

The Career Path Less Traveled - Part III

by Traci Ray
YLS Board Director

Over the past few months, young lawyers have shared their trials and tribulations in seeking employment. First, Jim and Mackenzie unveiled their successes using staffing agencies. Last month, Yumi and Sean focused on starting out in non-attorney roles. This month, in my third and final column, Jonathan French, a partner with Immix Law Group, and Duke Tufty, an associate at Davis Wright Tremaine, explain how making meaningful connections and engaging in informational interviews helped them each seal the employment deal.

Jon, a partner at Immix Law Group, decided to move to Portland in late 2008 following six years of active duty as a Navy JAG. Before making the move from Norfolk, Virginia, Jon made two trips to Portland. "I set up a whole bunch of informational interviews for both of my visits to Portland," Jon recalls. "I



Jonathan French

thought it was best to create a critical mass with informational interviews, so that I could keep my energy and momentum up, and so that the people I was interviewing with could talk to each other about me. It had a cross-pollination effect of sorts that benefited my search." And benefit, it did. Jon's efforts were rewarded with a job offer three days after he arrived in Portland.

Jon continued to expand his network even after landing his first Portland job and it has paid incredible dividends in terms of career and deep relationships, Jon explains. Jon is now a big proponent of being involved, inside "New lawyers should look to engage outside of work, in business groups, nonprofits and other community organizations..." and outside of work. "New lawyers should look to engage outside of work, in business groups, nonprofits and other community organizations to get to know this place we live and work in and the people who make it move. A lawyer needs to be a part of a firm that supports those efforts, too," Jon advises.

Jon describes networking like this: "I believe in relationship-building, which is 'us-focused' (as opposed to regular networking

which is 'me-focused') and is highly rewarding in the long term, beyond just a job search. Whatever organizations you choose to belong to (and they should be things you're passionate enough about to really invest yourself into) you should always seek genuine relationships with real people, not shallow contacts with 'influential' people. It means meeting people "...seek genuine relationships with real people, not shallow contacts with 'influential' people.'"

without an agenda in hand and without seeking anything from them. I've found that people in the Portland community, and particularly the business community, are really open to sharing their wisdom and guidance and sharing their connections with you if you approach them first from a place of genuine interest in relationship." Well said, Jon.

Duke, an associate with Davis Wright Tremaine and the president-elect of the MBA YLS, graduated from law school without a job. "Unfortunately, the company I did my summer clerkships with was not hiring, but they were very helpful in making introductions and providing good recommendations," Duke shares. Luckily, one of those introductions led to two informational interviews and ultimately a job for him. "The first informational interview was helpful, but not necessarily encouraging. The interviewer (my future employer) repeatedly indicated that they wanted someone with 5-7 years of experience. I did not let this dampen my enthusiasm. I focused "...they wanted someone with 5-7 years of experience. I did not let this dampen my enthusiasm.'"

on why I would be able to fulfill many of the job functions she described with little or no training. For duties that some training would be required, I emphasized my demonstrated history of being a self-starter, my ability to deliver quality work product with little or no supervision and some creative ways to get the training with little cost or effort on her part. She called me back about six weeks later, offered me an interview, and then hired me. I was thrilled and really enjoyed my time there. If it were not for my current job at DWT, I would likely still be happily working there," Duke explains.

Duke's positive experiences with informational interviews did not stop with his first job. "During law school, I heard about Jim Neill, a partner at DWT, who focused on alcohol regulatory and restaurant law. I was intrigued and excited about the possibility of building a practice in this area. I arranged an informational interview with him through one of my friends at

law school. Nothing came of this interview for about 18 months. However, I stayed in touch with friends who were associates at DWT and let them know that I continued to be interested in working there.

Almost a year and a half after first meeting Jim, I received a call and later a series of interviews that led to an offer that I eagerly accepted," Duke fondly remembers. "Years later, Jim recounted to me what about our interview stayed with him and, in part, why they contacted me later. I supported myself through college and additional education by bartending and managing bars. During the interview, he



Duke Tufty

asked me what my favorite drink was to make as a bartender. A softball question if there ever was one. Rather than give a pat answer, I went into a history of the Manhattan. I detailed the many variants of the drink, how I preferred to make and drink one, and what distinguished a good one from a great one. In addition, I took this as an opportunity to describe how to anticipate the needs of a guest, how to quickly build rapport with them and ultimately how to develop regulars by exceeding their expectations and delivering a memorable experience.

Then, I drew the connection between my extensive service experience and delivering a similar level of service to clients of the firm. This really made an impression on Jim and seemed to be the difference between just another informational interview and a job opportunity. Jim passed away not so long ago and I always think of him when ordering a Manhattan. He was a fantastic attorney, friend and mentor."

Overall, Duke had the following advice to job seekers: "The best approach to finding a legal job is through meeting people and making connections." "The best approach to finding a legal job is through meeting people and making connections. Informational interviews represent one of many ways of doing this. It is important to build your resume, develop useful skills and be strategic at the same time so you have something to offer when meeting people. You never know when and where opportunities may arise. Whether it leads to finding a job, building a referral network or just meeting some great people, it's worth it. The sooner you start, the more organized you

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Community Law Week Events

by Jennifer Woodhouse and Raife Neuman

"All of us must have and protect our right and our freedom to use courtrooms when we need to. That courtroom must be open to protect families. That courtroom must be open to validate and protect contracts for business. That courtroom must be open to keep the wheels of justice turning. That courtroom must be open to defend our individual rights to prove again and again that we continue to be a free society."

ABA President Wm. T. (Bill) Robinson III

How would our legal system work without courts? Without courts, how would we ensure justice? How would their absence affect our freedom? This year's theme for Community Law Week - *No Courts, No Justice, No Freedom* - seeks to engage the community in thinking about these issues. Community Law Week includes a series of events organized by the YLS Service to the Public Committee that will take place between April 26 and May 5. The goal of the week is to reach out to underserved parts of our community, educate the community on basic legal issues, and assist individuals in accessing legal resources.

Volunteer support is critical to the success of the community outreach events held during the week. Please consider joining in this year's celebration of our community, civic education, and the MBA YLS by volunteering your time to any one of the projects listed below. For more information about Community Law Week, visit www.mbar.org/YLS/CommunityLawWeekYouthFilm.html.

Access to Justice Fundraiser for SALC: Come help us ring in Community Law Week with an evening of food, drink and prizes. In support of providing easier access to the courthouse for all who need it, the Service to the Public Committee has partnered with St. Andrew Legal Clinic for an evening fundraiser. Come join us at the Shaffer Fine Art Gallery, 308 SW 1st Ave., on Thursday, April 26. Suggested donations of \$10 at the door, but all are welcome! Keep your eyes open for an email with more details!

Free Legal Information Booths:

Each year, free legal information centers are set up at various locations in Multnomah County throughout the week. The week will kick off with a legal information booth in Pioneer Courthouse Square on April 30; watch for other booths throughout the week. Volunteers provide general legal information and disseminate free brochures for two hours at a time. To volunteer, contact Mike Fuller (mfuller@olsendaines.com).

Tell it to the Judge: This one-day event on May 5 will allow local citizens with questions, concerns or opinions to talk directly with a local judge. Volunteers are needed to facilitate public interaction with the judges. To volunteer, contact Colin Hackett (colinrockey@yahoo.com) or Forrest Millikin (forrest.millikin@gmail.com).

YOUthFILM Project: The YLS YOUthFILM Project Committee sponsors this filmmaking contest that provides students an opportunity to express themselves creatively, while learning more about our government and justice system. Students enter by producing a short film or video based on this year's theme: *No Courts, No Justice, No Freedom*. Top films will be screened for the public at the Hollywood Theatre in Northeast Portland on May 3 at 6:30 p.m. Prizes will be awarded by Oregon Supreme Court Chief Justice Paul J. De Muniz. Please visit www.theouthfilmproject.org for details.

Community Law Week would not be possible without our generous sponsors. Thank you to Ater Wynne, Barran Liebman, Davis Wright Tremaine, Gervurtz Menashe, Harrang Long Gary Rudnick, Holland & Knight, Parsons Farnell & Grein, Schwabe Williamson & Wyatt and Wyse Kadish, who have already committed to sponsoring Community Law Week. It's never too late to become a sponsor or volunteer! If you or your organization is interested in sponsoring this year's Community Law Week, please contact Corrinne Hill (corrinne.hill@hklaw.com) or Forrest Millikin (forrest.milliken@gmail.com).

webcheck Sign the Statement of Diversity Principles at <http://www.mbar.org/AboutUs/DiversityPledge.html>.



YLS Member Profile

Andrew Ginis

YLS Pro Bono Committee member



1. Where are you from?
Midland, MI. It's in the middle of Michigan....

2. What college and law school did you go to?

I finished my undergrad at the University of Michigan in 2005, and I graduated from Lewis & Clark in 2010. Fortunately, two of my favorite things are wolverines and pioneers.

3. How did you get to Portland?

Via I-80 in a 2006 VW Jetta with a U-Haul trailer.

4. Where do you work and what do you do there?

I have my own business, tax, and technology practice in NW Portland in between the Pearl and 23rd. I mostly work with tech-driven startups and nonprofits.

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are, and the more persistent you are, the better your chances of finding the perfect job. Build your credentials, develop your skills and reputation, and meet as many people as possible. And try to have fun doing it."

" 'Build your credentials, develop your skills and reputation, and meet as many people as possible.' "

I would like to extend a hearty thank you to all six interviewees who participated in my three columns. And to everyone who made it through all three columns, thanks for reading. If I have not met you already, I look forward to meeting you soon - maybe at the next MBA YLS social, which just happens to be the YLS Judges Social & CourtCare Fundraiser on April 19 at Schwabe Williamson & Wyatt, and is the perfect place to expand your network and meet some of the attorneys profiled. I hope to see you there!

Traci Ray is the Director of Marketing, Client Services & Events at Barran Liebman, an employment, labor & benefits law firm. She is the chair of the OSB's Pro Bono Committee, and a board member for the MBA's Young Lawyers Division. Traci can be reached at tray@barran.com.

5. How did you hear about the YLS?

The Pro Bono Pedal. I love cycling events and was impressed that a group of lawyers sponsored an event.

6. How did you first get involved with the YLS?

I think I filled something out online.

7. Tell us about what you like about the YLS.

I like its culture of creativity and permission. It's a great combination! There's always something interesting in the works.

9. What do you think the YLS needs more of? Less of?

Member's Lounges. Lack of Member's Lounges.

10. When did you join the committee? Why did you join?

Fall 2011. I had been taking on pro bono tax cases through the Volunteer Lawyers Project for about a year, and I was looking for a way to help other attorneys get involved in pro bono work too. Also, see *supra* n. 5.

11. What have you found most rewarding about volunteering for the committee?

I like the ability to have a positive impact on the practice of law. There's an incredible need for free and low-cost legal services and the Pro Bono Committee's work makes a real difference in peoples' lives by increasing access to legal services. That's very rewarding and makes me proud to be an attorney.

12. Has your committee membership helped with your professional or personal goals?

Absolutely. Because we're from different practice sizes and types, it's helped me connect with some great attorneys who I probably wouldn't have otherwise met.

13. What have you found most surprising about volunteering for the committee?

There's free beer at meetings. 'Nuf said.

14. What is your favorite YLS event or activity? Why?

See *supra* n.5.

15. If you weren't on this committee, what committee would you be on?

There are other committees?

16. What are you currently reading (non-legal)?

Chatterelle Dreams, Amanita Nightmares by Greg Marley. No, I won't tell you where I found those morels.

17. What is your favorite restaurant?

Beast. Naomi Pomeroy is ridiculous.

18. What do you do for fun?

Lately I've been snowshoeing near Mt. Hood and Mt. Adams. I'm ending the season by summiting St. Helens this spring. I've skied the Cascades for a few years, but I wanted to explore the mountains from a different perspective. I also enjoy obscure German board games.

19. What's something about yourself that not many people know?

I used to do this weird thing when I was a little kid where I'd make a funny face and rub my stomach. I thought it was hilarious, but my family had no idea what I was doing and laughed at me because I looked like an idiot. I've never told that story to anybody, so I'm sure that it qualifies for this typical personality-probing question. I'm also sending this article to my mother so that she doesn't get mad that strangers knew that story before her.

20. What's the best thing about Portland?

Food. Cart, truck, stand, stall, '92 Ford Ranger, I don't care. It's the real reason that Portlanders spend more time outdoors than Bear Grylls.



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