

This section focuses on alumni who are having early career successes that the pioneer alumnae could have only dreamed of decades ago. These are alumni whose careers bear watching as they quickly maneuver through the public and private world to conquer the challenges that lie ahead and to encourage others to do the same.

The Next Generation Recent Grads on the Move



Saul Arceo '94

Saul Arceo, Director of Contract Negotiations for the Americas for Bombardier Aerospace, in Richardson, Texas, has seen a lot of the world during his career with the Canadian company: North America, South America, Europe

and Asia. Along the way he has met a lot of interesting people: heads of large multinational corporations, successful entrepreneurs, the prime minister of Malaysia and major celebrities. "I've observed that despite cultural or socio-economic differences, there is still a common thread that binds them all," he said.

Arceo's Washburn Law education coupled with his language skills made him the perfect candidate when Bombardier was looking for an attorney to work on international purchase agreements. He has progressed rapidly with the company and currently leads a team of negotiators responsible for preparing, drafting, and negotiating terms and conditions of aircraft purchase agreements. They also ensure that sales proposals and airplane purchase agreements conform to the company's standards, identify legal risks in purchase agreements and advise the sales force on how best to minimize the risk while maximizing profit.

What does it take to succeed as a lawyer in a business setting? Arceo lists the basic values of integrity, credibility, honesty, trustworthiness, ethical behavior, responsibility, and dependability. "The only other aspect that is extremely important is having excellent business acumen," he said.



Susan C. Hascall '97

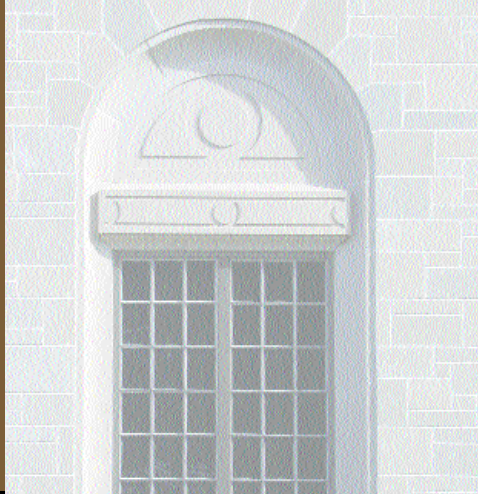
Susan Hascall is an associate with Shughart Thomson & Kilroy, PC, in Kansas City, Missouri. She

found Washburn University School of Law prepared her well for her position, and said she would highly recommend it to prospective students due to friendly and accessible faculty, smaller classes, and the opportunity to gain real world experience in many different areas of the law.

"At Washburn, you have much more contact with the faculty and many more opportunities to learn about the law outside the classroom than you would at most law schools," she said. "Because the school is located in Topeka, there are a number of unique opportunities for students...to learn not only about the work lawyers do in private practice but also about the work of lawyers in government agencies, the judiciary and the legislature."

Following her graduation, Hascall clerked for the Honorable J. Patrick Brazil '62, Chief Judge of the Kansas Court of Appeals for two years, and for the Honorable Wade Brorby, Circuit Judge, U.S. Court of Appeals for the Tenth Circuit for one year before joining Shughart, Thomson & Kilroy. She worked first at the firm's Johnson County, Kansas, office, where she did primarily business litigation and occasional appellate work. Recently, she transferred to the firm's office in downtown Kansas City, where she is concentrating on appellate advocacy.

She finds the most important aspects of appellate work are the ability to analyze the legal issues in an appeal and to write well. "My experiences on Law Journal and in the National Native American Moot Court competition while I was at Washburn helped me develop skills I use in private practice every day," she said. "I've learned the value of hard work and to always be well prepared."



Tom G. Lemon '93

Tom Lemon knows it is wise to never underestimate the impact of casual or past acquaintances. It was a casual acquaintanceship that led him to his current position as a partner in the Topeka law firm of Cavanaugh, Smith and Lemon, P.A.



It all began when Lemon was a Washburn Law student and beer cart driver at a Topeka country club. One of his customers was Topeka attorney Steve Cavanaugh '80, and their conversations over the summer were frequently about law school. In 1992, Cavanaugh hired Mr. Lemon as a law clerk, a position he held until graduation in 1993, when he became an assistant district attorney in Shawnee County. He returned to the firm as an associate in 1995 and became a shareholder in 1999.

Lemon said other casual and past acquaintances continue to pay off for him. "I am always amazed at the clients who call me, out of the blue, with significant legal issues. They are people I haven't talked with (or sometimes thought about) in years, but they remembered I was a lawyer and thought to call," he said.

With a practice in the areas of personal injury, criminal defense, real estate, and workers compensation, Lemon said the most important aspect of his work is "listening to what the client wants and expects of my representation in their case. I have to assist the client in defining a reasonable and obtainable goal for their case, and I must honestly represent the client in furtherance of their goal in a way they understand their claim and are fully informed of the status."

Michael R. Montero '96

Life is full of surprises. Michael Montero knows about that.

He grew up on a cattle ranch in northwest Nevada, 90 miles from the nearest town. He attended a one-room country school, a small-town high school, and



a state university with some 1,200 students. After graduation, he returned to ranching, a career as a professional rodeo cowboy competing in bareback and saddle bronc riding, and the operation of a big game hunting guide service.

In 1990, one of the guide service's first clients was Ed Lemons, a Reno, Nevada, lawyer. That's when the surprise of Montero's life began to take shape. In 1993, Montero started law school. In 1996, just as he was nearing graduation from Washburn University School of Law, Montero received a phone call from Mr. Lemons. He heard Montero was soon to graduate from law school and invited him to interview for an associate position with his law firm, Lemons, Grundy & Eisenberg. "I flew from Topeka to Reno shortly before final exams..., interviewed..., and, as they say, the rest is history," Mr. Montero said. "Nearly six years after that 1990 hunting trip, I realized, much to my surprise, the five days I spent camping and hunting on horseback for a trophy mule deer was also a job interview."

Today, Montero is a partner in Lemons, Grundy & Eisenberg. The bulk of his practice is insurance litigation, focusing primarily on defense of claims involving personal injuries stemming from automobile and aviation accidents, premises liability and products liability. He also represents insurance companies in first-party claims (claims for uninsured and underinsured motorist coverage) and advises insurance companies on coverage and valuation issues. During law school Montero served as Student Bar Association President and as the Family Law Quarterly Student Editor-in-chief. "From these opportunities, I gained confidence as a young leader, which assisted in the transition from law student to lawyer."

Outside the office, he keeps busy as chairman of the State Committee of the United States Department of Agriculture, Farm Services Agency; member of the Mountain States Legal Foundation's Litigation Board; chairman of the Nevada Land Action Association; and board member and co-chair of the Research and Education Committee of the Nevada Cattlemen's Association.

Recent Grads on the Move



Sabrina K. Standifer '99

Sabrina Standifer is an associate attorney with Hinkle Elkouri Law Firm, Wichita. She is principally engaged in the firm's practice relating to business and commercial transactions, mergers and acquisitions and securities law.

"I think you have to enjoy your work in order to be successful," Standifer said. "Unlike other areas of law where an attorney represents a client for a specific situation, I practice in an area where I represent clients on an ongoing basis and get to build relationships with them. It is fun to work with them and help their businesses grow...My enjoyment comes from learning something new every day, meeting new challenges every day and striving to do my best." "In my area it helps to be organized and detail oriented. The experience of being Editor-in-Chief of the Washburn Law Journal strengthened my research and writing skills which has helped my career."

Standifer describes herself as a "staunch liberal democrat" who tries to stay active in local and state politics. Prior to entering Washburn Law, she served two terms in the Kansas House of Representatives. In 1994, she was chosen as a delegate to Australia by the American Council of Young Political Leaders.

She currently is a member of the Kansas Governmental Ethics Commission. The bipartisan, nine-member Commission is charged with administering, interpreting and enforcing the Campaign Finance Act and laws relating to conflict of interests, financial disclosure and regulation of lobbying.

She also is president of the Wichita Women Attorneys Association.



Troy A. Stremming '94

With degrees in business administration and law, both from Washburn University, Troy Stremming is well prepared for his work as Vice President of Governmental Affairs

for Ameristar Casinos, Inc.

"I am primarily responsible for all regulatory, government, and legislative affairs at Ameristar Casinos' six casinos in five gaming markets," Stremming said. In addition, he assists with the company's development opportunities in potential new markets. He reviews marketing, advertising, and promotional media, devises and conducts internal investigations when necessary and interacts daily with the Iowa, Mississippi, Missouri and Nevada Gaming Commissions. "I must assure our company complies with all federal, state and local laws and regulations and with all contractual obligations we have with local jurisdictions," Stremming said. "We have a fiduciary obligation to our shareholders, a legal obligation to the states in which we operate and a moral and ethical obligation to ourselves to ensure our casinos conduct business within the parameters of the law."

In addition, Stremming serves on various committees and boards regarding problem gambling. "Although less than 1.5 percent of the adult population has the propensity to become a pathological gambler, that small group of people need help," he said. "Our company and I personally think it is crucial to support research and further awareness about this addiction."