



NORTH CAROLINA
BAR ASSOCIATION
SEEKING LIBERTY & JUSTICE

LAW STUDENT DIVISION BULLETIN

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The Chair's Comments

A Word from Roberta B. King

Greetings from the Young Lawyers Division (YLD) of the North Carolina Bar Association (NCBA)! As the 2010-2011 YLD chair, it is my honor and privilege to write to you about the YLD – what it is, what it does and how you can participate in its activities.



Roberta King

Before turning to the specifics, I cannot overemphasize what an excellent opportunity the NCBA YLD provides for networking with attorneys throughout the state. Participation with the NCBA YLD will place law students face-to-face with future employers through participation in YLD projects and activities.

What It Is

With more than 6,000 active members

located throughout North Carolina, the YLD is the largest division of the NCBA. The NCBA is a voluntary professional association, in contrast to the North Carolina State Bar, which is the state body that licenses and regulates North Carolina lawyers. Young lawyers constitute roughly one-third of all NCBA members. Membership in the YLD is automatic for NCBA members who are 36 years of age or younger and for NCBA members in their first three years of practice, regardless of age.

What It Does

As the public service arm of the NCBA, the YLD performs service related projects that meet the needs of the legal profession and the public. The YLD's projects and activities are planned and implemented through its 24 standing committees. Each of these standing committees has its own focus. For example, the YLD's Military Issues Committee develops and implements projects that assist active and retired military personnel. Similarly, the YLD's Pro Bono Committee develops and implements pro bono projects that assist low income North Carolina residents in obtaining access to free legal assistance.

The following exemplify a few of the recently completed YLD projects and activities:

Wills for Heroes

The Wills for Heroes Committee continues its impressive run of successful events, providing estate planning documents to first responders, such as firefighters and police officers. This bar year, the Wills for Heroes Committee has already held clinics at three different locations across the state, at which approximately 168 volunteers assisted in preparing more than 840 estate planning

documents for first responders and their spouses. Since its inception in 2007, Wills for Heroes has utilized 918 volunteers at 16 different events to provide over 8,077 documents to over 2,739 first responders and their spouses.

Bar Examination Assistance

On July 28, 2010, the YLD continued its tradition of providing educational materials, refreshments and support to bar examination candidates in Raleigh. Thanks to the efforts of the YLD's Bar Examination Committee, hundreds of stressed bar examination candidates had the opportunity to gather themselves and take a well-deserved break.

Additionally, the Bar Examination Committee provides tutoring services to repeat bar examination candidates and held a clinic for that purpose on Oct. 23, 2010 at the Bar Center in Cary. The committee has created a DVD of frequently asked questions about the bar examination and posted it on the NCBA website.

Leadership Conference

On Aug. 14, 2010, the YLD held its annual Leadership Conference at the Bar Center located in Cary. The conference provided an excellent opportunity for young lawyers from across the state to meet, network, share ideas and discuss the YLD's ongoing and new projects. NCBA President-Elect Martin Brinkley opened the conference by making an informative presentation regarding effective leadership. The conference then kicked into high gear with a series of leadership presentations that were followed by small group sessions that focused on developing new YLD projects.

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in a Slow Economy

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Project Grace

On Oct. 9, 2010, the Project Grace Committee sponsored its third free legal clinic providing healthcare powers of attorney and living wills in Winston-Salem. Approximately 16 volunteers served over 75 individuals by drafting 150 healthcare powers of attorney and living wills. These individuals included many elderly and those utilizing government healthcare services. The Committee's most recent event was held on Feb. 5, 2011 in Durham.

Community Relations

The Community Relations Committee held its annual Ask-A-Lawyer event on Feb. 5, 2011. Ask-A-Lawyer events are held throughout the state where lawyers provide one-on-one assistance to the public at forums such as malls and libraries.

How You Can Participate

The first step towards participating in YLD activities is to join the NCBA as a law student member. A law student membership is provided free of charge. The law student membership application form may be downloaded by accessing the following website: <http://www.ncbar.org/membership/join-renew/downloadable-applications.aspx>.

Once you have joined the NCBA as a law student member, the next step is to reach out to a YLD leader to let that person know that you are interested in participating in YLD activities or in attending a YLD event. A list of the YLD's leaders may be found by accessing the following website: <http://younglawyers.ncbar.org/leadership/division-council.aspx>. A sampling of the numerous activities planned for the remainder of the bar year include additional Wills for Heroes clinics, more joint socials and quarterly meetings in Charlotte on Jan. 29, 2011 at 9 a.m. at the Charlotte School of Law, in Cary on April 1, 2011 at 9 a.m. at the Bar Center and in Asheville on June 23-25, 2011 at the Grove Park Inn.

If you are interested in participating in these activities, or you just want to learn more about the YLD, please contact me via e-mail (rking@bennett-guthrie.com) or telephone (336) 765-3121. Don't pass up this opportunity! ■

Roberta King is an attorney with the law firm of Bennett & Guthrie, PLLC in Winston-Salem where she practices civil defense litigation. She is the 2010-2011 YLD Chair.

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NORTH CAROLINA
BAR ASSOCIATION
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3/4/2011

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NORTH CAROLINA
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Tips for Summer Associates

by Caroline Payseur

A summer associate or summer clerk position can be a daunting experience, especially if you have no experience working in a law firm or an office. Keep these tips in mind as you begin your summer clerkship:

1. Don't be afraid to ask questions.

So you don't know how to work the copier? Just ask. Asking questions is a good strategy for both minute tasks and larger issues in your summer experience. If you get a project in an area of the law you've never dealt with or a topic you've never heard of, don't be afraid to ask questions. Just remember it's much better to ask questions on the front end, than to spend time spinning your wheels or producing something that turns out to be wrong. That being said, don't ask questions for which you could easily find the answer on your own. There's a balance here.

2. Participate in social events.

If your summer employer has social events or outings, be sure to participate in a few. You don't have to feel obligated to go to everything, but remember that such events give you the opportunity to evaluate the "fit" between you and other members of the organization on a deeper level when considering a fulltime offer. Social outings are a great way to test that compatibility.

3. Quality over quantity.

Completing 15 projects while the other summer clerks finish 10 is only impressive if the quality of your work is impressive. Keep in mind that in summer work projects, it's quality of work that matters-not the number of projects completed. Firms will not make offers for completing the most projects, but they will be make offers for high-quality work.

4. Make a good impression.

This tip is an obvious one, but sometimes the best ways to make a good impression are not so obvious. One easy way to make a good impression is to dress professionally all summer long. If the workplace has a business casual dress code, don't tempt the boundaries of that dress code. Make sure your attire always meets the dress code.

Another way to make a good impression is to smile and say hello. People will remember you if you always smile and say hello to them in the hallways – even if you don't remember them. Remember that the summer experience is akin to an extended job interview, so stay on your game and be friendly (but sincere) to everyone in the office. Lastly, make a good impression by always being on time. You would never want to be late for a job interview, so heed the same advice every day of your clerkship. This rule applies not only to your daily arrival at the office, but also for meetings, lunches, and social events.

5. Get the details on the project before you begin.

There are three questions to ask before you leave a meeting with the assigning attorney: (1) When is the project due? This is critical. You do not want to turn in an assignment late simply because you forgot to clarify the deadline. Likewise, you don't want to accidentally wait until the last minute to complete a project because you didn't know the deadline. (2) What format does the attorney prefer? If your assignment is a research project, assigning attorneys can vary on their preferences for completed work product. Some attorneys may simply want you to report back on what you found, while others may want a formal memo. Make sure

you know what the expectations are before you begin. (3) How long should you spend on the project? Especially if your time is being billed to a client, you want to make sure you spend an adequate, but not excessive, amount of time on it. Again, knowing the expectations of the assigning attorney is critical to producing quality work that meets those expectations.

6. Determine for yourself if it's a good fit.

While it may be intimidating to think about a weeks-long job interview, remember that a summer clerkship is also a chance for you to figure out if you want to work at this place permanently. There's not a lot of guidance that can be given here, as this determination depends largely on personalities and personal preferences. As you're working over the summer, take time to observe the office dynamics. For most people, it's a gut feeling as to whether this is the right place.

As you keep all of these tips in mind, don't forget to have fun in your clerkship. Enjoy the break from law school and take the time to learn as much as you can. Summer clerkships can be a lot of fun, so make the most out of the opportunity. ■

Caroline Payseur is a first-year associate with Poyner Spruill in Raleigh.

Important Dates

July 26, 2011

N.C. Bar Exam – Day 1

July 27, 2011

N.C. Bar Exam – Day 2

A View from the Bench

by Richmond McPherson

From the first day of class, law students are bombarded with messages about how to spend their time. Students are encouraged to join study groups, try out for mock trial team, write on to the law review, and even find some time for intramural sports. As summer approaches, students begin to look for a job as a summer associate or research assistant, while others decide to study abroad. While all of these experiences are worthwhile endeavors, there is another path that perhaps better prepares law students for the practice of law.

A judicial externship during law school is a highly-valuable, yet often overlooked, employment opportunity for law students. Most judges are willing to take on a few externs during the summer, and a growing trend of judges take on students during the academic year. The benefits one gains during a judicial externship are numerous. A judicial externship provides the student with tangible legal skills and a new perspective on the law. Moreover, many law schools in North Carolina offer academic credit for externing with a judge. Here are just a few benefits of a judicial externship during law school.

1. Learn How a Judge Analyzes Legal Problems.

As a judicial extern, students get a behind-the-scenes perspective on how the judge analyzes legal problems. Judicial externs often read motions and briefs, sit in on oral arguments and trials, and discuss pending cases with their judge. In so doing, the judicial extern begins to learn what types of arguments the judge finds persuasive, whether the judge values legislative history, and how the judge approaches legal problems. Being present at different stages of the litigation process also allows the extern to see how the judge manages the case.

2. Improve Your Writing Skills.

Judges often encourage their externs to write bench memorandums, proposed orders, and drafts of opinions. When presenting something to a judge, whether as an advocate or an extern, you want it to be impeccable. Externs spend lots of time writing and editing what they present to the judge. Once the extern presents his or her work to the judge, many judges provide externs with detailed feedback regarding things the extern did well and areas in which the extern needs improvement.

3. Learn the Law.

A judicial externship is a great opportunity to learn the law. Though practice can vary from one chamber to the next, externs spend a significant portion of their time researching the law. Because they are often given research-intensive assignments, judicial externs become quasi-experts in a particular area of law. Judges want their externs and clerks to know the law inside and out. In addition to substantive legal knowledge, a judicial externship provides law students with the opportunity to become familiar with local rules of practice, which are rarely taught in law school.

4. Open Up Career Doors.

Judicial externships can open up career doors once you are in practice. For those seeking a judicial clerkship after law school, most judges prefer a candidate with experience as a judicial extern to a candidate with none. For those interested in private practice, law firms seek judicial externs and clerks because of the on-the-job training that occurs in chambers. If you aspire to work as a public defender or district attorney, a judicial externship often gives students the opportunity to meet practitioners in those fields.

5. Enjoy What You Do.

Many attorneys, after years of practice, look back on their externship or clerkship as their best employment experience. Being a small part of the administration of justice is a privilege, and a courthouse is an exciting place to work. Judges often become mentors to their clerks and externs. Additionally, judicial externs get to know and form lasting relationships with court personnel and other employees in the judge's chambers. ■

Richmond McPherson is the co-chair of the NCBA Law Student Resources Committee and a law clerk for the Honorable Richard L. Voorhees.



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Practicing as a New Attorney

Straying from the Traditional Path

by Elizabeth Goodwin

In September of 2008, I was a new attorney, ready to practice in Charlotte and optimistic about my future employment prospects. I was sure that after graduating in the top 35% of the class, and passing the bar, I would land a job as an associate in a law firm in short order. In the meantime, I stayed busy and earned money as a document review attorney. However, during my first review project the bottom seemed to fall out of the economy. Most of the ten or twelve other attorneys that were my co-workers had more experience than I, and some had recently lost positions with big firms. We regularly checked for news updates, including those regarding Wachovia's sale. As my more seasoned colleagues opined on the downfall of the Charlotte legal market, I realized things were not going to come together as I envisioned.

Luckily, on the heels of this realization, I got some good advice. I met with an alumnus from my law school whose name I obtained from the career services office. She was honest with me—the economy is awful, there are no jobs. However, it's what I would do about these unfortunate circumstances that would hopefully shape my opportunities in the future. She recommended I look beyond document review and get as much substantive legal experience as possible. When the economy turns around, she told me, that's what firms will be looking for.

I needed a way to get the experience of an associate without actually being hired as one. So, I got a little creative. I started as a contract attorney on small research projects, and eventually developed a practice where I am essentially an "as needed" associate for a number of small firms. These firms call on me largely to do legal research and draft memoranda and briefs but also for other services. I handle aspects of cases that my clients don't have sufficient time to devote to, need extra hands on, or cases that need more work than their clients can afford at their higher rates.

There are definite benefits to taking a different path from most new attorneys. I decide what cases I'm going to work on and when. I set my own hours and usually work from home. By taking on a number of different types of cases in different areas of law, I've learned more about which areas I would like to explore further and which I wouldn't. I have time to volunteer. I've gained experience, useful skills, and a sense of accomplishment by helping my clients meet their goals. On the downside, I don't get any type of benefits. I miss the social aspects of going to an office daily. There's also less stability than with a traditional law job.

Would I take a job in a more traditional setting? Yes, if it's a good fit. Even so, my point is that in this job market, it may be necessary for new attorneys to think beyond that traditional path we all thought would be our path in law school. Think creatively, whether by starting your own contracting firm, as I did, or through some other means. For example, I've encountered document review attorneys who take one day a week off from document review to do volunteer/pro bono work. They are still making money, but are also able to utilize a different legal skill set, interact with other attorneys, and help out the community one day of the week.

Likewise, it may be necessary for more established attorneys and firms to recognize the realities of the legal market today and

the benefits they can accrue from individuals who practice law a bit unconventionally. For instance, if your firm does not have the resources to hire on a new associate, but still need help, consider contacting a contract attorney. Also, many firms traditionally seek to hire entry level attorneys who graduated in the top 25% of the class and were on law review. However, someone with different credentials may actually be a much better fit for your firm and its clients, especially given what kind of initiative, creativity, and people skills he or she may bring to the firm. It's important to remember that the creative approach does not bar development of the same legal skills as a more traditional one. Those that have to try a little harder to get experience bring not only that experience, but also initiative and creative thinking to the table.

In conclusion, as a relatively new attorney practicing in Charlotte, I've found that practicing law in an alternative way has definite benefits. Other new attorneys may want to consider something a bit more innovative as well. Most importantly, realize that creativity, innovation, and keeping an open mind can benefit attorneys at all levels. ■

Elizabeth Goodwin is an attorney practicing in Charlotte, North Carolina. This article was originally published in The Mecklenburg Bar News and is reprinted with permission.



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Leadership and the Law

by Collin Cooper

Attorneys are trained to define and solve problems as quickly as possible to benefit their clients. Principally, attorneys use the law to find these solutions. However, an attorney can serve not only her clients, but also her community better through mastery of three key leadership skills: innovation, social responsibility, and communication. These three key areas ensure that any attorney knows how the black letter of the law is better applied to identify and solve individual and societal problems.

Innovation

At a minimum, an attorney needs the skills necessary to evaluate the legal consequences of an issue and provide a workable legal solution. However, analytical skills are not always sufficient by themselves. Attorneys often need to think creatively on their feet. This has been particularly true after the crash of the economy and job market, where innovation and problem solving have become a more highly prized skill. Legal professionals who innovate have become more resourceful, forward thinking, and creative in order to meet their client's needs (and to keep their jobs).

Further, innovative attorneys are better able to meet the needs of today's clients who, for the most part, are no longer

looking for transaction-specific advisors. Rather, they expect their attorney to be able to adapt to new legal and economic trends, to predict how such changes will impact their families or businesses and to plan for future contingencies. In other words, today's clients are expecting advice that simultaneously solves their current problem while avoiding future ones. For these reasons, attorneys must embrace flexibility and learn to be more innovative in an ever-changing legal environment. It will be those innovative lawyers that continue to be successful in today's job market.

Social Responsibility

As discussed above, lawyers, by nature, define and solve problems. Yet, not all problems stem from our individual clients. For example, problems associated with terrorism, civil rights, and the reconstruction of our economy are all created and fueled by the greater society. These problems need well-educated leaders to solve them. Because they are problem-solvers by trade, attorneys are well equipped to help manage these societal problems if they can think beyond the strict confines of the law.

In addition to pro bono work, an attorney can practice social responsibility through participation in volunteer groups

and community foundations. An attorney's workload is often so heavy that it becomes hard to see beyond the current problem or client. Through community service, however, attorneys will be able to interact with prospective clients, network, and build relationships in the community-at-large. This, in turn, gives the attorney credibility in the community while at the same time helping her to understand the community's needs. Lawyers who know their communities, whether local or national, will be able to empathize with and relate to their clients. As a result, they will create an atmosphere of trust in the community and continue to be successful.

Communication

Communication is perhaps the most obvious leadership skill required of lawyers. Whether a lawyer is advocating a client's position in court, interacting with a prospective or current client, collaborating with a colleague, or timely responding to voicemails and e-mails, communication is key to making a good impression—it is, in fact, the skill that brings all the others together. A lawyer who is a good communicator is able not only to make the client feel at ease, but may avert their problem altogether through persuasive negotiation.

Conclusion

The practice of law goes beyond reading cases and statutes, or drafting contracts. Young lawyers and young lawyers-to-be, like ourselves, must begin to cultivate and practice leadership skills as early as possible. Through innovative thinking, social responsibility, and communication, a developing lawyer not only betters herself for her individual practice, but she also helps to define and solve greater societal problems. ■

Collin Cooper is a second-year student at Elon University School of Law.

Want to Know More?

Visit the Law Student Division Web site at
<http://lawstudent.ncbar.org/>

Or, check out the Young Lawyers
Division Web site at
<http://younglawyers.ncbar.org/>

Building your Network

How to Gain Valuable Legal Experience in a Slow Economy

by DeWarren K. Langley

In life you never know who is going to help you; however, networking increases the number of people likely to help you. Contacts obtained through networking are your single most valuable resource in the job search for internships, externships and full time employment post law school.

Networking is more than simply meeting with professional people. Networking is the art of cultivating relationships with new and old professional and personal contacts to develop and expand your practical competence of the law. Individuals in your network can serve as a strategic resource for acquiring the critical lessons learned only through the practice and administration of the law – knowledge necessary for becoming a skilled and successful attorney.

As mentors, your contacts can provide advice and input on developments in the law, your growth as a legal practitioner, career decisions and connecting you with other professionals in your area of legal interest.

Making the Connection

Some students are fortunate to have parents who have strong networks; others must build their networks from scratch. As law students, we must juggle reading and briefing cases, creating and updating outlines, studying and practicing exams. The academic rigor of the study of law leaves law students with limited discretionary time; thus, networking efforts must be strategic. In addition to the typical avenues of meeting professionals at receptions or speaking engagements, blind networking can be an effective tool.

Blind networking is making contact and establishing a relationship with persons of similar interest whom you have not previously met in person. The internet makes connecting with others in this way much simpler for current law students than for previous generations.

For example, let's say you are an aspiring defense attorney and you recently read of a case in the local newspaper where an attorney won a case that seemed extremely difficult to defend. To establish a connection

with the defense attorney, a "Google" search or a search in the N.C. Bar Association membership database will likely reveal the attorney's contact information. After locating the attorney's contact information, you can easily send a short e-mail introducing yourself (name, year in law school, and area of concentration if any), your interest as a defense attorney, what prompted you to contact the attorney and ask for fifteen minutes of their time to discuss the strategy of the case from the local newspaper, information about their career path, and any advice they can provide for an aspiring defense attorney. It is important to include some brief information about yourself in the e-mail; however, do not include your resume with the e-mail.

Blind networking, like any effort, does not guarantee 100% effectiveness. However, many attorneys will return your e-mail when they recall the days of being in your position and realize they have an obligation to assist the next generation of attorneys.

Keep in mind, the purpose of the meeting is not to interview for an internship or job per se but to add the skilled attorney to your network and learn from the attorney's experience in practice. Prior to the meeting, develop questions you plan to ask and information you will share about yourself. During the meeting, take notes of the information shared and pull as much practical information from the attorney as possible. Ask the attorney for information on any opportunities that would be helpful in developing the necessary skills to be an effective defense attorney. One of my frequent questions in meeting attorneys is: "What is the single most important piece of advice you have as I move forward in my career?" Often, the question will yield a number of answers which will be insightful lessons.

After the meeting send a follow up note expressing gratitude for the opportunity to meet and highlight the lessons learned from the meeting. You can also ask the attorney to let you know of any future opportunities to shadow or volunteer with their office.

You should repeat the process by continuously searching for and connecting with

attorneys that practice in the areas of law that interest you. You can search local law firms, read the profiles of the attorneys in the N.C. Bar Association membership directory, or even ask one of your law school professors for potential leads. The N.C. Bar Association membership directory is extremely useful because it allows you to search based on law school attended, geographic area and law practice area.

In addition to searching online, attending local court proceedings is another avenue for observing and learning critical legal practical skills. Attending District Court or Superior Court for just three hours per week will give you first hand exposure to the judicial system. You can take note of the styles, strategies and responses of the attorney, witnesses and judges to gain a comprehensive understanding of the administration of justice. At the conclusion of the proceedings for the day, you could contact the attorneys and/or judge in the case to learn more about court room proceedings.

Regardless of your specific interest in law, making contact and requesting meetings with attorneys and judges will build your network and offer valuable legal experience.

Maintaining your Contacts

Once you have established contacts, you must maintain your connections for the long term by building on the initial meeting and establishing a relationship with your contacts.

For example, in 1994, I was a third grade student at Morehead Elementary School in Durham and then-District Court Judge Elaine O'Neal Bushfan spoke to my class. I connected with her then and maintained contact with Judge Bushfan. Judge Bushfan wrote my recommendation for law school, serves as a great mentor and has introduced me to other judges and attorneys with similar interest of work in civil rights, juvenile law and the public defender's office. On Jan. 2, 2011, Judge Bushfan was sworn in as the first African-American and first woman Superior Court Judge in Durham County.

See NETWORK page 8

One approach is to meet throughout the year by inviting the attorney to lunch. The purpose of such an invitation is two-fold. First, you can share your journey as a law student with the attorney. Second, you can learn from the attorney's experience.

As with any meeting, send a follow up e-mail after the lunch.

Another approach to maintain your con-

tacts is to send biannual updates to your contacts on your academic, professional and personal progress. Updates to your contacts help them identify ways they can be of assistance to you and remain knowledgeable of your growth.

Networking is not merely about creating relationships with spheres of influence. Networking is about building and expanding

your knowledge and growth as a future legal practitioner through the lessons of those who have practiced or administered the law. ■

DeWarren K. Langley is a third-year student at North Carolina Central University School of Law with a concentration in Civil Rights & Constitutional Law.

Please fill out this membership application and return it to the North Carolina Bar Association's Membership Services Department one of two ways:

*By Mail:
P.O. Box 3688
Cary, NC 27513*

*Via fax:
(919) 677-1775*

If you have questions, please contact the NCBA at (919) 677-0561 or toll free at 1-800-662-7407

Law Student Division Application

You must be enrolled in an ABA-accredited law school in the United States to be eligible for membership.

Applicant Name: _____
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 Law School: _____
 Law School Entry Date: _____ Date of Birth: _____
 Preferred Mailing Address: _____

Current Permanent

Gender & Race/Ethnicity (optional):

For demographic purposes only, please identify your gender and race/ethnicity below:

Female Male
 African-American Asian-American Caucasian
 Hispanic Native American Other

Sections Affiliation Dues* (Please check the sections(s) you wish to join.)

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"Pursuant to the Revenue Act of 1987, we are required to advise you that contributions or gifts to the NCBA are not deductible as charitable contributions for federal income tax purposes. However, NCBA and section dues payments are deductible as an ordinary and necessary business expense."

Please return this application to:

NCBA • Membership Services • PO Box 3688 • Cary, NC 27519-3688
 or fax to (919) 677-1775 (with credit card payment).

* Law students are encouraged to join one section at no cost; students joining multiple sections will receive free membership to the section holding dues of equal or lesser value. Section Dues: The NCBA membership year is July 1 through June 30. Dues are not prorated, however, students who join in April, May or June will have their membership extended through June of the following year.

What Do Members Value Most About their North Carolina Bar Association Membership?

Association Group Insurance - Health, life, and disability programs at group rates. For more details, contact Lawyers Insurance Agency at (919) 677-8900 or 1-800-662-8843.

Career Services – Helping members who have experienced a disruption in their employment, NCBA Career Services distributes job opportunities, provides educational seminars and provides tips on career building.

Casemaker - Search North Carolina and federal statutes, Pattern Jury Instructions, opinions, codes and much more. Now includes all 50 states! Included as a benefit of membership. Go to http://www.ncbar.org/casemaker/cm_index.asp for your research needs.

Center for Practice Management – Obtain advice on all aspects of running a law firm: marketing, finances, technology...Contact the Center's director, Erik Mazzone, at emazzone@ncbar.org.

CLE Passport Program - Obtain all the continuing legal education you need for the year -- and more -- at one low price. Easy to budget and NOW includes online options!

Continuing Legal Education – Live, video and online programs statewide to keep you current. Video, book sales, and newsletters. Members receive a discount on CLE programs.

e-bar - Your informational source for the latest news in the legal profession, delivered weekly via e-mail.

Lawyer Referral Service - Referring more than 50,000 calls from the public to members of the LRS panel each year. Now also offered to the public online!

Legislative Program - Up-to-date information on any legislative matter. Copies of pending legislation and ratified bills. Lobbying to promote legislation affecting the practice of law and the administration of justice. At the end of each session, members receive the electronic Legislative Bulletin, giving synopses of all NCBA-sponsored legislation.

Office Supply Discounts – Office Depot is offering significant savings off of list prices to members - all firms, large and small, that participate in the program receive pricing as if you were a large volume purchaser. Enjoy shopping by phone, fax or Internet with more than 12,800 products in stock available for free next-day delivery.

Online Membership Directory - Online directory of all NCBA members with a special search functions for looking up members by county, section, law school, firm and more.

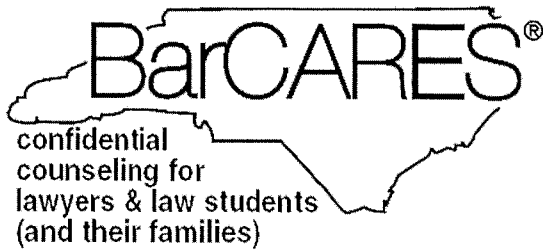
Retirement Benefits through the ABA Retirement Fund – You don't need to be a member of the ABA to take advantage of their highly successful 401(k) program.

Section Activities - 28 specialized sections offer informative programs, specialized networking opportunities, LISTSERVs and committee activities.

Social Networking – Connect with other members through our Facebook and LinkedIn groups. Leads, referrals, reconnections with law school classmates.

For more information on any of these benefits or to join the Association, please see our Web site at www.ncbar.org or call 1-800-662-7407.

NORTH CAROLINA
BAR ASSOCIATION
SEEKING LIBERTY & JUSTICE



BarCARES® for NC Law School Students & Faculty

BarCARES (confidential counseling/coaching service) is available to students and faculty of North Carolina law schools that establish a BarCARES Program.

Programs are currently in place at Campbell, CharlotteLaw, Elon, NC Central, University of NC and Wake Forest Law Schools.

At times everyone has problems in their personal lives, at work, or at school. Early assistance in resolving these problems improves the quality of both your personal and professional lives.

BarCARES was created to help by providing confidential, cost-free assistance and brief, solution-oriented counseling and coaching to attorneys as well as law school students/faculty.

The BarCARES program helps locate assistance in dealing with any problems that might be causing you distress. The goal is to help you find the resources to ease the stress that interferes in your life.

The program can be used for problems such as:

Personal Issues

- crisis intervention
- depression and anxiety
- substance abuse (drug or alcohol)
- financial concerns
- career counseling

Family Issues

- marriage or relationship issues
- children or adolescents
- parenting
- family conflict

School/Work Issues:

- professional stressors
- course related stress
- conflict resolution

BarCARES SERVICES: Each participant receives up to three “free” visits each year. These sessions can be used to provide assistance in resolving problems or accessing the appropriate source of help. Sometimes three sessions will be enough to take care of a problem. If it looks like the problem may require a longer term solution, the initial visits may be used to help identify the problem, to develop goals and a plan, and to access an appropriate resource, often covered under personal health insurance plans. BarCARES services are available twelve months of the year, even when school is not in session. When off campus and on breaks, students can use BarCARES in any provider location. A telephone session may also be scheduled through BarCARES.

In the event you wish to continue after your three visits are used for the year, every effort will be made for you to see a counselor who is also an approved provider under your group insurance. If you choose not to continue with the same counselor, the counselor will help you locate an appropriate person.

CONFIDENTIALLY: If you use the **BarCARES** Program, no one will know but you and anyone you choose to tell. The counselors who are part of the program are licensed professionals, bound by the confidentiality requirements of their professions. Although the law schools provide funding for the program, and BarCARES of NC, Inc. (a nonprofit subsidiary of the NC Bar Association) monitors the overall operation of BarCARES and receives quarterly reports, they have no access to names or other identifying information of any program user.

The FAQ Sheet will explain how BarCARES works. You may also contact the program coordinator for the group that administers the BarCARES Program to ask about the program and services.

**HRC Behavioral Health & Psychiatry, PA
1-800-640-0735**

NC Bar Association BarCARES Pilot Program

Effective January 1, 2010, the North Carolina Bar Association established a two-year BarCARES pilot program and made BarCARES counseling services available to NCBA members who were not in a judicial district bar or local bar that offers BarCARES and who did not have mental health insurance coverage.

Beginning January 1, 2011, BarCARES services will provide a single assessment/ referral to any NC Bar Association member who resides in a non-covered BarCARES area and has never utilized BarCARES services, regardless of whether or not they are currently covered by health insurance.

What is the NCBA BarCARES Pilot Program?

BarCARES is a confidential, short-term counseling/coaching program designed to help you by providing confidential assistance and brief, solution-oriented counseling. The NCBA pilot program does not cover family members.

BarCARES is designed to offer no-cost assistance in dealing with problems that might be causing distress and can be used to help with:

- Personal Issues: crisis intervention, depression/anxiety, substance abuse (drug or alcohol) and financial concerns
- Family Issues: marriage/relationships, children/adolescents, parenting/family conflict
- Work Issues: job loss, professional stressors, case-related stress and conflict resolution

Funding for the NCBA and other BarCARES programs is made possible by BarCARES of NC, Inc., the North Carolina Bar Association, the North Carolina Bar Foundation Endowment and Lawyers Insurance Agency.

To learn more about the program, please go to the BarCARES Web site at <http://www.ncbar.org/about/barcares.aspx>. There are also Frequently Asked Questions available at <http://www.ncbar.org/about/barcares/barcares-faqs.aspx>.

To take advantage of this program, NCBA members should call 1-800-640-0735 to speak to a representative of HRC Behavioral Health & Psychiatry, PA (administrators of the BarCARES Program). Remember to advise that you are a NCBA member. BarCARES is available 24/7, and is strictly confidential!

BarCARES® Program Groups & Provider Locations:

11/19/10

BarCARES services are currently available to members of the following bar groups:

Judicial District & Local Bar Programs:

1st Judicial District Bar (2002)
(Camden, Chowan, Currituck, Dare, Gates, Pasquotank & Perquimans Counties)
3A Judicial District Bar & Pitt County Bar (1/09)
4th Judicial District (Duplin, Jones, Onslow & Sampson Counties) (11/09)
5th Judicial District Bar & New Hanover & Pender County Bars (11/05)
10th Judicial District Bar & Wake County Bar (1995)
11th Judicial District Bar (Harnett, Johnston & Lee Counties) (1/10)
12th Judicial District Bar & Cumberland County Bar (7/05)
14th Judicial District Bar & Durham County Bar (1999)
18th Judicial District Bar & Greensboro Bar (Guilford County) (1998)
21st Judicial District Bar (Forsyth County) (5/06)
Alamance County (2001)
Craven County (2002)
Orange County Bar (2000)

Law School Programs:

Campbell University (8/03)
Charlotte (8/06)
Elon University (8/06)
NC Central University (8/06)
Wake Forest University (4/06)
University of North Carolina (8/07)

Other Bar Group Programs:

NC Bar Association Pilot Program (1/10)
(eff. 1/1/11 - for NCBA members in a non covered BarCARES area who have never used the program)
Eastern NC Bankruptcy Institute - May Program Registrants (6/08)
NC Association of District Court Judges (2/09)
NC Bar Association's Paralegal Division (7/08)

"New" Programs Coming in 2011:

8th Judicial District Bar (Greene, Lenoir & Wayne Counties)
17B Judicial District Bar (Stokes & Surry Counties)

Provider Locations:

**Asheville, Chapel Hill, Charlotte, Dare County, Durham, Greensboro, Greenville,
Fayetteville, Mebane, Raleigh, Winston-Salem, & Wilmington**

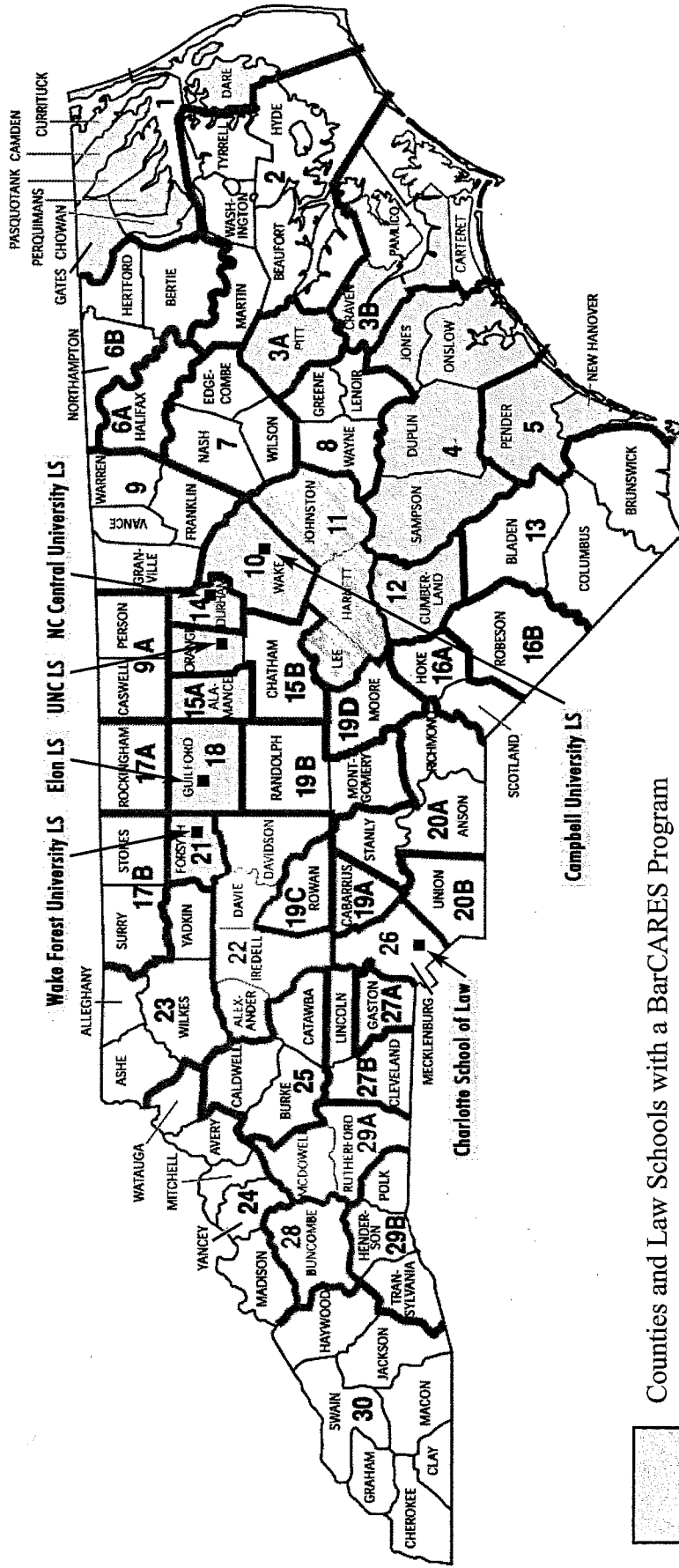
**In areas where there are no providers,
telephone consultation is available through BarCARES.**

For a referral or to learn more about BarCARES ®

Call 1-800-640-0735

HRC Behavioral Health & Psychiatry, PA (HRC)

BarCARES North Carolina Statewide Implementation



- Counties and Law Schools with a BarCARES Program
- Counties targeted for future programs

Programs Established in 2008-09:

- Eastern N.C. Bankruptcy Institute (6/08)
- NCBA Paralegal Division (7/08)
- 3A Judicial District/Pitt County Bars (1/09)
- N.C. Association of District Court Judges (2/09)

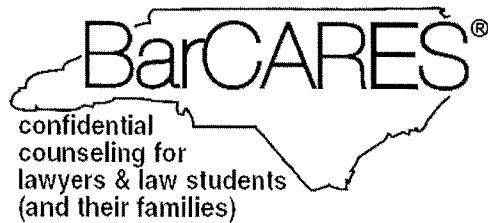
Programs Established in 2009-10:

- 4th Judicial District Bar (11/09)
- 11th Judicial District Bar (1/10)
- NCBA Member Pilot Program (1/10)

Programs Coming in 2011:

- NCBA Pilot Program (Yr 2 Modification) (1/11)
- 17B Judicial District Bar (Stokes & Surry Counties)





1-800-640-0735

ANSWERS TO FREQUENTLY ASKED QUESTIONS

How do I access my free BarCARES counseling sessions?

You can access your three free annual BarCARES counseling sessions by calling the **confidential BarCARES assistance line (1-800-640-0735)**. Your call will be received by a BarCARES service representative at HRC Behavioral Health & Psychiatry, PA, 24 hours a day, 7 days a week. Following the call, the BarCARES service representative will work to arrange an initial session between you and a BarCARES counseling provider in your local area. Subsequent BarCARES counseling sessions are arranged directly between you and your BarCARES counseling provider, and can be used to resolve problems or determine how to access other sources of help.

What if I don't work/live near a provider?

In distant areas where there are no nearby counselors, telephone consultation is available through the **BarCARES** program. Telephone counseling is not covered under traditional insurance plans.

Can law students use BarCARES when school is not in session?

BarCARES services are available twelve month of the year for law school students, even when school is not in session. When off campus and on breaks, students can use BarCARES in any provider location.

Can my family use my BarCARES counseling sessions?

Some bar groups have chosen a "family rider" plan that allows immediate family members (dependents) to use one or all of their three cost-free annual BarCARES counseling sessions. The BarCARES service representative will let you know if your specific bar group allows family members to participate.

Does my problem have to be work-related to use BarCARES?

BarCARES believes that any problem which is causing you concern can negatively impact your job performance. Therefore you can use BarCARES visits for work-related problems, marital issues, parenting and family concerns, or any other issue that takes your mind off of doing a good job for your clients.

Who pays for my BarCARES counseling sessions?

Three annual BarCARES counseling sessions are provided at no cost to you by funding provided by your bar group membership or law school. The NC Bar Association and Lawyers Insurance Agency fund administrative fees for the program. None of these groups have access to names or other identifying information of any program user.

Who are the providers of BarCARES counseling sessions?

The statewide BarCARES provider network consists of licensed counseling professionals across North Carolina. The network includes psychologists, psychiatrists, social workers, and marriage and family therapists.

HRC Behavioral Health & Psychiatry, PA, which is one of the oldest and largest clinical practice groups in the Southeast, selects and approves each counseling professional before he or she is added to the statewide BarCARES provider network. Therefore, you can be assured that each counselor in the BarCARES provider network has strong professional references and the appropriate credentials needed to practice mental health and/or behavioral health in the state of North Carolina.

continued ...

Can I continue with my BarCARES provider after I have used my three sessions?

Yes. You may elect to continue services with your BarCARES counseling provider on a private basis after the annual three BarCARES counseling visits have been used. In this case, you should work directly with your BarCARES provider to establish continuing services under his or her normal private practice format and fee structure. At your request, every effort will be made by HRC Behavioral Health & Psychiatry, PA to place you with a BarCARES counseling provider in your local area whose services will be covered by your regular insurance plan.

Can I see my regular counselor or mental/behavioral health provider under BarCARES?

Only those licensed counseling professionals that have been approved by HRC Behavioral Health & Psychiatry, PA are eligible to provide cost-free counseling sessions to you under the BarCARES program. This helps assure the quality of the statewide BarCARES provider network and ensures that you will be meeting with a highly referred, credentialed counseling professional.

However, we are open to reviewing additional locally recommended providers across North Carolina for inclusion in the statewide BarCARES provider network. If your regular mental/ behavioral health provider is interested in participating in the network, they may contact Anne Arberg at HRC Behavioral Health & Psychiatry, PA. She can be reached at 1-800-640-0735, locally at 919-929-1227, or by email at aarberg@aol.com. Please note that it may take 1-3 weeks to review and approve new BarCARES counseling providers.

How is BarCARES different from the NC State Bar Lawyer Assistance Program?

BarCARES operates on a different format. All contact is made through HRC Behavioral Health & Psychiatry, PA, the organization that administers the BarCARES program. The three annual counseling sessions are free. To find out about the State Bar LAP program (PALS & FRIENDS), visit www.nclap.gov.

Who will know about my counseling visits under BarCARES?

Unless you tell someone, the only people that will know about your use of your BarCARES counseling sessions are the BarCARES service representative at HRC, who connects you to a BarCARES provider in your local area, and the licensed professional providing BarCARES-sponsored counseling services to you. Counselors are bound by the confidentiality requirements of their profession.

How does BarCARES maintain the confidentiality of its users?

Confidentiality is at the core of the BarCARES program. BarCARES maintains the confidentiality of program users by administering the program through HRC Behavioral Health & Psychiatry, PA, [HRC] one of the oldest and largest clinical practice groups in the southeast. HRC and the statewide BarCARES counseling provider network are groups of licensed professionals bound by the confidentiality requirements of their profession. HRC does collect anonymous statistics (all names and other identifying information are removed), and reports quarterly to the Board of Directors of BarCARES of North Carolina, Inc. (BCNC) on the utilization for each BarCARES program. This is done for program review purposes and to ensure continuing improvement of the program. BCNC is a nonprofit corporation founded to implement BarCARES throughout North Carolina, and to monitor the overall operation of the BarCARES program. BCNC contracts with HRC to administer the BarCARES Program.

Who do I call for support or questions regarding the BarCARES program?

For support or other questions regarding the BarCARES program, contact Anne Arberg, EAP Program Coordinator for HRC Behavioral Health & Psychiatry, PA. (www.hrc-pa.com/barcares/). Anne can be reached at 1-800-640-0735, locally at 919-929-1227, or by e-mail at aarberg@hrc-pa.com.

BarCARES
1-800-640-0735