Network Newsletter

Wingate, Russotti, Shapiro & Halperin, LLP

Attorneys at Law

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FEATURED ARTICLES:

KATHLEEN KETTLES SETTLES INFANT'S CASE FOR $5,000,000

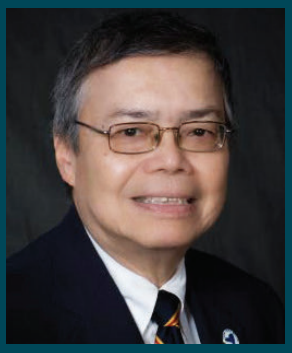
Kathleen Kettles, the head of medical malpractice at Wingate Russotti Shapiro & Halperin, LLP, recently settled a case for $5,000,000 for a brain damaged infant and family.

Maria Torres *(Pseudonym)*, was pregnant with her second child and was considered high risk due to a pregnancy loss at five months. A few days into week 31, Maria noticed a decrease in fetal movement. That morning she went to Coney Island Hospital and arrived at 8:30 a.m.. She was not even seen by a nurse till 11:30 a.m. and was given breakfast. Finally at 2:00 p.m., a fetal heart rate monitor was placed on Maria and a physician did a bedside ultrasound which was abnormal and showed that the infant was not moving much. They started IV fluids and continued the fetal heart tracing which was also abnormal. During the evening the biophysical profile of the infant improved. A biophysical profile is an ultrasound assessment of the baby's well being.

The following morning, a formal obstetrical ultrasound was done and showed that the infant had a condition known as fetal hydrops which is an abnormal collection of fluid in two body parts seen on ultrasound. In this case the infant had accumulated fluid under the skin and around the heart. They transferred Mrs. Torres to Maimonides which has a Level III Neonatal Intensive Care Unit, (NICU), and the infant was delivered via Cesarean Section. Baby Ana spent a month in the NICU and was ultimately diagnosed with cerebral palsy. She developed a brain bleed as a result of the prolonged bout of partial oxygen deprivation in the uterus which experts told us could have been prevented had Ana been delivered 24 hours earlier. Now, Ana cannot speak, walk or even feed herself and she requires 24 hour supervision both in the home and at her school.

As a result of the recovery, Ana's parents know that Ana's future will be secured and they will be able to retrofit a home to accommodate Ana's disabilities which will include a lift, since Ana who is now eight years old, requires in order to be transferred safely by her care givers. Ana will also be enrolled in the Medical Indemnity Fund which will provide payment for all of her medical and care expenses including her nurses and aides. The recovery will also pay for a specially equipped vehicle that can accommodate Ana's wheelchair and provide safe transportation for Ana and her family.

This is a wonderful family who does not hesitate to travel distances to get Ana the very best of care. Now, that burden will be greatly reduced and Kathy and the firm are proud to have been instrumental in the recovery.



In 2014, Governor Cuomo set a goal of 30 percent procurement of goods and services from MWBEs. the highest goal of any state in the nation.

NEW YORK STATE EXPANDS CONTRACT PROCUREMENT PROGRAMS FOR MINORITY AND WOMEN BUSINESSES (MWBE)

By Bill Drewes

New York State Government has initiated this fiscal year a renewed aggressive supplier diversity business strategy that ensures a diverse supplier base in its procurement of goods and services (which includes legal services). "Diverse Suppliers" include businesses owned by ethnic minorities, women, LGBT persons, veterans and people with disabilities.

Executive Law Article 15-A created the Division of Minority and Women's Business Development within the Empire State Development Corporation to promote business opportunities on state contracts for MWBEs. In 2014, Governor Cuomo set a goal of 30 percent procurement of goods and services from MWBEs. the highest goal of any state in the nation. At that time this goal only applied to state agencies and authorities. It did not apply to state funded cities, counties, towns, villages and school districts, which amounts to approximately $65 billion annually. This year it does.

An enhanced MWBE initiative for New York City was established in 2013 by Local Law 1 to help strengthen its existing MWBE Program. The New York City Department of Small Business Services administers this program for New York City Agencies.

In order to report their diverse spend NYS and NYC government agencies must ensure suppliers are certified by them. Diversity Certification authenticates the potential vendor company as being owned, managed, and controlled by a qualifying diverse group

Why would a minority or woman business owner want to participate in these programs? The answer is simple: to increase the sales of their products or services. These programs give the minority and woman business owner an advantage when marketing their goods and services to NYS/NYC government agencies. It also gives them access to Requests for Proposals (RFPs) and bid invitations which, in some cases, are exclusively to minority and women businesses. These are called "set aside" business opportunities. Minority and women businesses are also eligible for a variety of loan and technical assistance programs.

The definition of a MINORITY BUSINESS ENTERPRISE (MBE) is a business enterprise at least fifty-one percent (51%) owned by, or in the case of a publicly owned business at least fifty-one percent (51%) of the stock of which is owned by citizens or permanent residents meeting the ethnic definitions of: Black-persons with origins in black African racial groups; Hispanic-persons of Mexican, Puerto Rican, Dominican, Cuban, Central or South American descent; Asian-Pacific-India -persons having origins in any of the Far East countries (China, Japan, Korea etc.); Southeast Asia. The Indian Subcontinent (for example, Indian, Pakistani) or the Pacific Islands (for example, Hawaiians); Native American or Alaskan Native persons.

Bill Drewes

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The definition of a WOMEN-OWNED BUSINESS ENTERPRISE (WBE) – is a business at least fifty-one percent (51%) owned by, or in the case of a publicly owned business at least fifty-one percent (51%) of the stock of which is owned by citizens or permanent resident who are women.

Under each certification category, ownership must be real, substantial, and continuing. The applicant must have and exercise the authority to independently control the business decisions of the enterprise. In other words: "command and control."

The Fortune 500 companies (of which there are over 50 in New York), Wall Street financial services firms, professional service providers (major law and accounting firms, management consulting firms, real estate firms, IT service providers to these major corporation have well established supplier diversity programs of their own. To become an approved vendor with these companies, the MWBE company must first be certified by one or the other of the accepted third party certification agencies like the Womens Business Enterprise National Council, (WBENC), which certifies women owned businesses or The New York New Jersey Minority Supplier Development Council (NYNJMSDC) which certifies minority owned companies. These nonprofit organizations will also provide contract procurement and financial assistance to MWBEs.

I help my clients by: Getting them certified as MWBEs at federal, state, local government levels & the private sector; Preparing vendor bid list applications to government agencies, public corporations, private companies; Preparing Request for Proposals (RFPs); Developing company business plans; Applying for small business loans for clients; Raising venture capital for clients; Negotiating joint venture partnerships; Procuring contracts for MWBEs from corporations, government agencies and other organizations

We have been discussing MWBEs but we would also include veterans, people with disabilities and LGBT business owners as "Diverse Suppliers." Since most diverse businesses are small businesses and small businesses drives the U.S. Economy (U.S. statistics show that over 50% of the U.S. workforce is employed by small businesses), we can see why Supplier Diversity is on the radar screen of NYS/NYC government agencies and the major corporations, financial firms and other professional firms based in New York.

For more information on how you and your clients can benefit from these programs, please contact Bill Drewes at Law Office of William H. Drewes.

IP is all about priority in time and whether you seek protection before anyone else for that creation, invention, trademark, or know-how. These protections are an investment, and in the long run will protect your business interests and your wallet. It costs ten times or even more to litigate over ownership or use of IP than it does to seek protections and ownership in the first place.

FALL 2016

INTELLECTUAL PROPERTY PROTECTIONS

by Bill Samuels

There are a number and variety of considerations to evaluate when it comes to intellectual property ("IP") protections. On a base level, the core issues are what you want to protect and where you want to protect it. From that point, an attorney will want to consider what types of protections would provide the best and broadest coverage, while also weighing those considerations against costs and related concerns. And during that whole time you need to ensure that you actually own or control the IP.

In the United States, and around the world, **copyright** protects works of creative authorship (e.g., pictures, music, writing, software code), **patents** protect new inventions (e.g., machines, electrical devices, pharmaceuticals, methods and processes), **design patents** cover the ornamental design characteristics of useful items (e.g., the design of a computer, the user interface of Web site, the design and ornamentation of a device, etc.), **trademarks** protect distinctive subject matter that indicates the source of goods or services (e.g., a logo, name, colors, sounds, or even scents—like brown for UPS, NBC chimes, etc.), and **trade secrets** protections cover formulae, practices, processes, designs, instruments, patterns, commercial methods, or compilations of information (e.g., client pipelines) which is not generally known or reasonably ascertainable by others, and by which a business can obtain an economic advantage over competitors or customers.

Some IP can be protected using multiple methods, while other IP can really only be protected through agreements with third parties and ensuring it is kept confidential.

The key is ownership, or at least control, and to understand how to measure protections against resources and to determine what is the best strategy for securing core protections and protecting business and personal interests. IP is all about priority in time and whether you seek protection before anyone else for that creation, invention, trademark, or know-how. These protections are an investment, and in the long run will protect your business interests and your wallet. It costs ten times or even more to litigate over ownership or use of IP than it does to seek protections and ownership in the first place.

An unfortunate example that happens time and again is where you choose a name for your business (i.e., a trademark) and you learn that someone else used the name or a confusingly similar name first and you may be liable to that other party for all your profits to that point.

Imagine if you have a full order of products in a warehouse ready to go to distributors and you can't sell them because of potential liability or even a restraining order. Even more, when that party forces you to enter legal proceedings to resolve the matter your legal fees are for protection against liability and resolution of the issue, not investing in an actual asset (e.g., a trademark registration you can leverage). Defense against and resolution of these matters takes time and can be very expensive.

The same goes for an invention in which you invest time and energy into development and marketing. In the case of inventions you might have problems with your business name and also the invention you want to market. Dealing with those legal issues together would be even higher. Investing that same money in protections would secure your IP and protect you against third party claims.

In a country and world of innovation, creativity, and business competition, carving out an identity and protecting assets is crucial. Secure them today to avoid issues in the future.

For more information, please contact Bill Samuels at W.R. Samuels Law.

Bill Samuels

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SECOND CIRCUIT CLARIFIES EMPLOYERS' OBLIGATIONS TO PREGNANT EMPLOYEES

by Edgar M. Rivera

This Spring, the Second Circuit decided **Legg et al. v. Ulster County et al.**, in which it reversed the Northern District of New York's decision at summary judgment dismissing a pregnancy discrimination claim under Title VII of the Civil Rights Act. Legg arose after Ann Marie Legg, a corrections officer at the Ulster County Jail ("Ulster Jail"), requested an accommodation under Ulster Jail's "light duty" policy. Ulster Jail's light duty policy allows employees suffering from medical conditions resulting from a line-of-duty injury to be reassigned to deskwork. Pregnant women are not eligible for light duty.

Ms. Legg became pregnant and requested that Ulster Jail allow her to work light duty. Although Ulster Jail granted her request, assigning Ms. Legg to light work, they later forced her to work with inmates again. On the job, Ms. Legg was caught in a physical fight between two inmates during which one inmate bumped into her. After this incident, Ms. Legg did not return to work until after she gave birth and upon returning, brought a lawsuit against Ulster Jail alleging pregnancy discrimination for denying her request for light duty. Ulster Jail moved for summary judgment, which the district court granted.

The Second Circuit Court disagreed, relying primarily on the Supreme Court decision **Young v. United Parcel**. In Young, the Supreme Court held

> [An employer violates Title VII] when it treats pregnant employees less favorably than non-pregnant employees similar in their ability or inability to work to such an extent that it is more likely than not that the disparity is motivated by intentional discrimination.

To establish a prima facie case under Young, a plaintiff must show the following: (1) that she was pregnant, (2) sought accommodation, (3) that the employer did not accommodate her, and (4) that the employer did accommodate others who were similar in their inability to work. Then, the employer has the opportunity to proffer a legitimate, nondiscriminatory reason for its action. Next, if an employer is able to proffer such a reason, the plaintiff must show that the proffered reason is pretext for discrimination. A pregnant employee may make this showing by presenting "sufficient evidence that the employers' policies impose a significant burden on pregnant employers, and that the employers' legitimate, nondiscriminatory reasons are not sufficiently strong to justify the burden."

The Second Circuit found that Ms. Legg had offered sufficient evidence to proceed to trial under the framework circulated in Young. The court stated:

> A reasonable jury could conclude that the defendants imposed a significant burden on pregnant employees because … the county categorically denied light duty accommodations to pregnant women.

Accordingly, it reversed the district court.

[T]he employer has the opportunity to proffer a legitimate, nondiscriminatory reason for its action....[I]f an employer is able to proffer such a reason, the plaintiff must show that the proffered reason is pretext for discrimination.

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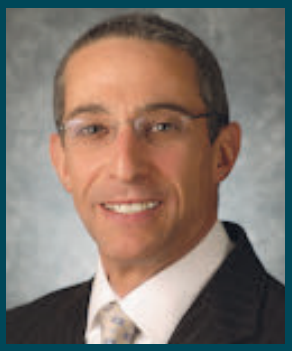

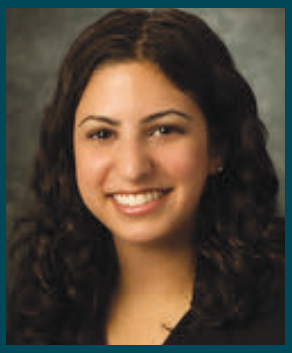

[Y]ou'll also want to avoid clauses that allow a landlord's statement of the rent due to become conclusive after a certain number of days – such clauses are enforceable in court.

TOP TENANT TIPS: FROM NEGOTIATING YOUR LEASE TO STAYING PAST YOUR LEASE EXPIRATION

by Cory L. Weiss and Lindsay B. Gaze

It's tough out there for all New Yorkers, but commercial tenants have one of the most difficult negotiating positions. Here are a few tips for tenants when negotiating leases, dealing with lease terminations, and a trick to keep up your sleeve if you need to stay in your space after your lease expires.

Lease Clauses to Watch Out For: When negotiating a new lease, make sure the lease is clear on all additional rent charges you'll be responsible for and how those additional rents will be billed. Request that the landlord provide documentation for all additional rent charges, including the time they have to bill you. You don't want the landlord sending you three years' worth of electricity bills! Finally, you'll also want to avoid clauses that allow a landlord's statement of the rent due to become conclusive after a certain number of days – such clauses are enforceable in court.

Don't Ignore a Default Notice: If, you receive a notice to cure or a notice of default – even if you feel that the notice is wrong – realize that the clock is ticking and you need to contact an attorney as soon as possible. If you fail to effectively stop the running of the default notice period, then a court cannot reverse it and your lease may be terminated. An attorney can help you stay the cure period from running by getting what is called a "Yellowstone Injunction." This is very helpful because it gives you time in order to defend yourself or fix the problem – and stay in place in the meantime.

Easy Way to Stay in Your Space a Bit Longer: If your lease is, terminated and you must remain in the space for a short period time, one basic way to do so is to create a "month-to-month" tenancy. You can do that simply by paying your landlord the same rent you had been paying, or any amount that reflects fair market value, the same way you had been paying during your lease term. If your landlord accepts your payment, you have created a month-to-month tenancy which can only be terminated by a 30-day notice. So, you just bought yourself at least two months' additional time in the space before your landlord may commence a proceeding against you to regain possession. An added bonus: month-to-month tenants are not required to give any notice before vacating.

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Cory L. Weiss *is a partner with Ingram Yuzek Gainen Carroll & Bertolotti, LLP. Cory's practice encompasses all aspects of the landlord-tenant relationship, with special emphasis on landlord-tenant litigation and rent regulatory law.*

Lindsay B. Gaze *is an associate with Ingram Yuzek Gainen Carroll & Bertolotti, LLP. Lindsay's practice includes commercial and residential landlord-tenant litigation in Housing Court, Civil Court, Supreme Court, and bankruptcy court. She also counsels landlords on rent regulation compliance, observance of federal, state and city laws, and drafting of residential and commercial leases.*

PROTECTING YOUR CLIENTS: DETERMINING DISABILITY CLAIMS

by Liane Fisher

Suppose an employee gets injured. What obligations do federal and New York law impose on his or her employer?

1. Family and Medical Leave Act — The federal Family and Medical Leave Act (FMLA) provides an eligible employee who suffers from a "serious health condition" or has recently become a parent (either through birth or adoption) a maximum of 12 weeks of unpaid leave per year, during which the eligible employee's job is protected. Federal law requires employers who employ 50 or more individuals within a 75-mile radius to provide FMLA leave. Not all employees are eligible for FMLA leave, however. For an employee to be eligible for leave, he or she must have worked:

a) for the employer for 12 months or more; and
b) at least 1,250 hours in the previous 12 months.

An employee suffers from a "serious health condition" if he or she (1) requires inpatient care in a hospital or medical facility or (2) is incapacitated for three or more days and receives "continuing care" from a health care provider.

"Continuing care" means that the individual undergoes (1) treatment two or more times within 30 days of the incapacity or (2) a regimen of continuing treatment established by a healthcare provider.

2. Federal, New York State, and New York City Disability Laws — But even if an employee is not eligible for FMLA leave, he or she may be protected by the federal Americans with Disabilities Act, New York State Human Rights Law, or New York City Human Right Law. These laws differ in significant ways, but each entitles employees who suffer from a disability to a reasonable accommodation for that disability, as long as the employee can perform the essential functions of his job with or without the accommodation. New York State and City law defines a disability broadly as "any physical, medical, mental or psychological impairment," which covers virtually any injury.

Once an employer learns that an employee suffers from a disability, the employer is obligated to engage in a good faith interactive process to determine what accommodation may be provided to the employee. Assuming the accommodation is reasonable and does not impose an undue hardship on the employer, the employer must provide the accommodation.

Accommodations may include (without limitation) a medical leave of absence, a reduced work schedule, or assistive technology. An employer may not simply terminate an employee because the employee has been out of work for "too long" a period of time. Nor may an employer set a specific period of time beyond which leave is presumptively unreasonable (i.e., 6 months, 1 year). In other words, an employer may not terminate an employee because the employee has been out of work for more than a specific amount of time. An individualized analysis must be conducted, taking into account the specific circumstances in each case, in order to determine whether the leave is reasonable.

Once an employer learns that an employee suffers from a disability, the employer is obligated to engage in a good faith interactive process to determine what accommodation may be provided to the employee.

Attorneys should pay attention to potential disability claims and direct clients to experienced practitioners. The law firm of Serrins Fisher LLP is available to discuss potential disability claims and clients' rights in the workplace.

Liane Fisher

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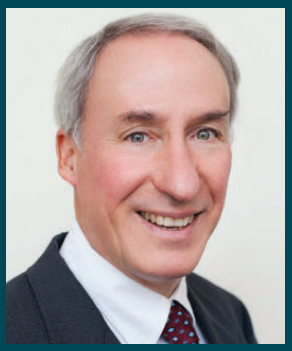

[A] taxpayer is imputed with knowledge of the FBAR requirement and may not be in a position to claim non-willfulness if immediate steps to come into compliance are not taken.

2016 FOREIGN BANK ACCOUNTS — RECENT DEVELOPMENTS

by Robert S. Barnett, CPA, JD, MS (Taxation) and Albert V. Dumaual, JD, LLM (Taxation)

A taxpayer with a foreign financial account, such as a foreign bank account or a foreign life insurance policy with a cash value of at least $10,000, must file a report with the IRS known as an FBAR. For years, many taxpayers have simply ignored this requirement. Today, foreign banks are voluntarily reporting their U.S. customers to the IRS, and options for avoiding the draconian FBAR penalties and possible criminal action are becoming limited. The IRS has implemented two principal programs for resolving non-compliance, i.e., the Offshore Voluntary Disclosure Program ("OVDP") and the Streamlined Filing Compliance Procedures ("Streamlined Program"). Over time, these options will become even more limited.

The OVDP generally imposes a 27.5% penalty on the account's highest balance during an eight-year disclosure period. In July 2014, the IRS added a maximum penalty of 50% for taxpayers with accounts held at banks that have entered into agreements with the U.S. Department of Justice. At that time, only 12 banks had agreements with the Department of State. Since then, 85 banks have entered into agreements. Approximately, one hundred more are expected to be added to the list soon. Taxpayers, who delay, risk facing the increased penalty and possible criminal sanctions, as more banks are coming forward. Despite this high penalty, a taxpayer may face an even harsher outcome outside of the OVDP.

Under the Streamlined Program, domestic taxpayers are subject to a 5% penalty on the highest year-end balance during a six-year disclosure period, and those living abroad are not subject to any penalty. While the Streamlined Program is significantly less punitive than the OVDP, to qualify, a taxpayer must establish that their non-compliance was due to "non-willful conduct." The IRS has vaguely defined this standard as "conduct that is due to negligence, inadvertence, or mistake or conduct that is the result of a good faith misunderstanding of the requirements of the law." However, in this program, the IRS appears to take the position that if a taxpayer did not know about the requirement in the past, that person should know about it now. Thus, a taxpayer is imputed with knowledge of the FBAR requirement and may not be in a position to claim non-willfulness if immediate steps to come into compliance are not taken.

Now is the time to get your client into the OVDP or the Streamlined Program, as these options are rapidly evaporating.

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PROBLEMS AT WORK

by Delmas A. Costin, Jr. Esq.

How do you handle an inquiry about a job related problem? Is being bullied, or being picked on or treated unfairly in the work place actionable? How do you even try to focus on key issues when the potential client is complaining about every slight – real and imagined – he suffered at work? The answer is you have to know a little bit about employment law.

Generally, employment law is linked to what I call traditional employment discrimination, which is covered by Title VII of the Civil Rights Act of 1964, which proscribes discrimination based on race, color, religion, gender, and national origin. Other federal laws extended anti-discrimination to disability, pregnancy, military service and age (generally being over 40). State laws such as the New York State Human Rights Law, county and local laws provide comparable protections and even extend the list of protected categories to formerly being incarcerated, marital status, and credit worthiness. For those of us who practice in New York City, we have the New York City Human Rights Law ("NYCHRL") which is the most expansive and of all anti-discrimination laws in New York. The NYCHRL's explicit goal is to eliminate and prevent discrimination from playing any role in employment actions.

Employment law is broad and it covers many facets of the employment relationship: failure to pay wages and overtime, unlawful tip deductions, hostile work environments, sexual harassment, retaliation, severance agreements, workers compensation claims, pension fund claims, unemployment compensation claims, employment contracts and time off from work to take care of an ill family member just to list a few.

How do you screen cases where the subject matter is so greatly varied? During my intakes, after my potential client explains her concerns, I ultimately ask two questions: first what was said to you that leads you to believe that you are a victim of discrimination and second what was done to you that leads you to believe you are a victim of discrimination? By getting answer to these two questions, I can immediately get a clear picture of the potential clients concerns.

Is there a case? If you are simply screening the case with the goal of referring the case, then you need to ask yourself one question: Do I believe the potential client was treated fairly? This is not a legal standard, but a shortcut. If not, then there may be an employment case. Beware; there are many exceptions to "fair treatment" standard that can bar a claim. Before embarking on a case, I would recommend talking with an employment attorney before investing too much time and other resources. Representing plaintiffs in employment cases is rewarding because you can directly impact someone's dignity value and help protect civil rights.

Beware; there are many exceptions to "fair treatment" standard that can bar a claim.

Delmas A. Costin, Jr. Esq.

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It is very rare to have direct proof of fraud, duress or undue influence. Instead, one must examine the surrounding facts.

HOW TO CONTEST A WILL

by Paul T. Shoemaker

There are three major grounds for contesting the validity of a Will.

First: proper execution. Was the Will signed in the presence of two witnesses? Did the testator tell them that the document was his Will and ask them to act as witnesses?

Second: testamentary capacity. Was the testator aware of the natural objects of his bounty and the nature and extent of his assets? In order to evaluate capacity, one must focus on medical records and the statements of physicians or other qualified personnel concerning the testator's mental condition at the time when he executed the Will. It often is difficult to evaluate this factor. A potential client may be quite certain that the testator lacked capacity but may have no evidence to back that up.

Third: fraud, duress or undue influence.

Fraud exists where lies were told to the testator in order to induce him to sign the Will. Duress is where the testator was subjected to improper threats to compel him to sign the Will. Undue influence is where the testator's own free will was overcome by pressure exerted upon him by someone else, usually a potential beneficiary of the Will.

It is very rare to have direct proof of fraud, duress or undue influence. Instead, one must examine the surrounding facts. Is there a history of prior Wills in which the testator gave his property to someone other than the person now named as the beneficiary? Was the testator in a dependent or vulnerable condition which made him more susceptible to undue influence? Did the testator consult with counsel of his own choosing?

If your client is considering contesting a Will, the first formal step is to take the "1404s" – i.e., the examinations of attesting witnesses, draftspersons and potentially others.

If the decision is made to file objections, then other discovery can go forward. It is important to obtain: prior Wills, codicils, trusts, and other planning documents such as powers of attorney; medical records, including records from hospitals, physicians and nurses; the decedent's financial records; and other documents of potential significance such as any sign-in book from a funeral service and the decedent's address book, correspondence and e-mails.

It also is advisable to interview people with relevant knowledge and, if necessary, to take their depositions. These people include family members, friends, attorneys, medical personnel, caregivers, the decedent's accountant and banker, beneficiaries of the Will, the proponent of the Will, and the nominated executors and trustees.

It is particularly important to consider whether you can establish that there was a confidential relationship between the decedent and a beneficiary. Did the decedent trust and rely upon the individual to handle his affairs? For example, the person designated to act under a power of attorney may be found to have been in a confidential relationship with the decedent such that there will be a presumption that any benefit conferred upon him was the product of undue influence.

In addition to the merits of the case, practical considerations must be taken into account. These include the length of time that a Will contest is likely to take and the attorney's fees and other costs that are going to be incurred. One must also consider that very few Will contests actually succeed at trial. Accordingly, it is important to evaluate settlement prospects at the outset and on an ongoing basis.

If you need advice or assistance with a will contest, please contact Paul Shoemaker at Greenfield Stein & Senior, LLP.

Paul T. Shoemaker

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CROSS REFERRAL NETWORK ATTORNEY WEBSITE

Be sure to visit the WRSH Cross Referral Network website. As a part of our continuous efforts to encourage cross referrals, a full directory of all participating network attorneys can be found in electronic form on the WRSH Network Portal website for your convenience. To access the website, visit our website at **www.wrshlaw.com** and click "**WRSH Network Login**" at the bottom of the blue toolbar on the left hand side of the page. Enter the password "**wrsnet**", and click "**Directory of Lawyers**" to view the directory either by name or by practice area. You can view upcoming events and past newsletters, as well as post any questions or comments you may have.

Wingate, Russotti, Shapiro and Halperin, LLP is proud to announce the selection of nine of our attorneys as Super Lawyers and two of our attorneys as Rising Stars. Kathleen Kettles, Mitchell Kahn and Thomas Oliva join Robert Bellinson, Kenneth Halperin, William Hepner, Jason Rubin, Philip Russotti and Clifford Shapiro, making nine WRSH attorneys who have been recognized as Super Lawyers. Brielle Goldfaden and Adam Roth have been recognized as Rising Stars by the organization. This honor is a product of a rigorous investigative process by the publisher of Law and Politics. Attorneys are selected based on professional accomplishments, verdicts and settlements, licenses and certificates, peer recognition and personal achievements. The final published list represents no more than 5% of the lawyers in each state. The Super Lawyer objective is to create a credible list of outstanding attorneys and WRSH is proud to have eleven attorneys recognized for their hard work and dedication to their clients.

UPCOMING NETWORK

EVENTS

THURSDAY
OCTOBER 20TH
5:00 – 10:00 PM

ARNO RISTORANTE
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NEW YORK, NY 10018

HOLIDAY PARTY

THURSDAY
DECEMBER 15TH
5:00 – 10:00 PM

ARNO RISTORANTE
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