

BAR BRIEFS

Official Publication of the Macomb Bar Association

July 2024

A professional headshot of Dana Freers, a woman with long, wavy, light brown hair with pink highlights, smiling warmly. She is wearing a black blazer over a dark top and a necklace with three blue beads. The background is a solid, muted blue-grey color.

**96th Macomb Bar Association President
Dana Freers**



SSR ||| LAW

ELDER LAW & ESTATE PLANNING

Referral Fees Guaranteed

Medicaid	Estate Planning
Veterans Benefits	Trust Administration
Probate	Special Needs Planning

(586) 239-0871

ssrlawoffice.com

FACILITATIONS, CASE EVALUATIONS UNDER NEW RULE 2.403 & ARBITRATIONS

PROFESSIONAL EXPERIENCE

- 40 years personal injury litigation
- 18 years as a plaintiff attorney
- 22 years as a defense attorney
- Neutral Case Evaluator - Macomb County
- Neutral Case Evaluator - Wayne County
- AV rating by Martindale Hubbell for more than 25 years (highest rating in both legal ability and ethics)
- Completed more than 60 civil jury trials
- Experience in auto negligence, first party cases (PIP), general negligence, premises liability, dramshop, medical malpractice and 1983 excessive force cases.



THOMAS M. LIZZA

IMMEDIATE SCHEDULING AVAILABILITY -IN PERSON OR ZOOM
REASONABLE RATES - 39501 Garfield Rd., Clinton Twp., MI 48038

O: (586) 225-7200 · C: (248) 563-2391 · TOM@THOMASMLIZZAPC.COM

Bar Briefs

Together. We are MORE!

IN THIS ISSUE:

- 2 Change is inevitable; growth is optional
By Dana Freers, President of the Macomb Bar Association
- 3 New Beginnings
By Kelly Bennett, Executive Director of the Macomb Bar Association
- 4 Meet The New MCBA President
By Erin Freers-Cole, Assistant Public Defender, Macomb County Public Defender's Office
- 5 It's A New Day!
By Bobbie Camacchi and Charlene Distler, Paralegals Extraordinaire
- 6 FTC Issues Sweeping Final Rule Banning Post-Employment Non-Compete Agreements
By Charles E. Turnbull and Arvin F. Zora, O'Reilly Rancilio P.C
- 8 Retirement and Divorce
By Timothy P. Flynn and Frank L. Briguglio, Clarkston Legal
- 12 Annual Meeting 2024
- 16 Classifieds

Macomb Bar Association

Macomb County Circuit Court Building
40 North Main St., Suite 435 • Mount Clemens, MI 48043-1037
(586) 468-2940 • MacombBar.org



MACOMB BAR ASSOCIATION
EST. 1906

Editor's Note: The opinions expressed in Bar Briefs do not reflect the official position of the MCBA, nor does this publication constitute an endorsement of the views expressed. Bar Briefs (ISSN0886-506X) is published monthly by the Macomb County Bar Association. Copyright 2024 by the Macomb County Bar Association. Periodical class postage paid at Royal Oak MI 48043. POSTMASTER: Send address correction to MCBA Bar Briefs, 40 North Main St., Suite 435, Mt. Clemens, MI 48043-1037.

Macomb County Bar Association 2023-2024 Board of Directors

President
Dana Freers
(586) 795-4150

President-Elect
Farrah Ramdayal-Howard
(586) 239-0871

Secretary
Sherree Detzler
(586) 254-0089

Immediate Past President
Ryan Zemke
(586) 569-7814

Treasurer
Erin Freers-Cole
(586)-795-4150

Directors
Sean Blume
(855) 588-4352

Hon. John Chmura
(586) 574-4925

Jenna Bommarito Cross
(586) 685-2552

Aaron J. Hall
(586) 469-7293

Michael "Mickey" McCullough II
(248) 746-4064

Erin Solaiman
(586) 239-0871

Bryan A. Sunisloe
(586) 463-0300

Young Lawyers Section Chair
Zachary Morgan
(248) 816-9342

Women Lawyers Association of
Michigan - Macomb Region
Noraline Issak
(313) 466-8300

Macomb Bar Admin Team

Executive Director
Kelly Bennett
kbennett@macombbar.org

Editor in Chief
Aaron J. Hall



Change is inevitable; growth is optional

By Dana Freers, President of the Macomb Bar Association

Welcome to a new year of the Macomb County Bar Association! Thank you, thank you, thank you to Lori Smith and Ryan Zemke for everything they've done for the last year. We wouldn't be here without you.

Welcome to our new Executive Director, Kelly Bennett! She's extremely motivated and looking forward to meeting each and every one of you so make sure you stop by the bar office and introduce yourself.

I'm excited to serve the next year as your President. I know it's been a year of change. This next year I hope to bring back some of your favorite events (definitely the golf outing) and maybe introduce some new ones too (kickball anyone?).

We are here to serve our members and we definitely want to hear from you what you want from the MCBA. Coming soon look for a survey so we can get your feedback.

An organization lives and dies by its membership. I'd like to get our committees up and running again. If you have an interest in helping with any of the committees, or even starting a new one, please let me know. We currently have a group reviving the paralegal section which I'm really looking forward to! I'd love to see more of you getting involved this year.

Speaking of getting involved, we are always looking for help with Bar Briefs. Want to share an update with your colleagues? Or help with continuing legal education? We want to hear from you! Write an article for Bar Briefs and get the prestige of being published and helping out your fellow practitioners.

We'll also be adding a feature where we spotlight one of our members each month. Choose someone you admire and respect, nominate and interview them. It's amazing what we can learn about and from each other.

We're also looking at the bar office itself. We've kicked around the idea of renovating for quite some time but this year, let's get it done! What changes would you like to see? How can we better the office to serve our members? Let us know!

I'm hoping you can join us at this year's MCBA Board installation. July 18th from 5:30-8:30 pm, Board swearing in at 6:00 pm, at the Fraser Lions Carnival located at Steffens Park in Fraser. This is a free event for our members, we just ask that you register. I can't wait to celebrate!

Finally, as we look to the future of the Macomb County Bar Association remember that "Change is inevitable; growth is optional." I'm excited to see what the future holds for the MCBA and I can't wait to share this journey with all of you!

**We are here to serve
our members and we
definitely want to hear
from you what you
want from the MCBA.**



New Beginnings

By Kelly Bennett, Executive Director of the Macomb Bar Association

Dear Macomb Bar Members,

I am honored to be the new executive director of the Macomb County Bar Association. As I write this, I am finishing my sixth week on the job, and I can say two things: there is much to learn, and I am so excited to work for you all.

In the coming months, I plan on doing a lot of listening and learning. I hope members will continue to share their thoughts, frustrations, and dreams with me about the Association so I can better work for you. No suggestion is too big or small. The work you all do is invaluable, and supporting you and that work is at the top of my list.

One of the highlights of my time here so far was attending the Annual Meeting on June 13. I enjoyed putting faces to the names and voices. It was wonderful to see the three Members honored with awards this year. R. Timothy Kohler received the Gideon Award for zealously representing indigent clients in Macomb County. Joan Morgan received the Kimberly M. Cahill Civility Award for her civility, direct approach, respectful representation, and keen legal insight. Leza Elias received Pro Bono Service Award for her dedicated and compassionate representation of low-income residents.

The Foundation shared how Law Day made an impact this year and about their scholarship award ceremony, which took place on July 1 in Judge Joseph Toia's courtroom. New Board Directors for the Foundation and Association were announced and outgoing presidents Angela Medley and Ryan Zemke were

honored. I am grateful for the work they did before I joined the Association, as well as the help they've offered me as I learn the ropes.

I'd love to meet you! I'll be in the office daily, Monday through Friday, from 8:30 AM to 4:30 PM, barring the occasional meeting or event. We have a conference room, Zoom meeting room, lounge area, member computer, printer/copier, office supplies, and most importantly, coffee, water, and snacks. Please stop by and see what we have to offer, and if you have suggestions, I'd love to hear them.

If you can't make it to the office, let's meet at Dana Freers' installation event on July 18. We'll be enjoying the Fraser Lions Club Carnival's food, drinks, and rides and celebrating Dana's upcoming presidency. The fun kicks off at 5:30 pm in the beer tent, and her swearing-in is at 6 pm. The whole family is welcome!

Thank you for the opportunity to grow and develop the already amazing Macomb County Bar Association.

Kelly Bennett
Executive Director, MCBA

Kelly Bennett served as the Head of Circulation at the Ferndale Area District Library for 12 years. She specializes in project management, process development, collaborative leadership, and relationship building. Her time at the library and at the Arab American National Museum gave her over 20 years of experience planning and executing special events, including concert series, discussion panels, seed swaps, and author events. She is a graduate of Wayne State University and has a purple belt in Brazilian Jiu-Jitsu.

There is a vacancy on the Board of Directors.
See page 14 for Letters of Interest for Appointment.



Meet The New MCBA President

*By Erin Freers-Cole, Assistant Public Defender,
Macomb County Public Defender's Office*

I am thrilled to introduce the new Macomb County Bar Association President, my sister, Dana Freers. Many of you already know her and have seen her around various courts in the County. She has been a practicing attorney, mainly in Macomb County, for approximately 20 years. Her practice consists of a general practice along with our dad, Steven Freers. She does a great deal of criminal defense, family law, real estate, probate, general civil, and is a contract attorney for Detroit's Clean Slate Project. She is also the MACC for the 39th District Court cities of Roseville and Fraser.

Outside of her legal practice she is incredibly active in her community. She is a member of the Fraser Lions Club, past president and member of the Roseville Optimists, Fraser Goodfellows, board member of Macomb County Community Mental Health and serves on the Character and Fitness Committee for the State Bar of Michigan. When she is not working or volunteering, you will find her on the field cheering on her children's various sporting activities, usually all decked out in appropriate team gear!

Dana is a fierce advocate for the people and causes she believes in, if you are lucky enough to call her a friend, she will be a friend for life. If you are having a bad day or need something, she has an uncanny ability and will go out of her way to make you feel better. She is a natural born leader and fabulous event planner. She has hosted many successful pool parties. These are all qualities that will greatly aid in her as your next MCBA President. I know that she wants to focus on members and what members want out of the MCBA.

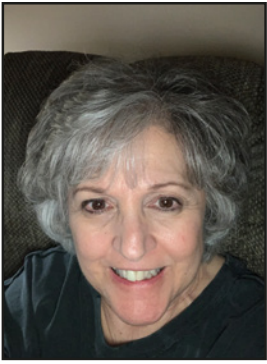
If you know Dana, you know she is not truly happy unless she has a million things going on at once. She will also suck in even the most reluctant, myself included, however, if you go along, you will end up having a great time, as I have learned. She is a constant whirlwind of activity that leaves those around her marveling at how she is able to do it all and do it all so well. She will plan some great events this year and I know she hopes to hear from you about events that you want to see and attend.

All of these qualities and her experience has prepared her to lead the MCBA. As Paul Coelho has said, "the world is changed by your example, not your opinion." Dana sets an excellent example daily with her dedication to her family, work and her community. She is the perfect person to lead the MCBA into its next chapter. She has lived by Mark Twain's words, "Always do right. This will gratify some people and astonish the rest." We are looking forward to the next year of gratification and astonishment!

SAVE THE DATE

DANA FREERS
MACOMB BAR ASSOCIATION
96TH PRESIDENT
INSTALLATION CELEBRATION

Thursday, July 18, 2024
Fraser Lions Club Carnival
More details to come!



It's A New Day!

*By Bobbie Camacchi and Charlene Distler,
Paralegals Extraordinaire*



Long ago there was a paralegal section of the Macomb County Bar Association. It was a robust section with a lot of activity. In fact, we almost got Erin Brockovich to appear and present an overview of the famous case the movie was based upon. But alas, things faded away.

Well, that was then, and this is a **new day!** With new energy, we proudly announce that the section, with the blessing of the current president of the Bar, Ryan Zemke, will have its first meeting on: **September 19, 2024.** Stay tuned for the location of this meeting; it will be posted on the event calendar on macombbar.org and social media channels.

Advantages to joining the Paralegal/Legal Assistance Section (which will welcome all legal support persons as well):

- **Vast resources.** For years paralegals that we met, eons ago, still count on one another for assistance. If you practice in the area of probate, for example, occasionally you need a family law attorney or a bankruptcy attorney. Send an email to a fellow section member and get the help you need!
- **Continuing Education.** The general bar is not a specialty bar and the topics you receive education on vary, something that you learn gets tucked away for future use. So many areas of law over-lap one another.
- **Exposure to innovative ideas.** Especially in today's fast paced world, there is no better way to help educate yourself to a shifting paradigm, a new way to look at a demanding situation, than learning from others firsthand. Brainstorming in Q & A sessions, round table discussions, the possibilities are enticing. Add more tools to your toolbox.
- **Energizing.** As we become more specialized in a certain areas of law, and matters become more rote, there is a comfort level. But also, the danger

that things become too boring. An occasional dinner meeting, seminar, or full-blown conference can energize you and allow you to appreciate others that become resources or an affirmation of all you do know.

- **Discretely looking** for a new position? There is no better way to find a new position than by word of mouth. And these are the good positions.
- **And if you are really lucky,** create great enduring friendships with like minded folks.

Hope to see you there!


MACOMB COUNTY PROSECUTOR


PETER J. LUCIDO


PROTECTOR OF
THE PEOPLE

**JOIN THE MACOMB COUNTY PROSECUTOR'S
OFFICE EMAIL NEWSLETTER**

- Learn about New Policies and Procedures
- What's Going on in the Prosecutor's Office
- Prosecutor and Staff Updates
- Recent Convictions and Sentencings
- Stay Informed







SUBSCRIBE TO
THE MACOMB PROSECUTOR
EMAIL NEWSLETTER



FTC Issues Sweeping Final Rule Banning Post-Employment Non-Compete Agreements



By Charles E. Turnbull and Arvin F. Zora,
O'Reilly Rancilio P.C

O'REILLY RANCILIO P.C.
ATTORNEYS AT LAW

On April 23, 2024, the Federal Trade Commission (“FTC”) extensively banned post-employment non-compete agreements in a lengthy opinion (the “Final Rule”). The Final Rule (16 C.F.R. Part 910) prohibits businesses from exerting or enforcing existing post-employment non-compete agreements with employees and independent contractors.

The Final Rule defines a “non-compete clause” as “a term or condition of employment that prohibits a worker from, penalizes a worker for, or functions to prevent a worker from (1) seeking or accepting work in the United States with a different person where such work would begin after the conclusion of the employment that includes the term or condition; or (2) operating a business in the United States after the conclusion of the employment that includes the term or condition.” The final rule further provides that, for purposes of the final rule, “term or condition of employment” includes, but is not limited to, a contractual term or workplace policy, whether written or oral. The final rule further defines “employment” as “work for a person.” (Final Rule, pg. 3-4.)

The above definition broadly encompasses and retroactively captures non-compete agreements made prior to the effective date of the Final Rule, which is September 4, 2024 (the “Effective Date”). Going forward, existing non-compete agreements shall be rendered unenforceable with workers other than pre-existing non-competes agreements for workers qualifying as “senior executives.” Henceforth, the Final Rule reflects that engaging in prohibited activities relating to non-compete clauses constitutes an “unfair method of competition”.

Exceptions to the Ban on Non-Compete Agreements

Bona Fide Sale of a Business. The Final Rule includes a carve out for businesses to be able to enforce non-compete covenants that are entered pursuant to the bona fide sale of a business entity, or of all or substantially all of the entity’s operating assets. A “bona fide” sale is one made in good faith and not for the purpose of evading the Final Rule. The FTC noted that it considers a bona fide sale to be one that is made between two independent parties at arm’s length, in which the seller has a reasonable opportunity to negotiate the terms of the sale. (Final Rule, pg. 342.)

Senior Executives. The Final Rule allows enforcement of existing non-competes with “senior executives,” but prohibits employers, as of the Effective Date, from agreeing to or enforcing new non-competes with senior executives. In order for this limited exception to apply, a worker who must be in a “policy-making position” and receive “total annual compensation” of at least \$151,164 in the preceding year or the equivalent amount when annualized if the worker was

employed during only part of the year. (Final Rule, pg. 345.)

Non-Profits. The Final Rule does not apply to non-profit organizations, which are excluded from the FTC’s purview.

Non-Disclosure/Confidentiality (NDA) and Non-Solicitation Agreements. Generally, NDAs and non-solicitation agreements remain in effect under the Final Rule. Businesses may continue to enter into agreements with their workers to keep their trade secrets and other competitively sensitive information confidential. Non-solicitation agreements, per FTC guidance, “are generally not non-compete clauses” because they “do not prevent a worker from seeking or accepting other work or starting a business.” However, both NDAs and non-solicitation agreements could potentially run afoul of the Final Rule if they are so broad or onerous that they functionally prevent a worker from working in the same field for another employer or in business for themselves. (Final Rule, pg. 77-78.)

Mandatory Notice of Unenforceability

The Final Rule imposes a substantial procedural burden on employers. The final rule requires businesses to provide a clear and conspicuous notice by the Effective Date to workers that their non-compete agreements with the worker will no longer be enforced. The notice must identify the employer who entered into the non-compete and must be delivered in writing by hand to the worker, by email at an email address belonging to the worker, by text message at a mobile telephone number that belongs to the worker, or by mail to the worker’s last known home street address. (Final Rule, pg. 328-329.)

Challenges to the FTC Ruling

Legal challenges to overturn the Final Rule are already underway. Litigants are arguing that the FTC has exceeded its administrative authority. The challenges appear to be mostly focused on the lack of statutory authority for the FTC to impose this type of substantive ruling, and particularly for such a sweeping decision that will affect the vast majority of businesses around the United States.

Next Steps for Businesses

There is a significant amount of uncertainty concerning how long it may take to reach a conclusion in the various legal challenges that are pending and are to come. While the ultimate fate of the Final Rule remains uncertain, businesses should take a proactive approach by (a) reviewing existing non-compete

agreements, plans, and policies to ensure compliance with the Final Rule; (b) prepare to send notices by compiling a list of impacted current and former workers/employees with relevant contact information; (c) model notice language in accordance with the Final Rule; and (d) evaluate whether there are “senior executives” who should sign non-competes prior to the Final Rule’s Effective Date.

O’Reilly Rancilio P.C. is closely monitoring all developments with respect to the FTC’s ruling and is ready to assist businesses as they navigate the uncertainties created by the Final Rule. Please contact Charles E. Turnbull at cturnbull@orlaw.com or Arvin F. Zora at azora@orlaw.com with any questions or if you would like to discuss further.



Denis LeDuc
District Court Judge, Retired
drleduc586@gmail.com
586-265-5999
denisleduc.com



DENIS LEDUC, LLC
MEDIATION, FACILITATION, & ARBITRATION

12900 Hall Road., Ste. 310
Sterling Heights, MI 48313
Office: 586-997-6484

51543 Van Dyke Av.
Shelby Twp., MI 48316
Phone: 586-265-5999

NURSING HOME · ASSISTED LIVING · ADULT FOSTER CARE

ABUSE & NEGLECT



**Olsman MacKenzie
Peacock & Wallace**
ATTORNEYS & COUNSELORS



Bedsore	Head Injuries	REFERRAL FEES PAID PROMPTLY. REGISTERED NURSES ON STAFF. PROUDLY SERVING THE ENTIRE STATE OF MICHIGAN.
Falls & Fractures	Death	
Medication Errors	Wandering & Elopement	
Choking	Financial Exploitation	
Restraints	Amputation	

2684 W. Eleven Mile Rd. · Berkley, MI 48072 · 248-591-2300
www.nursing-homelawyers.com



Dan Beck
dbeck@mdil.net

Metro Detroit Injury Law, PLLC
(downtown Mt. Clemens)

Now accepting your personal injury, wrongful death and medical malpractice case referrals

- Excellent verdicts and settlements since 1991
- Michigan Super Lawyer since 2011
- D Business - Top Attorneys
- Hour Detroit - Best Personal Injury Lawyers
- American Board of Trial Advocates member
- Wayne, Oakland and Macomb case evaluator
- 18 consecutive jury trial wins

(586) 468-6345 www.mdil.net



Retirement and Divorce

*By Timothy P. Flynn and
Frank L. Briguglio, Clarkston Legal*



Imagine you're in your sixties and you've been married for 35-years. Both you and your spouse have been employed throughout your marriage, even when you were raising your three children. She blindsides you with a divorce filing; now what?

Here's another one: imagine that the two of you planned your whole married lives for retirement; a retirement together. Now that it has arrived, you wake up one day only to realize that you just don't want to spend the rest of your retirement with this person.

A third scenario: you retire, but your spouse continues working full-time deep into her sixties. Lately, she seems to resent you and has been bringing up divorce.

These and other scenarios are popping-up frequently in our law practice over the past few years. The divorce rate for married couples over 60 -couples eligible for retirement- is rising higher than any other age group. This post explores some of the basics of retirement and its intersection with the divorce process.

For many retirees, the adjustment is twofold: on the one hand, they move away from a group of people -their work colleagues and peers- who were like a second family; on the other hand, they now have a surplus of time to spend, usually with their spouse. This can precipitate some tensions.

Just as people change as they grow into adulthood, they also change as they approach retirement. Short and long-term marriages hang in the balance of how married couples handle these changes.

The "Peak 65" Era.

This year, a record number of so-called "baby boomers" will attain the age of 65. Over 11,000 people are attaining age 65 in the United States every single day and this will continue for a while. Economists and sociologists are predicting significant long-term effects to our society, our culture and the economy.

One of the factors married couples consider as they approach retirement is whether and when one or both of them will apply for social security. Ever since baby boomers were teenagers, they have been hearing that social security may not be there when they are ready to retire.

If you were born in 1957 or earlier, you are eligible for your full Social Security benefit. The full retirement age is 66 if you

were born from 1943 to 1954. The full retirement age increases gradually if you were born from 1955 to 1960 until it reaches 67. Peak 65 has no doubt placed much fiscal pressure on the social security system and raises doubts and stress levels among married couples in this age group.

One method of addressing this uncertainty is for one or both spouses to work longer; perhaps longer than anticipated. A trend noted by economist Teresa Ghilarducci in her recently published book *Work, Retire, Repeat* is to switch jobs or industries later in life to find something that doesn't feel as much like work, but brings in income to supplement a couple's retirement savings. This too, however, can lead to stressors sufficient for one or both spouses to consider a divorce.

One Spouse Retires; the Other Does Not.

This mode of retirement can lead to resentment even in the strongest of marriages. While there may be several good reasons for one spouse to remain in the work force, the working spouse often feels like she is carrying the couple financially; that spouse may become jealous about all of the other spouse's newly discovered free time.

On the other hand, the retired spouse may become bored or question his self-worth; he may also harbor feelings of resentment toward the working spouse. These issues need to be talked out and addressed as a married couple as they arise. Counseling may also be a good idea at this point in the marriage so that feelings do not fester and build up.

In the event of a divorce, the working spouse may feel entitled to the portion of retirement savings earned during the years while the other spouse was retired. A typical property division, however, does not allocate retirement assets in this manner; the retirement assets earned during the marriage are divided equally regardless of whether one spouse was retired while the other spouse was working to attain such savings.

Simultaneous Retirement.

Assuming both spouses worked during the marriage, couples sometimes decide to retire together. This is a significant adjustment. If both spouses are not prepared for this life change, adjustments to the married couples' mind set could be in order.

In the simultaneous retirement model, both spouses not only have a significant amount of time on their hands, their dual income also disappears. This too is a significant adjustment that takes getting used to by the married couple. People, including spouses, react differently to having time on their hands, just as people, and spouses, react differently when their disposable income disappears.

Every couple handles such a change in status differently. Not every couple makes it into retirement gracefully. Just as when a couple starts having babies, if the marriage is not on solid footing before kids, the multilateral changes that children introduce sometimes rents the marriage asunder. Our law firm has observed similar patterns in the retirement phase of a marriage. Obviously, the best predictor of a strong marriage in retirement is the strength and quality of the marriage prior to retirement.

Basic Division of Retirement Assets.

Retiring couples facing divorce have the task of taking an inventory and negotiating a division of their retirement assets. In most cases, an even 50/50 split is the result of the divorce proceeding.

Other cases are complicated by premarital components to the 401(k) or IRA. Sometimes a loan balance exists on the plan and needs to be apportioned to one of the divorcing spouses.

Retirement assets most often take the form of a defined benefit plan (i.e. a pension) or a defined contribution plan (i.e.

a 401(k) plan). Pensions, of course, are becoming more rare. We still see a fair amount of cases with public servants that have pensions, i.e. teachers, police officers and firefighters. Most private businesses stopped funding pensions long ago.

In many cases, a divorcing spouse’s financial goals will affect how to approach the division of retirement assets. For example, we are often faced with a spouse that desires to stay living in the marital home. This desire sometimes deepens as the spouse nears retirement. They become willing to trade retirement dollars for their spouse’s portion of the home equity.

Every case is different, of course. While there are myriad retirement strategies and platforms, certain principles do apply in divorce proceedings. First, we try to equalize the retirement assets with the minimal amount of roll-overs. Second, a qualified domestic relations order is prepared by a specialist, if necessary. These are usually prepared by a specialist.

Second, pre-marital components of a spouse’s retirement are carved-out of the marital estate. Therefore, if one spouse diligently saved for retirement prior to the marriage, then she gets to retain those savings as her separate property. There are exceptions to these general rules.

Clarkston Legal is a group of attorneys practicing in the areas of Family Law, Probate and Criminal Defense centrally located in Northern Oakland County The firm is only minutes away from Oakland County Circuit Court and practicing in all adjacent counties.



Greg Jones
2023 Michigan Super Lawyers
Rising Stars Honoree

Sam Morgan
2006 to 2023 Michigan
Super Lawyers Honoree

Your occupation is *Our* occupation

Sam Morgan & Greg Jones have a team of **Employment Lawyers** with decades of experience providing advice, counsel and representation to Employees and Employers in a wide variety of occupations, for:

- Wrongful discharge cases, including breach of employment contract, discrimination, harassment and retaliation
- Non-payment of compensation disputes, including commission, bonus and incentive compensation arrangements, and FLSA violations
- Enforcement of equity award agreements and minority shareholder rights
- Defending against mobility-killing non-compete and non-solicitation contracts
- Separation agreement reviews and severance negotiations
- Drafting employment contracts
- HR counseling, defending against government investigations

Our team includes Senior Associate, Barbara Urlaub, and Of counsel attorneys, David Kotzian, Donald Gasioerek, Raymond Carey, and Paul Hines
*2023 Michigan Super Lawyers Honorees

Toll Free Phone: **888.421.9704** | Local: **248.865.0001**
Locations: Farmington Hills, Sterling Heights, Downriver
www.work-lawyers.com



SUBSTANCE ABUSE EVALUATIONS

Substance abuse evaluations for Court,
Probation, and Driver's License Restoration

Alexis Brown, MA, LPC, CAADC

Clinical Therapist

(586) 232-5395

alexisbrown@optimumevaluations.com

www.optimumevaluations.com

22725 Greater Mack Ave., Ste. 301B | St. Clair Shores, MI 48080

FORENSIC POLYGRAPH EXAMINATIONS

J. P. Carey Consulting, Inc.

CRIMINAL SUSPECT TESTING • CIVIL STATEMENT VERIFICATION

FAMILY LAW & INSURANCE ISSUES RELATED TO DIVORCE, CUSTODY, ARBITRATION

J. Paul Carey

Certified Forensic Polygraph Examiner

Retired Detective/Polygraph Examiner, Sterling Heights Police Department

Member:

American Polygraph Association

Michigan Association of Polygraph Examiners

Sterritt Office Plaza, 45100 Sterritt, Suite 102, Utica, MI 48317

(Northwest of M-59 & M-53)

(586) 323-9620



Integra Realty Resources
Detroit

Navigate Legal Challenges
with Confidence:
IRR-Detroit's
Expert Litigation Support

LITIGATION SUPPORT AND EXPERT TESTIMONY: A CUT ABOVE

Integra Realty Resources-Detroit's litigation support and expert testimony services are unmatched, providing your legal team with a competitive edge. Our distinguished team includes 9 MAIs and 16 Certified General Real Estate appraisers, each bringing deep specialization in a wide array of property types. From apartments and senior housing to industrial buildings and shopping centers, our experts deliver precise and defensible valuations, critical in legal disputes, especially in divorce cases.

LOCAL KNOWLEDGE, NATIONWIDE REACH

With Michigan offices in Detroit and Grand Rapids, we offer unparalleled local market insights. We also have offices in most other states, with the capability to handle multi-state portfolio assignments. Our access to exceptional real estate data and analytics supports the development of winning litigation strategies, tailored to the nuances of each case.

CHOOSE IRR-DETROIT FOR UNMATCHED REAL ESTATE EXPERTISE

Partner with IRR-Detroit for your litigation needs. Our comprehensive services, from detailed valuations to expert testimony, are tailored to support legal professionals.

For consultations and to explore our Litigation and Expert Witness services, contact us today. Let the specialized knowledge and extensive experience of IRR-Detroit bolster your legal strategy.

Integra Realty Resources - Detroit

Brad Conkey

Senior Director

400 W. Maple Road, Suite 100, Birmingham, MI 48009

T 248.245.5393

bgconkey@irr.com | www.irr.com/detroit

When The Tough Cases Demand Results



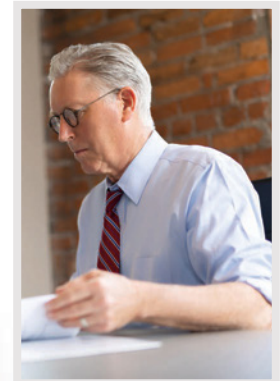
Honorable

Mark S. Switalski (Ret)

Mediation, Facilitation & Arbitration

Judge Switalski's 30+ years of judicial experience allows him to unlock solutions for some of the toughest legal cases mediated in Metro Detroit.

ADR with Judge Switalski places skill, empathy, knowledge of the courtroom and integrity at the center of your case.

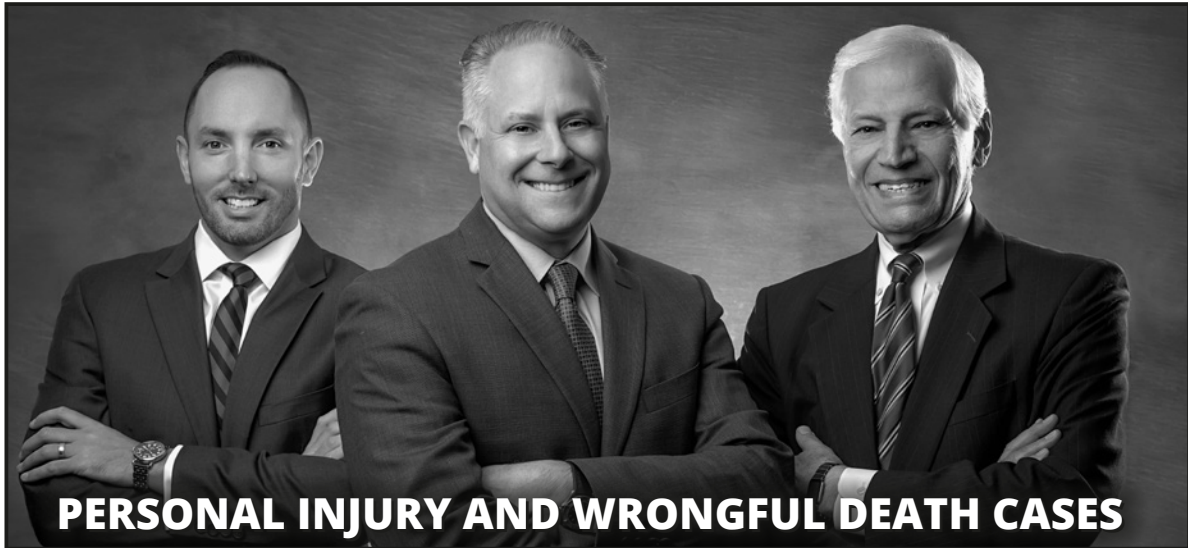


Switalski Law PLLC
586-493-9000

mark@switalskilaw.com | switalskilaw.com

Bone Bourbeau Law

\$9.7 Million Macomb Wrongful Death Verdict (April 2023)



Referral Fees Guaranteed in Writing and Promptly Honored

(586) 778-1234 www.BoneBourbeauLaw.com

Offices in Clinton Township

You won't see our names on TV or on a Billboard
We would rather put our names on a **REFERRAL FEE CHECK**

We have paid referral fees in excess of
ONE MILLION DOLLARS - Twice

A third Macomb County referral lawyer received
\$850,000.00

Thomas, Garvey & McKenna
Referral Based Personal Injury Practice • (586) 779-7810



Dave & Busters June 13, 2024



Letters of Interest for Appointment Macomb Bar Board of Directors

The election of Erin Freers to Treasurer has created two vacancies on the Macomb Bar Board of Directors. The position of Director, with a term ending June 2025, will be filled by appointment by the Macomb Bar Board of Directors. Macomb Bar members in good standing interested in serving the membership on the Board of Directors are asked to submit a letter of interest to the Macomb Bar office by Friday, August 9, 2024.

Letters of interest should highlight service to the bar, commitment to the bar and related activities, consistent desire to be active in the Macomb Bar and leadership potential.

All members who submit letters of interest shall be placed on the ballot for consideration by the Board of Directors.

In considering a candidate to fill a vacancy on the Board of Directors, the following criteria shall be considered:

I. Service

- | | |
|-------------------------------------------------|---------------------------------------------------------------------------------------------|
| a. Chair of Committee(s) | i. election/appointment |
| b. Extended and active membership on committees | ii. Availability to serve and the lack of other law related commitments except YLS and WLAM |
| c. Other, such as Foundation, WLAM or YLS | iii. Pro bono work |

II. Commitment

- | | |
|-------------------------------------------------------|----------------------------|
| a. Support | i. Officer potential |
| i. Regular attendance at Bar meetings | ii. Proactive MCBA posture |
| ii. Attendance and support of Bar events & activities | |
| iii. Participation in Bench/Bar conferences | |
| b. Desire | |
| i. Consistent interest in the | |

III. Other

- | |
|--------------------------------------------------------------------|
| a. Special talents or expertise in non-profits or fundraising |
| b. Popular support by way of the Board and the membership at large |



UPCOMING SEMINARS

REGISTRATION TYPE: MACOMB, LAPEER, ST. CLAIR unless otherwise stated

Register at <https://cdam.wildapricot.org>

A IS FOR ATTORNEY

July 18, 2024 | 9:30-5:30pm

Amway Grand Plaza | 187 Monroe Ave. NW, Grand Rapids

REGISTRATION CODE: MOL55

EVIDENCE BOOT CAMP F

July 18, 2024 | 9:30-5:30pm

Amway Grand Plaza | 187 Monroe Ave. NW, Grand Rapids

REGISTRATION CODE: MOL56

CDAM 2024 SUMMER CONFERENCE

July 19-20, 2024 | 9:00am

Amway Grand Plaza | 187 Monroe Ave. NW, Grand Rapids

REGISTRATION CODE: MLSC60

TRIAL COLLEGE:

ADVANCED CASE DEVELOPMENT

August 18-22, 2024

Bay City Doubletree Hilton

REGISTRATION CODE: TC2024

GET DAVID GET PAID (Your Referral Fee)



AUTO ACCIDENT INJURY
REFERRALS

Referral Fees Guaranteed
in Writing

DAVID C. FEMMININEO

Femminineo Law

Call or text DAVID directly 24/7 with your referral

586.940.1555

Facilitating Remotely



By Zoom, by Phone or by the Camaro's WiFi

Charles Trickey III

“Bringing a balanced career to Facilitations and Arbitrations”

14 First St., Mt. Clemens trickeylawpllc@gmail.com

586-850-8336

FRASER & SOUWEIDANE P.C. Personal Injury Lawyers

Proven Results for your Client Referrals



EastsideLawyers.com • 877-Eastside
12900 Hall Road, Suite 330 • Sterling Heights, MI 48313

RESULTS MATTER



MEDICAL MALPRACTICE

CATASTROPHIC INJURIES

BIRTH TRAUMA

WRONGFUL DEATH

Albert J. Dib, Esq.

Jefferson Law Center

25615 Jefferson

St. Clair Shores, MI 48081

(586) 270-4010

ADib@JeffersonLawCenter.com

www.JeffersonLawCenter.com

REFERRAL FEES HONORED
AVAILABLE TO LITIGATE PENDING CASES

CLASSIFIED ADS

OFFICE SPACE

BRAND NEW OFFICE SPACE - Northern Macomb/St. Clair County
RICHMOND MI: New space now being built out. Perfect for a lawyer doing:
DIVORCE/FAMILY LAW, SOCIAL SECURITY/DISABILITY, REAL ESTATE,
BANKRUPTCY. I do not practice in any of those areas.
Significant referral opportunities in a growing community.
Call Jon Frank at (248) 703-5701, or email at jfrankesq@comcast.net

Available - Two large offices in a law office suite located at 19 Mile and Garfield
with 8 established attorneys. Amenities include a full time receptionist, copier/
printer/scanner/fax, telephone and internet, secretarial units, and kitchen.
For inquiries call (586) 263-1600.

Professional office space. 15' X 13' office with windows. Professionally decorated
common space with building receptionist, four conference rooms, copy room,
kitchen and storage room above 6926 sq ft. office space. Exterior is brick ranch.
44444 Mound Rd., Suite 100, Sterling Heights, MI 48314
Contact Ellen Mroczka 586-795-2375.

Private Law Offices for Lease. Starting at \$ 300/ Month.
2 Crocker Blvd - Free Parking. Call Ted 586-610-7591

Furnished offices in Warren (13 & Hoover). \$100 - \$600. Choose from full time
exclusive office use, satellite office or virtual office.
Call Richard (586) 939-9700

Individual Law Offices
Downtown Mount Clemens - 2 Crocker Blvd
Starting at \$ 300/Month including Suite Electric
Free Parking
Call Ted 586-610-7591

REFERRALS

SOCIAL SECURITY and WORKERS COMPENSATION - Casazza Law Offices - 140
years plus of combined experience with Social Security Disability and Workers
Compensation claims. Offices in Southfield and Mt. Clemens. Referral Fees.
Call Gene Casazza at (586) 468-4400 or email Gene@Casazzalaw.com

SERVICES

PROBATE SUPPORT SPECIALISTS, LLC is now serving as professional fiduciaries
for your clients who have no family or are estranged from family; we accept
appointments as Trustee, Trust Director, Trust Protector, Special Needs Trustee,
Durable Power of Attorney, Health Care Power of Attorney (on a limited basis),
Conservator, Guardian (on a limited basis), and Personal Representative;
we continue to prepare pleadings for all probate related matters, including
Accountings and unique petitions as well.
Please call to discuss the particulars of your case. We are totally insured and here
to help. 586.415.0136.



SIMASKO LAW

Dedicated to Elder Law Solutions.



With 98 years combined legal experience, Simasko Law has helped numerous Southeastern Michigan families with Elder Law Solutions.

**WE WELCOME YOUR
CLIENT REFERRALS**

586-468-6793

Referral Fees Guaranteed.

- Wealth Preservation
- Estate Planning
- Probate
- Wills & Trust
- Medicaid Planning
- VA Benefits
- Social Security Planning

319 Northbound Gratiot Avenue . Mount Clemens, MI 48043 . simaskolaw.com



Macomb County Bar Association

40 N. Main St., Suite 435
Mt. Clemens, MI 48043
MacombBar.org



*A Ray of Hope. . .
For a Brighter Tomorrow™*



Please join us for a Birthday Celebration / Fundraiser

PETER J. LUCIDO

– MACOMB COUNTY PROSECUTOR –

Wednesday, July 24, 2024 • 5:30 - 8:00 P.M.

THE PALAZZO GRANDE

54660 VAN DYKE, SHELBY TOWNSHIP, MI – SOUTH OF 25 MILE ROAD –
HEAVY HORS D'OEUVRES • OPEN PREMIUM BAR • DINNER/DESSERTS



\$200 - per guest

– Sponsorship levels –

\$2,000 Bronze Sponsorship (One table of 10 guests)

\$6,000 Gold Sponsorship (Three tables of 10 guests)

\$4,000 Silver Sponsorship (Two tables of 10 guests)

\$8,325 Platinum Sponsorship (Five tables of 10 guests)

Personal or PAC contributions should be made payable to:

CTE Peter J. Lucido for Prosecutor

Deadline to send checks by mail:

Wednesday, July 10, 2024 / Or pay at the door

Mail to: CTE Peter J. Lucido for Prosecutor,
6303 26 Mile Road, Suite 203, Washington Township, MI 48094

To purchase tickets online: peterjlucido.com/birthday


No Corporate Checks

Questions: (855) 758-2436

or peterjlucido@peterjlucido.com

Maximum contribution by an individual or PAC is \$8,325 per election

Paid for by the CTE Peter J. Lucido for Prosecutor,
6303 26 Mile Road, Suite 203, Washington Township, MI 48094



NAME _____

ADDRESS _____

CITY _____ STATE _____ ZIP _____

PHONE _____

EMAIL _____

OCCUPATION & EMPLOYER'S NAME _____

EMPLOYER'S ADDRESS _____