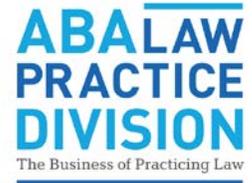




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~ Tentative Schedule At-A-Glance~

NOTE: Although this schedule and the program descriptions that follow have been provided as a convenience for our members, it is not the final program, and is still subject to change, both in terms of content, CLE credit allocation, and start/end times. The most current schedule is available at www.vibar.org. All events are held at the Frenchman's Reef & Morning Star Marriot Beach Resort, unless otherwise noted.

THURSDAY, MAY 12, 2016

- 1:45 - 2:45 pm CLE: "Can you Afford to Not Be Social? The Ethical and Effective Use of Social Media" (Ethics Credit)
- 3:00 - 4:00 pm CLE: "Ethical Sandtraps for Lawyers" (Ethics Credit)
- 4:15 - 5:15 pm CLE: "Leading Thriving Law Firms: Improving Lawyer Performance and Well-Being Through Leader Development" (General CLE Credit)
- 6:00 pm - 7:00 pm Welcome Reception (ticketed event)

FRIDAY, MAY 13, 2016

- 8:00 - 9:00 am Breakfast w/ Speaker (ticketed event)
- 9:00 - 10:00 am CLE: "Data at Your Fingertips: Better Client Service, Tracking, Billing & Getting Paid" (General CLE Credit)
- 10:15 - 11:15 am CLE: "Practical Cybersecurity Tips to Fulfill Your Ethical Duties" (Ethics Credit)
- 11:30 - 1:30 p.m. VIBA Luncheon/State of the Judiciary Address by Chief Justice Rhys S. Hodge (ticketed event)
- 2:00 - 3:00 pm CLE: "Future of Law and How To Future- Proof Your Firm" (General CLE Credit)
- 3:15 - 4:15 pm CLE: "60 Tech Tips in 60 Minutes" (General CLE Credit)
- 3:30 - 5:00 pm Young Lawyer Reception
- 5:30 - 7:00 pm Beach BBQ (ticketed event)

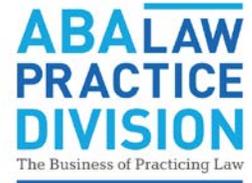
SATURDAY, MAY 14, 2016

- 9:00 - 12:00 pm LP Sailing Adventure (ticketed event)





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~ Continuing Legal Education Seminar Descriptions ~

Thursday, May 12, 2016 **1:45 p.m. – 2:45 p.m.**
Can You Afford to Not Be Social? The Ethical and Effective Use of Social Media
(1.0 Ethics Credit)

Speakers: Michael Downey, Brendon Levesque, and Sona Pancholy

Everyone has told you lawyers should use social media. Everyone else has told you lawyers should never use social media. Which is it? Can you ignore social media platforms all together? Must you accept every invite to connect on LinkedIn?

The ethics rules around what lawyers must know about social media seems to evolve with the same speed that social media platforms evolve. Today there are rules obliging lawyers to know how social media platforms function, advising clients on what they can do or not do, and rules about how lawyers themselves use social media. Understanding how these platforms function and effectively evaluating how you personally can use them, what your staff can do on your behalf, and even more importantly what can clients do is absolutely essential for your business success and to remain in compliance with Bar rules.

During this panel session, we'll cover both the ethics requirements (including MRPC 1.1, 1.4, 1.6, and 7.1-3) and the business imperative around:

- Communications: Using social media to engage your clients
- Research: Use of social media content to learn about clients, potential clients, jurors, judges, etc.
- Marketing: Evaluating the benefits of social media for your marketing strategy
- Reputation: Managing your online presence

Thursday, May 12, 2016 **3:00 p.m. – 4:00 p.m.**
Ethical Sandtraps for Lawyers
(1.0 Ethics Credit)

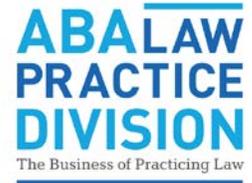
Speakers: Michael Barrett, Mark Bassingthwaighte and Simone Francis

This program will provide a unique look into current trends in the legal malpractice marketplace, while providing valuable risk control tips to avoid some common ethical sand traps in the practice of law. A panel discussion will touch on a number of trending topics including managing the scope of legal representation, deciding to file a suit for unpaid legal fees, avoiding common conflict of interest traps, and effectively documenting client files. The panel will make the case that developing a focus on ethical conduct may in turn result in a more efficient and successful practice.

This session will address MRPC Rule 1.1, 1.2, 1.3, 1.5, 1.6, and 1.7-12.



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Thursday, May 12, 2016

4:15 p.m. – 5:15 p.m.

**Leading Thriving Law Firms: Improving Lawyer Performance and Well-Being through
Leader Development
(1.0 General CLE Credit)**

Speakers: Anne Brafford and Martha Knudson

Firms aspire to build thriving organizations that attract, engage, and retain the best people and become magnets for Millennials. Yet few firms invest in developing leaders that can achieve their aspirations. Instead, almost all investment has been in higher salaries, which have not slowed the revolving door. While firms are filled with talented lawyers who excel in their individual roles, their natural inclinations undermine their ability to lead successfully. Personality research reflects that lawyers tend to be cynical, judgmental, questioning, argumentative, and somewhat self-protective, as well as scoring very low in the areas of intimacy skills and sociability. Statistically speaking, lawyers prefer focusing on the job rather than investing in relationships with people they work with. The result is that firms fail to get the best from their talented, colleagues, who flock to the exits after experiencing high rates of anxiety, exhaustion, and depression and a low sense of purpose and belonging. This is not inevitable. Research strongly supports that leadership ability can be taught and nurtured; leaders are made, not born. A large body of research (including specifically within law firms) links good leadership to the qualities that law firms seek— physical and psychological health, engagement, productivity, a sense of meaning, retention of women lawyers, and much more.

Join us in this fun and educational session as we explore the dimensions of good leadership, the positive outcomes that can be achieved through leader development, and research-backed tools that you can start using today to improve your leadership skills. Drawing from our backgrounds as both practicing lawyers and positive psychology scholars, we will provide practical leadership strategies to help you and your organization thrive.

Friday, May 13, 2016

9:00 a.m. – 10:00 a.m.

**Data at Your Fingertips: Better Client Service, Tracking, Billing & Getting Paid
(1.0 General CLE Credit)**

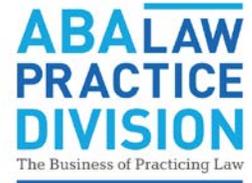
Moderator: Sharon Nelson

Speakers: Britt Lorish and Debbie Foster

The key to any efficiently run law firm is ease of access to all pertinent information that is critical to running your business. Whether that be specific matter information (facts, calendar, contacts, emails, phone notes, documents, etc.), or whether that be client ledger, trust or other important financial data. There is no better example of inefficiency than watching an attorney or an assistant search haplessly for a physical file or a paper document in order to have an intelligent conversation with a client, a colleague or another firm member/employee.



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This session will focus on exactly that – the organization and accessibility of the key information needed in a law firm environment. We will explain the use of legal specific software for time, billing and accounting, often referred to as the back office, as well as practice management software, also known as front office software or case management software in litigation firm environments.

Friday, May 13, 2016 **10:15 a.m. – 11:15 a.m.**
Practical Cybersecurity Tips to Fulfill Your Ethical Duties
(1.0 Ethics Credit)

Speakers: John Simek, Dave Ries and Ivan Hemmans

Lawyers have an ethical duty to be competent and to keep their client data confidential. Clients too want to keep their confidential data protected. All too often, information security is not prioritized by law firms or their clients. It costs money to protect data and businesses frequently resist budgeting for security, even though an ounce of prevention is far less expensive than a pound of cure. Investigating and remediating data breaches is expensive, not to mention the necessity of complying with data breach notification laws. This session will cover practical tips for securing your data, many of them free or low-cost, including encryption, strong passwords, two-factor authentication, employee training, defending against ransomware, crafting an incident response plan and other firm policies, prompt implementation of security updates, upgrading unsupported software and much, much more. Bring your questions!

This session will focus particularly on MRPC 1.1, 1.4, 1.6, and 1.15.

Friday, May 13, 2016 **2:00 p.m. – 3:00 p.m.**
Future of Law and How To Future- Proof Your Firm
(1.0 General CLE Credit)

Speakers: Jim Calloway and Natalie Kelly

Changes in the way we practice law happen more frequently today. Unprecedented economic pressures and the changing landscape of the legal profession got this all started, and now most of today's changes are fueled by technology innovations. There is much talk about the future of law practice. This session will look at the challenges ahead and suggest strategies for "future-proofing" your law practice to succeed in our uncertain future.

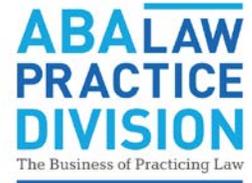
Friday, May 13, 2016 **3:15 p.m. – 4:15 p.m.**
60 Tech Tips in 60 Minutes
(1.0 General CLE Credit)

Speakers: Sharon Nelson, Tom Mighell, Debbie Foster, Natalie Kelly and Jim Calloway

Audiences like nothing more than current tech tips that they can take back to the office and put in place right away. Our veteran team of tipsters will offer a wide range of tips, from the latest and greatest of legal tech. They will present tips on topics as



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diverse as new tablets and smartphones, password managers, cybersecurity, scheduling software, power banks, speech recognition, productivity software, podcasting apps, tools to find your lost phones and other devices, e-discovery tools, bookmarks, two-factor authentication, billing practices, simple encryption, artificial intelligence, credit card preauthorization agreements, backups which defeat ransomware, video conferencing systems, editing software and much more.

Virgin Islands Bar Association Second Quarterly Membership Meeting

Friday, May 13, 2016 **11:30 a.m. – 1:30 p.m.**
Lunch and Program
Second Quarterly Membership Meeting

Presenter: J. Russell B. Pate, President, Virgin Islands Bar Association

The State of the Judiciary **Commission on Lawyer Assistance Programs (COLAP) Updates**

Presenter: Rhys S. Hodge, Chief Justice, Supreme Court of the Virgin Islands

Pursuant to 4 V.I.C. § 31(d)(4), the Chief Justice of the Supreme Court of the Virgin Islands, as the head of the Virgin Islands Judiciary, must submit, on or before May 30 of each year, "a written report on the state of the court system and the judiciary" to the Legislative and Executive Branches, along with a proposed annual budget. This year, Chief Justice Rhys S. Hodge will also deliver the State of the Judiciary Address to members of the Virgin Islands Bar Association, which will highlight issues relevant to the bench and bar.

Commission on Lawyer Assistance Programs (COLAP) Updates

Presenter: Laura McClendon

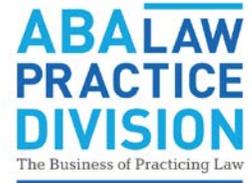


**"It is not possible to be in favor of
justice for some people and not
be in favor
of justice for all people."**

Martin Luther King, Jr.



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~ About The Gabriel Lerner Scholarship Fund ~



Gabriel Lerner with his sisters

On October 26, 2008, the Virgin Islands Bar Association lost one of its most admirable members. That day, Gabriel Lerner, law clerk to Superior Court Judge Brenda J. Hollar, was tragically murdered two days after he was sworn into the Virgin Islands Bar Association. Gabe, as he was known to friends and family alike, lost his life doing what he had done throughout his life: helping others.

He was giving a ride to people who needed a ride. He did not know them, but he saw two people in need and was quick to help. He did so while on his way to a devotional gathering and youth study program with members of the Baha'i faith. He did so on a day in which he had also intended to work overtime at the Superior Court, on a Sunday no less. In that single day, Gabe gave us all a taste of the love, generosity, faith, and professionalism to which he had dedicated his entire life. He is an example for all of us.

He was giving a ride to people who needed a ride. He did not know them, but

While we can offer no more than our condolences and love to his family, we can take a lesson from Gabe's example and exercise the qualities to which Gabe and his family dedicate themselves. We have formed a scholarship in Gabe's name. It is dedicated to pursuing the type of selfless generosity of which we hope Gabe himself would have approved. In keeping with that goal, we ask that you do your best to mirror that generosity by contributing to the Gabriel Lerner Scholarship Fund.

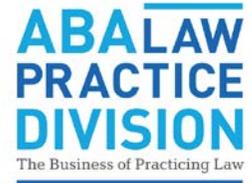


L: Gabriel Lerner on the day he was sworn-in to VIBA

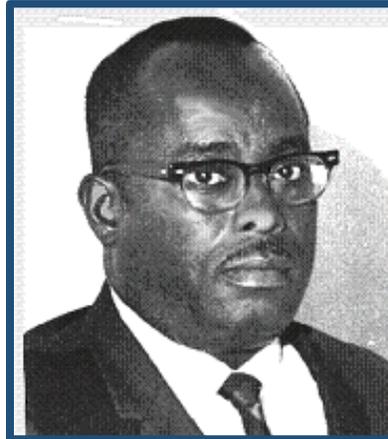
R: Gabriel Lerner celebrating his V.I. Bar admission with St. Thomas young lawyers



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~ About The Almeric L. Christian Scholarship Fund ~

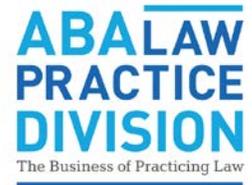


Judge Almeric L. Christian served the Virgin Islands community in many capacities beginning as early as the 1960s. A native of St. Croix, Judge Christian attended elementary and high school in Christiansted and went on to graduate from Columbia Law School. After returning to St. Croix to establish a private law practice, he was appointed by President Dwight D. Eisenhower in 1954 to serve on a seven-member commission charged with determining which federal laws should apply to the Virgin Islands. In 1962, President John F. Kennedy appointed Christian to as U.S. Attorney. He remained in that position until he was selected to be a District Court judge by President Richard Nixon in 1969. Christian was named Chief Judge of the District Court a year later, where he remained until he retired in 1988. Almeric L. Christian died on 1999.

Recognizing the need to provide financial assistance to Virgin Islands residents who desire to attend law school and to return home to live and work, the Virgin Islands Bar Association created this scholarship. Judge Christian graciously lent his support and name to the undertaking. In the Virgin Islands, we have had a governor, lieutenant governor, senators, cabinet members, prosecutors, public defenders, judges, and numerous public servants and community leaders holding law degrees. We need your support to continue to create a body of well-qualified Virgin Islanders to serve in these various capacities for the years to come. This is not possible without the commitment of our community to uphold Judge Christian's legacy.



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~ CLE Accreditation and Reciprocity ~

The Virgin Islands Bar Association is an accredited CLE provider in the U.S. Virgin Islands, and its CLE offerings will automatically count towards the mandatory 12 credit (incl. 2 ethics) annual CLE requirement required by Virgin Islands Supreme Court Rule 208. While the Virgin Islands Bar Association has not applied for accreditation by any other United States jurisdiction, its programs may satisfy the CLE requirements of other state and territorial bars under reciprocity rules promulgated by those jurisdictions.

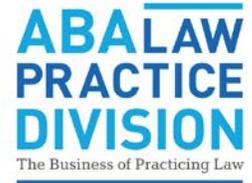
This document has been prepared as a convenience for individuals who wish to apply CLE credits earned through the **2016 Mid-Year Meeting** conference to satisfy the CLE requirements of another jurisdiction. Please be advised, however, that each jurisdiction serves as the final arbiter of its own CLE rules, and thus all attorneys possess a duty to independently determine whether a Virgin Islands Bar Association program satisfies the CLE requirements of a particular jurisdiction.

AUTOMATICALLY APPROVED OR APPROVAL NOT REQUIRED

Jurisdiction	Source	Comments / Conditions
U.S. Virgin Islands	V.I. Supreme Court Rule 208	Identified as an accredited provider in the rule without restriction.
Alaska	Alaska Supreme Court Rule 65(g)	Approval applicable only to programs not physically held in Alaska.
American Samoa	n/a	American Samoa does not have mandatory continuing legal education.
Arizona	Arizona State Bar	Arizona does not accredit CLE providers. Individual attorneys must review the pertinent Arizona court rules and regulations to determine for themselves whether the program meets the criteria for CLE credit.
Arkansas	Arkansas CLE Reg. 4.03	Approval applicable only to programs not physically held in Arkansas.
California	State Bar of California	Approval applicable only to programs not physically held in California.
Colorado	Colorado Supreme Court	Approval might be limited to programs not physically held in Colorado.
Connecticut	n/a	Connecticut does not have mandatory continuing legal education.
District of Columbia	n/a	The District of Columbia does not have mandatory continuing legal education.
Florida	Florida CLE Rule 5.08(i)	Florida reserves the right to adjust the number of CLE credits.
Guam	Guam CLE Rule 7	All courses approved by the highest court of a jurisdiction or its designee are automatically approved.
Jurisdiction	Source	Comments / Conditions
Hawai'i	Hawai'i State Bar	Approval applicable only to programs not physically held in



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		Hawai'i.
Maryland	n/a	Maryland does not have mandatory continuing legal education.
Massachusetts	n/a	Massachusetts does not have mandatory continuing legal education.
Michigan	n/a	Michigan does not have mandatory continuing legal education.
Montana	Montana CLE Rule 8	Approval applicable only to programs not physically held in Montana. Approval is presumptive and may be rescinded by the Montana CLE Commission if a particular program is found not to meet minimum requirements for Montana CLE credit.
New Jersey	New Jersey CLE Reg. 201:4	Must still comply with any applicable course restrictions in New Jersey.
North Dakota	North Dakota CLE Rule 6(a)	Approval is only presumptive.
Northern Mariana Islands	CNMI CLE Reg. 3(b)	All courses approved for CLE credit in another jurisdiction are approved.
South Dakota	n/a	South Dakota does not have mandatory continuing legal education.
Wisconsin	Wisconsin CLE Reg. 7.005	Approval does not extend to self-study courses.

NOT AUTOMATICALLY APPROVED BUT APPROVAL POSSIBLE

In the following jurisdictions, programs sponsored by the Virgin Islands Bar Association do not receive automatic approval. Nevertheless, an individual who attends the program may submit an application to the pertinent CLE authorities for approval on a case-by-case basis, subject to rules and procedures promulgated by the jurisdiction's CLE regulator.

Delaware	Louisiana	North Carolina	Tennessee
Georgia	Minnesota	Ohio	Texas
Idaho	Mississippi	Oklahoma	Utah
Illinois	Missouri	Oregon	Vermont
Indiana	Nebraska	Pennsylvania	Virginia
Iowa	Nevada	Puerto Rico	Washington
Kansas	New Mexico	Rhode Island	West Virginia
Kentucky	New York	South Carolina	Wyoming

Note: If you need the Virgin Islands Bar Association's assistance in obtaining approval from one of these jurisdictions, please contact Julia Baldini, the Executive Director of the Virgin Islands Bar Association, at executivedirector@vibar.org.