Well, it’s my turn. A series of events accelerated the normal leadership rotation, and I assumed the CLSBA Chair at the VSB CLSBA’s Annual Breakfast Meeting in June at Virginia Beach. Nattily attired in my Hawaiian shirt (courtesy of Paulette Davidson…more about that later), Barbara Anderson stepped down, and I stepped up. I must say the task at hand is at once both exciting, and frankly, daunting.

Chairing the CLSBA is exciting because the CLSBA’s mission is pivotal to legal practice in Virginia. The CLSBA seeks to foster relationships, communication, coordination and cooperation between the VSB and local and specialty bar associations, provides a robust slate of educational offerings to both attorneys and citizens, and recognizes outstanding examples of leadership and service by bar associations. Pretty heady stuff, I’d say.

Fulfilling the CLSBA’s mission is in part daunting given the scope of the endeavor. Geographically speaking, the educational component of the upcoming mission will span the Commonwealth from the salt air of Kilmarnock all the way to Big Stone Gap…which is a bit less than 40 hard miles from Kentucky. There are a host of differences between the needs and expectations of attorneys between those points and throughout the Commonwealth, yet any differences are far outweighed by the common challenges we all face in practicing law.

My task is rendered considerably less overwhelming by the work of those chairs who precede me. Barbara Anderson has done a terrific job over the past year, and her hard and thoughtful work has left the CLSBA in a great position to further its mission. Barbara assumed the reigns from J. B. Burtch, who took over from Gene Elliott…and all have made important contributions to the CLSBA.

As CLSBA Chair in 2017-2018, I will have the pleasure of traveling to and participating in both the Solo and Small-Firm Practitioner Forums, as well as the annual CLSBA Bar Leader’s Institute. I believe these offerings are vitally important to the mission, providing first-rate CLE credits at no cost, often to underserved areas. Importantly, I’ll also represent the CLSBA in the governance of the Bar as a member of the VSB Council and its Executive Committee.

But back to the Hawaiian shirt. I’d never been to the CLSBA’s Annual Breakfast, and while I’d heard various jokes by CLSBA members about Hawaiian shirts in Virginia Beach, nothing really registered with me. Then I learned it was customary for all CLSBA Breakfast attendees to wear one…and the gaudier the better. I asked Paulette Davidson, VSB CLSBA Liaison Extraordinaire, about wearing a more subdued, somewhat less hideous bowling shirt. As I recall, Paulette didn’t respond, at least right away. Several weeks later, a non-descript package arrived at my office…and in it was a really nice (non-hideous) Hawaiian shirt. Message received, Paulette. And I know what I’m wearing at next year’s CLSBA breakfast.

Away we go!

Alan McGraw is a partner with Altizer, Walk and White PLLC in Tazewell.
The CLSBA’s Annual Meeting and Breakfast took place on Friday, June 16, 2017, in the Sheraton Oceanfront Hotel in Virginia Beach. Representatives from local, statewide and specialty bar associations attended, along with VSB Executive Committee, Council, conference, section, and committee members.

After an enjoyable breakfast and time for greeting one another, Barbara S. Anderson called the meeting to order. She reported on the activities of the CLSBA which included: three Solo & Small-Firm Practitioner Forums, one of which included a Regional Bench-Bar Conference; the Bar Leaders Institute; and So You’re 18 projects.

VSB President-elect Doris Henderson Causey shared her vision for the upcoming 2017-2018 VSB year.

Several awards were presented by the CLSBA: Six Awards of Merit, including one multi-bar project; one Certificate of Achievement; Local Bar Leader of the Year; Specialty Bar Leader of the Year; and Bar Association of the Year. (see descriptions on page 5-6)

Barbara S. Anderson presented the CLSBA Nominating Committee’s Report, which was unanimously approved by those in attendance.

Newly-elected Chair B. Alan McGraw then presented two requests for motions. The first was to change the name of the Conference of Local Bar Associations to Conference of Local and Specialty Bar Associations. The second was to update the Constitution and Bylaws to reflect the new name, correct the title of the VSB liaison to the conference and to add a paragraph which requires future changes be approved by VSB Executive Committee and Council. This last change brings the CLSBA in line with the other VSB conferences. All changes were unanimously approved.

Alan then opened the floor for any new business. There being none, he made closing remarks and presented Barbara Anderson with a gift to commemorate her service as 2016-2017 chair of the CLSBA Executive Committee.

We hope you will consider attending the next CLSBA Annual Meeting and Breakfast scheduled on Friday, June 15, 2018, at the Sheraton Oceanfront Hotel in Virginia Beach. Don’t forget your Hawaiian shirt!

The 127th Virginia Bar Association Summer Meeting will take place at The Homestead, July 20, 2017—July 22, 2017. For more information, visit http://www.vba.org/events/event_details.asp?legacy=1&id=866934.

The VSB Access to Legal Services Committee and Old Dominion Bar Association are sponsoring a seminar with three MCLE hours pending entitled Bridging the Justice Gap through Pro Bono on September 12, 2017, in Richmond. For more information, visit http://www.vsb.org/docs/ODBAVSBSeminar.pdf.

Registration is now open for the VAELA, Virginia Academy of Elder Law Attorneys, Annual Meeting, Monday, September 18, 2017, at the Boar's Head Inn in Charlottesville, VA. Additionally, VAELA is pleased to offer "Getting Through Your First Medicaid Plan - A Survival Kit", a Medicaid & Public Benefits Training on Tuesday, September 19, 2017, also at the Boar's Head Inn. NON-VAELA MEMBERS are welcome to register for one or both programs. For more information and to register, please visit: https://www.regonline.com/builder/site/Default.aspx?EventID=2008763

October 11, 2017 through October 13, 2017, the Virginia Association of Defense Attorneys will conduct their Annual Meeting and CLE program at the Hotel Roanoke. For more information, visit http://vada.org/events/agenda.php?eventid=81.

The Local Government Attorneys of Virginia’s Fall 2017 Conference will take place on October 12-14, 2017, at the OMNI Richmond. For more information, please visit http://lgava.org/content/upcoming-conferences.

The local bar associations of the 28th, 29th and 30th Judicial Circuits are planning their Solo & Small-Firm Practitioner Forum/Regional Bench-Bar Conference for April 2018, at the Southwest Virginia Higher Education Center. If you would like to be added to the distribution list for information on this program, please contact Matthew Felty at mfelty@snodgrasslawfirm.com.
The year was 1938. Nazi Germany invaded Austria, and the Great New England hurricane sent 40-foot waves crashing onto the shores of Long Island. The United States’ economy slipped inexorably into another recession. While not very much good news rolled off the printing presses, in the Old Dominion, the state Supreme Court quietly established the Virginia State Bar (VSB), a mandatory bar tasked with protecting the public and promoting the availability and quality of legal services within its jurisdiction. In a time of economic and social uncertainty, this development marked a significant milestone for the legal profession and the public. The VSB Special Committee on Lawyer Referral (SCLR), a group of twelve volunteer attorneys, ensures the VLRS meets its goals of public access and education and establishes policies and procedures that govern membership and consultation fees, marketing strategies, community outreach, budget planning and membership guidelines.

Any lawyer in good standing with the VSB may request to become a member of the VLRS panel. Currently, the VLRS’ greatest needs exist in the markets of Charlottesville-Albemarle, Danville, Roanoke and Winchester. Callers commonly need help with consumer protection, elder law or employment law.

The only financial outlay required from panelists to the VLRS is a $95 fee, paid every twelve months, which is added to the VLRS budget to support its endeavors. Importantly, any fees that a panel member receives as a result of the VLRS’ referrals (after providing a free, up-to-30-minute initial consultation) belong solely to his or her practice. Such associations may lead to any number of new client relationships external to the involvement of the VLRS. Multiple past presidents of the VSB have worked with VLRS over the years, and the majority of those who register continue to serve for years. In fact, the average attorney tenure with the VLRS falls between ten and fifteen years.

Throughout their careers, panelists can encounter multiple advantages stemming directly from their service under the auspices of the VLRS. Newly minted members in good standing with the VSB may utilize panel membership to gain experience and accelerate formation of their fledgling practices, while mid-career lawyers may find that serving on the VLRS’ panel enables them to spend more of their professional time focused on clients that are truly in need of legal assistance. Additionally, these lawyers have the chance to cultivate areas of their practices that are not growing as well or as quickly as they wish.

Finally, for senior attorneys who are in the process of winding down their practices, referrals from the VLRS may provide those practitioners with an opportunity to pick and choose smaller matters while working through the process of finalizing their relationships with longer-term clientele. These lawyers may also benefit from the opportunity to work in areas with which they are familiar but in which they may not have received as many engagements as they had desired during more active stages of their careers.

The SCLR and VLRS also serve local and statewide bar leaders, including members of the various committees and chairs of the assorted VSB sections. Participation on the VLRS’ panel supports these leaders’ related activities and contributes to broader publicity both for the attorneys and their organizations. Moreover, membership on the panel can help build a statewide set of contacts with like-minded attorneys – networking opportunities abound.

Spreading the word about the existence and function of the VLRS simply makes good sense to all members of the VSB, an aim of which is the promotion of access to justice for Virginians of all income levels. Your participation in the VLRS makes sense for your practice and helps Virginians obtain access to justice in the process. For more information on becoming a panel member, visit www.vsb.org/vlrs or contact the VLRS coordinator, Toni Dunson, at (804) 775-0591. Toni has served the VSB for over 27 years. With support from her staff of two, both of whom have more than ten years of experience with the VLRS, someone knowledgeable is available to answer referral inquiries Monday through Friday, from 9 a.m. to 5 p.m.

D. David Parr, Jr., is a 1999 graduate of the University of Virginia School of Law and serves on the Virginia State Bar’s Special Committee on Lawyer Referral. He may be reached via ddparrjr@gmail.com.

Special VLRS Membership Offer

The VLRS is offering five FREE first-time VLRS panel memberships to VSB members who are active, in good standing, carry professional liability malpractice insurance, and are from the following underserved judicial circuits: 3rd, 5th, 6th, 10th, 11th, 21st, 22nd, 28th, 29th, and 30th. Please contact VLRS at (804) 775-0591 by August 4, 2017, mention the VLRS article above and this offer, to receive panel membership details to join.
Pro Bono Recognition
By Karl A. Doss

With the one year anniversary of Virginia.freelegalanswers.org (on August 22) and the annual Pro Bono Celebration (in October) just around the corner, I thought I would use this column to share information about opportunities for individuals and organizations to be recognized by the Virginia State Bar for their pro bono public legal service.

Each June, during the Virginia State Bar’s Annual Meeting, the Special Committee on Access to Legal Services honors a legal aid lawyer and Virginia law student with the Virginia Legal Aid Award and the Oliver White Hill Law Student Pro Bono Award, respectively. In October, the Committee recognizes attorney pro bono with the Lewis F. Powell, Jr. Pro Bono Award and this October the Committee will present the Frankie Muse Freeman Organizational Pro Bono Award for the first time. The Powell and Freeman Awards will be presented during the Pro Bono Awards Dinner at the VSB Pro Bono Conference on Wednesday, October 18 at the Doubletree by Hilton Hotel in Charlottesville.

The Lewis F. Powell Jr. Pro Bono Award was established in 1991 to honor pro bono activity by an attorney or group of attorneys. The award is named for the late associate justice of the United States Supreme Court, who, prior to serving on the bench, helped to create a national network of legal aid programs. The award recipient must be a member of the Virginia State Bar for their pro bono public legal service.

Bar associations are strongly encouraged to nominate pro bono service by individual members for the Powell Award or their bar association for the Freeman Award.

The deadline for nominations is Friday, August 18, 2017.

Persons whose livelihood is derived from delivering legal services to the poor are not eligible to receive the Powell Award.

The Frankie Muse Freeman Organizational Pro Bono Award was established by the Access to Legal Services Committee in 2016 and is named for Danville native and civil rights attorney Frankie Muse Freeman. Ms. Freeman was the lead attorney on the NAACP’s landmark housing lawsuit, Davis et al vs. St. Louis Housing Authority, which ended legalized racial discrimination in public housing in 1952. The Freeman Award will recognize Virginia organizations that provide exemplary pro bono legal services to underserved Virginians. Organizations that are eligible for the award may include, for example, law firms, corporate legal departments, nonprofits, faith-based organizations, local bar associations, court-based projects, and law school programs, and must meet one or more of the following criteria:

- A multi-year track record demonstrating dedication to the development and delivery of pro bono legal services in the Commonwealth of Virginia;
- Significant contributions toward the development of innovative approaches to the delivery of volunteer legal services;
- Sponsorship and promotion of activities that resulted in addressing previously unmet needs for legal services or in extending services to underserved segments of the population; or
- Notable success in handling specific pro bono cases that resulted in important outcomes for low-income clients or which favorably affected the provision of other vital services to the poor in Virginia.

There must be one or more members of the Virginia State Bar who are actively involved in the work of the organization. If all the attorneys who do the work of the organization are persons whose livelihood is derived from delivering legal services to the poor, then the organization is not eligible to receive the award.

Bar associations are strongly encouraged to nominate pro bono service by individual members for the Powell Award or their bar association for the Freeman Award. For more information about these awards please visit the Pro Bono/Access to Legal Services pages on the Virginia State Bar website, http://www.vsb.org/site/sections/pro_bono/awards. The deadline for nominations is Friday, August 18, 2017. Please submit your nomination, describing how the nominee meets the above criteria, in writing, including endorsements and any other supporting material, to the Virginia State Bar Access to Legal Services Committee, c/o Karl A. Doss, 1111 East Main Street, Suite 700, Richmond, Virginia 23219-0026 (or e-mail nominations and supporting documents to doss@vsb.org ).

continued on page 5
2017 Local Bar Leader of the Year

Heather Scott Miller is a member of the Loudoun Bar Association and is co-chair of the Thomas D. Horne Leadership in Law Program. The program is designed for twenty-four rising high school seniors who attend a camp for one week where they are paired with lawyers to work on trial preparation. They then appear before a sitting judge. As co-chair, Miller directs and supervises the event. She has worked to raise funds for the event, has served the Loudoun Bar Association as social chair, which involves coordination of the annual holiday party and periodic “Breakfast with the Judges” program, and serves as chair of the Juvenile and Domestic Relations Court Bench Bar Committee.

Miller was nominated for the award by former VSB President Jon D. Huddleston. “Heather is always willing to help when called upon,” he wrote. “She is an extremely diligent and dedicated member of the bar association and the Loudoun Bar Association is very much better off for her commitment and willingness to serve.

Heather is one of those tireless workers who allow projects to get done and to be done well.”

Miller is a graduate of American University Law School and her practice focuses on family law.

2017 Specialty Bar Leader of the Year

Andrew J. Reinhardt, of Reinhardt, Harper, Davis PLC, was nominated by Kathleen Grace Walsh. “Mr. Reinhardt has dedicated his efforts to not only representing his clients but to the improvement of the workers’ compensation system to the benefit of all stakeholders,” she wrote. “His efforts have enhanced the Virginia Workers’ Compensation system and will continue to serve the system and bar into the future.”

Walsh noted that Reinhardt has served on the Virginia Trial Lawyers Association board of governors for fifteen years. He was chair of the Workers’ Compensation Section in 2002. He has also served as president of the Workers’ Injury Law & Advocacy Group in 2010-11 and remains on that organization’s board.

Reinhardt founded and organized the Virginia Workers’ Compensation American Inn of Court. The Inn has 193 members and has sponsored events throughout Virginia that bring members together for educational enrichment and social interaction. “Mr. Reinhardt made the Workers’ Compensation Inn of Court a driving force in promoting ethics, professionalism and civility among members,” Walsh wrote.

2017 Bar Association of the Year

The Charlottesville Albemarle Bar Association, which has 436 members, was nominated by the bar’s president-elect, Joseph Platania, and member-at-large Nina-Alice Antony. “We practice law together in our local courthouses; we socialize together at our monthly luncheons; we learn together at CLEs; together we provide a public forum for judicial candidates; and we serve the community together through various pro bono activities,” they wrote. “Our local bar association does all of this because we care about each other, and our community.”

The CABA was organized in 1916. Among its many activities, it offers Continuing Legal Education seminars throughout the year. Its Judicial Endorsement Committee announces and solicits applications for judicial vacancies, organizes public forums where the candidates appear, and identifies candidates regarded as highly qualified.

Members also offer their pro bono services and since 2010 have donated $27,500 to the Central Virginia Legal Aid Society. They also contribute $16,000 annually to the Legal Aid Justice Center, where they also provided 3,865 hours of pro bono work in 2016.

Last year the CABA also helped sponsor a historical marker honoring Gregory Swanson in the Jefferson-Madison Regional Library in Charlottesville. The marker commemorates the historic civil rights case Gregory Swanson v. the Board of Visitors of the University of Virginia. Swanson was the first African American to attend the UVa Law School.
AWARDS OF MERIT
For excellence in bar projects

Hill-Tucker Bar Association
The association’s Annual Turkey Drive, which began in 2010 as an effort to provide turkeys for Thanksgiving to all members of the Richmond Adult Drug Court Program, now distributes full Thanksgiving dinners. The program has also expanded to include the Richmond Juvenile Drug Court and the Eastern District of Virginia Federal Drug Court. The Turkey Drive demonstrates support for the drug court participants and encourages their efforts to become good, functional members of society. The program, which distributes between seventy and ninety meals each year, has benefited more than 450 families. Judges, lawyers, and court officials donate to the program.

Loudoun Chapter, Virginia Women Attorneys Association
The Color of Justice Program was developed by the National Association of Women Judges and encourages girls and minorities of all ages to consider legal and judicial careers. It brings the students together with judges and lawyers and provides them with resources. In 2015, the Loudoun Chapter of the VWAA developed a local program, The Honorable Julia T. Cannon Memorial Color of Justice Program. It targets students who are at high risk for gang involvement, substance use/abuse, and those who are court-referred or on probation. The goal is to help students realize that careers in the legal field are accessible to them. The program is a partnership between the Loudoun Chapter of the VWAA, the Loudoun County Department of Family Services, which operates Camp R.E.A.L., and members of the Loudoun County Sheriff Office’s School Resource Officers program. More than half of the members of the association participate in the program, which served more than forty students in 2016.

Metropolitan Richmond Women’s Bar Association
The association Mentorship program’s initiatives include member’s visits to Orchard House School to assist eighth grade students with a mock criminal trial. Association volunteers worked with the school’s history teachers to select the facts for the trial, acted as coaches for the student prosecuting and defense attorneys, members of jury, and the judge. The Mentorship program also partnered with the University of Richmond Women’s Law Student Association, which encourages females pursuing the legal profession and connects members with professionals and mentors in the Richmond area.

Roanoke Bar Association
You and the Law: A Look Inside Your Juvenile and Domestic Relations Courts is a program that educates the public about the court and how it operates, explains the roll and duties of the sheriff’s office in the court, and discusses the effect social media and apps have in the court. Participants observe a mock juvenile detention hearing, hear from two judges who describe the reality of pro se litigants and how unrepresented parties can file petitions and motions, and participate in a panel discussion on foster care and guardian ad litem. Program presenters include five juvenile and domestic relations court judges and the court clerk, representatives of the public defender’s office, six sheriff’s department officers, and representatives from the office of the attorney general, counsel for the Department of Social Services, and CASA.

Virginia Beach Bar Association
Seatack Elementary Second Grade Swim Program: “Students on the Swim” provides swim lessons for all second grade students at the school. The association started the program after an uptick in the number of drowning deaths of young, low-income children at the Virginia Beach oceanfront during the summer of 2014 and a review of statistics that show a high rate of drowning deaths among low-income children. The program provides the students with ten lessons over two weeks at the end of school year. Red Cross certified instructors conduct the lessons. Fifty students completed the program in 2016.

Multi-bar Project:
The Prince William County Bar Association, Inc.; Prince William Chapter, Virginia Women Attorneys Association; Old Dominion Bar Association
The three associations co-hosted a screening of The Loving Story, the 2011 documentary that inspired director Jeff Nichols to write and direct the 2016 motion picture Loving. One of the objectives of this event was to share with bar members the documentary’s behind-the-scenes footage of the legal challenges of the case. The documentary includes footage of the Lovings and their lawyers, Bernard S. Cohen and Philip J. Hirschkop, as well as first-person testimony and rare documentary photographs. Presentation of The Loving Story was the first event jointly sponsored by the associations. More than 100 people attended the event, which also showcased how the law and the arts converged to tell a powerful story of justice and love.

CERTIFICATE OF ACHIEVEMENT
For high achievement in bar projects

Tidewater Bankruptcy Bar Association
The Twenty-Fifth Annual Hal J. Bonney Jr. Seminar on Bankruptcy Law and Practice, which began in 1992, is a day-long event for the association’s members and other lawyers with an interest in the fields of bankruptcy law, practice, and procedure. The seminars include speakers who are preeminent bankruptcy judges, law school professors, bankruptcy trustees and attorneys who provide valuable advice to local practitioners. The February 2017 seminar included five United States Bankruptcy Court judges, including the chief judge for the US Bankruptcy Court for the Eastern District of Virginia, twelve experienced practicing attorneys who provided advice in the areas of recent developments, tax issues, landlord/tenant issues, closely held businesses, ethics including ghostwriting and limited representation, and technology dilemmas.

To read more about any of these entries, please visit http://bit.ly/2qXihSk.

DON’T FORGET
Submit your bar’s projects for the 2018 Awards of Merit Competition
Criteria and details are available at http://bit.ly/2vkyUs8
GET CONNECTED

CLSBA Executive Committee Meetings

- Tuesday, September 19, 2017 @ 4:30 p.m.
  Kilmarnock, VA
- Thursday, October 26, 2017 @ 3:00 p.m.
  VACLE Offices, 105 Whitewood Road, Charlottesville
- Thursday, March 8, 2018 @ 4:30 p.m.
  Embassy Suites Hotel, 2925 Emerywood Pkwy., Richmond
- Thursday, May 16, 2018 @ 11:00 a.m.
  VSB Offices, 1111 E. Main Street, Suite 700, Richmond

Other CLSBA Events
http://www.vsb.org/site/conferences/clba-calendar

- Wednesday, September 20, 2017
  Solo & Small-Firm Practitioner Forum
  Indian Creek Yacht & Country Club, Kilmarnock
- Friday, October 13, 2017
  Solo & Small-Firm Practitioner Forum
  Mountain Empire Community College, Big Stone Gap
- 2018—TBD
  Solo & Small-Firm Practitioner Forum
  Hampden-Sydney University, Hampden-Sydney
- Friday, June 15, 2018 @ 7:30 a.m.
  CLBA Annual Meeting and Breakfast,
  Sheraton Oceanfront Hotel, Virginia Beach

Other VSB Events of Interest
http://www.vsb.org/site/events

- Monday, April 23, 2018
  VSB TECHSHOW, Greater Richmond
  Convention Center, Richmond
- Thursday-Sunday, June 14-17, 2018
  Virginia State Bar Annual Meeting, Virginia Beach

RESOURCE CORNER

Are you looking for a CLE speaker for your bar association’s next meeting? The following organizations offer free CLE programming to all local bars:

- Virginia State Bar
  - Ethics Department—contact Kristy Hall at 804-775-0557 or hall@vsb.org
  - Access to Legal Services—contact Karl Doss at 804-775-0522 or doss@vsb.org
- Virginia CLE—contact Marcus Gaither at 800-979-8253 or vacle@vacle.org
- Virginia Lawyers Helping Lawyers—contact Jim Leffler at 804-644-5510 or info@valhl.org
- ALPS—contact Amy Esp at aesp@alpsnet.com or 406-728-3113—see ad on next page

For other ideas, please contact Paulette Davidson at davidson@vsb.org or 804-775-0521.

The ABA’s Bar Leader newsletter is free and offers some great information for bar leaders. Check out the July-August 2017 issue at http://bit.ly/2u9pIXo. There’s a great article titled What do young lawyers want from your bar association today?

KEEP US IN THE LOOP!

When your bar association holds its elections, please be sure to send that information to Paulette Davidson at davidson@vsb.org. Paulette keeps a database of all Virginia bar associations and provides this information to individuals/organizations such as:

- Courts wanting to get the word out about rule/procedure changes
- Attorneys looking to join a local or specialty bar association
- Members of the public seeking to hire an attorney in a specific locality
- Bar associations looking to connect with other bars for events, etc.
- Members of the General Assembly seeking input from local attorneys
- Groups such as ALPS when they want to offer free CLE and/or funding for such to the members of a local/specialty bar
- Newly licensed attorneys at the VSB Admissions and Orientation Ceremonies in the Spring and Fall
We know that strengthening the legal community starts with you.

That’s why ALPS is bringing risk management education directly to Virginia’s local bars. Take advantage of FREE CLE Speakers for your members.

ALPS and the Virginia State Bar’s Lawyers’ Malpractice Insurance Committee are committed to delivering risk management education and resources aimed at enhancing the practice of law in the Commonwealth. That’s why we offer high-quality speakers on malpractice prevention issues and invite you to request a speaker for an upcoming gathering at no cost to your bar.

Call or email ALPS Risk Management Coordinator, Amy Esp, at (406) 728-3113 or aesp@alpsnet.com. For more information, visit vaportal.alpsnet.com/local.