

2016 Year In Review

PUBLISHED ON

December 1, 2016

TABLE OF CONTENTS

[In This Review](#)

[Message From the Managing Partner](#)

[Highlights from 2016](#)

[Serving Our Communities](#)

[Major Victories for Our Clients](#)

[Firm Honors](#)

[Focusing on Our Community](#)

[Transactional Practice](#)

[Keeping In Tune With Our Clients](#)

[New Faces and Transitions](#)

[Our Practice Excellence Initiative](#)

[Seminars](#)

[BarleyFit](#)

Message From the Managing Partner

By: Jeffrey D. Lobach

It was a year of history at Barley Snyder.

The firm celebrated its 60th anniversary in 2016. We grew to record levels by directly following the principles of our Practice Excellence initiative and we welcomed new professionals, practice areas and business ventures. None of the growth we experienced would be possible without our friends and clients, who put their trust in us to help guide their vision of what their businesses should be. Those are relationships we don't take for granted, we constantly strive to live up to and that we are supremely grateful for.

Growth has been a strategic imperative for the firm. We pursue not just increases in our headcount and volume of work, but growth that will provide the firm more resources to better serve our clients. With the addition of four new lawyers this fall to our Finance & Creditors' Rights, Business and Real Estate practice areas, we now offer 75 lawyers to serve our clients. Our firm's partnership also expanded, as the partners elected Josh Knapp as its newest member. Another new attorney joined us at the start of February. That will not end our growth, as we plan to add more attorneys and paralegals in 2017 to continue our trajectory.

The past year saw Barley Snyder break through into new areas. We launched our new Food & Agribusiness Industry

Group, which pools the copious resources of the firm to help our clients succeed in a rapidly changing industry. We also opened Founders Fiduciary Services, a niche consortium of financial professionals born out of client demand. Our relationship with Central Pennsylvania Land Exchange, a "like kind" exchange intermediary, reached new heights.

Nothing helped our firm's development more than the principles of our Practice Excellence initiative that guide our dedication to client service, quality work and knowledge. As we watch the needs of our clients evolve, our emphasis remains on giving those clients the full, expansive resources of our firm while still being able to respond to their ever-changing needs in a timely and economically feasible manner.

We pride ourselves on being a firm that intently listens to each one of our clients. Please feel free to contact me or any of our attorneys at any time to discuss anything related to our firm. We look forward to our continued partnership with our clients in 2017 and beyond.

Jeffrey D. Lobach

jlobach@barley.com

Direct Dial: (717) 852-4979

[Back To Top](#)

Highlights from 2016

By: Timothy G. Dietrich

Food & Agribusiness Industry Group

Our footprint sits in one of the most fertile agriculture regions in the country, so it's no surprise the firm's food and agribusiness clients are one of its hallmarks. In 2016, the firm formed its [Food & Agribusiness Industry Group](#) pooling resources to meet the rapidly growing needs of clients in the food and agribusiness space, where market and regulatory landscape is changing almost daily.

The group has the capacity to handle a wealth of issues that are important to food and agribusiness clients on a daily basis, such as:

- Trademark and intellectual property
- Specialty construction contracting
- Land development and zoning
- Labor and employment
- Supply contracts
- Regulatory assistance
- Immigration
- Environmental
- Finance and lending
- Title insurance

As part of the introduction of this new industry group, the firm is planning its first "Summit for Food & Agribusiness," a full-day, industry-focused event to be held May 18 at Spooky Nook Sports in Manheim.

For more information on the firm's [Food & Agribusiness Industry Group](#) and how it could help your business, visit the group's website at www.barley.com/Food or contact the group's chair, [Timothy Dietrich](mailto:tdietrich@barley.com), at tdietrich@barley.com.

[Back To Top](#)

Serving Our Communities

Barley Snyder values commitment to community leadership and volunteerism. Our attorneys contribute financially, serve on boards and volunteer for more than 300 organizations in the areas of education, social services, the arts, youth athletics and professional associations.

We ran and volunteered in the 18th Annual Race Against Racism in support of [YWCA Lancaster's](#) racial justice initiatives that foster healthy and constructive dialogue about race in the community.

We also ran in June to support the CASA Superhero 5k for [Court Appointed Special Advocates of Lancaster County](#). The organization's mission is to provide a qualified and compassionate court-appointed volunteer advocate to every child who is abused and neglected in the effort to ensure the fundamental human right of having a safe, nurturing, and permanent home is met. Partner [Scott Landis](#) is the board president of this organization.

During the Halloween season, the firm participated in the Trick or Trot 5k in support of [Lancaster Recreation Commission](#) and Woodward Hill Cemetery. Partner [Randy Moyer](#) is on the board of directors of the race.

Each year during the holiday season, we contribute gifts and funds to support local non-profits. In 2016, we collected donations for The Salvation Army, supporting the Angel Tree and Coats for Kids projects. We donated many gifts for the children along with over \$1,000. Partner [Don Geiter](#) is on the board of the [Lancaster Salvation Army](#).

[Back To Top](#)

Major Victories for Our Clients

By: Maria Di Stravolo Elliott, David J. Freedman, Jeremy D. Frey, Matthew M. Hennesy, Joshua J. Knapp, Katherine Betz Kravitz, Paul W. Minnich, Michael L. Mixell, Keith Mooney, Justin A. Tomevi, George C. Werner, Alexander Puskar and Christopher A. Naylor

Related Practice Area: Litigation

Although most disputes are settled prior to trial, one of the most effective messages a litigator can send to the opposing party to obtain a favorable settlement is its willingness to proceed to trial and its attorneys' past successes in front of judges and juries. As set forth below, our clients enjoyed numerous courtroom victories during 2016:

Mike Mixell represented an alleged incapacitated person in a guardianship matter. The key issue in the guardianship was the creation of two Delaware irrevocable trusts that did not benefit the incapacitated person. Through the course of a guardianship hearing and mediation in Delaware, the guardianship estate

received back in excess of \$1 million with a neutral, local trust company appointed guardian of the estate.

Mike Mixell, **Tim Dietrich** and **Alex Puskar** recently had co-trustees enjoined from breaching their fiduciary duties under the Pennsylvania Uniform Trust Act by attempting to create a mortgage lien on a valuable piece of real estate at the New Jersey shore that did not benefit the trust beneficiaries. The battle was waged on two fronts, with Tim stopping the improper activity in Bankruptcy Court and Mike and Alex having the proposed actions enjoined in Orphans' Court. The value of the trust property protected exceeded \$1 million.

Chris Naylor and **Dan Frey** succeeded in getting a land development plan denial reversed for a major agricultural client in a land use appeal in York County. They successfully proved bad faith on the part of the municipality.

Kathy Kravitz successfully defended a Lancaster County hospital client in a medical malpractice suit involving the death of a 37-year-old female patient. Prior to trial, several of the nurses involved in the patient's care were subpoenaed for trial testimony by the plaintiff's counsel. With a focus on the global defense themes, Kathy's preparation of the nurses facilitated very supportive testimony as to the care provided by the co-defendants, an emergency medicine physician and a cardiologist. After a five-day trial, the jury returned a verdict in favor of all defendants.

Kathy Kravitz also successfully defended another hospital client in a Franklin County trial involving the death of a 44-year-old woman after she visited the hospital's emergency room with back pain following a fall down icy stairs. Three days later, the patient returned to the hospital by ambulance after experiencing shortness of breath, and cardiac arrest. She was resuscitated by both ambulance and hospital personnel before being transported to a Level 1 trauma center, where she died. At surgery, the patient was diagnosed with a tear in her liver that caused bleeding into the abdomen. After a six-day trial, following less than an hour of deliberation, the jury returned a verdict in favor of our hospital client and the co-defendant physician.

Paul Minnich and **Justin Tomevi** successfully represented the minority member of a limited liability company in a shareholder dispute matter, resulting in a multi-million dollar settlement for the client. The majority shareholder had frozen out the client as the company reported record profits. After a two-day hearing seeking injunctive relief, a judge granted the injunction extending beyond the relief historically awarded by courts in Pennsylvania. Almost immediately after the decision, the majority member settled the matter with the payment to the client.

Justin Tomevi represented a commercial real estate developer in an appeal involving its attempt to construct private college housing. The developer had obtained final approval of its land development plan, only to see the municipality change the zoning ordinance and join in an appeal of neighboring landowners against the development. After successfully appealing an adverse initial trial court decision to Commonwealth Court, Justin persuaded the trial court to allow the development to be constructed with minor changes. Based on the evidence presented to the court, the judge also ruled that the municipality acted in bad faith.

Justin Tomevi represented an estate in a preliminary injunction matter brought by a beneficiary. The beneficiary of the multimillion dollar estate claimed that he was entitled to certain water rights on a property he owned neighboring the property owned by the estate. Justin defended the matter aggressively for the estate and at the preliminary injunction hearing, obtained a non-suit dismissal of the case after the presentation of the beneficiary's evidence.

Paul Minnich and **Justin Tomevi** represented the owner of one of the most valuable properties in a suburban Philadelphia County in a tax assessment appeal. On the day before trial, they brokered a settlement that reduced the tax valuation of the property by nearly \$12 million, amounting to considerable tax savings for the client.

Paul Minnich and **Justin Tomevi** represented a guardian overseeing an elderly individual with millions of dollars in assets. For years, the children of the individual battled over control of their mother's assets by challenging her incapacity finding, often resulting in monthly orphan's court proceedings. After convincing the trial court to maintain the incapacity finding and maintain the guardianship intact, the children took the appeal to the Pennsylvania Superior Court. After Justin argued before the appellate panel, the decision of the trial court was affirmed.

Maria Elliott and **Paul Minnich** handled one of the largest tax assessment appeals in Lancaster County and settled the case on favorable terms. The taxing authorities accepted the client's appraisal figure, refunded overpaid taxes in full and agreed to lock the favorable assessment in place for several years.

Josh Knapp worked with the **Finance & Creditors' Rights** team to draft preliminary injunction filings within hours to stop the sale of cattle held as loan collateral for a banking client. That same day, a Chester County judge granted the requested relief.

Matthew Hennesy and **Josh Knapp** obtained an injunction for a client against a homeowners association. The client owned multiple rental properties in a planned community and filed an action challenging assessments the association claims are owed. Despite repeated requests, the association failed to hold its annual vote when required and waited until it suspended the client's voting rights to schedule the meeting. They convinced the court the suspension was in bad faith and were able to obtain an injunction allowing our client to vote at an upcoming meeting.

George Werner and **Matt Hennesy** won a major arbitration award for a long-standing municipal client in a liability case concerning a breach of an agreement with another municipality. **Tim Dietrich** and **Keith Mooney** provided significant assistance in the case.

George Werner successfully defended a Superior Court appeal of a woman who sued our client, a billion-dollar company. The court found the company could not be held responsible in a wrongful death claim.

After obtaining summary judgment at the trial court level, **George Werner** successfully defeated a Superior

Court appeal by the woman who sued our client, a billion-dollar company, alleging on appeal that our client had acted fraudulently. The court found the company could not be held responsible in the personal injury claim as all claims, including the fraud claim, were time barred.

David Freedman obtained summary judgment for an employer sued for race discrimination in the U.S. District Court for the Western District of Pennsylvania. The former employee appealed the trial court's ruling, but David convinced the U.S. Third Circuit Court of Appeals to dismiss the appeal for lack of jurisdiction.

David Freedman represented a healthcare organization in a lawsuit filed by an employee in the U.S. District Court for the Middle District of Pennsylvania. David obtained dismissal of the employee's claims against the organization for breach of contract, violations of ERISA's fiduciary obligations, the Age Discrimination in Employment Act, the Pennsylvania Wage Payment Collection Law, the False Claims Act, and various common law claims.

[Back To Top](#)

Firm Honors

By: Salvatore Anastasi, Lauralee B. Baker, Jennifer Craighead Carey, Kimberly J. Decker, David J. Freedman, Jeremy D. Frey, Kathleen A. Gray, Matthew M. Hennesy, Jeffrey D. Lobach, Christopher W. Mattson, Michael L. Mixell, John T. Reed, Justin A. Tomevi and George C. Werner

U.S. News & World Report and **Best Lawyers** named **Barley Snyder** as a Tier 1 Firm on its 2017 "Best Law Firms" list in the areas of Closely Held Companies and Family Businesses Law, Commercial, Banking & Finance, Construction and Personal Injury - Defendants Litigation areas, and Trust & Estates Law. **Barley Snyder** was also ranked a Tier 2 Firm in Corporate Law. The "Best Law Firms" list includes firms recognized for professional excellence with impressive ratings from clients and peers. Achieving a tiered ranking signals a unique combination of quality law practice and breadth of legal expertise.

Eight of our attorneys were named to the lists of **2016 Pennsylvania Super Lawyers** and **Pennsylvania Rising Stars**. Super Lawyers recognizes attorneys who have distinguished themselves in their legal practices. Our Pennsylvania Super Lawyers include: **Salvatore Anastasi, Jennifer Craighead, Jill Welch and George Werner**. The following were named Pennsylvania Rising Stars: **Joseph Falcon, Jeremy Frey, Matthew Hennesy and Justin Tomevi**.

For the third year in a row eight of our attorneys were named to the **Best Lawyers 2017** list. The Best Lawyers In America is the oldest and most respected peer-review publication in the legal profession. Named Best Lawyers in America are: **Lauralee Baker, Kathleen Gray, Steve Lazun, Jeff Lobach, Christopher Mattson, Mike Mixell, John Reed and George Werner**.

Barley Snyder was voted "**Best of Lancaster**" in the Susquehanna Style magazine's survey.

Kimberly Decker was named to **The Legal Intelligencer's "Top Women in Law"** list. This list highlights 25

female attorneys in Pennsylvania who have had notable achievements in the profession in the last two years.

Jeremy Frey was voted top attorney in the Hanover area by the annual [Readers' Choice Awards](#) released in the Evening Sun.

David Freedman was named the Pro Bono Attorney of the Year by [Pennsylvania Immigration Resource Center](#) for his work assisting indigent immigrants who are victims of sexual assault.

[Back To Top](#)

Focusing on Our Community

By: David J. Freedman, Donald R. Geiter, CIPP/US, Jeffrey D. Lobach, Randy R. Moyer, Lin Axiemethy Floyd, Abby Medin Tucker, Kylie L. Madsen, David M. Walker and Peter J. Faben

Jeffrey Lobach was named to the board of directors at the [York County History Center](#). Jeff is one of 18 members of the board of the center, which operates the Historical Society Museum, the Agricultural & Industrial Museum, the Fire Museum, an expansive Library & Archives, the Colonial Complex and the Bonham House.

Abby Tucker was elected to serve on the board of directors at Lancaster City's newest revitalization effort, the **Southwest Neighborhood Leadership Board**. The Lancaster Housing Opportunity Partnership (LHOP) formed the organization and its board to chart a course of action enabling residents and partners of Southwest Lancaster to create a safe, clean neighborhood that is attractive to economic investment and welcoming to residents and visitors.

Peter Faben was named to the board of directors at the [Center for Community Peacemaking in Lancaster](#) (CCP). CCP is a community organization whose primary mission is to aid reconciliation between victims of crimes and offenders through face-to-face, mediated conferences as an alternative to traditional punishment.

Randy Moyer was elected to the board of trustees for the [Lancaster General Health Foundation](#), the charitable arm of Lancaster General Health. The foundation oversees all fundraising activities for LG Health, including gifts made to the Ann. B. Barshinger Cancer Institute, Women & Babies Hospital, the Pennsylvania College of Health Sciences and the Heart & Vascular Institute, all in Lancaster.

Joshua Schwartz was named to the board of trustees for the [Fulton Theatre Board](#). The downtown Lancaster arts venue brings in national touring productions and acts as a community engagement vehicle with theater training programs and it's Academy of Theatre.

Lin Axiemethy Floyd was elected to serve on the board of trustees for the [Media-Upper Providence Free Library](#) (MUPFL). MUPFL is a nonprofit organization providing materials, activities, and services for the public's educational, recreational, cultural, and vocational needs.

David Walker has been appointed to serve on the Planning Committee for **100 Men Who Care**, Lancaster. The organization's primary mission is to reach out and help their community by finding at least 100 men to each contribute \$100 three times a year, (\$30,000+ annually) to local charities.

David Freedman was named to the board of **Church World Services** (CWS) operations in Lancaster. CWS is the largest refugee service organization in the world whose goal is to work with churches, organizations and individuals to provide help and homes to refugees, and work to build a community in the U.S.

Kylie Madsen volunteered her time this year to be a mentor for **The Lancaster Chamber Women in Business Mentoring Program**. This program is designed to help educate and connect female students to professional businesswomen for guidance and advice while participating in various programs/projects throughout the year. Kylie was also elected to **La Academia Charter School's** board of directors.

Donald Geiter was installed as a trustee of **Lancaster Bible College** after serving as a member of its corporation for several years. He also took the helm as chairman of the board of the **Lancaster Safety Coalition**. The coalition is a local non-profit collaboration of businesses and citizens who support the effectiveness and efficiency of emergency services, safety and quality of life for every resident and visitor in the City of Lancaster. In addition, Don joined the board of directors of the Lancaster **Salvation Army**, where he also chairs their annual student scholarship committee. Don also volunteered on a week-long work crew to assist **Habitat for Humanity** (Allegheny Valley) and its residents on several residential home rehab projects.

[Back To Top](#)

Transactional Practice

By: Paul G. Mattaini

Related Practice Area: BusinessMergers & Acquisitions

In our 2014 and 2015 year in reviews, we noted that the volume of M&A transactions was relatively strong and we were fortunate to have the opportunity to participate in a number of significant transactions in 2016 as well.

The factors driving the M&A market in 2016 included:

In the case of Sellers:

- Many seller exits were delayed due to the 2008- 2009 downturn;
- The Baby Boom generation is at or reaching retirement and desires exits;
- Valuations are up; and
- Some companies have reached a level where growth requires more capital and/or deeper management.

In the case of Buyers:

- Many companies are looking for acquisitions to supplement their organic growth;
- Potential companies looking to buy are flush with cash; and
- Funding, both debt and private equity, is available.

We continued to apply our Practice Excellence initiative to the M&A area in 2016 through various lean practices, such as:

- Use of work plans;
- Mapping of transactions;
- Electronic data rooms for due diligence by buyers, buyers' lenders and buyers' representations and warranties insurers; and
- Sharing of documents in Sharefile sites.

We found that such lean practices greatly increased the efficiency and flow of transactions.

At our business seminars in Reading, Lancaster and York in the fall of 2016, we included a session on recent developments in the M&A market. In addition to factors driving the market, we also discussed pricing, the importance of due diligence and the typical steps in the process. Among the topics that we covered in the session were:

- What is driving the current M&A market?
- What are (should) Sellers (be) thinking about?
- Seller actions to consider.
- What are (should) buyers (be) thinking about?
- Buyers actions to consider.
- Typical process steps.
- Pricing - including earnouts and seller rollovers.
- Due diligence, including electronic data rooms and quality of earnings reports.
- Seller forms of agreement.
- Representations and warranties insurance.

We would be glad to discuss our experience or approach to specific transactions; our approach is also described in our "M&A Resume" which can be found at www.barley.com/mergers-acquisitions. Also, on this same webpage, you can access an updated M&A representative transactions list. As you can see from a review of these transactions, we have represented existing clients on transactions and companies referred to us by investment bankers, accounting firms, commercial lenders and other law firms.

Key attorney: [Paul Mattaini](#)

[Back To Top](#)

Keeping In Tune With Our Clients

Related Practice Areas: Business, Employment, Trusts & Estates, Intellectual Property, Real Estate and Tax

Related Industry: Construction

Tax-Deferred Exchanges

We have solutions for clients looking for asset growth and savings. Attorneys of the firm's Tax, Real Estate, and Business groups work together to strategize with property and business owners to upgrade real and tangible property while also improving bottom lines. The owners can defer payment of capital gains tax on appreciated assets by exchanging them for qualified similar property. Working through an independent intermediary, the firm has helped clients defer millions of dollars in tax, not only on appreciated real estate, but also on other assets such as airplanes, boats, cranes and, most recently, a group of 10 dump trucks.

Land Development & Construction Projects

Our clients know that to purchase and develop a property takes multiple levels of legal expertise. Having attorneys who are well-versed in construction, zoning and planning regulations, as well as financing and environmental laws, is a true lifeline for any business operating in this space. Barley Snyder attorneys have perfected their cooperation and relationships internally to provide the highest level of care involving the intricacies of subdivision and land development matters, zoning ordinances, funding, tax and environmental components, where attorneys have handled everything from storm water runoff to soil erosion and green space issues. We work together to bring clients the fastest and best results possible to keep projects on schedule and on budget.

Founders Fiduciary Services

The core of everything we do is based on client need and service. Out of this dedication to our clients came the 2016 birth of Founders Fiduciary Services. This venture unbundles trust services for high net worth clients and family-controlled companies that have a team of trusted professional advisers in place and wish to maintain those relationships. With the collaboration and cooperation of long-time, respected regional accounting and investment advisory firms, Founders assists clients with their fiduciary needs, including serving as trustee, executor and agent under power of attorney instruments. We are not wealth managers and we do not replace existing financial advisers. Founders addresses the need for fiduciary services in matters involving closely held stock and real estate where traditional corporate trustees are not typically engaged. Founders initially will offer its fiduciary services throughout Pennsylvania, with the possibility for future expansion. At Founders Fiduciary Services, relationships are the foundation.

Protecting Intellectual Property & Trade Secrets

It takes a team to protect a company's vital intellectual property and trade secrets in a digital world. And the measures companies take to protect their business assets are critical to avoid or, if necessary, successfully win litigation. Barley Snyder's Intellectual Property, Employment and Business attorneys help identify and protect these assets up front in business transactions, onboarding employee talent, product development and during transition and employee departures. Even when these assets are threatened, our team of attorneys collaboratively works to develop sound comprehensive strategies to protect the business and its assets, and give you peace of mind.

[Back To Top](#)

New Faces and Transitions

By: Kimberly J. Decker, Jeremy D. Frey, Joshua J. Knapp, Rita J. Linguiti, Brian A. Korman, Joseph P. Schalk and Kristina J. McVey

Indraneela Dixit joined the firm in October practicing as a real estate attorney concentrating on commercial leasing.

Brian Korman joined the firm in September as an associate in the firm's Business and Real Estate practice groups.

Joseph Schalk joined the firm in November and practices in the Finance & Creditors' Rights group after working in the bankruptcy group of a Philadelphia-based high-volume mortgage default servicing firm in its Harrisburg satellite office.

Rita Linguiti joined the firm in October and works in contract review projects.

Kristina McVey joined the firm in November as a paralegal for our Litigation group in the medical malpractice area.

Jeremy Frey has transitioned into the practice group leader role for the Business group; John Reed previously served in this role for several years. In this capacity, Jeremy will lead and oversee the group in the areas of training, communication, business development, staffing and recruiting and quality assurance.

Kimberly Decker has been elected to serve on the Management Committee for a two-year term. Kim has also been elected chair of the firm's Practice Excellence Committee. See further information about Practice Excellence in this issue.

Joshua Knapp has been voted into the firm's partnership effective Jan. 1, 2017. Josh practices in the firm's Litigation group and leads the firm's Injunction practice group.

[Back To Top](#)

Our Practice Excellence Initiative

By: Kimberly J. Decker, Daniel T. Desmond, Derek P. Dissinger, Joseph R. Falcon, III, Matthew M. Hennesy, Caroline M. Hoffer, Jill Sebest Welch, Sarah Rubright McCahon, Alexander Puskar and David M. Walker

Practice Excellence represents our promise to be accessible to our clients and to provide timely responses and relevant solutions using fair and transparent billing practices. We have systemized our knowledge and

resources to identify what is common - and what is unique - to each client's business needs. As a result, we have access to a wide variety of readily-available, common solutions and documentation for your basic needs, enabling attorneys to focus on more complex solutions of greater strategic importance. Practice Excellence is the mechanism we use to pursue and achieve pervasive improvement, which supports our commitment to providing you with a superior client experience. If you have a suggestion of how we can be better or easier to do business with, we welcome your thoughts. Your feedback is always appreciated!

In 2016, leadership of the Practice Excellence initiative transitioned from Paul Mattaini, who inspired the group for several years, to Kim Decker. Every practice group of the firm is represented in our Practice Excellence initiative by a designated Practice Excellence "Champion" to ensure that we collectively advance practices and client experience across our entire firm.

Our Champions embrace technology with curiosity and caution. There are many tools and options available, providing multiple layers of solutions, and sometimes headaches. Our team is carefully considering technology solutions that improve and protect the client experience. This year, we championed a project that enables attorneys to have access to their billing functions off site, thereby improving response times for client billing questions, including fee quotes and alternative arrangement discussions.

The Champions have collaborated with their groups to create high-quality, firm-wide document templates and workplans for recurring client needs, providing a solid, reliable foundation for beginning many projects. Our automated document assembly software continues to be implemented across our practice groups to reduce risk, increase accuracy, aid compliance and save time in document production. This approach allows us to spend more time pursuing strategy, communication and customization and less time on boilerplate and "generic" issues. Further, sharing our customized workplans with clients and other advisers at the beginning of projects has been a huge success for increasing efficiency, understanding expectations and improving overall collaboration.

Improving the client experience is the primary factor in all Practice Excellence projects that our Champions consider. To better evaluate this experience, our Champions have worked to refine our client interview process with the goal of obtaining client feedback, enabling us to effectuate change that directly impacts our clients in a positive way. Attorneys invite clients to be interviewed throughout the year; if you receive an invitation, we hope you will accept. Alternatively, you may also reach out to your attorney to request an interview.

Key attorneys involved: Kimberly Decker, Daniel Desmond, Derek Dissinger, Joseph Falcon, Matt Hennesy, Caroline Hoffer, Sarah McCahon, Alex Puskar, David Walker and Jill Welch.

[Back To Top](#)

Seminars

Related Practice Areas: Business, Employment and Finance & Creditors' Rights

Related Industry: Food & Agribusiness

While Barley attorneys are dedicated to building and maintaining their own professional education and experience, we also strive to keep our clients informed of relevant industry information by providing them with regular updates in the form of alerts, newsletters, innovative guidance, counseling, training and seminars.

Our annual seminars include:

LendiCon - Lending Conference

Location: Lancaster Country Club

Save the date: March 23, 2017

[Register here](#)

34th Annual Employment Law Seminar

Location: Spooky Nook Sports

Save the date: April 21, 2017

[Register here](#)

Food & Ag EdCon I A Summit for Food and Agribusiness

Location: Spooky Nook Sports

Save the date: May 18, 2017

Business Seminar Series

This is a series of seminars covering a variety of business topics. Details for these events will be available on our website (www.barley.com) later this year.

To sign up for invitations, newsletters and alerts please email Abby Hall at ahall@barley.com

[Back To Top](#)

BarleyFit

Barley Snyder had a strong desire to further enhance the well-being and health of its employees by creating a Health & Wellness Committee, aptly named BarleyFit. Although only formed in late spring 2015, we hit our stride in 2016 by offering a wide-ranging selection of health-related activities and educational seminars, which also provided point values for firm members to accumulate through our Wellness Points Program. Earning Wellness Points can be as easy as attending an in-firm health educational seminar, getting a flu shot or signing a smoke-free pledge. Or, as difficult as participating in a quarterly activity challenge such as Walking Works, running/walking a 5k, or maintaining 150 active minutes per week. The accumulation of Wellness Points throughout the year culminated at the end of December when firm members, based on their total number of points, earned a gift card or a prize such as a FitBit. Beyond the monetary achievement is the success of the BarleyFit program where firm members challenged themselves to eat healthier, learned about the importance of drinking enough water, engaged in physical activity, and became more knowledgeable about what it means to be Fit - it's not a number, it's a lifestyle.

[Back To Top](#)