidential. Contact Brad at schroeder@handslawfirm.com.

ASSOCIATE ATTORNEY – Stanley, Lande & Hunter, Davenport – Seeking highly motivated attorneys for the firm's Muscatine and Davenport offices to assist in our Iowa and Illinois business practice. Experience preferred in commercial transactions, including business purchases and sales, business planning and real estate. All inquiries will be kept confidential. Candidates should have 3-7 years of practice experience in transactional work and possess excellent client development skills. License and experience in Iowa and Illinois preferred. To apply visit <http://careers.iowabar.org/jobs/10222673/associate-attorney>

LITIGATION PARALEGAL – Hupy and Abraham, S.C., P.C., West Des Moines – Seeking a motivated litigation paralegal for our West Des Moines office. This is a great opportunity for an individual who is passionate about client service, self-motivated and likes a fast-paced work environment. Our mission is to give clients the best possible representation from the beginning of their cases to their conclusions. Our paralegals are responsible for a substantive amount of legal work in a fast-paced environment. To apply visit <http://careers.iowabar.org/jobs/10222076/litigation-paralegal>

SENIOR CASUALTY CLAIMS ADJUSTER – York Risk Services Group, Johnston – Seeking a Senior Casualty Claims Adjuster to investigate, evaluate and adjust public entity claims. Assigned claims typically consist of medium-to-complex non-litigated and litigated auto liability, general liability, public officials, employment practices, law enforcement and property claims. To apply visit <http://careers.iowabar.org/jobs/10185445/senior-casualty-claims-adjuster>

INTELLECTUAL PROPERTY, DATA SECURITY AND PRIVACY ATTORNEY – McGrath North Mullin & Kratz, PC, LLO, Omaha, NE – Seeking an attorney with at least three years of experience in the areas of technology and licensing, privacy and data security, and intellectual property matters including trademark and copyright matters. Successful applicants must have experience drafting relevant agreements and must have experience in all aspects of trademark/copyright protection. To apply, visit <http://careers.iowabar.org/jobs/10193830/intellectual-property-data-security-and-privacy-attorney>

ASSISTANT CITY ATTORNEY I – City of Des Moines, Des Moines – Seeking an attorney to provide professional legal representation for the City of Des Moines, work independently with minimal supervision and perform related work as required. Graduation from an accredited college or university with a Juris Doctorate degree, and a minimum of two to four years of litigation-related work. In addition to your online application at <http://www.dmgov.org/Pages/default.aspx>, submission of your resume is required by the application deadline. You may attach your resume to your online application or submit your resume separately to the City of Des Moines

Human Resources Department by email to humanresources@dmgov.org, by fax to 515-237-1680, or by mail or hand delivery to 602 Robert D. Ray Drive, Des Moines, IA 50309 on or before the application deadline date.

EXECUTIVE DIRECTOR OF THE LEGAL CLINIC AND EXPERIENTIAL PROGRAMS – Drake University Law School, Des Moines – Seeking applications for the position of Executive Director of the Drake Legal Clinic and Experiential Programs, and Professor/Associate Professor of Law. The precise level of the hire will depend on the candidate's qualifications. This is a 12-month position, beginning in the 2018-2019 academic year. This position will be tenure-track or long-term contract, depending on the candidate's qualifications and preferences. Candidates should send a letter of interest, a complete CV, teaching evaluations (if available) and the names and addresses of at least three references to the search committee chair Professor Mark Kende at mark.kende@drake.edu.

STAFF COUNSEL – Homesteaders Life Company, West Des Moines – Seeking a Director, Staff Counsel in our West Des Moines office. Successful candidate will be integral to the legal and compliance functions of the organization. Working with the Executive Vice President/General Counsel and the VP of Compliance, the director will be involved in all aspects of a growing and dynamic mutual life insurance company. To apply visit <http://careers.iowabar.org/jobs/10167666/staff-counsel>

EXCHANGE OFFICER – IPE 1031, West Des Moines – Seeking an attorney to work with individuals and their advisors in structuring exchange transactions. No experience with exchange transactions is necessary. The position offers significant opportunity for professional growth for candidates with strong credentials. This is a fantastic chance for a self-motivated team player to work in a professional, entrepreneurial and collegial work environment. Candidates should have high integrity; intellectual strength; critical thinking skills with good judgment; be detail oriented, yet have the ability to see the big picture; have the ability to multi-task; have great people skills; and constantly strive for excellence. The position is full-time, and offers competitive compensation and benefits. To apply visit: <http://careers.iowabar.org/jobs/10063437/exchange-officer>.

ASSOCIATE ATTORNEY – Confidential

Employer, Boone – Central Iowa AV-rated law firm located in County Seat town seeks associate to work primarily in civil litigation. Duties would include handling discovery, brief writing including appellate briefs, depositions and trial work. Candidate must have interest in long-term relationship leading to partnership. Applicant must have three-to-five years experience as a practicing lawyer with some emphasis in the litigation area. To apply visit <http://careers.iowabar.org/jobs/10288189/associate-attorney>

EXECUTIVE DIRECTOR – Iowa Legal Aid, Des Moines – Seeking an Executive Director to lead this private, not-for-profit corporation that provides low-income and other vulnerable residents of Iowa with high quality free legal services. Applications must include a letter expressing your interest in the position, qualifications and what you hope to contribute to the organization's future; a current resume; and a writing sample. Applications will be kept confidential until finalists are chosen. To apply, visit <http://careers.iowabar.org/jobs/10291142/executive-director>

BUSINESS LITIGATION ASSOCIATE – Faegre Baker Daniels LLP, Des Moines – Seeking an associate to join the Business Litigation practice group in our Des Moines office. Faegre Baker Daniels is an AmLaw 100 firm with offices located throughout the U.S., plus offices in Asia and the UK. Our Business Litigation practice includes all phases of commercial and civil litigation for a national and international client base. Our ideal candidate would have 0-5 years practicing general commercial and business litigation, with particular emphasis on research, writing, and discovery practice; deposition and hearing a plus, but not required. Please apply at faegrebd.com/careers, search for Current Openings in Des Moines. Please include your resume, transcript, writing sample and cover letter. Please also indicate the position and office to which you are applying.

SPACE AVAILABLE

OFFICE SPACE AVAILABLE – West Des Moines – Office space available for lawyer and staff. Services include access to printer/scanner/copies/fax, conference rooms, kitchenette and parking. For more information contact Wendy at 515-224-4999 or wendy@tdufflaw.com.

OFFICE SPACE AVAILABLE – Davenport – Downtown office space available for 1-4

lawyers and staff. Services include access to conference rooms, kitchenette, and free client parking on the street. Within blocks of the Scott County Courthouse and Davenport City Hall in a well-maintained historic bank building. For more information contact John T. Flynn at 563-322-2681 or email johnflynn01@aol.com, or Joshua Cobie at 563-322-2681 or email [jacobie.law@qwestoffice.net](mailto:jcobie.law@qwestoffice.net).

FOR SALE

SOLO LAW PRACTICE/OFFICE SHARE

– Retiring sole practitioner selling rural general law practice in growing southeast Iowa community. Primary practice areas include probate, tax preparation, small corporations and LCs, wills and real estate. Seller will continue for time necessary for effective transition to buyer(s). Price negotiable. Installment terms available. Office share arrangement also considered. For more information please write: The Iowa State Bar Association, Code 866, 625 East Court Ave., Des Moines, IA 50309-1904, or email at isba@iowabar.org. Please include Code 866 on the envelope if mailing and in the subject line if emailing.

FULL-TIME ATTORNEY – D. Bradley Kiesey, Attorney - Seeking general practice attorney/attorneys to assume long-time county seat law practice in southeast Iowa, wherein current attorneys approach retirement age. Association available. Stand-alone premises able to accommodate 2-3 lawyers and staff, with furniture and office machines available for sale on negotiable terms. Email dbradleykiesey@gmail.com with cover letter, resume and references.

STOREFRONT PRACTICE – Owner of storefront law practice, at same location in central Iowa for more than 50 years, is considering retirement. Core practice areas include probate, real estate, estate planning, small business entities, criminal, divorce, and tax preparation. Owner currently has a substantial court-appointed case load in both state and federal courts. The core business and location provide an opportunity for a confident, industrious, client-oriented attorney to mold a practice to suit his or her interests. All terms negotiable. For more information please write: The Iowa State Bar Association, Code 867, 625 East Court Ave., Des Moines, 50309-1904, or email at isba@iowabar.org. Please include Code 867 on the envelope if mailing and in the subject line if emailing.

SERVICES AVAILABLE

SERVICES AVAILABLE – At trial, when the stakes are high, expert witness testimony can give you the edge. RSM's financial advisory professionals work with counsel and participate in trials and depositions as expert witnesses in financial and valuation disputes. Our team of experts have significant experience in a full range of industries, and can provide trial exhibits and expert reports. To build and support your case, we use databases of industry financial metrics and trade associations, recognized texts on damages, academic research, electronic databases and financial modeling. Zach Eubank, Director in the financial advisory services group at RSM, provides expert testimony and consulting related to complex commercial litigation, intellectual property infringement litigation, lost profits, commercial damages, business disputes and valuation disputes. Contact Zach at 515-281-9394 for your expert witness needs.

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jboehlert@pattersonfirm.com

Patrick V. Waldron

*Specializing in workers' compensation
and civil litigation*

*Member of American Academy of ADR
Attorneys, AV Rated, over 20 years of civil
litigation and workers' compensation experience*

pwaldron@pattersonfirm.com

Harry Perkins III

All types of civil litigation

*Member of Iowa Academy of Trial Lawyers,
International Academy of Dispute Resolution, AV
rated with over 40 years of litigation experience*

hperkins@pattersonfirm.com

Gregory A. Witke

All types of civil litigation

*Member of International Academy of
Dispute Resolution, AV rated with 30 years
of litigation experience*

gwitke@pattersonfirm.com

515-283-2147

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Des Moines, IA 50309

www.pattersonfirm.com



Risk Management for Lawyers

Sponsored by Lockton Affinity,
CNA and The Iowa State Bar
Association

November 9, 2017

12:00-2:00 p.m.

Live Webinar

Speakers:

Theresa Garthwaite, JD, CLCS
Risk Control Specialist
Lawyers Professional Liability

Sean Ginity

Risk Control Consulting Director
Lawyers Professional Liability

Topics covered:

Data Security and Privacy Risks
for Law Firms

Client Files and Document
Retention

Managing Legal Outsourcing Risk
Cautionary Case Law

ISBA members who are CNA policy holders who attend this CLE are also eligible to receive up to a 7.5 percent credit on your policy premium after November 9, 2017 for two policy years! The discount is per lawyer and will be applied at your next insurance renewal.

If you are insured by CNA please remember to include your CNA policy number when you are registering for this webinar. You can find your policy number at the top of your declaration page of your policy.

A Letter from the Executive Director

Opportunities coming soon to learn about reducing malpractice claims and lowering malpractice insurance premiums

The Iowa State Bar Association is teaming up with our endorsed insurance broker, Lockton Affinity, and our sponsored malpractice insurance underwriter, CNA, to offer several opportunities over the coming 12 months for ISBA members to learn more about how to reduce potential malpractice claims while also potentially earning CLE and premium credits. This new, multi-channel effort builds upon past efforts of Lockton and CNA, and will be introduced starting this fall and continuing on throughout 2018.

As the largest lawyers' malpractice underwriter in the country, CNA is uniquely positioned to develop and share insights into the common mistakes that result in allegations of legal malpractice. Over the last few years, Lockton and CNA have been regular contributors of articles placed in ISBA publications intended to educate lawyers about the root causes of malpractice claims and practical steps that lawyers should consider taking to reduce their exposure. Recent additional analysis has also uncovered that there is a statistically significant correlation between firms that invest effort in proactive risk management education and good claims experience. As a result, ISBA was asked to work with our insurance partners to promote and make available an enhanced risk management program that will be good for all Iowa lawyers whether insured through our ISBA-endorsed program or through others.

Education and awareness of claims drivers are at the core of these new efforts. General awareness articles will continue to be published regularly, particularly as new insights are developed through analysis of the insurance company claims database. In addition, members insured through CNA will continue to be offered access to the on-demand library of risk control courses through the School of Risk Control Excellence (or SORCE). Insured firms will learn more about this directly from Lockton at renewal or time of application but completion of three modules earns an insured lawyer an automatic 7.5 percent per lawyer premium credit for a two-year period. There is a modest cost for access but the courses can be completed on your schedule. Once again, details will be communicated separately to CNA-insured lawyers by Lockton.

All ISBA members, whether insured by CNA or not, will be eligible to participate in several planned webinars and two live seminars during the course of the next year. ISBA will be handling the registration for these events and, unlike the SORCE content described above, these risk management efforts will be CLE-accredited. Attendance at one of these webinars or seminars will also qualify the ISBA member for the 7.5 percent two-year premium credit if insured through CNA.

The first webinar is scheduled for November 9 and will focus on cyber liability issues, a rapidly emerging area of concern for malpractice insurance experts. This will include two

hours of ethics CLE credit, and application has been made for two hours of federal CLE credit.

This coordinated effort is intended to produce a rare win/win situation for Iowa lawyers (lower claims and premiums); for the insurance company (better loss experience); and for clients (fewer legal mistakes). If you have questions, please call Lockton at 800-679-7154 and a representative will be able to assist you.

Sincerely,
Dwight Dinkla
ISBA Executive Director
ddinkla@iowabar.org




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Contact: David A. Fini, Vice President
d.a.fini@reynolds-reynolds.com 515-557-1252
or Kristi Rullestad, Account Manager
k.a.rullestad@reynolds-reynolds.com 515-557-1251
or Steve Sypal, Partner
s.e.sypal@reynolds-reynolds.com 515-557-1204

**300 Walnut Street, Suite 200
Des Moines, IA 50309
800-767-1724 FAX 515-243-6664**

Thanks to speakers – September 2017

Joint Revocable Trusts: The (not applicable), the Bad, and the Ugly (In-person or Live Webinar)

September 1, 2017

Sponsored by The Iowa State Bar Association Probate, Trust & Estate Planning Law Section

David Repp, Dickinson Mackaman Tyler & Hagen PC

Bridge the Gap Seminar

September 14-15, 2017

Sponsored by The Iowa State Bar Association Young Lawyers Division

Hon. Helen Adams, Chief Magistrate Judge, U.S. Magistrate Judge for the Southern District of Iowa

Hon. Paul Ahlers, District Associate Judge, District 2B

Wayne Bergman, Iowa Attorney General's Office

Nick Critelli, Critelli Law PC

Tre Critelli, Office of Professional Regulation

Robert Gainer, Cutler Law Firm PC

Julie Gray, Patterson Law Firm LLP

Christine Halbrook, Bradshaw, Fowler, Proctor & Fairgrave, PC

Robert Hodges, Brown Winick PLC

Senator Rob Hogg, Elderkin & Pirnie PLC

Whitney Judkins, Fielder & Timmer P.L.L.C.

Dennis Klein MD, State Medical Examiner

Matthew Lindholm, Gourley, Rehkemper & Lindholm PLC

Bridget Penick, Fredrikson & Byron, P.A.

Timothy Semelroth, RSH Legal

Kim Stamatelos, Stamatelos & Tollakson

Kristina Stanger, Nyemaster Goode PC

Sara Strain Linder, Bray & Klockau PLC

Janece Valentine, Valentine Law Office, P.C.

Hope Wood, Hope Wood JD

Ag Law Seminar (In-person or Live Webinar)

September 21, 2017

Co-sponsored by Iowa State University Center for Agricultural Law and Taxation, the Agricultural Section of The Iowa State Bar Association and Iowa Farm Bureau.

Thomas Ashby, J.D., Baird Holm, LLP

Nicholas (Tre) Critelli, III, J.D., Director, Office of Professional Regulation (Iowa Judicial Branch)

Erin Herbold-Swalwell, J.D., Brick Gentry P.C.

Nicole Hughes, J.D., Telpner Peterson Law Firm, LLP

Kiley Mars, Executive Director, Iowa Mediation Service

Eldon McAfee, J.D., Brick Gentry P.C.

Joe Peiffer, J.D., Peiffer Law Office, P.C.

Alejandro Plastina, Ph.D., Assistant Professor and Extension Economist, Department of Economics, Iowa State University

Charles Smith, J.D., Telpner Peterson Law Firm, LLP

Kristine Tidgren, J.D., Center for Agricultural Law & Taxation

Ed Tormey, J.D., General Counsel, Iowa Department of Natural Resources

Wendong Zhang, Ph.D., Assistant Professor and Extension Economist, Department of Economics, Iowa State University

Decoding Software License Agreements: Tips and Best Practices When Licensing Software (Live Webinar)

September 21, 2017

Sponsored by The Iowa State Bar Association Intellectual Property Law Section

Allison Kerndt, Nyemaster Goode P.C

Allison Wallace, Mediaocean

Corporate Counsel and Trade Regulation Seminar

(In-person or Live Webinar)

September 22, 2017

Sponsored by The Iowa State Bar Association Corporate Counsel and Trade Regulation Sections

Emily Alward, Alward Law Office

George Eichhorn, Childserve

Mark T. Hamer, Hamer Law Office

Debra Hulett, Nyemaster Goode PC

Nick Klinefeldt, Faegre Baker Daniels LLP

Chantel Kramme, Faegre Baker Daniels LLP

Todd Lantz, Weinhardt Law Firm

Holly Logan, Davis Brown Law Firm

Beth Mack, Wells Fargo

Justice Edward M. Mansfield, Iowa Supreme Court

Tom Miller, Iowa Attorney General

Prof. Maura Strassberg, Drake Law School

Scott Sundstrom, Wellmark

Elizabeth Van Arkel, Davis Brown Law Firm

Tara van Brederode, Assistant Director, Office of Professional Regulation of the Supreme Court of Iowa

Boilerplate Provisions – Their Meaning and Why They Matter

(Live Webinar)

September 25, 2017

Sponsored by The Iowa State Bar Association YLD Professional Development Committee

Michael Dayton, Nyemaster Goode PC

Current Issues in Immigration (Live Webinar)

September 26, 2017

Lori Chesser, Davis Brown Law Firm



MEDIATOR TRAINING

RICHARD M. CALKINS

Former dean and adjunct professor, Drake University Law School, invites applications for:

Primary Mediator Class

January 8-12, 2018 (40 hrs. of CLE, 2 hrs. ethics) Des Moines, Iowa

Mr. Calkins has conducted his 40-hour course over 80 times throughout the Midwest. He has also trained law students throughout the nation and internationally in Australia, United Kingdom, India, Ukraine, UAE and Irish Republic.

The class includes mediator and advocacy training, with students doing two full mediations before being certified by the International Academy of Dispute Resolution.

For information, contact Susan Ewing at amta@dwx.com.

Dave Ewert, 57, of Des Moines died Sept. 10.

Ewert was born in 1959 in Dubuque. He received his J.D. from the University of Iowa College of Law in 1986. Dave was an attorney with the Iowa Judicial Branch Office of Professional Regulations. He was a member of the American, Iowa and Polk County Bar Associations, National Conference of Bar Examiners (NCBE) and Council of Appellate Staff Attorneys (CASA).

Don Nickerson, 66, of Palm Beach, Florida, died Sept. 13.

Nickerson was born in 1951 in Wilmington, Delaware. He received his J.D. from Drake University Law School. His career began in private practice. He was appointed in 1993 as U.S. Attorney for the Southern District of Iowa, making him the first African-American U.S. attorney to serve Iowa. In 2003 he was appointed as a judge in the 5th Judicial District in Polk County where he served until retirement in 2011.

Kermit Dunahoo, 75, of Urbandale died Aug. 27.

Dunahoo was born in 1941 in Nevada, Iowa. He was a long-time attorney, and during his career, he taught criminal law and juvenile law at the College of William and Mary Law School in Williamsburg, Virginia. He was an avid author, political activist and loved history, specifically lives of the presidents.

Jack R. Gray, 90, of Rockwell City, died Aug. 24.

Gray was born in Rockwell City in 1927. He graduated from the University of Iowa College of Law in 1952. Jack practiced law with his father, uncle, and brothers at Gray & Gray Law Firm in Rockwell City. He later practiced law with David Gidel at Gray & Gidel Law Firm and retired in 2013.

Rex J. Ryden, 87, of Marshalltown died Aug. 22.

Ryden was born in Des Moines, in 1930. He served two years in the U.S. Air Force before graduating from the University of Iowa College of Law in 1957. He was a member of the Order of the Coif and Editor-in-Chief of the Iowa Law Review. Rex practiced law for 59 years, starting his legal career at the Willkie Farr Law Firm in New York City from 1957 to 1959. Rex returned to Iowa in 1960 to practice law in Marshalltown. After a successful career he retired from Cartwright, Druker, and Ryden in 2016.

Letter to the Editor

Dear President Eckley:

I do not know who it was that thought my retirement was worthy of an article, let alone to be featured on the cover of the current edition of *The Iowa Lawyer*, but I write to offer a simple yet heartfelt thank you to The Iowa State Bar Association. As I told you last Wednesday evening at my reception, while totally unnecessary the article and special recognition are gratefully accepted.

I have enjoyed my close working relationship with the Bar Association over the years, both as the Deputy State Court Administrator and in recent years as the State Court Administrator. Even on those rare occasions when the court and Bar did not see eye to eye on an issue, there was never any doubt that we always knew we were on the same team. More importantly, I always knew that with a simple phone call or email, the ISBA posse would come running to the defense of the judicial branch. For that, I will always be grateful.

For what it's worth, please know that I will not be far away in retirement. We have no plans to leave the state where Nancy was born and that has become my adopted home state. If there ever is something I can do to be of assistance to the ISBA please do not hesitate to call on me.

In the meantime, Godspeed ISBA.

Respectfully,




David K. Boyd

Photos and events from around the Bar

Iowa Supreme Court Justice Edward Mansfield talks with high school students about Iowa's judicial branch process and his work on the supreme court. The ISBA partnered with the Iowa Supreme Court to bring two oral arguments to Iowa students around the state in celebration of "Constitution Day" on September 20th.



Credit: Mitch Means

Young Lawyers Division Secretary Abhay Nadipuram takes a swing on the course during the Central Iowa Justice For All Golf Outing, which was held on Sept. 7 at Tournament Club of Iowa. The YLD-sponsored event this year raised money for the Iowa State Bar Foundation.



Credit: Kayla Chroat

Drake Law School Dean Jerry Anderson poses with former Iowa Congressman Neal Smith. Drake Law School hosted "A Celebration of Congressman Neal Smith" on Sept. 21 in honor of the Drake Law alumnus, which included the viewing of a new video interview in which Smith reveals details of his nearly four decades in public service.



THE NATIONAL ACADEMY OF DISTINGUISHED NEUTRALS

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www.IOWAMEDiators.org

The following attorneys are recognized for
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Just. David BAKER
CEDAR RAPIDS



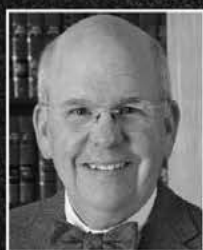
Jeff BOEHLERT
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E.J. KELLY
DES MOINES



Just. Lou LAVORATO
WEST DES MOINES



Hon. John NAHRA
BETTENDORF



Michael PITTON
IOWA CITY



Stephen POWELL
WATERLOO

OCTOBER 2017						
Sun	Mon	Tue	Wed	Thurs	Fri	Sat
			1	2	3	
			-	-	-	
	6		8	9	10	
	-	X		X		
	13	14	15	16	17	
		X	X	X		
	20	21	22	23	24	
	PM		X	X		
	27	28	29	30	31	
	X	PM				

**Check preferred available dates
or schedule appointments online
directly with the state's top neutrals.**

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