

LAWYERS JOURNAL

2022-2023 BLI class project packed with love

By Ron Cichowicz

How much love would it take to fill a piece of luggage? The Bar Leadership Initiative (BLI) of the Young Lawyers Division (YLD) wants to find out.

BLI was introduced to encourage young lawyers to get involved with the bar association and ultimately assume leadership positions in the ACBA as well as the legal profession. Each year, the current BLI class chooses a project to undertake as a group. The BLI class of 2022-2023 has decided to launch Luggage with Love, an effort to help foster care children who spend time in shelters.

The concept behind Luggage with Love might seem simple, but it is potentially lifechanging for some children in Allegheny County.

“We considered a number of different options for our project,” said Devyn Lisi, a BLI class member and associate at Massa Butler Giglione. “There were a lot of good ideas suggested and considered. We are uniquely suited as lawyers and so we wanted to incorporate something law-related that would also benefit the community.”

Lisi said the class members saw an opportunity through a need they uncovered in the foster care system. When many children leave their host shelters, often they have no easy way of taking their belongings with them and are forced to jam them into a small backpack or garbage bag.

“We wanted to address that, but more than just produce luggage, we decided to add information for children in the foster care system that tells them what to do when confronted with the legal system in a number of ways,” said Lisi.

She added that all 13 members of the BLI class are passionate about their project and represent a number of different areas of law. Besides Lisi,

Luggage WITH Love



the BLI class includes Hannah Barnett, Andrew Bell, Maxwell Dormer, Samantha Dorn, Alison Gutierrez, Matthew McClelland, Paul Menke, Evie Moreno, Taylor Mosley, Connor Sease, Luci Sena and Paige Tamecki.

The BLI class members are working on a resource pamphlet and a business card that will include a QR code linking to the YLD website, where users can find information to help foster children and parents

navigate the legal system and know what is available to them.

Lisi said the Luggage with Love drive will be ongoing through spring. The class is seeking donations of new or gently used luggage, totes, and other bags, as well as some toiletries, which will be donated to those shelters that host foster care children. Rothman Gordon has graciously agreed to store the luggage and other donations in their office on Grant Street. Monetary contributions also are welcome and appreciated.

The BLI class will also host a Luggage with Love Happy Hour event this spring where attorneys can donate luggage to support the project. Details will be finalized soon and available on the YLD website. In the meantime, anyone interested in donating luggage or other bags can contact Max Dormer, MRDormer@rothmangordon.com, or Matt McClelland, MJMcClelland@rothmangordon.com, to coordinate a drop off time at the Grant Building (300 Grant Avenue, Pittsburgh, PA 15219). ■

Gender Bias Hotline addresses a variety of concerns

By Zandy Dudiak

The Gender Bias Subcommittee of the ACBA’s Women in Law Division operates a Gender Bias Hotline that handles complaints and concerns from anyone who has observed or experienced any form of gender bias in their roles as an attorney, judge or law student intern.

“This is a really unique and valuable service that the bar offers the community,” said Ena Lebel, Gender Bias subcommittee chair. “We want people to know we exist. We’re here as a resource and support for people who don’t know who to turn to.”

Gender bias can occur in a court, firm, nonprofit or corporate setting, though not all incidents of bias may be directed at women.

“It’s really important not just for the person subjected to this conduct, but for the improvement of the profession,” said Carol McCarthy, a committee member who chaired the WLD when the subcommittee formed in 1988. “A large part of the problem is these incidents are happening to young people who are too scared to do anything about it.”

The Gender Bias Hotline duty officers – Kimberly Brown and Rhoda Neft – are usually the first contacts for anyone making a complaint. Complaints also come via email or through personal conversations, or a subcommittee member may hear of a situation and contact the affected party to see if they want the complaint investigated.

The subcommittee includes judges and leaders in the legal community: Chair Ena Lebel, U.S. District Judge

Gender bias still exists. You are not alone.

If you have observed or experienced any form of gender bias in your role as an attorney, you may contact any one of the following members of the Gender Bias Subcommittee of the Women in the Law Division. These duty officers will keep your report confidential and will discuss with you actions available through the subcommittee.

Kimberly Brown 412-394-7995 kabrown@jonesday.com
Rhoda Neft 412-606-8387 rhoda.neft@gmail.com

[ACBA.org/member-center/gender-bias-hotline](https://www.acba.org/member-center/gender-bias-hotline)

Robert Colville, Common Pleas Court Judge Hugh McGough, and attorneys Carol McCarthy, Bryant Neft, Mimi McCormick, Ronald Hicks, Kimberly Brown and Rhoda Neft.

Before the subcommittee reviews a complaint, the names of persons involved are removed to keep the information totally confidential. That confidentiality is “sacrosanct,” emphasizes Bryan Neft, committee member.

When subcommittee members receive a gender bias complaint, they decide whether to investigate. The information usually comes from an ACBA member, but even non-members

have made complaints against members and court personnel.

The complainant can proceed anonymously or have their identity revealed to the subcommittee. Complainants who reveal their identities control when and if their identities are shared outside the subcommittee. Complaints can be made without a presentation or appearance before the subcommittee.

“Nothing is done in this process without the consent of the complainant,” Neft said.

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Gender Bias Duty Officers

ACBA.org/member-center/gender-bias-hotline
If you have observed or experienced any form of gender bias in your role as an attorney or law student intern, you may contact any one of the following members of the Gender Bias Subcommittee of the Women in the Law Division on a daily basis. The duty officers will keep your report confidential and will discuss with you actions available through the subcommittee.

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Rhoda Neft412-606-8387
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Professional Ethics Hotline

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Wonder if your decisions, legal advice or other professional actions are ethical? Need guidance? The ACBA Professional Ethics Committee “Ethics Hotline” makes available Committee Members to answer ethical questions by telephone on a daily basis. *All calls are confidential.*

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Dawn Gull412-440-5718
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THE PITTSBURGH LEGAL JOURNAL OPINIONS

provides ACBA members with timely, precedent-setting, full text opinions, from various divisions of the Court of Common Pleas. The *Opinions* can be viewed online in a fully searchable format at www.ACBA.org/opinions.

The latest cases loaded into the database involve the issues of:
Discovery–Deposition

Biometrics and passkeys – Making security simple

By David G. Ries

“Do you hate passwords? We have good news for you. There is a solution called biometrics that helps make cybersecurity easier for you.” (OUCH! January 2023) There’s also an emerging solution, passkeys, that also makes cybersecurity easier.

Passwords are part of a process called authentication that establishes the identity of a user (using something the user knows). Multifactor authentication is much stronger, requiring two or more authentication factors – something the user knows, something the user is, and something the user has. Multifactor authentication is becoming more and more common, generally using a username plus password (something the user knows) and a code or signal sent by text message or an authenticator app (something the user has). Security consultants and government agencies highly recommend the use of multifactor authentication for remote access to cloud services, remote access to business networks (like law firms), and access to government, banking, and shopping websites. Basically, use multifactor authentication everywhere it is available for any kind of confidential information.

Like passwords, **biometrics** are another way to identify a user (with something the user is), using physical characteristics like a fingerprint, facial scan, or eye scan. It requires hardware and software that reads the characteristic, like the features on some newer laptops, tablets, and smartphones.

An emerging technology, **passkeys**, replaces passwords by allowing a user to prove their identity by using biometrics combined with a key on their mobile device. Today’s passkeys use standards developed by the FIDO Alliance and supported by tech companies like Apple, Google, and Microsoft. Apple has recently announced that the current versions of its operating systems for Macs, iPhones and iPads support the use of passkeys.

When creating an account on a passkey-enabled website or service, a user authenticates himself or herself with the fingerprint, face scan, or eye to access the mobile device and registers the mobile device with the website or service instead of creating a password. The site or service creates unique encrypted keys that only the device and site or service can read (decrypt).

When the user later logs on to the website or service, the user is identified by the fingerprint, face scan, or eye and the passkey. The user uses biometrics to log on to the mobile device, then each website or service with which they have registered reads the unique key for that site or service. No password is needed. The device with the passkey is something the user has. In some instances, a personal information number (PIN) can be used instead of biometrics.

The tech companies are developing capabilities to (1) synch passkeys between multiple devices that a user

has, like a smartphone, tablet, and laptop, and (2) to use a phone with Bluetooth to provide a passkey through another device.

Stay tuned! Passkey compatibility is likely to become more available in the coming months and years, both the technology and websites and services that support it.

For more information, see “Biometrics – Making Security Simple” OUCH! January 2023 (a free monthly security awareness newsletter published by the SANS Institute). www.sans.org/newsletters/ouch/biometrics-making-security-simple.

Watch for monthly Tech Tips provided by the ACBA Technology and E-Discovery Committee in the weekly ACBA *Sidebar*. ■

Ries is of counsel at Clark Hill PLC. He has devoted his legal career to helping organizations traverse complex environmental, technology, and data protection challenges.

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Lawyers Concerned for Lawyers remains a resource for ACBA members

By Rick Shrum

Laurie Besden departed Penn State Dickinson School of Law in 1999 with a wealth of legal knowledge, a Juris Doctor degree and a life lesson that isn't necessarily addressed in textbooks and lecture halls.

Someone along the way offered an instructive guideline that continues to resonate with her: that despite practicing in their noble profession, some legal professionals, and some who are close to them, have personal demons.

"We were told, 'Welcome to a world where we solve everyone's problems. But what if the problem is yours?'" Besden recalled hearing.

She spearheads an objective by legal professionals to help those in their field who are struggling. Besden is Executive Director of Lawyers Concerned for Lawyers (LCL), a statewide not-for-profit organization that helps lawyers, judges, their family members and law students who may be dealing with mental health challenges, substance use issues or both.

The organization, according to its website, lclpa.org, provides all services in a confidential, voluntary manner – and are available at no charge to those aforementioned groups. The confidential helpline number is 1-888-999-1941.

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"We are like the Secret Service because no one knows who's been helped by us," Besden said, adding that LCL has served more than 8,000 professionals.

"We can save lives without ever getting your name, and we are 24/7,"

she said of Camp Hill-based LCL. "These are not 9-to-5 issues that people struggle with. If one person is struggling, the whole family is suffering. If someone has the courage to call and ask for help, we're absolutely going to provide it to them."

There is certainly a need for help. A statement on lclpa.org declares that "one in four Pennsylvania lawyers

will struggle with a significant mental health or substance use condition during his or her career. Many of these conditions are chronic and progressive – they do not resolve on their own. They often lead to worsening health, strained relationships, and/or diminished professional competence."

The American Bar Association conducted a survey of 13,000 attorneys in 2016, in which 61 percent admitted struggles with anxiety; 28 percent met criteria for depression; 23 percent reported stress-related symptoms; 20.6 percent met criteria for problematic alcohol use; and 11.5 percent had suicidal thoughts during their careers.

"Imagine being a judge, making life-or-death decisions," Besden said. "Making decisions every day that impacts so many lives."

Law students also are at risk, facing pressures educationally and in their lives. LCL, the Executive Director said, serves students at all nine Pennsylvania law schools and those in Delaware.

These prevalent issues are why, according to Besden, every state "technically" has an assistance program for the legal community. She added, however, that many programs do not operate around the clock.

Pennsylvania's LCL launched in 1988, when small groups of attorneys who were in recovery in Pittsburgh and Philadelphia banded together to

Continued on page 10

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2022 tax year for Allegheny County property tax assessment appeals reopened

By Jason M. Yarbrough

On January 24, 2023, Allegheny County Council voted 15-0 to reopen the 2022 tax year for Allegheny County property tax assessment appeals. Allegheny County property owners now have until March 31, 2023, to file a tax assessment appeal for tax years 2022 and 2023.

The move comes after Allegheny County Court of Common Pleas Judge Alan Hertzberg ruled that Allegheny County was using incorrect sales data to set the “common level ratio,” a factor used to establish the correct assessed value in any given tax year. As a result, Allegheny County has already made a change for the 2023 tax year and significantly lowered the common level ratio from a prior ratio of 81.1% of market value in 2022, down to 63.6%.

The exact common level ratio for tax year 2022 is not yet determined due to ongoing litigation over Judge Hertzberg’s ruling. Judge Hertzberg found that the 2022 common level ratio should also be approximately 63.6%, but this ruling is under appeal.

The Council bill assumes that taxpayers will ultimately prevail in the lawsuit and that a 63.6% ratio will be applied for 2022 tax year. However, only to the limited extent that the litigation establishes a different 2022



Jason M. Yarbrough

common level ratio, taxpayers shall have an additional 60 days from the end of the appeal over the 2022 ratio litigation to file a 2022 appeal.

All appeals must be filed by March 31, 2023. ■

Jason M. Yarbrough is a Partner and Chair of Meyer Unkovic & Scott’s Real Estate Litigation Section, Co-Chair of the firm’s Summer Associate Program, and a member of the firm’s Construction Law, Creditors’ Rights & Bankruptcy, Energy, Utilities & Mineral Rights and Litigation and Dispute Resolution Practice Groups. For more information about 2023 tax assessment appeals, visit: www.muslaw.com/assessment.

Wonder if your decisions, legal advice or other professional actions are ethical?

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See ACBA.org/OfficerAssignments for details.

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Or contact David Gordon, Institutional Trust Officer, at david.gordon@pnc.com or 412-762-9965.

LAW PRACTICE MANAGEMENT

State of downtown Pittsburgh: Must-know trends and market fundamentals to make sound real estate decisions

By Dan Adamski

Hybrid work and increased flexibility will remain constants in the post-Covid environment; however, the office is far from obsolete. JLL research shows that despite corporate rightsizing, 65% of all new deal activity in 2022 occurred in Class A office space – 15% more than in 2021 – indicating companies are committed to providing a differentiating work environment for years to come.

There is a lot to glean from the last several months, and despite economic headwinds and negative absorption at 2022 year’s end, the Pittsburgh market is trending in the right direction relative to the figures seen in 2020 and 2021.

What’s happening to the downtown real estate market?

Like much of the last two years, the downtown Pittsburgh office market remains very tenant favorable, meaning companies making decisions now will secure greater cost savings and concessions than those who wait until the market turns.

As a result, companies are exploring their options in the market early, especially law firms. Today, firms are often looking 24-48 months ahead of



Dan Adamski

their lease expiration to lock in aggressive concession packages reaching up to \$100 per square foot for tenant improvement allowances and 12+ months of free rent.

Rental rates are crawling upward, though, as owners grapple to maintain face rates in the wake of these record high concessions. In our latest Office Outlook, office rental rates increased by \$1.19 per square foot at the end of Q4 2022. There was also 159,522 square feet of negative absorption in 2022. And, while still not at pre-pandemic levels, it’s a welcome improvement

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compared to the more than 1.5M square feet of negative absorption seen in 2020 and 2021 combined.

Change in deal type, residential conversions among emerging trends to watch

JLL research shows Pittsburgh companies are embracing the opportunity to take advantage of a favorable market while it lasts. An emerging trend is the change in deal type in 2022 compared to 2019. In 2022, more new leases and fewer lease renewals were signed, indicating companies are committing to a new office being the focal point of its work ecosystem. In many of these cases, companies signed leases at higher class buildings fit out with modern space and amenities that focus on health, wellness, and reenergizing the workforce.

Take Metz Lewis and LGA Partners as examples: Both companies signed new leases at Four Gateway Center at

the end of 2022, vacating their offices at Class B buildings downtown.


This trend is expected to continue well through 2023, begging the question, what will become of existing commodity space at Class B and C buildings in Pittsburgh’s CBD?

Many signs point to increased office-to-residential conversions, which would not only level-set and even strengthen local market fundamentals but would bolster the city’s downtown vibrancy. Since 2000, more than 5 million square feet of commercial space has been converted – most of it to residential space. This trend will lead to the tightening of office vacancies and the influx of talent, especially young professionals, downtown.

Today, downtown Pittsburgh is home to nearly 7,000 residents – a 42% jump in population since 2015. And with its current residential inventory in the pipeline, the downtown population is expected to grow by another 25% over the next four years.


As the number of downtown residents grows, Pittsburgh’s CBD becomes an even more attractive place for both companies and investors. More public amenities, retailers, and improved quality of

Continued on page 10



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CLE on self-care and work-life balance to be held March 2

By ACBA Staff

The Allegheny County Bar Association Health and Wellness Committee will present the CLE “An Ayurvedic Approach to Stress Reduction and Better Sleep: The Vital and Ethical Responsibility of Self-Care and Work-Life Balance” on Thursday, March 2.

The CLE will be held from 3 to 5 p.m. in the Mellon Room, Koppers Building Conference Center.

“Self-care” has become a buzz phrase in our modern landscape and fodder to fuel the \$4 trillion health and wellness industry. It is often offered up as a solution in discussions around health, boundaries and “work-life balance.”

But what does self-care truly mean? What is our individual responsibility to take care of ourselves? What is our collective responsibility to take care of one another? How does this responsibility shift in the service professions, where showing up for others in an authentic and meaningful way is part of our ethical obligation?

In this two-hour workshop, attorneys Lisa Standish and Alexandra Kovalchick will provide practice points which focus on how the information presented by Molly Culleton of Turiya Holistic Health is relevant to and can affect a lawyer’s ethical responsibilities, including but not limited to competency,

An Ayurvedic Approach to Stress Reduction and Better Sleep
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Molly Culleton, AD
Turiya Holistic Health



Alexandra Kovalchick
Pollock Begg



Lisa Standish
The Law Offices of Lisa Standish

“Self-care” has become a buzz phrase in our modern landscape. But what does self-care truly mean? This program will offer practice points on managing stress and discuss a “new way” of looking at daily lives using the ancient healing system of “Ayurveda” as a guide.

Visit ACBA.org/calendar for more.

2 Ethics
ACBA
CLE

diligence, conflicts with clients/co-workers/staff and professionalism.

The panel will talk about managing stress, including if already known practices are really helping us. This program presents a new way of looking at our daily lives and our health and how attendees can use that information to be better attorneys and co-workers. The program will navigate these questions and their complexities using the ancient healing system of “Ayurveda” as a guide. Ayurveda is the medical system of ancient India and Yoga’s “sister science.”

The program will trace back to the roots of Ayurveda which begin with the nuances of work-life balance, self-care and the complex relationship between work, money and ethics; all of which are mentioned in the ancient Vedic texts. The program will also explore practical applications of Ayurveda and Yoga in the areas that most affect our present state of health and our ability to be of service to others.

Specifics to be covered include:

- The Four Aims of Life as outlined in Ayurveda (moral/ethical responsibility,

financial success, joyful living and enlightenment)

- The 3 Pillars of Ayurveda (food, sleep and daily routine)
- Basic understanding of the different mind-body types outlined in Ayurveda
- Self-assessment of mind-body type and how it can impact your health
- Ayurvedic and Yogic practices that improve nutrition, sleep quality and reduce stress

Program planners are Kovalchick and Standish. This program has been approved for two hours of ethics CLE credit and also qualifies for two hours of credit under the West Virginia Rules for Mandatory Continuing Legal Education. Speakers are Molly Culleton, AD, Doctor of Ayurveda, Turiya Holistic Health; Alexandra Kovalchick, Pollock Begg; and Lisa Standish, The Law Offices of Lisa Standish.

To register for the CLE, visit ACBA.org/calendar. ■

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‘Self-Defense for Attorneys’ seminar slated for March 15


By Brian Knavish

Ever look over your shoulder walking to your car after a late night at the office? Ever worry what a not-so-happy client might try to do to you if a case doesn't go as expected? Or maybe you want to go for a jog on a wooded trail, but you're just a bit nervous about being alone in a remote area?

These are normal concerns that many attorneys have, which is why the ACBA Women in the Law Division (WLD) is presenting "Self-Defense for Attorneys," a 90-minute seminar on Wednesday, March 15 from 5:30 to 7 p.m. in the Koppers Building Conference Center.

The class, which is being presented by Seven Dragons Martial Arts and sponsored by Shrager Defense Attorneys, is designed for women attorneys, but all are welcome to attend.

"This class is ideal for anyone looking for some basic skills and strategies to feel more confident should the need arise to defend yourself," said Master Susan Kalich, a sixth-degree black belt in tae kwon do and one of the program's instructors. "We're not teaching fighting techniques, but rather self-defense techniques, which is an important distinction."



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Wednesday, March 15
5:30 p.m. | Koppers Building

Master Susan Kalich and Master Eric Huber of Seven Dragon Martial Arts will cover strategies to avoid violence as well as life-saving techniques should you be attacked.

Visit ACBA.org/selfdefense2023 for more.



Kalich, along with Master Eric Huber, another sixth-degree black belt, will cover strategies to avoid physical confrontations, as not getting into a scuffle is the best form of self-defense. Additionally, the program will cover techniques – such as hand, elbow and knee strikes – that can be used by a person of any size or skill level who is grabbed, pushed, or assaulted.

The techniques are designed to help any person defend themselves if attacked by an unarmed, untrained

attacker, accounting for more than 90 percent of self-defense scenarios.

"We can only cover so much in one evening, so that's where we will focus: The most common types of situations you might encounter," Kalich said.

"We'll cover personalized, survival self-defense, victimization prevention and practical real-world application. This is not a sport. It is efficient, effective, and hands-on training with a focus on awareness, preparedness and creating the correct mental space to defend oneself from the most common type of attacker."

“ We'll cover personalized, survival self-defense, victimization prevention and practical real-world application. ”

– Master Susan Kalich, Sixth Degree Black Belt

The class is designed for any adult with any level of strength or experience, including beginners, with a special focus on women.

"I was the only girl in my family growing up. All brothers and boy cousins," Kalich said. "That's what got me into martial arts. I didn't want to be the girl who can't stand up to boys."

Attendees are welcome to wear any clothing, from athletic wear to business attire.

"Self-defense situations can arise no matter what you're wearing," Kalich said.

The cost to attend is just \$5 for WLD members and \$10 for all others, and non-member guests can attend for \$20, thanks to Shrager Defense Attorneys.

"In today's world, being prepared to defend yourself is more important than ever," said David Shrager. "Our firm is thrilled to help make this program happen. Anyone can benefit from learning these basic, but potentially lifesaving, techniques."

For more information and to register, visit ACBA.org/selfdefense2023. ■



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- Serves in a variety of management roles at Schnader, including General Counsel

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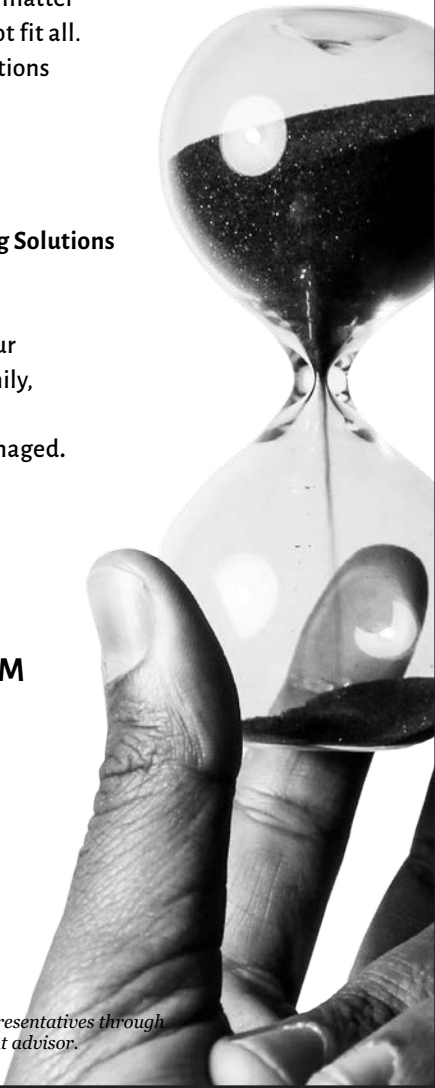
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Judge Schwab brings to a close his service to the National Trial Advocacy College

By Ron Cichowicz

After 25 years of passion, commitment and service to the National Trial Advocacy College at the University of Virginia School of Law, Judge Arthur J. Schwab of the United States District Court for the Western District of Pennsylvania is relinquishing his official role with the program.

His legacy will not soon be forgotten.

The Trial Advocacy College is recognized as the nation's premier trial advocacy program for lawyers. It has a local flavor to it: Among the faculty at the Trial Advocacy College are Chief Judge Mark R. Hornak of the U.S. District Court for the Western District of Pennsylvania, Judge Susan Baxter of the U.S. District Court for the Western District of Pennsylvania, Judge Elliot C. Howsie of the Allegheny County Court of Common Pleas and attorneys John A. Schwab and Laura C. Bunting.

"Judge Schwab has been a loyal supporter of the National Trial Advocacy College at the University of Virginia for more than 20 years," said Stephen A. Saltzburg, cofounder and Director of the program and currently a Professor at George Washington University. "He has shown a commitment to train lawyers and law students on the most effective ways to try cases successfully while adhering to the highest ethical standards."

"He has done more than almost any other person to broadcast the advantages of the College to the Allegheny County Bar Association and to promote scholarships so that individuals who might not be able to afford the College are able to attend."

Judge Schwab, who completed his 20th year on the Federal Bench at the end of 2022, was instrumental in establishing a scholarship program for attorneys in the Western District of Pennsylvania to attend the College who otherwise could not. To date, about 49 attorneys have attended the College through the scholarship program, including those from various county public defenders' offices, county children and youth services offices, neighborhood legal services offices, the Consumer Protection Division of the Pa. Attorney General's office, Women's Center and Shelter of Greater Pittsburgh and the disability rights network.

Laura Bunting, a Principal with Jackson Lewis, P.C. and a faculty member at the Trial Advocacy College, credited Judge Schwab for helping enable attorneys to attend the week-long program at the University of Virginia through his tireless support for the annual CLE trial advocacy program of the Academy of Trial Lawyers of Allegheny County (ATLAC) and Federal Court Section of the ACBA held in Pittsburgh.

"The funds raised through registrations each year funds scholarships for those

who might otherwise not be able to attend the Trial Advocacy College," she said, adding that Professor Saltzburg participates in the CLE every other year and that about 200 to 250 individuals attend.

"We felt the scholarship program was needed since the opportunity for actual trial experiences has lessened over the past two decades," said Judge Schwab. "We understood the need for increased training in trial advocacy skills. This Pittsburgh program focuses on trial advocacy and the different parts of a trial and the skills needed by the attorney."

"The turnout in Pittsburgh has been so substantial, we have had to turn people away. It's a compliment to the trial lawyers in Western Pennsylvania that they desire annually to up their game by attending our program."

This year's program, titled, "How to Effectively Drive Forward Your Trial Theme Consistently Throughout the Case – Opening Statement, Direct Examination, Cross Examination, and Closing Statement," will be held Friday, March 24 at the Grand Ballroom, Pittsburgh Fairmont Hotel.

"The scholarship winners have been uniformly successful at the College and have expressed their gratitude to both the Allegheny County Bar Association and Judge Schwab," said Professor Saltzburg. "Judge Schwab's support for scholarships has been contagious and has spread to public

interest scholarships being offered elsewhere."

Judge Schwab is quick to credit this success of local attendees to the enthusiasm of trial lawyers who practice within the Western District of Pennsylvania and have a passion for trial advocacy and for training in trial advocacy skills.

"This zeal is demonstrated in their regular attendance, in large numbers, at the annual joint trial advocacy program sponsored by the Academy of Trial Lawyers of Allegheny County and the Federal Court Section of the ACBA and often led by Professor Stephen A. Saltzburg," he said. "It is further shown by the many law firms who annually send their aspiring trial lawyers to the College."

"Finally, this zeal is demonstrated by the generosity of the ATLAC, the ACBA's Federal Court Section, and the Federal Court, in providing scholarships for individuals who would not otherwise be able to attend the College – a total of 49 attorneys to date. Our federal and state judges regularly benefit from this trial advocacy training by watching this improved trial advocacy in action."

Judge Schwab added that, for him, "The most memorable occurrences at the College were to observe the remarkable progress the 'students' make in their trial advocacy skills

Continued on page 12

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GENDER BIAS HOTLINE
continued from front page

Only subcommittee members and those directly involved with resolving a complaint may ever learn the details, the party against whom the complaint was made, how the complaint was made and how it was resolved. Anonymous complaints are less likely to be resolved by the subcommittee because of limited information. For other cases, resolutions can range from suggesting a law firm offer gender bias training to asking a judge to give a public apology.

Complaints aren’t always about sexual advances, McCarthy said. Individual complaints have ranged from hostile work environments to some form of touching to not being given an assignment due to gender identity.

Complaints were down during the two years of the pandemic from the roughly three or four a year, Lebel said. During the pandemic, when more people were working remotely, the subcommittee made a concerted effort to offer trainings. One virtual CLE focused on how to handle biased comments during an interview.

Anyone with a complaint should contact the Gender Bias Hotline duty officers, Kimberly Brown at 412-394-7995 or kabrown@jonesday.com or Rhoda Neft at 412-606-8387 or rhoda.neft@gmail.com. ■

LAWYERS CONCERNED FOR LAWYERS
continued from page 3

take action. They linked up with the Pennsylvania Bar Association, then two agencies of the state Supreme Court of Pennsylvania to form LCL.

“At first, LCL addressed alcohol challenges,” said Besden, who has been LCL’s Executive Director since 2015. “Thereafter, it was substance use and mental health challenges. Then there was a broader brush of issues beginning around 1998.”

The pandemic, which arrived in the state in March 2020, made that brush broader than ever. COVID-19 is a health crisis that has taken lives and threatened them, upended the work-a-day world, forced layoffs and shutdowns of “non-essential” industries statewide and elsewhere across the country, and impacted the way industries have operated, including the legal profession.

The crisis also has exacted a toll on individuals who were already dealing with mental health and/or substance use issues, and dragged others into that undercurrent. The pandemic may be easing, but it is still having a deleterious effect.

“The pandemic happened and the tide turned. The majority of calls we have received presented with mental health challenges,” Besden said. “That makes sense. Who hasn’t felt isolation, stress, and anxiety since 2020?”

She pointed out that calls related to alcohol issues also have risen during this time, as have calls from law students. Besden said students comprise about 5 percent of the population LCL serves, yet “they account for 25 to 35 percent of our call volume. They’re not afraid to reach out for help.”

Besden, an attorney in Pennsylvania and New Jersey, encourages anyone in the legal community who needs help to, indeed, reach out to Lawyers Concerned for Lawyers.

“People in our profession are dying because of substance use and mental

health issues. The recovery rates are excellent when they seek treatment, support and help. Asking for help is a sign of strength and resiliency.” ■

LAW PRACTICE MANAGEMENT
continued from page 5

existing public services – like transit, bike lanes, or green spaces – frequently go in tandem with an increased downtown population.

The importance of working with an experienced advisor

Real estate is the second largest investment a company will make behind its people. As more companies solidify their return to office plans, they need a real estate partner to help answer questions such as how much space do I need? What kind of space do I need and in what location? What workplace strategies will create a dynamic environment to entice employees into the office?

Working with a Tenant Advisor saves time, minimizes risk and creates invaluable leverage in lease negotiations, whether a new lease, renewal, or lease extension. A key differentiator, though, is an advisory firm with a multi-disciplinary platform, which provides tenants the ability to tap into valuable services like workplace planning or project management when planning a new office and determining an occupancy strategy.

As the environment becomes increasingly more competitive to attract and retain high-performing talent, it’s vital for companies to understand

that their workplace and retainment strategy go hand in hand. ■

Adamski is JLL Pittsburgh’s Senior Managing Director who specializes in the execution of complex transactions for firms seeking to align their real estate needs with business objectives. Dan is a leader in JLL’s Law Firm Practice Group and is among the 1% of commercial real estate professionals nationally to hold both the prestigious Certified Commercial Investment Member (CCIM) and the Society of Industrial and Office Realtors (SIOR) designations. A multiple awardee of the Pittsburgh Business Times Power 100, Adamski is a well-regarded voice in the Pittsburgh business community.

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In Memoriam

Charles Brendan Gibbons



Charles Brendan Gibbons

Charles “Charlie” Brendan Gibbons was born on March 7, 1945, in Pittston, PA, to Eugene and Mary (née McNamara) Gibbons, and died on February 1, 2023, in Pittsburgh, PA.

He grew up in Scranton, graduated from Scranton Prep, and earned a BA in English from the University of Scranton in 1967, graduating Alpha Sigma Nu (with Honors). As a college junior, Gibbons interned at the Wall Street Journal and had a front-page byline; a framed copy of the article remains in his office. In his senior year of college, Gibbons met Patricia Kilduff. Gibbons, knowing Pat was the love of his life, proposed after three months of dating. Gibbons and Pat were married on June 9, 1968. They would have celebrated their 55th wedding anniversary this June.

Gibbons earned his law degree from Boston College Law School in 1970, after which he served as a law clerk for the Honorable Michael J. Egan, Chief Justice of the Pennsylvania Supreme Court, for three years. He and Pat moved to Pittsburgh to begin his career as a trial lawyer with the law firm of Berkman Ruslander Pohl Lieber and Engel under the tutelage of the late Robert (Bob) Engel. He remained with the same firm, though the name changed around him, and is currently Buchanan Ingersoll &

Rooney PC, for his entire 50-year career, at points serving as the firm’s Chair of the Litigation Department and Member of its Executive Committee.

Outside the firm, Gibbons served as a past chairman of the Pennsylvania Supreme Court Evidence Committee and was a member of the original committee which drafted the Rules of Evidence for the Commonwealth of Pennsylvania. He authored over 20 books on Pennsylvania and Federal Rules of Evidence as well as Pennsylvania Civil Procedure and Discovery Practice. Gibbons was a fantastic litigator, who earned the respect of the legal community in which he practiced. Amongst his many honors, Gibbons was a Fellow of the American College of Trial Lawyers and a member of the American Law Institute. He was also a member of the Academy of Trial Lawyers of Allegheny County and the Pennsylvania Trial Lawyers Association.

Gibbons served as a past president of Pennsylvania Legal Aid Network and Neighborhood Legal Services. Gibbons was also a frequent lecturer on evidence and trial practice, and, in January 2020, he traveled to Saipan to lecture at the Pacific Judicial Conference. He relished the adventure. More than one colleague noted that as much as Gibbons was known for his legal acumen, it was his wit and kindness that left a lasting impression.

While Gibbons loved the law, his family was his life. Gibbons was the proud father of four children, who he loved immensely along with their spouses: Brendan More Gibbons and Dawn Marshall Gibbons of Catonsville, MD; Sara Gibbons Holland and Dr.

Brian Holland of Louisville, KY; Kerry Kilduff Bender and Brad Bender of Philadelphia, PA; and Colin Young Gibbons and Brigitte McCabe Gibbons of Pittsburgh, PA. Gibbons also was blessed with eight grandchildren, whom he delighted and who called him “Mr. Charlie”: Quinn and Rory Gibbons; William and Emily Holland; Caroline and Colin Patrick Bender; and Harper and Reese Gibbons.

He was preceded in death by his beloved younger brother, Joseph F. Gibbons. In addition to his immediate family, Gibbons is survived by his brother, Gene Gibbons of Alexandria, VA; his sister-in-law, Mary Ellen Gibbons of Clarks Summit, PA; his brother-in-law, Kevin Kilduff of San Francisco, CA; as well as his nieces and nephews, grand-nieces and grand-nephews, and an extended family of first, second, and third cousins, who to him, true to his Irish heritage, were just “cousins.”

John J. Morgan



John J. Morgan

Affable local lawyer, John J. “Jack” Morgan, age 88, died February 5, 2023, in Squirrel Hill. He was the son of the late Aldine F. Morgan and J. Joseph Morgan of Mt. Lebanon.

Morgan was an Eagle Scout and a graduate of Mt. Lebanon High School, Villanova University, and the Duquesne University

School of Law. He attended Villanova on an NROTC scholarship and became a Navy fighter pilot after graduation serving on active duty and then in the reserves. As a Navy Lieutenant in Florida, he flew reconnaissance missions filming Russian vessels during the Cuban Missile Crisis.

He later transferred to the Air National Guard flying interceptors in Florida and then transports and tankers in Pennsylvania when he returned to Pittsburgh to attend law school. As an Air Force Pilot he flew aero medical evacuation and refueling missions. His unit was called to active duty after the Pueblo Crisis and he completed an active duty tour with the Air Force. He retired as a Colonel with a number of decorations.

Morgan obtained an FAA private commercial pilot’s license and owned a series of airplanes which he flew for business and pleasure naming his aircraft “Mad Dog Airlines.” He often said that as a child he played with cars and boats and airplanes and that he continued to do so on a larger scale as an adult. As an auto enthusiast, at different times, he owned an antique Rolls-Royce, a Morgan and various sports cars.

Morgan began his legal career with a small firm and then entered general practice as a sole practitioner with an emphasis on litigation. At Robert Morris University he taught Business Law. He also became a well-respected neutral labor arbitrator, was elected to the National Academy of Arbitrators, and accepted appointments from the American

Continued on page 12

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JUDGE SCHWAB
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over the six days of the College – by means of the lectures, demonstrations, and small group practice with experienced trial lawyers and judges, in opening statements, direct examination, cross examination, and closing arguments.”

“Those of us who have been Judge Schwab’s colleagues at the College said farewell to him earlier this January as he indicated he was passing the baton to his colleague, Chief Judge Mark Hornak,” said Saltzburg. “We presented Judge Schwab with a Jefferson cup as a farewell gift and made it as clear as we could that his support for young lawyers has been an inspiration to us all.”

This was not the first accolade presented to Judge Schwab by the College. Previously, Judge Schwab received the Honorable William J. Brennan, Jr., Award, presented to him by Justice Antonin Scalia, who taught Judge Schwab’s first year’s contract law course (small group) at the UVA School of Law.

The Brennan Award honorees are selected based on their outstanding skills as trial lawyers or as a member of the judiciary, and their invaluable contributions to the Trial Advocacy College and the legal profession.

Chief Judge Hornak acknowledged he has “big shoes to fill” as he takes over the annual Pittsburgh program for Judge Schwab, beginning with the March event.

“I’m stepping into very large shoes,” said Chief Judge Hornak, who joined the faculty for Trial Advocacy in 2017. “Judge Schwab has been the driving force. He had the idea and has made sure it stays focused on trial and courtroom advocacy.”

Chief Judge Hornak, who has participated on panels as both a presenter and moderator and worked with the committee to develop programming, said that through Judge Schwab’s involvement, the committee for the Pittsburgh program has been committed to supporting Western Pennsylvania lawyers, both new and seasoned, and building their advocacy skills.

“Every lawyer’s advocacy skills can always improve,” said Hornak. “I’ve always said the program is a success if every lawyer can take away two, three or four things they can use in court.”

Judge Schwab expressed full confidence in Chief Judge Hornak’s ability to take over the CLE program.

“Chief Judge Hornak has been working with me for the past three to four years and this will make sure the transition is smooth,” Judge Schwab said. “And I’ve delighted how the planning committee has worked to improve the quality of the presentations, including the use of prerecorded vignettes, which are more focused and deliberative than live presentations.”

As he begins to think about the next chapter of his life, he admits he will miss some aspects of the one he is closing.

“I know I will miss working with the planning committee,” he said. “We spent much time together and became close colleagues. The program and the planning have been a wonderful opportunity to work with exceptional attorneys, and to produce a product to help trial lawyers and judges become better at their craft.

“It has become a delight and a central part of my professional life to develop programs for attorneys to become better trial lawyers.” ■

IN MEMORIAM
continued from page 11

Arbitration Association and the Federal Mediation and Conciliation Service.

Morgan was recognized as a bon vivant, ribald raconteur, and was known for his quick wit once described by a friend as “a wicked sense of humor.” He was an active sportsman who loved to scuba, ski, and play tennis. Morgan was a past President and member of the Board of Trustees of the Western Pennsylvania Chapter of the Leukemia Society of America. Before relocating to the city in 1989 he resided in Peters Township where he served on the Planning Committee and the Board of Supervisors.

He and his wife, Ellen Sue, were inveterate world travelers including exotic locales such as Europe, the Galapagos, Egypt, Morocco, Turkey, Greece, China, Russia, and various Caribbean islands. Surviving is his devoted wife Ellen Sue, of Squirrel Hill; sons, John J. Morgan, III, of Virginia Beach, VA, and Christopher H. Morgan of New Port Richey, FL; daughters, Jeanne Marie Marcum of Manitou, KY, Julie K. Morgan of Lexington, KY, and Mariah S. McLeod of Pittsburgh, PA, as well as eight grandchildren and three great grandchildren. ■

If you have an idea for a substantive law article or would be interested in authoring one, please email Jennifer Pulice at jpulice@acba.org.

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2022 Pa. IOLTA Board annual report now available

By Vanessa Garrett Harley
and Stephanie S. Libhart

We are pleased to present the 2022 Annual Report of the Pennsylvania Interest on Lawyer Trust Accounts (IOLTA) Board.

As the largest funder of civil legal aid in Pennsylvania, the IOLTA Board proudly supports more than 30 legal aid providers, each of Pennsylvania's nine law schools' poverty law clinics, and a Loan Repayment Assistance Program to help legal aid attorneys manage their student loan debt.

Interest rates remained close to zero throughout most of the year, prolonging the period of decreased income on IOLTA accounts and, thus, funding for legal aid. We deeply appreciate the steadfast commitment of our Platinum Leader Banks as they continued to voluntarily pay a premium rate of interest on IOLTA accounts in support of our mission. In partnership with the Pennsylvania Bar Association, we spearheaded a campaign to educate attorneys about the impact of their banking relationship on funding for legal aid. The simplest, no-cost way for lawyers to support legal aid is to open their IOLTA account with a Platinum Leader Bank. Where you bank matters!

This year marked the 10-year anniversary of the Supreme Court's adoption of Pennsylvania Rule of Civil Procedure 1716 directing class action residual funds to the IOLTA Board for our mission. Over the last ten years,



the rule has generated an additional \$6 million in funding for legal aid. The IOLTA Board owes an immense debt of gratitude to the Supreme Court of Pennsylvania for this initiative and countless other measures it has taken to ensure low-income individuals and families have equal access to Pennsylvania courts.

Our grant recipients seek justice every day for those most vulnerable among us. The impact of their work inspires our continued commitment to funding accessible, competent, and cost-effective legal aid programs that help to close the gap in access to civil justice for low-income Pennsylvania families.

To view the IOLTA annual report, visit www.paiolta.org. ■

Harley is IOLTA Chair and Libhart is IOLTA Executive Director.

Where You Bank Matters!

There are nearly 200 financial institutions approved by the Supreme Court of Pennsylvania to offer attorney trust accounts to Pennsylvania attorneys. The interest rate applied to IOLTA accounts varies widely by bank. The higher the interest rate, the more funding available for civil legal aid. Platinum Leader Banks voluntarily pay a premium interest rate on IOLTA accounts in support of IOLTA's mission. When law firms select a Platinum Leader Bank for their IOLTA account, they are maximizing their contribution to civil legal aid to the poor and disadvantaged. For more information about opening an IOLTA account and to access the most current list of Platinum Leader Banks, visit our website at www.paiolta.org.

The following financial institutions were Platinum Leader Banks as of June 30, 2022:

- American Bank
- AmeriServ Financial Bank
- Benchmark FCU
- CFS Bank
- First Resource Bank
- Forbight Bank
- Huntingdon Valley Bank
- Juniata Valley Bank
- Mifflinburg Bank & Trust
- Muncy Bank & Trust Company
- New Tripoli Bank
- Parke Bank
- Presence Bank
- Somerset Trust Co.
- Standard Bank
- Tioga Franklin Savings Bank
- Washington Financial Bank

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Bar Briefs

News and Notes



Wes
Gorman

the Central District of California and an attorney-officer in the U.S. Army JAG Corps. He lives in Export, PA with his wife and two children.



Aimee
Zundel

represented clients in all areas of school law for 14 years. Zundel Law primarily serves students and families navigating complex special education law issues. The firm also handles school employment law matters and offers consultative services for school entities.

Wes Gorman of Reisinger Comber & Miller, LLC has been named Partner. Gorman practices primarily in white collar criminal defense, conducting investigations, providing compliance advice and litigating to trial. Gorman is a former Assistant U.S. Attorney in

Diana J. Stares, Chief Counsel for the Pennsylvania Department of Environmental Protection (DEP), will receive the 2023 Pennsylvania Bar Association (PBA) Environmental and Energy Law Section Lifetime Achievement Award during the Environmental Law Forum, March 15-16, at Hilton Harrisburg. The award honors contributions made to the section and general efforts that enhance the development, improvement and furtherance of the practice of environmental law that benefit the community or represent outstanding personal achievement.



Devin
Misour

Misour is an active member of the ACBA and currently serves as President of the Federal Court Section. He lives in Aspinwall, PA with his wife and two children.

Global law firm Reed Smith announced that Alexander Y. “Sandy” Thomas will step down as the firm’s global managing partner effective March 1. Reed Smith’s Executive Committee has designated **Casey Ryan**, currently the firm’s global head

Reisinger Comber & Miller is pleased to welcome **Devin Misour** as a Partner. Misour’s practice focuses on appellate advocacy in state and federal appellate courts, white collar criminal defense and conducting internal corporate investigations.



Casey
Ryan

her time at the firm. Her first leadership position in 2011 was as the global practice group leader of the firm’s Labor & Employment Group. Since that time she also has been Vice Chair of the Litigation Department, and was the Pittsburgh office chair of the Women’s Initiative Network of Reed Smith. She was named to the firm’s Senior Management Team in 2015 when she became the global head of legal personnel, a role she has held for the past eight years and which leads compensation, promotions and recruiting.



Jeremy K.
Knaebel

of legal personnel, to succeed Thomas as the firm’s global managing partner. She will serve the rest of Thomas’s term, until the next scheduled election in 2025. Ryan joined the firm in 1996 and has held numerous leadership positions during her time at the firm. Her first leadership position in 2011 was as the global practice group leader of the firm’s Labor & Employment Group. Since that time she also has been Vice Chair of the Litigation Department, and was the Pittsburgh office chair of the Women’s Initiative Network of Reed Smith. She was named to the firm’s Senior Management Team in 2015 when she became the global head of legal personnel, a role she has held for the past eight years and which leads compensation, promotions and recruiting.


Dingess, Foster, Luciana, Davidson and Chleboski LLP (DFL Legal) announced the promotion of **Jeremy K. Knaebel** to partner. Knaebel joined DFL Legal in 2017 and concentrates his practice in the area of complex


commercial litigation with a focus on construction, engineering and design disputes. Knaebel’s practice includes industrial, public infrastructure, commercial and residential projects and spans multiple sectors including energy, transportation and hospitality.

Houston Harbaugh has announced five attorneys that have been promoted. **Charles D. Scholz** and **Brendan A. O’Donnell** have been elected to Shareholders/Directors, **Erik Bergenthal** and **Corey Bauer** from Senior Associates to Senior Attorneys and **Jake Oresick** from Associate to Senior Associate. The promotions range across several of the firm’s key practice areas, including Business Law, Employment and Labor Law, Insurance, Litigation and Oil and Gas. O’Donnell is an attorney in the Oil and Gas Law practice. He also practices in the Environmental and Energy Practice. O’Donnell represents landowners and royalty owners in a wide variety of matters, including litigation and trial work, and in the preparation and negotiation of leases, pipeline right of way agreements, surface use agreements, and oil gas and mineral conveyances. Scholz’s practice focuses on providing clients with general corporate and business counseling, as well as assisting them with business planning, mergers and acquisitions, technology licensing, and corporate finance. Having spent a number of years working as in-house counsel for closely-held businesses, Scholz has a keen understanding of the day-to-day commercial matters that companies deal with which

Continued on page 16

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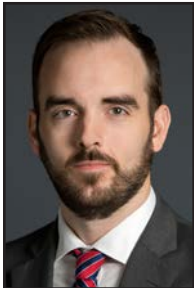


Bar Briefs (cont. from page 15)

enables him to provide practical and pragmatic advice to clients. Bauer is a business, patent, copyright, trademark, and trade secret litigator, practicing in the firm’s substantive practice areas of Business Litigation, Intellectual Property Litigation, Cybersecurity and Data Breach Response, Trade Secret Litigation and DTSALaw, Insurance Coverage and Bad Faith, and UAS/UAV (drone) advocacy and investigations. As a complement to his civil practice, he also maintains a federal criminal defense and investigations practice. Bergenthal has a diverse legal background covering complex civil litigation, non-compete disputes, construction litigation, petitions for guardianship, zoning appeals and collection cases. He has additional experience researching chain of title and drafting Certified Title Opinions. Oresick is a litigator, focusing his practice in the areas of insurance coverage and bad faith, environmental law, intellectual property, and construction. As a part of his insurance practice, Oresick has represented insurance companies in matters related to first-party property damage, auto liability/UIM, and employment loss, in addition to providing insurers with coverage opinions during the claims handling process. Additionally, Oresick has recently published his latest book, *The Pittsburgh Novel: Western Pennsylvania in Fiction and Drama, 1792-2022*. The book is an annotated bibliography of published fiction having a significant geographic setting in the 26 westernmost counties of Pennsylvania between 1792 and 2022. He co-authored this bibliography with his now late father, Peter Oresick, who had a strong passion for the literary arts and love for Pittsburgh.



Tiffany Arbaugh



Dane Fennell



Sean Keegan



Matthew Wood

Babst Calland recently named **Tiffany Arbaugh**, **Dane Fennell**, **Sean Keegan** and **Matthew Wood** as Senior Counsel in the firm. Arbaugh is a member of the Energy and Natural Resources and Litigation groups. Arbaugh has more than 16 years of experience in the oil and gas industry. She focuses her practice on representing corporations in a variety of litigation matters with an emphasis on mineral title, real estate, trespass, fraud and title curative disputes. Arbaugh’s practice also includes advising clients in customary business operations, litigation avoidance strategies and litigation preparedness. She earned her J.D. in 2005 from the Appalachian School of Law. Fennell is a member of the Corporate and Commercial group of Babst Calland. Fennell’s practice focuses primarily on commercial real estate transactions, mergers and acquisitions, drafting commercial transaction agreements, and general

corporate matters. Fennell’s background includes managing complex due diligence aspects of small and large acquisitions and contract management projects. For these projects, he works closely with Solvaire Technologies, L.P., an affiliate of Babst Calland, to achieve reliable and cost-effective results. He earned his J.D. from Duquesne University School of Law in 2012. Keegan is a member of the Litigation and Employment and Labor groups of Babst Calland. Keegan has a broad range of litigation experience in several practice areas including commercial, labor and employment, energy, and maritime. He has experience defending shareholder dispute claims, oil and gas lease disputes, insurance claims, and premises liability claims. Keegan has represented clients in both state and federal courts throughout the United States. He received his J.D. from the University of Pittsburgh School of Law in 2013. Wood is a member of the Environmental group. He assists clients on a variety of environmentally-related legal matters arising under major federal and state environmental and regulatory programs, with a focus on issues involving government inquiries, environmental investigations, remediation and concomitant activities under the Comprehensive Environmental Response, Compensation, and Liability Act (CERCLA), the Resource Conservation and Recovery Act (RCRA), and their state analogs. In connection with this experience, he has advised clients during all stages of multi-year environmental remediation projects under consent decrees and administrative orders at sites across the U.S. Wood counsels clients in the manufacturing, chemical, metals, and other sectors on permitting matters, compliance, enforcement actions, and government investigations and provides support on issue assessment, risk management, and strategy implementation to ensure effective client operations. He is a 2011 graduate of the University of Pittsburgh School of Law and the Joseph M. Katz Graduate School of Business, earning a J.D. and M.B.A., respectively.

Babst Calland recently named **Varun Shekhar** and **Josh Snyder** shareholders in the firm. Shekhar is a member of the Environmental and Transportation Safety groups. Shekhar’s Environmental practice emphasizes federal, state and local regulatory matters arising under the Clean Air Act (CAA). He counsels Title V facilities across the country regarding compliance determination and assurance, CAA Section 114 information requests, and environmental audits. Shekhar is a 2013 graduate from the University of Wisconsin Law School. Snyder is a member of the Litigation and Energy and Natural Resources groups of Babst Calland. Snyder has extensive experience representing oil and gas producers in a range of disputes. His energy litigation experience includes defending oil and gas producers and contractors from personal injury, toxic tort, nuisance, and lease dispute claims. Snyder is a 2013 graduate of the University of Pittsburgh School of Law.

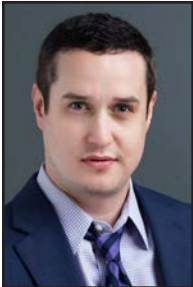
People on the Move

Maiello Brungo and Maiello, LLP (MBM) is pleased to welcome **Armand J. Mangulis** to its skilled team of attorneys. Mangulis will serve as an Associate member of the firm’s Education Law and Municipal Law practice groups. He joins MBM after earning his Juris Doctor from the University of Pittsburgh School of Law where he was the recipient of the Dean’s Scholarship.

Eckert Seamans has added **Kimberly S. Tague** as a Member in the Real Estate practice group. Tague joins Eckert Seamans’ Pittsburgh office from Strassburger, McKenna, Gutnick & Gefsky, where she was chair of the firm’s real estate group.



Ed O'Connell



Rob Cowburn

OGC Law, LLC is pleased to announce the addition of **Ed O’Connell** as a member and **Rob Cowburn** as an associate in its Pittsburgh office. Their practices will include outside general counsel work, employment


matters, and commercial litigation. Prior to joining OGC Law, O’Connell served as in-house corporate counsel to a global industrial management company and was in that capacity responsible for managing environmental/toxic tort matters across the United States and Canada. Prior to joining OGC Law, Cowburn was a practicing trial attorney in business litigation, oil and gas lease disputes, and criminal defense, as well as trust and estate planning.



Holly Glymour

and probate.

New Day Family Law, LLC is proud to welcome attorney **Holly Glymour** as an associate attorney. Glymour previously ran her own law firm in Aspinwall, PA from 2012 through 2022. She focuses her practice on family law, estate planning,



The ACBA Criminal Litigation Section thanks all those who donated in memory of **The Hon. David R. Cashman**

More than \$4,000 was collected, which will be used to dedicate a memorial bench in the Allegheny County Courthouse in Judge Cashman’s memory.

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