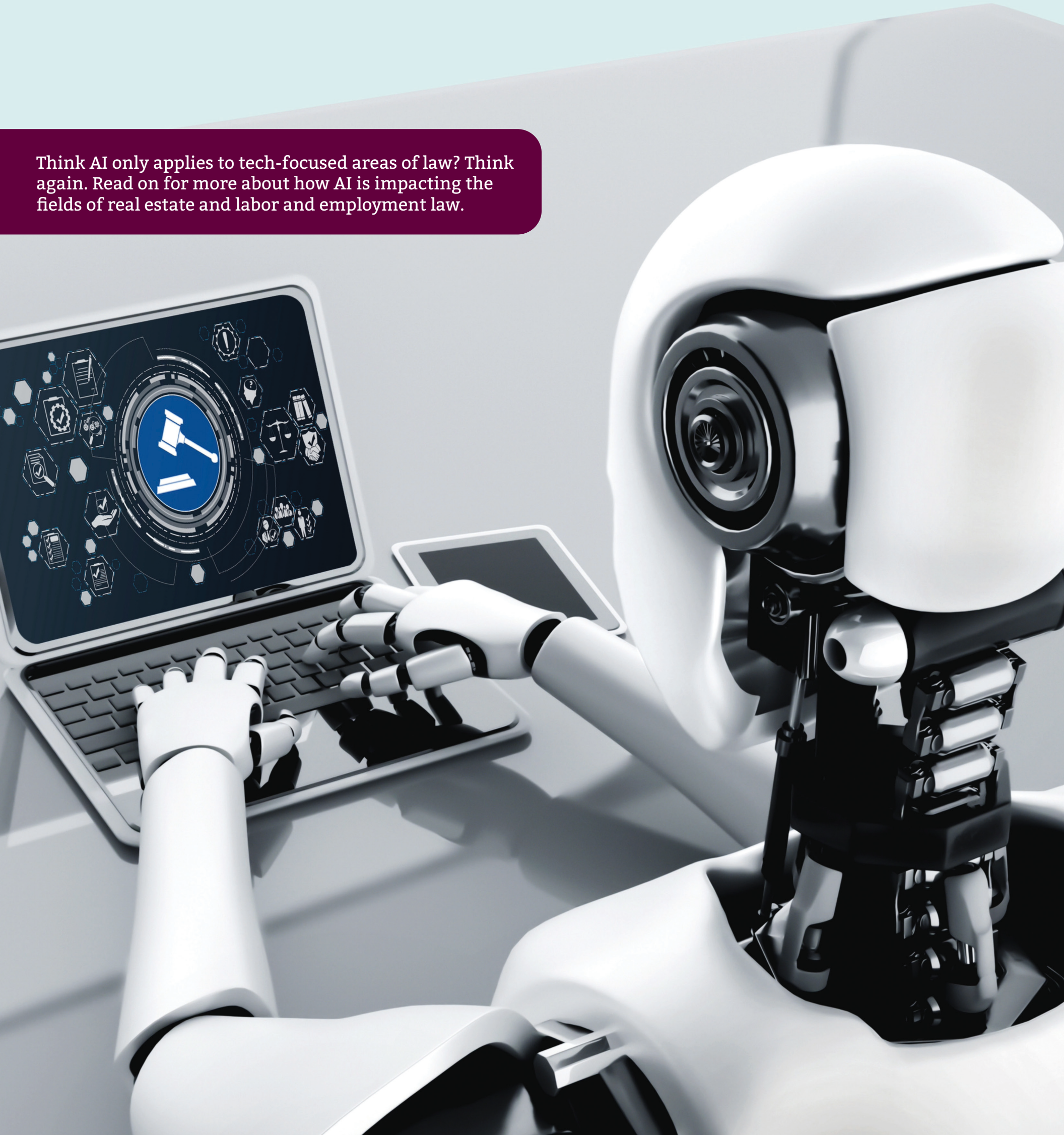


BAR*briefs*

Louisville Bar Association

October 2025

Think AI only applies to tech-focused areas of law? Think again. Read on for more about how AI is impacting the fields of real estate and labor and employment law.



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Promote justice, professional excellence and respect for the law; improve public access to the judicial system; provide law-related services to the community; and serve our members.

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LBA LOUISVILLE BAR ASSOCIATION
125TH ANNIVERSARY

Santa's Court Toy Drive

November 1 - December 5

Calling all legal elves! Join the LBA for our annual Santa's Court Toy Drive, benefiting the Salvation Army's Angel Tree Program. The drive begins November 1. Details for donations coming soon.

Kicking Off Fall with a Month of Celebrations

October is a busy month. It is the second half of Hispanic Heritage Month. October is also, courtesy of Wikipedia:

- Breast Cancer Awareness Month (U.S.)
- Domestic Violence Awareness Month (U.S.)
- Filipino American History Month (U.S.)
- Italian-American Heritage and Culture Month (U.S.)
- LGBTQ History Month (U.S. and Canada)
- National Arts and Humanities Month (U.S.)
- National Cyber Security Awareness Month (U.S.)
- National Disability Employment Awareness Month (U.S.)
- National Pizza Month (U.S.)
- National Work and Family Month (U.S.)
- Polish American Heritage Month (U.S.)
- American Archives Month (U.S.)

My birthday is in October; I am 39 again. In fact, it is amazing the number of people I have met who have October birthdays. This includes some celebrities (that I have not met), such as David Lee Roth, Mario Lopez, Brett Favre, John Lennon, Chevy Chase and others.

I think it is time for a celebration. Last month, we celebrated the LBA's 125th Anniversary. I want to thank the staff for all their hard work in preparing for the party. I also want to thank everyone who attended. Children had their faces painted, there were pickleball lessons for others. I also got to catch up with members that I had not seen in a long time. I hope everyone who attended had a great time (see page 9 for a recap of the event).

This month at the LBA, there will be several CLE conferences. In particular the Annual Bankruptcy Conference (October 10), The 15th Annual Lively M. Wilson Memorial Lecture Series (October 16) and the Annual Estate Planning Conference (October 30).

We also have two "fun" events planned. Please consider attending Lawlapalooza, our annual battle of the bands, on October 17th at Zanzabar. This year's theme is "Yacht Rock."

Yacht Rock is defined as hits from legends like Toto, Michael McDonald, Steely Dan, Hall & Oates, Kenny Loggins, Christopher Cross and more!

The proceeds from the event benefit the Judge Ellen B. Ewing Foundation. The Foundation uses the proceeds from Lawlapalooza to fund summer fellowships for University of Louisville Brandeis School of Law students to work in the areas of family law, domestic violence and spouse abuse and HIV/AIDS.

Also coming up on October 26th is the 3rd Annual LBA Pickleball Palooza: Order on the Court. We expect that our perennial top contender, Bryan Armstrong, will be there to take on all challengers. Come out and play or just come out

to cheer on the players and teams.

On a more serious note, I recently attended a presentation at the Brandeis School of Law by Skye Perryman, JD, President and CEO of Democracy Forward. Her presentation was titled, "Reflections on the People's Lawyer in an Era of 'Catch Me If You Can' Justice." Her comments on the challenges to the rule of law and Democracy Forward's efforts to uphold it were enlightening. Their efforts in the current political environment and their partnerships with law firms and organizations across the country can be found here: <https://democracyforward.org/>. If you have questions about her presentation, feel free to reach out to me or our Executive Director, Kristen Miller, who also attended.

Also this month, we have articles in *Bar Briefs* from two of our sections, the Labor & Employment Section and the Real Estate Section. Please make sure to read these and if you missed any of the other section articles in prior editions of *Bar Briefs*, they are available on our website under News and Publications, <https://www.loubar.org/bar-briefs-homepage/>.

Also available on the website are other programs, section and committee meetings and events. You can find information on member benefits, the Knowledge Hub and public service opportunities. Information on the Louisville Bar Foundation is also available, including how to apply for a grant. Applications for the current cycle of grants are due by October 10, 2025. If you are aware of any non-profit organization that meets any of the following criteria, please advise them to apply: <https://www.loubar.org/grants/>.

The Louisville Bar Foundation accepts grant applications for projects that fulfill one or more of the following objectives:

- Projects that improve access to the legal system by persons of limited financial means, and if possible, produce a tangible product that can be distributed to the public;
- Projects that promote better access to legal information and improved perception of the justice system by minorities;
- Projects that improve the operation of, and public confidence in, the Jefferson County courts;
- Projects that provide public education about our legal system and promote a positive image of the legal profession.

Enjoy October, celebrate Hispanic Heritage Month with a great meal at any one of many Louisville Hispanic/Latino restaurants; whether they be Cuban, Honduran, Mexican, Peruvian or other, I am sure it will be quite an enjoyable meal. Buen provecho!!!

And Happy Halloween.



“

I think it is time for a celebration. Last month, we celebrated the LBA's 125th Anniversary. I want to thank the staff for all their hard work in preparing for the party.

Maria
Maria A. Fernandez
LBA President

The Bar at Bat: Law and America's Pastime

Chief Judge Ann Bailey Smith

*Take me out to the ballgame,
Take me out with the crowd;
Buy me some peanuts and Cracker Jack,
I don't care if I never get back.
Let me root, root, root for the home team,
If they don't win it's a shame.
For it's one, two, three strikes, you're out,
at the old ball game.*

This is a familiar song to most of us which is typically sung during the seventh inning stretch of a major league baseball game. By the time this article is published in *Bar Briefs* we will be inching closer to the World Series and the end of baseball for 2025. But baseball isn't all fun and games; there are some interesting legal issues that have been raised in the context of America's favorite pastime.

Some of us may recall the controversy regarding ownership of a baseball that set a homerun record. On October 7, 2001, the San Francisco Giants played the Los Angeles Dodgers at San Francisco's Pacific Ball Park. Two nights earlier, Barry Bonds, who played left field for the Giants, hit his 71st home run of the season to beat Mark McGwire's record of 70 home runs in a season, which he attained in 1998. Two days later, Bonds scores his 73rd home run, hitting the ball into the right-field stands. And this is where the legal controversy began.

Alex Popov was in the standing-room only section near right field with his out-stretched glove when he caught the homerun ball in the webbing. There can be no doubt that this is what occurred as it was captured in video footage by an on-the-scene cameraman. But then Popov was knocked to the ground by a mob of spectators who were hoping to get their hands on this souvenir. The ball came loose from the glove and ended up in the possession of another spectator, Patrick Hayashi. The videotape also showed that Hayashi was not a part of the mob who attacked Popov but was just the last person to get his hands on the home run ball.

Popov filed a lawsuit against Hayashi claiming conversion and trespass to chattel. In order to prevail in a court of law, Popov had to establish that he had actual possession of the baseball or the right to its possession. Possession requires both the intent to control the property and at least some degree of actual control of it. Popov asserted in his lawsuit that once the ball touched his glove it became his, and that although Hayashi came to have it legally, he had the duty to return the ball to its rightful owner.

The California Superior Court defined conversion as the wrongful exercise of dominion over the personal property of another which requires actual interference. The act constituting conversion must be intentionally done, but there is no requirement that the defendant realize that the property belongs to another. The court found there was no trespass to chattel as there was no damage to the baseball. As stated in

its decision, "The parties have agreed to a starting point for the legal analysis. Prior to the time the ball was hit, it was possessed and owned by Major League Baseball. At the time it was hit it became intentionally abandoned property. The first person who came in possession of the ball became its new owner." The court determined that Popov did not obtain full possession of the baseball, but that his opportunity to do so was thwarted by the unlawful activity of those who attacked him in an effort to take the ball from him. The court thus found that Popov had a pre-possessionary interest in the property which supports a cause of action for conversion.

The court then examined the interests of Hayashi who it determined was not a wrongdoer and who ultimately had possession of the ball. The court concluded that the principle of equitable division should be applied as both men intended to possess the ball at the time they each had physical contact with it and neither can present a superior argument against the other. "The court therefore declares that both plaintiff and defendant have an equal and undivided interest in the ball. Plaintiff's cause of action for conversion is sustained only as to his equal and undivided interest. In order to effectuate this ruling, the ball must be sold and the proceeds divided equally between the parties."

The ball was eventually sold at a New York auction to Todd McFarlane, a Canadian comic-book creator, who collects

(Continued on next page)

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jamsadr.com/reed



(Continued from previous page)

record-breaking baseballs. He paid \$450,000 for this baseball, while he paid \$3.2 million for Mark McGwire's record-breaking home run baseball. Popov and Hayashi were disappointed in the auction price, hoping for a sale of over \$1 million. Their split of the money went mostly to attorneys' fees.

Another type of legal action centering around the game of baseball is when a spectator gets injured during a game. Sometimes the lawsuit is brought against the player, and sometimes the defendant is the ballpark owner or operator. An example of the latter is *Benejam v. Detroit Tigers, Inc.*, 635 N.W. 2d 219 (Mich. Ct. App. 2001). Alyssia Benejam, a young girl, attended a Detroit Tigers baseball game with a friend and the friend's family. They were seated close to the field along the third base line. The stadium, in order to protect spectators, had netting behind home plate, which extended partway down the first and third base lines. Alyssia was seated behind the netting. In spite of that fact, she was injured when part of a batter's bat broke and a fragment of it flew around the net and crushed her fingers. All were in agreement that the netting was not defective in any way.

Alyssia's parents brought suit on their daughter's behalf claiming that the netting did not extend far enough and that warnings about the possibility of projectiles leaving the field were insufficient. They also sued the maker of the bat, Hillerich & Bradshy, but that claim settled. The jury was asked to decide whether the stadium owner had exercised ordinary care in providing reasonably safe premises for Alyssia. The jury returned with a verdict for the plaintiffs and awarded \$917,000 in noneconomic damages, \$56,000 in lost earning capacity and \$35,000 for past and future medical expenses.

The jury verdict was reversed on appeal, with the appellate

court siding with the Tigers that the limited-duty rule absolved them of liability. The limited duty rule provides that an operator's obligation under the law is satisfied when sufficient screening is provided in the most dangerous areas with a sufficient amount of seating for those spectators who want to sit behind netting. The appellate court agreed that the stadium complied with this. The appellate court took into consideration that some baseball fans do not want an obstructed view of the field by sitting behind netting. Additionally, the court stated that "the everyday reality of attending a baseball game includes subjecting oneself to the risk that a ball or bat might leave the field and cause injury."

As to the claim of insufficient duty to warn, the appellate court found that argument to be inconsistent with the limited-duty rule in that spectators know of the dangers of attending a baseball game and the dangers are open and obvious, so the defendant had no obligation to warn about them. In other words, spectators assume at least some risks when attending baseball games.

We have probably all attended a sporting event where an unruly or obnoxious fan sitting nearby has somewhat spoiled our experience at the game. Sometimes these fans are escorted out of the game or even arrested for their antics. In 2001, Jeffrey Swiecicki attended a game between the Cleveland Indians and the Toronto Blue Jays at Jacobs Field in Cleveland. The rule in place at Jacobs Field regarding fan behavior reads:

Persons using obscene or abusive language, or engaging in any other antisocial conduct offensive to those around them, will be asked by Cleveland Indians personnel to cease this conduct. If the offensive conduct persists, those involved will be subject to ejection from the ballpark.

Swiecicki cheered and heckled through most of the game, including taunting players on both teams. Officer Jose Delgado was working as a security guard at the game when Swiecicki's behavior caught his attention. He saw Swiecicki with a beer in his hand as he was heckling the players, so Delgado told him to cut it out. Swiecicki ignored Officer Delgado, so the security guard approached him and told him he can do this the easy way or the hard way. Delgado grabbed his arm and escorted him out, but the fan jerked his arm away. The two ended up on the ground, and Swiecicki was placed under arrest for aggravated disorderly conduct and resisting arrest. He was found guilty, and he appealed.

The appellate agreed with Swiecicki that the evidence against him was insufficient to support his convictions. The court held that his words could hardly be found to be offensive to ordinary sensibilities and that some fans may have even agreed with his comments about the players. Additionally, the appellate court concluded that the proof had not shown that he was lawfully arrested, thus the resisting arrest conviction could not be upheld.

These are just a few examples of the crossover between the game of baseball and the court of justice. To read more in depth about these cases and others, you might want to check out the *Little White Book of Baseball Law* by John H. Minan and Kevin Cole.



Chief Judge Ann Bailey Smith (Judge Smith) presides in Division 13 of Jefferson Circuit Court. ■

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Guarding the Deal: Exposure to Real Estate Fraud in 2025

Abbey Fargen Riley

Part of the job of an attorney has always been helping clients mitigate risk. For many years now, the risks within real estate transactions have gone beyond the contractual arrangement itself and included the risks of moving money and conveying property interests in a digital world. We have included warnings in bold red letters in our email signatures reminding clients of the dangers of wire fraud and other common threats. But as technology has continued to evolve, so too have the tools of bad actors and the exposure we face in our transactional practices. Real estate fraud in 2025 is diversifying and accelerating, fueled by AI, cybercrime and gaps in identity and process safeguards.

While residential fraud has dominated headlines and taken place in high volume, bad actors are also active in the high-value, lower-volume world of commercial real estate. From wire fraud schemes targeting escrow funds to AI-enhanced document forgery and fraudulent syndications, the tools of deception are more advanced than ever before, requiring more vigilance than ever.

Wire Fraud and Attacks Targeting Escrows

Every real estate transaction includes various email threads between various parties (clients and attorneys, title companies and lenders) to communicate details of the transaction, including, in many cases, wire instructions. Fraudsters can hack into transaction email threads to inject fraudulent wire or payoff instructions to scam accounts prior to closing. Email accounts can be hacked and accessed, or fake email accounts can be created using cloned or spoofed email domains.

Data released by the Federal Trade Commission in March 2025 based on reporting to Consumer Sentinel showed that consumers reported losing more than \$12.5 billion to fraud in 2024, an increase of 25% over 2023. While the data showed that the number of instances of fraud being reported remained stable compared to 2023, the success rate improved dramatically year over year, with 38% of people reporting fraud in 2024 losing money, compared to only 27% of reporters in 2023. In other words, the bad actors are getting better at fraud.

Business email compromise schemes have been around for many years and are one of the most common forms of real estate transaction fraud in both residential and commercial transactions. In its 2024 State of Wire Fraud Report, CertifID, a wire fraud protection company, reported that first time homebuyers are three times more likely to fall prey to wire fraud than repeat buyers, with median losses ranging from \$72,000 for buyers to \$70,000 for sellers, and \$257,000 for mortgage payoff scams. Despite this, many consumers have little or no knowledge of the risks of wire fraud before closing, with the same CertifID report indicating that 51% of all consumers were “somewhat” or “not aware” of wire fraud risks.

And beyond the threat to consumers, increasingly these attacks are targeting law firms, title companies and escrow agents involved in multimillion dollar deals, where bad actors may monitor deal communications for weeks waiting for the right moment to act.

Although the bad actors have been increasingly successful in recent years, there are targeted ways attorneys can remain vigilant. Other important tools in avoiding wire fraud include:

- using secured email portals for transfer of financial information,
- explicitly notifying clients in engagement letters and verbally that wire instructions will never be updated via email alone,
- requiring dual verification for all incoming and outgoing wire instructions, and
- training staff to identify red flags.

AI-Generated Forgeries

AI, machine learning and even PDF software is enabling the creation of convincingly forged authority and transaction documents including LLC operating agreements and corporate bylaws, tenant estoppels, certificates of good standing, letters of credit, titles, appraisals, notarial certificates and pro formas. Although it has always been possible to falsify documents, current technology enables fake buyers and sellers, as well as fraudu-

(Continued on next page)



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lent developers, a greater threat than ever before. Phishing attacks, for example, are reported to have increased by an astonishing 4,151% since the public release of ChatGPT in late 2022, according to cyber security firm SlashNext in “The State of Phishing 2024.”

Beyond the capabilities of AI, many transactions, large and small, no longer take place in the same room across a closing table. Instead, we exchange paper and electronic packages, often electronically signed and sometimes electronically notarized.

Some of the ways to reduce exposure to the risks posed by digital forgeries include insistence on direct verification of key deal documentation with the applicable party or platform, and verification of entity formation and good standing directly through state records rather than reliance on PDF certificates. Electronically signed or notarized documents should be delivered or verified through the signing platform and the identity of parties to the transaction should be authenticated through enhanced due diligence, especially for off-market or fast-moving deals.

Mortgage Fraud

In residential transactions, fraud rings have been known to use blends of real and fabricated data to obtain mortgages across multiple states. On a smaller scale, individual borrowers may use fake income documentation sourced from gig economy platforms. Commercial borrowers and sometimes third-party “consultants” are submitting false or inflated documentation to obtain bridge financing, construction loans or mezzanine debt. This includes inflated budgets and appraisals, falsified lien waivers, contractor invoices and draw requests.

Lenders often rely heavily on attorneys to certify lien positions, making law firms potential targets for fraud liability. To mitigate this risk, attorneys should require independent third-party inspections before issuing opinion letters or certifying draws. Flag mismatches between borrower representations and publicly available data such as permits, zoning and GIS information. Avoid over-reliance on borrower-provided spreadsheets and payment information and be careful to review the representations and certifications that you are making in your form documents.

Cyber Threats: Ransomware, Data Breaches and Third-Party Risks

Real estate entities such as law firms, title companies and the clients and vendors with whom we often work closely face additional risks from ransomware and phishing. Bad actors gain unauthorized access and hold data hostage or access and retain client infor-

mation. Hackers exploit vulnerabilities in emails as well as vendor systems, threatening data integrity and access and costing impacted companies billions of dollars annually. Massive leaks containing property-owner data can expose clients to identity theft and fraud, and there are many points of vulnerability to consider. In one well-known cyber security incident that occurred in December 2023, the Real Estate Wealth Network’s client data system was breached, leading to the exposure of more than 1.5 billion records of real estate ownership data. Beyond the vulnerability of client information and liability, impacted firms often lose access to their own systems at least on a temporary basis, and may have to pay to regain access. According to “The State of Ransomware 2024” report by cybersecurity firm Sophos, ransomware impacted 59% of respondents, and more than half now pay the ransom.

Although there is no one permanent solution to avoid ransomware and phishing, training employees, implementing appropriate agent and vendor cybersecurity protocols, conducting due diligence on all third-party vendors and partners, are critical. It is also important to educate clients on privacy safeguards and use additional caution with the storage and transmission of nonpublic and financial information. (Vishnevetsky, G. (2024, September 20). Cybersecurity Threats in the Real Estate Industry: Risks and Protective Measures. *VLTA Examiner Magazine*.)

Conclusion

Commercial real estate attorneys must operate with the mindset of both a dealmaker and a gatekeeper. In 2025, the sophistication of bad actors demands a more scientific approach to legal diligence. For attorneys, the challenge is not only to spot fraud, but also to adopt and enforce protocols that prevent it without sacrificing deal flow.

Building in-house cyber capabilities and security training, updating fraud checklists, and maintaining awareness and skepticism are now essential elements of legal practice in commercial real estate.



Abbey Fargen Riley is a member of Stoll Keenon Ogden PLLC practicing in its Bank Transactions/ Finance/ Real Estate practice group and is the Chair of the LBA’s Real Estate Section. She works in SKO’s Jeffersonville, IN (formerly Applegate Fifer Pulliam) and Louisville offices. ■



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Introducing Legal Aid Society's New Volunteer Lawyer Program Manager

Dear Members of the Louisville Bar Association,

My name is Jenn Perkins, and I am honored to serve as the new Managing Attorney of Volunteer Services and Community Engagement at Legal Aid Society. In this role, I coordinate pro bono efforts to connect dedicated attorneys like you with clients in need.

Since graduating from the University of Louisville Brandeis School of Law in 2015, I have devoted my career to advocating for Kentuckians living in poverty. Time and again, I have seen how access to justice transforms lives but I have also seen how many of our neighbors cannot navigate the legal system without help. That is where pro bono service makes all the difference.

Your time and skills have the power to keep families in their homes, protect survivors of domestic violence, preserve vital benefits, and open doors to a fresh start. Every hour you give extends Legal Aid Society's reach and ensures that justice is not determined by income.

I look forward to working alongside the Louisville Bar Association and its members to strengthen our Volunteer Lawyer Program and continue building a culture where pro bono is not just encouraged, but celebrated as a cornerstone of our profession.

Thank you for the work you do every day to uphold justice and fairness in our community. I am excited to partner with you in this mission.

With gratitude,

Jenn Perkins

Managing Attorney, Volunteer Services and Community Engagement
JPerkins@YourLegalAid.org



Spotlight on Legal Aid Society's

Domestic Violence Advocacy Program

Beth Robinson is the Managing Attorney of the Safety and Family Stability Department at Legal Aid Society. A 2013 graduate of the University of Louisville Brandeis School of Law, Beth has extensive experience working with survivors of domestic violence and sexual assault. Beth has spent her career at Legal Aid Society and has served in number of different roles working with underserved women and children at the organization. In her role as Managing Attorney, Beth supervises attorneys, paralegals, a social worker, and law students. She coordinates with volunteer attorneys from the private bar to provide legal representation to survivors of intimate partner violence. Beth works with community partners in the service area to provide high quality free civil legal services to clients in need. When she is not working, Beth enjoys travel, reading, volunteer work, hiking, and cooking.



Beth provides training and support to volunteers who assist with our pro se divorce clinics, ensuring they are well-prepared to guide clients through the process with confidence and compassion. She also trains volunteers to represent survivors of domestic violence in protective order hearings, equipping them with the legal knowledge and trauma-informed skills needed to advocate effectively in court. Through this work, Beth helps expand LAS' capacity to serve the community, empower clients, and create meaningful opportunities for volunteers to make a lasting impact.

To join the DVAP, contact Beth:

BRobinson@YourLegalAid.org

(502) 614-3121

Spotlight on Legal Aid Society's

Volunteer Eviction Defense Program

Rebekah Cotton is licensed to practice law in both Kentucky and Virginia. She began practice after graduating from the University of Louisville Brandeis School of Law in 2010. She started her career as an advocate for persons with disabilities at the Kentucky Protection and Advocacy agency. After seven years, she moved to Virginia and prosecuted cases for the state of Virginia for nearly five years. Following the pandemic, Rebekah returned to Kentucky to work at the Legal Aid Society in the housing unit since May of 2021. She was promoted to Senior attorney in 2022 and took the lead for the Volunteer Lawyer Program Volunteer Eviction Defense grant. After two years, we received additional funding to continue recruitment and placement of eviction cases with pro bono volunteers. Rebekah provides support to approximately 30 attorneys including UL law clinic students in eviction court representing hundreds of tenants who are facing poverty and eviction.



The VEDP program trains and mentors pro bono attorneys and students to represent tenants in eviction court. We have 45 active volunteers and have worked with a total of 80 attorneys since the program began in October 2021, not counting students completing their public service and clinic hours with UL Brandeis School of Law and summer associates with firms. To date, pro bono volunteers have represented tenants in 536 cases in eviction court!

To join the VEDP, contact Rebekah:

RCotton@YourLegalAid.org

(502) 614-3112



LBA QUASQUICENTENNIAL CELEBRATION

A Look Back and Forward



On Sunday, September 7, LBA members and staff gathered at Goodbounce to celebrate the organization’s quasquicentennial! The family-friendly outdoor event included reminiscing about the past, learning the sport of pickleball and playing yard games like giant Jenga and cornhole.

It was a fantastic opportunity to mingle with newer members and catch up with several of our past presidents.

A huge thanks to Green Cardigan Marketing for being our signature sponsor and to Grossman Green PLLC for also sponsoring the event.

The last few years have brought several new changes to the LBA. We welcomed a new Executive Director, unveiled a new logo and completely renovated our home base at 600 W. Main Street. But one thing has always remained consistent—our gratitude for such an amazing group of members who choose to be part of the oldest operating bar association in Kentucky.

Lastly, if you were unable to join us, please be sure to mark your calendars for Thursday, November 13 for our final celebration of the year: the LBA Annual Awards Luncheon.

Cheers to the next 125 years!





INSURANCE
SERVICES



You're Invited!

Join us for this lunchtime opportunity to understand the LBA benefits program and all it has to offer.

If you **don't** currently participate in the LBA health plan, this is a great time to explore your options. USI can help you evaluate whether the LBA member plan could be a fit for your firm. Lunch will be provided.



You're Invited!
Benefits Brief & Bites
Register via QR Code



Want to join virtually?

Email LBABenefits@usi.com
and we'll send you a calendar
invite with the call-in details.

Benefits Brief & Bites Session

When & Where:

October 9th | 12:00 - 1:00 | Hybrid

In-person: USI Offices, 435 N. Whittington Pkwy.

Virtual: Register using QR code or email LBABenefits@usi.com

Did you know the LBA Benefits Plan:

- is available to all LBA Member firms with 2+ full-time employees offering extensive coverage options to meet our members' needs?
- offers health, dental, vision and life plans?
- includes incentivized wellness programs, disease management programs and EAP Services?

BANKRUPTCY LAW SECTION CONFERENCE

2025 Annual Bankruptcy Law Conference

Friday, October 10

Join local attorneys and legal professionals for a day dedicated to bankruptcy law. This seminar features experienced practitioners and judges sharing timely updates and practical strategies. Learn directly from the bench and connect with the local bankruptcy community. You'll gain current updates and guidance from seasoned professionals and insight directly from the judiciary.

Following the seminar, we invite you to a social hour at Bristol Bar & Grille Downtown to honor and celebrate the career of Hon. Alan C. Stout as he retires. Raise a glass to his dedicated service and lasting contributions to the legal community.

For a full agenda and speakers list visit the LBA website, www.loubar.org. Please note, this is a hybrid conference, choose in-person at the Bar Center or virtual via Zoom at check out.

2025 LBA Bankruptcy Law Section Leadership: Brian R. Pollock, Stites & Harbison, and J. Gabriel "Gabe" Denney, Kaplan Johnson Abate & Bird

LBA IN PARTNERSHIP WITH THE BRANDEIS INN OF COURT, STITES & HARBISON AND THE KBA CRIMINAL LAW SECTION

15th Annual Lively M. Wilson Memorial Lecture Series on Ethics, Professionalism and Civility

Professional Responsibility and Ethical Obligations in the American Judicial System

Thursday, October 16

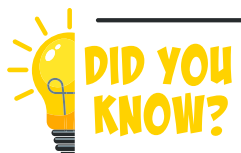
Speakers and panel participants will address these timely issues: (1) duty of candor to the tribunal by prosecutors, defense attorneys, civil litigators and expert witnesses; (2) duty to reject and counteract political or partisan interests from influencing prosecutorial decision-making; (3) right to counsel and the duty of lawyers and law firms to disregard pressure to decline representation of individuals or entities based upon outside influence and extrajudicial considerations; (4) the role of the organized bar in ensuring the unfettered right to counsel and in preserving and protecting the rule of law; and (5) the independence of the judiciary and dealing with conflicts of interest and recusal issues.

In addition to their keynote remarks, Professors Peter Joy and Rodney Uphoff will moderate a panel discussion among local judges and lawyers concerning these issues.

Speakers include: **Prof. Peter A. Joy**, Henry Hitchcock Professor of Law, Washington University in St. Louis School of Law (St. Louis, MO) and **Prof. Rodney J. Uphoff**, Elwood L. Thomas Missouri Endowed Professor Emeritus of Law, University of Missouri School of Law (Columbia, MO).

Panelists include: **Elizabeth Jones Brown**, First Assistant Commonwealth's Attorney, Amy D. Cabbage, Tachau Meek, **James R. Irving**, Dentons Bingham Greenbaum and **Justice Daniel J. Venters**, Kentucky Supreme Court (Ret.).

Time: Noon - 2:30 p.m. — Program
 Place: Hybrid: Virtual via Zoom, in-person at the Bar Center, 600 W. Main St., Ste. 110
 Price: \$125 LBA Member | \$112.50 Sustaining Member | \$25 Paralegal Member | \$15 for qualifying YLS Member | \$25 Solo/Small Practice Section Member | \$62.50 Government or Non-Profit Member | \$250 Non-member
 Credits: 2.5 CLE Ethics Hours — Pending



OCTOBER 2025 AWARENESS CALENDAR

- ADHD Awareness Month
- Depression Awareness Month
- Mental Illness Awareness Week (Oct 6-12)
- OCD Awareness Week (approx Oct 13-19)
- 10/3 Anniversary of the Mental Health Parity and Addiction Equity Act
- 10/7 National Day of Prayer for Mental Illness
- 10/10 World Mental Health Day

11% Roughly 11% or so of lawyers reported suicidal thoughts in the past year in some surveys.

91% Lawyers' suicides were 91% more likely than other suicides to have job-related problems contributing to the death.

REAL ESTATE LAW SECTION ONE-HOUR

New Home Construction Litigation and Contract Negotiation 101

Thursday, October 23

Learn how to navigate and avoid disputes between buyers and builders in new home construction. This practical program will equip attorneys with checklists, negotiation strategies and litigation tips to protect clients and prevent costly conflicts.

Speaker: **Jason C. Vaughn**, Vaughn & Smith, PLLC

Time: Noon - 1 p.m. — Program
 Place: Zoom
 Price: \$45 LBA Member | \$40.50 Sustaining Member | \$15 Paralegal Member | \$15 for qualifying YLS Member | \$25 Solo/Small Practice Section Member, Government or Non-Profit Member | \$90 Non-member
 Credits: 1.0 CLE Hour — Pending

2025 Real Estate Section Leadership: Abigail Fargen Riley, Stoll Keenon Ogden and Ashley K. Russell, Stites & Harbison

LBA REAL ESTATE LAW & KY CCIM ANNUAL CONFERENCE

15th Annual Kentucky Commercial Real Estate Conference hosted by Kentucky CCIM Chapter and LBA Real Estate Law Section

Tuesday, October 28

Join real estate professionals across Kentucky for an extraordinary day of lively panel discussions, informed conversation and comprehensive one-hour courses covering various commercial real estate and land use law topics. For more details, visit the LBA website.

Sponsorship opportunities are available. Contact Lisa Murray at lmurray@loubar.org for details.

Time: 7:30 a.m. – Registration; 8:30 a.m. – 5:00 p.m. — Program
 Place: Zoom
 Price: \$169
 Credits: Pending

LBA Real Estate Law Section Leadership: Abigail Fargen Riley, Stoll Keenon Ogden, and Ashley K. Russell, Stites & Harbison



LOUISVILLE BAR ASSOCIATION

HEALTH & WELLNESS COMMITTEE

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American Foundation for Suicide Prevention

Saturday, Nov. 1

Waterfront Park
11:30 A.M.

Walking for Tomorrow

visit www.loubar.org for more information



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LBA PROBATE & ESTATE LAW SECTION IN PARTNERSHIP WITH UoFL BRANDEIS SCHOOL OF LAW

Annual Estate Planning Institute

Thursday, October 30

Designed for estate professionals, the Estate Planning Institute provides top-notch instruction on current issues in the field, catering to a diverse audience. Our relevant topics ensure a comprehensive learning experience for all, helping you stay ahead in the field of estate planning.

More information to be announced. Sponsorship opportunities are available. Contact Lisa Murray at lmurray@loubar.org for details.

2025 LBA Probate & Estate Law Section Leadership: Monica B. Davidson, Baird Trust, and Kathryn Beck, Stoll Keenon Ogden

LBA LABOR & EMPLOYMENT LAW SECTION IN PARTNERSHIP WITH UoFL BRANDEIS SCHOOL OF LAW

The Carl A. Warns, Jr. and Edwin R. Render Labor and Employment Law Institute

Thursday, November 6 - Friday, November 7

The Carl A. Warns, Jr. and Edwin R. Render Labor and Employment Law Institute, sponsored by the LBA Labor & Employment Law Section and the UoFL Brandeis School of Law, provides high-quality continuing legal education to local and regional labor and employment law attorneys, human resource professionals, union representatives and other workplace experts. The Institute creates a dialogue between academics, government officials and practitioners and is an inclusive forum where employees, union and management-side representatives all feel welcome.

We are excited to announce the 2025 Carl A. Warns Jr. Keynote speaker, **Philip A. Miscimarra**, Morgan, Lewis & Bockius LLP.

More information to be announced. Sponsorship opportunities are available. Contact Lisa Murray at lmurray@loubar.org for details.

2025 LBA Labor & Employment Law Section Leadership: Marianna Melendez, Jefferson County Public Schools, and Catie A. Wheatley, Faegre Drinker





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The Louisville Bar Association would like to welcome our new and returning members.

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David Borders
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Ferrerri Miller PLLC

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Laura Elliott
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Ibrahim Farag
Farag Legal Services PLLC

Gregory George
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Samina Hitch
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Aileen Rose
Aileen S. Rose, Attorney

Hon. Ann Shake
Retired Judge – Jefferson Circuit Court

Kelly Terwilliger
Fidelity National Title Group

Thomas Underwood
Brown Carrington PLLC

Kate Whitten
Kate Whitten Law PLLC

Anita Zipfel
Attorney at Law

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NKU Chase Collage of Law

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UofL Brandeis School of Law

John Cassis
UK J. David Rosenberg College of Law

Bianca Couch
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Peyton Cuzzart
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Jaime Zeller
UofL Brandeis School of Law

KNOW SOMEONE INTERESTED IN JOINING?

Contact our Chief Outreach Officer, Marisa Motley, at mmotley@loubar.org for information!



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There is still time to become a Foundation Partner for 2025

The Louisville Bar Foundation is pleased to announce that 20 local firms or corporate in-house legal departments have signed up as "Foundation Partners" in 2025. The Foundation Partners program was established to recognize those that help continue the good works of the LBF by making a \$45 minimum tax-deductible contribution to the Foundation for every member of the firm or legal department. Firms or legal departments with five or more attorneys are eligible for recognition as Foundation Partners.

The combined support from the attorneys represented by the firms and legal departments listed below is more than \$30,000. The generosity of the Foundation Partners and other individual LBA member attorneys makes it possible for the LBF to support and improve legal services for the poor, law-related public education and our judicial system.

The Louisville Bar Foundation thanks all contributing attorneys for their generous support. It is not too late to join this list! For more information about how you can become a Foundation Partner, please contact Jeffrey A. Been at (502) 292-6734 or jbeen@loubar.org.

2025 Foundation Partners

- | | |
|---------------------------------------|----------------------------------|
| Bahe Cook Cantley & Nefzger | McBrayer |
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| Barnes Maloney | Phillips Parker Orberon & Arnett |
| Dentons Bingham Greenebaum | Stites & Harbison |
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Are you interested in making a difference in your local legal community? Contact Lisa Murray at lmurray@loubar.org.

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- Kentucky Lawyer Referral Service
- Member Services
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Join the LBA Leadership Academy to sharpen your leadership skills, engage with prominent legal and community leaders and tackle critical professional issues. Designed for attorneys with 3-10 years of experience, this program offers valuable insights into ethics, service and professionalism while connecting you with local non-profits.

Applications open from Tuesday, October 7 - Friday, November 14. Available at www.loubar.org.

*Apply now to be part of a network dedicated to guiding our legal community with integrity and purpose.
Questions? Contact Lisa Murray at lmurray@loubar.org*

AI on Trial: *Mobley v. Workday* and the Future of Employment Law

Marianna Michael Melendez and Catie A. Wheatley

Artificial Intelligence (AI) has infiltrated almost every aspect of our lives. From being used as medical receptionists to conducting legal research, AI seems to know no bounds. And employment law is no exception. AI's impact is evident from *Mobley v. Workday, Inc.*, 3:23-CV-00770, an employment discrimination case currently pending in the Northern District of California. While *Mobley* is the bellwether case, this case is not just about AI or one lawsuit against one platform. There are potentially far-ranging implications regarding employment discrimination claims premised on novel theories of agency and disparate impact.

Of course, AI has been criticized for its potential to reflect human bias from the very beginning, including its use in the employment sphere. For example, several large companies like Workday, Inc., the defendant in *Mobley*, use AI to screen job applicants. But it is well documented that AI platforms, such as ChatGPT, exhibit various biases when sorting resumes. The University of Washington conducted research to determine the extent of the discriminatory bias. See Stefan Milne, *AI tools show biases in ranking job applicants' names according to perceived race and gender*, WASH. UNIV., Oct. 31, 2024, <https://www.washington.edu/news/2024/10/31/ai-bias-resume-screening-race-gender/>. The research discovered significant racial, gender and intersectional bias in how three state-of-the-art large language models ranked resumes. In conducting their research, the researchers used varied names associated with white and Black men and women across more than 550 real-world resumes and found the large language models favored white-associated names 85% of the time; male-associated names 52% of the time versus female-associated names only 11% of the time; and never favored Black male-associated names over white male-associated names. *Id.*

Workday is now being accused of having these same inherent biases. Workday is a cloud-based financial management, human capital management and student information system software vendor. Workday launched in 2006 in California. Today, Workday is an international business that has clients in more than 175 countries. According to its website, 10,000 customers use Workday, from small businesses to more than 60% of Fortune 500 businesses. Workday offers a suite of products to help businesses manage their human resources among other things. And for job applicants, Workday stores resumes and other details to pre-populate future applications with the same employer to simplify the application process.

Workday states that it “is a global leader and contributor of Responsible AI, committed to bringing to life Workday’s ethical AI principles and practices through our technology, our partner ecosystem, and broader global engagements.” Workday further states that each of its partners “on AI Marketplace must demonstrate adherence to specifications in the Workday Responsible AI Governance Framework, including the areas of ethical AI, data privacy & security, fairness, transparency, and quality.” Workday offers several AI apps and agents, which they call “Solutions,” that are run by Workday and various partners. For example, Workday offers Kainos Smart Test, Kainos Employee Document Management and Kainos Smart Audit. Kainos is a company that develops information technology for businesses and organizations, and each of these AI platforms boast of methods to streamline the hiring and employment process.

To further its vision, Workday claims that the “workplace of the twenty-first century has been defined by rapid technological evolutions. From paper to computers to the cloud, forward-thinking businesses have always been at the forefront of that change. But AI technology isn’t just a future trajectory — it’s already an integral part of today’s business landscape. In order to stay ahead, it’s critical that businesses adopt AI technologies and the innovations they enable.

For HR, AI has proven to be a decisive factor in enabling a streamlined recruiting process, personalized career development, and improved employee engagement—and that’s just the start.”

Enter *Mobley v. Workday, Inc.*, a cutting edge discrimination case, which challenges Workday’s claims and points to the potentially dark underbelly of AI. Mobley, the plaintiff, first filed his lawsuit in February 2023. According to the first amended complaint, Mobley is an (1) African American male (2) over the age of 40 who holds a bachelor’s degree in finance from Morehouse College, an HBCU, and (3) experiences anxiety and depression. Mobley alleges that he applied to more than 100 positions since 2017 with various companies that use Workday’s applicant screening tools. According to Mobley, Workday’s algorithmic decision-making tools discriminate against applicants who are African American, over the age of 40 and disabled.

Last year, Workday tried to dismiss Mobley’s amended complaint by arguing it was not a covered entity under the relevant statutes because it was not an employer making employment decisions. The court dismissed Mobley’s claims that Workday was a covered entity because it was acting as an employment agency. But Mobley’s claims survived based on the court’s reasoning that the statutory language under Title VII, the ADA and the ADEA clearly extend to “any agent” of an employer and Workday was acting as an agent of the putative employers—a novel theory that was supported by a brief filed by the EEOC as amicus.

The court also concluded that Mobley had sufficiently alleged a disparate impact claim, which does not require proof of intentional discrimination. According to the court, Mobley sufficiently alleged that he had disclosed his protected traits to Workday based on his allegation that Workday’s large language model could discern protected characteristics derived from demographic information based on zip code, college, membership in certain groups, year of graduation and work history.

This disparate impact ruling is especially noteworthy given President Trump’s Executive Order issued earlier this year to eliminate EEOC enforcement based on disparate impact theory. In “Restoring Equality of Opportunity and Meritocracy,” President Trump claims that “a pernicious movement endangers this foundational principle, seeking to transform America’s promise of equal opportunity into a divisive pursuit of results preordained by irrelevant immutable characteristics, regardless of individual strengths, effort, or achievement.” The Executive Order identifies “disparate-impact liability” as “a key tool of this movement.” However, this Executive Order neither overturns established case law nor impedes private litigation like Mobley’s. Additionally, this Executive Order does not stop state EEO agencies from pursuing such claims, which are well established under Title VII and other anti-discrimination statutes that piggyback off Title VII’s statutory language.

Mobley v. Workday is still pending. In February, Mobley sought to expand his ADEA claim to a national class action, and the court granted preliminary certification this spring which allows Mobley, as lead plaintiff, to notify other alleged job seekers age 40 and above who applied through Workday’s service and were denied employment of their right to join the litigation.

In the meantime, although Workday and similar applicant management vendors may be off the hook when it comes to being viewed as employment agencies, employers of any size should take note of the *Mobley* court’s reasoning regarding the statutory language under Title VII, the ADA and the ADEA that clearly extends to “any agent” of an employer. And the allegations in *Mobley* and early rulings are a reminder that employers face exposure from its vendors and AI tools that disproportionately harm protected groups, even absent malice or bias from the employer and its hiring managers. Bottom line—human oversight, documentation and transparency in the hiring process are more important than ever. As one of the first major court challenges to the use of algorithmic hiring tools under federal employment discrimination laws, this lawsuit is one to watch.

Marianna Michael Melendez is the Chair of the LBA Labor and Employment Law Section. Marianna is a University of Louisville Brandeis School of Law graduate and has been practicing labor and employment law for the last six years. She is currently the Jefferson County Public Schools Assistant General Counsel for Compliance and Investigations.



Catie A. Wheatley is the Vice-Chair of the LBA Labor and Employment Law Section. Catie is a litigation attorney at Faegre Drinker Biddle & Reath LLP who helps regional, national and global organizations assess risk and resolve business disputes whether arising from restrictive covenants or other employee related claims. In her free time, Catie enjoys reading, playing tennis and exploring the national parks with her spouse and child. ■



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Know a Luminary of our Legal Community?

Nominate Them for an LBA Award by October 9th!

The LBA is seeking nominations for its highest honors—the annual LBA Awards. Each year, we recognize our members who personify the best of our legal community with their work and professionalism. Do you know someone who deserves recognition? Read below for a description of each award and how you can make a nomination.

Justice Martin E. Johnstone Special Recognition Award

This award is the highest recognition bestowed upon an LBA member for outstanding participation and partnership within the legal community. An individual deserving of this award has made a significant impact in the Louisville community through professional or volunteer efforts and exemplifies what it means to be a lawyer.

Judge Benjamin F. Shobe Civility and Professionalism Award

Individuals receiving this award have consistently demonstrated adherence to the highest standards of civility, honesty and courtesy in their dealings with clients, opposing parties and counsel, the courts and the general public. They have shown sustained excellence through leadership in the profession.

Robert and Frank E. Haddad Jr. Young Lawyer Award

Nominees for this award must have been practicing as a trial lawyer—either criminal or civil—for less than five years. Nominees must demonstrate an ability to handle complex or unusual trials or appeals and they must have garnered the respect and admiration of the judiciary and of their colleagues.

Judge of the Year Award

This award is presented to a member of the judiciary who has shown judicial integrity and professionalism. A nominee for this award has contributed to the community by volunteering in civic organizations to help promote the image of the legal profession and has established a reputation for integrity, scholarship and professionalism.

Paul G. Tobin Pro Bono Service Award

This award recognizes the work of LBA members who have unselfishly given time to improve the quality of society through their legal work. Worthy nominees will be LBA members who helped deliver legal services to the disadvantaged through a pro bono program or cause.

Daniel M. Alvarez Champion for Justice Award

This award is given to a lawyer demonstrating a strong devotion to serving underrepresented individuals or groups by giving a legal voice to those who would otherwise be voiceless. These groups include, but are not limited to, the Hispanic and Latino communities, documented and undocumented immigrants, the LGBTQ community, incarcerated juveniles and indigent criminal defendants.

Judge Richard A. Revell Family Law Award

This award is presented to attorneys who have been in the forefront of new developments in the practice of family law. They have exhibited dedication to families and children through work both inside and outside the courtroom. Award recipients have made significant contributions to public service in the area of family law and have demonstrated innovation in the performance of their duties.

To Submit a Nomination

To nominate a deserving candidate, please submit an e-mail/letter including the following:

- Your nominee's name and the award for which you are nominating them.
- Detailed information about how they meet the specific award's criteria.
- Information about the nominee's service to the LBA and the community.
- Any other additional details that will assist the committee in its deliberations.
- Both your and your nominee's contact information, address, phone number and e-mail.

Nomination letters and information should be submitted either via e-mail to Kristen Miller at kmiller@loubar.org or postal mail to: LBA Awards, Louisville Bar Association, 600 W. Main St., Ste. 110, Louisville, KY 40202.

Quick and easy nominations can be made online here: www.loubar.org/lba-annual-awards/

NOMINATIONS DUE BY THURSDAY, OCTOBER 9.

www.loubar.org/lba-annual-awards/

YOU'RE INVITED

Member Appreciation & Awards Luncheon

THURSDAY, NOVEMBER 13

A luncheon to recognize excellence, dedication and impact. Join us in celebrating the individuals who inspire, lead and achieve.

Ice House, 226 E Washington St \ \ 11:00am - 1:00pm



pick a winner yet?

IT'S GAME TIME!

This fall, the LBA is calling the plays with six dynamic CLE conferences designed to keep you sharp and ahead of the game. Our fall conference blitz delivers a full season of learning, strategy and professional growth. Lace up, get in the huddle and join us for kickoff!

Friday,
Oct. 10
9 AM - 5 PM
Bar Center

Annual Bankruptcy
Law Conference

Thursday,
Oct. 16
Noon - 2:30 PM
Bar Center

15th Annual Lively M.
Wilson Memorial
Lecture Series on
Ethics,
Professionalism and
Civility

Tuesday,
Oct. 28
8:30 AM - 5:00 PM
Marriot East

KY Commercial Real
Estate Conference

Thursday,
Oct. 30
9 AM - 5 PM
Bar Center

Annual Estate
Planning Institute

Thursday,
Nov. 6
and Friday,
Nov. 7
9 AM - 5 PM
Bar Center

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Vaughn Pettitt Legal Group, PLLC is pleased to announce the addition of **David P. DeKold** as an associate attorney. David graduated from Bellarmine University and studied law at the University of Louisville Brandeis School of Law. David joins Vaughn Pettitt after completing a federal clerkship for Magistrate Judge Candace J. Smith of the Eastern District of Kentucky. In law school David served as the Articles Selection Editor for the UofL Law Review, and a Fellow in the Ordered Liberty Program and Brandeis Leadership Institute. David is licensed to practice in all state and federal courts in Kentucky and supports the firm in a wide variety of matters. David is a hard worker and committed to providing every client fair and effective counsel. ■

LBA OFFICER NOMINATIONS

The LBA Board of Directors is seeking nominations for the elected positions of President-Elect, Vice-President/Treasurer and Secretary for 2026. Nominations may be made by written petition signed by not less than ten (10) active LBA members. Submit all nomination petitions to Executive Director Kristen Miller at kmiller@loubar.org no later than November 1st.

-Sean Deskins, LBA Secretary

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IN MEMORIAM



Robert L. (Bob) Durning, Jr., 93, died peacefully at his home on August 27. A beloved husband, father and grandfather, Bob was best known for his ever-present smile, his gentlemanly grace, his warm sense of humor and his keen intellect. Bob was a lifelong scholar, with a special affection for the arts and, particularly, for exceptional writing and composition.

His lifelong passion for writing and history culminated in his authorship of an exhaustive and novel history (with invaluable help from his wife, Dorothy) of the development of the Louisville Bar from 1781 to 1980, which he completed during his life, but which is, as yet, unpublished.

A native of Louisville, Bob graduated from the University of Louisville's College of Business in 1954, and from the evening division of its School of Law in 1957. A member of the Louisville Bar Association as well as the bars of both the Kentucky and U.S. Supreme Courts, he practiced law for more than 50 years, specializing in trial preparation and appellate procedure.

He handled a large variety of appeals involving such significant issues as defending the constitutionality of provisions of Louisville's housing code requiring the installation of sanitary facilities in preexistent buildings, establishing the right of the Metropolitan Sewer District to acquire facilities owned by an annexed territory, the right of a business owner to recover damages from a labor union for its role in the destruction of the owner's business and the right of a union member to recover damages from a union for breach of its duty to obtain employment for him.

Bob's legal prowess was essential in obtaining the contested court decision necessary to permit the construction of the Cherokee Park condominiums located at 1400 Willow Ave. as well as the removal of deed restrictions necessary to construct the headquarters for the St. Matthews Fire Department. Later in his career, he served as a deputy commissioner for the judges of the Jefferson Circuit Court, receiving upon his retirement a written commendation from Hon. Laurence E. Higgins, the longtime Chief Judge of the Jefferson Circuit Court, for "outstanding distinction and honor in excess of twenty years," and stating further that "he is a true genius in legal research, and the preparation of legal opinions, especially those where very fine lines are drawn and explained." ■

MEETING ANNOUNCEMENTS

LBA Committee Meetings

CLE Committee
Wed., October 8
10 a.m. via Zoom

Diversity & Inclusion Committee
Wed., October 8
4 p.m. via Zoom

Health & Wellness Committee
Thurs., October 16
Noon via Zoom

If you are interested in joining any of these committees, please contact Lisa Murray, lmurray@loubar.org. ■

Association of Legal Administrators

The monthly chapter meeting of the Kentucky Association of Legal Administrators will be held in person and via Zoom on Thursday, October 9, beginning at noon at the office of Frost Brown Todd in Louisville (400 W. Market St., Ste. 3200) and Lexington (250 W. Main St., Ste. 2800). Please RSVP by registering online at www.ky-ala.org. Any questions, please contact Deana Lively, dlively@dbllaw.com. ■

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DIVERSITY & INCLUSION COMMITTEE CORNER



Join the LBA's Diversity & Inclusion Committee and help shape a more equitable legal community. We meet monthly on the second Wednesday at 4:00 PM via Zoom. To join, please email Lisa Murray.



Help us keep our records up to date! Please take a few minutes to review and update your demographic information in your LBA member profile. Accurate information ensures we can better serve you, tailor programs to member needs and reflect the diversity of our community.

OCTOBER 2025 AWARENESS CALENDAR

- 10/1 International Day of Older Persons
- 10/10 World Mental Health Day
- 10/11 National Coming Out Day
- 10/13 Indigenous Peoples' Day
- 10/14 International Pronouns Day
- 10/15 Blind Americans Equality Day (White Cane Awareness)
- 10/16 Spirit Day (LGBTQ+ Anti-Bullying)
- 10/20 Diwali (Hindu Festival of Lights)
- 10/22 International Stuttering Awareness Day
- 10/28 National Immigrants Day



DIVERSITY & INCLUSION COMMITTEE

Have a recommendation? Submit to lmurray@loubar.org.

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TO FIGHT

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American Foundation for Suicide Prevention



OUT OF THE DARKNESS Community Walks

WALK WITH US
TO PREVENT SUICIDE



American Foundation for Suicide Prevention

Saturday, Nov. 1

Waterfront Park
11:30 A.M.



Walking for Tomorrow



Depression is one of the most common triggers for suicide, and lawyers are 3.6 times more likely to suffer from depression compared to non-lawyers.

The suicide rate among lawyers is 11.5 per 100,000 individuals.

Male lawyers are more than twice as likely to die by suicide compared to the general male population.

Lawyers rank 5th in suicide rates among professional occupations, behind dentists, pharmacists, physicians and insurance underwriters.

Depression affects around 28% of lawyers, compared to about 8% of the general population.

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Questions? Contact Lisa Murray at lmurray@loubar.org.

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