

LAW WEEK

COLORADO

COMPLEAT LAWYER

It's a delicate operation, but today's lawyer must have it all — legal prowess and a personality to go with it. Meet five attorneys who personify the "Compleat Lawyer." PAGE 12



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The Guide To Being A Compleat Lawyer

Brings Money And Good Humor; Superior In Every Way

By Peter Rossi
LAW WEEK COLORADO

DENVER — The “Compleat Lawyer” is the whole package, the equivalent of a modern day renaissance personality. Think someone who not just excels at their area of legal expertise, but generates business, promotes their firm’s values, stays on top of the current trends and has a personality that dazzles.

In our quest to define traits that best exemplify what it takes to be a “Compleat Lawyer,” *Law Week Colorado* reached out to managing partners and staffing recruiters to get their take.

Results of our online survey found that — no surprise — most place a high importance on an attorney’s ability to generate a book of business. But partners and staffing professionals also ranked high a professional’s “emotional intelligence” — that is, the ability to listen, to empathize, have compassion and converse with people on varying levels.

“You really have to have lawyers that relate to the client, establish contacts with them, form bonds and are perceptive about changes in the client and the client’s needs,” said Lonny Donovan, CEO of Isaacson Rosenbaum. “That’s why I think the emotional intelligence issue is a higher one than it used to be.”

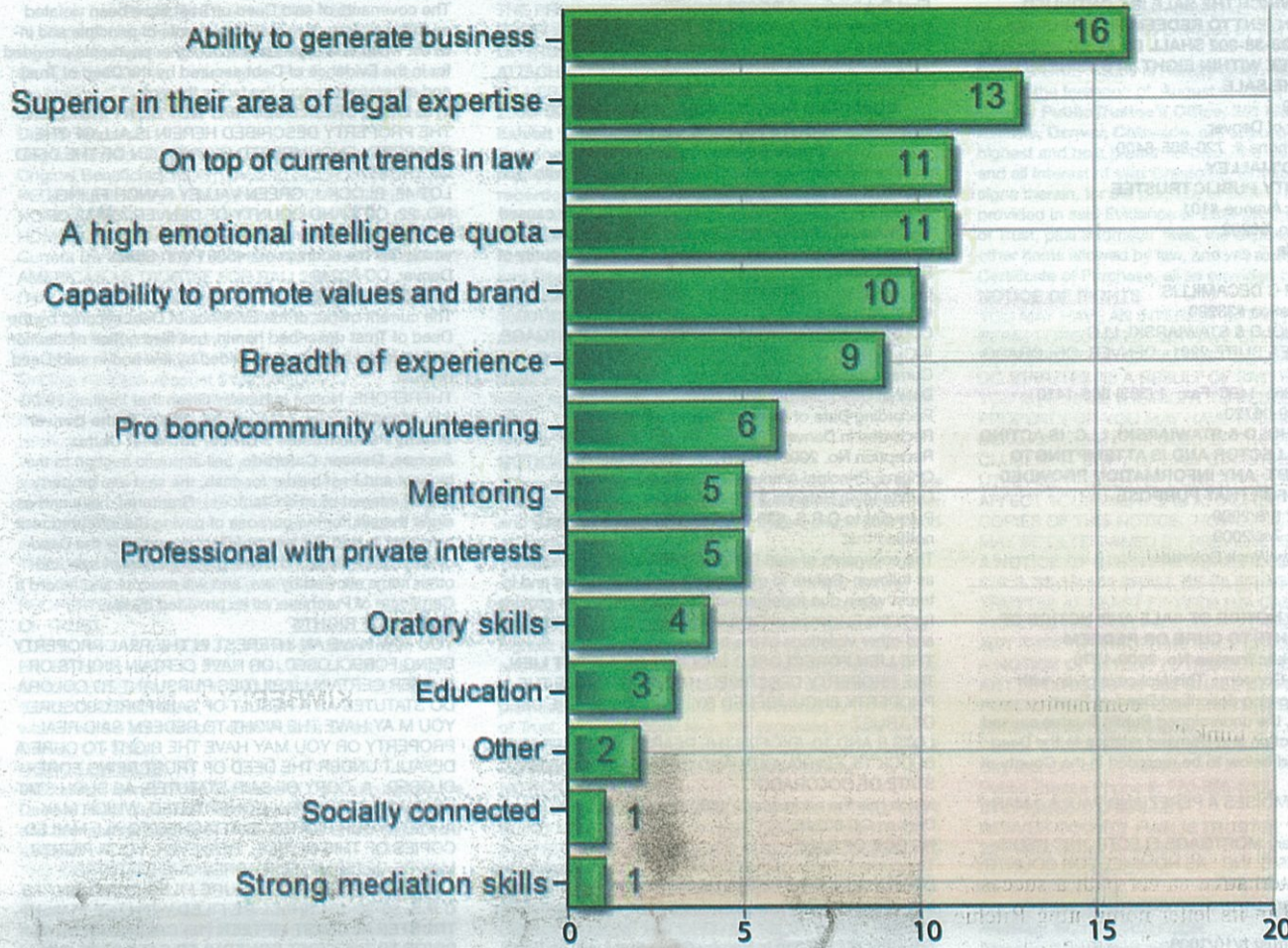
If attorneys aren’t able to communicate effectively with their clients on a level beyond the legalities of a case, the result could be detrimental to business.

“Understanding the expectations and emotions of clients is an integral part in the practice of law and in the management of cases,” said Sharon Davis of Strategic Staffing Associates, which places attorneys. “Because of that, it’s critical that attorneys must be able to read and understand people.”

Additionally, attorneys with a high degree of emotional intelligence are able to build and maintain relationships, which leads to business development and repeat business, Davis added.

TRAITS THAT MAKE A WELL-ROUNDED LAWYER

Managing Partners And Recruiters Weigh In On What’s Most Important



Source: Law Week Colorado survey

Growing a solid book of business
Understanding people and their emotions will only get you so far in law, though. The ability to generate business and achieve recognition as a superior in an area of legal expertise were regarded as the top two traits for the “Compleat Lawyer.”

“I think the first thing a ‘compleat’ lawyer has to have is solid legal skills,” said Bob Miller, managing partner of Perkins Coie in Denver. “If you don’t have legal skills, I don’t care what else you have; you’re not going to be a ‘compleat’ lawyer.”

With top legal skills comes the ability to

“If you don’t have legal skills, I don’t care what else you have; you’re not going to be a ‘compleat’ lawyer.”

— Bob Miller, managing partner of Perkins Coie in Denver

generate business because clients will take notice, Miller said.

But it is tough to bring business into a law firm with minimal experience in the field. Fifty-eight percent of respondents to *Law Week’s* survey indicated it takes more than five years to grow a solid book of business and be considered highly motivated. Forty-two percent said it should take between two to five years; nobody said it should take two years or less.

“We generally don’t expect an associate who comes on to our firm to be in a position where the associate is really in a position to generate much business for that initial five-year period,” said Donovan, of Isaacson Rosenbaum.

Donovan said younger lawyers need to show an ability to maintain contacts and generate some business at the five-to-seven year stage.

“It takes somebody quite a while to learn an area of the law to the point that they’re skilled enough to have something to sell,” Miller said. “It also takes quite a while to reach out to potential clients and convince

See Compleat on Page 24

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The Total Package

Five Attorneys Who Personify Completion

By Neela Eyunni and Cara DeGette
LAW WEEK COLORADO

Editor's note: The following five Colorado attorneys possess the traits that in many ways personify the "Compleat Lawyer." Law Week Colorado selected the top five from nominations by their colleagues. See page 15 for a list of finalists.

Alex Ritchie
Holme Roberts & Owen
Mergers, Acquisitions and
Financing Transactions

He's a deal closer.
He's a mergers and acquisitions whiz.
He's a former CPA.

He writes papers with titles like, "Form 5 LLC: A Modest Proposal for a Limited Liability Company Agreement Based on Form 5."

He goes to pajama parties with the mayor.

In December, 2006, Alex Ritchie made partner at HRO. Two years later he made a gutsy move; he resigned that partnership to become a senior counsel to better balance his career, family and community work. His colleagues think that much more of him for it.

"While such an alternative career path may not work for most lawyers, the firm was willing to stand behind Alex and help Alex make an alternative career path a success," HRO noted in its letter nominating Ritchie as a "Compleat Lawyer." "Since that time, Alex has continued to run and manage large transactions (some close to or more than \$1B) while counseling clients on their day to day business and legal issues, consistently being near the top of the firm in terms of billable hours."

Ritchie, 38, also prepares training programs for firm associates, along with sophisticated form documents and knowledge management systems.

Out in the world, Ritchie is a graduate of the Metro Denver Chamber of Commerce's Leadership Denver Program. He sits on the boards of Urban Peak, The Spot Youth Center and Denver Mayor John Hickenlooper's Pajama Party to End Homelessness.

Last year Ritchie organized the firm's annual day of volunteerism in honor of Jim Bye, an HRO attorney for nearly 50 years who died in 2007. At the end of the day, some 150 lawyers and staff from the firm had raised more than \$20,000 to benefit Urban Peak, a nonprofit that provides services to the homeless.

"Alex has the respect and admiration of attorneys and staff of all levels at HRO," according to the nomination. "He deserves this recognition."

Kimberly Martin
Otten Johnson Robinson
Neff + Ragonetti
Real Estate and Land Use Law

Not many attorneys can fly.
Meet Kimberly Martin.

The Otten Johnson Robinson Neff + Ragonetti attorney is a licensed private pilot. After she lands planes, she goes to work as a real estate and land use attorney, wading through the intricacies of annexations, subdivisions, zoning, transferable development



PHOTO COURTESY HOLME ROBERTS & OWEN

ALEX RITCHIE



PHOTO COURTESY OTTEN JOHNSON ROBINSON NEFF + RAGONETTI

KIMBERLY A. MARTIN



PHOTO COURTESY POLSINELLI SHUGHART

REID PAGE



PHOTO COURTESY PATTON BOGGS

JAMES MUCHMORE

rights, revenue sharing agreements, development agreements and vested property rights.

"Kim has excelled in her legal practice in a way that goes beyond her level of experience," according to the nomination letter. "As a new associate, she was brought onto teams of more senior lawyers to work on particular projects, but in many instances quickly became the primary contact with the client. This is a direct result of not only her outstanding legal talent, but also her easy nature, subtle confidence and her no-nonsense and practical approach."

For example, a few years ago, Martin was assisting a partner on a 200-plus acre mixed-use development project; ultimately she took on the first chair role, serving as the client's primary attorney.

Martin, 39, has been at Otten Johnson for the four years she has been practicing law; in her past life she was special projects



PHOTO COURTESY DUFFORD & BROWN

MEHELLE Y. FAULK

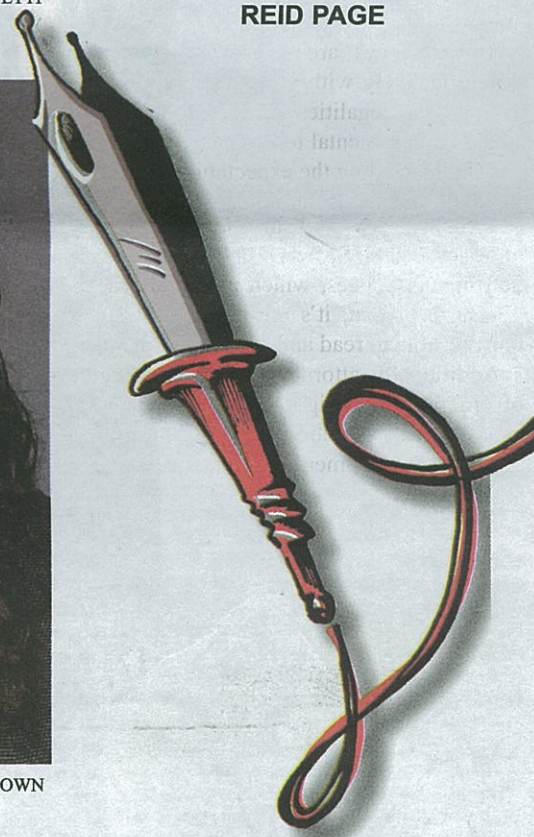
coordinator for the Pueblo Memorial Airport, where she helped coordinate everything from leases with airlines to overhauling the airport's restaurant. She later worked in manufacturing quality control for six years.

When Martin graduated from the University of Denver Sturm College of Law, she was first in her class. This year the *Denver Business Journal* named her one of its 40 Under 40 people to watch.

"[Kim] is an outstanding lawyer, but also an outstanding person," according to the nomination letter. "She doesn't do anything without doing it 125 percent. Her accomplishments started many years before she was a lawyer."

Reid Page
Polsinelli Shughart
Business Litigation

Reid Page graduated from Georgetown



University Law Center in 2000. He joined Polsinelli Shughart six years later; since then he has brought in 10 new clients with an average annual revenue of \$150,000. He manages all of them.

He also handles all aspect of the firm's business, from recruiting talent, landing and managing new books of business to researching, investigating, prosecuting and defending cases and post-judgment appellate proceedings. And he's responsible for all hiring within the office.

Page, 33, specializes in complex civil litigation and business torts. He has represented plaintiffs and defendants in a variety of business disputes and jurisdictions, including a major trade secret case in U.S. District Court in Wisconsin, representing a small company against a 73-year old company with more than \$2 billion in revenue.

Continued on Next Page

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(Corporate Counsel, 2009)

- Recognized in seven Chambers USA categories in Colorado; top ranked in corporate/M&A, environment, intellectual property and real estate: construction

(Chambers USA, 2009)

- Sixteen Colorado lawyers named "Leaders in Their Field"

(Chambers USA, 2009)



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He is currently working on the complex, controversial \$53 million development deal between LandCo Equity Partners, the United States Olympic Committee and the City of Colorado Springs.

He was named a Rising Star in Colorado this year by *Super Lawyer*.

Page has spearheaded Polsinelli Shughart's community involvement in several projects, including a benefit event for the Colorado Coalition for the Homeless.

"Reid personifies the type of complete lawyer that is critical to a firm now more than ever," noted G. Steve Long, the managing partner of the firm's Denver office, who nominated Page. "Reid is the complete, or 'complete' package, and we are very fortunate he is with us."

Mechelle Faulk Dufford & Brown Family Law

This is Mechelle Faulk: "A leader in her profession, at her firm, at home, and in the community, balancing an active and busy practice with extensive professional and civic involvement. And she does all this in addition to being a hands-on mother to two children under the age of five."

At Dufford & Brown, Faulk, 31, is an associate who often represents clients with complex financial issues and high-conflict cases. She is an experienced litigator and negotiator, and guides clients through difficult divorce and post-divorce processes. She has worked with clients on domestic violence restraining orders and led families through the step-adoption process.

"She is a tough advocate for her clients by consistently developing a thorough understanding of each client's objective and the unique issues of each case," according to her letter of nomination.

She also chairs the firm's marketing and business development committee.

In the community, Faulk is a champion for diversity. She is an officer of the Asian Pacific American Bar Association and president elect for 2010-2011. In addition, she is active with the Colorado Campaign for Inclusive Excellence, a nonprofit dedicated to increasing diversity in the legal profession.

Last year she became the captain of the Asian Pacific American Bar Association Dragon Boat Team. She is also on the board of directors of the Colfax Community Network, which provides programs and ser-

vices to families in low-income and transient housing.

At home, Faulk and her husband are parents of Satiene, 4, and Gracelyn, 1. In her off time, she skis, hikes and spends time in the garden.

James Muchmore Patton Boggs Securities, Corporate Governance, Mergers and Acquisitions

James Muchmore is much more than the attorney who wades through complex transactional matters.

For one, the Patton Boggs attorney loves rodeo.

For two, he advises corporations, company management and private funds on matters of corporate, transactional and securities law. In the past year, Muchmore has been helping small and mid-size businesses access funding through private equity, private placements and public markets to pursue their business plans.

When he's not in the office, Muchmore, 35, is busy getting the word out about the firm. In the past year he's taken part in sponsoring numerous events including a sustainable opportunities summit last March.

Muchmore is also involved in national organizations, including the National Association of Corporate Directors, and volunteering with 501(c)(3) organizations.

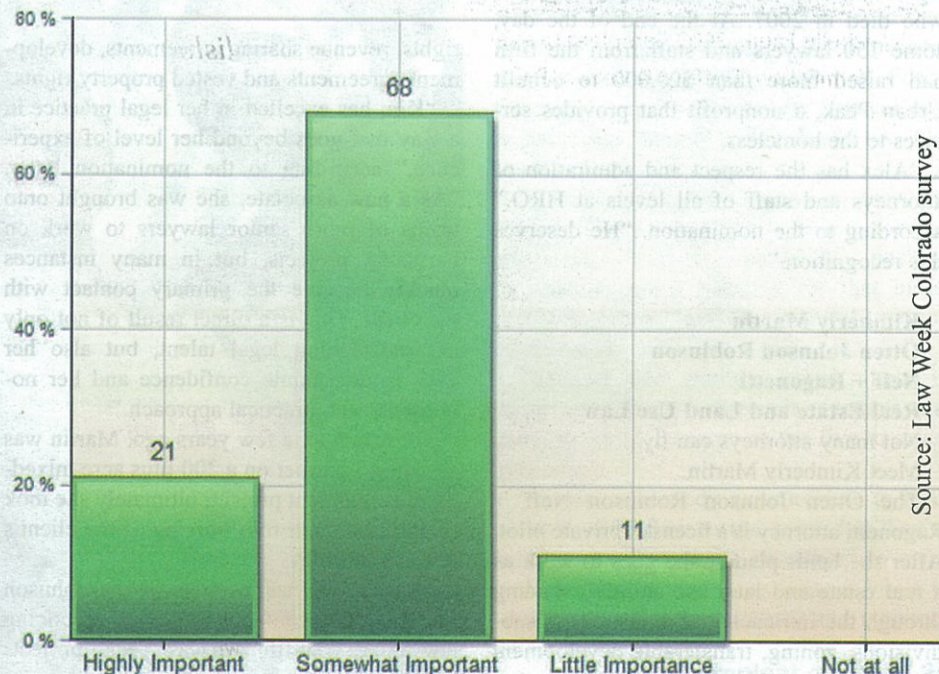
"Although he is an associate, he does more article writing, networking and marketing than many partners," according to his nomination letter. "He is very focused on selling the services of our entire firm-not just those he can provide personally."

Muchmore is chairman of the board for the Cottonwood Institute, a Denver-based nonprofit that provides wilderness training and environmental education to teens. It is, as its Website describes, designed to "inspire a new generation of young community leaders who are environmentally aware, civically engaged, and who are empowered to make a positive impact within their respective communities. Muchmore also works with the Home Front Cares, which provides support for veterans and families of deployed troops.

The 2000 graduate of Syracuse University College of Law is admitted to the bar in Colorado, New York, New Jersey, the District of Columbia and Wyoming (pending) and has been published in various publications, such as *Colorado BusinessWeek* and *Texas Lawyer*.

NEED FOR TRIAL EXPERIENCE

How Important Is It? Managing Partners And Recruiters Respond



The Compleat Contenders

A Dozen Attorneys Who Top The List

The following accomplished Colorado attorneys emerged as strong finalists in Law Week's quest to personify the "Compleat Lawyer":

Denise D. Hoffman

Election and Campaign Finance Law, Nonprofits and Religious Institutions, Tax Planning
Rothgerber Johnson & Lyons

Donald "Tripp" Lake

Personal Injury Defense
Pryor Johnson Carney Karr Nixon

Elizabeth Meier

Commercial law and Securities, Mergers and Acquisitions (Partial List)
Holme Roberts & Owen

Sean Odendahl

Commercial Law and Securities, Mergers and Acquisitions (Partial List)
Holme Roberts & Owen

David K. TeSelle

Large Complex Litigation, Class Actions (Partial List)
Burg Simpson Eldredge Hersh Jardine

Jonathan Bender

Business Litigation, Legal Professional

Liability, Real Estate Litigation (Partial List)
Holland & Hart

Tim Scott

Business Transactions and Tax, Troubled Credits and Distressed Properties
Otten Johnson Robinson Neff + Ragonetti

Conor Farley

Auto/Trucking Law, Commercial and Construction Litigation (Partial List)
White and Steele

Lena Moeller

Casualty Insurance Litigation, Insurance and Medical Malpractice (Partial List)
White and Steele

Christopher A. Young

Commercial Landlord/Tenant Disputes, General Commercial and Construction Litigation
Fisher, Sweetbaum, Levin & Sands

Chelsea M. Burns

Commercial, Real Estate, Construction and Insurance
Fisher, Sweetbaum, Levin & Sands

Brian Nazarenus

Water, Natural Resources and Environmental Law
Ryley Carlock & Applewhite

We're not surprised ...
just proud.



REID PAGE

Polsinelli Shughart PC congratulates attorney Reid Page for being named a 2009 "Compleat Lawyer" by Law Week Colorado.

Reid is an excellent contributor to community causes and uses a multi-dimensional approach to provide better service to his clients.

Congratulations from your friends at Polsinelli Shughart.



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Congratulations

Mechelle Y. Faulk

*on being named a
2009 Law Week Colorado
Compleat Lawyer.*

*Your colleagues at
Dufford & Brown, P.C.
applaud you and your many
accomplishments.*



Mechelle Faulk, 2009 Compleat Lawyer, Family Law, Dufford & Brown, P.C.

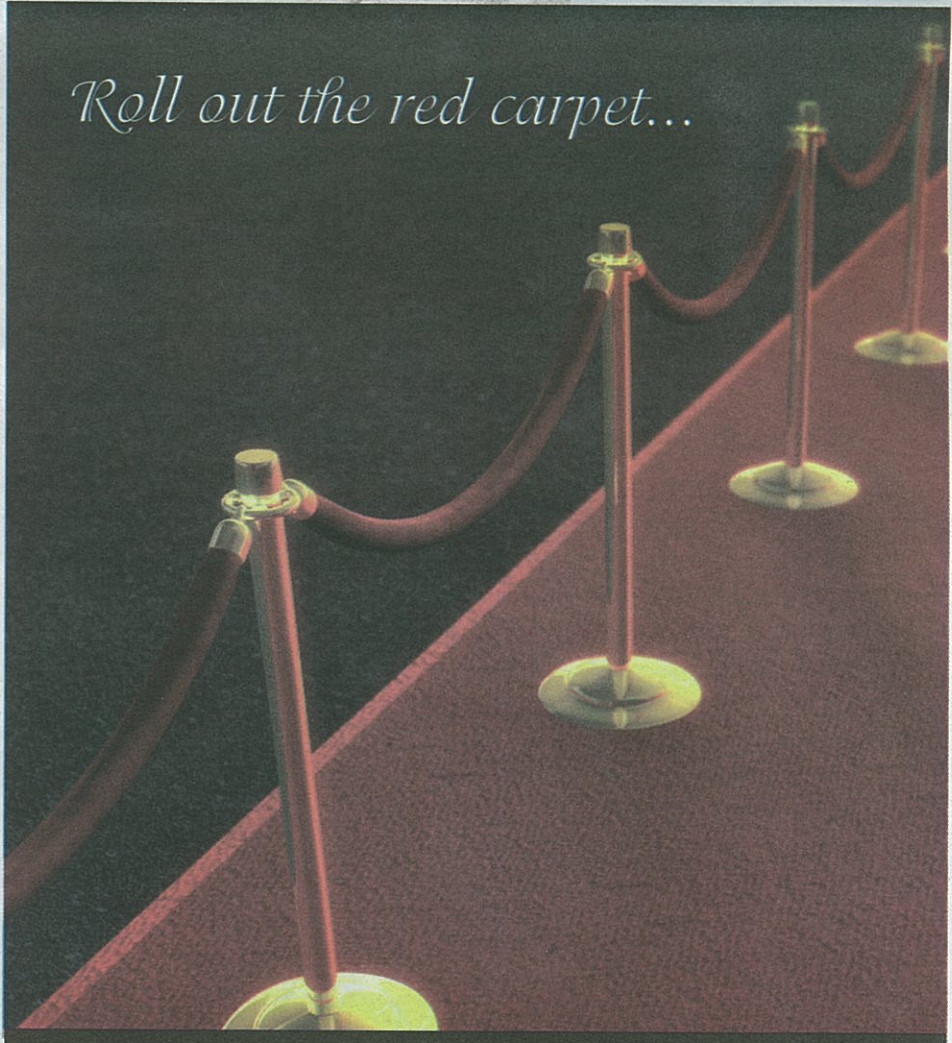


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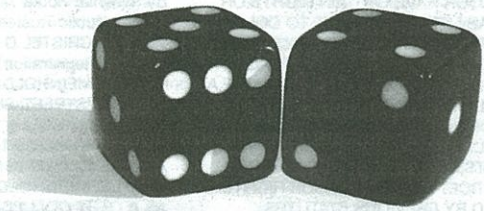


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PERSON

From Page 4

born at the time of the homicidal act.

Hautzinger says public opinion favors fetal homicide laws. He has already lined up the support of Western Slope Republicans Sen. Josh Penry, and Reps. Steve King and Laura Bradford for a prospective fetal homicide bill. Hautzinger also expressed confidence that Gov. Bill Ritter, himself a former DA, would sign such a bill as long as it was clear that it wouldn't affect abortion rights.

Hautzinger said it is "absolutely not" his intention for a fetal homicide law to impinge on abortion rights, but he said he anticipates opposition from pro-choice groups.

"It is going to be a hot-button, controversial issue, because no matter how hard the legislators and I try to keep it away from

abortion, it's inevitably going to be part of the conversation," Hautzinger said. "It may be one of those bills that needs to be introduced two or three times to actually get it through."

To allay concerns about fetal homicide laws, Hautzinger said the legislation would specifically exclude abortions and set a definite age that a fetus be considered viable, such as 24 or 26 weeks.

"I think it's better to use a bright red line date so you don't get into a shifting scale analysis of how far along the baby was."

Representatives from NARAL Pro-Choice Colorado and Planned Parenthood of the Rocky Mountains declined comment on a potential fetal homicide bill until they can review its details. Both groups, which lobby for access to safe and legal abortions have been monitoring the Lage case and the possibility of fetal homicide legislation.

COMPLEAT

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them that you do have those skills and that they do have confidence in your ability to adequately represent them."

Providing pro bono a must

Being regarded as superior in an area of legal expertise and staying on top of current trends in the law ranked second and tied for third in the survey. The two qualities are closely related. But how are attorneys expected to stay ahead of emerging developments in their preferred area?

Continuing legal education classes are required, but most agree they are essential to stay ahead of new curves. Staying current on legal trends and reading voraciously have a definite purpose for lawyers too.

"You can get a sense on deals that aren't happening now, but might happen in the

future," Donovan said, referring to CLE classes and periodicals. If lawyers can see similar legal work done in other states that haven't come to Colorado yet, he said, they can work ahead and educate themselves on emerging trends.

Commitment to pro bono/community volunteering ranked seventh in the survey. "We take it as a given now," Donovan said. "They're expected to go have that focus."

Indeed, pro bono has become more of an expectation — especially at large firms — rather than a perk or a bonus. "The firm as a whole has accepted that as part of their role and expect people in the firm to provide those services," Miller said.

Pro bono services are still considered a big plus at smaller law firms that might not have the same resources as larger ones. "It can still be a generous gift for a small or mid-size firm to be able to do that because they may not have the luxury of time or the financial resources to enable them to do as much pro bono work as they would like to do," he said.

FRICKEY

From Page 5

ing and wouldn't allow them to have or ride bicycles because they "didn't stand a chance against a car." So instead, he bought a motorcycle, which he tried to teach them to ride, but which he crashed on the first attempt. The Frickey children never rode it.

After the terrorists attacks of Sept. 11, 2001, Frickey, often traveling to neighboring states to check on his oil properties and subjected to "indignities" at the airport, decided to travel instead by a white limo he

had purchased.

"I just hope they're ready for him," his children said in the video. "There were times we were amazed, shocked, scandalized and embarrassed by him. But there was laughter, joy, fun and unforgettable memories. There will never be another man whom we affectionately knew as NF. We love you, and life will not be the same without you. And you did it your way."

To that, strains of Frank Sinatra's rendition of "My Way" swept through the church accompanied by family pictures of Frickey and by TV advertisements proclaiming "He's in your corner."

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