

Life in Balance: The Keystone to Sustained Professional Success and Personal Satisfaction

By Beth A. Dunning, TBA YLD President



Beth A. Dunning

There is a growing realization today that a very large number of Americans are living life way out of balance and paying a very high cost for doing so. There remains little authoritative dispute that living a life out of balance increases stress levels, impedes the productive management of stress, directly obstructs the healthy development and maintenance of personal and professional relationships, and generally threatens one's psychological well being. Moreover, there is ample research and an increasing belief in the medical community that a large percentage of all disease and illness can be linked to unhealthy stress levels and life imbalance.

Nowhere is this problem more evident than in the lives of lawyers. None of us needs to look very far past our own desks to see scores of lawyers around us who are poster children for the need to achieve balance, their lives glaringly demonstrating the often devastating costs of living life out of balance. This conclusion is corroborated by recent studies reporting that our profession suffers from disproportionately high rates of mental health

dysfunction, divorce, and substance abuse. Countless surveys further confirm that only a small proportion of lawyers report high levels of career and personal satisfaction. However, this phenomenon is not new; lawyers have historically ranked high on the lists of professions manifesting these dysfunctions. But I believe there is both a qualitative and quantitative difference in the price being paid by today's lawyers.

While the practice of law has never been easy, as an absolute matter, the challenges, demands and stress levels faced by lawyers historically pale in comparison to those faced by lawyers today. Members of the bar and judiciary have always carried the emotional weight of historical ideals ascribed to the profession, such as ensuring justice, promoting liberty, protecting fundamental individual liberties, and mediating disputes. Moreover, courts have always imposed crucial deadlines, employers have always expected hard work and dedicated employees, and clients have always been demanding and often unreasonably expectant. But the professional demands and challenges facing this generation of lawyers have skyrocketed in the after-burn of today's fast-paced, 24/7, technology-driven, economically unstable, immediate gratification, bottom-line world. And this

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ABA Youth Projects – A Nationwide Commitment

By Mary H. Beard, the TBA-YLD ABA Youth Projects-West Tennessee Chair



Mary H. Beard

The main goal and mission of the ABA Youth Projects Committee of the Tennessee Bar Association Young Lawyers' Division Board is to adopt and implement the American Bar Associations' Youth Projects throughout the public and private schools in Tennessee. The projects include Junior Judges, Mediators Achieving Peace (MAPS), Dialogue on Freedom, and One Child One Lawyer. We need the assistance of any interested member of TBA or any of our affiliates in implementing these

programs in our schools.

Through the Junior Judges program, children learn how to make the right decision upon facing difficult situations, such as cheating, bullying, and using drugs and alcohol, and the potential consequences for making the wrong decision. The program instills confidence in children to "do the right thing" despite peer pressure, enhances their awareness of how our actions affect others, and reassures them that making the right decision is the best thing to do in any situation. The program consists of seven class periods, during which the presenter shows a short video presentation and engages in a dis-

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'Extranet' May Be the Answer for Confidentiality Technology Committee

By Chad Dickson

Let's cut right to the chase here, Internet based communications are vulnerable. Every few weeks a new 'virus' seems to make the news and these viruses are no longer just the attacks of hackers. Now they are used to invade systems and steal data. Those are just the system intrusions, e-mail may also not be sufficiently confidential to transmit lawyer-client communications. E-mail is susceptible to unauthorized access; plus, e-mail sent on the Internet must pass through servers operated by someone who can legally access what passes through the server. Since many lawyers are using the computer more and more, computer vulnerability is a matter that we must address.

If all of that isn't enough to scare you, how about this? There are potential ethical considerations raised by these problems:

When transmitting a communication that includes information relating to the representation of a client, the lawyer must take reasonable precautions to prevent the information from coming into the hands of unintended recipients.

Tennessee Rules of Professional Conduct, Rule 1.6 comment [19].

Thankfully, we have our old friend "reasonable" to keep us "reasonably" safe. But the fact remains, since we keep our physical files under lock and key, we probably need to do the same with our confidential data that is so much easier to access.

I recognize that most young lawyers are not making the technology decisions for their firms; however,

if you are, or if you have the ear of the decision-maker, one solution is an extranet. An extranet is a secure, external Web site, accessible from the Internet, but available only to designated users. Many law firms and corporate counsel offices are using extranets to enable them to collaborate electronically with their legal teams, clients, and inside or outside counsel. An extranet offers more than simply a way to safely exchange documents electronically, data and messages — it enables a law firm to move beyond exchange and retrieval technologies to a virtual online meeting room.

An extranet with which I have tinkered, is West WorkSpace. Sharing documents is as simple as dragging and dropping a file from the Windows desktop into the browser. Once a document is in the West WorkSpace, users can continue to edit it just as if it were on their local machines. Users can work offline — storing and using content and files from the West WorkSpace. File attachments can be changed, and uploaded back once users are reconnected to the Internet. West WorkSpace will track the history of a document automatically utilizing the "track version" function and will create new versions each time the file is edited. Users can always look at, or revert to, earlier versions of a file and see who made what changes, when and why. Users can access a complete

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Chad Dickson

The YLD E-News?

The TBA YLD is looking for a few good names — well, just one really. Our e-newsletter publication has a lot to offer in terms of keeping members up-to-date on the latest happenings, volunteer opportunities, and member benefits available; however, it lacks an identity! Help the TBA YLD by submitting your idea for a name for this e-newsletter. Thanks to funding from the ABA/YLD, through a grant from the American Bar Association Fund for Justice and Education, there is a \$150 prize to the winner of the contest.

Send your entries to: TBA YLD Coordinator, Tennessee Bar Association, 221 4th Avenue North, Suite 400, Nashville, TN 37219 or fax to (615) 297-8058 by 5 p.m. on March 1, 2004. Be sure to TYPE all entries, include your name and daytime contact information, as well as the name you've created for the e-newsletter. Entries will be judged by the TBA YLD Board Executive Committee plus the editor and assistant editor of *the Quarterly*. ■

Balanced Lives

By Stacey Cason and Nichole Soule



Stacey Cason



Nichole Soule

On Saturday, Jan. 17, 2004, the Tennessee Bar Association Young Lawyers' Division (YLD) will sponsor a full-day forum to address an issue that affects all of us: How to properly balance our professional and personal demands and desires to achieve a more satisfying life. This forum will be held at the historic Hermitage Hotel in downtown Nashville. The forum will run concurrently with the Tennessee Bar Association Leadership Conference. This will permit participants of the Balanced Lives forum and participants of the Leadership Conference the opportunity to

attend workshops from both programs according to the topics that are of interest to the individual.

The Balanced Lives forum will be the culmination of a year-long program that began in August of this year with the beginning of the term of current YLD President Beth A. Dunning. Beth's passion for the issue has grown out of her own experiences as a lawyer in a fast-paced environment in which she often found herself working past midnight for weeks at a time without having — or making — the time for rest, family, recreation or other outside interests. Beth cites strained or damaged professional relationships as one of the biggest potential byproducts of a life that is out of balance. The forum will help participants identify those factors that lead to increased stress levels; that adversely affect their professional and personal relationships; and that threaten their mental and physical well-being. Additionally, and more importantly, the forum will provide participants with the tools to more ideally balance their lives. Among the topics to be discussed are: Striving for Work/Life Balance in the Real World; Making Good Use of Stress; Time Management; and Balancing Work and Family.

Promoting balance in the lives of lawyers is one of Beth's primary objectives for her year as president. On four Wednesdays in August, as a precursor to the

Jan. 17 forum, the YLD sponsored mini-forums in Memphis, Nashville, Knoxville and Chattanooga. At those mini-forums, participants were led in an interactive discussion that helped them to identify their values and motivating factors. Tea Hoffman of Client Concepts facilitated this discussion. Her bottom line is that one must incorporate who he and what he values into his life and work to achieve optimal balance. The mini-forums also included discussions led by Robert E. Albury Jr. and Laura Gatrell from the Tennessee Lawyers' Assistance Program (TLAP) on the topic "Life and Law Can You Enjoy Both?" The August mini-forums were concluded with panel discussions and question and answer sessions facilitated by members of the local bars.

While the theme of the Jan. 17 forum will be similar, the scope of the upcoming event will be much broader, as it will feature both speakers of national renown and members of the Tennessee Bar Association who have some pertinent life experiences to share. More information about the forum and registration material will be available on the YLD web page (<http://www.tba.org/YLD/index.html>) and will be sent to members of the TBA in the mail in the upcoming weeks. ■

Stacey Cason works with the Nashville firm of Manier and Herod. Nichole Soule is with the Memphis office of Armstrong Allen. Cason and Soule co-chair the "Life in Balance" Committee for the TBA YLD this year.



Cecilia Barnes, District 14 Representative, and Stacey Cason, Life in Balance co-chair, at the board planning meeting at the Maple Leaf Lodge in Townsend.

ABA/YLD Update

By Cindy Wyrick and Danny Van Horn

Thanks to the hard work of many TBA YLD members, young lawyers in Tennessee have been and will continue to be highly visible nationwide this year. Under the leadership of ABA/YLD President and Nashville attorney Jonathan Cole, the TBA YLD Board will present at two national meetings this year as well as a SouthEast regional conference.

TBA YLD Immediate Past President Jonathan Steen of Jackson and President-Elect Cindy Wyrick of Sevierville shared information about innovative board meetings that build relationships, increase member retention, and motivate volunteers at the Fall AOP in Pittsburgh, Pa. Angelia Morie, publications chair, will share information about the latest publication produced by the Division, the *Basic Legal Resources Handbook*, at the upcoming mid-winter meeting in San Antonio, Texas. Cindy Wyrick will also address the Southeast Regional Young Lawyer leadership regarding the topic presented at the FALL AOP in Pittsburgh.

Through the efforts of TBA YLD Board members Danny Van Horn and Ed Stanton, Memphis will welcome young lawyers from across the country in April for the Spring Conference. A highlight of the meeting will include a trial skills seminar centered around the 50th anniversary of the landmark *Brown v. Board of*

Education case. Prominent national figures will be on hand to assist with the program and to discuss the impact of *Brown* on our society and on the civil rights movement. In addition to numerous CLE opportunities, those who attend the Spring Conference in Memphis will also have several fun social events to attend, including a Friday night dinner and dance on the roof of the Peabody with the Tyronne Smith Revue. Saturday night we'll have an organized pub crawl that will have as its final two stops Hollywood Raifords and Earnestine & Hazel's — two long-time Memphis landmarks that are musts. If that's not enough for you, the Beale Street Music Fest will be going on that same weekend and will feature more than 100 national acts on seven stages over three days. Of course, we'll also be taking a trip to Graceland to pay homage to the King!

Do not miss the excitement of this unique opportunity to meet with ABA/YLD members in Tennessee, young lawyers from across the United States and even some international young lawyers. For more information about this event go to www.abanet.org. Registration for the Spring Conference should be on that website beginning in mid February 2004. ■

Nashville YLD Update

By Trey Harwell

The NBA YLD has had another year of excellence under the leadership of Scott Sims and is poised to enter its 20th Anniversary with equal enterprise and ambition under its incoming president Trey Harwell. Recently, the American Bar Association's Young Lawyers Division recognized the NBA YLD with two Awards of Achievement. The ABA awarded the *OYEZ!*, the quarterly newsletter of the NBA YLD, with top honors in its division. In addition, the Carbolec Smoke Ball, which is the NBA YLD's annual black tie charity fundraising event, received special recognition.

At its annual dinner, the NBA YLD recognized the hard work of Caroline Trost, Rob Baker and Stephanie Maxwell. The NBA YLD awarded the Distinguished Service Award to Trost, who has spent a significant amount of time over the years working on the Annual High School Mock Trial Competition and the Carbolec Smoke Ball. In addition, the NBA YLD awarded the Enterprise Award to Maxwell for her work on the Carbolec Smoke Ball and also to Baker for his work on the *OYEZ!* (The decision as to these NBA YLD

awards was actually made before the ABA YLD Awards of Achievement announcement.)

The upcoming year appears to be an exciting and industrious one for the NBA YLD as well. Trey Harwell announced at the Annual Kick-Off meeting that the NBA YLD will be undertaking a couple of new projects. First, in order to help new attorneys make the transition from law student to lawyer, the NBA YLD will develop a Mentoring Committee made up of older YLD members. Additionally, the NBA YLD is organizing its first annual Race Judicata, which will likely be held in March of next year. This event will be a 5k run to raise awareness of the NBA YLD within the greater Nashville community; encourage participation by all members of the Nashville legal community and by people in the Nashville community; and donate the proceeds to a local charity. ■



Trey Harwell

Knoxville Barristers Update

By Jason H. Long

The Barristers is winding down its year of service to the community and is proud to reflect back upon many fine accomplishments during the administration of outgoing president, Gregory S. McMillan. This past fall, we again hosted our Charity Golf Tournament with over 100 participating golfers and raised over a \$1,000 for our Hunger and Poverty Relief Committee to continue its charitable work. We continue to host a Volunteer Breakfast for the Knox Area Rescue Ministries each month and our "Firms for Food Project" continues to be a success as area firms have pledged their monthly support to assist in sorting food at the Food Bank.

The Hunger and Poverty Relief Committee continues its good work with two fully-staffed mobile meals routes and a recent successful Laser Tag Challenge for

Charity in which area attorneys competed in laser tag competition and raised over \$800 for charities serviced by the Hunger and Poverty Relief Committee. We also hosted our annual Angel Tree for charity.

We recently hosted an informal get-together for new admittees as a Welcome to the Bar function on behalf of the Knoxville Barristers.

In addition, we held our annual Christmas dinner for the Barristers and those who contributed to Barristers' projects throughout the course of the year. We look forward to an outstanding new year as we gear up for the Mock Trial Competition. ■



Jason H. Long

Maury County Young Lawyer's Association

By Wesley Bryant

New by-laws for the Association have been drafted, and several service projects have been discussed. A membership activity meeting was held at Parkway Lanes in Columbia for a night of bowling, comedy and comradery. A service project meeting was held to discuss the First Annual Fall Canned Food Drive to support Harvest Share Food Pantry, a local food bank. The MCYLA's goal is to have every legal-field related office in Maury County fill at least one grocer's sack with nonperishable food. Seeing a need in the community for non-perishable foods during the holiday season, the MCYLA decided to establish the canned food drive as its annual fourth quarter service project. ■

Memphis YLD Update

By Marcy L. Dodds

The MBA YLD has many accomplishments to be proud of during the 2002-03 year. Many young lawyers have spent countless hours participating in programs and events that have positively impacted our community and profession. Highlights include a Special Olympics Volleyball Tournament that generated enough funds to sponsor half of the Memphis team at the World Special Olympics this past summer. The Tennessee High School Mock Trial Tournament was a tremendous success as the West Tennessee delegation had the greatest participation in the history of the competition. This summer, lawyers worked valiantly to raise money for the Child Advocacy Center's "Toys & Teddy Bears" program. The Legal Lines television community service project continues to grow each year as YLD members take an active role in providing legal assistance to the public. Young lawyers also worked in conjunction with the TBA YLD to establish

a West Tennessee Crisis Hotline to assist in disaster relief efforts after the unforgettable summer storm of 2003.

The YLD basketball league and annual golf tournament served to promote healthy competition (for the most part) among members of the legal community. We've hosted a vast array of CLE programs, including the Sunset CLE at the Bench Bar Conference in Destin and the infamous CLE at the Dauphine Orleans in NOLA, which challenged our astute legal minds.

Our final service project of the year was a Silent Auction and Martini Party to benefit the Child Advocacy Center which was co-sponsored by James Davis.

The YLD Annual Meeting took place on Nov. 13, 2003, at the Rendezvous Restaurant where the gavel was passed to in-coming YLD President Amy Webb Martin. We look forward to another successful year under her leadership. ■

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is before we even start to account for the personal and family demands that tug at the available attention span, energy and time of every lawyer.

The knowledge of the negative role that stress and life imbalance play in maintaining good health, when combined with the knowledge of the apparent increasing rate of imbalance in the lives of lawyers, should lead each of us to be concerned about the future of our profession. I deeply believe that, unless a significant level of life balance is restored among members of our profession, we will not only see a generation of lawyers with high rates of divorce, substance abuse and emotional dysfunction, we will see an unprecedented number of lawyers facing major health crises with disabling and often life-threatening consequences. I can attest to the devastating health consequences of years of life imbalance. In recent years, I have not only faced increased general pain and illness, I have faced a truly life-threatening health crisis that grew out of a normally manageable, but chronic illness that can be significantly negatively influenced by stress. While I count myself fortunate to have survived, the memory of the experience and the life-long management of a chronic illness is a constant reminder to me of the costs of living out of balance.

If these consequences of imbalance don't motivate one to attend to the subject, then knowing the effects on professional development and sustained career success should. Studies and reports within our profession reveal that life imbalance contributes significantly to strained lawyer/client and lawyer/lawyer relationships, impaired training and mentoring, higher professional attrition rates, which in turn increase the cost of recruiting and maintaining a viable pool of productive associates that will become income-generating partners, and, perhaps most importantly, performance problems that raise significant professional liability risks. One should easily see the importance of the subject to each of us, even if we believe we ourselves are already maintaining a healthy life balance; it is equally important that we be able to identify and help address the life imbalance of those around us — our colleagues, partners, associates and staff.

The growing realization of the consequences of life imbalance generally in our society has fueled an ever-increasing hunger by many to understand, control and correct these imbalances. Confirmation of both the pervasiveness of the problem and the increasing craving to correct it can be found in the large numbers of self-help tools flooding the stream of American commerce and the information superhighway. These tools include hundreds of available conferences, books, articles, videos, magazines, seminars, support groups, and even life coaches. Thus, with this growing gener-

al acknowledgement of the problem and the availability of countless tools and resources available, why am I making such a big deal about balance in the context of law practice?

While I believe that most lawyers today will acknowledge that achieving life balance is a "desired ideal," I think very few understand how integral a role it plays in their ultimate sustained professional satisfaction and success. More importantly, I talk with lawyers every day who challenge whether life balance is even possible or realistic for lawyers per se, expressing belief that our careers are different than others. And, even if one can convince them that life balance may be possible, the next question is almost invariably, "How in the world do I achieve balance within the context of a successful law practice?"

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President Beth Dunning of Brentwood and President Elect Cindy Wyrick of Sevierville take a break at the July board meeting in Townsend.



Angelia Morie and Cindy Wyrick.

Do You Know Your Financial I.Q.?

By Leslee L. Mitchell

Our culture has encouraged us to learn a profession so we can work for money, but failed to teach us how to have money work for us. It taught us to not worry about our financial future, our company or the government would take care of us when our working days are over. The message is still to work hard, earn money and spend it, and when we run short, we can always borrow more.

We hold the power to choose whether our financial decisions produce balance or instability in our lives. That is a choice we all make daily.

To elevate your financial literacy, invest first in education. Financial literacy is the first step to understanding the impact of the decisions we make regarding our finances and the realization that improved financial literacy can directly affect the quality of life. You become what you study.¹

Working with a financial professional, e.g., a “financial coach,” may be one of the most beneficial decisions you make for your personal life and your career. Here’s an overview of the balance a financial advisor can bring to your financial life:

Debt Management

Illustrate strategies for paying off student loans and credit cards in the quickest, most efficient manner possible with little or no additional cash outlay.

Additional Investment Tools Beyond Your 401(k)

There are different types of investment vehicles available. There are some that are tax-deferred, tax-free,

or taxable. With the help of a financial professional you can determine which vehicles will make your money work for you in the most beneficial way.

Retirement

Provides a detailed analysis of how much you need to accumulate to live comfortably in retirement.

Income Protection

Helps you determine whether you have enough life insurance to meet your survivors’ needs, whether you are paying too much for your life insurance, and provides a variety of strategies you can follow to ensure your family’s financial security should you die prematurely.

Building Your Financial Future

Pulls all your information together by outlining the specific steps you need to follow to get your financial game plan in order.

Your future will be determined by the choices you make today, not tomorrow. Learn to have your money work hard for you and life will be easier and happier. It’s what’s in your head that determines what’s in your hands. Money without financial intelligence is money soon gone.² ■

1. Kiyosaki, Robert T. and Lechter, Sharon L. *Rich Dad, Poor Dad* (Tech Press Inc., 1998)

2. Kiyosaki, Robert T. and Lechter, Sharon L., 177.



Twins William and Emily Steen of Jackson steal the show at the board meeting at the Maple Leaf Lodge.



Some of the smallest attendees at the meeting take time to enjoy the scenery in Townsend.

ABA Youth Projects continued from page 1

cussion with the children regarding the specific unit topic. Elementary students receive the most benefit from the program.

The Mediators Achieving Peace (MAPS) program resembles the traditional mediation process increasingly utilized among attorneys as an alternative to trial. However, peer mediation excludes the caucus. The main goals of the program consist of training middle school students as mediators and reducing violence in schools by allowing students to resolve their disputes in a more peaceful manner. Upon implementing the peer mediation, the students, rather than the administrators, determine the appropriate discipline for infractions of the school's policies. The entire course includes six to eight, one-hour peer mediation classes, usually conducted in middle schools.

Dialogue on Freedom involves a panel discussion between an attorney and high school students to recognize American values, civic traditions, and our democracy. The discussion generally lasts for one hour. An attorney can choose the school of his or her choice.

One Child, One Lawyer provides the young lawyers an opportunity to provide public service to children in foster care, who need an attorney to advocate in their best interest. An attorney may choose to serve as a guardian ad litem, conduct pro bono adoptions and guardianships, or create school-based legal clinics.

We strongly urge all attorneys to participate in at least one of our programs. Our children remain our greatest investment. Invest in them by giving an hour of your time to implement one or all of these programs in Tennessee schools. The TBA YLD Board seeks all willing attorneys to aid in our endeavors. Please contact me at mbeard@fordharrison.com or 901.291.1500 if you have any questions about the youth projects or if you would like to participate. ■

Mary H. Beard, the TBA-YLD ABA Youth Projects-West Tennessee Chair, is an associate attorney at Ford & Harrison, LLP in Memphis, TN, where she practices labor and employment law for management. She is a 2000 graduate of Vanderbilt School of Law.

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history of the team's thoughts, opinions, decisions and documentation of not only the legal product, but also the foundation of logic, discussion and legal expertise upon which the documents are based.

West WorkSpace poses no special technological demands. It is an Internet-based solution that operates within virtually all major browsers, including Internet Explorer, AOL and Netscape. WorkSpace also keeps systems technology requirements to a minimum and abbreviates user learning curves by interfacing with the entire Microsoft suite of office applications including Word and Outlook.

Perhaps most importantly of all — and bringing us full circle — West WorkSpace employs multi-level security measures to access data. Before being allowed access to information in the West

WorkSpace, each user is prompted for a user name and password. Password information is encrypted, delivered securely to the server, and the server authenticates the user's name and password. Once the server has authenticated the user, a West WorkSpace session ID is created and passed to the browser.

West WorkSpace is certainly not the answer for all lawyers, but it is one among many tools for safely keeping and exchanging confidential information. None of us would leave our paper files in the lobby for all to see, yet that is precisely what we do with our computer files if we fail to take appropriate steps. ■

Chad Dickson is an attorney with Ford & Harrison LLP in Memphis, and Chairman of the TBA YLD's Technology Committee. Additionally, Chad e-mailed this article to the

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I believe that living a balanced life is not only possible for today's lawyer, it is a necessary prerequisite to a sustained, successful law practice. This year, the Young Lawyers Division of the Tennessee Bar Association is fully committed to helping this generation's lawyers, of all ages, find their own answers to these questions. Specifically, we are planning seminars designed to give lawyers practical information, resources and tools to actually achieve a healthier life

balance while enhancing professional development goals and without sacrificing a successful law practice.

We are excited to present a full day conference on these issues on Jan. 17, 2003, at the Hermitage Hotel in Nashville. The conference is expected to be packed full of helpful information and available at little cost to attendees. I sincerely hope that each of you will consider making this event part of your busy schedule and help us make a real difference in our profession. ■

YLD Board Planning Meeting

Family and friends also joined the YLD board as they met in late July in Townsend.



Michelle and Andrew Sellers of Jackson



Erin McArdle and Dan Coughlin.



Angelia Morie and Hugh Nystrom



TBA President-elect Charles Swanson, son Reedy and wife Pam Reeves



Reception on deck



Jim Wheeler and son Tate, Jonathan Steen with Matthew, and Dan Coughlin with son Ryan

THE QUARTERLY

The Quarterly is a publication of the Tennessee Bar Association Young Lawyers Division, 221 Fourth Ave. North, Suite 400, Nashville, TN 37219; (615) 383-7421.

The Quarterly is distributed for free to TBA members who are less than 36 years old or who have been admitted to practice in Tennessee three years or less.

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VOLUME 21, NO. 2

TennBarU and the Young Lawyers Division Present the 42nd Annual ...

BRIDGE THE GAP - DAY 2

The Tennessee Bar Association Young Lawyers Division is offering an expanded version of its annual "nuts and bolts" seminar, Bridge the Gap. The seminar is designed to aid those attorneys in the first years of practice, focusing on the practical aspects of common problems and tasks within those areas of substantive law most likely to confront the new practitioner. Bridge the Gap also introduces participants to methods of managing the "practice" of law on a daily basis and, this year, provides an additional session on skills for achieving life balance while practicing law. Bridge the Gap has grown to a two-day seminar. This is the follow-up to the initial session that took place in November 2003. Topics covered during Day Two will include:

- Family Law
- Bankruptcy
- Appeals
- Corporations
- Wills, Estates and Probate
- Real Estate
- Workers' Compensation
- Civil Litigations - Federal Level

THE BASICS

CLE Credits: 5 general & 1 dual

Dates & Locations:

February 3 **Memphis** (Ridgeway Inn, 5679 Poplar Ave.)
February 10 **Nashville** (Tennessee Bar Center, 221 Fourth Ave. North, 2nd fl.)
February 17 **Knoxville** (UT Conference Center, 600 Henley St. 4th fl.)

Times: Registration 8:30 a.m. Program 9 a.m. - 4:30 p.m.

COURSE REGISTRATION (up to three days prior to program)

\$175 for TBA members and non-members

SAVE THE DATES — Upcoming CLE Courses

- 8TH ANNUAL LABOR & EMPLOYMENT LAW FORUM
April 22Nashville
- INTELLECTUAL PROPERTY FORUM
April 23Nashville
- ANNUAL LITIGATION REVIEW & UPDATE
May 13.....Knoxville
- ANNUAL LITIGATION REVIEW & UPDATE
May 20.....Chattanooga
- ANNUAL LITIGATION REVIEW & UPDATE
May 27.....Memphis

**For more information or to register • call (800) 899-6993
• email cle@tnbar.org • visit www.tba.org**

YLD Board Meets at Sea

Under the leadership of TBA YLD President Beth Dunning, the YLD board met Sept. 11-15 aboard the MS Sensation. More than 60 YLD members, families and friends made the trip.



Left to right: Ben and Hillary Jones, Greg McMillan, Tasha Blakney and Laura Steel enjoy some time together on the cruise.



Left to right: YLD members Carol Anne Long, April Berman and Michael Berman.



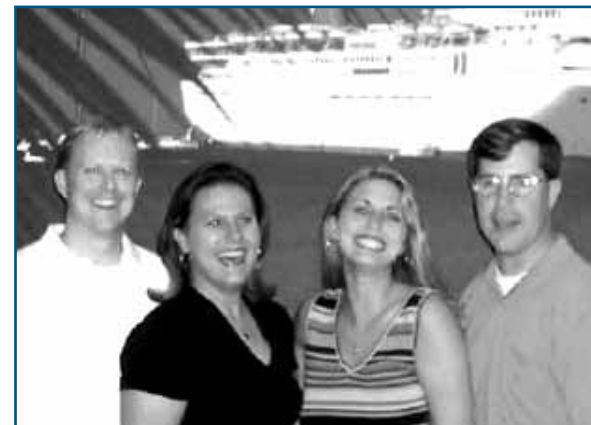
Left to right: Stacy Cason, Wesley Bryant, Patrick Carter, Dianna Casella-Carter and Shauna Bryant.



Left to right: TBA President John Tarpley with Lesley and Michael Mansfield, Alexis Henderson and Michelle and Andrew Sellers.



Left to right: Susan Johnson, Wade Hinton, Cindy Wyrick, Tasha Blakney, Sarah Cope and Chad White.



Left to right: Immediate Past President Jonathan Steen, President Beth Dunning, President-elect Cindy Wyrick and Vice President Danny Van Horn.

MAKE A RESOLUTION TO INVEST IN YOURSELF FOR THE NEW YEAR!

JOIN THE **TBA YLD** AND BAR LEADERS FROM ACROSS THE STATE ON **JANUARY 17, 2004**, AT THE **HERMITAGE HOTEL IN NASHVILLE** FOR:

THE BALANCED LIVES WORKSHOP

MARK YOUR CALENDAR TO ATTEND THIS INFORMATIVE AND TIMELY SESSION THAT WILL PROVIDE YOU WITH SKILLS TO HELP PUT YOUR LIFE IN BALANCE.

CALL **(800) 899-6993** TO REGISTER OR GO TO **WWW.TBA.ORG** AND CLICK ON THE “YOUNG LAWYERS” LINK TO GET MORE INFORMATION.

T E N N E S S E E B A R A S S O C I A T I O N

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