



Equal Times®

BEXAR COUNTY WOMEN'S BAR ASSOCIATION

JANUARY 2010

From the President



By Christine Reinhard

Ahhh...a new year. I have a sneaking feeling I am not alone in having grand plans on January 1st each year. Usually, my New Year resolutions include more exercise, healthier eating, and other lofty goals. This year is no different (South Beach diet anyone?). However, I have added one new resolution I most definitely intend to fulfill—to do the best I can to lead this wonderful organization, the Bexar County Women's Bar, into the next decade. I am so proud to be given this opportunity.

Regardless of what we call it (I still can't get used to "oughts"), another decade is behind us. During that decade, we had fabulous leaders, including many of whom I had the pleasure with which to work. If I can fill any of their "heels," then I will be quite honored.

In launching the BCWB's next decade, I am pleased to share this honor with a terrific group of outstanding women. Our new Officers and Board of Directors are filled with women who are leaders, visionaries, and frankly, a lot of fun to be around. We all hope you will enjoy the fabulous events we have planned for the BCWB this year. (con'd on p. 3)

Inside this issue:

It's Time to Renew Your Membership	1
January Luncheon Announcement	2
Trends in Client Satisfaction	4
New Website	6
Press Release: Schmoyer Reinhard LLP	8



Natalie Hall 2010
Membership Chair

It's Time to Renew Your Membership

Greetings! Once again, it is time for the annual renewal of dues for the 2010 Bexar County Women's Bar Association. The Bexar County Women's Bar Association and Bexar County Women's Bar Foundation have many exciting events planned for the year that I'm sure you will not want to miss. Just a few of the gatherings include the retreat, CLE luncheons, fashion show, mentor/mentee outings, community assistance programs, socials, and the always popular Autumn Affair.

As you are probably aware, the highlight of our year is the Autumn Affair where, in the past, we have honored women judges in Texas and women lawyers in Bexar County, who have served the law and our community. This "high-energy" gala has also helped us raise hundreds of thousands of dollars over the past twenty-six years for local charities, historically ones that provide underprivileged women and children with basic food, shelter and medical needs as well as work-skills training and access to the judicial system. Be a part of our membership and join a committee so that, together, we can make a real difference in our community.

No matter whether you are female or male, a judge, lawyer, paralegal, legal assistant, student, or "friend," I invite you to join and personally invite a new member to join as well! You should have received an invitation and application by mail. You may complete the renewal process by logging into www.BexarCountyWomensBar.org.

Your membership renewal will entitle you to the following:

- ◆ Monthly electronic copy of our newsletter, the Equal Times;
- ◆ BCWB monthly luncheons with .75 hrs of CLE credit at a discounted rate;
- ◆ Membership Directory;
- ◆ E-mail announcements of upcoming events and activities of interest;
- ◆ Discounted tickets to legal community functions (e.g. Peacemakers Gala, SABA Installation Dinner, SABA Law Day Luncheon), subject to availability;
- ◆ Profile on Bexar County Women's Bar Membership Website;
- ◆ Access to membership information and community postings on the Bexar County Women's Bar Membership Website;
- ◆ Access to the career center on the Bexar County Women's Bar Membership Website;
- ◆ Invitations to exclusive BCWB functions, many of which are complimentary; and
- ◆ Network with some of the most powerful, amazing women in the state.

Thank you for your continued participation and support! I look forward to receiving your application and sharing more details with you about the upcoming year!

January 2010 Luncheon

Please join us for the Bexar County Women's Bar Association &
St. Mary's School of Law Women's Law Association
Annual Joint Luncheon and Panel Presentation

We hope you will take this opportunity to meet and share experiences with the members of the Women's Law Association!

Monday, January 25, 2010, Noon to 1:00 p.m.
St. Mary's School of Law, Alumni Room, Law Library

Panelists: Justice Sandee Bryan Marion, Shannon Schmoyer, Nissa Dunn & Lorina Rummel
Moderator: Emma Cano

RSVP by Friday, January 22, 2010 to Events@bexarcountywomensbar.org
Fee is \$20, payable at the door. No shows may be billed. We hope to see you there!



**Tiffanie Clausewitz,
Luncheon Chair**

From the President (con'd)

Of course, we will have our monthly luncheons, the first of which will be at St. Mary's University School of Law, but thereafter at Club Giraud. In February, my friend and colleague, Monica J. Lerma, will take over as Luncheon Chair from Tiffanie Clausewitz, who did a stupendous job last year. I am thrilled to announce that Tiffanie will serve as a Co-Chair of the 2010 Autumn Affair along with our marvelous President-Elect, Laura Mason. Be sure to keep a look out for our luncheon announcements and more information to come from Tiffanie and Laura on another terrific Autumn Affair.

We hope to provide our members with a variety of other remarkable events. As in the past, we will hold a couple of mentor-mentee events with our newest members from St. Mary's University School of Law. You will also receive invites again to our President's Party and other fun networking events throughout the year. We also hope to bring back our very well attended Central Market CLE and the always enjoyable Law Day Luncheon with the students of Fox Tech. And, of course, I am pleased to share that we will yet again host a retreat. If any of you attended last year, you know earning CLE could not possibly have been so much fun. This year should be no different as you earn much needed CLE; at the

same time, you will get a chance to know each other better. Be sure to tune in to future newsletters for more information on these and other events planned for 2010.

Last, but not least, I want to take a moment to express my thanks for living in a country that not only follows the rule of law (or none of us would have a job!), but also one that is so generous. The recent events in Haiti cause many of us to pause and be grateful for the wonderful things we have around us. The people of Haiti have not only been plagued by four hurricanes, but also have suffered one of the most devastating earthquakes in history. Although we love to see our members give their time or money to the many charities in Bexar County, it behooves us to support our international friends as well. Like many of the ads, e-mails, tweets, and Facebook posts you have seen, I on a personal level encourage each and every one of you to do what you can to help those who perhaps are in the most need today, our friends in Haiti.

I look forward to seeing each of you at our events in 2010. I encourage you to share this newsletter with other women lawyers that they learn about what a wonderful organization the BCWB is and can join us in ensuring we start this new decade off on the right "heel."

Trends in Client Satisfaction: The Questions Your Clients Wish You Would Ask

January 19th Program: Learn the trends in outside counsel selection and retention, including the Association of Corporate Counsel Value Index.

Nancy Mangan will discuss trends in outside counsel selection and retention such as the outside counsel rating system -- the Value Index -- recently introduced by the Association of Corporate Counsel. Mangan, a consultant with the Wicker Park Group, is a former practicing lawyer and former law firm marketing director for firms such as Baker Botts. She has trained several thousand lawyers in business development and helps law firms implement client service changes to retain and grow client relationships.

Join us for our program on Tuesday, January 19, (11:30am registration, Noon-1:00pm Program) at the Cox Smith Matthews office (112 E. Pecan St, Suite 1800).

LMASE San Antonio Program: "Trends in Client Satisfaction: The Questions Your Clients Wish You Would Ask"

Tuesday, January 19 - 11:30 Registration, Noon-1:00pm - Program

Location:

Cox Smith Matthews Conference Center (112 E. Pecan St., Suite 1800)

Parking is available in the Weston Centre (WC) parking garage. Tickets for the WC garage will be validated. The entrance is located on Soledad and visitors' parking areas are designated in the garage.

Register:

LMA Members: \$20 -- Guests: \$40

Cash or check only. Please make checks out to Legal Marketing Association.

RSVP to Jane Fritz at jane.fritz@sbcglobal.net or 210.274.7091.

Legal Marketing Association San Antonio City Group

The LMASE San Antonio City Group is a sub-chapter of the Legal Marketing Association's Southeastern Chapter, which includes more than 400 members. Our membership is made up of chief marketing officers, marketing directors, lawyers, legal administrators and other support staff to law firms of all sizes.

The goal of the San Antonio City Group is to strive to offer local marketing professionals, attorneys, legal administrators and business developers with educational programs regarding the changing legal marketing landscape, while affording program participants the opportunity to network with legal professionals and vendors who service the industry. City Groups provide best practices, benchmarking, educational and networking opportunities for Texas law firm marketing executives.

BCWBA—Lites wants to hear from you!

BCWBA is interested in news of your professional accomplishments or activities, awards, marriages, changes of address, or other news you would like to share. Also, if you know any BCWBA member who is not receiving *Equal Times*, please send us a current address. BCWBA wants to stay in touch.

Please email your new information or announcement to Regina Stone-Harris at ReginaStoneHarris@yahoo.com.

2010 BCWBA Officers

President—Christine Reinhard

President-Elect—Laura Mason

Vice President—Emma Cano

Secretary—Marissa Helm

Treasurer—Suzanne Oliva

Treasurer-Elect—Natalie Hall

Directors—Toti Aubrey; Connie Basel; Gaylia Brunson; Graciela Cigarroa; Tiffanie Clausewitz; Elsa Marie Garza; Danielle Hargrove; Donna McElroy; Laura Rodriguez; Jaime Rose; Nishma Shah; Beverly Smith; Michelle Weekley

Immediate Past President— Monica Trollinger

Equal Times

Regina Stone-Harris, Editor-in-Chief
Maria Harris, Layout

Equal Times is published monthly by the Bexar County Women's Bar Association. The annual subscription price is \$20.00 for non-members. Send address changes to Katherine Patton at kpatton@coxsmith.com or fax 226-8395.

Submissions for publications are encouraged, but the right is reserved to select material to be published.

E-mail your announcements and submissions to Regina Stone-Harris at ReginaStoneHarris@yahoo.com no later than the 20th of the preceding month.

Views expressed in the *Equal Times* are solely those of the source of said item and are not attributable to the BCWBA.

Copyright 2010 by Bexar County Women's Bar Association. All rights reserved.

<http://www.bexarcountywomensbar.org/>

The Bexar County Women's Bar Association/Foundation has launched a new website! You can now maximize the value of your Bexar County Women's Bar Association/Foundation membership through several online tools to help you connect to other members, learn about upcoming events, manage your online profile and much more!

Currently, the website provides the following:

- A Member Profile and Directory;
- Access to membership blogs and community postings;
- Events Calendar; and
- Volunteer Information

Additional features will be added soon, so be sure to check your "Members Only" online community frequently for new developments.

How do I create a member profile and access the "Members Only" online community?

If you were a member as of June 2009, you will have a system generated user name and password. Simply use your username and password to login and access the "Members Only" online community and update your profile. If you have forgotten your username and password, simply select that option and the website will generate an e-mail with the information.

If you became a member after June 2009, you may need to add your profile to the website. In order to add your profile, follow these simple steps.

Go to <http://www.bexarcountywomensbar.org/>

Select the "About Us" tab on the top menu

Select the "Membership Application" option on the drop down menu

Scroll down and select "Application" for the appropriate group (i.e. Attorney, Law Student)

The following screen will appear: Please provide your e-mail in the designated space.

Attorney Application

New Users

If you are a new user or you're not sure if you have used this site before, enter your email address below and click Continue.

Email:



If you already have a profile, you will receive the following message:

Attorney Application

We've determined that an account already exists for the email address you entered, Jane_Doe@yahoo.com

Why do I have an account when I have never before submitted a form or am not a member of this organization?

If you have entered your email address to access a form at any time, an account has been created for you and you will need to use your username and password to access the form.

If you do not know your username or password and would like to have it sent to you, please click here.

Once you have your password you can log in below.

Username: Save Username

Password:

[Continue](#)

If you don't have a profile, you will be directed to the application form. Simply fill out the form and select "Submit."

You will then be taken to the payment option. Go ahead and click on "sending a check" and the website will generate the following message that includes your username and password.

Confirmation

We have received your registration for the Bexar County Women's Bar Association/Foundation.

Your User name is as follows: Jane_Doe@yahoo.com

Your Password is as follows: 123456

Please mail your check to:

Natalie Hall

Cox Smith Incorporated

112 East Pecan Street, Suite 1800,

San Antonio, Texas 78205

We are very excited about the website and hope our members will utilize its capabilities. The BCWBA is committed to ensure all of our members feel informed of all events and news going on with the organization. To further this end, a communications committee has been formed and we would love to hear from you. Please provide us feedback on how you like to receive your information and how you feel we can improve.

Please call or e-mail Connie Basel cbasel@thelyndco.com with any questions about the website, and Toti Aubrey (taubrey@sftxlaw.com) with any feedback about communications.

By Connie Basel and Toti Aubrey, Co-Chairs of Communications Committee



FOR IMMEDIATE RELEASE

**Schmoyer Reinhard LLP Announces
Shannon B. Schmoyer Named Fellow of the Texas Bar Foundation and
Justin Sobey Attains Board Certification in Labor and Employment Law**

SAN ANTONIO, TX – January 13, 2010 - Schmoyer Reinhard LLP is proud to announce that Shannon B. Schmoyer has been elected as a Fellow of the Texas Bar Foundation. In addition, the firm is pleased to announce Justin Sobey has become Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization.

Being named a Fellow of the Texas Bar Foundation is a mark of distinction and recognition of Ms. Schmoyer's contributions to the legal profession. Selection as a Fellow of the Texas Bar Foundation is restricted to members of the State Bar of Texas, as each year only one-third of one percent of State Bar members are invited to become Fellows. Once nominees are selected, they must be elected by the Texas Bar Foundation Board of Trustees. To date, the Texas Bar Foundation has distributed more than \$11 million throughout Texas to assist nonprofit organizations with a wide range of justice-related programs and services. For more information, contact the Texas Bar Foundation at www.txbf.org.

Ms. Schmoyer is a partner in the labor and employment law firm of Schmoyer Reinhard LLP. Her practice focuses on the representation of employers in employment litigation, including class-actions, and labor arbitration. She also counsels employers on all aspects of labor and employment law and advises management on strategic and complex employment decisions.

In order to become Board Certified by the Texas Board of Legal Specialization in Labor and Employment Law, Mr. Sobey passed a day-long written exam and demonstrated substantial experience litigating and counseling clients on a variety of labor and employment matters. Only approximately 1% of attorneys licensed to practice in Texas are Board Certified in any specialty area.

Mr. Sobey is an associate with Schmoyer Reinhard LLP, and his practice focuses on the representation of employers in all aspects of employment litigation in state and federal court. Mr. Sobey also counsels and advises employers regarding compliance with labor and employment laws, as well as on workplace policy issues.

Schmoyer Reinhard LLP congratulates both Ms. Schmoyer and Mr. Sobey on their achievements.

About Schmoyer Reinhard LLP

Schmoyer Reinhard LLP is a San Antonio-based law firm that focuses on advising and representing employers throughout the Southwest United States in all areas of labor and employment law. Both founding partners, Shannon B. Schmoyer and Christine E. Reinhard, are Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and all of the attorneys at the firm have experience counseling their

clients on best practices to avoid litigation. When litigation does arise, Schmoyer Reinhard's qualified trial attorneys help achieve the best possible result for the client.

For more information, please contact Christy Meador, Director of Marketing and Account Services at Schmoyer Reinhard LLP, at 210.447.8033 or cmeador@sr-llp.com.



###

