

# NYWBA

## NEW YORK WOMEN'S BAR ASSOCIATION

### 2012 Awards and Installation Dinner

The President's Special Award will be presented to the  
**HONORABLE CARMEN BEAUCHAMP CIPARICK**  
Senior Associate Judge of the New York Court of Appeals

**HONORABLE JACQUELINE W. SILBERMANN**  
will be installed as President of our Association,  
with other Officers and Directors for the new term.

### Capitale

130 Bowery at Grand Street, NYC

- When:** Tuesday, June 12, 2011  
6:00 p.m. - Cocktails and Silent Auction to benefit the  
Honorable Betty Weinberg Ellerin Fellowship  
7:30 p.m. - Dinner and Program
- Cost:** \$215 per person *in advance*  
\$225 per person *at the door*  
\$195 Judiciary Rate (*sitting justice*)
- RSVP:** To reserve seats for the 2012 Annual Dinner, go to our  
website ([http://www.nywba.org/annual\\_dinner/index.tagx](http://www.nywba.org/annual_dinner/index.tagx)).  
Space is limited, so register as soon as possible.
- Info:** For questions or info, send an email to  
[AnnualDinner@nywba.org](mailto:AnnualDinner@nywba.org).

***We hope to see you there!!***

#### Look inside for other events and announcements, including:

WBASNY Annual Convention - June 1-3 - p.2  
Caryn Aronowitz Unity & Diversity Event - New York  
Supreme Court, 60 Centre Street - June 8 (see website)  
Annual Dinner - June 12 - Honoree Announcement - p.3  
NYWBA/City Bar Summer Program - "What It's REALLY  
Like to Practice Law as a Woman" - July 12, 2012 - p.3  
2012-2013 Membership Year starts June 1, 2012 -  
Join or Renew at [www.nywba.org/membership](http://www.nywba.org/membership)

### PRESIDENT'S MESSAGE

#### *Opportunities and Transitions*

JUNE 2012



Patricia Ann Grant

© Photo by Daryl-Ann Saunders

It is hard to believe this is my last President's Message. The year has flown by. I am so honored to have served as President, and I extend my sincere appreciation to the membership for the confidence you reposed in me. Heartfelt thanks to those who served with me as Officers, Directors and Advisors, as Committee Chairs, and as WBASNY Delegates. Without them, we could not have achieved so much this year. Kudos to our terrific Executive Director, Karen Lu, who does so much for so many and makes things appear seamless when they could not possibly be.

Our membership (now 650 strong) is what makes our organization great. While the traditional benefits of membership are terrific, perhaps the most important things from my perspective are the networking opportunities, professional development, and lifelong friendships I have made through the Women's Bar.

It's been a great year. Among other accomplishments, NYWBA offered a wide array of programs and CLEs, several of which deserve special mention. Our 2011 Summer Program, "*What It is REALLY Like to Practice Law as a Woman*" was attended by more than 150 summer associates and interns, law students, and junior attorneys and featured a panel of distinguished attorneys from different practice areas and walks of life who shared tips for succeeding in the profession. Planning is underway for the 2012 Summer Program, and I am sure it will once again be a huge success.

The Matrimonial & Family Law Committee hosted monthly seminars, including: "*Resolving Custody Disputes*;" "*Handling Business Valuation, the Most Common and Complex Divorce Tax Questions and Double Dipping Issues*;" and "*What to Do When the Police or the Administration for Children's Services are in Your Client's Life*." The Alternate Dispute Resolution Committee, Solo & Small Firm Committee and Matrimonial & Family Law Committee presented a very topical joint program on "*Your Client Refuses to Pay - Now What? Collecting Attorney's Fees - the Duty to Arbitrate*." The Criminal Law Committee hosted a timely forum on "*Transitioning Between the Public Sector and the Private Sector*." Our Mentoring Committee's award-winning Mentoring Circles program took place in February and, as always, was amazing.

(Continued on Page 2)

**~ NOTICE TO MEMBERS ~  
NYWBA ELECTION RESULTS**

Pursuant to votes at the **Annual Membership Meeting** on April 10, 2012 and the **NYWBA Board Meeting** on May 9, 2012, the following members will be installed as NYWBA Officers, Directors and Delegates at the **NYWBA Annual Awards and Installation Dinner on June 12, 2012** (see Annual Dinner announcement on page 1):

**OFFICERS (2012-2013)**

President: Hon. Jacqueline W. Silbermann  
 Vice Presidents: Julie Hyman  
 Amy Saltzman  
 Yacine Barry  
 Treasurer: Ann E. Gittleman  
 Recording Secretary: Jennifer P. Brown  
 Corresponding Secretary: Deborah G. Rosenthal

**BOARD OF DIRECTORS  
Class of 2012-2015**

Leona Beane Patricia Ann Grant  
 Jo Ann Douglas Kay Marmorek  
 Catherine M. Foti Monique McClure  
 Amy B. Goldsmith

**Class of 2011-2014 (to fill an unexpired term)**  
Michael W. Appelbaum

**Class of 2010-2013 (to fill an unexpired term)**  
Bonnie R. Cohen-Gallet Kathryn E. Salensky

**Directors Continuing in Office**

Elizabeth A. Bryson Hon. Sherry Klein Heitler  
 Dawn M. Cardi Hon. Kelly O'Neill Levy  
 Hon. Laura E. Drager Virginia A. LoPreto  
 Felice B. Ekelman Susan M. Moss  
 Myra L. Freed Gretchen Beall Schumann  
 Hon. Phyllis Gangel-Jacob

**NYWBA MEMBERS OF WBASNY BOARD (2012-2013)**

Jennifer P. Brown Patricia Ann Grant  
 Elizabeth A. Bryson Julie Hyman  
 Dawn M. Cardi Marjorie Martin  
 Jo Ann Douglas Amy Saltzman  
 Hon. Betty Weinberg Ellerin Lisa A. Sokoloff

**WBASNY ELECTION RESULTS**

The following will be installed as WBASNY Officers at the **WBASNY Annual Convention on June 2, 2012**:

President: Maureen E. Maney (*Central New York*)  
 President-Elect: Donna E. Frosco (*Westchester*)  
 Vice Presidents: Andrea F. Composto (*Brooklyn*)  
 Jacqueline P. Flug (*Bronx*)  
 Irene V. Villaci (*Nassau*)  
 Treasurer: Maureen Crush (*Orange-Sullivan*)  
 Recording Secretary: Annette G. Hasapidis (*Westchester*)  
 Corresponding Secretary: Ann Baldwin Littman (*Rockland*)

*President's Message (Continued from Page 1)*

For our Annual Meeting, Past President Lisa Sokoloff organized and moderated a terrific program on "Making the Most of Your Career," which was designed for established attorneys and included panelists with sometimes very different perspectives about issues faced by women attorneys.

Our Annual Reception for Newly Elected, Newly Re-Elected and Newly Re-Appointed Judges in New York County was held on February 2nd at the Yale Club. We had a record-breaking attendance, and we were fortunate to have many judges, including from the Appellate Division, present.

Many thanks to the organizers of these and other programs and to all of the Committee Chairs for their outreach this year. We also formed a new committee this year, the Civil Court Committee, chaired by our distinguished member Hon. Andrea Masley.

To have had the Marriage Equality Act finally enacted in New York during the past year was a huge victory. It was a long and hard-fought fight, but ultimately, they got it right. I am pleased to report that Women's Bar Association of the State of New York ("WBASNY," of which we are all also members) was a key to the passage of this legislation.

Through WBASNY, we were heard on many other legislative matters, as well as other issues of state, national and international importance. WBASNY now has with more than 3,800 members across New York State, and it provides members with many benefits, from discounts on insurance to participating in statewide committees on topics of critical importance.

Of course, the final gala event of each term is our Annual Awards & Installation Dinner, which will be held on June 12, 2012. At this event, we will present *Hon. Carmen Beauchamp Ciparick*, Senior Associate Justice of the Court of Appeals, with the President's Special Award. She is a richly deserving recipient. In addition to being our long-time member and supporter, Judge Ciparick has dedicated her life to public service. She was the first Hispanic (man or woman) to serve on the New York Court of Appeals, and her personal and professional accomplishments are legion.

Congratulations to the incoming Officers, Directors and Delegates who will be installed during the Annual Dinner. I know that under the leadership of an extraordinary woman - incoming *President Hon. Jacqueline W. Silbermann* - we will do amazing things in 2012-2013.

Despite the solemnity of the occasion, the Annual Dinner is always a fun evening. During the cocktail hour, you can visit with colleagues and friends, eat delicious hors d'oeuvres, drink fine wine, participate in our raffle, and bid on magnificent auction items to benefit the NYWBA Foundation's Hon. Betty Weinberg Ellerin Fellowships.

Finally, a personal note. Although I had no role in it, I am so proud that my husband and law partner, Michael W. Appelbaum, was elected to the NYWBA Board. He has served the Association in so many ways over the years - as a Committee Chair, as head of the Silent Auction at our Annual Dinners, and in other capacities. I was amazed and thrilled when the Nominations Committee advised me of his nomination and when he was elected as the first man to serve as a Director. I know he will serve with honor and distinction.

**Hon. Carmen Beauchamp Ciparick  
to be honored with the President's  
Special Award at NYWBA Annual  
Awards & Installation Dinner  
held on June 12, 2012**

Hon. Carmen Beauchamp Ciparick is a graduate of St. John's University School of Law (1967). The first Hispanic (man or woman) appointed to the New York State Court of Appeals, her career has been, and continues to be extraordinarily impressive.

Judge Ciparick began her career as a staff attorney with the Legal Aid Society in New York City. She then served as an Assistant Counsel for the Judicial Conference of the State of New York, as Chief Law Assistant of the Criminal Court of the City of New York, and as Counsel in the Office of the New York City Administrative Judge. In 1978, she was appointed Judge of the Criminal Court of the City of New York, and in 1982 was elected as a Justice of the New York State Supreme Court. In 1993, Judge Ciparick was appointed to the New York Court of Appeals, where she has served with verve and distinction.

A long-time member of the NYWBA, Judge Ciparick's professional and personal accomplishments are legion, as are her contributions to and support of the Association.

We are proud to honor Judge Ciparick and hope you will help salute her by attending the Annual Dinner and/or by purchasing a tribute ad in the NYWBA Annual Dinner Journal (see dinner announcement on page 1).

**NOTES ON MEMBERS**

NYWBA expressed condolences to Advisory Council member **Marjorie A. Martin**, A.L.J., on the passing of her mother, Johnnie Ruth Martin. The family has requested that any donations 'be made to the "Ernest V. and Johnnie Ruth Martin Scholarship Endowment" at Prairie View A&M University (<http://www.pvamu.edu>). Condolences may be sent c/o Marjorie Martin's home address - 345 Webster Avenue, Apt. 4U, Brooklyn, NY 11230.

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**WELCOME NEW MEMBERS**

Sabrina M. Andrews  
Katrine Beck  
Alexandra L. Espinosa  
Laura Grossman  
Maria Matos  
Nandini P. Nair  
Dana M. Northcraft  
Jessica C. Peck  
Amrita M. Prabhu

Kara L. Rademacher  
Inna Reznik  
Naomi Schanfield  
Kenza Seghrouchni  
Amy F. Shulman  
Jasmine H. Silver  
Jessica Springsteen  
Noreen Weiss Adler

*Save the Date!*

New York Women's Bar Association  
and New York City Bar Association

present the 17th Annual Program on

**What It's Really Like to  
Practice Law as a Woman**

**July 12, 2012**

Law students, summer associates, interns, new attorneys, and recruiting coordinators are invited to hear an outstanding panel of attorneys share their experiences in large and small firms, non-profit organizations, government, and in-house law departments and discuss issues that significantly affect women in the profession.

Sponsorships: Law firms, companies, and other employers are asked to consider making a \$500 donation to help defray event costs. *Sponsors will be acknowledged at the event, on the NYWBA website, and in the NYWBA newsletter.*

For questions or to make a donation to support the program, contact [SummerProgram@nywba.org](mailto:SummerProgram@nywba.org).

2011 Summer Program



Last year's speakers and organizers of the Summer Program included: NYWBA Committee Co-Chair & Board Member *Cassandra Porter*, City Bar Executive Director *Barbara Berger Opatowsky*, NYWBA President *Patricia Ann Grant*, Speaker *Shalini R. Deo*, Speaker *Brandie Stellings*, Speaker *Camille Chin-Kee-Fatt*, Speaker *Jane Booth*, NYWBA Committee Co-Chair & Board Member *Stephanie Adduci*, and Speaker *Lynn K. Neuner*. (l-r)

## NYWBA CAREER FORUM A GREAT SUCCESS

On April 10, 2012, NYWBA presented a forum on *Making the Most of Your Career*. Past President **Lisa A. Sokoloff** (2007-08) organized the program and moderated a panel of four accomplished female attorneys who identified the paths and potential impediments to success and addressed how to overcome them. The forum was inspired by our annual summer program on *"What It's Really like to Practice Law as a Woman."* Unlike the summer program, this forum addressed the concerns of attorneys at all levels, not just those entering the profession.

The panel consisted of **Laurie Blumenthal Kleiman**, a partner in the New York office of Sidley Austin LLP, where she focuses on the representation of the investment funds and advisers and sits on Sidley's Committee on the Retention and Promotion of Women and Committee on Recruitment of New Associates; **Beth S. Rose**, a partner at Sills Cummis & Gross, PC, where she represents pharmaceutical and medical device companies in complex product liability and mass tort litigation; **Julie Kane**, an environmental lawyer who chose a career in-house at Novartis Pharmaceuticals and worked her way up from the legal department to the position of Vice President of Ethics and Compliance for Novartis Corporation; and **Martha E. Gifford**, a Past President of NYWBA and WBASNY President, who was previously Senior Counsel at a major law firm and currently has her own solo practice focusing on antitrust law and litigation.

Ms. Kleiman provided a "Do" and "Don't" list for associates who wish to be considered for partnership. While many of her suggestions were consistent with conventional wisdom, such as "dressing for the position you want, not necessarily the one you have," she also presented a revolutionary idea that challenged long-held perceptions about success, stating that "good girls" who grind out hours and good product are not necessary the individuals who are considered for partnership. While you have to do a good job in your legal duties, for most it is networking and rainmaking, and not billing and legal due diligence, that paves the way to partnership. She recommended that whenever a client or senior attorney suggests to associates that they attend events, they should do so, even if it means making up billable hours later. Ms. Kleiman suggested that looking for areas to develop an expertise is another way to secure one's future. Her path to partnership involved carving out a niche that no one else had considered in her firm

Ms. Rose focused on the art of rainmaking. She concurred that going to events, even those that appear to have no relationship to the firm or its business, can often translate into significant business. She discussed scheduling contacts with potential prospects just as you would schedule other business obligations, like attending meetings with clients or tracking your expenses. Touching base with contacts, if only by a telephone call or card, is often the way to form a bond and begin a strong and mutually beneficial relationship.

Ms. Kane counseled everyone who works in-house to learn as much as possible about the business, both in advance of applying for the position and once you are working for the company, because knowing more about the business makes you a better prospect and opens doors. She also emphasized the impor-

ance of taking risks. Following her own advice - when offered the opportunity she took a chance and left the legal department to move to the business side of the company, which led to a more significant responsibilities and an expanded career path.

Turning to the often-challenging topic of work-life balance, Ms. Kane, Ms. Rose and Ms. Kleiman agreed that female attorneys should not let work dictate whether or when to start a family. They emphasized that there is no wrong time. However, Ms. Kleiman noted that if you're going to have a baby and you want to come back, make sure your firm knows you want to come back, and if at all possible be sure to come back when you said you would.

Ms. Gifford then spoke about her journey and noted that, for many, going solo is a pipe dream. She explained that even in her area of law, which is generally feasible only as part of a larger practice, she found ways to make a solo practice both attainable and sustainable. She stressed the critical importance of preparation before deciding to go out on your own, including having the financial resources to do so, setting everything up before you go (including technology and financing), and not burning bridges at your former firm or employer. The advantages to having your own practice include getting to choose the clients you want to work with and deciding on the types of work one wishes to do. In her case, she was able to stop litigating cases directly for the most part and instead to focus primarily on providing strategic advice and counsel.

The Association thanks Lisa Sokoloff for her terrific work on this program, which was so successful that the panelists were deluged with questions long after the program concluded.

In light of the interest, NYWBA hopes to present this program again next year. We hope to see you then.



*Career Forum Speakers: Beth S. Rose, Julie Kane, Martha E. Gifford, Laurie Blumenthal Kleiman and Lisa A. Sokoloff (Moderator) (l-r).*

### Get Involved with NYWBA Committees

NYWBA Committees are making plans now for 2012-2013. To see a list of Committees, go to [www.nywba.org/committee.shtml](http://www.nywba.org/committee.shtml). If you would like to be considered to chair a Committee, send a note with your qualifications and contact info to [President@nywba.org](mailto:President@nywba.org). To join a committee, go to [www.nywba.org/committeechoice](http://www.nywba.org/committeechoice) or indicate your committee choice when you join or renew your membership ([www.nywba.org/membership](http://www.nywba.org/membership)).

**NYWBA Foundation Fellowship Report**  
*By Rachel Chen*

I highly value my fall 2011 fellowship with inMotion, Inc., funded by the New York Women's Bar Association Foundation. Through this 10-week experience, I am amazed at the insights I gained into the practice of law, much of which I could not have learned in law school. When I applied for the fellowship, I was looking for an opportunity that would enable me both to learn substantive law and to have direct client interaction. To my delight, the experience with inMotion enabled me to achieve both.

As part of my work at inMotion, I did intake for people who called the inMotion Hotline and asked for help with their legal issues. Most of the time we, the volunteer intakers, evaluated the potential clients over the phone to see whether inMotion could provide assistance. If, for various reasons, they didn't qualify for our services, we could still help them by giving out appropriate referrals. This was especially rewarding, because it allowed me to utilize all the available resources I had to help out people in real need, even though sometimes it was a little bit overwhelming listening to their sad stories. One time, I received a call from a first year law school student. It was the day before her final exams, and the father of her child was trying to take the baby from her. When I gave her the referrals, she said "Thanks a lot. I now feel much more confident walking into the exam room."

Another important part of my work dealt with individual cases. I worked in depth on a number of cases, including various matrimonial and family law matters. Under the supervision of inMotion staff attorneys, I interviewed clients, drafted documents, and managed case flow. I was able to learn how to communicate effectively with clients, how to build up client trust, and what it means to be a practicing lawyer. I felt very involved, because I was given the opportunity to take possession of the cases assigned to me. Sometimes the work involved substantive drafting, and sometimes it requires constant communication between the lawyer and the client. I feel so grateful that my lawyering skills were honed during my fellowship.

The most touching aspect of this work, however, was the personal connection I developed with the clients. Among the numerous client matters I was assigned, there was one custody case in particular that had a great impact on me. The legal issue at its heart was somewhat complicated, concerning the sufficiency of notice given with regard to out-of-state matrimonial proceedings. As I was handed the case file and got on the phone with the client, I soon realized that she was in a tougher situation than I had imagined. She had to take care of one disabled son, and her other child was hospitalized. She had no income, because her care-giver responsibilities made it impossible to find a job, and her estranged husband, paying no support for either child, was fighting against her for custody in a remote state. Yet she was always so energetic and positive. Inspired by her great attitude, I did my best to help her - drafting legal documents, providing social worker information, researching the public benefits for which she might be eligible, etc. She often called my office number; we were talking like friends. When I finally saw her settled down with her children, it was very rewarding. Lawyers are professionals, but I believe it is the humanity of this profession that inspires us always to work hard and wholeheartedly.

**NYWBA Foundation Fellow Reports**  
**on her Valuable and Fulfilling**  
**Experience at inMotion**  
*By Jacquelyn Bradford*

I was fortunate to be selected as the NYWBA Foundation inMotion Fellow for Spring 2012. I spent this spring working in the Manhattan office of inMotion. inMotion serves low-income women throughout New York City by providing free legal services in matrimonial, family, and immigration law. Many of inMotion's clients have experienced domestic violence in the past or are currently in need of protection from the threat of violence. These clients do not have the means to afford an attorney and often find navigating the legal system to be not only a challenge but a barrier to enforcing their rights. inMotion helps to fulfill these needs for legal counsel and representation by connecting women in need with volunteer lawyers and providing in-house legal services.

My work at inMotion focused primarily on matrimonial and family law. I answered inMotion's intake hotline, where I interviewed potential clients and provided referrals to callers who were in need of services that inMotion did not provide. Answering the hotline allowed me to develop interviewing and issue-spotting skills. I also worked on uncontested divorce cases. I had the opportunity to work with a client from the beginning of her case - interviewing her, explaining the divorce process, and drafting court documents and motions for her case. It was very rewarding to hear her story, including all of the challenges that she has overcome, and to know that I was helping her achieve closure by enabling her to legally sever the remaining ties she had to her abuser. Lastly, I had the chance to work on legal research questions, improving my research skills and deepening my substantive knowledge of matrimonial and family law.

inMotion has a friendly and supportive office environment. Everyone is committed to making a positive impact in their clients lives and to collaborating with one another to achieve this goal. I appreciated getting to know my supervising attorneys and the time they spent providing me with training, answering my questions, and providing feedback on my work. My fellowship with inMotion reinforced my commitment to a career in public service and desire to work with vulnerable populations. I would recommend volunteering with inMotion to both students and attorneys interested in family, matrimonial, or immigration law.

As a result of the cases in which I was involved and the wide range of intakes I did, I was exposed to an array of practice areas that allowed me to learn the substantive law in relation to these matters. From time to time, I conducted legal research on procedural issues, evidence rules, and recent developments in family law to assist my supervising attorney. In many cases, I used my knowledge of the law to assist with case planning and the drafting of correspondence with the court and the other side. I feel I know so much more about family and matrimonial law now.

I truly appreciate my experience at inMotion and am very grateful to the New York Women's Bar Association Foundation for sponsoring me and other students for this experience.

## Preparing for One of Retirement's Major Expenses - Taxes

By Michael Salmon

As you plan for retirement, you're likely considering the major expenses you may encounter, such as housing and health care. But are you overlooking something that may have a significant impact on your ability to achieve a financially secure retirement?

If the bulk of your retirement savings are in tax-deferred accounts (workplace plans and traditional IRAs), most or all of your distributions will be subject to ordinary income tax rates. This may leave you with less cash flow than you expect, which could impact your ability to meet your day-to-day expenses.

### A starting point - spread your savings out

So how can you reduce the impact of taxes on your retirement portfolio? Just as portfolio diversification is recognized as a good approach to investing, tax diversification can play an important role in helping you potentially enhance your retirement savings when the time comes to withdraw money from your accounts. You may have the ability to stretch your retirement dollars further if you can manage retirement distributions in a tax efficient way. Consider diversifying your savings into three different tax "buckets":

- **Tax-deferred accounts** - workplace savings programs (including 401(k) and 403(b) plans), traditional IRAs and annuities.
- **Tax-free accounts** - Roth IRAs, cash value life insurance, municipal bonds, if appropriate.
- **Taxable accounts** - savings and investments outside of tax-advantaged vehicles.

The biggest challenge is often directing enough money into tax-free accounts such as Roth IRAs. Because there can be tax consequences in that event, Roth conversion is not always a viable option for investors to consider - so keep in mind that if you choose this process, the earlier you begin the better. Also be aware that you are not able to deduct any contributions to a Roth, as they are after tax dollars.

### In retirement - manage your distributions

Efficiently managing distributions from your tax-deferred accounts is important because most distributions from 401(k) plans and traditional IRAs are subject to ordinary income tax rates, and will increase your taxable income. Investors with a tax-diversified portfolio, comprised of assets in taxable, tax-deferred and tax-free accounts, are often best positioned to manage cash flow during retirement.

For example, let's assume you expect to use your 401(k) plan to meet your annual income requirements. You will need to pull out more than what you need as annual income from your plan - or tap your bank account - to cover the taxes you'll owe on this income. (The actual amount depends on your income tax rate.) If you didn't account for this in advance, your savings may be depleted more quickly than you planned. And depending upon where you are in the tax brackets, the actual amount you with-

draw may push some of your income into a higher tax bracket, making it more important to manage your distributions.

If you have the ability to pull part of your necessary cash flow from a tax-free account, such as a Roth IRA, you may be able to reduce the amount of taxes you pay throughout your retirement, stretch out your qualified plan distributions and still meet your income needs. (Remember of course, that you did pay tax on the money that's saved in your Roth account. You simply paid it before you invested it for retirement or at the time you converted it from a traditional retirement savings plan.)

Also keep in mind that there's a common assumption that your income tax rate in retirement will be lower than it was during your working years. While that is true for some retirees, it is not true for all. Your individual retirement savings and distribution strategy needs to be based on how you intend to spend your retirement years, with the potential impact of taxes only being one piece of the puzzle.

Consider working with a financial advisor who can help you to plan for retirement and other long-term financial goals while keeping tax expenses in mind. Though your financial planner will not be able to give you direct tax advice, he or she will work with you and your tax advisor. By being proactive in the years when you are still accumulating wealth for retirement, you can achieve greater tax-diversification in your overall portfolio by the time retirement begins, giving you more flexibility with the money you've saved.



Michael Salmon is a Senior Financial Advisor with Ameriprise Financial in Midtown Manhattan. Michael specializes in Financial Planning, Investment Portfolio Management, Retirement Planning Strategies, Estate Planning Strategies, and Saving for Education. Michael is an active public speaker and financial columnist. You can reach Michael at (646) 964-9470 or [michael.b.salmon@ampf.com](mailto:michael.b.salmon@ampf.com).

Michael is licensed and registered to conduct business in NY. Based on licenses and registrations he holds, he may also conduct business in MI, MA, OR, FL, PA, NM, NC, CA, RI, CT, KY, NJ, and LA.

Source for statistics: Women's statistics from the U.S. Department of Commerce Economics and Statistics Administration for the White House Council on Women and Girls, March 2011.

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## ~ R E M I N D E R ~

The new membership year starts **June 1, 2012**.  
Don't forget to RENEW your membership for 2012-2013!

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and click on "Membership" to access our  
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## NYWBA Membership Information

We thank our current members for their continued support and involvement, and we look forward to welcoming new and renewing members. Take advantage of our many member benefits - join committees, network, participate in mentoring circles, attend our signature events, and get CLE credits at our innovative and compelling programs at a significantly reduced cost. It's easy to join or renew - go to [www.nywba.org/Membership](http://www.nywba.org/Membership) to access our secure online membership form.

Current members should send updated address and contact information to [ED@nywba.org](mailto:ED@nywba.org). This will help us keep you informed about our programs, events and other benefits of membership.

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Submissions must be sent to the Newsletter Committee by the **10th** of the month for publication in the following month's Newsletter. Please submit articles, announcements, upcoming event programming, photos, committee news, member news and ads to [newsletter@nywba.org](mailto:newsletter@nywba.org). Submissions should be proofed and cite-checked, and NYWBA retains the usual editorial discretion to omit or edit all contributions. Please send an email to [newsletter@nywba.org](mailto:newsletter@nywba.org) if you have questions or are interested in joining the Newsletter Committee.

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