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BRIFES

Special Edition:
CABA GALA 2023



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Congratulations to our own **Giselle “G” Gutierrez!**

As President, Giselle spent countless hours helping to plan and raise hundreds of thousands of dollars for CABA’s 49th Annual Installation Gala. The gala was a tremendous success!

We couldn’t be more proud of your leadership, dedication and passion for CABA and look forward watching you advance the organization’s goals throughout your tenure.



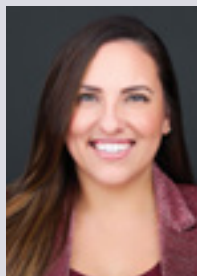
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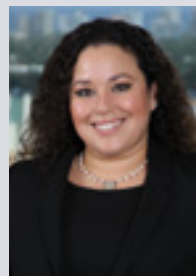
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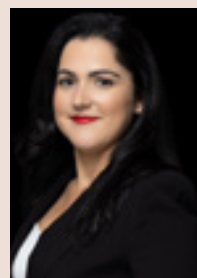


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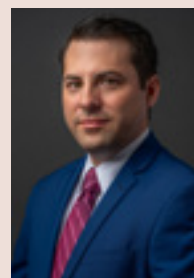
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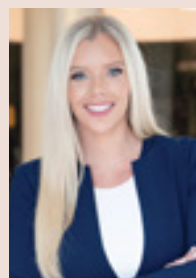
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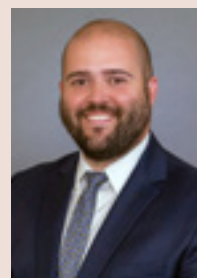
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CABA's 49th Annual Gala musical
guest, Willy Chirino.

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President's MESSAGE



Dear Esteemed CABA Members:

As we enter another year of service, I am humbled and proud to serve as your President and carry the torch lit by our founders 49 years ago. For the last 49 years, our dear CABA has been a loud and persistent voice for Cuban American and Hispanic attorneys throughout Florida and the nation. Our Founders, Past Presidents, Board of Directors, and Members have been committed to confronting and solving the important issues, including achieving equality and diversity in all facets of our profession. Today, we enjoy many fruits of their labor. Yet, our work is far from done.

First, in order to reach our potential and fulfill our mission, we must continue to engage our membership. When we work together with a shared vision of making a difference, we can accomplish greatness. With this goal in mind, our 2023 Board has actively recruited dozens of members to serve as Committee Members and Vice-Chairs of CABA Committees. I am excited to report that the response to our call to action has been overwhelmingly positive. The contributions of our members are invaluable, and I encourage you to reach out to me today if you want to take a more active role in CABA and make a positive impact on our community. Let's be inspired by the work we do, and let's inspire others around us to do the same.

In addition to our membership engagement efforts, 2023 has brought about many other notable achievements. We began 2023 with a record-breaking CABA "Orgullo De Mi Tierra Bella" Gala in all respects—the most sponsors, the largest fundraising effort and the highest attendance, with world-famous Willy Chirino performing. We then hosted our gala awards event, reviving the 2017 "Legends Awards Night" and gala sponsor appreciation reception, where we had the privilege of celebrating the exceptional achievements of the award recipients. The event was a testament to these individuals who made significant contributions to our organization and legal community as a whole. It was an inspiring night filled with heartfelt speeches and well-deserved accolades. We recently revamped our email newsletter, "¿Que Pasa, CABA?" to streamline the communication of our upcoming events and initiatives, and our newly implemented Communications Committee has been hard at work.

As we close the busy first quarter of 2023, our Board of Directors is excited about the events lined up in the coming months. Starting in April, we are kicking off two new membership series. The first is the *CABA Corporate Counsel Series* that will feature different in-house counsel speakers and provide educational and networking opportunities for our members. The second is the *CABA POWER LUNCH Series* where our members will be able to engage in roundtable discussions with prominent members of our community and judiciary.

Lastly, we are looking forward to kicking off CABA's leadership training program, "**L.E.A.D. with CABA.**" The inaugural L.E.A.D. with CABA class will have multi-day trainings on Leadership Education And Development. This program is designed to provide CABA members with the knowledge, skills, and tools they need to be effective leaders within CABA, the Florida Bar, and our community. The program aims to enhance participants' understanding of leadership styles, communication techniques, goal setting, and other critical leadership competencies. L.E.A.D. with CABA will bring together experienced legal professionals and experts in leadership development to provide a comprehensive curriculum that includes both personal and professional development. Our participating members will be challenged to explore their values, beliefs, strengths, and areas for improvement in an effort to enhance their leadership effectiveness.

I am immensely grateful to our 2023 Board of Directors for their hard work and dedication to CABA, CABA's mission, and our important initiatives this year. They play a critical role in achieving our goals and milestones for 2023, and I am looking forward to seeing all we can accomplish this year.

With deep appreciation,

A handwritten signature in black ink, which appears to read "Giselle Gutierrez".

Giselle Gutierrez
CABA 2023 President



Editor-In-Chief's MESSAGE



Dear CABA Members:

It is a privilege to bring you this special Gala Edition of CABA Briefs. We would like to highlight the generosity of the Gala sponsors and those that attended and supported the event. Celebrating CABA with the Grammy award-winning artist, Willy Chirino, is a memory none of us will forget and we hope to memorialize it here, in the institution of CABA Briefs.

To start off the year, we interviewed the new 2023 Board of Directors. We hope you enjoy getting to know more about us, our interests, and history. Additionally, this issue includes all the amazing events CABA has hosted recently, including the annual Holiday Party, a New Year Networker, Legends Awards Night, and so many more. It is through these events that CABA's membership and mission continues to grow.

In this issue you will find the trusted Legal Round Up prepared by the esteemed appellate attorneys at Kula & Associates, P.A. We have also included an update from CABA Pro Bono and the amazing work they are doing to support our community. Additionally, we are pleased to provide an introduction for the Miami-Dade County's Clerk of the Courts Ad Interim, Mr. Luis G. Montaldo.

I would like to thank the CABA Briefs Committee for their time and feedback. CABA Briefs is an institution of this organization and the tradition would not be possible without the support shown by our members and community.

Sincerely,

A handwritten signature in black ink that reads "Emily K. Balter". The signature is written in a cursive, flowing style.

Emily K. Balter

Editor-in-Chief



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Must an Employee Making More than \$200k Still Be Paid Overtime?

Definitely, Maybe

By: Ingrid Ponce and Robert Turk

It is hard to imagine an employee earning over \$200,000 per year and still being eligible for overtime pay. Yet, this is exactly what the U.S. Supreme Court held when it decided *Helix Energy Solutions Group, Inc. v. Hewitt*, last week.

Michael Hewitt worked for Helix Energy (and a sister company) as an offshore oil rig Toolpusher, supervising a dozen or so employees. He was paid a daily rate for each day he worked. During the course of his employment, Hewitt's pay ranged from \$963 to \$1,341 per day. Hewitt worked long hours but received no extra pay when he worked more than 40 hours each week. So he sued for overtime pay.

The issue was whether Hewitt was exempt from receiving overtime pay as a highly compensated executive employee. His daily pay was well above the minimum required salary for the FLSA's executive and administrative exemptions (which was \$455 and now is \$684/week). However, Hewitt's weekly earnings depended on how many days he worked. The issue before the Court was whether this compensation structure satisfied the salary basis test, which is the first step to analyzing whether the FLSA overtime pay exemption for executive and administrative employees even applies.

Helix Energy conceded that the amount Hewitt received each week would depend on the number of days he worked. Nevertheless, Helix Energy argued that such a compensation structure still satisfied the salary requirement as Hewitt regularly

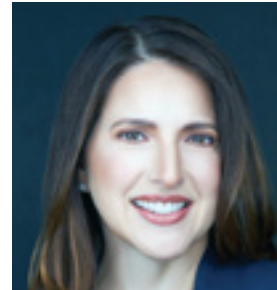
received more than the minimum weekly-required salary even for just one day of work each week. Essentially, Helix Energy claimed the analysis should focus on the amount Hewitt actually received, not the method used to calculate that amount.

Unfortunately, for Helix Energy, the Court said not so fast. The Court looked at the FLSA regulations, which require that Hewitt must receive a predetermined or guaranteed amount for every week worked regardless of the number of days actually worked. The Court noted that Hewitt was a daily-rate worker who was paid only for the days he worked and no others. This was a hurdle his employer could not overcome; no matter how much Hewitt was actually paid.

You might be thinking that this case does not affect your company because you do not use daily rates to pay any of our employees. But, keep in mind that this analysis applies equally to other compensation structures in which exempt employees are paid in forms other than a set salary. It would not matter if the employee may otherwise be exempt from overtime due to their duties. Therefore, if you have any exempt employees who are *not* receiving a set salary, now may be the time to make some changes in order to prevent a windfall for already high earning workers.

Special thanks to Jaclyn Sanchez who assisted in drafting this post. Jaclyn is a Third Year Juris Doctor Candidate at the University of Miami School of Law.

For more insights and commentary on current topics in labor & employment law, subscribe to our blog in English at BeLaborThePoint.com or in Spanish at CafeConLabor.com.



Ingrid H. Ponce is a Shareholder in the Labor & Employment Department and a member of the Firm's Board of Directors. Ingrid focuses her practice on employment litigation and counseling, including wage & hour issues, collective or class actions, sexual harassment, discrimination, retaliation and whistleblower claims.



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Introducing Miami-Dade Clerk Ad Interim—Luis G. Montaldo



Biography

Luis G. Montaldo, former General Counsel to the Miami-Dade Clerk of Court for 18 years and appointed, on January 2, 2023, as the first Miami-Dade Hispanic Clerk Ad Interim pursuant to Chief Judge Appointment.

Luis G. Montaldo received his Bachelor of Arts Degree from Texas Christian University in Fort Worth, Texas in 1995 and graduated with the honors of Cum Laude from the University of Miami School of Law in Coral Gables, Florida with his Juris Doctorate Degree in 2001 and was the recipient of the Dean's Merit Scholarship during his tenure.

Luis G. Montaldo has been a member in Good Standing with the State of Florida Bar since 2001.

He has also been admitted to practice before the United States District Court for the Southern District of Florida and is a proud member of the Cuban American Bar Association.

The values borne out of Luis G. Montaldo's upbringing as a Catholic were reinforced throughout his college experience and into his career as a public servant. His moral compass has guided him throughout his years as a public servant in providing transparency and impartiality. As General Counsel to the Clerk of the 4th largest jurisdiction in the nation, his primary role was to manage all legal matters affecting the Office of the Clerk; consequently, during such time, Luis G. Montaldo garnered extensive experience working with state and county elected officials as well as with the judicial partners on the county, circuit, appellate and federal levels. To that end, this experience and collaborative spirit have allowed mutual and shared visions to come to successful fruition.

Inasmuch, while General Counsel to the Miami-Dade Clerk of Court, Luis G. Montaldo was a Finalist as the "Most Effective Lawyers" in 2011 awarded by the Daily Business Review. In 2022, Luis was also recognized by the Chief Judge for his significant contributions and participation in the 11th Judicial Circuit Court Jury Task Force. His accomplishments are vast but most notably, Luis G. Montaldo spearheaded the transition and implementation to online sales of all real property (judicial sales and county tax deed sales); he developed and applied

effective legal strategies ensuring the Clerk's neutral and ministerial role during the certification and litigation involving recall petitions filed against the Miami-Dade County mayor and other county commissioners; transitioned the Clerk's role in summoning and presenting jurors to a streamlined efficient digital online platform thereby maximizing the efficiency of their time while performing their civic duty; leveraged the Clerk's new online Juror system and innovated a new and first of its kind, "Direct Reporting" system which allowed for the continuation of in-person jury trials during the COVID pandemic. More recently, Luis tirelessly leads the efforts of the Miami-Dade Clerk's Office to give "full" effect and implementation to Florida Constitutional Amendment 10 adopted by the voters to protect the right to vote for Floridians by mandating that the five constitutionally appointed offices — sheriff, property appraiser, tax collector, supervisor of elections and clerks of the court are independent, assume all of their constitutionally mandated duties and are voted on by the people of their county.

Luis G. Montaldo, at his core, is a public servant. His pursuit of always doing what is right and maintaining a neutral position to governance in his role in the Clerk of Courts, has allowed him to serve the county and state of Florida with pride, integrity, transparency and veracity. Luis G. Montaldo as Clerk Ad Interim remains committed to the Clerk's ministerial role which has gained the mutual respect and

admiration of his peers in the legal community, the judiciary, the Mayor, County Commissioners and other Clerk's around the state of Florida to continue. He is committed to serving the citizens of Miami-Dade County while working alongside constituents who share the same core values in furtherance of providing the most paramount service to the community at large.

Prior to his tenure at the Clerk of Courts, Luis G. Montaldo served as an Assistant State Attorney in the Miami-Dade County State Attorney's Office where he managed an active caseload of over three hundred cases as a misdemeanor, juvenile, and felony prosecutor. While at the State Attorney's Office, Luis G. Montaldo was also selected by the State Attorney to assist in the successful transition of shifting responsibilities at the State Attorney's Office as a result of the amendments made to Article V of the Florida Constitution which greatly impacted the functionality of the Office.

Luis G. Montaldo has a servant's heart in his personal life as well. He is actively involved in his church and has participated in various medical missions to help impoverished individuals in Ecuador and victims of Hurricane Maria in Puerto Rico. As a long-standing resident of the Miami-Dade County community, for the past 25 years, Luis has been engaged in community service and has served as a volunteer on numerous occasions at the Camillus House and at Shake-A-Leg Miami. He is married and is the proud father of two daughters.

Clerk Montaldo's main focus is to continue serving the public by greatly improving the Miami-Dade Clerk's Office's customer service through the following initiatives:

- Transitioning from aging county legacy systems to modern user-friendly systems. This will include the introduction of artificial intelligence in various divisions which will significantly increase the efficiency of court record processing and provide added transparency to public records.
- Establishing a new Customer Service Center with a **live call center** to provide immediate online and telephonic support for attorneys and the public. The call center will be manned by experts in the various Divisions of the Clerk's Office dedicated to answering questions, accepting payments and assisting in properly guiding customers in real time. Our enhanced Customer Service Center will allow for a variety of digital communication channels, including customer interaction via email, social media, live conversation, and our newly improved Interactive Voice Response (IVR). The new Interactive Voice Response (IVR) system will launch with the capability of easily guiding customers through telephonic inquiries in both English and Spanish. And not to be lost in the shuffle, our Clerk of Courts web page has been modified to offer a more user-friendly platform.
- Providing robust community outreach to serve and educate the public on the many essential services conducted by the Clerk's Office. We will collaborate with our judicial partners and other justice stakeholders to ensure that these services are rendered. These outreach programs will focus on bringing government services and information *to the people*. Recognizing that many of our citizens are unable to come to the courthouses during working hours without missing a workday, or experiencing heavy traffic delays, our goal is to bring our services to them. Therefore, we will be offering various opportunities for the public to conduct business with the Clerk's Office by bringing services directly to their communities through new mobile units and at their neighborhood libraries which will provide extended hours including weekends.



Update from CABA Pro Bono Legal Services

CABA Pro Bono Legal Services is expanding their services to address the needs of adult members of our community with unique or different abilities seeking employment. In connection with Miami-Dade County Commissioner Raquel A. Regalado, CABA Pro Bono has developed a program that will provide parent(s)/families/caregiver(s) with knowledge and information of legal steps that they can take to protect a person under their care as that person seeks employment and works towards independence. First, Patricia Salman, staff attorney with CABA Pro Bono created a detailed toolkit that can be used by parents(s)/families/caregiver(s) to navigate through various option for their loved ones, including the legal requirements and ramifications of each option. Next, CABA Pro Bono

is identifying potential individuals interested in participating in a pilot program where legal services will be offered by conducting outreach and workshops. CABA Pro Bono is working to provide individualized and thorough counsel and advice to individuals identified as potential candidates for participating in the pilot program.

The goal of this program is to encourage more unique individuals residing in our community to seek employment by providing them with the legal tools that they need to obtain employment and work towards independence in a safe manner.

By the end of this year CABA Pro Bono hopes to have gained an understanding of: the full extent of the demand in Miami-

Dade County for this type of legal service, the length of time that it takes to establish guardianships, the best methods to conduct outreach for this target population, and the effectiveness of providing counsel and advice in encouraging members of our community to establish independence. CABA Pro Bono expects to have laid a ground work for legal representation to a greater number of individuals with unique abilities residing in our community.

If you are interested in learning more about this program, would like to review the program toolkit, or have any specialized professional or personal experience in this area of law, please contact Patricia Salman, Esq. at patricia@cabaprobono.com.



FEELING PROUD

As KTT celebrates its 40th anniversary and looks ahead at 2023, we recognize CABA for making our community better and stronger.

We look forward to supporting Giselle Gutierrez and the entire CABA Board.

**IT'S ALL ABOUT COLLABORATING
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LEGAL ROUND UP

By: Elliot B. Kula, W. Aaron Daniel & William D. Mueller

Preliminary Injunctions, What's Your Function?

Gulf Coast Commercial, LLC, d/b/a Hybridge v. KOS Corp., 351 So. 3d 1212 (Fla. 2d DCA 2022)

A preliminary injunction can be a useful tool at the outset of litigation to preserve the status quo pending the outcome of the litigation. After all, no one wants to invest time and money into litigating an issue only for the dispute to be later rendered moot. Determining what constitutes the status quo, however, is not always an easy task. The Second District Court of Appeal delved into this in *Gulf Coast Commercial d/b/a Hybridge v. KOS Corp.*, evaluating precisely whether the subject injunction indeed preserved the status quo, or perhaps went to the point of granting the ultimate relief sought in the litigation.

Several commercial shopping center owners terminated their property management firm and, pursuant to the provisions of their agreement, requested an accounting of income and expenses associated with each shopping center. The firm refused and the owners filed suit.

At the start of the litigation, the owners moved for a temporary injunction ostensibly seeking to “preserve the status quo for disputing parties until the court is able to resolve the underlying dispute on its merits.” But what the owners were actually seeking preliminarily was the accounting of income and expenses, which was also the ultimate relief they were seeking in the case. The Second District, noting that the status quo is “the last, actual, peaceable, noncontested condition which *preceded* the pending controversy,” reversed the temporary injunction finding that the trial court exceeded the scope of a temporary injunction when it “act[ed] with[] regard to the ultimate merits of the controversy.” (emphasis added). Be mindful of the status quo you’re seeking to preserve, and be careful not to overreach.

A New DCA — Without Precedent?

CED Capital Holdings 2000 EB, LLC v. CTCW-Berkshire Club, LLC, Case No. 6D23-1136 (Fla. 6th DCA February 3, 2023)

As the readers of CABA Briefs have surely heard by now, there’s a new District Court of Appeal. In June 2022, Governor Ron DeSantis signed HB 7027 into law, which established the Sixth DCA to hear appeals from the 9th, 10th, and 20th circuits beginning on January 1st of this year.

If you’re a touch on the nerdy side (call it intellectually curious), you might wonder: what law does a new District Court of Appeal apply considering it has no precedent from which to draw? Well, in *CED Capital Holdings 2000 EB, LLC v. CTCW-Berkshire Club, LLC*, the Sixth District announced it would be charting its own path.

LEGAL ROUND UP

Called upon to determine whether an award of attorney fees requires testimony from the attorney who performed the work, the Sixth District noted the disagreement among the District Courts of Appeal and determined it's "not bound by the precedent of any of its sister courts," including the Second and Fifth Districts out of which it principally was drawn. Instead, "in the absence of a Florida Supreme Court decision on point," the Court will rely on its own analysis, independent from other legally persuasive—but not binding—case law.

If you find yourself before the Sixth District, you shouldn't rely too heavily on the precedential value of any single case (except those coming from the Florida Supreme Court) and be prepared to conduct the analysis from scratch. And keep in mind, many of the Sixth District judges come from other district courts of appeal and may have written on your issue. Those judges, however, may have been constrained to rule a certain way based on their originating appellate court's precedent. Which is to say, embracing another court's case could be a potential booby trap... or an opportunity.

Reconsider your View on Rule 1.530

Jackson v. City of South Bay
Case No. 4D21-3503 (Fla. 4th DCA Feb. 15, 2023)

&

Topvalco Inc. v. Michael A. Wolff,
Case No. 4D21-3143 (Fla. 4th DCA February 15, 2023)

The Florida Supreme Court's recent amendment to Florida Rule of Civil Procedure 1.530 requires all practitioners to take an extra step in the trial court to preserve for appeal challenges to issues that appear on the face of final orders and judgments. The new rule amendment resolved a split among Florida's district courts of appeal on whether a motion for rehearing was required prior to raising an issue with the face of a final order or judgment on appeal. Now, there can be no doubt: Even a surefire basis for reversal may be considered abandoned if a party fails to timely file a motion for rehearing.

In both *Jackson v. City of South Bay* and *Topvalco Inc. v. Wolff*, the Fourth District demonstrated the consequences for failing to follow the rule amendment. The appellants in both appeals failed to preserve possibly meritorious issues for appellate review by not moving for rehearing in the trial court as a predicate for raising the error on appeal. As the Fourth District held in *Topvalco*, "the trial court's error appeared for the first time on the face of the order of dismissal, but [the Appellant] did not move for rehearing or otherwise timely bring the error to the trial court's attention. Accordingly, the issue is not preserved for review, and we affirm."



CABA BRIEFS

Gulf Coast Commercial, LLC, d/b/a Hybridge v. KOS Corp.,
351 So. 3d 1212 (Fla. 2d DCA 2022)

CED Capital Holdings 2000 EB, LLC v. CTCW-Berkshire Club, LLC,
Case No. 6D23-1136
(Fla. 6th DCA February 3, 2023)

Jackson v. City of South Bay
Case No. 4D21-3503
(Fla. 4th DCA Feb. 15, 2023)
&
Topvalco Inc. v. Michael A. Wolff,
Case No. 4D21-3143
(Fla. 4th DCA February 15, 2023)

We're Still Reckoning with the New Summary Judgment Standard

Well known by now, the Florida Supreme Court has amended Florida Rule of Civil Procedure 1.510 to conform with the federal summary judgment standard. The amendment governs the adjudication of any summary judgment motion decided on or after May 1, 2021. As anticipated, it's taken about a year for cases to percolate through the appellate channels, and we continue to provide some of the more critical decisions.

Full Pro Restoration v. Citizens Property Insurance Corporation, Case No. 3D21-2312 (Fla. 3rd DCA March 15, 2023)

File a Timely Response. Under the amended Rule 1.510, subdivision (c) (5), sets forth the timing requirements for the parties' supporting factual positions and requires the nonmovant to serve a response to a motion for summary judgment at least twenty days prior to the hearing. In *Full Pro Restoration*, the nonmovant filed a critical deposition transcript "[l]ess than twenty days before the summary judgment hearing," asked for an emergency continuance of the hearing, and requested leniency under subdivision (c)(5)(e). The trial court denied the nonmovant's requests and entered summary judgment. The Third District held that the filing of a timely response is mandatory, and found no abuse of discretion under the new rule. That brought an end to the litigation.

Fuentes v. Luxury Outdoor Design, Inc., Case No. 4D22-332 (Fla. 4th DCA March 8, 2023)

But Failing to File a Response is Not Necessarily Fatal. In another case of the nonmovant's failure to timely file a response to a motion for summary judgment, the Fourth District held that "the amended summary judgment rule, which applies here, does not provide that summary judgment may be granted based solely on the nonmovant's failure to respond."

In *Fuentes v. Luxury Outdoor Design, Inc.*, the trial court ruled that, based on the nonmovant's failure to respond, it had "no alternative but to find that" the facts were undisputed. Not so fast. The Fourth District saw the text of the new rule otherwise. The new rule, the Fourth District held, conditions the trial court's ability to grant summary judgment on "the motion and supporting materials – including the facts considered undisputed – show[ing] that the movant is entitled to it[.]" Which is to say, even where no response is filed, the movant's supporting materials must demonstrate a clear entitlement to legal relief.



Appellate attorney **Elliot B. Kula** of Kula & Associates, P.A., works collaboratively with great trial lawyers to provide appellate services and trial strategy consultation. Visit the Firm's website at www.KulaLegal.com.



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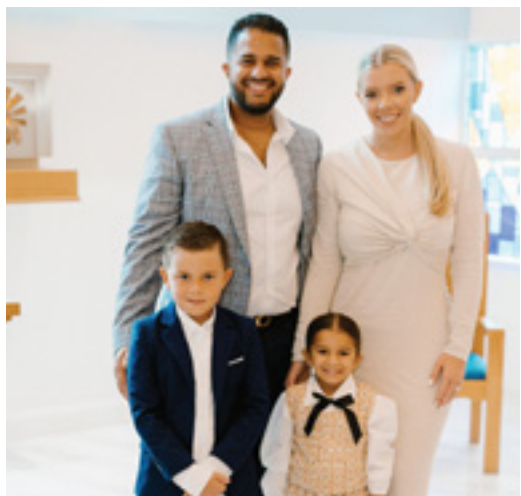
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Get to Know the 2023 Board of Directors



Amanda Demanda

- ◆ **What was your high school nickname?**
My nickname has always been Rubia.
- ◆ **What is your favorite restaurant in Miami?**
Rio Cristal.
- ◆ **What is the best compliment you ever received?**
My children told me I am the best mami.
- ◆ **What has been your biggest learning experience?**
The diligent find freedom in their work; the lazy are oppressed by work. Proverbs 12:24.

Amanda Fernandez

- ◆ **What is your favorite Cuban dish?**
Ropa Vieja.
- ◆ **What is your favorite annual CABA event?**
Past Presidents Dinner.
- ◆ **What is your best CABA memory?**
The first time I was sworn in as a Board member.
- ◆ **What is the best compliment you ever received?**
Every time one of my kids tell me that I am the best mama.



Augusto Perera

- ◆ **What City were you born in?**
Caimito del Guayabal, Cuba.
- ◆ **What was your high school nickname?**
Papito.
- ◆ **Where is the last place you went on vacation?**
Montreal, Canada.
- ◆ **What is your hidden talent?**
Dancing salsa to Willi Chirino!



Candice Balmori

- ◆ **What time of day are you most inspired and productive?**
The early bird gets the worm, and chances are that I'll respond to your email before 7:30 a.m.
- ◆ **What is your favorite book?**
Anything by Agatha Christie.
- ◆ **Where was the last place you went on vacation?**
Italy. ::insert heart eyes emoji here:
- ◆ **What is your favorite restaurant in Miami?**
You can't beat the people-watching, cafecito, and chisme at Versailles.

Daniel Buigas

- ◆ **What was your high school nickname?**
Buigafied.
- ◆ **What is your favorite movie?**
Back to the Future.
- ◆ **What is your favorite annual CABA event?**
Getaway.
- ◆ **What is your best CABA memory?**
Boat ride after Dax's BOD Retreat (and any time the BOD hangs out spontaneously).

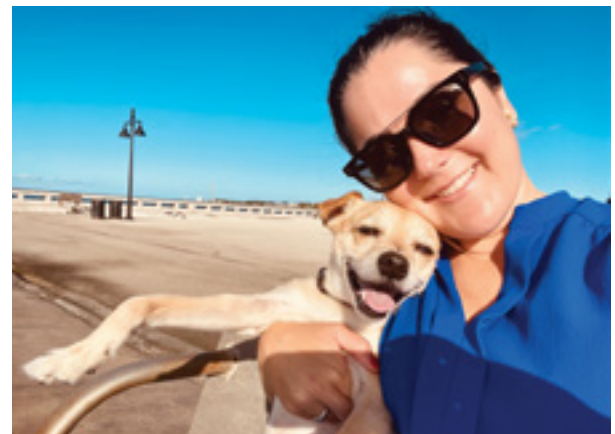


Giselle Gutierrez

- ◆ **What City were you born in?**
Los Angeles (Panorama City), California.
- ◆ **What is your favorite Cuban dish?**
Abuela Martha's Arroz Imperial.
- ◆ **What is your favorite annual CABA event?**
Past Presidents' Dinner.
- ◆ **What is your best CABA memory?**
CABA 2023 Board Retreat.

Diana Arteaga

- ◆ **What is your favorite book**
Thomas Jefferson & the Tripoli Pirates.
- ◆ **Where is the last place you went on vacation**
Sedona.
- ◆ **What is your best CABA memory**
Willy Chirino headlining the 2023 CABA Gala.
- ◆ **What is the best compliment you ever received**
That I am like my mother.





Emily Balter

- ◆ **What is your favorite book?**
Nothing to See Here by Kevin Wilson.
- ◆ **What are three must have items in your office?**
Cuban Coffee, Pink Notepad Paper, Ring Light.
- ◆ **What is your best CABA memory?**
Elections Night 2021, being elected to serve on the CABA BOD for the first time.
- ◆ **What is the best compliment you ever received?**
My work ethic is just like my dad's.

Gus Ceballos

- ◆ **What is your hidden talent?**
Very handy, can fix or build almost anything.
- ◆ **What is your favorite annual CABA event?**
Marlins Event.
- ◆ **What is your best CABA memory?**
Fishing Tournament with my daughter at Getaway.
- ◆ **What is the best compliment you ever received?**
My 2 year old says I am "Fun."



Jordi C. Martínez-Cid

- ◆ **What time of day are you most inspired or productive?**
At night, once the calls and emails slow down.
- ◆ **Where is the last place you went on vacation?**
Vail, Colorado.
- ◆ **How many years have you been involved with CABA?**
Even before law school, so at least since 2009.
- ◆ **What is your best CABA memory?**
The regala is definitely up there.



Miriam Soler Ramos

- ◆ **What was your high school nickname?**
Mims.
- ◆ **What is your favorite restaurant in Miami?**
Capital Grill.
- ◆ **What is your best CABA memory?**
Walking into the room at the 2022 gala when I was about to be installed as president.
- ◆ **What has been your biggest learning experience?**
Serving as City Attorney for Coral Gables.

Patrick Montoya

- ◆ **What is your favorite book?**
“The Prophet,” Kahlil Gibran.
- ◆ **What are three must have items in your office?**
Espresso, espresso and espresso.
- ◆ **What is your favorite annual CABA event?**
Gala.
- ◆ **What is your best CABA memory?**
Ropes course with BOD.



Yara Klukas

- ◆ **What City were you born in?**
Havana.
- ◆ **What is your favorite restaurant in Miami?**
Zuma and Havana Harry's.
- ◆ **What is your favorite annual CABA event?**
Art in the Tropics (back when we had art!).
- ◆ **What is your best CABA memory?**
Receiving the Katherine Fernandez Rundle scholarship and being named caba member of the year.



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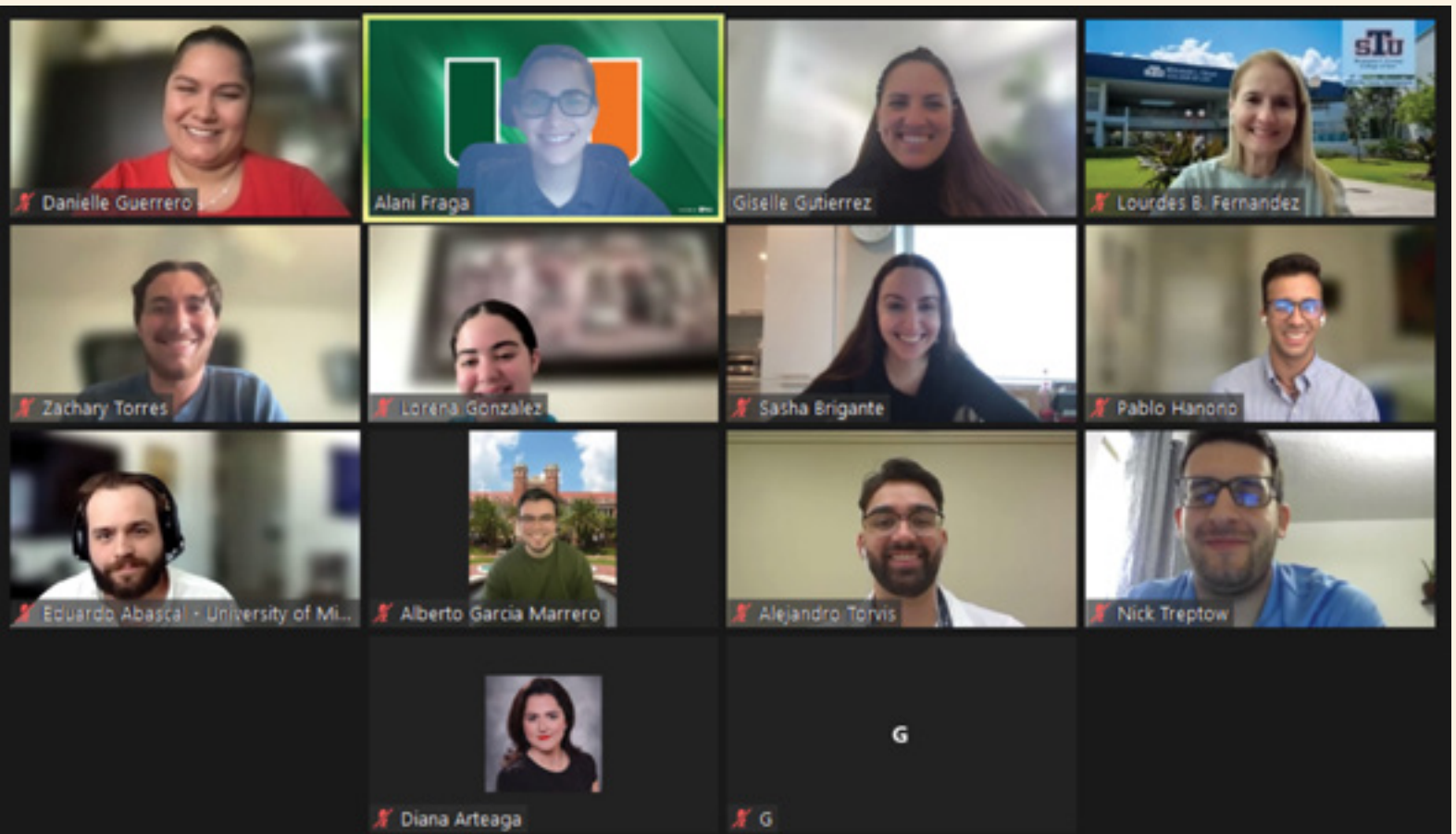
Congratulations to CABA President Giselle Gutierrez and the 2023 Board

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CABA Student Chapter Leadership Retreat

On Saturday, March 18, 2023, the CABA Student Chapter Leaders gathered for a semi-annual retreat with CABA President, Giselle Gutierrez, as well as CABA Law Student Chapter Committee Chair, Diana Arteaga and Vice Chair, Alani Fraga. Student leaders and faculty from CABA Chapters at University of Florida, University of Miami, Florida State University, Florida International University, St. Thomas University, and Cornell University took the retreat as an opportunity to network with other CABA Student Chapters, update the Chapters' organizational documents, and learn from each other on best practices for recruitment and membership retention.









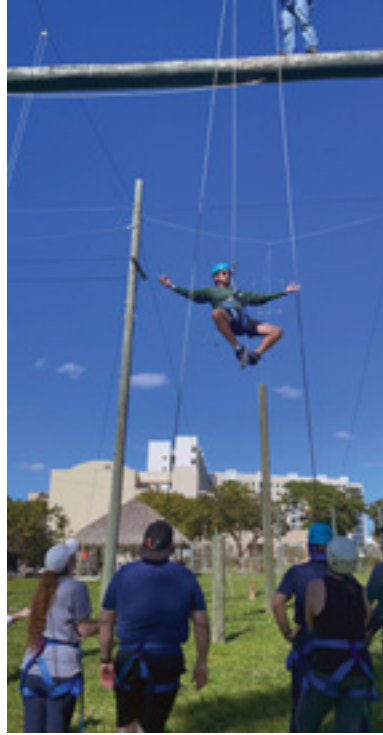
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2023 Board Retreat



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CABA Young Lawyer's section started the year off right with the "New Year Networker." The event was held on January 19, 2023, at Tap 42 in Coral Gables. It was a packed event filled with attorneys looking forward to starting the new year strong. The event was graciously sponsored by PAAST, a full-service accounting firm with over 100 years of combined partner experience. The event went late into the evening and was a great way to welcome in the new year.







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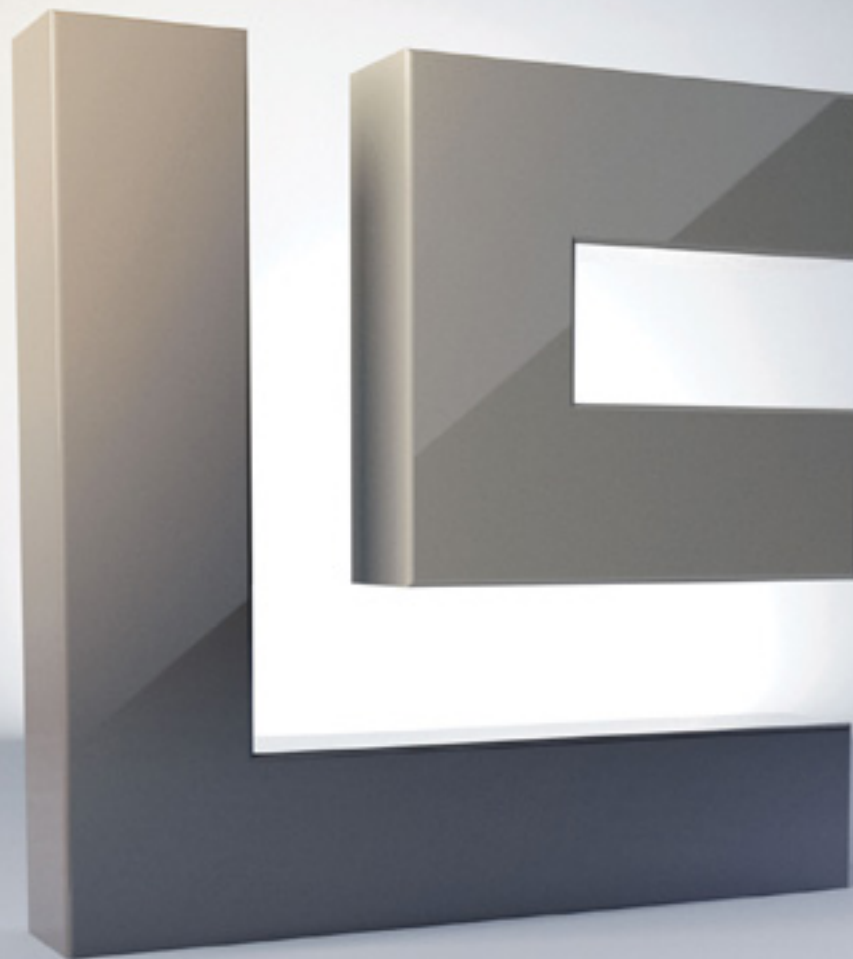
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The Cuban American Bar Association's ("CABA") 49th Annual Installation Gala saw an impressive turnout, with over 1,300 guests attending the event on Saturday, February 4th, at the JW Marriott Marquis in Miami. The evening raised hundreds of thousands of dollars for both the CABA Foundation's scholarship program and CABA Pro Bono Legal Services' legal advocacy mission.

The evening's theme, "Orgullo de Mi Tierra Bella," highlighted the deep-rooted pride that CABA's members have of their Cuban heritage, and confirmed their support for their Cuban brothers and sisters as they continue to fight for freedom on the island.

The annual Gala has become a cornerstone event for the legal community, with prominent attorneys, judges and business leaders making a point to attend. The festivities included a dinner, a silent auction, and a live performance by Grammy and Latin Grammy-winning artist, Willy Chirino.

“This year’s gala broke all types of records: The most sponsors, the largest fundraising effort, and the highest attendance ever, with world-famous Willy Chirino performing,” stated Giselle Gutierrez, CABA’s newly installed President. “We set the tone for a great 49th year for our organization by using our platform to express our ‘orgullo,’ *our pride*, to amplify the voices of the Cuban people still fighting for freedom.”

The evening was made possible by the generous support of almost 100 corporate partners, including CABA’s “nuestras raíces” sponsors, First Horizon Bank and Stearns Weaver Miller Weissler Alhadeff & Sitterson, P.A. Silent auction items included a Salvador Dalí “King Richard” lithograph, four tickets to the Miami Heat vs. New York Knicks basketball game, and a three-night cruise to the Bahamas on MSC Cruise Line.



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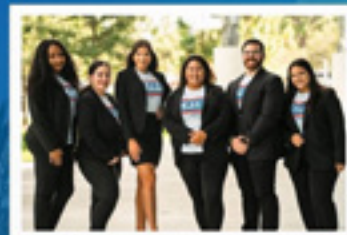
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Congratulations to New President Giselle Gutierrez and the 2023 CABA Board of Directors!

Bowman and Brooke is proud to sponsor tonight's gala and support CABA's mission to increase diversity in the judiciary and legal community.

For more information about Bowman and Brooke, contact:

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FordHarrison proudly supports the outstanding work of the Cuban American Bar Association and their mission of serving the community to improve the legal profession through greater diversity and equality of opportunity throughout Florida.

For more information on FordHarrison, visit fordharrison.com or contact Rudy Gomez with FordHarrison's Miami office at rgomez@fordharrison.com or 305-808-2108.







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On March 1, 2023, CABA held its annual Legends Award Night ceremony. At this year's event, we honored Chief Judge Hushin G. Sayfie from the 11th Judicial Circuit of Florida with the Honorable Mario P. Goderich "Paver" award and Chief Judge Cecilia M. Altonaga from the United States District Court for the Southern District of Florida with the Osvaldo N. Soto Award for their tireless efforts on behalf of our community. We also honored Eliot and Nilda Pedrosa with the Amigo Award. Ms. Pedrosa was, prior to her passing, the highest-ranking woman at the State Department and the second Hispanic to serve as Under Secretary of State. Miami-Dade Mayor Daniella Levine Cava, the first-ever woman mayor of Miami-Dade County, was also bestowed with the Presidential Award for helping to promote CABA's initiatives throughout her long public service career. As summed up at the end of the ceremony by CABA President Giselle Gutierrez, "each of the awards recipients is a true Legend—they continue to pave the way for diversity in our courts and community."









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This new program is designed to provide lawyers with the skills and knowledge they need to be effective leaders in the legal profession. Inspired by the Florida Bar Leadership Academy, our L.E.A.D. with CABA is a multi-day training program that brings together experienced legal professionals and experts on leadership development to provide a comprehensive curriculum that covers both personal and professional development.

WHO CAN APPLY

L.E.A.D. with CABA is open to all CABA members who are in good standing and are committed to improving their leadership skills and making a difference in the community. In an effort to achieve diversity among the participants, qualified individuals will be sought from the private and public sectors, large and small law firms, different practice areas, backgrounds, and geographical areas of the state. At this time, student members are ineligible for the program.

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