



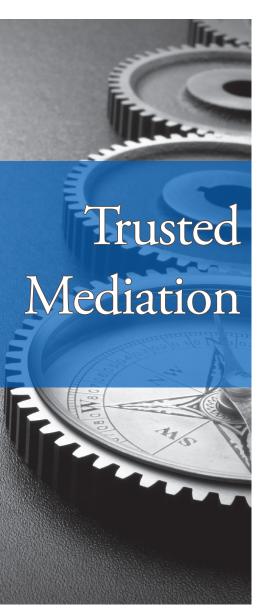
The Lawyer Well-Being Issue: Turning Wellness Struggles Into Personal and Professional Triumphs

An Easy Way to Support Employee Wellness: Allow Pets in the Workplace

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October 2019 Volume 28 Issue 9









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On the Cover

In this issue, KCMBA explores the importance of attorney well-being, current well-being initiatives in Kansas City, learned optimism, and using a strength-based approach to creating a healthy work-life balance. Join the KCMBA Well-Being Committee and KCMBF for upcoming programs covering these topics: Lawyer Well-Being Summit, October 10; and Mental Health First Aid, November 18 and December 5.

2019 KCMBA PRESIDENT'S MESSAGE



NATE ORR



CALENDAR OF EVENTS

Liberty & Justice Gala October 5

Lawyer Well-Being Summit October 10

Member Social at The Russell October 24

Sponsored by Kennyhertz Perry and Monsees & Mayer, P.C.

Domestic Violence Alliance October 25

Military Matters Symposium November 7

YLS Volleyball Tournament November 9

KCMBA's 135th Annual Meeting December 13 Presented by Spencer Fane LLP

Holiday Party December 19

Really Important Things

ey, everybody! It's October. And they're kicking me out of my presidential position in December. So that means we're running out of time for me to share some of my experiences and wisdom with KCMBA's young lawyers. By the way, I'm only 44 years old¹, so I'm also still very young and handsome. So technically, the wisdom I'm sharing below is also being shared with myself. I'll report back at the end of this Message about how helpful the young people thought this was.

So here goes. I've boiled all my thoughts down to 25 really important things that all young lawyers should keep in mind as they develop their practices. I call them The 25 Really Important Things. No important thing is more important than any other important thing. They are simply presented in the order in which they popped into my brain.

The 25 Really Important Things

- 1. Don't be a jerk. To anybody. The lawyers, judges, staff, witnesses and others with whom you will come into contact in the practice of law are people. You can be an effective advocate without acting like a monster. Civility will get you a lot further. And the person you least expect will have an impact on your career will end up being the very person who does.
- 2. Practice with a well-blended combination of confidence and humility. It's important that you know that every seasoned lawyer once felt as uncertain and frightened as you may now. Have confidence that you can tackle anything. And you will. But don't mistake arrogance for this prescribed confidence. Humility and the ability to laugh at one's self are necessary ingredients².
- 3. Don't try to be best friends with Patrick Mahomes. He already has a best friend (and roommate), and he doesn't even know who you are.
- 4. If you're ever offered an opportunity to be president of this association, do not take the job unless Vickie Mauck is the executive director. I'm serious. She's great.
- 5. Take care of yourself. Ours is a taxing profession. Be mindful of your own wellness and do not let the stress, pressure or divisiveness lead you down an unhealthy path.
- If you ever have an opportunity to go to a party at Gary and Anita Robb's house, do yourself a favor. Go.

² By the way, please note that all self-important arrogance expressed in these messages is done solely for your amusement. If you ever hear me talking like this out in public, please punch me in the face. Unless you are Wesley Fields. I do not want Wesley to punch me in the face.



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¹ I turned 44 at the end of June, which was really just days ago. Which basically means I'm only 43.

- 7. If you ever have an opportunity to go to a party at Lewis Galloway's house, well, you should probably check to see whether there is anything on TV first. Literally, anything³.
- 8. Be honest. Every. Single. Time.
- 9. When you write, don't use more words than you have to. We know your client disagrees with the allegations. Vehement disagreement is
- 10. Pick up some bow ties. Male, female, otherwise. Doesn't matter. I believe all humans will be wearing them by 2020. Their power is indisputable.
- 11. Spend time with your family. A lot of it.
- 12. Don't try to be as funny as me. With your career flourishing, why cloud that success with chronic and certain disappointment.
- 13. Be on time.
- 14. If you ever have a meeting with me, especially be on time.
- 15. If you practice in a firm with other lawyers, trust and support them.
- 16. Get to know as many people as you can. It's fun, and it will absolutely make your career more rewarding and successful.
- 17. Please do not try to get to know Pat Mahomes⁴.
- 18. Find a little humor in everything. Frankly, I had some trepidation about using so much in these messages, but you'd be surprised about the very gracious and supportive reactions I've received from even the most dignified judges.
- 19. If you show up to court, and I'm your judge, I will probably not be that dignified. In fact, if that happens, try to wake yourself up. Because you're having a nightmare.
- 20. If you have a nightmare and then can't fall back asleep, please grab a stack of Perry Brandt's KC Counselor messages. Zzzzzzzzzzz.
- 21. It is never too late to apologize.
- 22. Don't try to take all of the summer associates at your firm someplace you shouldn't take them and then try to hide it from your bosses at your firm. And if you do, apologize. Quickly.



- 23. Spend a lot of time with the oldest lawyers you can find. Their stories are rewarding and invaluable.
- 24. Help everybody you can.
- 25. Have fun.

Bonus pro tip? Get a second mortgage and bet every single dime on the Chiefs. Do it.

Well, I hope this was somewhat helpful. Wow! This was really helpful⁵. Actually, in all seriousness, if you work hard and care about others, I promise you'll be rewarded.

³ I'm kidding, of course. Lew's beautiful and gracious wife alone makes it worth attending any event in their home. In fact, if you can, arrange to attend one of the parties when Lew isn't actually there.

⁴ See Really Important Thing #3.

⁵ Remember the thing about me being young? See what I did there?

2019 KCMBF PRESIDENT'S MESSAGE



SCOTT GYLLENBORG



MILITARY MATTERS PRO BONO SPOTLIGHT



Joshuah W. Peter, with Solomon & Peter, LLP Law Offices is this month's honoree of the Military Matters Spotlight,

Joshuah Peter a monthly recognition to distinguish the great work being done by the hundreds of pro bono volunteer attorneys within the Military Matters network. Please go to the KCMBF Facebook Page to learn more about Joshuah's service to Military Matters.

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KCMBF's Commitment to Attorney Wellness

everal times in the last month, a client or colleague has asked me, "Have you lost weight?" My answer is always the same: "No, but I have a new tailor." Like a lot of us, I can stand to lose weight, get more sleep, find more time to unwind with family and friends, and feel better. I can improve my wellness.

I am taking baby steps toward wellness. In 1982, I started drinking Coca-Cola daily. On my birthday in 2006, I switched cold turkey to Diet Coke to eliminate the carbs and I shed ten pounds in a month with no other effort. And then, on September 5, 2019, I stopped drinking Diet Coke after reading the report, published in the journal JAMA Internal Medicine, of a study that found prodigious consumers of artificially sweetened drinks were 26 percent more likely to die prematurely than those who rarely drank sugar-free beverages. Some scientists say that study has significant flaws, but premature death is something to be avoided. Still, I have a home workout room I rarely visit, a 21-speed bicycle I haven't ridden in years, and high cholesterol. That, and all the stress that busy trial lawyers know. Thankfully, one wellness-related issue I do not suffer is burnout—I still love going to work every day.

According to the November 2018 report by the ABA's National Task Force on Lawyer Well-Being, our profession is falling short when it comes to well-being. Two studies revealed that too many lawyers and law students experience chronic stress and high rates of depression and substance use. According to the task force, these findings are incompatible with a sustainable legal profession and they raise troubling implications for many lawyers' basic competence. The research suggests that the current state of lawyers' health cannot support a profession dedicated to client service and dependent on the public trust.

Wellness is the focus of this month's magazine, as Ashley Grace, Jill Katz, and Callie Pippin Raitinger write in the feature article on page 16. KCMBF is contributing to wellness with these events to be held at the 2300 Event Center, next to KCMBA headquarters:

October 10: Lawyer Well-Being Summit—This free Lawyer Well-Being Summit, with 2.0 MO ethics credits (KS pending) will cover several aspects of improving well-being, including stress management, current well-being initiatives in Kansas City, and an optional meditation session. KCMBF is proud to have developed this program with the KCMBA Lawyer Well-Being Committee and we are grateful for the generous support of the M.R. & Evelyn Hudson Foundation which is covering the costs associated with the Well-Being Summit.

November 18: KCMBF Mental Health First Aid (How to Help Adults)—Have you worked with a client or colleague who appears to be struggling with a mental health disorder, yet you are at a loss for how to interact or help? This free eight-hour session will teach you how to identify, understand and respond to signs of mental illnesses and substance use disorders in adults. Nationally, this training has been provided to over 1.5 million people across the United States and has helped take the fear and hesitation out of starting conversations about mental health by improving understanding and providing an action plan. The training is limited to 30 people, so be sure to register soon at kcmbf. org.

December 5: KCMBF Mental Health First Aid (How to Help Youth)—This session will focus on your options in responding to mental illnesses and substance use disorders in youth. This training will be particularly useful for our colleagues who work in Juvenile Court or in the practice of family law. Again, training is limited to 30 people, so register at kcmbf.org to reserve your spot.

Focusing on wellness hopefully will inspire our members to reflect on their personal health physical, mental, and spiritual—and find areas where improvement can lead to longer and happier careers.

Friday, October 25th, 2019





The 22nd Annual Domestic Violence Alliance KCMBA Event Center A \$10 donation is suggested upon registration; space is limited. Register at kcmbf.org/dva.



MILITARY MATTERS 6th Annual Symposium

This year's free Symposium will focus on the current models, effectiveness, and the future of Veteran Treatment Courts in Kansas and Missouri. If you have an interest in helping veterans, registration is now open at kcmbf.ora/militarymatters.

> November 7, 2019 | KCMBA Event Center 12:00-4:00pm Program 4:00-5:00 Reception



FUNDRAISER

A portion of proceeds from both Betty Rae's Ice Cream locations will be donated to benefit the Domestic Violence Alliance.

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Jay Daugherty Mediation & Arbitration is pleased to announce that the Honorable Victor Howard, one of Missouri's highest rated judges by the MoBar, is joining the firm effective November 1, 2019. Judge Howard, who formerly served as Circuit Judge in Clay County and as President of the Clay County Bar Association, is leaving the Missouri Court of Appeals after serving as a Missouri judge for over 25 years. He will dedicate his full-time practice to mediation and arbitration while working from our recently expanded ADR Conference Center on the Plaza.

As an attorney, Judge Howard tried numerous cases to juries and judges working for both the defense and plaintiffs, including helping secure a \$5,000,000 jury verdict in a business litigation case. As a trial judge in Clay County, Judge Howard presided over more than 100 jury trials. In his work on the Court of Appeals, Judge Howard conducted numerous appellate mediations, authored well over 1,200 opinions and was appointed by the Supreme Court to serve as the current Chair of the Appellate Judge Education Committee. In addition to his extensive judicial experience and ADR training, Judge Howard was a frequent judicial participant in the MODL and MATA yearly conferences, served on the North Kansas City School Board, and was on the Kansas City Board of Zoning Adjustment.

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An Easy Way to Support Employee Wellness: Allow Pets in the Workplace

he idea of allowing pets in the workplace is a surprisingly divisive topic, I've learned. Nearly everyone I talked to is passionately for or passionately against the idea; there are no fence-sitters. For the naysayers, I offer you this: scientific proof that pets in the workplace benefit employees.\(^1\) "[E]mperical evidence supports the notion that dogs may" reduce employee stress, lower levels of employee depression and anxiety, improve social interactions between employees, and increase cognitive functioning.\(^2\) In fact, research has shown that the presence of a pet has a more positive impact on one's mental well-being than the presence of a spouse.\(^3\) Allowing pets in the workplace helps attract and retain talent.\(^4\) And, employers allowing pets in the workplace can tout a financial benefit to employees at no cost to the employer: the cost-saving of not paying for doggy daycare or a dog walker. Another bonus—employees who don't have to rush home during lunch or after work to let the dogs out put in longer hours.\(^5\)

Think pets have no place in a law firm? Think again. The ABA Journal has been reporting on the trend since 2009, including a Maryland Court Clerk who brought her pup to the courthouse each day.⁶ There are plenty of firms closer to home who have embraced the benefits of pets in the workplace. Check some of them out below.

Anderson & Associates

Jamie Walker, partner at Anderson & Associates, brings her dogs Gambit the Grey (4 years old) and Seti the Blue (1.5 years old) to the office 2-3 times per week.

Having her dogs at the office is calming to Jamie and helps her deal with the stress of her practice. She keeps the dogs in her office using a baby gate, but reports they get TONS of pets from passersby. They even have their own couch in her office.

Harrah Law

Desarae Harrah, founder and managing partner of Harrah Law, brings her three-month-old Pembroke Corgi, Miss Dorothy Sophia, to the office with her daily.

Having Miss Dorothy Sophia at the office allows Desarae to avoid losing productive time to go home and let her out and Desarae's officemates help wear out Miss Dorothy Sophia during the day. Coworkers and clients alike love seeing Miss Dorothy Sophia in the office and especially love snuggling her!





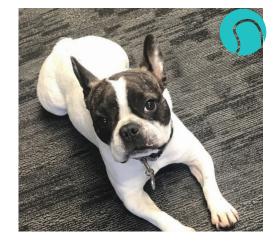
Spradlin Kennedy Law Firm

Tracy Spradlin, partner at Spradlin Kennedy Law Firm, brings her pups—Murphy, a three-year-old Silver Lab, Harper, a 9-year-old Black Lab, and Baron, a nine-year-old Yorkie—to her office at least once a month. When the dogs are in the office, people stop by to see them, which gives Tracy an opportunity to interact with those around her and watch the dogs brighten other peoples' day. The Spradlin Kennedy Law Firm is located in a building with several other attorneys and the entire building is very pet friendly. Tracy sees a

dog running around from someone's office every week.

Fisher Law LLC

Nicole Fisher, managing partner of Fisher Law LLC, brings her dog, Frenchie, to the office as much as possible. Nicole's clients often ask if Frenchie is in when they are in the office. Frenchie serves Nicole's clients, helping them relax as they work through their legal issues with Nicole.



Convinced? I thought you might be. Lucky for you (and your coworkers) Purina has put together a starter kit to help you get your Pets in the Workplace policy off the ground. You can find it here: https://www.purina.com/meet-purina/pets-at-work/pets-at-work-





ABOUT THE AUTHOR:

Callie Pippin Raitinger practices at Graves Garrett LLC, defending businesses against civil lawsuits and criminal and regulatory investigations. She also counsels clients in matters of corporate compliance.

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¹ I concede that the scientific evidence may not be the most rigorous, but it's still scientific. Yes, I strategically placed this concession in the footnotes.

² Foreman, Anne M., Glenn, Margaret K., Meade, Jean B., Wirth, Oliver (May 8, 2017), Dogs in the Workplace: A Review of the Benefits and Potential Challenges, retrieved Sept. 9, 2019 from https://www.ncbi.nlm.nih.gov/pmc/articles/PMC5451949/.

³ Id.; Calfas, Jennifer (June 22, 2018), Why Bringing Your Dog to Work Can Be Great for (Almost) Everyone, retrieved Sept. 9, 2019 from https://time.com/5186237/dogs-at-

⁴ Noguchi, Yuki (Aug. 8, 2016), Who Let the Dogs In? More Companies Welcome Pets at Work, retrieved Sept. 9, 2019 from https://www.npr.org/2016/08/08/488586121/ who-let-the-dogs-in-more-companies-welcome-pets-at-work; Calfas, Jennifer (June 22, 2018), Why Bringing Your Dog to Work Can Be Great for (Almost) Everyone.

⁵ Daniels, Jeff (Oct. 15, 2015), More Firms Allowing Dogs (and Other Pets) in the Office, retrieved Sept. 9, 2019 from https://www.cnbc.com/2015/10/15/more-firms-allowingdogs-and-other-pets-in-the-office.html.

⁶ Neil, Martha (Jan. 12, 2009), Md. Court Clerk Takes Dog to Work, retrieved Sept. 9, 2019 from http://www.abajournal.com/news/article/md_court_clerk_takes_dog_ to work; Thomas, Jackson A. (Nov. 15, 2017), You're your Workplace Allow Pets? Do You Ever You're your Pet to Work With You?, retrieved Sept. 9, 2019 from http://www. abajournal.com/news/article/does_your_workplace_allow_pets_do_you_ever_take_your_pet_to_work_with_you.



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our members reputable companies and valuable services at a fair price. While each partner is individually responsible for delivery of its goods or services, KCMBA gives its strong support to each of these businesses and the role they play in our legal community.

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Strategies to Secure your Print Environment

ecurity threats are constantly evolving, are everpresent, and are smarter than ever. Although it may not be top of mind when considering data security, a law firm's print environment can be particularly vulnerable to threats. As the official print solution partner of KCMBA and experts in print security, we reccommend four steps to our clients.

1. Establish acceptable use policies for printers and document management.

Our law firm clients often tell us stories of going to their shared multifunction printers to pick up a document, only to find scattered pages that had been printed and not picked up by another user. Look at the workflow of each user in your firm to determine the appropriate times for using desktop printers instead of shared devices, and the methods by which shared and desktop printers should be managed.

2. Require passwords for secure device management.

Simply put, passwords control who has access to printers in your firm, and not only restrict the printing of documents waiting in a queue, but also the access to printer hardware and related devices. Today's MFPs are complex embedded systems that contain full-scale operating systems, web servers, hardware and software interfaces, and more. They can streamline and simplify work, but also can potentially represent a serious risk to your network and enterprise systems if they are not adequately protected.

3. Implement document and device activity controls.

A simple step for securing documents on shared devices is to require employees to login at the printer in order to print their documents, also known as pull printing, ensuring that sensitive documents are never left unattended.

4. Engage experts to create and maintain security measures.

Security breaches happen when there are gaps in your security strategy, and when you rely on manual device configuration, it's easy for those gaps to multiply.

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Inc., which means we provide best-in-the-industry device and data security to our customers. Our Intelligent Workplace Services provide a powerful approach to MFP security with the ability to defuse threats at their source the second they occur, to keep you safe across security standards and policy management. Xerox ConnectKey devices are built to be trusted endpoints, to leverage innovative technologies to safeguard your critical documents and data. imageQuest provides:

Next-level security, right out of the box

- Built-in intrusion-prevention measures stop malicious attacks, malware proliferation, unauthorized device access and device misuse, whether from transmitted data or direct interaction at the device.
- Device detection sends alerts when a harmful change to the printer has been detected and ensures only authorized printers can access your network.
- · Document and data protection blocks intentional and unintentional



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- · Rapidly identify and remediate non-compliance on one device or across the entire fleet.
- · Receive ongoing performance reports that highlight areas for improvement and allow for easy adjustment.

Unmatched access control

- On-device authentication via ID card or PIN code means only authorized users can access fleet printers and specific print jobs.
- Pull printing ensures sensitive documents are never left unattended.
- Job tracking provides a complete audit trail of all device activity, highlights output behavior that may require investigation, and isolates print jobs that should be avoided.
- Chargeback and accounting tie all activity back to specific departments or projects to easily monitor costs.

Regulate restricted content automatically

- · Administrator-chosen keywords and phrases trigger an immediate alert when any unapproved scanning, copying, or printing is detected.
- All documents managed by Intelligent Workplace Services are automatically encrypted using a symmetric key cryptography algorithm before being sent to content storage.
- Sensitive data is also secured through user- and group-based access, password protection, and automated retention and disposition.
- Governance and lifecycle management protect and retain important business information and provide visibility into who interacts with content and how.

Please contact Joe Zubeck at 913-693-8347 to schedule a print device security review and to learn more how image Quest can help you achieve better data security for your firm and your clients.

ABOUT THE AUTHOR:

Joe Zubeck is a major accounts executive with imageQuest, and he has been with the company for 15 years. He's also known to play a mean round of golf, and won the BBBC Longest Drive Contest in 2016 and 2017.



KCMBA's 135th

ANNUAL MEETING

Presented by Spencer Fane LLP



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December 13, 2019
Sheraton Hotel Crown Center

Registration & Opening Reception: 10:30am-12:00pm (cash bar)

Luncheon & Program: 12:00-1:00pm

register at kcmba.org/annualmeeting



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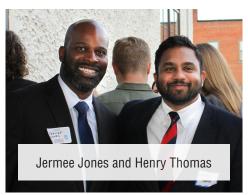




KCMBA AUGUST MEMBER SOCIAL

Amigoni Urban Winery | August 22, 2019











hen we started working on this article, our focus was on lawyer resilience. We wished to highlight attorneys who had overcome personal wellness struggles to continue a successful career in the law. Ashley connected with Lisa Brunner, who graciously and bravely agreed to share her personal story, which you can read below. I endeavored to find a male attorney who would be willing to share his story. I emailed no less than thirty attorneys, asking them to reach out to their networks in an effort to identify someone who would be willing to have his story told. Many of my contacts responded to my request, but still I was left empty-handed. The issue was not that male attorneys who had faced and overcome wellness struggles did not exist. The issue was that they were fearful of sharing their story—in print nonetheless. One attorney had been advised not to share his story—at least not in any way in which it could be connected to him—for fear of its impact on his career.

In a field in which "mental acumen directly correlates with [one's]

livelihood," fearing the stigma attached to admitting mental illness is legitimate.1 My efforts to locate a male subject for this article demonstrate the pervasiveness of that fear in our community. So, instead of sharing a story of the resilience of one of your peers, I'm going to highlight where you can find stories of other male attorneys who have faced and overcome these challenges.

Our profession has, historically, buried its collective head in the sand and swept these issues under the rug. But, the tides are changing. Our profession is beginning to acknowledge the challenges its members face. With that acknowledgment will come acceptance and with acceptance will come change. We hope that these stories inspire you and engender hope. And we hope that the next time someone in our community is searching for subjects of an article such as this, they will readily find them. We encourage you to step up, to discuss your experiences, and accelerate the change.

MEN SUFFER TOO: STORIES OF MALE ATTORNEYS WHO HAVE OVERCOME

"Law.com . . . embarked on a yearlong investigation into mental health across every sector of the legal profession." Its goal: "to shine a light on mental health, addiction, stress and well-being; destigmatize the issue; and identify methods to effectuate change." Part of that endeavor involved highlighting personal stories of attorneys who have

dealt with these issues. Below I introduce you to two of the attorneys profiled by Law.com.

Joe Milowic, a partner at AmLaw 100 Quinn Emanuel Urquhart & Sullivan, is one of the featured attorneys.4 "For a long time [Joe] did not feel comfortable admitting" that he suffered from depression "for fear of being perceived as incapable or unproductive."5 He writes of unknowingly suffering from depression, and the relief he felt when he was diagnosed and successfully treated. Despite his depression, he has had a successful career in Big Law and wants to encourage others who might be silently suffering. Joe wrote: "we should be talking about this, because you can succeed in Big Law, and at a top law firm, even if you suffer from depression."6 He also started a confidential, online peer support group for legal professionals called Lawyer's Depression Project.7

Mark Goldstein, counsel at Reed Smith, an AmLaw 200 Firm, shared his story of being overcome by—and then overcoming —depression, obsessive compulsive disorder, and anxiety.⁸ Mark shared that the most enlightening part of opening up and sharing his struggle was learning that "other attorneys with whom [he] work[s], who[] [he] respect[s], and who seem so poised and polished, are also suffering mental health issues and have sought/are seeking treatment for the same." You can read more about Joe and Mark's stories by visiting kcmba.org/kccounselor.

LISA BRUNNER'S STORY

Not many attorneys are able (or willing) to step away from the practice of law for a few years and return to practice and find success again. But that's exactly what Lisa Brunner has done. Over the last 18 months, Lisa has spent her time building a successful mediation practice and handling same-sex adoption cases. But prior to that, she took six years away from practicing law. During this time, she worked through some difficult life circumstances that caused her to suspend her legal career, which has helped her get back into a position where she can help others.

Lisa graduated from the University of Missouri-Kansas City School of Law in 1999 and practiced at two firms before joining the firm now

known as Husch Blackwell LLP. She joined Husch's litigation practice group in 2002, and in 2007, Lisa became a partner at the firm. During this time, she litigated healthcare, commercial, and employment matters, and she was very involved in pro bono work for the LGBT community. She received the ACLU Advocate of the Year Award in 2007 for her work successfully representing a lesbian couple who had been rejected as foster parents. Lisa described 2007 as a year that "appeared great on paper, but at the same time, I was finding myself

feeling depressed; there were great things going on, but I felt emotionally bogged down and sort of lost."

While Lisa was enjoying many successes in her practice—making partner, winning prestigious awards—she was finding that she was not taking care of herself physically, emotionally, or spiritually. She'd always enjoyed having drinks with friends and colleagues, but she eventually found herself drinking more frequently and for reasons other than celebratory and social settings. Lisa began seeing a counselor and was diagnosed with depression. Still, her practice remained extremely busy, but she found herself struggling to take care of herself.

Lisa left Husch Blackwell in 2010 and opened her own firm handling same-sex adoptions, work that she described as some of her most fulfilling. The adjustment from working as a partner at a large law firm with

significant infrastructure and resources to being a solo practitioner was challenging, and Lisa found herself overwhelmed—"not so much with the adoption work, but with the other cases I was taking on." She was also facing some challenging personal circumstances during this time, creating additional stress during an already stressful transitionary period to solo practice.

As a result of the stress of her busy practice and personal circumstances, Lisa recalls that drinking went from being a social outlet to a way to control how she was feeling. She was overwhelmed, and self-medication became her go-to "self-help" program. "It didn't happen overnight," Lisa said, "but I continued to seek refuge at bars. It was a very comfortable place to be at the time."

In mid-2012, she started to realize she was losing the ability to help people. "I was not in a healthy place to be able to serve clients anymore," she said. Lisa brought some cases to a close and referred the others to colleagues. At the time, she blamed the stress of the legal profession as the source of her problems, but seven years later, she has more clarity about what happened.

Lisa closed her practice at the end of 2012 and faced some difficult months without income. "Amazingly, though, I met my now wife Linda during this time," Lisa said. It was her relationship with Linda and Linda's children that led Lisa to a moment of clarity, where she finally realized that she needed to reach out and let someone help her. That person was Linda, and with Linda's help and encouragement, she



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began to see a mental health professional. "I have always been very independent, so asking for help has never been easy for me," Lisa said. "Now I see that this is a ridiculous mindset—no one can do everything by themselves, nor should they." In January 2013, while in the depths of her struggle, Lisa took on a part-time job at a toy store because "I knew I had to do something." This move turned out to be the "reset" that Lisa needed to stabilize her life. She quickly worked her way up at the company to become a toy buyer, importing toys from overseas. She loved the job—"ultimately, my job was to help people have fun" but she knew it wasn't what she would do forever.

I have always been very independent, so asking for help has never been easy for me. Now I see that this is a ridiculous mindset—no one can do everything by themselves, nor should they.

In 2017, Lisa began the process of preparing to go back into private practice, and in 2018, she opened the doors of her mediation practice. "I am passionate about mediation as a way to resolve problems because mediation is all about moving forward, whereas litigation is about the past," Lisa said. "I want to help

people move out of a destructive past and into a better future, whether in a civil or family context." She is also happy to again help samesex couples protect their families through same-sex/co-parenting adoption. "Same-sex marriage is legal now, thankfully, but a lot of people don't realize that it still may be necessary to consider adoption for the children that are born to their union."

During her rebuilding period, Lisa decided to take a break from drinking to see what life would be like without it. To her surprise, she's been living an alcohol-free life for a while now, and she's full of energy and a love for life that she never knew could exist. She meditates every morning, does yoga, and works every day to achieve a mind, body, and spiritual balance. "I am probably the healthiest I have been in my



Lisa Brunner

adult life. I attribute that to the grace and support of my wife, as well as to a group of like-minded of people with whom I share a passion for living a better life."

As Lisa's practice develops, she has found herself in a much healthier place. "This time around, it feels like it is on my own terms," Lisa said. "I realize now that all I have to do is take the next right step, and if I am open to the abundance of the Universe, and stop trying to control the outcome, the Universe will deliver the right result."

INSIGHT FROM A MENTAL HEALTH **PROFESSIONAL**

Licensed Clinical Social Worker Kelli Lynn Wiethan¹⁰ shared some insight into mental health issues, answering questions we posed to help get you on the right track.

What common behaviors may indicate that one is suffering from anxiety and/or depression, but which the average person may not recognize as being related to anxiety and/or depression?

Stress and sadness are feelings that everyone experiences in life. Because of this, it is common for people to suffer without recognizing anxiety and/or depression. When activities of daily living and overall functioning are impacted by changes in mood, thoughts, and behavior, it is usually a sign of anxiety and/or depression. Rumination, overthinking, sleep/eating changes and physical symptoms such as chest pain and hyperventilation are common when experiencing anxiety. Sleep and eating disturbances, low motivation/energy, low mood, and loss of interest or pleasure in activities are common symptoms of depression.

What are your top three stress management tools?

Probably the most important stress management tool is having a good support system. Making time to connect and share with others who will listen can help decrease the negative impact of stress. Exercise is a great release for the extra energy associated with stress. The type of exercise doesn't matter—even a long walk with a friend can be helpful. Healthy eating and sleeping are also important in stress management. Healthy distractions, such as reading or watching a movie, help to interrupt the rumination and overthinking that are common when feeling stressed.

Is there a correlation between career satisfaction and proper self-care?

Sometimes people can feel very satisfied in their careers but not have proper self-care due to a lack of balance in their lives. When people are "workaholics" they often feel satisfied in their work; however, excessive work is used as a coping mechanism to avoid or distract from personal issues. Having a work-life balance is especially difficult in high-demand careers and is something that takes mindfulness, daily intention, and proper self-care to achieve. There is a correlation between overall life satisfaction and proper self-care because of a healthy work-life balance.

What does self-care mean to you? Could you suggest any self-care habits that one can adopt and which would require a small daily time commitment?

Many people think that self-care involves things such as buying a special treat or taking a bubble bath. While these things can be part of self-care, on a deeper level self-care involves an awareness of one's needs and wants. True self-care is being able to identify and to communicate needs and wants. Having a connection to feelings and

knowing how to manage those feelings is essential to having good self-care. Meditation and walking are great self-care habits that don't have to take much time. Walking in the morning, during a work break, or after work—even for 15-20 minutes can really help to clear one's mind. Meditation can simply involve sitting and breathing for 5-10 minutes and can often be a good emotional reset for someone during a stressful day at work.

What general advice do you have for lawyers or others in high-demand careers?

Having a healthy work-life balance is especially challenging for high-demand careers. Meeting with a therapist can help to achieve greater self-awareness and create more work-life balance. Proper self-care and a positive support system are key to having balance. When it comes to unreasonable work demands and expectations, employees in high-demand careers often feel like they have no choice. It can be common to think that every job or every company is the same. Even though there are industry standards, there can be also be differences at different companies. It is important to know what works for you as an employee and what type of career is sustainable over time.



10 Kelli Lynn Wiethan, LCSW LSCSW

Plaza Therapy Group (816) 642-8634 4635 Wyandotte St. Ste. 204 Kansas City, MO 64110 plazatherapygroup@gmail.com

LET'S KEEP THE CONVERSATION GOING

On October 10, 2019, the KCMBA Wellness Committee and KCMBF are hosting the inaugural Attorney Well-Being Summit. Please join us as we bring the legal community together to make us collectively stronger for ourselves and for the people we serve. We will hear from local attorneys who have risen above wellness challenges to become healthier, happier, better attorneys. The former director of the Missouri Physician's Health Program will discuss the substance abuse/mental health concerns that the medical profession faced and strategies they employed to make great strides in overcoming those challenges. A large panel of Kansas City law firms and businesses will share how they prioritize employee well-being. Participants can earn 2.0 CLE ethics credits.

In November and December, KCMBF is hosting two sessions—each a day long—of Mental Health First Aid. Mental Health First Aid is a nationally recognized program designed to teach people how to identify, understand, and respond to someone experiencing a mental health crisis. The goal is for the questions and the responses

to become part of our everyday vocabulary and a normal part of life. The November session, to be held on Monday, November 18, will focus on interacting with adults—peers, colleagues, friends, spouses—in crisis or emotional pain. The December session, to be held on Thursday, December 5, will focus on interacting with youth who are suffering. Training and free registration will be provided by First Call, a provider of clinical, educational, and prevention services to individuals and families in Greater Kansas City. The Well-Being Committee and KCMBF hope that these programs will decrease the stigma of discussing our mental health issues and will be another step forward in our effort to create a healthier, happier, and more effective legal community.



ABOUT THE AUTHORS:

Ashley Grace is of counsel at the Bullman Law Firm where she practices plaintiff's employment law. Ashley is also a certified health coach and offers individual and group nutrition coaching.



Jill M. Katz has a "high conflict" family law practice. Jill is a frequent lecturer in the areas of mediation, family and juvenile law, with an emphasis on Guardian ad Litem responsibilities, client safety issues and mediation skills.



Callie Pippin Raitinger practices at Graves Garrett LLC, defending businesses against civil lawsuits and criminal and regulatory investigations. She also counsels clients in matters of corporate compliance.

- 1 Milowic III, Joseph (Mar. 28, 2018), Quinn Emanual Partner Suffers From Depression and He Wants Everyone to Know, retrieved Sept. 9, 2019 from https://www.law.com/newyorklawjournal/2018/03/28/quinn-emanuel-partner-suffers-from-depression-and-he-wants-everyone-to-know/.
- 2 Law.com (n.d.), Minds Over Matters: An Examination of Mental Health in the Legal Profession, retrieved Sept. 9, 2019 from https://www.law.com/special-reports/minds-over-matters-an-examination-of-mental-health-in-the-legal-profession/#home.
- 4 Milowic III, Joseph (Mar. 28, 2018), Quinn Emanual Partner Suffers From Depression and He Wants Everyone to Know.
- ⁵ Id.
- 6 Id.
- 7 Lawyers Depression Project (n.d.), retrieved Sept. 10, 2019 from https://www.lawyersdepressionproject.org/.
- ⁸ Goldstein, Mark S. (Feb. 12, 2009), 'Scared. Ashamed. Crippled.': How One Lawyer Overcame Living With Depression in Big Law, retrieved Sept. 9, 2019 from https://www.law.com/americanlawyer/2019/02/12/scared-ashamed-crippled-how-one-lawyer-overcame-living-with-depression-in-big-law/.

9 Id.

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ANNUAL REVIEW OF MO/KS CONSTRUCTION LAW: CASES AND LEGISLATION

Thursday, October 3, 2019

This program will cover Missouri and Kansas legislation and area case law that affects your construction law practice. A must-attend for practitioners at all levels to educate themselves about the latest developments in the local construction law arena. Panelists will share descriptions and observations on various new Missouri and Kansas laws for changes to civil procedure, including damage limits, insurance, and building issues that will impact your practice across state lines. This review on the state of construction law will include an overview of new legislation, as well as suggestions about how to communicate these changes to your owner, public entity, contractor, subcontractor, and/or supplier clientele. The second portion of this program will review Missouri and Kansas appellate and supreme court decisions that changed claims, defenses, and/ or analyses in construction litigation. Participants will receive a summary of all new laws passed affecting the construction practice and a citation summary of all Missouri and Kansas construction, real estate, and other pertinent cases.

Location: KCMBA Event Center **Credit:** MO – 2.0 / KS – 2.0 **Program:** 12:00-1:40pm

Cost: KCMBA Member - \$80 / Non-Member - \$120

Speakers: Ande McMurtry, *Horn Aylward & Bandy, LLC*, G. William Quatman and Holly Streeter-Schaefer, *Burns & McDonnell*

 $\label{lem:limited} \mbox{Limited seating. Pre-registration is suggested.}$

Developed with the KCMBA Construction Law Committee

LAWYER WELL-BEING SUMMIT

Thursday, October 10, 2019

The Summit's mission is "Becoming Better Legal Professionals by Taking Care of Ourselves and Each Other" and has been thoughtfully planned by KCMBF and KCMBA's Lawyer Well-Being Committee, which KCMBA formed in 2018 following the report released by the National Task Force on Lawyer Well-Being. The full-day Summit will begin with an introduction by Bree Buchanan, co-chair of the National Task Force on Lawyer Well-Being. The session will include ethics, detail the background of this critical issue, and focus on the importance of attorney well-being. It will provide presentations on current well-being initiatives in Kansas City, learned optimism and using a strength-based approach to life and leadership, and a brainstorming working group session.

Location: KCMBA Event Center

Credit: MO - 2.0 Ethics / KS - 2.0 Ethics

Program: 9:00am-4:50pm **Cost:** Free to KCMBA Members

Limited seating. Pre-registration is suggested.

Developed with the KCMBA Lawyer Well-Being Committee with support from KCMBF

LEGAL PROSECUTOR PANEL

Thursday, October 17, 2019

This program will feature a panel of assistant prosecutors from Cass, Clay, Jackson, and Platte counties in a panel discussion to provide insider information about how to efficiently navigate each office. We will be discussing common practices unique to each jurisdiction and answering questions from the audience. Get the nuts & bolts of each county's practices and procedures related to steps to obtain discovery, steps to get bond modifications for your client, whom to contact for offers and what to expect, and treatment courts/alternative sentencing methods offered by that jurisdiction.

Location: KCMBA Event Center **Credit:** MO – 1.5 / KS – 1.5

Program: 3:15-4:30pm, networking reception following,

sponsored by Solomon & Peter, LLP

Cost: KCMBA Member - \$40 / Non-Member - \$80

Free to prosecutors and public defenders

Speakers: Michelle Cocayne, *Clay County Prosecutor's Office*; Blake Sherer, *Platte County Prosecutor's Office*; Lauren Whiston, *Jackson County Prosecutor's Office (Downtown)*; Hallie Williams, *Jackson County Prosecutor's Office (Independence)*, and Luke

Yager, Cass County Prosecutor's Office

Moderator: Zachary Thompson, Clay County Prosecutor's Office

Developed with the KCMBA Criminal Law Committee

WHAT THE NEW MISSOURI RULES FOR CIVIL PROCEDURE GOVERNING EDISCOVERY REALLY MEAN AND HOW TO PREPARE YOUR PRACTICE TO THRIVE



Wednesday, October 23, 2019





This program will get you up to date on the recent eDiscovery changes to the Missouri Rules of Civil Procedure and discuss the ways they impact your cases. Gain insight through practical examples and tips so you not only are compliant, but also can take advantage of the new rules governing eDiscovery.

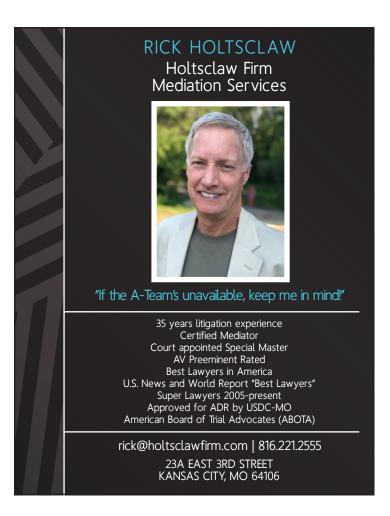
Location: KCMBA Event Center **Credit:** MO – 1.0 / KS – Pending

Program: 4:00-4:50pm, networking reception following

sponsored by Complete Legal **Cost:** Free to KCMBA Members

Speakers: Jeffrey Dreiling, *Complete Legal*; and Hon. Kendra Stockdale, *16th Judicial Circuit Court of Missouri, Jackson County*

Presented by Complete Legal, the Official eDiscovery Partner of KCMBA





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On August 15th, members of the legal community came together for the 2nd Annual Unity Event to celebrate diversity and inclusion in the Kansas City legal community. The Event brought together members from KCMBA and local diverse bar associations, including Asian American Bar Association of Kansas City, Association for Women Lawyers of Greater Kansas City, Hispanic Bar Association of Greater Kansas City, the Jackson County Bar Association, and Kansas City Lesbian, Gay, and Allied Lawyers.

KCMBA President Nate Orr welcomed attendees stating he was proud to celebrate the partnership and collective endeavors to promote diversity and inclusion. He informed attendees the ABA featured KCMBA's commitment to diversity and inclusion in the ABA Bar Leader in a recent issue. As part of the celebration, he recognized Pat Konopka as recipient of the 2019 Sly James Diversity & Inclusion Award stating she is active in a number of organizations and initiatives committed to advancing diversity and inclusion in the legal profession.

The Sly James Diversity and Inclusion Award recognizes those who, like Mayor James, have shown a lasting commitment to ensuring equal opportunities for attorneys of all backgrounds in Kansas City.

We would like to thank the Unity Event's supporters: Armstrong Teasdale LLP, Bartimus Frickleton Robertson Rader P.C., Franke Schultz & Mullen, PC, Husch Blackwell LLP, Kansas City Bankruptcy Bar Association, Kutak Rock LLP, Polsinelli PC, Sandberg Phoenix & Von Gontard P.C., Spencer Fane LLP, Stinson LLP, and University of Kansas School of Law.







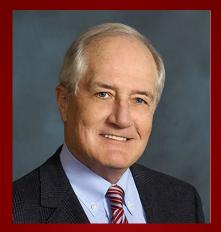




1. Athena Dickson and Hon. Susan Long. 2. JoEllen Engelbart and Student Law Academy (SLA) student Adrienne Maxwell. 3. Marcos Barbosa, SLA student Mark Hood, and Hon. Lajuana Counts. 4. Members of Asian American Bar Association of Kansas City. 5. Members of the legal community enjoying the event.

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Pro Bono Champion: Aubrey Gann-Redmon AGR Legal Services

For The Public Good

O OF WESTER

Selected by Hon. Jalilah Otto, 16th Judicial Circuit Court of Jackson County, Missouri

Do you know someone who deserves to be Pro Bono Champion?

To nominate a friend or colleague, go to www.kcmba.org/probono and download the nomination form. Complete the form and return it to Latricia Scott Adams via email at Iscott@lawmo.org. Winners will be recognized in KC Counselor.

hen attorneys accept cases, they cannot always know what may lie ahead for them. It is a tribute to their dedication that attorneys will follow a case wherever it may go in order to assist the client. This nomination honors just such an attorney.

Aubrey Gann-Redmon accepted David's* case through the Volunteer Attorney Project (VAP). His case was something of an emergency—David's wife Margaret* had been incapacitated by a stroke and he needed an adult guardianship in order to direct her health care.

Ms. Gann-Redmon prepared and filed a guardianship petition on behalf of the client.

Ms. Gann-Redmon worked with the clients to get everything set up, scheduling appointments with them at the nursing home where Margaret was receiving care, while working around her various medical consultations. After a time they were advised by medical staff that Margaret had recovered enough from her stroke that she would be able to sign a Power of Attorney (POA) for David, so the petition for guardianship was dismissed and Ms. Gann-Redmon began preparation of the

Then things took a turn for the worse. Margaret fell out of her wheelchair and hit her head. She was rushed to the hospital for a CT scan. Ms. Gann-Redmon just happened to be in the hospital visiting her mother when she got a call from her office notifying her of this development with Margaret.

Ms. Gann-Redmon met the couple in the emergency room when the ambulance arrived, and she and David contacted the hospital chaplain. After Margaret's scan, the medical personnel agreed that she was capable of signing a Power of Attorney, so the chaplain and the ER nurse witnessed the signing of the document.

While this meant the original case had come to a close, Ms. Gann-Redmon is continuing to assist the couple on a pro bono basis. She is now preparing a POA for David and, as Margaret recovers, will be developing wills for both of them as well as an estate plan.

For her dedicated stewardship of this case and principled assistance to these clients, Aubrey Gann-Redmon is nominated as a Pro Bono Champion.

Hon. Jalilah Otto commented, "[Aubrey Gann-Redmon] embodies the commitment and patience it takes to serve the individual needs of a client—especially when those needs are constantly evolving. [Ms. Gann-Redmon] accepted this case through the Volunteer Attorney Project on a quasi-emergency basis. [She] knew the adult guardianship needed to be filed quickly, and likely prioritized this case over others in [her] usual workload. As the clients' needs evolved, [she] exhibited flexibility and began preparing filings in order to provide a quick and permanent solution. When life again proved to be unpredictable and the clients' needs changed, [she] showed a sincere level of compassion through [her] willingness to visit with the client in the hospital. I am also impressed with the ongoing service that [she] is providing the client as his wife recovers. Well

done!

Ms. Gann-Redmon said of this achievement, "When I accepted this pro bono assignment, my Mom was hospitalized with a rare, aggressive leukemia. She was confined to a special wing because the cancer left her without an immune system. I visited her on my way into the office every morning and on my way home most evenings. After work one afternoon, I was visiting her when I got the call that my client was being rushed to the hospital, and

it turned out to be the same hospital my Mom was at. It was nothing for me to meet the client in the ER; I was just 3 floors up. I had the draft documents on me at the time, so all I needed was a notary. My Mom had told me the hospital chaplain performed that service, so I knew who to contact for help. It was a desperate situation, because my client was only in her 40s and was having to relearn how to speak, walk, and do all the things we take for granted. Her husband was spending his nights with her, working long hours, and trying to maintain the household. It was something I could acutely identify with at the time. I was compelled to do whatever I could to help make their situation a little easier. I knew what it was like to feel the helplessness of watching a loved one suffer through a serious medical emergency. I didn't want to be complacent with my privilege, like being able to practice law, or the fact that my Mom had an estate plan. The fact that my Mom had an estate plan was one less thing for our family to worry about. I just wanted to provide that same comfort to my client's family in their time of need. Little things like that are within my control ... and when there is a crisis, controlling what you can has the potential to bring others just enough peace of mind so they can focus on healing instead of worrying. That was my wish for David and Margaret. As this honor coincides with the one-year anniversary of her passing, I dedicate this honor to my Mom, who inspired me to always use my abilities to make life better for others."

*Not the client's real name











KEEPING UP WITH THE BAR

THE MISSOURI BAR



Gary Barnes

Gary D. Barnes has been chosen to receive the 2019 Michael R. Roser Excellence in Bankruptcy Award from the Commercial Law Committee of the Missouri Bar.

Since 1994, the Commercial Law Com-

mittee has presented the Roser award to an attorney who manifests the highest standard of excellence in bankruptcy practice and has made an outstanding contribution to the field of bankruptcy practice or administration. The award is named in honor of the late Michael R. Roser, a prominent Kansas City bankruptcy lawyer.

Gary is a partner in the Insolvency & Commercial Bankruptcy Group at Husch Blackwell LLP. He has acted as national and regional insolvency counsel representing secured lenders, landlords, lessors, preference defendants, buyers in Section 363 sales, and creditors' committees in commercial financial restructurings and bankruptcy.

Among other honors, Gary has been recognized as a Local Litigation Star by Benchmark Litigation, as one of the Best Lawyers in America in bankruptcy and creditor debtor rights/insolvency and reorganization law and a Missouri & Kansas Super Lawyer.

Gary maintains an active presence in the community, serving as vice chair of the board of trustees of William Jewell College and a former member of the board of directors of Missouri Boys State. Since 2007, he has served on the advisory board of the Assistance League of Greater Kansas City, an organization that annually clothes more than 2500 children throughout the city. He has also served as a panel trustee in the Western District of Missouri in Chapter 7 bankruptcy proceedings for approximately 30 years.

Gary graduated with a degree in Political Science from William Jewell College and earned his J.D. from the University of Missouri-Kansas City School of Law.

FISHER PHILLIPS LLP



James Sulliva

Fisher Phillips LLP welcomes James (Jim) C. Sullivan as a partner in its Kansas City office. Sullivan defends employers across the country against high-stakes employment claims including wage and hour, discrimina-

tion, wrongful termination, Fair Labor Standards Act, and contract disputes. He regularly represents employers in defeating attempts to certify employment claims as class actions. In addition to defending his clients in large, complex litigation, Sullivan has successfully tried claims alleging sexual harassment, race discrimination, age discrimination, and breach of employment agreements, including restrictive covenant issues.

Sullivan received his J.D. from The University of Missouri-Kansas City School of Law, and his B.S. from University of Kansas. He has been consistently listed in Best Lawyers of America for his work in commercial litigation and labor and employment litigation and named a "Local Litigation Star" by Benchmark Litigation.

DOLLAR BURNS & BECKER, L.C.



Jeff Burns

Jeff Burns of Dollar, Burns & Becker, L.C., recently achieved Board Certification as a Truck Accident Law Advocate from The National Board of Trial Advocacy (NBTA). He is the first and only lawyer in Missouri as of

August 2019 to earn such designation and one of the first 25 in the United States.

Approximately three percent of American lawyers are board certified in any practice area, and Burns is a member of a very select group who has taken the time to prove competence in an area of focus and earn board certification.

The NBTA as well as all board certifying orga-

nizations are committed to safeguarding the public's ability to choose a good attorney. They believe Board Certification is the highest, most stringent, and most reliable honor an attorney can achieve.

The elaborate screening of credentials for certification in truck accident law includes: demonstration of substantial trial experience, submission of judicial and peer references to attest to competency, attendance of continuing legal education courses, submission of legal writing documents, proof of good standing and passing of a six-hour written examination.

Dollar, Burns & Becker represents truck accident victims across the country and has handled truck accident claims in 34 states.

PRESLEY & PRESLEY LLC



Matthew McCoy

Presley & Presley, LLC, is pleased to announce that Matthew McCoy has been selected as a 2019 Missouri Lawyers Weekly Up & Coming lawyer.

The annual Up & Coming awards celebrate outstanding legal

professionals who are 40 or younger or who are within their first 10 years of practice. Honorees have demonstrated professional accomplishment, skill, and leadership beyond their years, as well as extraordinary commitment to their communities through volunteer service and leadership.

McCoy is an associate attorney at Presley & Presley, devoting his practice to handling a broad range of personal injury matters, including serious motor vehicle accidents as well as insurance bad-faith claims.

Matt has had the unique opportunity to be involved in several high profile jury trials early in his career. He assisted with the 2018 Bryce *Masters v. Timothy Runnels* case, in which a federal jury returned a verdict of \$6.5 million for an unarmed teen tasered by a police officer. Matt was also a key member of the trial team in *Skow vs. American Family Insurance Co.*, in

Keeping Up With The Bar is a free service for members, and we want to feature you! Send press releases and high resolution headshots to Amanda Farris at afarris@kcmba.org.

KEEPING UP WITH THE BAR

which the firm won an \$11 million verdict in a bad-faith lawsuit. He is also a key contributor to the Bad Faith Update, the firm's acclaimed newsletter, and was recently named to the National Trial Lawyers 40 Under 40 list.

Through the Presley & Presley law firm, Matt supports a number of philanthropic organizations including Operation Breakthrough and the University of Kansas Hospital Burn Unit, and he is personally involved in the Speak Up Foundation, Harvesters, and Toys for Tykes.

STINSON LLP



Brittany Barrientos

Stinson LLP is proud to announce that Partners Brittany Barrientos and Judd Treeman were recently recognized by Kansas City Business Journal and Missouri Lawyers Weekly respectively.

Brittany Barrientos was selected to the Kansas City Business Journal's annual "Best of the Bar" list.

The publication recently changed its selection process from peer review to an independent panel of judges selected



Judd Treeman

from the local legal community. Honorees are chosen based on their professional reputation, involvement in significant cases, and civic involvement.

Barrientos counsels clients on environmental, health, and safety regulatory requirements arising under the Clean Water Act, Clean Air Act, solid and hazardous waste laws, Superfund, OSHA, PHMSA, and state and local regulations. She has worked extensively with municipalities and electric-generating utilities, and clients in chemical, manufacturing, and real estate industries.

Beyond her practice, Barrientos is a frequent speaker on environmental law both at conferences and at local universities. She sits on the boards of directors of Junior Achievement of Greater Kansas City and the Diverse Attorney Pipeline Project, and was a 2017 Leadership Council on Legal Diversity Fellow. Barrientos is

also a recent graduate of the Kansas City Chamber of Commerce Centurions program.

Judd Treeman has been selected as an Up & Coming Attorney for 2019 by Missouri Lawyers Weekly. Treeman represents developers, lenders, and government clients in complex commercial transactions involving public finance, incentives, and partnership complexities. He has negotiated more than \$3 billion in complex deals nationwide, including market-leading projects involving financing and incentive structures. In addition to his corporate clients, Treeman works extensively on pro bono matters and serves as special outside counsel to the Marlborough Community Coalition.

Beyond his practice, Treeman is involved with the Greater Kansas City Chamber of Commerce's Business Leadership Council, KCM-BA, and the Catholic Lawyers Guild of Kansas City. Additionally, Treeman is completing the Greater Kansas City Chamber's Centurions Leadership Program.

SEYFERTH BLUMENTHAL & HARRIS LLC



Matthew Westering

Seyferth Blumenthal & Harris LLP (SBH) is pleased to announce Matthew J. Westering has joined the firm as of counsel.

Westering's practice includes the defense of businesses and insurance companies in

state and federal Courts. In addition to being experienced in employment-related litigation, he also provides risk management consulting and counseling to a variety of clients in the areas of human resources and statutory compliance. This includes assisting in drafting and implementing effective company policies and procedures that maintain compliance with applicable statutes and regulations.

In his insurance work, Westering advises clients on an array of matters, including primary and excess coverage evaluation and exposure analysis.

Westering brings extensive experience to SBH as a litigator in private practice. He completed his undergraduate studies and earned his J.D. from the University of Kansas.

In Memoriam

Glenn E. McCann 1916-2019



You're Invited to Attend a Reception for

The Honorable Howard F. Sachs

40TH ANNIVERSARY ON THE BENCH

Friday, October 4, 2019 2:00-4:00pm Program at 2:30pm

Charles Evans Whittaker Courthouse 2nd Floor 400 E. 9th Street, Kansas City, MO 64106

RSVP to Johnathon_Bish@mow.uscourts.gov



OFFICE SPACE

9001 STATE LINE RD, KCMO. Newly renovated office space with access to multiple conference rooms and a kitchenette. Reception, internet, copier, and fax included. Possible referrals as well. Please contact Sandy Norris for details. (816) 524-3838 or sandy@LNSlawKC. com.

CONFERENCE ROOM AND MAILING ADDRESS for lawyers who work from home. Have your law firm name on our suite entrance and lobby directory for our suite that has offices for 10 solo practitioners. We have 3 conference rooms for meetings and you can receive mail at the office, along with basic services available from legal staff for reasonable monthly cost (no lease required). Possible referrals as well. Call Kevin Hoop for details at (816) 519-9600 or khoop@kevinhooplaw.com.

KANSAS CITY, MO Office space available at 12th and Main, KCMO. Receptionist, internet, utilities, copier/fax/scanner and coffee services all included. Great space with a great view. Fun environment and priced right. Call (913) 735-4432 for information.

OFFICE CONDO FOR SALE 5716 North Broadway, Gladstone, Missouri 64118 Fully Furnished, 2000 Sq. Ft. 4 offices, 2 conference rooms, easy access to Jackson, Platte, and Clay County courthouses. If interested call Shirley at (816) 452-4533.

OFFICE SPACE FOR LEASE 6750 ANTIOCH, MERRIAM, KS Beautifully appointed office perfect for solo practitioner. Second floor suite with 1,200 square feet for \$1,600/mo. Includes reception/waiting area, 2 large offices (15' x 17') and 1 midsized conference room (10' x 17') with sink, refrigerator and microwave. Additional shared conference room available by reservation. Free parking. Basic cleaning services. Easy access to I-35 and connections to I-69, I-169, and I-435. Interested? Email Admin@josephhollander.com or call (913) 428-1922.

DOWNTOWN KC MO OFFICEBeautiful new office space available in

downtown Kansas City, Missouri. Space has library facilities, conference room, receptionist, internet, utilities, copier/fax/scanner, and kitchen services. Existing attorneys available to assist with professional questions. Call Heidi at (816) 421-2050 for information.

OVERLAND PARK Offices for rent. Law offices located in Old Downtown Overland Park, in remodeled historic building. Includes: free parking, reception area, kitchen, conference room, fax, scanner, copier, phones, voicemail, and high-speed internet access. The offices are in walking distance of coffee shops, restaurants, and retail stores. More than fifteen highly respected attorneys in an office-sharing/networking arrangement. For more information contact James Shetlar at (913) 648-3220.

BLUE SPRINGS, MO Two medium-sized offices available in recently renovated Blue Springs building. Close to Downtown Blue Springs and quick highway access. Access to copier and fax included. Rent is negotiable. If interested, contact Megan Porter at mporter@starkelawoffices.com or at (816) 229-9111.

ward Parkway office space available on Ward Parkway in Kansas City, Missouri (just west of Wornall). We have ten offices and several available (that have furniture if you need it) in our newly renovated office building. This is a great location for attorneys licensed in MO & KS with potential referrals. Large suite with conference rooms. Full services provided, receptionist to answer phones and greet clients, internet, supplies and copier/fax. No lease required. Contact Kevin Hoop at (816) 519-9600 or khoop@kevinhooplaw.com.

WESTWOOD Full-service executive suites. Includes phone answering, receptionist, conference room, telephone w/voicemail, all utilities paid, janitorial service and free parking. Secretarial services, high-speed internet, copier & fax are available. Several other attorneys in the building. Conveniently located just west of the Plaza in beautiful Westwood, KS. Please call owner/broker, Jeff Jones, (913) 362-8990.

JOB POSTINGS

GRAVES GARRETT LLC Graves Garrett LLC is looking for an associate with 2-4 years' work experience in commercial litigation in both state and federal court. The candidate should have proficiency in the full range of civil litigation skills, including electronic discovery, planning, litigation skills, execution and litigation for disputes over paper discovery; taking good depositions; strong oral advocacy; legal research and drafting for motion practice; and the ability to write persuasive memoranda of law at the trial and appellate levels. Salary commensurate with experience to include benefit package. Please send resume to sgoodnight@gravesgarrett.com.

MCDOWELL RICE SMITH & BUCHANAN, P.C. McDowell Rice Smith & Buchanan, P.C. is seeking an associate attorney with 2-4 years of litigation experience with strong emphasis on providing support with research and writing. Requirements include: top 25% of graduating class, moot court and/or law review, excellent writing and communication skills, and licensed to practice in both Missouri and Kansas. Any resume submitted must be accompanied by a writing sample reflecting candidate's own work product. If qualified and interested, please forward introductory letter, resume, and writing sample to: snewsom@mcdowellrice.com

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LEGAL MARKETING & WEBSITEWebsite and marketing services for small and mid-size law firms from Kansas City's local experts in professional digital advertising, graphic design, development, search marketing, lead generation, social media, branding and consulting from our team of experts. www.SmallBusinessMiracles.com or call (816) 842-0100.

From the New Crew

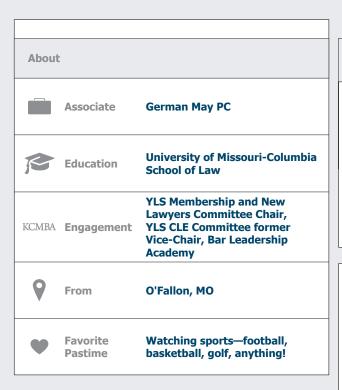
Q & A with young lawyers about life, law and growth





Breanna Spackler

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What do you feel like you uniquely bring to the field of law?

I am not sure it is unique, but humility is a characteristic that is important to me in the practice of law. Humbling oneself to the client's best interests rather than selfish desires about how a case may turn out. Never underestimating opposing counsel or their abilities. Understanding weaknesses and uncertainty in case positions. Admitting when I don't know something and need to conduct further research/analysis. I think employing humility makes me a better, more thorough, and more effective lawyer.

Think back to your first year working as a licensed attorney. If you could give yourself one piece of advice, what would it be?

I did a clerkship, so I would say soak it all in. Soak in the knowledge, experience, and advice of the judge. Soak in the process from the court's perspective. Soak in the opportunity to see and hear different styles of attorneys. Soak in the opportunity to experience different types of law, even those that may seem uninteresting to you. Soak in the relationships. Soak in the opportunity to write substantive legal opinions. Soak it ALL in because this experience is truly invaluable and will shape your future practice in more ways than you know.

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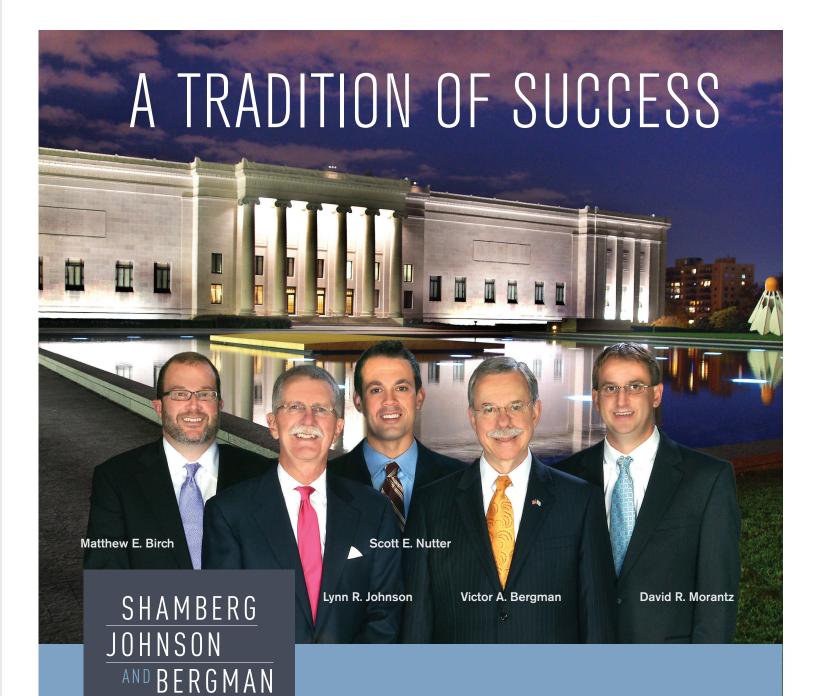


@kcmba2300

If you would like to be featured in From the New Crew, contact Amanda Farris at afarris@kcmba.org.

Sometimes the legal profession can be draining. How do you stay physically and mentally healthy?

I have a three-month old, so turning off the phone/computer when I get home and being physically and mentally present with her and my husband is cathartic. As an added bonus, this time includes a lot of bouncing on the exercise ball, deep squats, walks around the neighborhood, arm/ back workouts, and facial contortions, so I guess you could say I stay pretty physically healthy.



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OUR EXPERIENCE PAYS

We have a long history of success inside and outside the courtroom. For over 40 years, we have maximized the value of cases referred to our firm and we will continue to do so into the future. If you have a client with a serious injury or death, we will welcome a referral or opportunity to form a co-counsel relationship. Kansas City Metropolitan Bar Association 2300 Main Street, Suite 100 Kansas City, MO 64108

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Through KCMBA, Tax Favored Benefits offers The Bar Retirement Plan: A 401k plan with multiple adopting employers.

WHO BENEFITS?

The Bar Retirement Plan provides a streamlined solution for employers to create and maintain a tailored 401k plan, while shifting many of the traditional burdens to third parties. Participation in a larger group creates purchasing leverage through economies of scale. The plan is easier and it saves money while providing sought after feature flexibility.