



The Florida Bar Out-of-State Division

State-to-State

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Spring 2011



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PHOTO:

The Kentucky State Capitol Building [Source: Google images]

Gwynne Young elected president-elect designate

Tampa attorney Gwynne Alice Young has been elected president-elect designate of The Florida Bar, defeating fellow Board of Governors member Walter G. "Skip" Campbell in a close runoff.

Young received 10,985 votes to Campbell's 10,234 in results announced on Apr. 25. That's almost 3,000 more total votes than were cast in the original round of balloting in March, when Campbell and Young made the runoff by finishing ahead of Jake Schickel of Jacksonville. Interestingly, Young's margin in both rounds of balloting was nearly the same—716 in March and 759 in the runoff to become Bar president in 2012.

"I'm very grateful to all of the people who supported me and voted for me, and I thank them," Young said of the results. "I'm thrilled to have won; it was a hard fought race. I had a very worthy adversary who ran a good campaign. I really look forward to the challenge of being president-elect and then president of The Florida Bar."

The president-elect designate added, "I think that The Florida Bar is a very well-run organization. The Bar does a lot of good things." Young also noted that she thinks "the Bar is facing a lot of challenges as is obvious from all the things happening on the legislative front and the impact of



the economy on lawyers and the legal profession. The Bar needs strong leadership and I have believed from the outset I could provide that leadership, and that's why I wanted to run."

As for the enhanced turnout, Young said, "I think that both Skip and I campaigned very hard in the runoff election, and I think many people were spurred on by the low turnout [in the first round]. There was a lot of emphasis on members of the Bar being heard, which I think contributed to people voting in the runoff." Young also observed a good turnout from out-of-state members, who supported her strongly.

Young will be sworn in as president-elect in Orlando at the June Annual Convention, when current President-elect Scott Hawkins is sworn in as president. In June 2012, Young will begin her term as Bar president.

Young is a business litigator with Carlton Fields in Tampa, handling real estate, insurance, and other business and commercial disputes. She is a former prosecutor who received her undergraduate degree from Duke University and her law degree from the University of Florida. She has served as a trustee, as president of the alumni association and on the athletics advisory board at Duke, and at UF she was executive editor of *Florida Law Review* and served as trustee of the UF Law Center Association Inc. She received The Florida Bar President's Pro Bono Service Award for the 13th Circuit in 2003 and was named the Young Lawyers Section's "Most Productive Young Lawyer" in 1983-84. Active in the Hillsborough County Bar Association, Young was president in 2001-02, is a former chair of the Second Appellate District Nominating Commission and serves on the Federal Judicial Nominating Commission.

Source: The Florida Bar News and Gwynne Young.

**Mark Your
Calendar!**

Florida Bar Meetings

BOARD OF GOVERNORS

Oct. 18-23, 2011, *Charleston Place, S.C.*

Dec. 7-11, 2011, *The Ritz Carlton, Amelia Island, Fla.*

THE FLORIDA BAR ANNUAL CONVENTION

June 22-25, 2011

*Gaylord Palms Resort & Convention Center
Orlando/Kissimmee, Fla.*

THE FLORIDA BAR MIDYEAR MEETING

Sept. 21-24, 2011

Hilton Walt Disney World Resort, Orlando, Fla.

President's message:

Can lawyers achieve work/life balance?

by Michael G. Busenkell, President

You can always find reasons to work. There will always be one more thing to do. But when people don't take time out, they stop being productive. They stop being happy, and that affects the morale of everyone around them.

—Carisa Bianchi



M. BUSENKELL

Every year as Father's Day approaches, I begin to think about how overworked my surgeon father was when I was young, and I sadly recognize that as a corporate attorney I have followed in his footsteps. As a father and as OOS division president, a question I often ask myself is "Can lawyers achieve a balance between their personal and professional lives?"

A study by the American Bar Foundation and the NALP Foundation found that a significant number of attorneys work more than 60 hours a week. Most likely to employ these overworked attorneys are private law firms. In large urban areas like New York and Miami, a staggering 39 percent of lawyers work more than 60 hours a week. In other words, these attorneys work over 1,000 hours a year more than the average American.

A 2007 ABA survey showed that 49 percent of attorneys had an increase in the number of billable hours in the last several years. In another ABA study, 84 percent of polled attorneys said they would sacrifice income in exchange for lower billable hours. Can we sustain this trend toward more work hours? Is this healthy? We all know attorneys who have paid a steep price for never finding a balance in life. Divorce, addiction and general burnout are, dare I say, common among big firm attorneys.

In 2008, New York State Bar President Kenneth Standard was so concerned about quality of life issues for attorneys that he formed the Special Committee on Balanced Lives in the Law to take a closer look at the issue. The results were clear: Attorneys are having a difficult time achieving a balanced life in the law. When defining a balanced personal and professional life, the committee stressed that the concept of personal life was not just family and friends but also involvement in Bar associations and community activities. The report confirmed what most of us have known for years—there are not enough hours in the day for us to achieve the balance we need.

The New York study also showed a gap between Baby Boomers, Generation Xers and Millennials, who are now young associates. It looks as though the Gen Xers were the last generation of fresh faced lawyers to put up with the harsh conditions of law firm work in the hopes of making partner one day. The New York study showed that the Millennials do not have partner ambitions and, in fact, do not believe that a balanced life is even possible if you want to succeed as an attorney. This suggests future trouble for the profession.

The Special Committee on Balanced Lives in the Law did have some recommendations for bar associations to help lawyers deal with this troubling issue. The report advises us to pay more attention to this subject in CLE programs and to talk about this issue in publications. We need to offer education and resources on topics such as time management and coping with stress. The committee also calls on bar associations to encourage firms to adopt more flexible policies to help ease a lawyer's burden and to give positive public praise to firms that do pay close attention to helping attorneys achieve more balanced lives.

I plan to stay focused on this issue, and I hope you will, too.

Will you be there?

2011 Annual Florida Bar Convention



June 22- 25
Gaylord Palms Resort &
Convention Center
Orlando/Kissimmee, FL

For details:
www.floridabar.org



Let's work to grow your Out-of-State Division



D. WORKMAN

In his president's column, Mike Busenkell talks about the need for balance in our lives. That important life approach can certainly get misplaced in today's hectic world. As Mike said, the Out-of-State Division wants to emphasize balance. We hope our approach in the *State-to-State* and other endeavors demonstrate our resolve.

You're reading our latest edition of the all-cyber version of *State-to-State*. You should be receiving a link to each edition of the newsletter that allows you to view the articles online in color at your desk or on your mobile device. Of course, you can also choose to print it and take it with you. We hope you'll agree with this step forward.

We have more articles from new contributing authors this month. Your publication continues to grow. And we'd like even more! You'll see throughout the *State-to-State* our requests for contributing authors. Our content continues to increase because of you. We feature our contributing authors prominently in our publication and include the information you'd like others to read about your practice. We have two goals here: to present your ideas to a broad audience and to introduce the readers to you. We're not shy—we want to help you grow your practice.

We continue to work with your OOSD president, Mike Busenkell, to reach more members. Our goal is to continue to increase membership in the division. We've enjoyed great success with receptions in various cities. Another effort involves expanding the attraction of the *State-to-State*, especially to advertisers. By doing so, we can expand services provided to out-of-state lawyers. It should be a win-win for everyone.

So, send us your articles and we'll get you published as quickly and as often as we can. And by all means, please let us know how we can serve you better. Please feel free to contact me at dworkman@bakerlaw.com or by telephone at 202/861-1602. We also look forward to seeing you at one of the local receptions.

— Don Workman, editor



State-to-State

THE PUBLICATION OF THE FLORIDA BAR OUT-OF-STATE DIVISION

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State-to-State is devoted to Florida and multi-jurisdictional legal matters. It is editorially reviewed and peer reviewed for matters concerning relevancy, content, accuracy and style. State-to-State is sent electronically to more than 14,000 legal practitioners throughout the United States.

Statements or expressions of opinion or comments appearing herein are those of the contributors and not of The Florida Bar or the division.

The deadline for the Summer 2011 issue is July 15, 2011. Articles should be of interest to legal practitioners with multijurisdictional practices. Please submit articles in a Word format via email to Don Workman, dworkman@bakerlaw.com. Please include a brief biography with contact information and a photograph of the author. If a digital photo is not available, please mail a print to The Florida Bar, OOSD, 651 East Jefferson Street, Tallahassee, FL 32399-2300.

Author! Author!

The Out-of-State Division offers its membership a valuable forum for the exchange of information on legal issues affecting our interstate practices. To be truly effective, it is essential for a large cross section of our members to contribute articles, news and announcements to this newsletter.

For those of you who would like to see your work in print, the rules for publication are simple: The article should be related to a subject of general interest to legal practitioners with multijurisdictional practices. Articles focused on your home state are less appealing than issues impacting a number of jurisdictions.

Please send documents in MS Word format via email to Don Workman, dworkman@bakerlaw.com.

Please help your colleagues to get to know you by including a brief biography with contact information, and include a head and shoulders photograph. If you do not have a digital photograph, please mail a print to The Florida Bar, OOSD, 651 East Jefferson Street, Tallahassee, FL 32399-2300. Your photo and bio will be kept on file and need only be submitted once.

New 2011 ALTA/ACSM survey standard detail requirements

by E. Duffy Myrtetus



D. MYRTETUS

Overview

The new 2011 *Minimum Standard Detail Requirements for ALTA/ACSM Land Title Surveys* (2011 standards), which have been approved by the National Society of

Professional Surveyors, the American Land Title Association (ALTA) and the American Congress on Surveying and Mapping (ACSM), took effect on Feb. 23, 2011. The new 2011 standards replace the 2005 standards. As of Feb. 23, 2011, all previous versions of the Standard Detail Requirements for ALTA/ACSM Land Title Surveys are superseded by the 2011 standards. A complete copy of the revised 2011 standards is now available free of charge online at the ACSM website at the following link: www.acsm.net/index.cfm?fuseaction=Page.viewPage&pageId=513&parentID=506&nodeID=1. Multiple electronic versions are available in a PDF format. Note that the website includes a "Statement of Copyright" as to the new 2011 standards.

Additionally, two other documents, also available free of charge at the ACSM website, are excellent resources and quick references to facilitate a review of operative changes in the 2011 standards. The first is the *Summary of Significant Changes From the 2005 Standards to the 2011 Standards*. This document lists a detailed summary of specific revisions, inclusive of changes to standard Table A.

The second is an incredibly useful tool in the form of a redlined markup of the 2011 standards. *New Standards with red highlights showing which clauses within those Standards are substantially new or are otherwise significantly modified from the 2005 version* reflects detailed redline additions of revised terms, inclusive of

changes to standard Table A.

The new emphasis placed upon minimum fieldwork requirements for compliant plats under Section 5 and the requirements for preparation of a plat or a map to specifically reflect the results of fieldwork data and its relationship to Record Documents per Section 6 are particularly noteworthy. Presumably, the results of the newer and more stringent precision in field data, the stated bias against creation of new legal descriptions and the express reference to the "prudent surveyor" standard of care will all combine to produce more uniform, accurate and detailed surveys.

Effects on title insurance

Heightened requirements on empirical data and related surveyor certifications should produce new processes and protocols in the title insurance industry. Removal of a standard "survey exception" will presumably require a review of surveys, plats and maps satisfying the minimum requirements of the 2011 standards. In the context of title insurance coverages, Covered Risk 2(c) in the 2006 ALTA Policy forms would presumably require a "survey reading" of a 2011 standards compliant plat by the underwriter in order to obtain a deletion of the otherwise applicable standard survey exception. Moreover, endorsement coverages for the ALTA 9 series, ALTA 17-06, ALTA 17.1-06, ALTA 19-06 and ALTA 19.1-06, among other special endorsements, would all also presumably require additional new underwriting of a 2011 standards compliant survey. The standard policy terms and conditions do not expressly adopt the ALTA/ACSM standards; however, they have been the practical benchmark for underwriting purposes for decades.

As the new 2011 standards are implemented, the ripple effect will also lead to a broad range of timely

practical issues worthy of consideration:

1. With regards to loan defaults, asset recovery and related matters in the current economic environment, new survey standards must be considered. In the context of foreclosures and deed-in-lieu transactions, lenders/loan servicers/trustees, etc., will need to consider how the newer standards may impact a prospective disposition of distressed property. Updated survey data would presumably require compliance with the new standards, and existing mortgagee coverage with exceptions under the older standards may not be adequate for survey-related matters.
2. In the commercial real estate transaction context, it remains to be seen how the new procedures and commensurate expense of satisfying underwriting conditions will affect the timing and costs of CRE transactions. Presumably, commercial lenders, mortgage bankers, conduit lenders, etc., will adopt objective underwriting criteria that mirror the new minimum standards and detail in the 2011 standards.
3. It remains to be seen how the new minimum standards and detail will affect local planning, zoning, subdivision and related requirements and procedures. An argument can be made that the 2011 standards mandate a level of detail and certification that harmonizes with many current local ordinance requirements for planning, subdividing, rezoning, plan or development and/or site plan review, etc.

Surveys in particular

Under Section 7 of the 2011 standards, the new requirements provide significant limitations upon a

surveyor's ability to deviate from the mandatory form certification, confirming compliance with the 2011 standards. A deviation is permitted only if required under applicable federal, state and/or local laws, rules, regulations, etc. Pursuant to Section 3(B), the surveyor must complete the survey in compliance with the requirements of the 2011 standards as well as with the applicable requirements of federal, state and local statutes, administrative rules, regulations and/or ordinances that prescribe standards regulating the practice of surveying within a sub-

ject jurisdiction. In Florida, reference should also be made to the provisions of Chapters 177 and 472 of the Florida Statutes, inclusive of Fla. Stat. §§ 177.021, *et seq.* (Title XII, Chapter 177); § 253.39, *et seq.*; § 373.012; § 497.274; and § 725.08, all as applicable, together with the applicable provisions of the Florida Administrative Code (Fla. Admin. Code R. 5J-17.050; 5j-17.052; *et seq.*). Effective as of Oct. 1, 2009, professional mappers and land surveyors are regulated in Florida by the Department of Agriculture and Consumer Services. The department's website can be found at

www.800helpfla.com/psm/psm.html. The locality's planning, zoning and subdivision ordinances for minimum plat requirements and detail must also be reviewed.

Some thoughts

The new 2011 standards hold great promise for better, more complete, more precise and more accurate surveys. It is essential that lenders, title insurers, attorneys and others who order, use and rely upon surveys become familiar with the new 2011 standards.

D.C. attorney Noah Clements receives Out-of-State Pro Bono Service Award

The Florida Bar President's Pro Bono Service Award was established in 1981. Its purpose is "to further encourage lawyers to volunteer free legal services to the poor by recognizing those who make such public service commitments, and to communicate to the public some sense of the substantial volunteer services provided by Florida lawyers to those who cannot afford legal fees." This award recognizes an individual lawyer's service in each of Florida's 20 in-state circuits as well as the service of one out-of-state attorney. The award recipients were recognized by the chief justice at a ceremony at the Florida Supreme Court held Jan. 27, 2011, in Tallahassee.

Noah Clements

Noah Clements is an associate attorney at Sidley Austin LLP in Washington, D.C. His principal areas of practice are litigation and transportation law. He became a member of The Florida Bar in December 2005 and is a member of the Young Lawyers Division.

Clements shows extraordinary dedication to seeking justice for his clients. In 2007 and 2008, he devoted more than 1,100 hours to three in-depth pro bono cases, in addition to the 2,000 hours per year he spent on billable matters. But these numbers do not reflect the quality of his work, nor do they reflect his compassion



or his empathy for his clients. As the father of three young children, Clements could not imagine being separated from his family for years at a time, or having his family thrown out on a cold Washington street during the holidays. His work arose from the belief that he should use his skills to help others not as fortunate as he.

Over the last two years, he has taken a few notable pro bono cases. In the *Yemen Convention Against Torture and Asylum* case, he helped a former sports star who had been tortured by the Yemeni government for 40 days get relief under the Convention Against Torture (a form of relief

usually with a less than 2 percent success rate). He and his team also helped the client's wife obtain asylum in immigration court, showing she had a credible fear of persecution if she were removed to Yemen. In another high-profile case, he helped a 69-year-old Burmese man get asylum in immigration court. Although his client's last overt political activities were more than 20 years ago, the Burmese government blamed him for the political activities of his wife and son.

When Clements came to Sidley Austin LLP in 2006, he had just completed a 10-week D.C. Bar Pro Bono Fellowship with the Capital Area Immigrants' Rights (CAIR) Coalition. While at CAIR, he learned about the plight of an immigrant from Jordan who had been detained by the Department of Homeland Security in a Virginia jail, often in solitary confinement, for almost four years. The client, who had been a legal resident since 1993, had been arrested and detained in a 2003 sweep of people suspected of violating immigration laws. Clements brought the case to the firm and devoted almost 500 hours to securing the client's release.

In 2009, Clement performed 332 hours pro bono service, and in 2010, he worked 598 hours pro bono. At the same time, he kept a full billable case load. The CAIR Coalition named Sidley and Clements its Pro Bono Partner of the Year in 2009.

Openings: Aesop—not advocacy

by Richard A. Tanner



R. TANNER

Storytelling—from the time of our nurturing on mother's knee—has been a favorite form of effective human communication. That form will serve you well in the courtroom at opening statement time. You told stories, heard stories and understood stories, even before you could read.

Tell the jury members a story. Tell them your client's story. Use as many of the storyteller's techniques as you can muster to make it effective.

Let's talk about a few techniques that can boost your storytelling skills.

Think about word choice

When you take one of Joshua Carlton's courses (he's an actor/trial advocacy consultant), he refers to law school, with a grin, as a lobotomizing experience. He means legal education desensitizes us to the fundamentals of human communication and thinking. Fancy words learned during our legal education, legal nouns and adjectives and other "lawyer speak" are the scalpels rending us from good personal communication. Restoring humanity and sensitivity to our speech is what is needed at opening. So, toss the fancy legal words—and for that matter, any other \$2.00 words that are not used in everyday speech. If a word cannot be understood by the average 13-year-old, toss it and find a simpler replacement.

Use descriptive, present tense language in a narrative, storytelling style. Use your words to create a conversational tone for your opening.

Present your theme

The theme is the moral force behind the decision-making process of the jury. It is the moral imperative

by which you empower the jury to emotionally accept the righteousness of your side. You should deploy it at the beginning and again at the end of your opening. (Doing so maximizes the "primary/recency" psychological impact.)

A selection from Line A and a selection from Line B are good for a food menu but not for an opening statement. Arguing alternatives factually and legally will not impress the jury. People, jurors, do not think in alternative theories about doing justice. Give them your best facts, issues and case theory, not all of the possibilities. You are not taking the bar exam. There is no bonus for arguing everything. This is doubly true when one or some of the alternatives are inconsistent with your best theme. When you argue alternatives, you are "doing what lawyers do"—and jurors do not trust lawyers, especially at the very onset of a trial. They don't know you; they only know "lawyers" in general. Arguing alternative storylines sends a subliminal message to the audience; that is, you do not really believe in your story and are hedging your bet. Reducing the alternative arguments also reduces the potential for distracting factual clutter and communications verbosity—both are non-persuasive habits.

Plan your comments, limit your time, be concise

You should verbally outline "the client's story" in the first minute or two of your opening. It has to be compacted and delivered as a "sound bite," which, if you have interested the jury, you can expand upon in the following minutes.

Time is so valuable in the opening that your planning needs to deal with it. Drop the civics lesson, the appeals to patriotism, sympathy, etc. They don't help. Drop the inconsistent arguments. Drop the comprehensive

recapitulation of everything the witnesses will say. Dropping those things will make your story more concise.

Argument in opening statements is forbidden. As a practical matter, putting the legal propriety aside, argument (drawing conclusions from facts; attacking witnesses' credibility) is you trying to tell the jury what to think. No one wants to be told by you what to think! Persuasion is letting the jury members come to those conclusions by themselves. The psychology of persuasion tells us this: When someone believes he or she came to the conclusion on his or her own, that person is committed to it—not so if it is *your* argument.

Make your client's story visceral: Right vs. Wrong

The storyteller engages the audience members by putting them right there at the scene, seeing the events and feeling the loss. Use present tense verbs and short, concise sentences made of plain English words to tell the listeners what happened. The storyteller has a theme, which is why justice compels a result for the client. The storyteller is engaging, but not emotional. He or she shows confidence in the correctness of what he or she is saying. He or she communicates in a trustworthy manner—never exaggerating a prospective proof or misstating a fact. The speaker plants signposts in the opening and encourages the jury to watch for them as the story unfolds (from testimony and exhibits). When the signposts appear in the case-in-chief, they take the listener back to the story told at opening. They reconfirm the story's veracity and link to the theme. The presenter shows a strong belief in the client's story being related.

Make your client's story real, make it come alive, and you have made it memorable ... and persuasive.

Aesop—not advocacy.

Out of state... Not out of touch... www.flabaroutofstaters.org

Contributing authors

The Out-of-State Division appreciates the articles submitted for this edition by our contributing authors. They can serve as a resource to fellow division members who might have a question regarding these authors' areas of expertise or if a referral is needed.

Michael Busenkell, OOSD president, is a certified bankruptcy attorney and a certified management accountant in the Wilmington, Del., office of Womble Carlyle Sandridge & Rice PLLC. He concentrates his practice in the areas of corporate bankruptcy, creditors' rights and commercial and corporate litigation. He can be reached at mbusenkel@wcsr.com or 302/252-4324.

E. Duffy Myrtetus is a partner with Kaufman & Canoles PC in

Richmond, Va., where he practices in the Real Estate Strategies, Creditor's Rights & Bankruptcy, Government Contracts & Construction and Private Client Services groups. He is a member of the Virginia and Florida Bars and is listed in Top Forty Under Forty; Virginia Magazine, 2002; Virginia's Legal Elite; Virginia Business Magazine, 2004, 2008-2010, and is AV® rated by Martindale Hubbell. He is a former OOSD president, a current member of the OOSD Executive Council and is the past chair of the Council of Sections of The Florida Bar. He can be reached at 804/771-5750 or edmyrtetus@kaufcan.com.

Richard A. Tanner, a former Out-of-State Division president and member of the Board of Governors, is a frequent speaker and mentor at trial skills CLEs and law school

trial advocacy programs. He practices law in Upper Montclair, N.J., where he specializes in business and civil litigation. He can be reached at 973/239-4343, ext. 14, or rtanner@bashdeerlaw.com.

Donald A. Workman, OOSD treasurer and State-to-State editor, is a partner in the Business Group and head of Baker Hostetler's bankruptcy and creditors' rights practice in the Washington, D.C., office. His practice areas include business bankruptcy, creditors' rights, debtor reorganizations, general insolvency, stockbroker liquidations and commercial litigation. He can be reached at 202/861-1602 or dworkman@bakerlaw.com.

*Become a contributor!
See submission information on
page 5.*

We can be **BIGGER & better!**

Participate in the OOSD listserv. All participants of the listserv can supply to others the results of their work, ask relevant questions or request help on subjects simply by sending an email to the listserv email address.

To join, go to www.google.com and click on "Sign in" in the top right corner. (You first need to have set up a Google account.) Your sign-in email address is your email address on record with The Florida Bar, and you can then make your own secure password. Once you have created your account, you should be able to click on "More," which is located at the top of the screen near the center of the page. Then click on "Groups." The Florida Bar Out-of-State Division Group should appear on the right side of the screen under "My Groups." If it does not appear or if you have any questions, you can contact the group administrator, Eric Meeks, at emeeks@meekslawfirm.com.

Out-of-state practitioners reporting CLE to The Florida Bar

In the past, The Florida Bar has accepted a transcript from another jurisdiction to satisfy the continuing legal education requirement (CLER) in Florida. Since other jurisdictions have different requirements for compliance for continuing legal education (CLE), The Florida Bar needs to ensure the programs meet the criteria set forth by the governing rules and policies.

There are two ways for members to report their completion of a CLE program from another jurisdiction. If The Florida Bar has previously approved a program for CLE credit, a member can go online and post the course to his or her CLE record with the five-digit course number provided by the sponsor of the program.

If The Florida Bar has not previously approved a program, the member will need to complete an application for course attendance credit and submit it with the course outline, brochure and timed agenda for evaluation after completing the program. The processing time is four to six weeks and is based on a member's reporting deadline.

Please visit our website at www.floridabar.org/CLER to find all applicable forms, rules, policies and contact information.

We can be BIGGER & better!

If you have ideas about how we can be BIGGER & BETTER, please contact OOSD President Mike Busenkell at mbusenkell@wcsr.com or 302/252-4324.

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Apply for CLE credit for out-of-state seminars!

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Continuing Legal Education Application for Course Attendance Credit



The Florida Bar
Legal Specialization & Education
651 E. Jefferson Street
Tallahassee, FL 32399-2300
(850)561-5842 (Phone) (850)561-5660 (Fax)



ATTORNEY # _____ NAME: _____

ADDRESS: _____

CITY: _____ STATE: _____ ZIP: _____

PHONE: _____ FAX: _____

ACTIVITY TITLE: _____

SPONSOR NAME: _____

DATE AND LOCATION OF COURSE: _____

PLEASE ATTACH A COURSE BROCHURE AND/OR OUTLINE WHICH:

- (A) FULLY DESCRIBES THE COURSE CONTENT AND LEVEL OF PRESENTATION
- (B) INDICATES THE TIME DEVOTED TO EACH TOPIC COVERED WITHIN THE PROGRAM
- (C) IDENTIFIES THE INSTRUCTORS

CERTIFICATION CREDIT
Indicate if credit is to be assessed for Board Certification.
CERTIFICATION AREA(S): _____

TOTAL MINUTES ON INSTRUCTION: (EXCLUDING BREAKS, MEALS AND INTRODUCTIONS AND BASED ON A 50 MINUTE HOUR)

_____ TOTAL CREDIT (TOTAL MINUTES DIVIDED BY 50 = _____ CREDIT HOURS)
50

If requesting Ethics, Professionalism, Substance Abuse, and/ Mental Illness Awareness Credit, please check appropriate box below.

- Ethics Substance Abuse
 Professionalism Mental Illness Awareness\

NOTE: If you have completed the minimum number of required CLER hours, and are not seeking Certification credit, please do not submit further courses for evaluation. There is no carry over of hours in Florida from one reporting period to the next.

You may submit this application to clemail@flabar.org with the proper documentation.
Materials submitted for CLE credit review will be discarded once the credit has been determined.
Should you wish to have your materials returned, please enclose a self-addressed stamped envelope.

The Florida Bar and LegalSpan: Bringing online CLE to attorneys

Since August 2000, The Florida Bar has been offering quality CLE programs as online, on-demand seminars through a partnership with LegalSpan. The popularity of this type of delivery method has been growing exponentially ever since.

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