

## 109:Attorney Management Workshop

**Gregory M. Allard** Vice President & General Attorney Liberty Mutual Group

**Edward A. Morris** *Vice President, Claims Litigation* Farmers Insurance Group of Companies

## **Faculty Biographies**

## Gregory M. Allard

Gregory M. Allard is vice president and general attorney of the Liberty Mutual Group in Boston, which has the fourth largest legal department in the United States. Mr. Allard has national responsibility for Liberty's 72 in-house law offices, staffed by 725 attorneys and 1600 total employees, who represent the company and its policyholders in litigation throughout the United States.

Mr. Allard is past national chair of ACC's Insurance Staff Counsel Committee, where he continues to serve as a member of the executive board.

He is also a member of the ABA, the New York State Bar Association, the Defense Research Institute, and the International Association of Defense Counsel. He has presented on numerous occasions for ACC, the ABA, and the Minority Corporate Counsel Association.

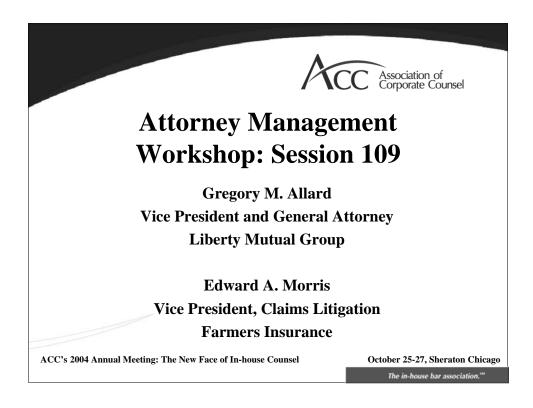
He received a BA from Seton Hall University, an MA from the University of Leicester in England, and is a graduate of the St. John's University School of Law.

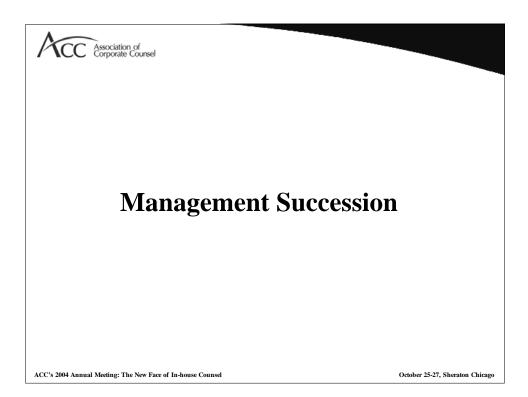
## Edward A. Morris

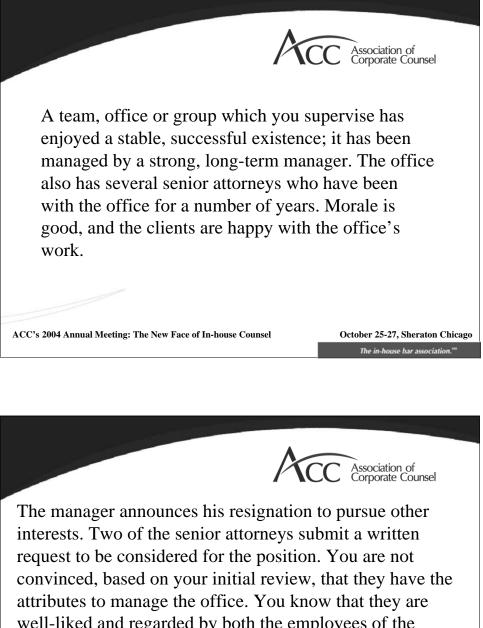
Edward A. Morris is vice president-claims litigation at Farmers Insurance Group of Companies. Mr. Morris became associated with Farmers as an attorney in the corporate law department. In 1981 he undertook a special version of Farmers' executive training program during which he worked as an agent, division agency manager, claims representative, branch claims supervisor, and branch claims manager in the Los Angeles and Simi regional offices. He later became special assistant to the president of Truck Underwriters Association. He was then appointed director-commercial claims, and elected vice president-administration. More recently, he became vice president-health care professional liability.

Mr. Morris is a member of the State Bar of California, Society of CPCU, ABA, Defense Research Institute, the executive committee of ACC's Insurance Staff Counsel Committee, Federation of Insurance & Corporate Counsel, International Association of Defense Counsel, Pacific Claims Executives Association, Insurers Technology Litigation Roundtable, and the board of directors of the Complex Insurance Claims Litigation Association.

Mr. Morris received a BA, cum laude, from Loyola University in Los Angeles and his JD from Southwestern University School of Law. He earned the Chartered Property and Casualty Underwriter (CPCU), Associate in Claims (AIC), and Graduate in Claims Administration (GCA) designations.



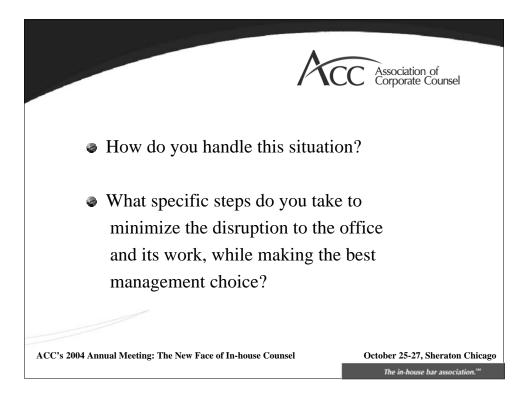


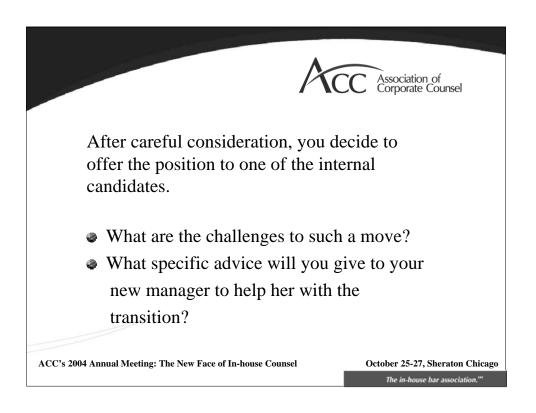


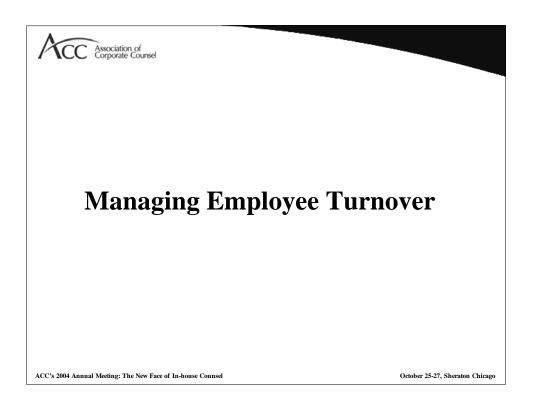
attributes to manage the office. You know that they are well-liked and regarded by both the employees of the office, and by the office's clients, and that if one of them is not offered the position, the morale and work product of the office will be severely affected, and clients will be impacted.

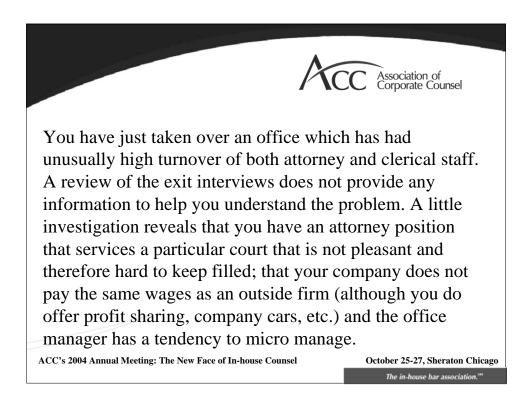
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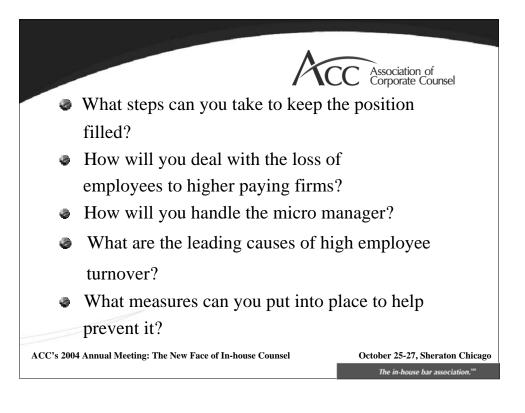
October 25-27, Sheraton Chicago The in-house bar association.<sup>564</sup>

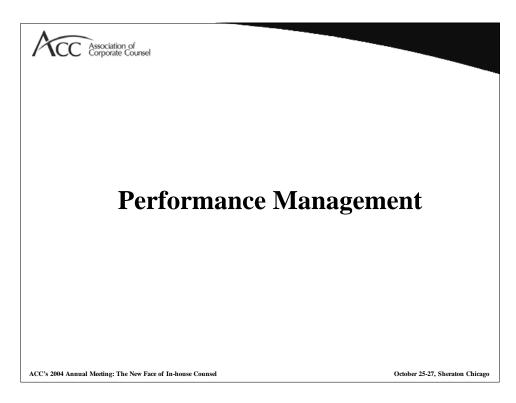


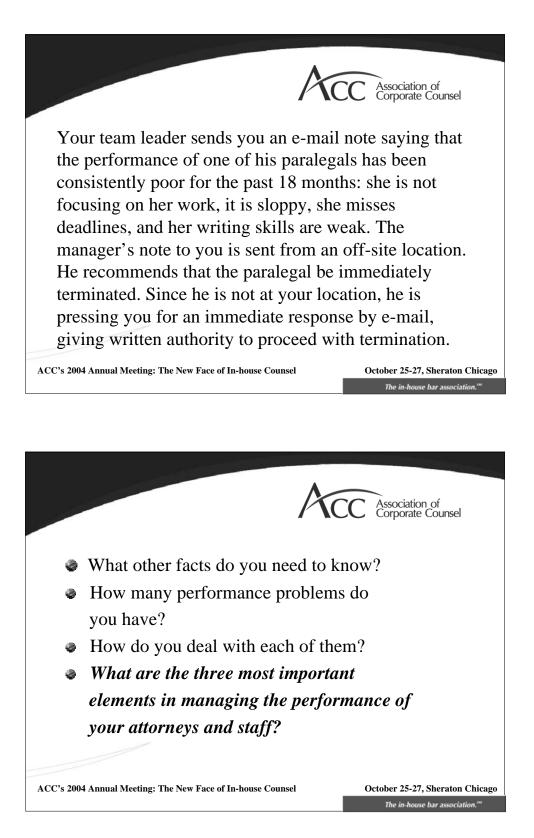


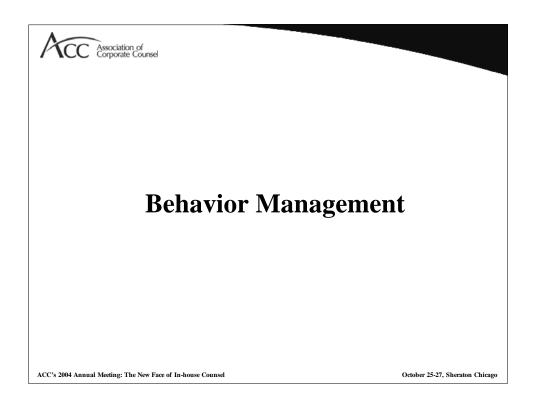


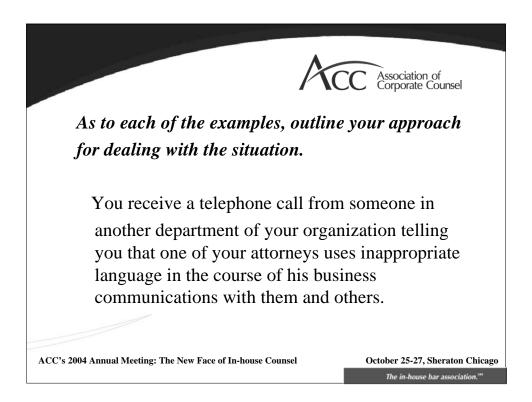


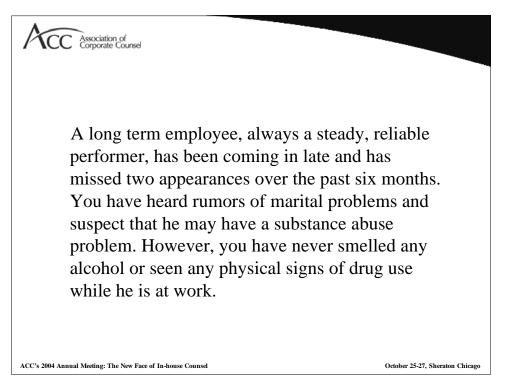


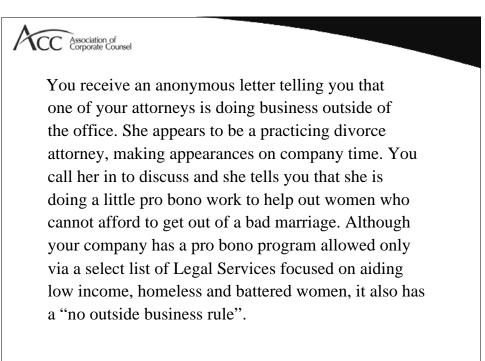




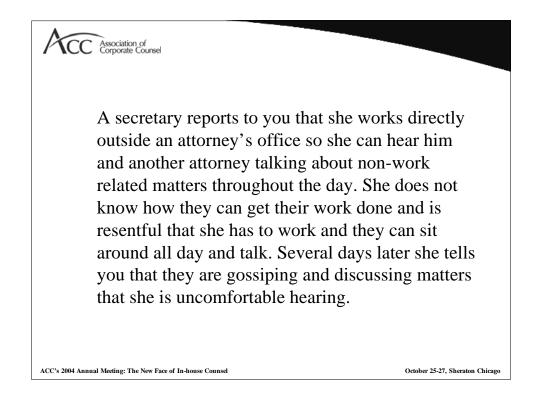


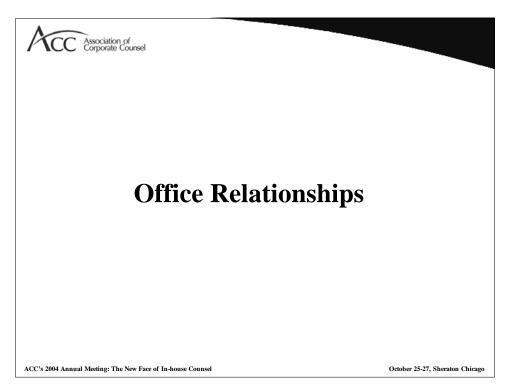






ACC's 2004 Annual Meeting: The New Face of In-house Counsel





October 25-27, Sheraton Chicago



One of the best and most valuable trial attorneys in your office comes to you stating that his secretary has to be fired. He tells you that she has violated their relationship of trust by telling his wife that he is having an affair with someone outside of the office. (The attorney's wife and the secretary are on the same committee at their church.) He tells you that he can no longer work with her and she cannot be trusted to work with anyone else in the office. The secretary is hard working and has no performance issues. He tells you: "It is her or me".

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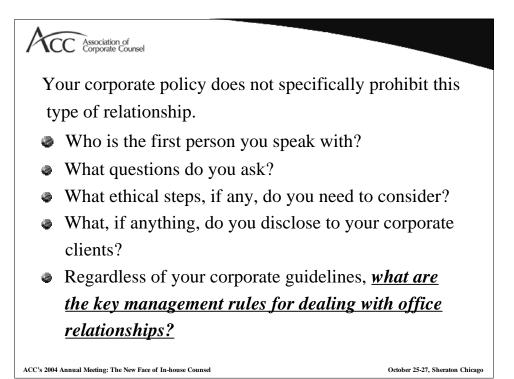
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What other facts do you need to know before dealing with this situation?
If you decide to proceed with an internal inquiry, what form does that take?
Whom do you speak with?
What are your management options?

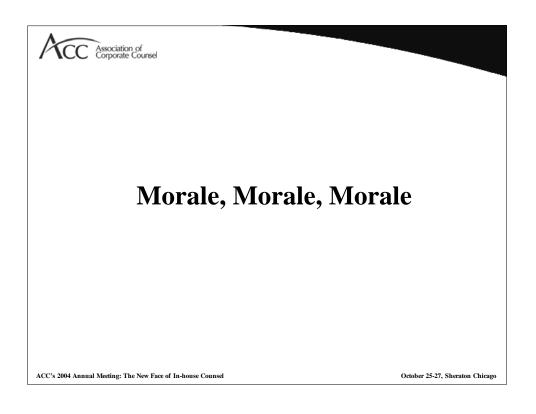


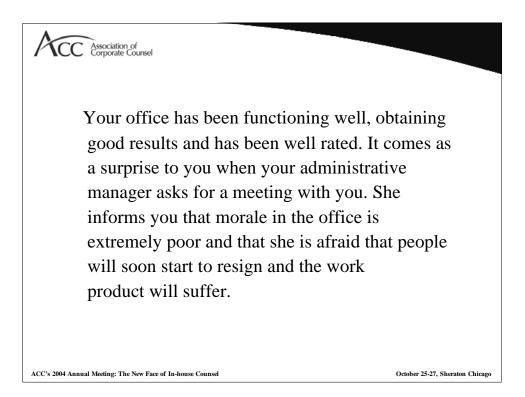
You have just taken over managing an office that was previously managed by another attorney in your company, who has taken a higher level position with the same company. You learn that one of the secretaries in the office is involved in an affair with a prominent attorney who is opposing counsel on a number of cases with your office, some of which have been settled over the last year or two.

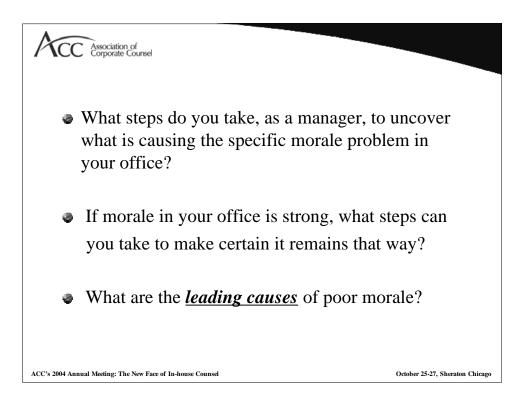
You learn that the secretary revealed the relationship before she was hired by your predecessor.

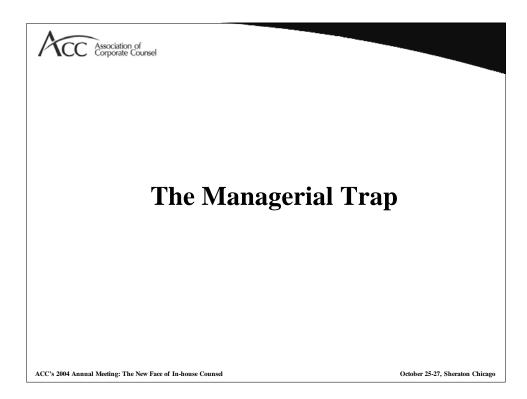
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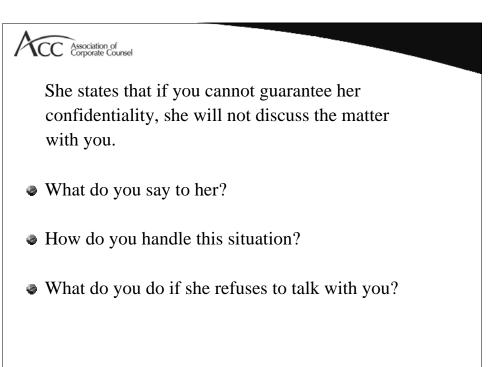




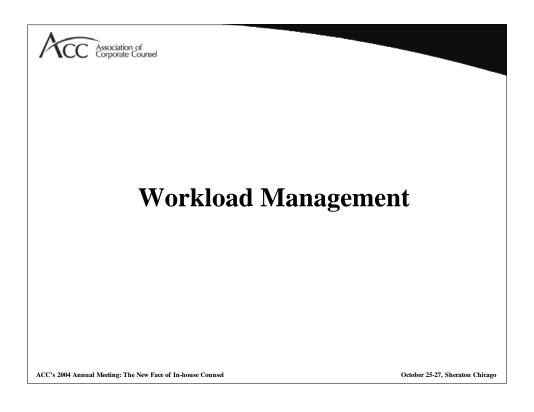


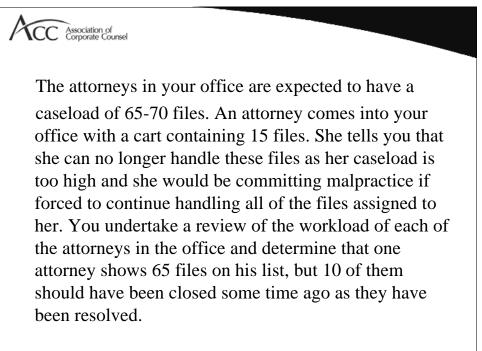
A senior legal secretary asks to see you privately. She says that she has been bothered by a series of events in the office over several months, which she describes as "sexual harassment". She has agonized over whether to bring this to your attention. Yesterday another event occurred which was the final straw. She is ready to speak with you, but under the circumstances she has to "insist that your conversation be kept entirely confidential", because she is concerned about being labeled a "rat-fink" complainer, and does not want to deal with the negative repercussions which will undoubtedly arise.

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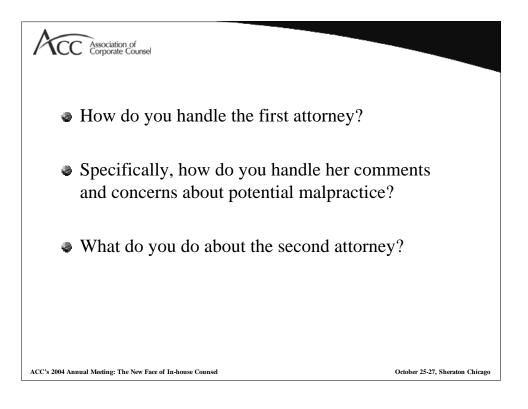


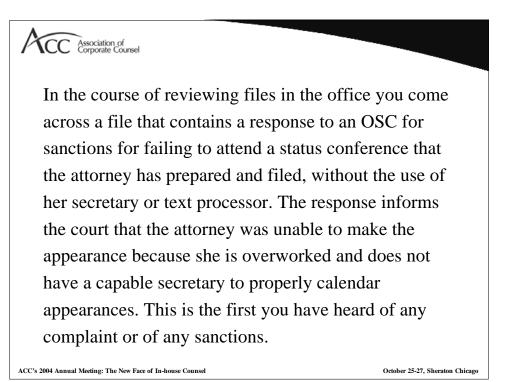
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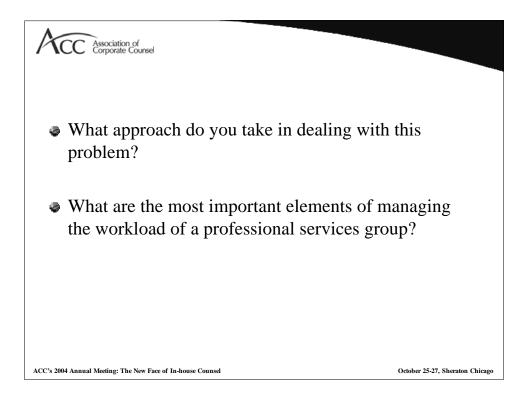


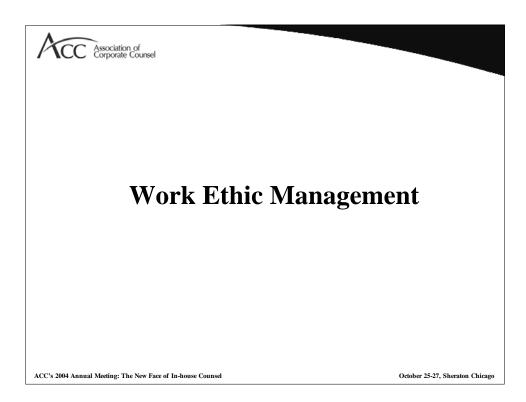


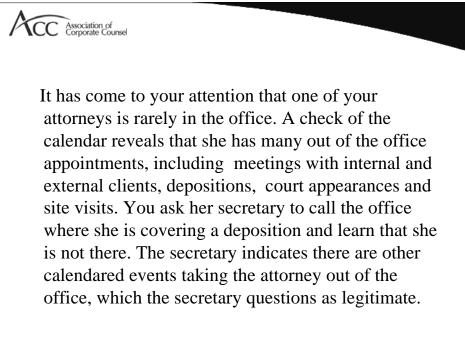
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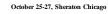


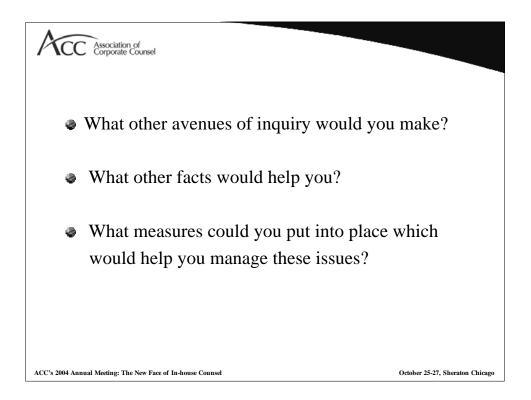


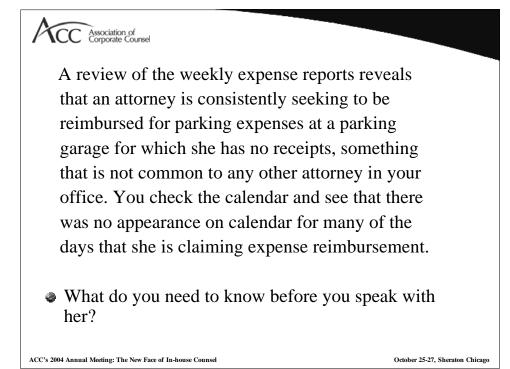


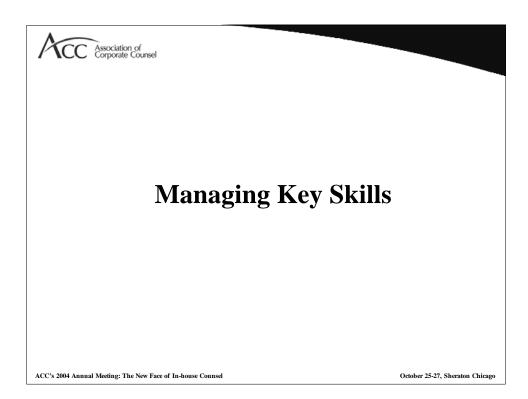


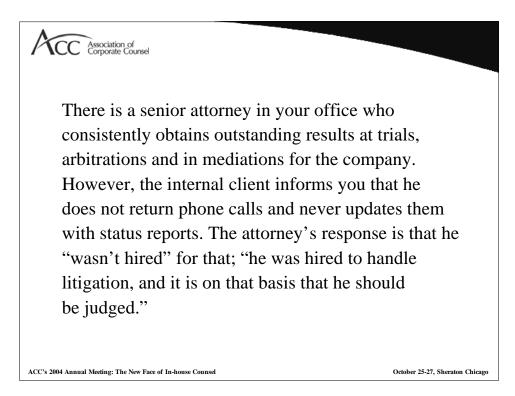


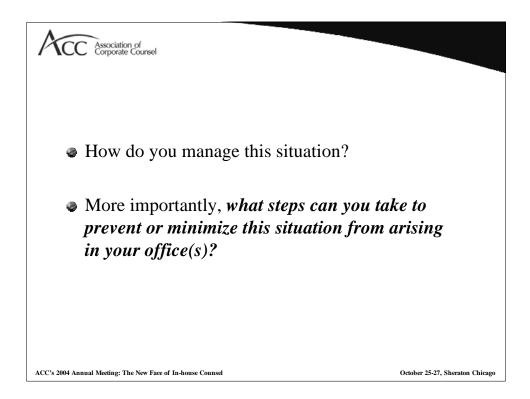


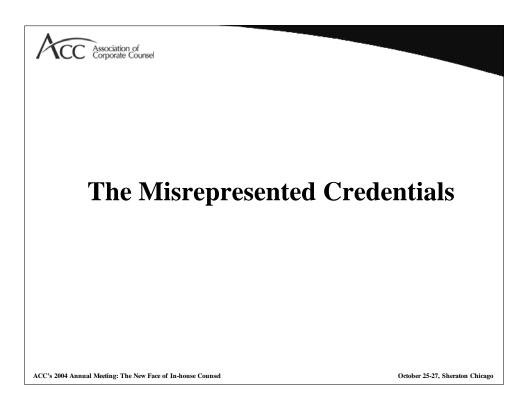


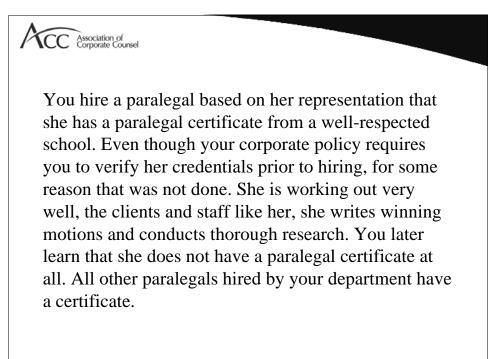




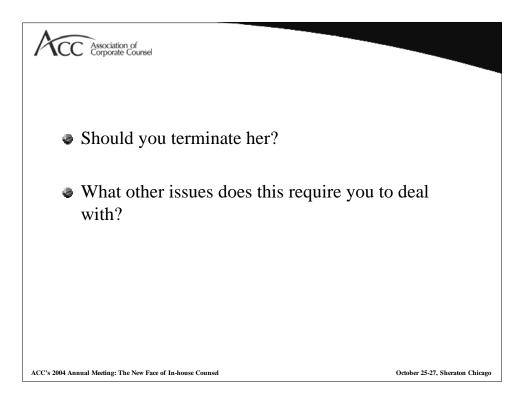


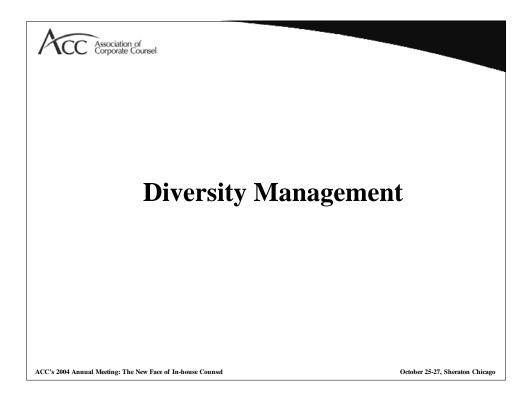


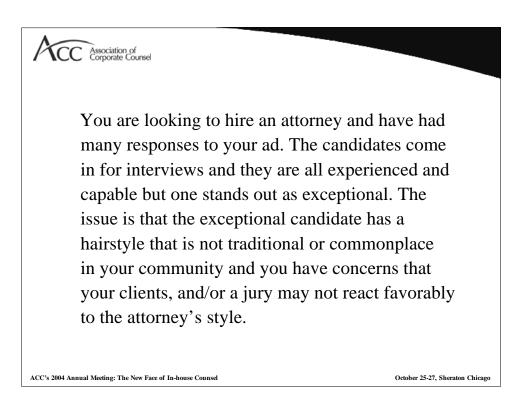


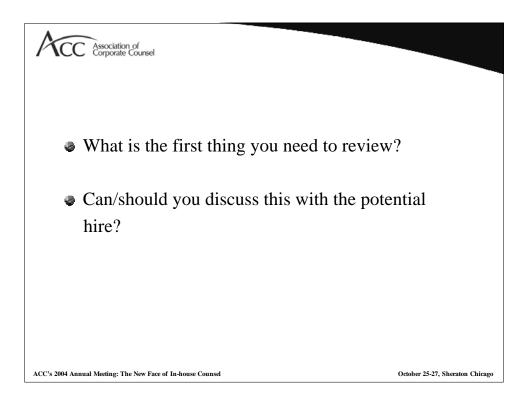


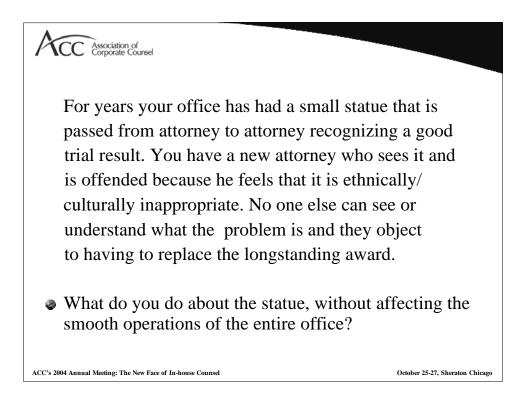
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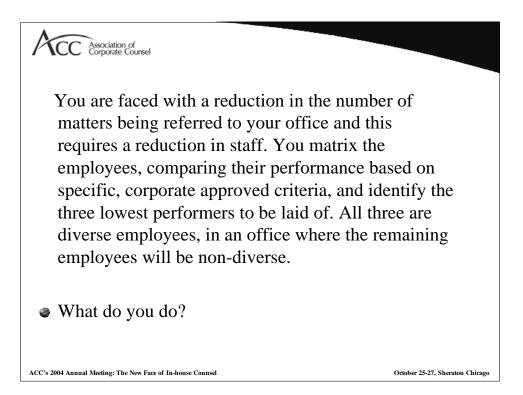


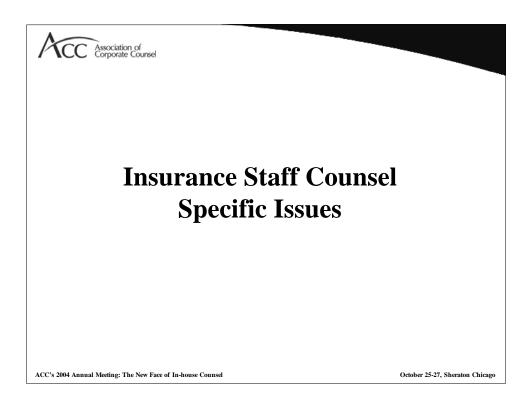


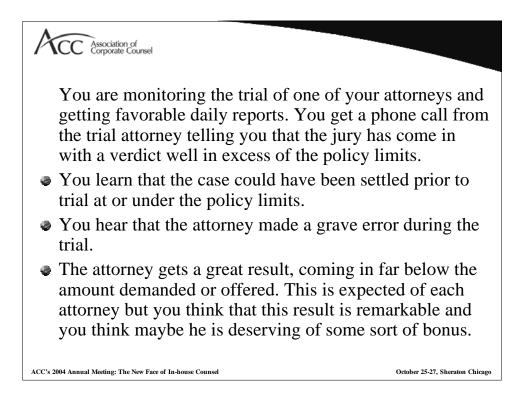












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One of your staff attorneys is representing a policyholder in a litigated matter for their insurance carrier employer. By e-mail, he forwards you a note from the Claims Department of the carrier which indicates that they have plans to settle the case, and "counsel should take no further action on the file." Counsel states that the case, with or without discovery, will be ready for for trial in 6 months, and that there is a serious question as to whether the plaintiff's injuries are causally related to the underlying accident.

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