

KENTUCKY

RURAL

PRACTICE

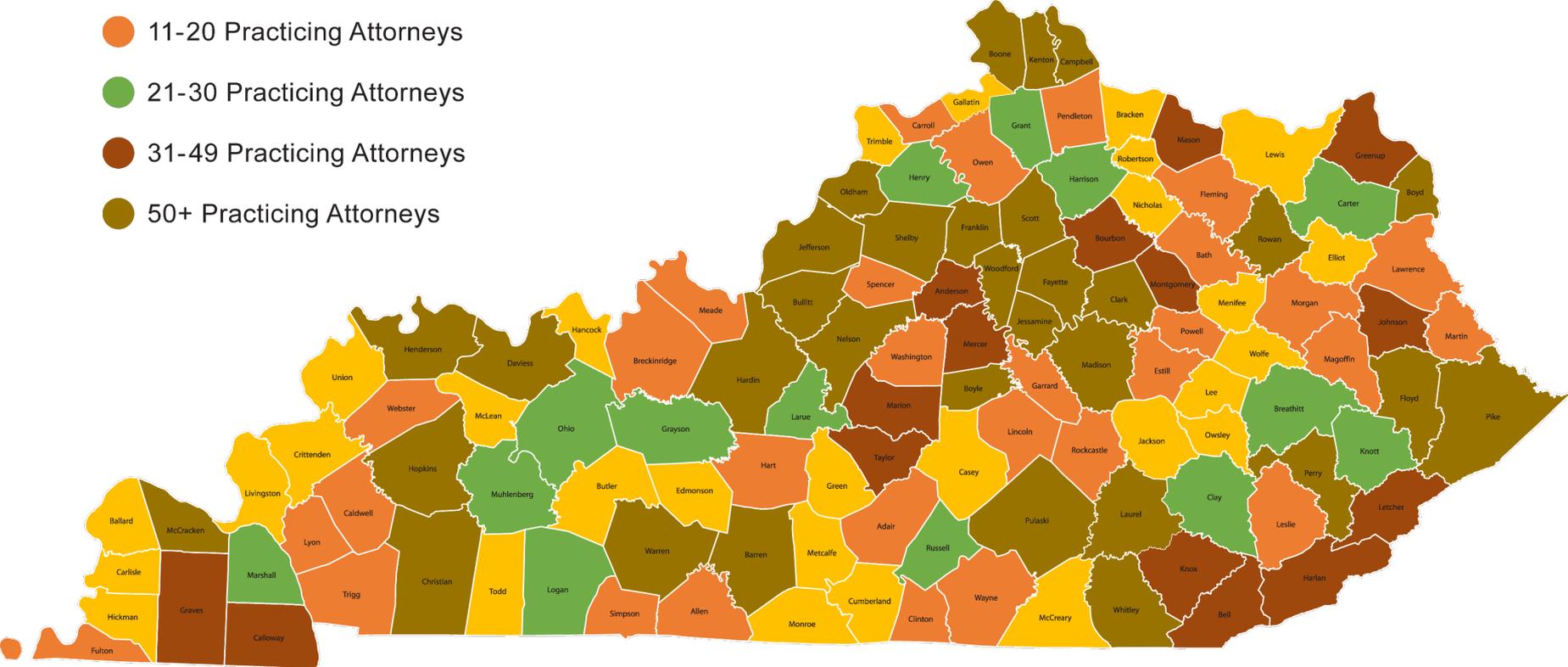
SURVEY



Conducted September 2023 by the Kentucky Bar Association

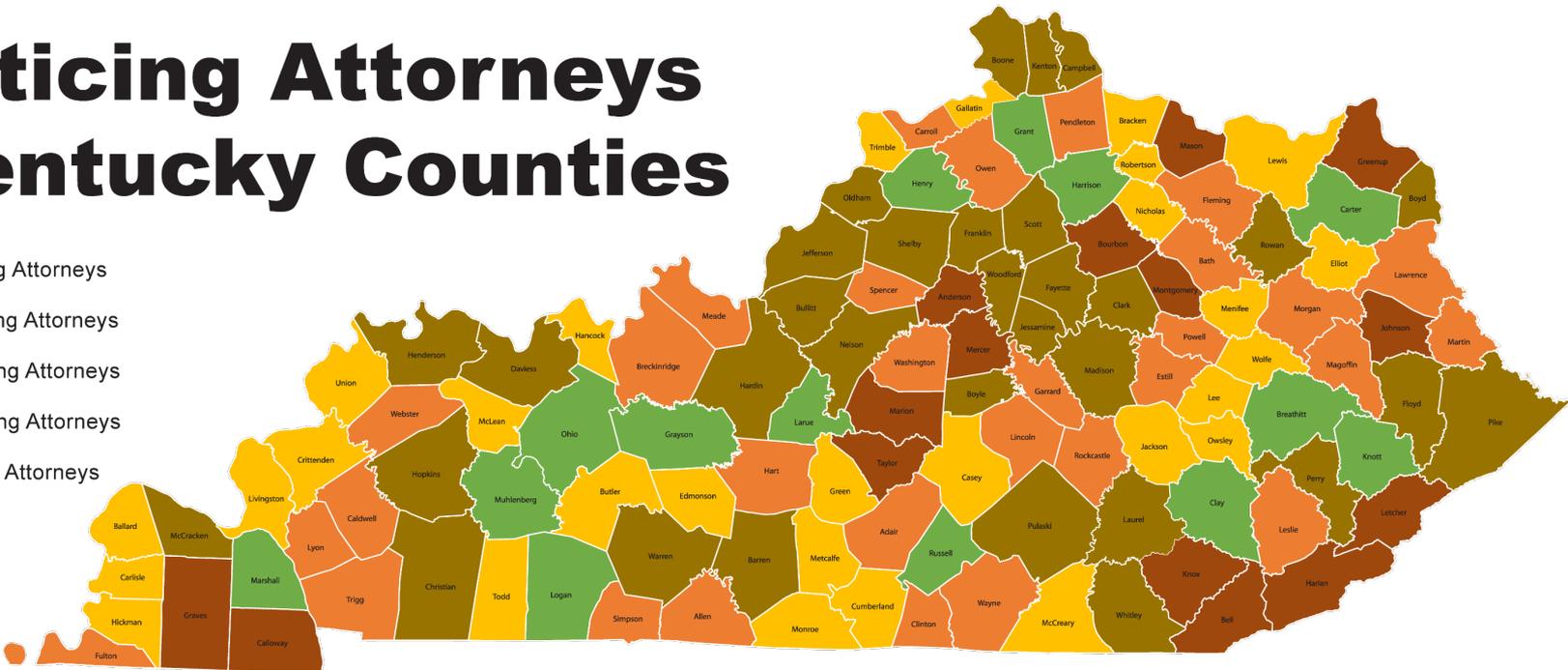
# Practicing Attorneys in Kentucky Counties

- 0-10 Practicing Attorneys
- 11-20 Practicing Attorneys
- 21-30 Practicing Attorneys
- 31-49 Practicing Attorneys
- 50+ Practicing Attorneys



# Practicing Attorneys in Kentucky Counties

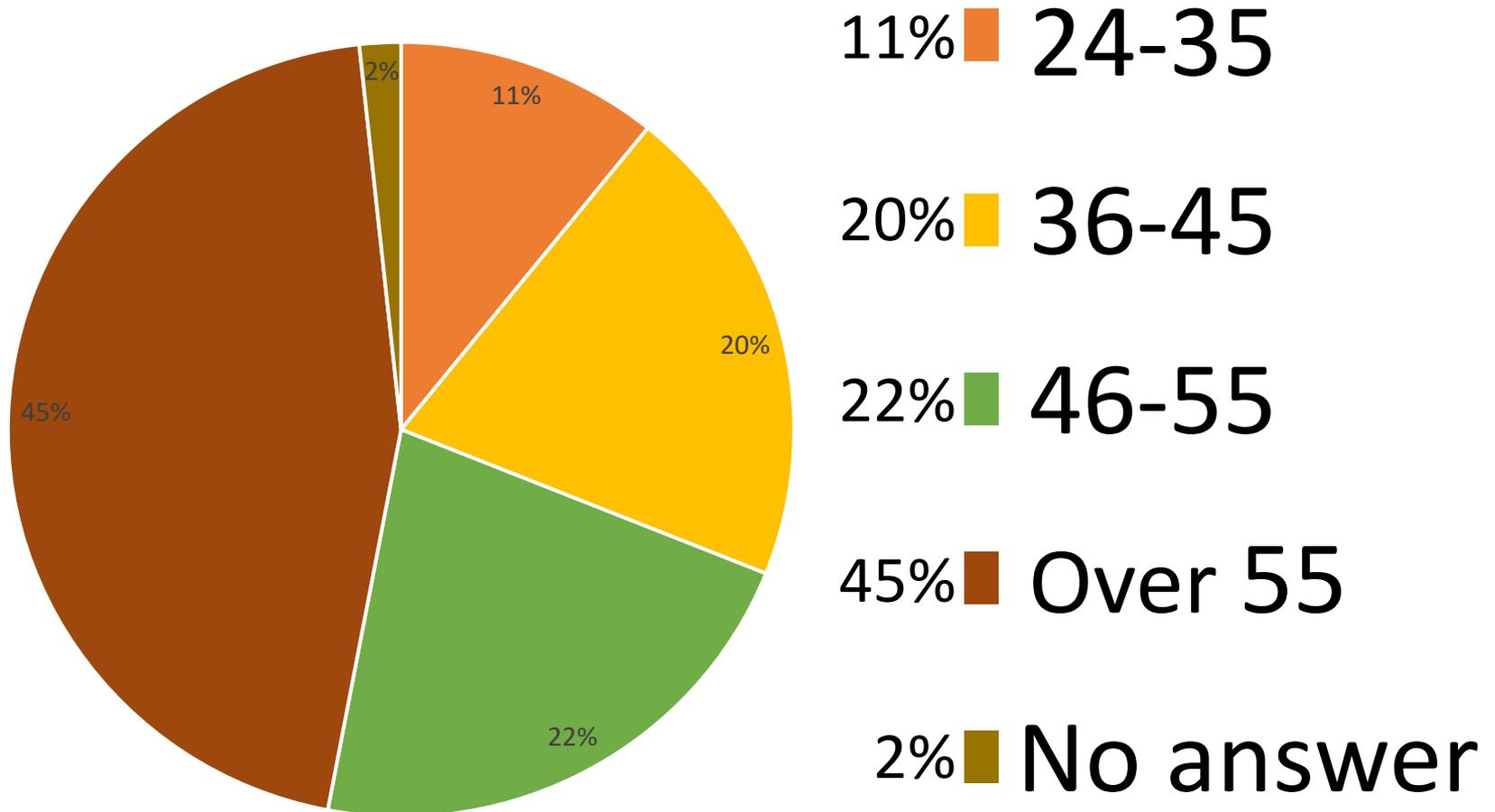
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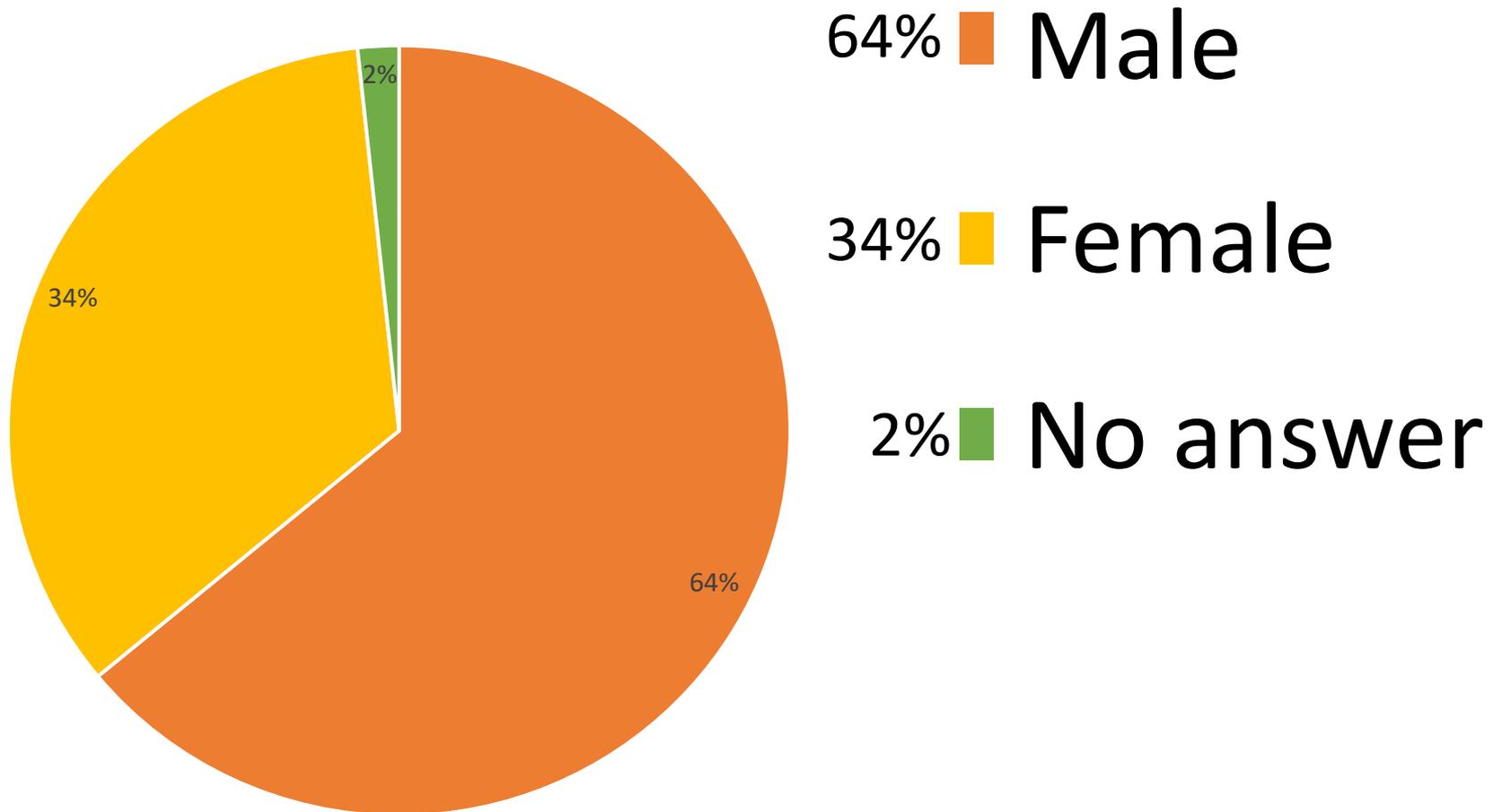
COUNTIES	# OF PRACTICING ATTORNEYS	COUNTIES	# OF PRACTICING ATTORNEYS	COUNTIES	# OF PRACTICING ATTORNEYS	COUNTIES	# OF PRACTICING ATTORNEYS	COUNTIES	# OF PRACTICING ATTORNEYS	COUNTIES	# OF PRACTICING ATTORNEYS
ADAIR	18	CARROLL	14	GRANT	22	KNOX	44	MCCLEAN	3	POWELL	15
ALLEN	11	CARTER	25	GRAVES	34	LARUE	21	MEADE	19	PULASKI	102
ANDERSON	39	CASEY	8	GRAYSON	28	LAUREL	124	MENIFEE	3	ROBERTSON	1
BALLARD	6	CHRISTIAN	84	GREEN	9	LAWRENCE	13	MERCER	40	ROCKCASTLE	15
BARREN	59	CLARK	65	GREENUP	48	LEE	4	METCALFE	7	ROWAN	51
BATH	15	CLAY	29	HANCOCK	8	LESLIE	14	MONROE	10	RUSSELL	22
BELL	31	CLINTON	13	HARDIN	163	LETCHER	34	MONTGOMERY	45	SCOTT	111
BOONE	292	CRITTENDEN	9	HARLAN	34	LEWIS	5	MORGAN	12	SHELBY	120
BOURBON	43	CUMBERLAND	9	HARRISON	28	LINCOLN	17	MUHLENBERG	23	SIMPSON	18
BOYD	111	DAVIESS	211	HART	14	LIVINGSTON	10	NELSON	61	SPENCER	19
BOYLE	68	EDMONSON	7	HENDERSON	91	LOGAN	26	NICHOLAS	6	TAYLOR	35
BRACKEN	10	ELLIOTT	3	HENRY	24	LYON	15	OHIO	23	TODD	7
BREATHITT	23	ESTILL	11	HICKMAN	7	MADISON	170	OLDHAM	263	TRIGG	13
BRECKINRIDGE	13	FAYETTE	2358	HOPKINS	67	MAGOFFIN	19	OUT OF COUNTRY	35	TRIMBLE	5
BULLITT	90	FLEMING	11	JACKSON	5	MARION	43	OUT OF STATE	5495	UNION	10
BUTLER	6	FLOYD	104	JEFFERSON	5067	MARSHALL	30	OWEN	15	WARREN	338
CALDWELL	18	FRANKLIN	627	JESSAMINE	100	MARTIN	12	OWSLEY	3	WASHINGTON	15
CALLOWAY	48	FULTON	11	JOHNSON	48	MASON	31	PENDLETON	13	WAYNE	20
CAMPBELL	299	GALLATIN	8	KENTON	801	MCCracken	250	PERRY	68	WEBSTER	11
CARLISLE	2	GARRARD	16	KNOTT	23	MCCREARY	6	PIKE	154	WHITLEY	70
										WOLFE	9
										WOODFORD	112

**Grand Total: 19,751 Kentucky Attorneys**

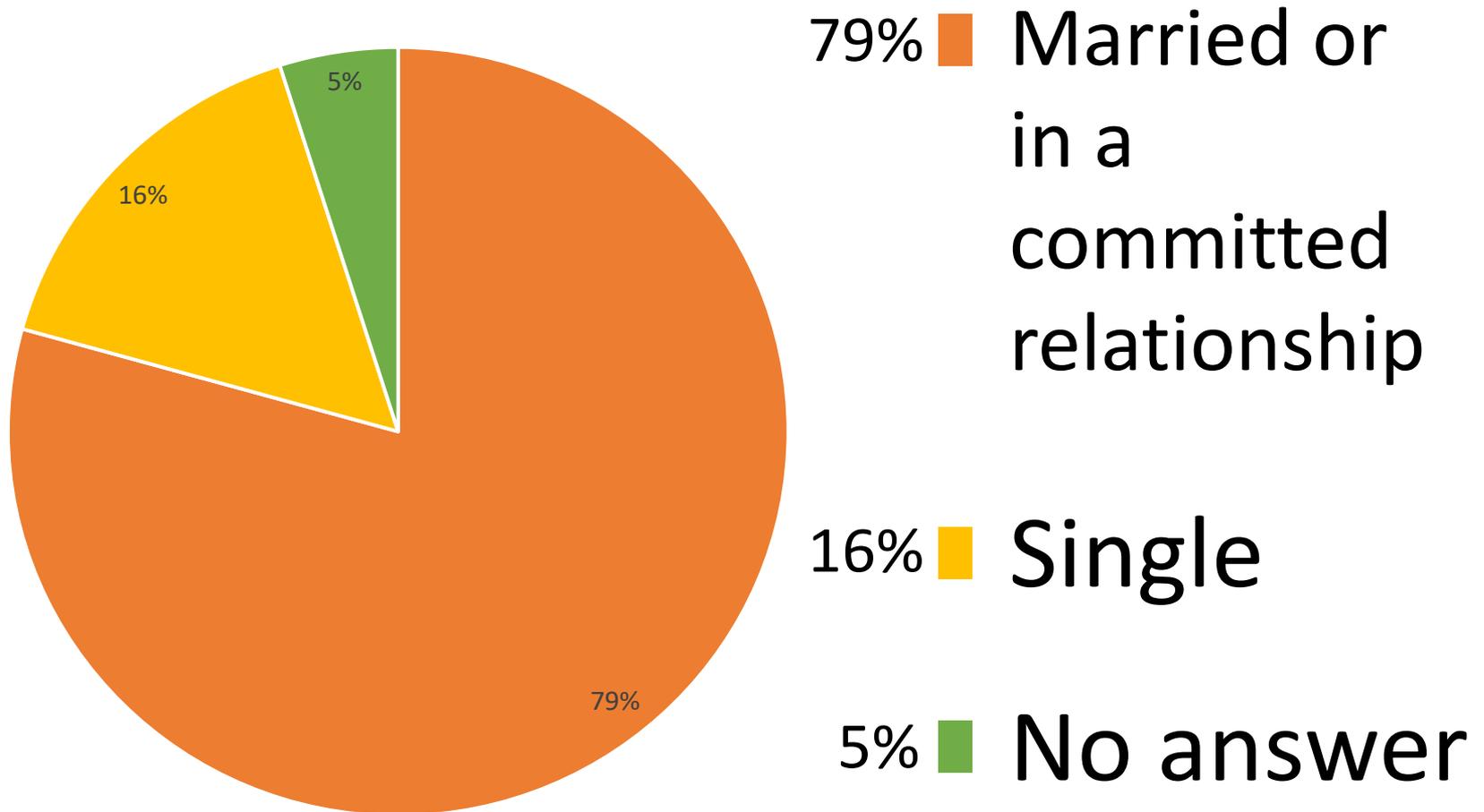
# What is your age?



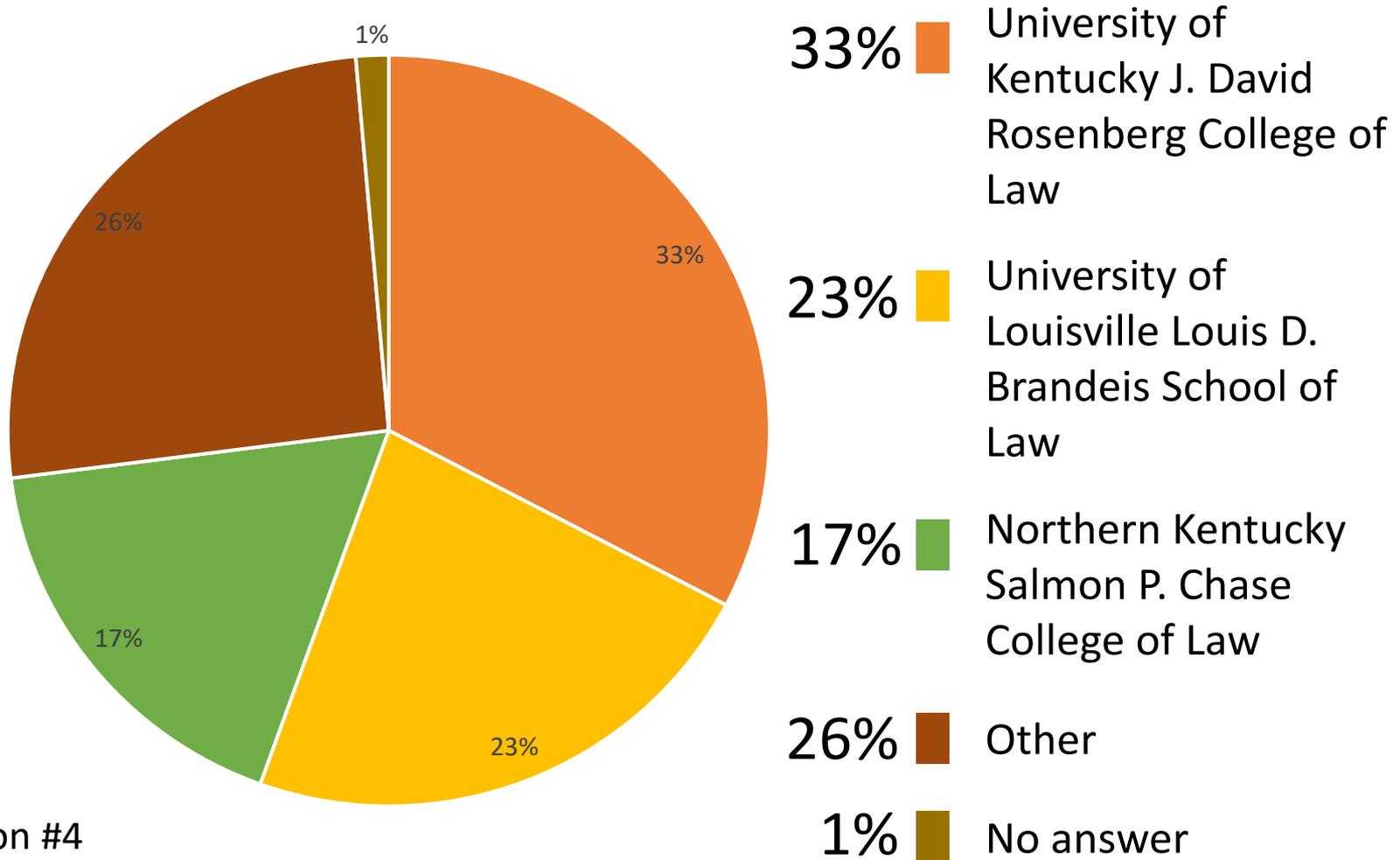
# What is your gender?



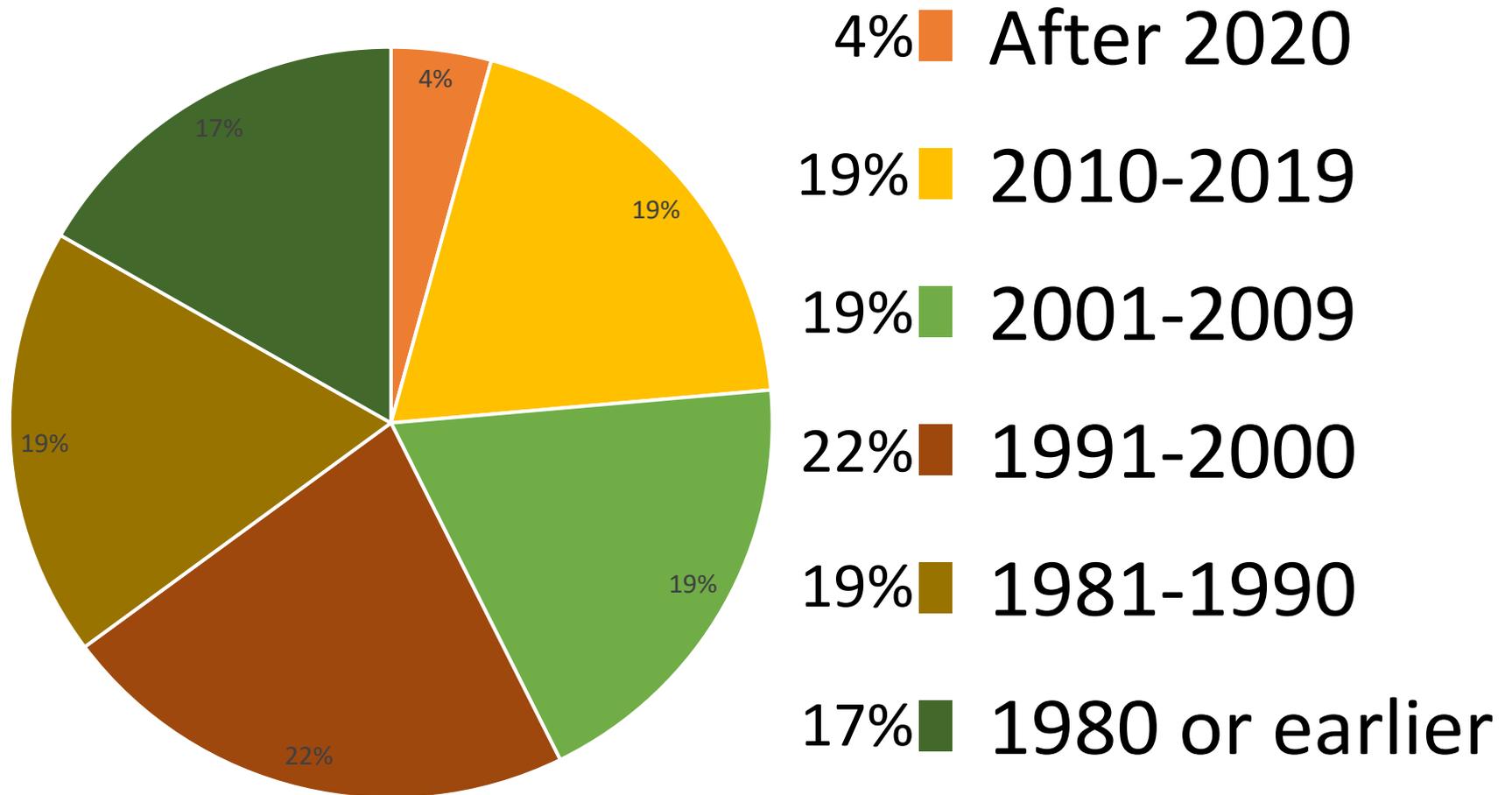
# What is your marital status?



# From which law school did you earn your law degree?



# What year did you graduate law school?



# If from Kentucky, in what county were you raised?

- Most Responses:
  - Jefferson (251), Fayette (126)
- 51+ Responses:
  - Kenton (88), Pike (59), Daviess (54)
- 21-50 Responses:
  - McCracken (49), Warren (49), Boyd (44), Floyd (35), Franklin (35), Campbell (32), Madison (30), Greenup (27), Hardin (27), Henderson (27), Laurel (27), Christian (26), Hopkins (26), Oldham (25), Pulaski (25), Harlan (24), Boone (23), Johnson (23), Whitley (23), Taylor (22), Clark (21)
- 11-20 Responses:
  - Knott (20), Barren (19), Woodford (19), Perry (18), Boyle (17), Carter (17), Jessamine (17), Graves (16), Mason (16), Montgomery (16), Shelby (16), Calloway (14), Letcher (14), Rowan (14), Breathitt (13), Grayson (13), Ohio (13), Knox (12), Lincoln (12), Logan (12), Marshall (12), Muhlenberg (12), Simpson (12), Bullitt (11), McCreary (11), Mercer (11), Nelson (11), Bourbon (10), Clay (10), Crittenden (10)
- 10 or Less Responses:
  - 10 Responses: Bourbon, Clay, Crittenden
  - 9 Responses: Bath, Harrison, Leslie, Marion, Washington
  - 8 Responses: Green, LaRue, Magoffin
  - 7 Responses: Bell, Clinton, Garrard, Grant, Hart, Lawrence, Meade, Union
  - 6 Responses: Adair, Caldwell, Casey, Fleming, Fulton, Jackson, Martin, McLean, Pendleton, Scott, Spencer
  - 5 Responses: Ballard, Breckinridge, Henry, Lewis, Livingston, Russell, Trigg, Wolfe
  - 4 Responses: Anderson, Bracken, Carlisle, Cumberland, Hancock, Lyon, Monroe, Wayne, Webster
  - 3 Responses: Allen, Butler, Edmonson, Estill, Hickman, Morgan, Owen, Powell, Rockcastle
  - 2 Responses: Carroll, Nicholas, Trimble
  - 1 Response: Gallatin, Lee, Menifee, Metcalfe, Robertson, Todd

Prefer Not To Answer: 4 Responses

# In what county is your law practice?

- **Most Responses:**
    - Jefferson (426), Fayette (255)
  - **51+ Responses:**
    - Franklin (100), Kenton (84), Warren (71), McCracken (61)
  - **21-50 Responses:**
    - Daviess (36), Boone (34), Pike (33), Floyd (32), Laurel (32), Boyd (30), Madison (28), Hardin (23), Oldham (23), Perry (23), Pulaski (23), Christian (22), Henderson (21), Hopkins (21)
  - **11-20 Responses:**
    - Campbell (19), Montgomery (19), Boyle (17), Calloway (16), Shelby (16), Bullitt (15), Whitley (15), Bourbon (13), Greenup (13), Knox (13), Barren (12), Harlan (12), Jessamine (12), Johnson (12), Logan (12), Rowan (12), Scott (12), Woodford (12), Letcher (11), Marshall (11), Mason (11), Muhlenberg (11), Nelson (11)
- Out of State: 49 Responses
- **10 or Less Responses:**
    - 10 Responses: Carter, Taylor
    - 9 Responses: Bell, Graves, Grayson, Harrison, Simpson
    - 8 Responses: Breathitt, Lincoln, Mercer, Ohio
    - 7 Responses: Anderson, Carroll, Clay, Grant, Owen, Spencer
    - 6 Responses: Bracken, Hart, Marion, Powell, Russell
    - 5 Responses: Caldwell, Fulton, Gallatin, Green, Henry, Jackson, Leslie, Meade, Pendleton, Union
    - 4 Responses: Adair, Casey, Fleming, Garrard, Hickman, Knott, LaRue, Lawrence, Lyon, Magoffin, Trigg, Washington
    - 3 Responses: Breckinridge, Butler, Clinton, Crittenden, Cumberland, Hancock, Martin, Menifee, Todd
    - 2 Responses: Allen, Ballard, Bath, Carlisle, Clark, Edmonson, Estill, Lewis, McCreary, Monroe, Morgan, Rockcastle, Trimble, Wolfe
    - 1 Response: Elliott, Livingston, McLean, Metcalfe, Owsley, Robertson, Wayne, Webster
    - 0 Responses: Lee, Nicholas

# In addition to the county in which your practice resides, what counties in Kentucky does your law practice **PRIMARILY** serve?

- 100+ Responses:
  - Fayette (164), Jefferson (147), Oldham (125), Shelby (112), Boone (107), Scott (104), Bullitt (103), Campbell (101)
- 51-99 Responses:
  - Kenton (94), Franklin (86), Pike (82), Woodford (75), Floyd (72), Hardin (70), Madison (70), Clark (65), Jessamine (65), Laurel (64), McCracken (62), Bourbon (59), Graves (59), Warren (57), Spencer (56), Grant (54), Letcher (53), Marshall (53), Hopkins (52), Nelson (52), Perry (52), Johnson (51)
- 31-50 Responses:
  - Henry (50), Knott (50), Lawrence (50), Barren (49), Livingston (49), Ballard (48), Greenup (48), Lyon (48), Boyle (46), Christian (46), Knox (44), Logan (44), Trigg (44), Whitley (44), Calloway (43), Anderson (41), Garrard (41), Pulaski (41), Simpson (41), Carlisle (40), Rowan (40), Caldwell (39), Webster (39), Boyd (38), Carter (38), Rockcastle (38), Clay (37), Lincoln (36), Muhlenberg (36), Ohio (36), Union (36), Lewis (35), Montgomery (35), Trimble (35), Bath (34), Fulton (34), Grayson (34), Leslie (34), Martin (34), Pendleton (34), Taylor (33), Daviess (32), Hickman (32), Meade (32), Todd (32), Breathitt (31), Butler (31), Edmonson (31), Henderson (31), Magoffin (31), Mercer (31)
- 30 or Less Responses:
  - Casey (30), Powell (30), Adair (29), Bracken (29), Fleming (29), Menifee (29), Morgan (29), Allen (28), Bell (28), Carroll (28), Owen (28), Gallatin (27), Hart (27), LaRue (27), Marion (27), Mason (26), Estill (25), McLean (25), Wolfe (25), Green (24), Hancock (24), Harlan (24), Lee (24), Washington (23), Elliott (22), Crittenden (21), Jackson (21), Metcalfe (21), Breckinridge (20), Owsley (20), Russell (19), Wayne (19), Nicholas (18), Harrison (17), McCreary (17), Clinton (16), Robertson (15), Monroe (14), Cumberland (13)

Entire State - 130, Eastern KY - 40, Central KY - 25, Western KY - 13, Out of State - 7

# If you do not practice in the county that you were raised, why did you not return to practice there?

Got married

Better opportunity, higher pay

Too small community

Economics

Personal choice

Lack of opportunity or the support network for legal practice

Took state or government job

Wanted to live in a larger city/community.

Quality of life issues in rural county

Could not make a living, nothing to do.

Specialization required larger community.

Social or community opportunities

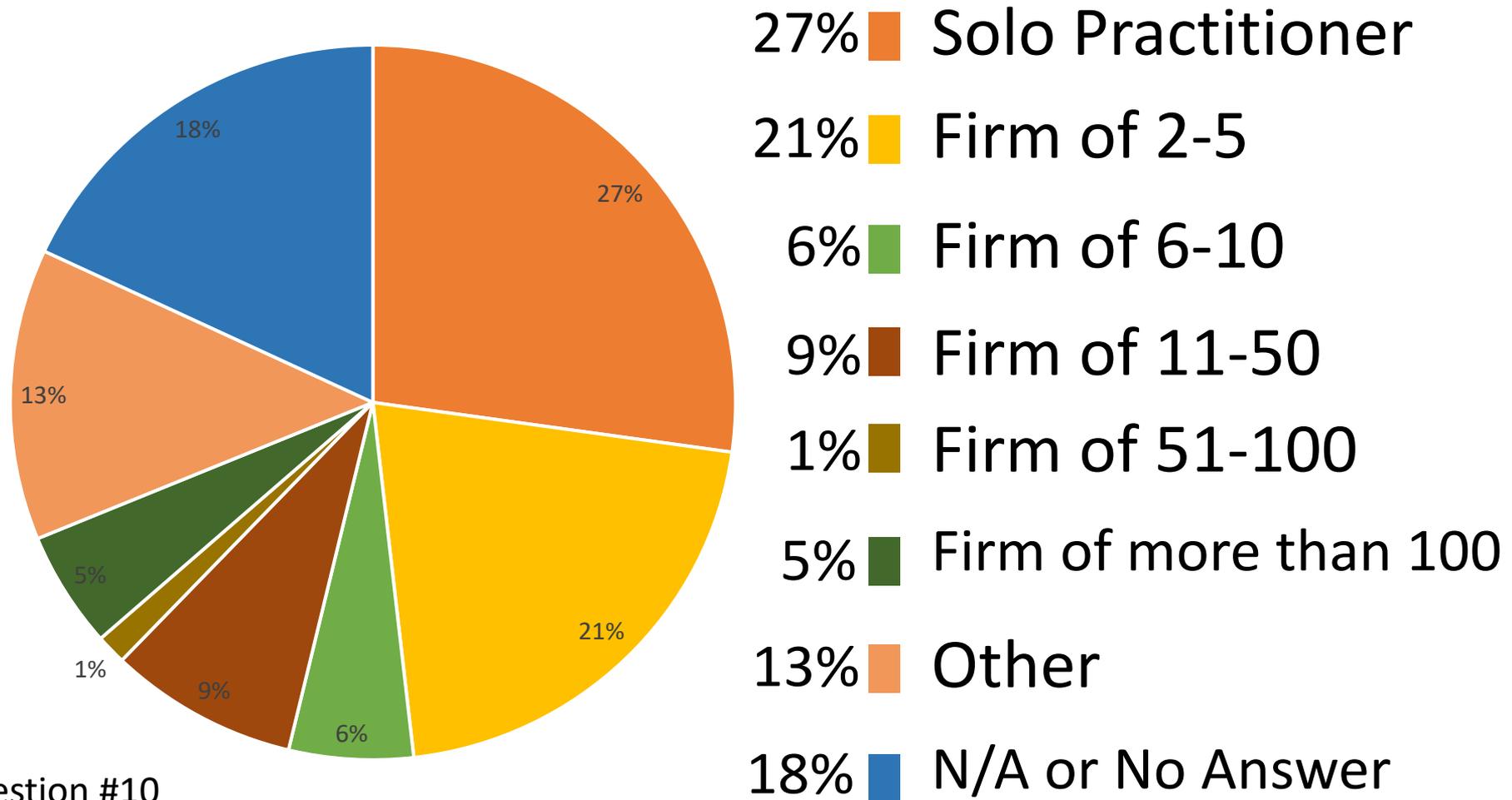
Wanted a more diverse, less ethnocentric culture.

Lack of health care and basic services in general

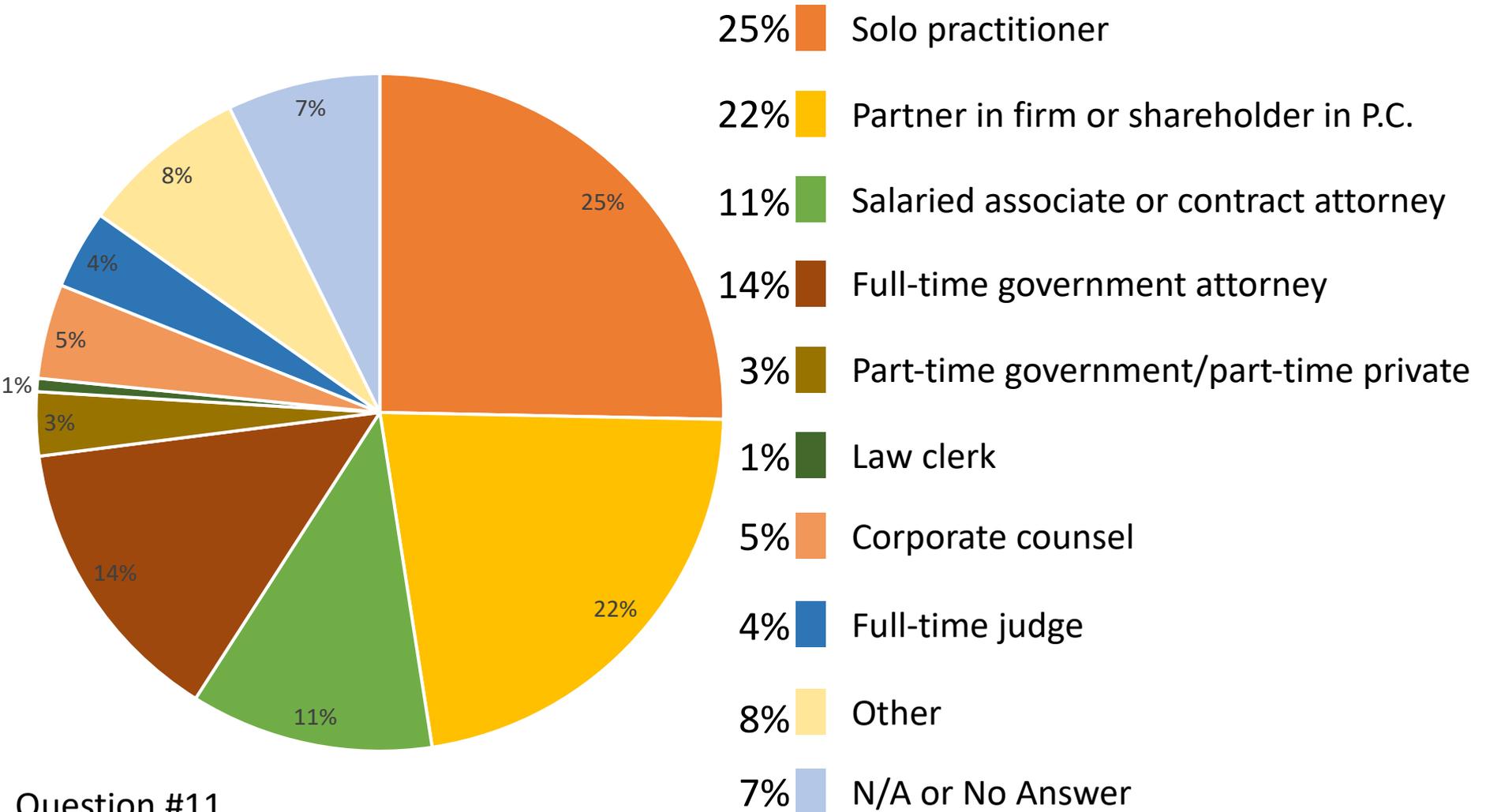
Couldn't afford to hang own shingle with student debt.

Needed mentors from large firm.

# What is your practice size?

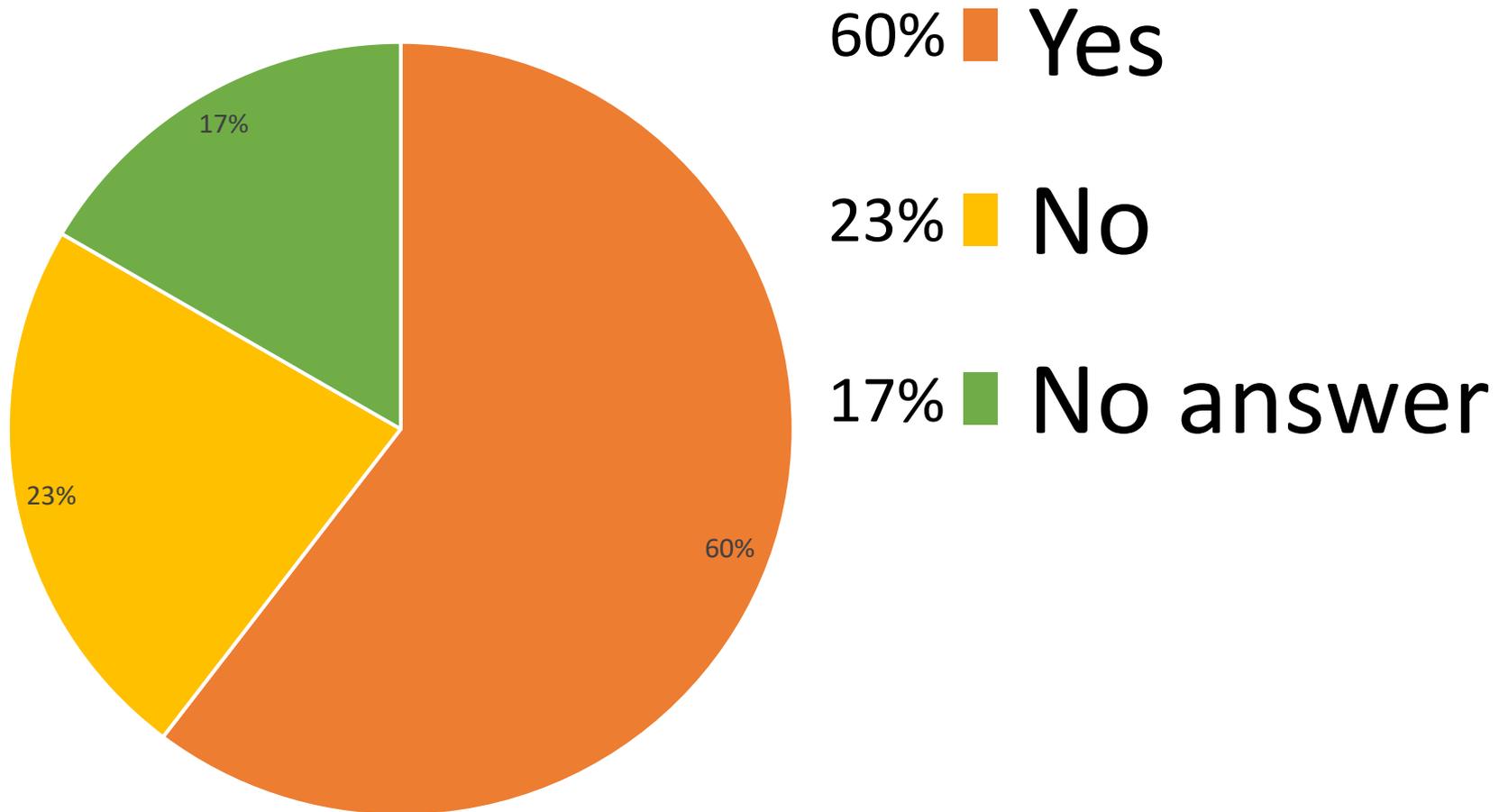


# Please select the one that best describes you.



Question #11

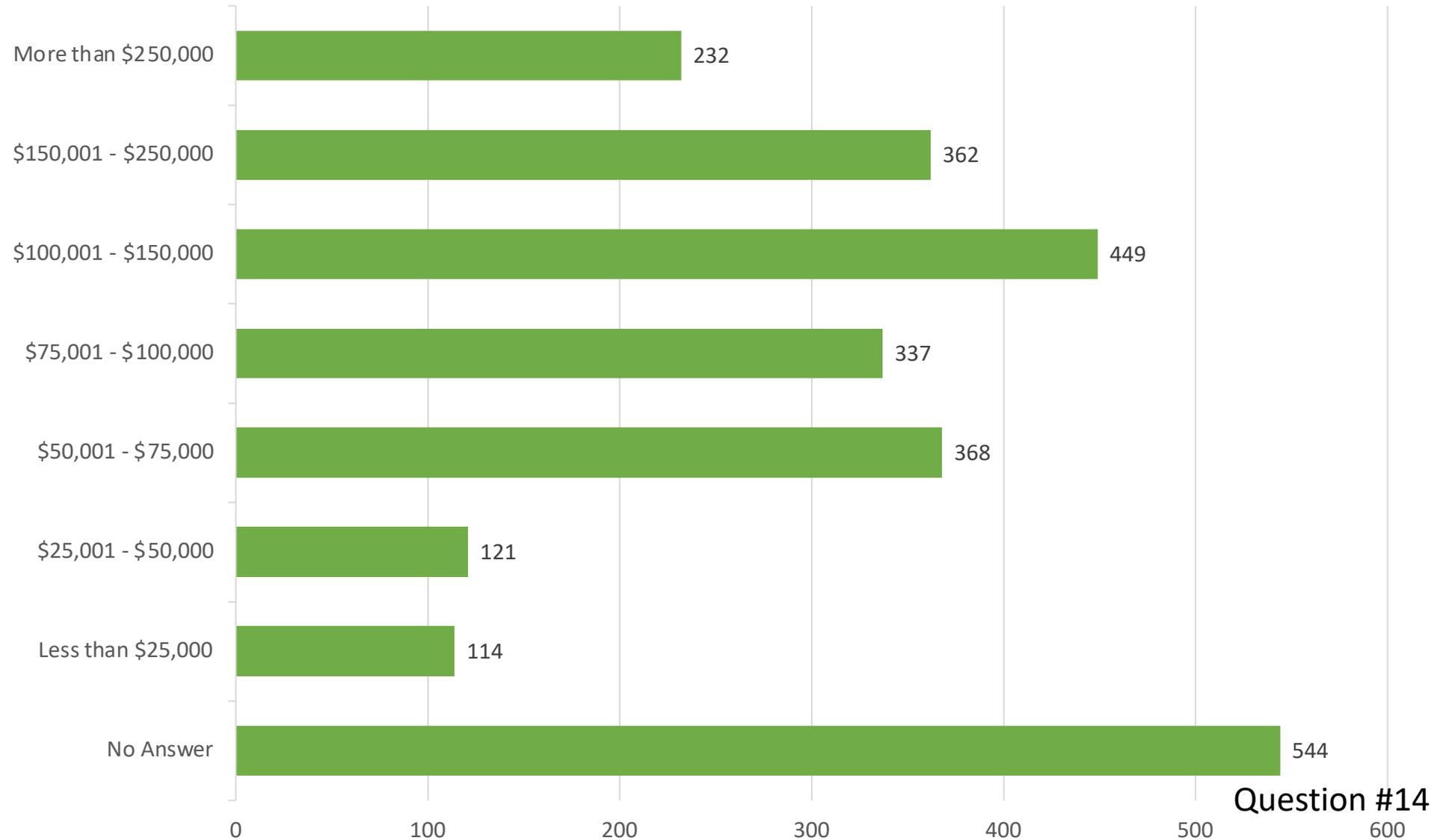
# Does your practice concentrate in a particular area of law?



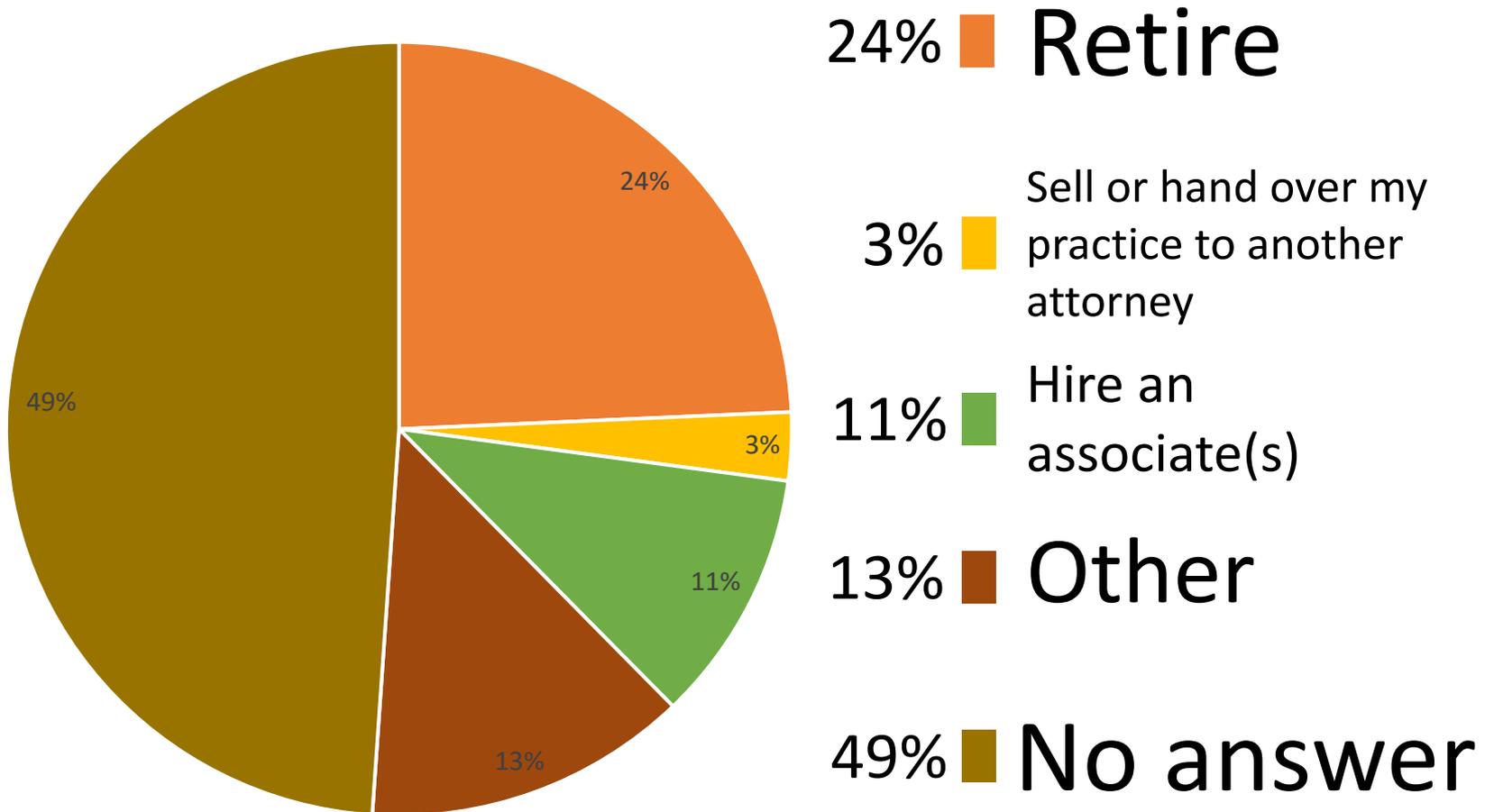
# If yes, what is(are) your area(s) of concentration?

- Administrative
- Adoption
- ADR
- Appellate
- Attorney admissions
- Banking Law
- Bankruptcy
- Boundary and easement disputes
- Business Law
- Campaign finance
- Child Support
- City Government and Mediation
- Civil Defense
- Civil Litigation
- Civil Rights Defense
- Collections
- Commercial Litigation
- Commercial Real Estate
- Complex litigation
- Construction law
- Consumer Debt Collections
- Consumer defense
- Consumer Financial Services
- Consumer law
- Consumer Protection
- Contracts
- Corporate
- County Attorney
- Creditor Rights
- Crime Allegation Defense
- Criminal Law
- Cybersecurity and privacy
- Debt Collection
- Defamation
- Defense civil litigation
- Dependency, Neglect, Abuse
- Disability law
- Domestic Relations
- Education Law
- Elder Law
- Employment Law
- Environmental Law
- Equine
- Estate Planning & Probate
- Ethics
- Fair housing
- False Claims Act litigation
- Family Law
- Federal administrative law
- Federal Appellate
- Federal Black Lung
- Federal Court civil litigation
- Federal Criminal Law
- Felony Criminal Prosecution
- Financial services
- Foreclosure
- General Civil Litigation
- Government
- Guardian ad Litem
- Healthcare Law
- Higher Education
- Immigration
- Injury Law
- Insurance Law
- Intellectual Property
- International
- Investment management
- Juvenile/Family Law
- Labor & Employment Law
- Land Use
- Legislative
- Lemon law
- Litigation
- Long Term Care Defense
- Maritime/Admiralty
- Mass Torts
- Matrimonial Law
- Media law
- Mediation
- Medical Malpractice
- Mineral Law
- Municipal law
- Nonprofit organizations
- Nursing Home Negligence
- Patent Law
- Pension law
- Personal Injury
- Plaintiffs Litigation
- Planning and Zoning
- Poverty law
- Prisoner civil rights and habeas
- Privacy
- Probate
- Procurement
- Professional Liability
- Property
- Prosecutor
- Public Defender/Criminal Defense
- Public Finance
- Railroads
- Real Estate
- Regulatory/Administrative Law
- School Board Attorney
- Securities Law
- Social Security Disability
- Subrogation
- Tax
- Technology
- Tort
- Transactional
- Transportation Law
- Trust and Estates
- Utilities
- Veterans Law
- Water Utility Law
- Wills & Estates
- Worker's Compensation

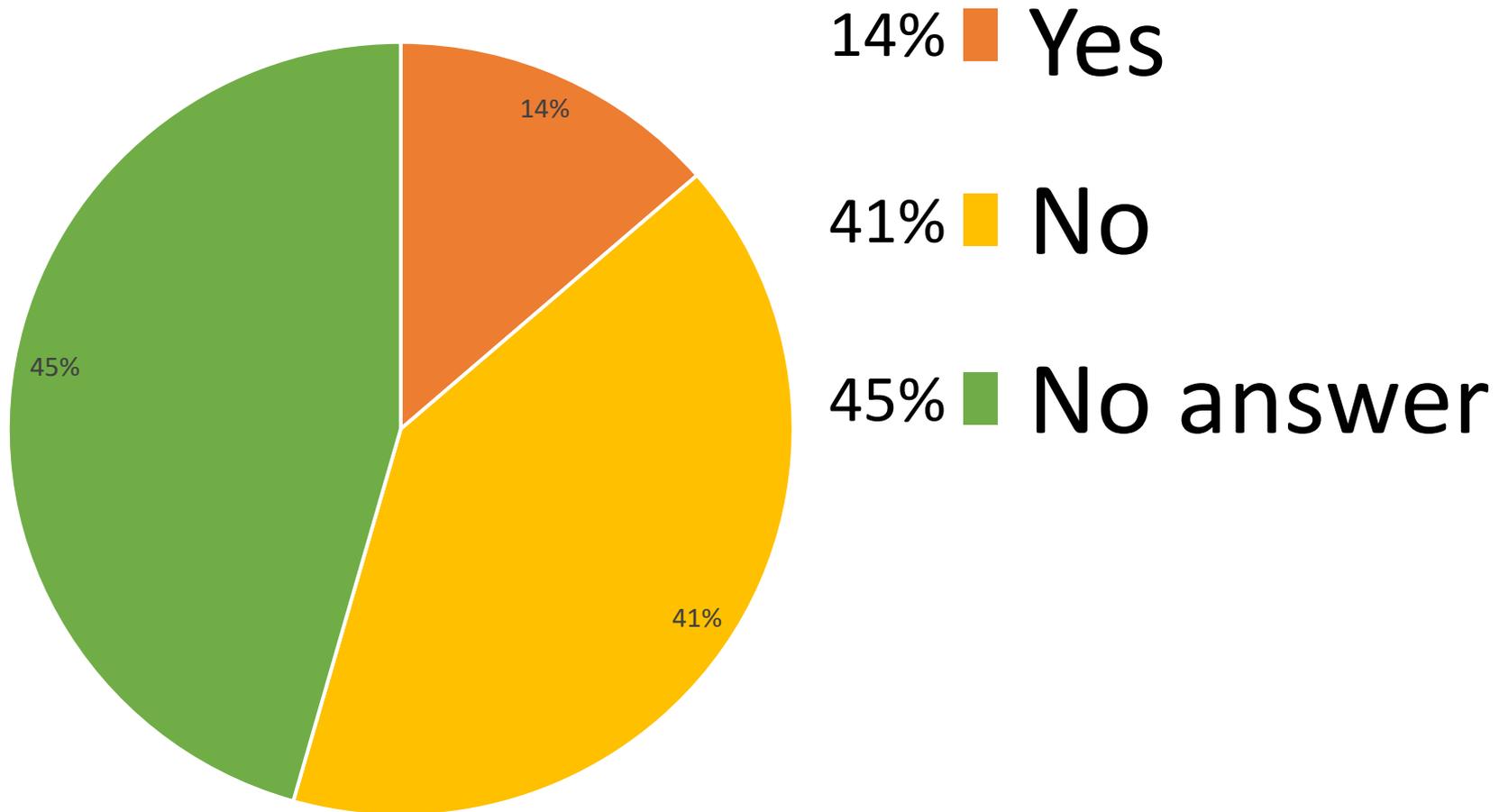
# What is your average annual income from the practice of law over the last three years?



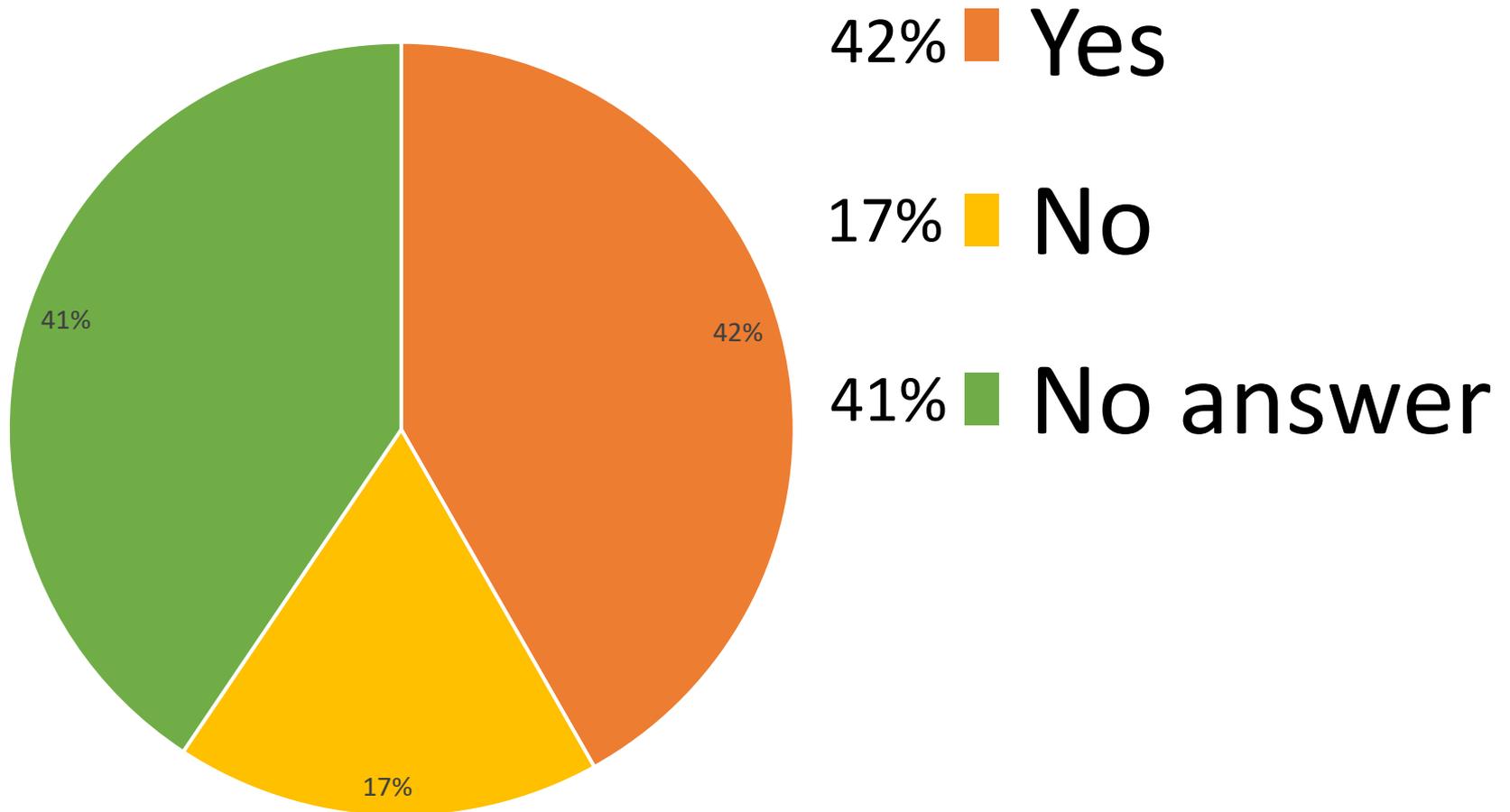
# In the next five years, do you plan to do any of the following?



# Do you have a formal succession plan for your practice when you decide to retire?

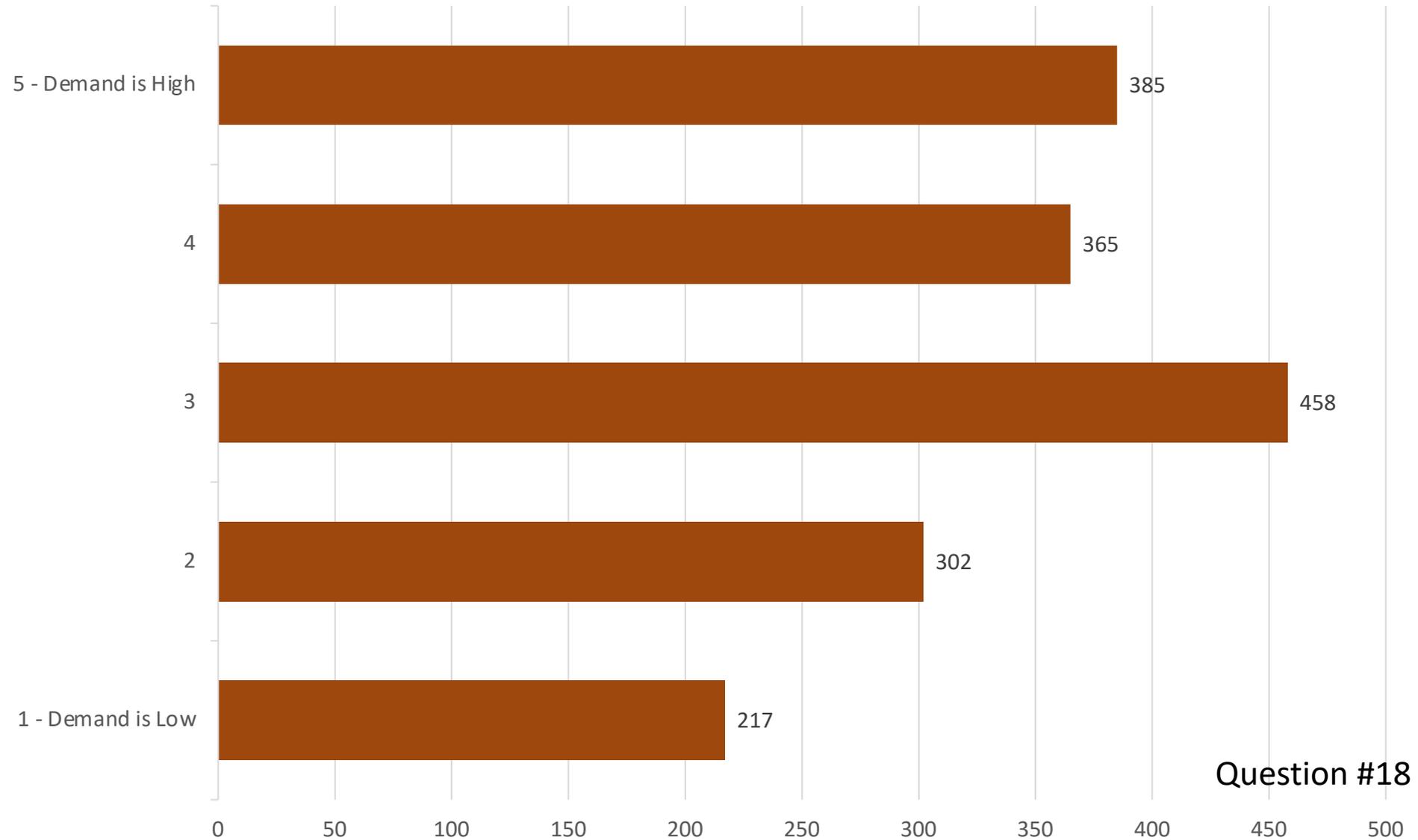


**Do you have a plan in place to address handling client matters in the event of your disability, incapacity or death?**

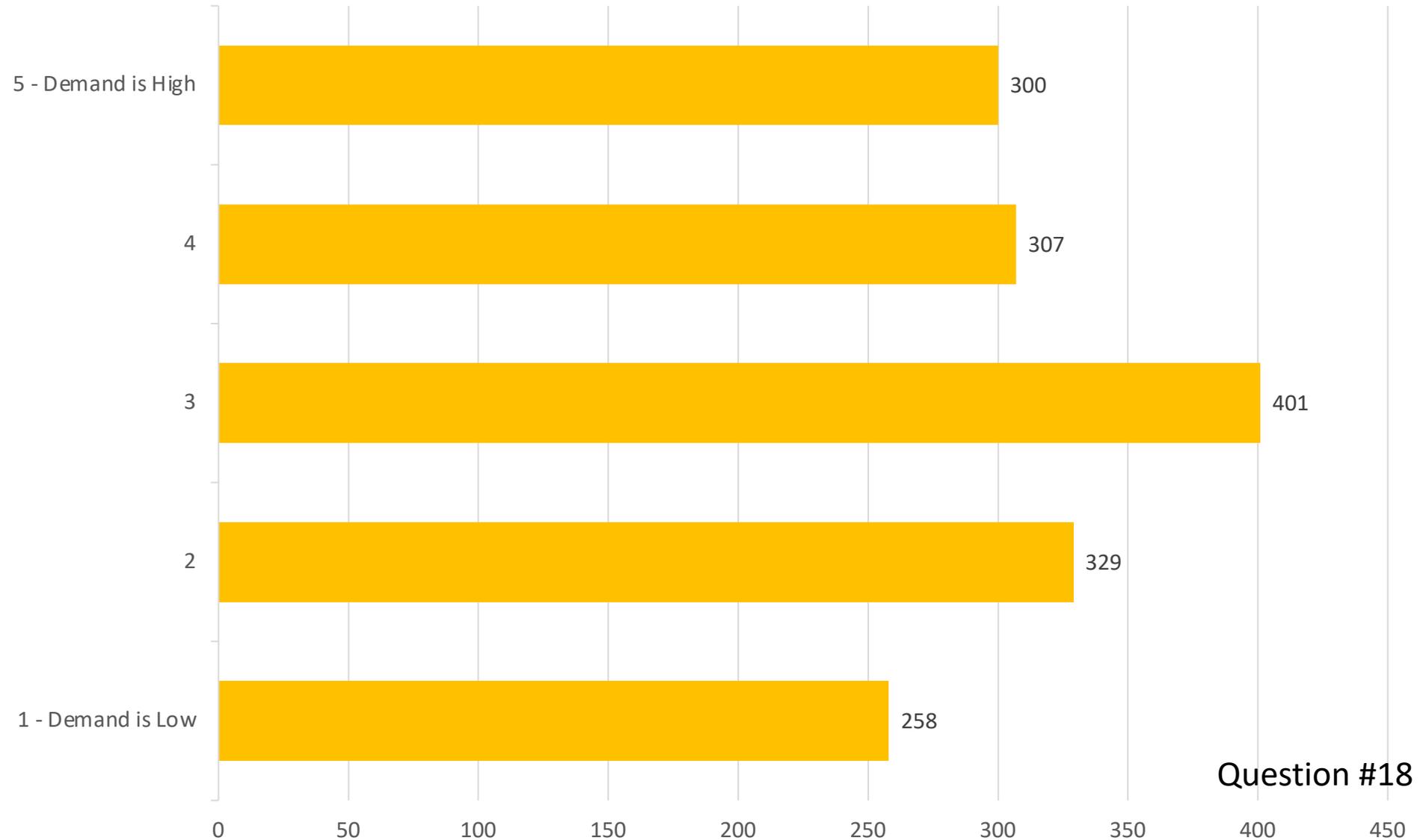


**In your experience and observation in the county(ies) where you practice, how great is the DEMAND for legal services in the following areas? Please rate on a scale of 1 to 5 with 1 being the lowest level of demand and 5 being the greatest level of demand.**

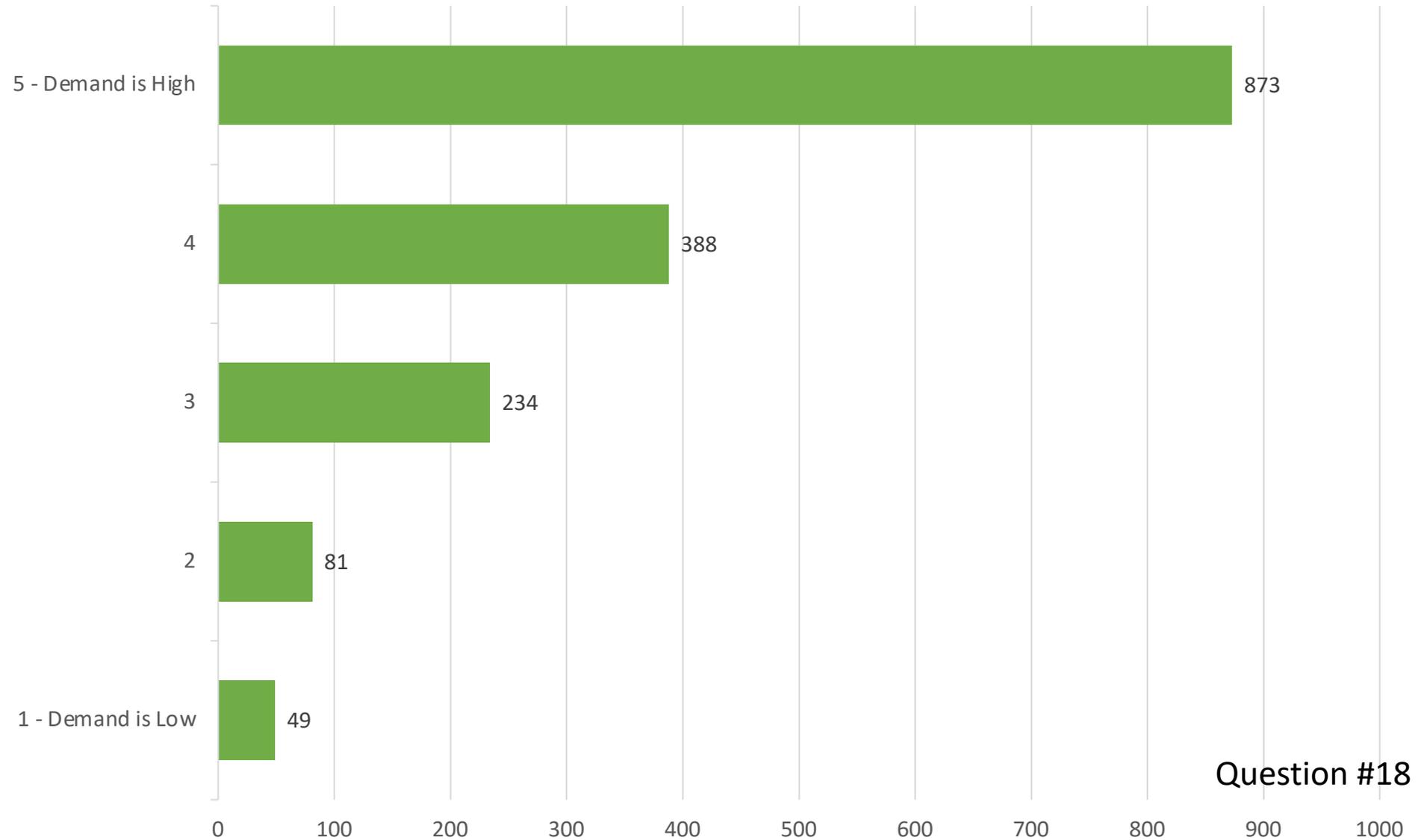
# Demand - Business Matters



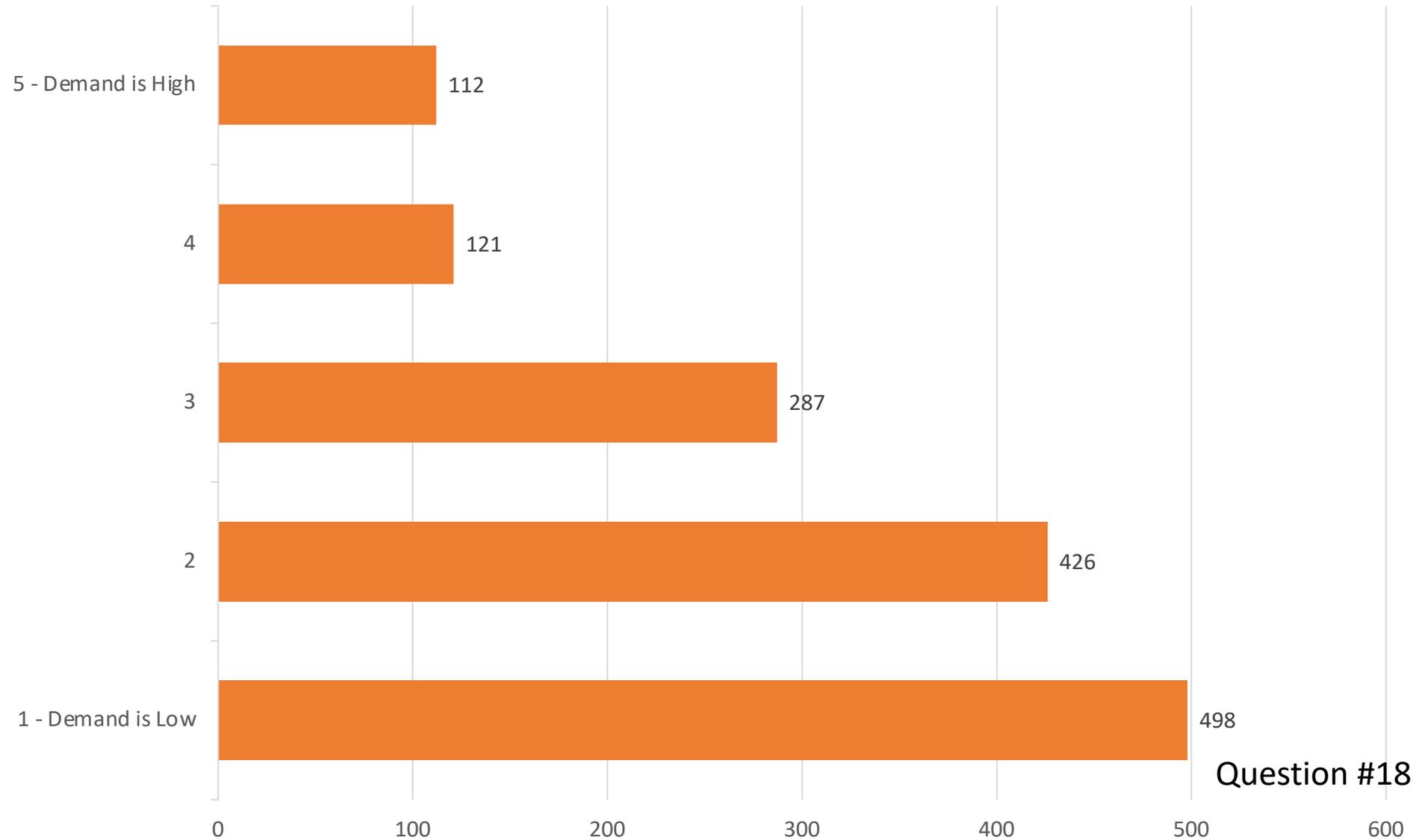
# Demand - Consumer and Finance



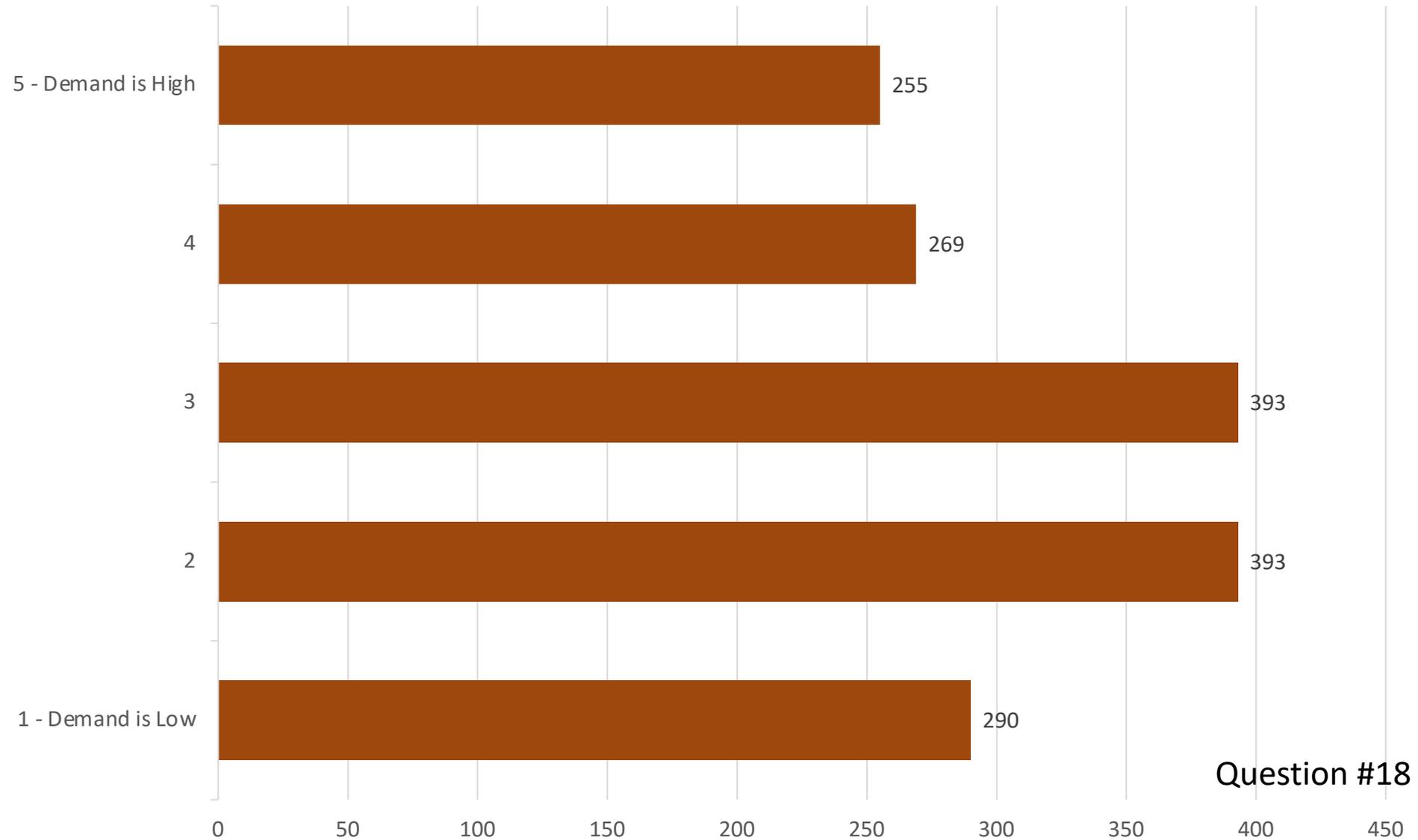
# Demand - Criminal Law



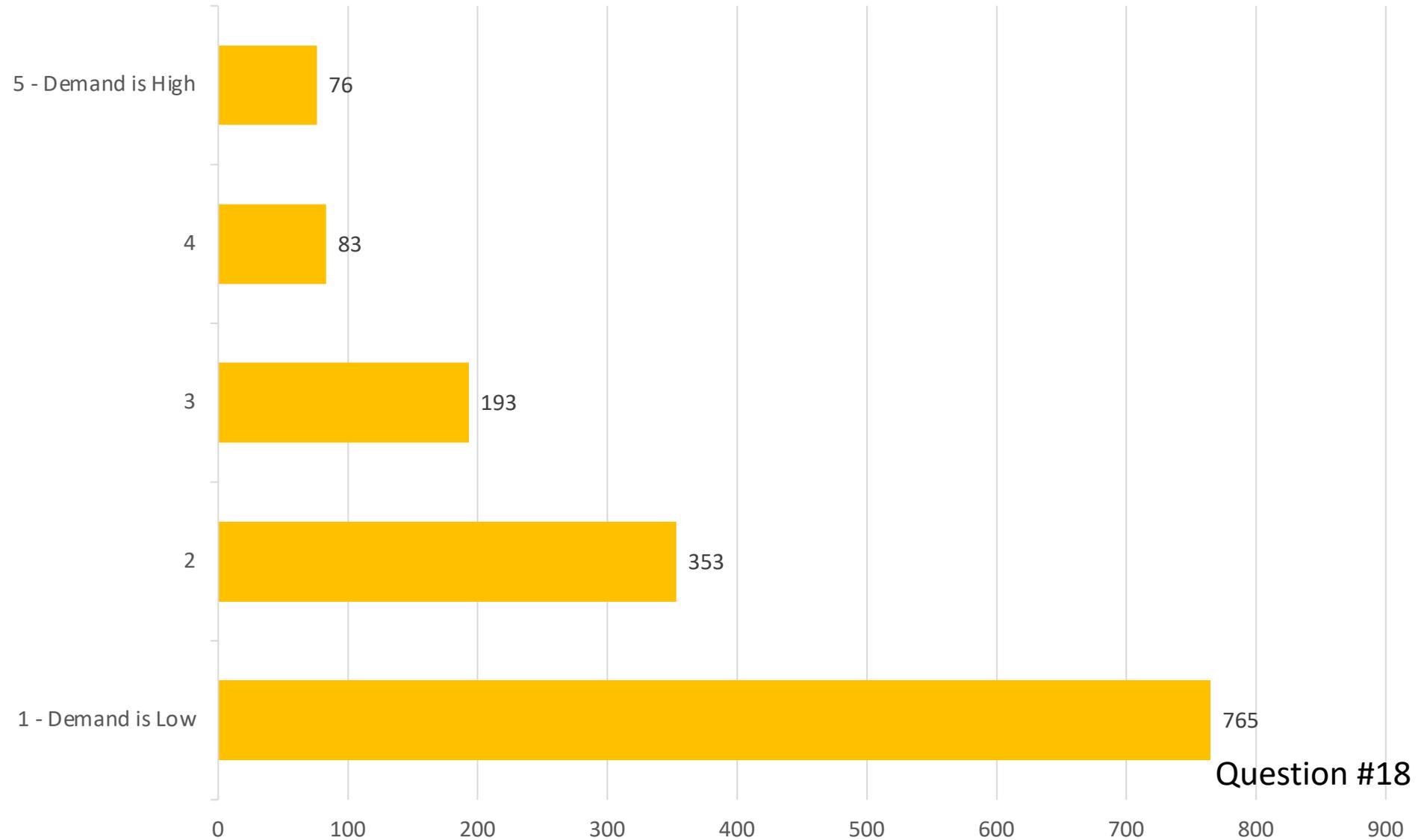
# Demand - Education



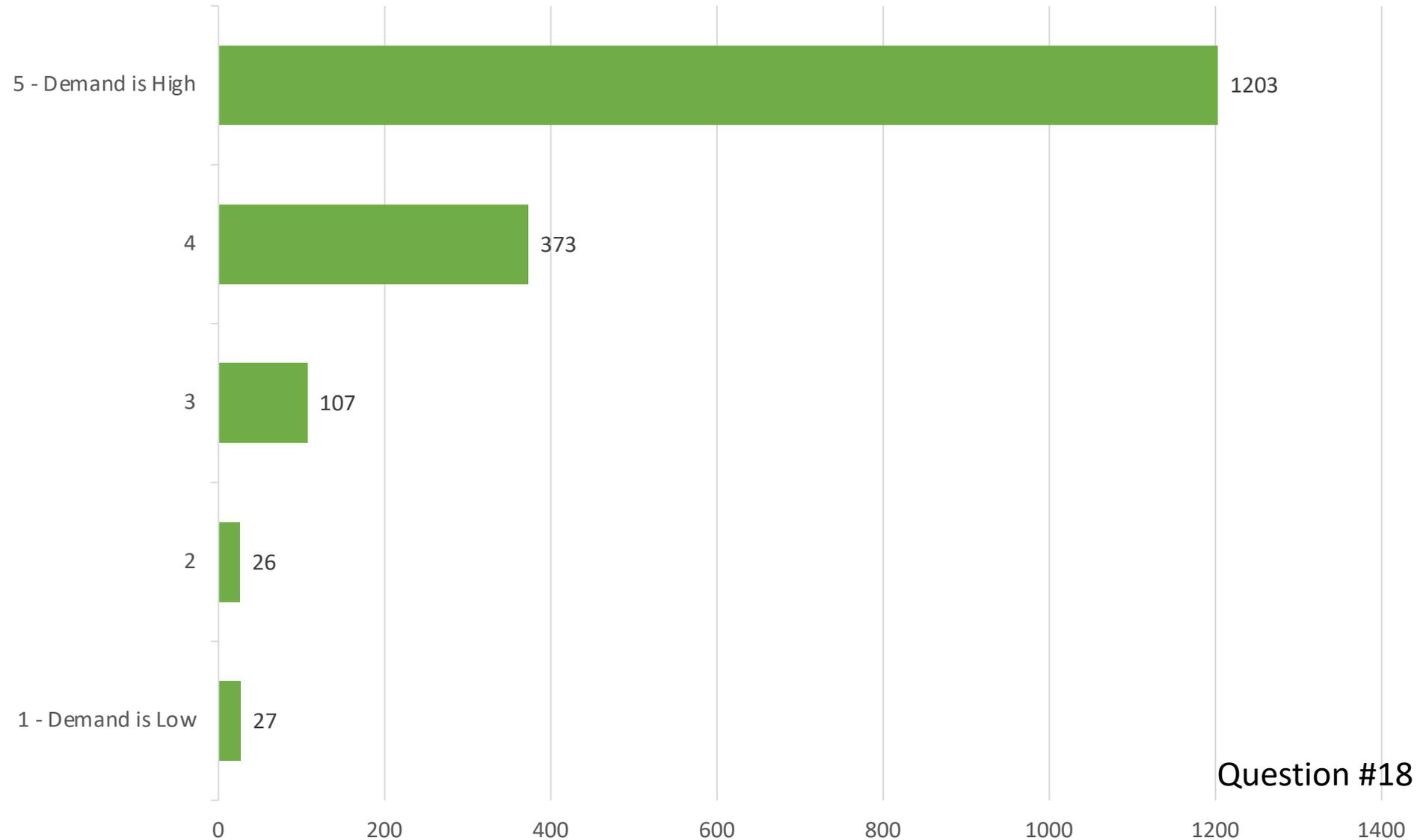
# Demand - Employment



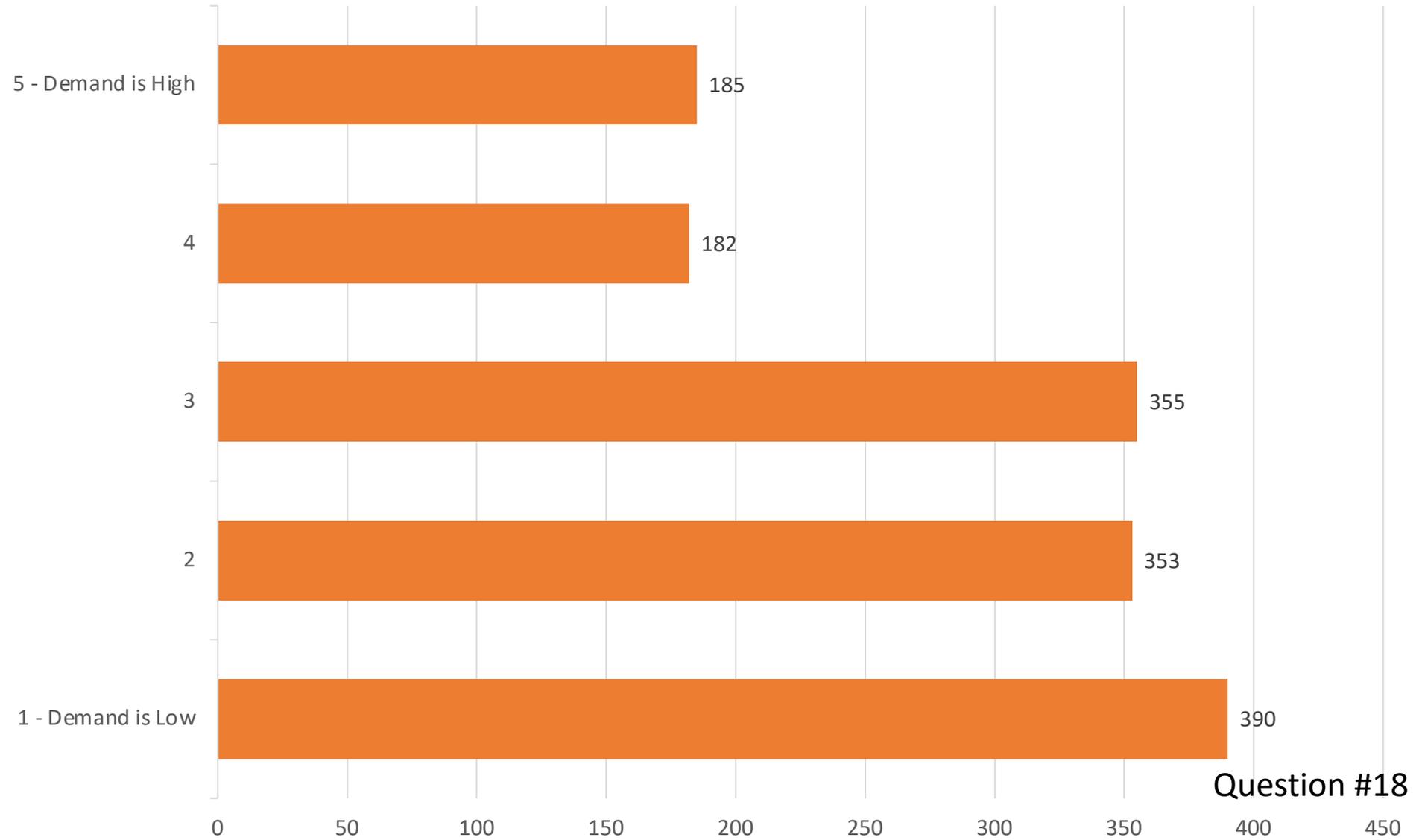
# Demand - Environment



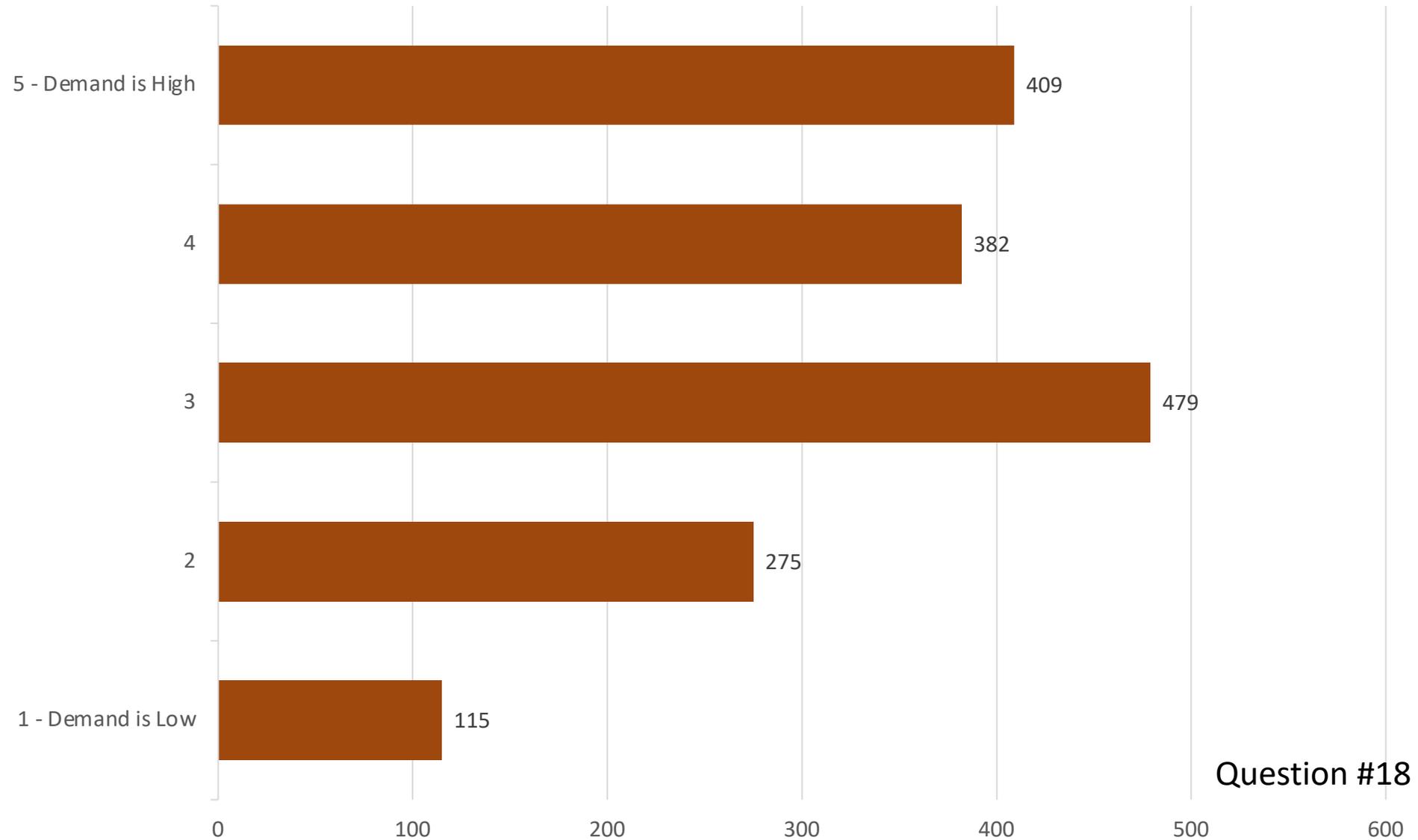
# Demand - Family/Domestic



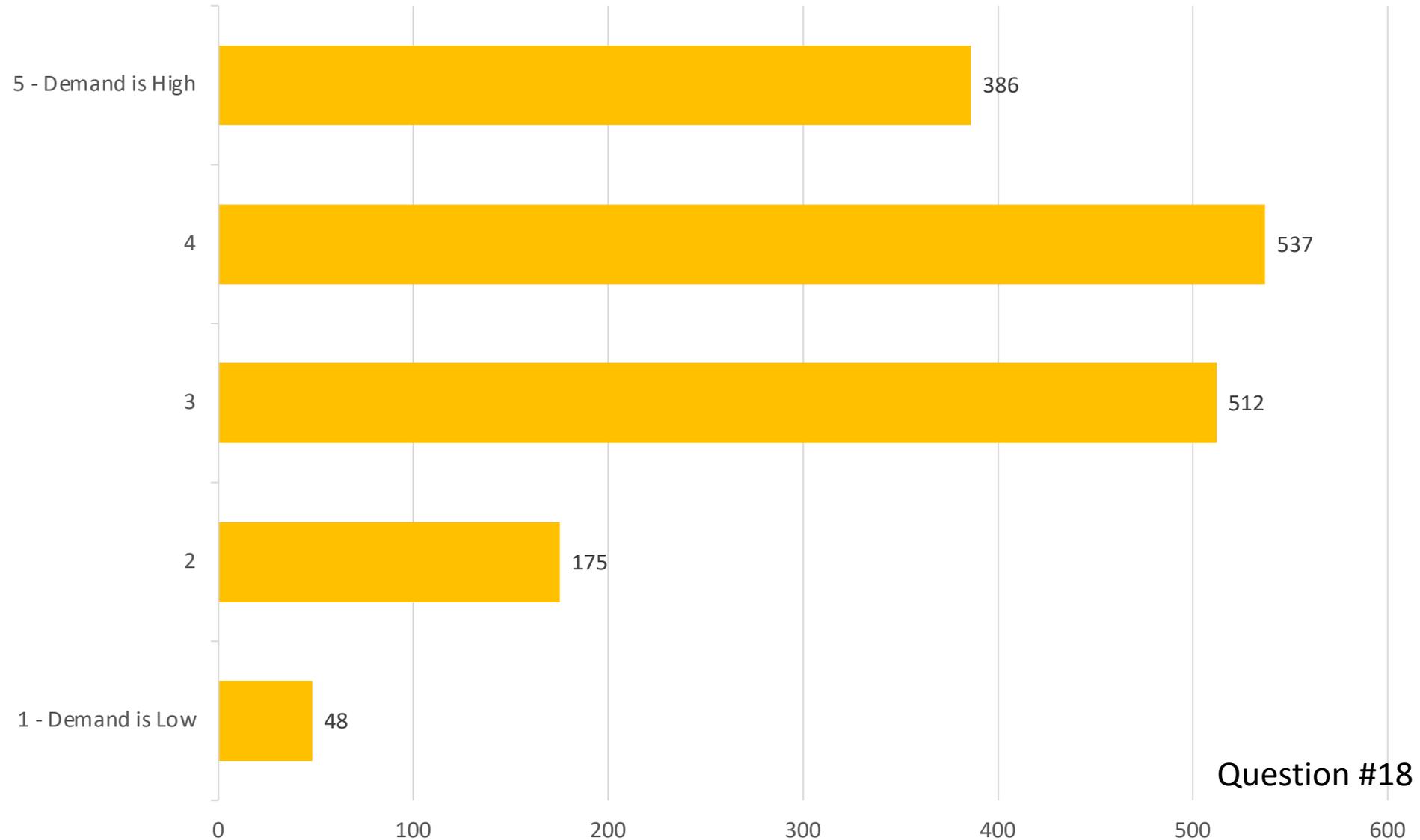
# Demand - Health



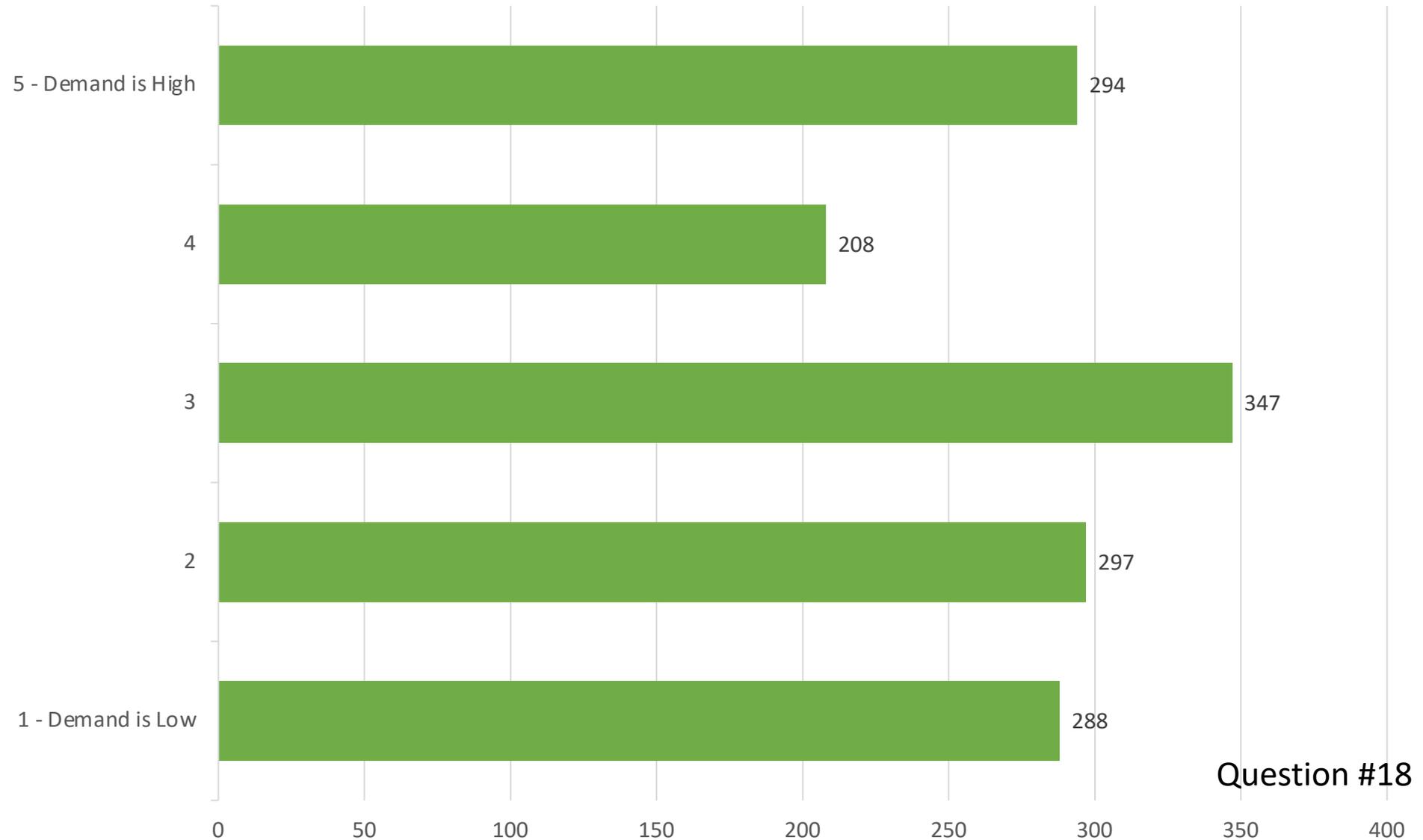
# Demand - Landlord/Tenant



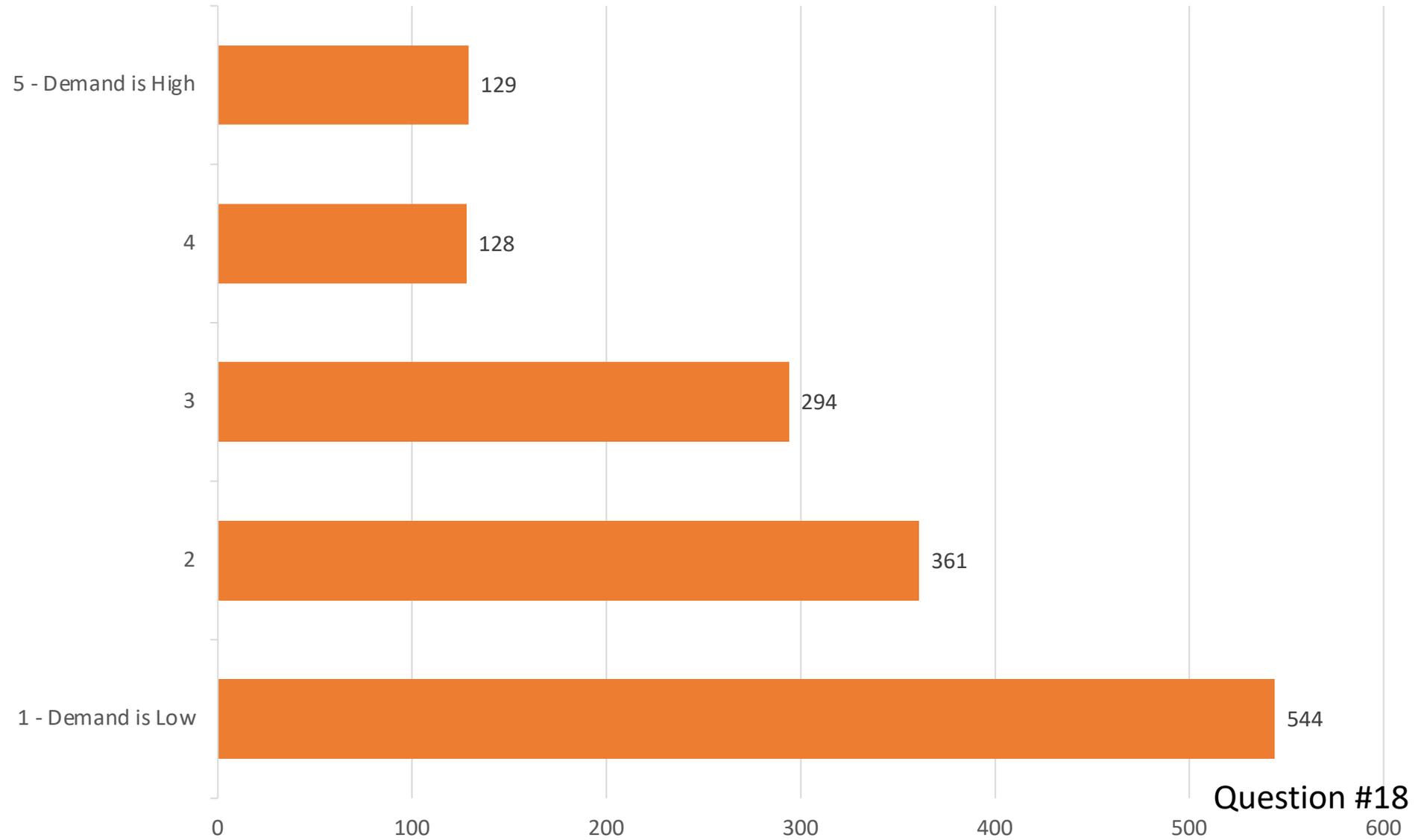
# Demand - Property



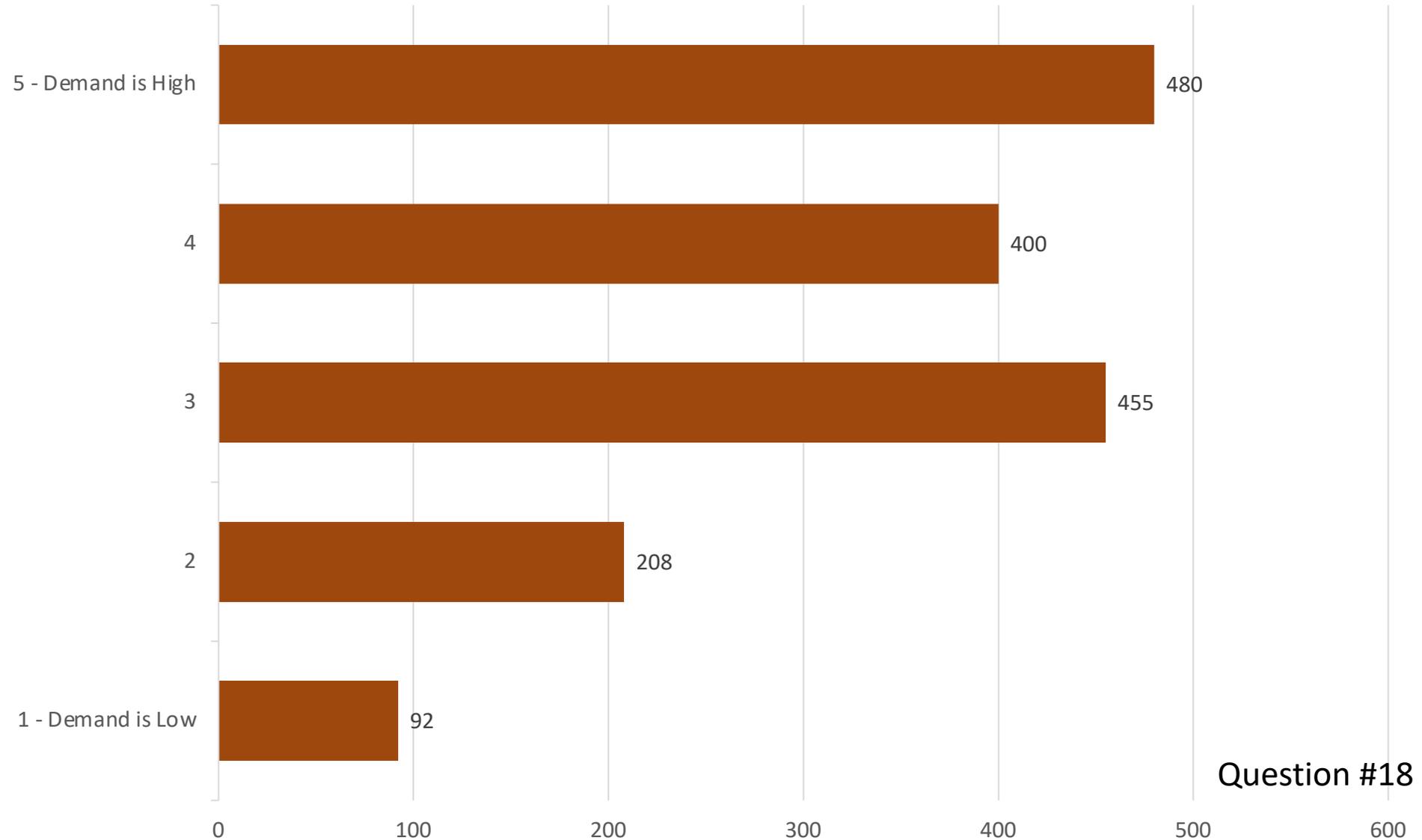
# Demand - Public Benefits



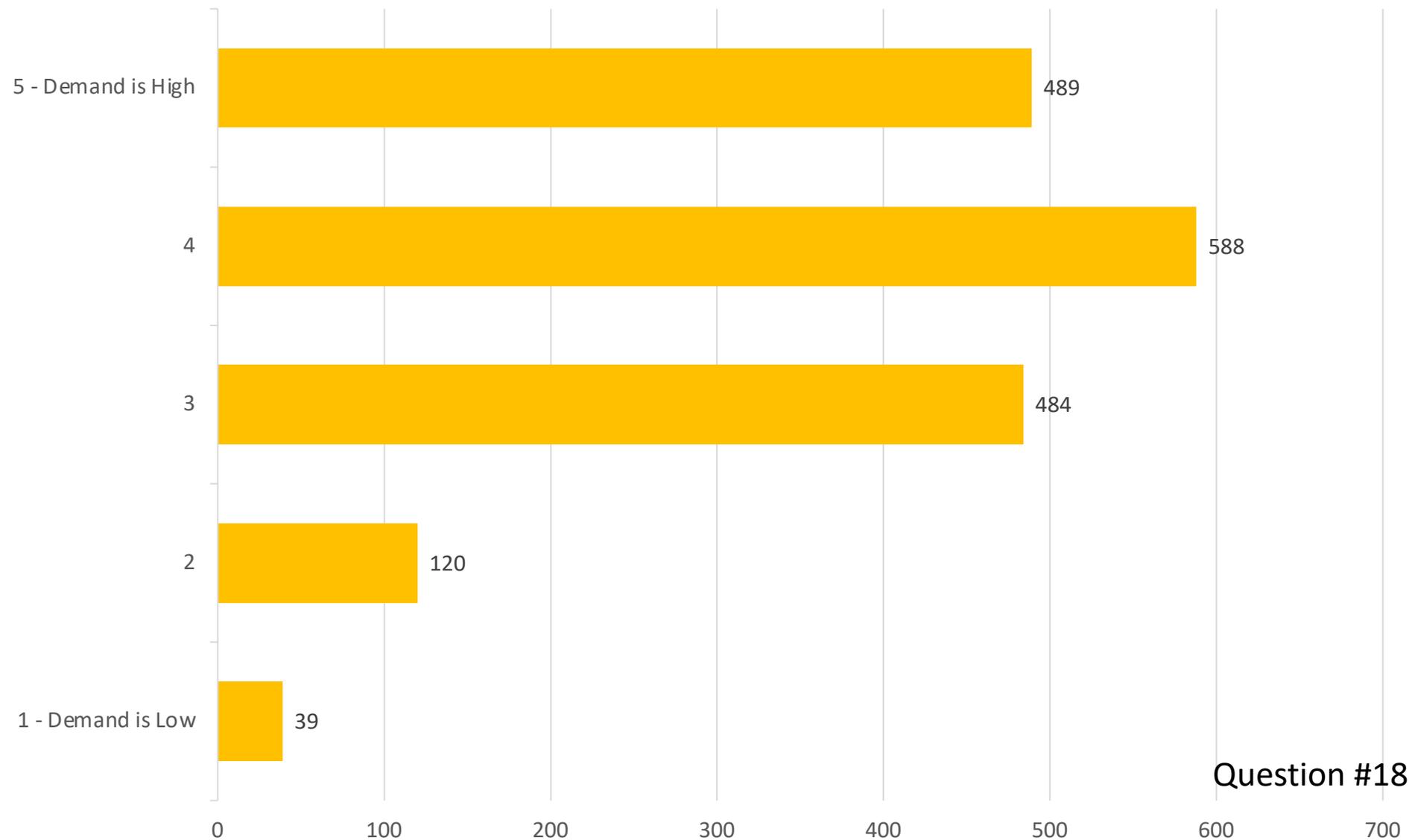
# Demand - Tax



# Demand - Torts

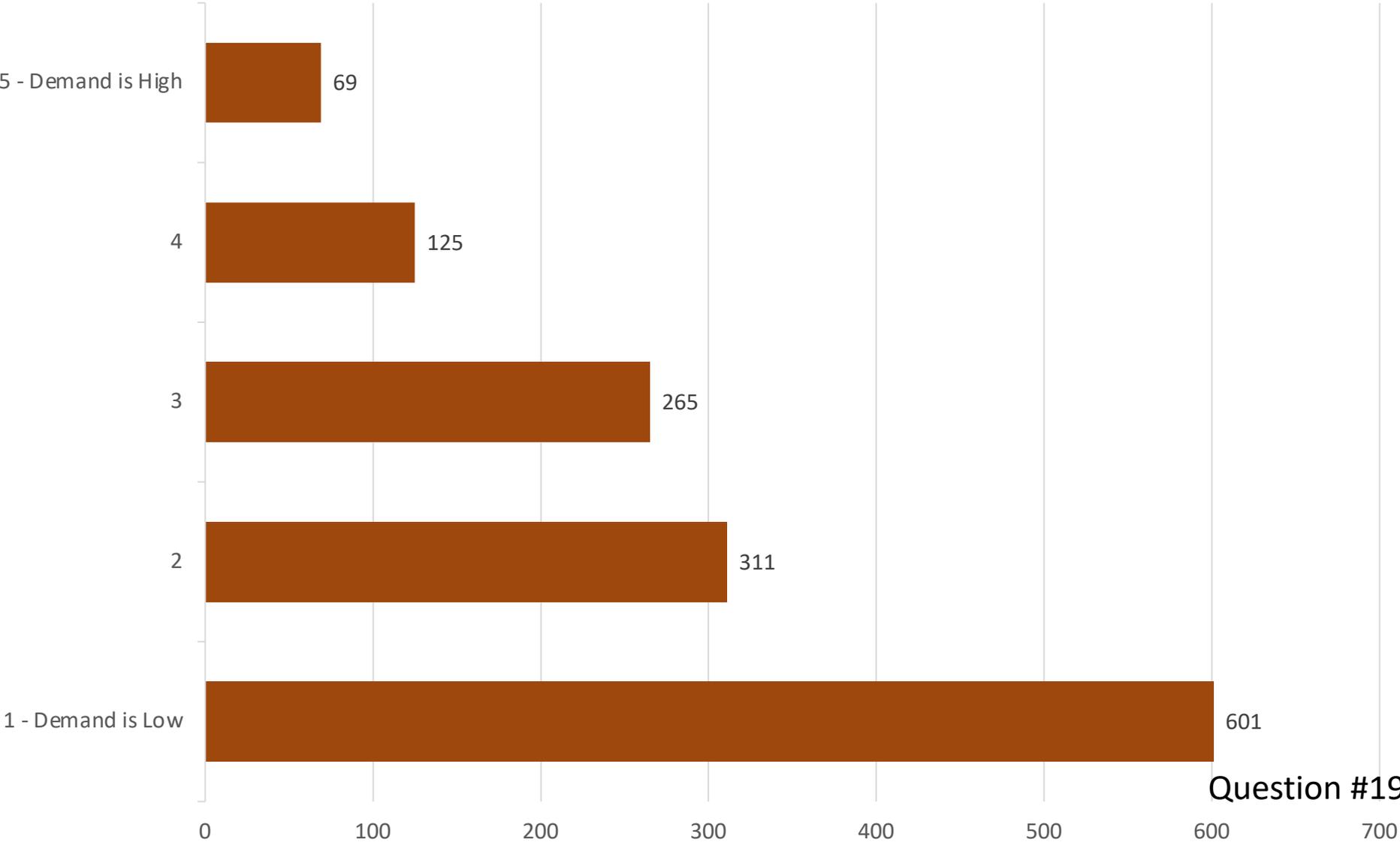


# Demand - Wills and Estates

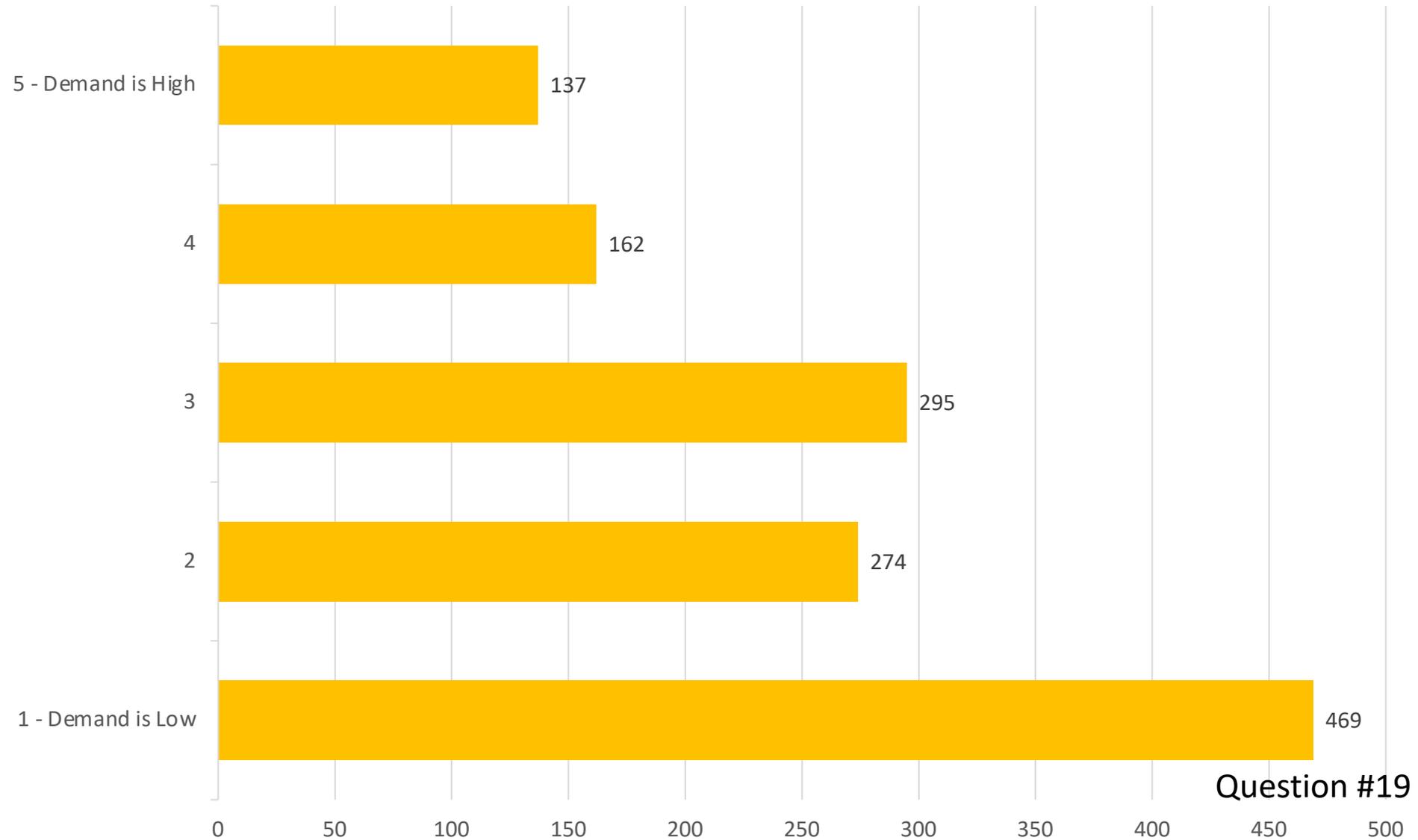


**In your experience and observation in the county(ies) where you practice, how great is the UNMET NEED for legal services in these areas? Please rate on a scale of 1 to 5 with 1 being the lowest level of unmet need and 5 being the greatest level of unmet need.**

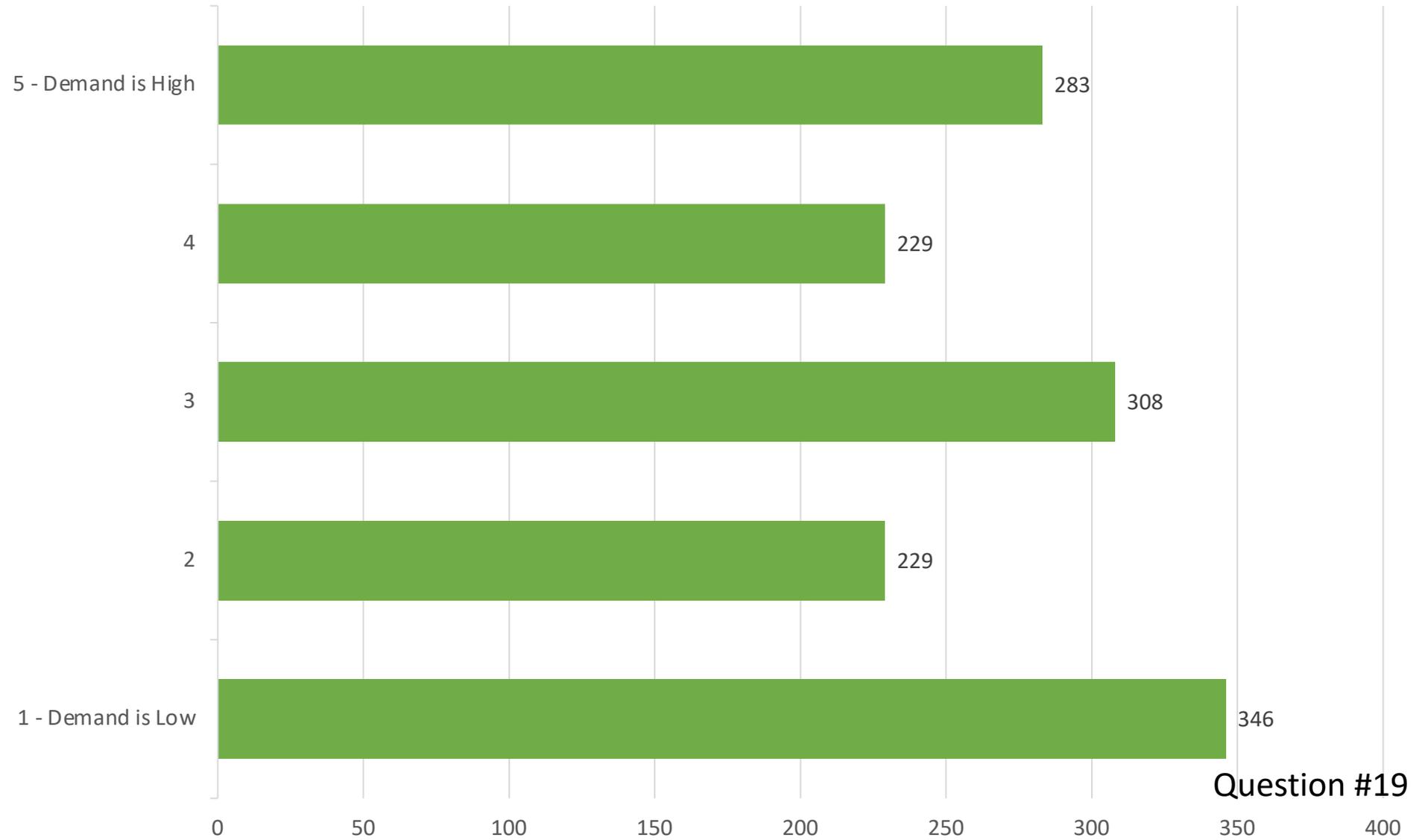
# Unmet Need - Business Matters



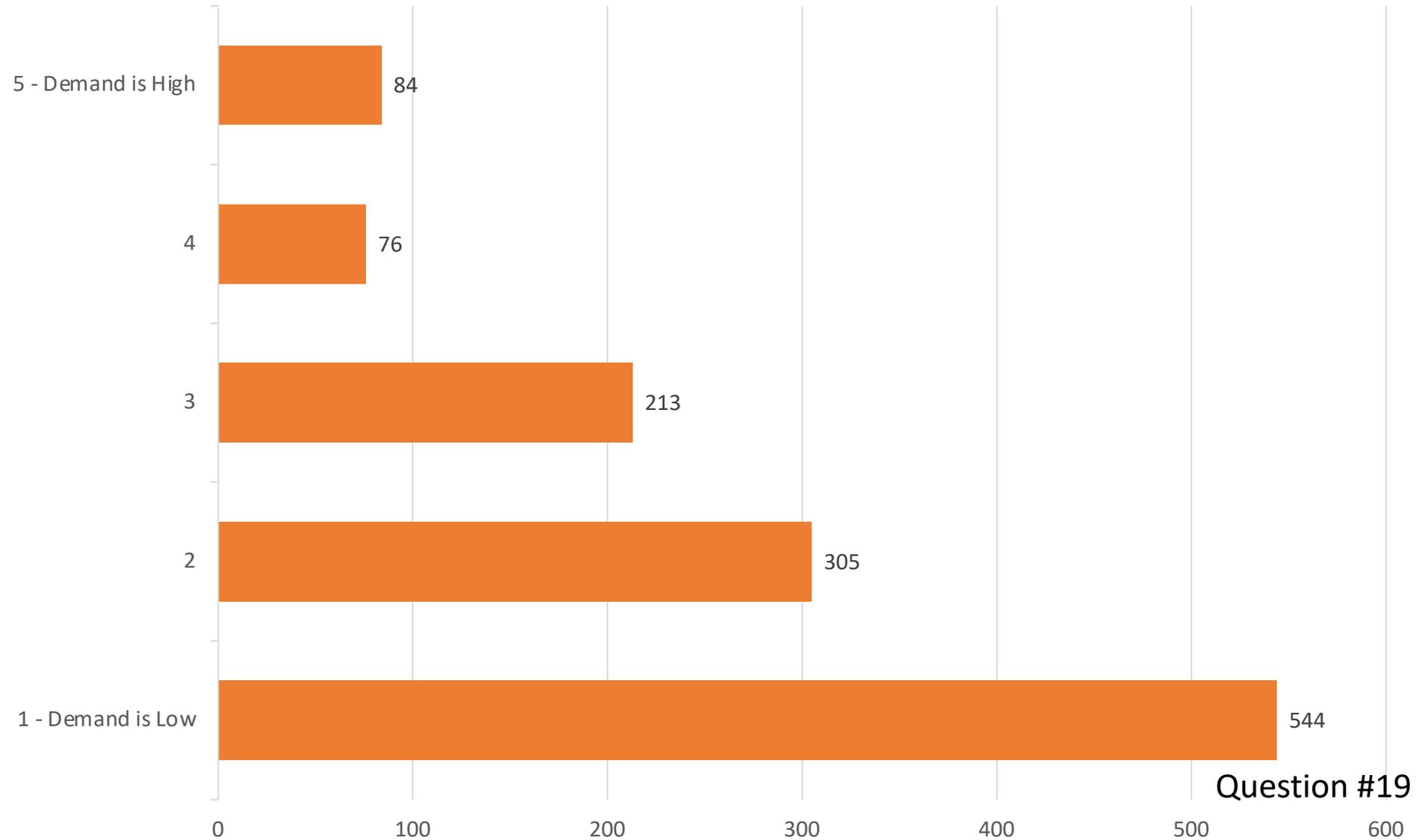
# Unmet Need - Consumer and Finance



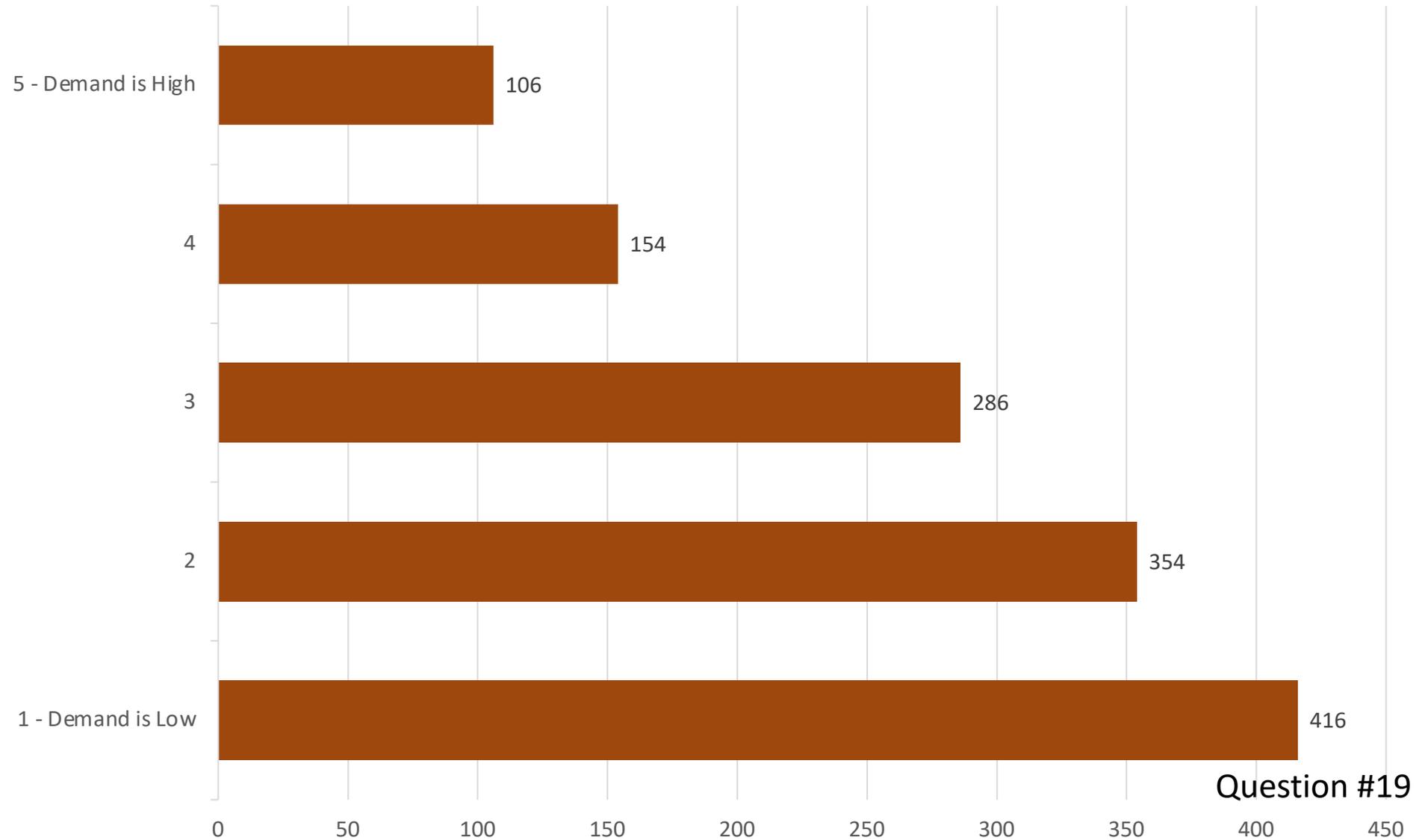
# Unmet Need - Criminal Law



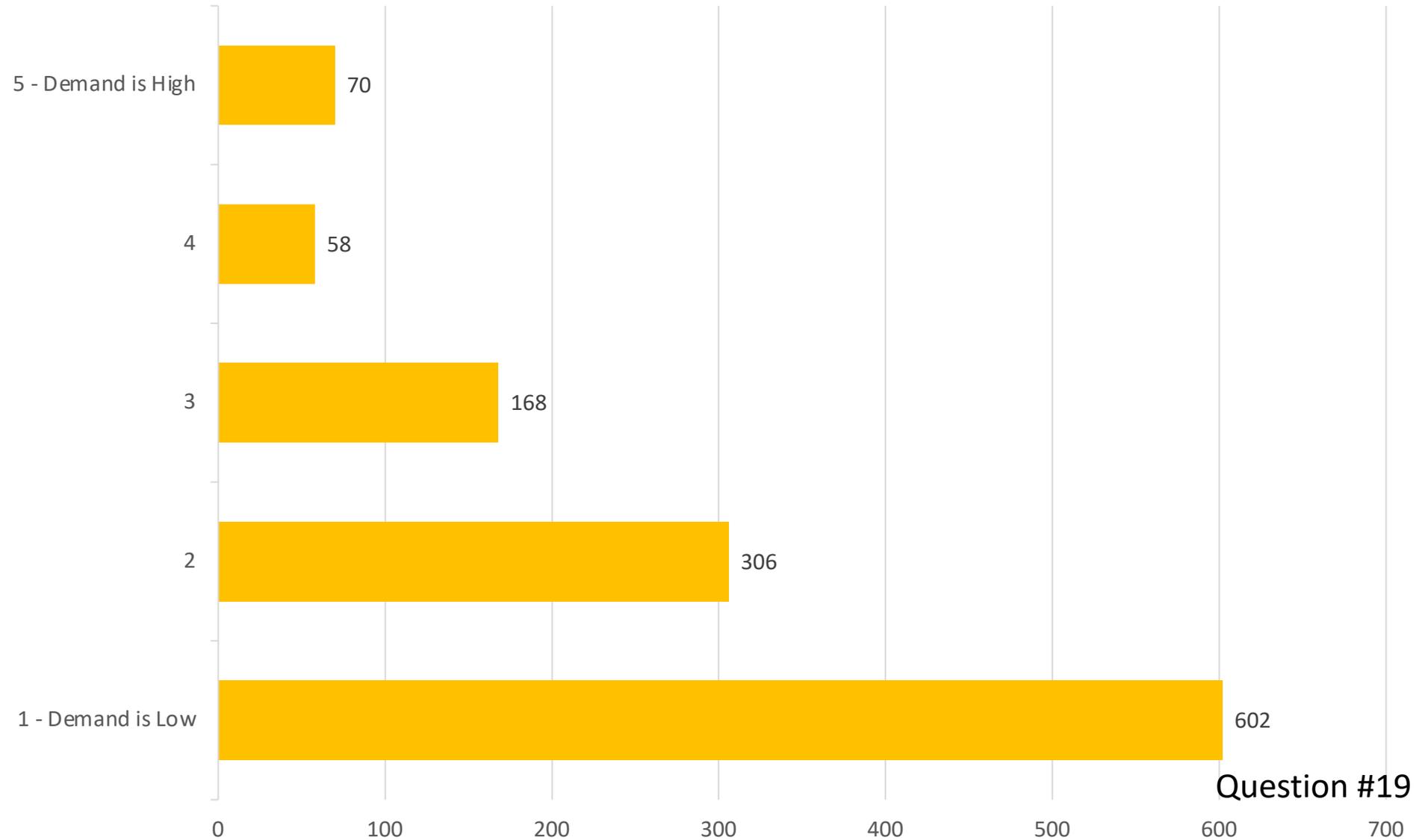
# Unmet Need - Education



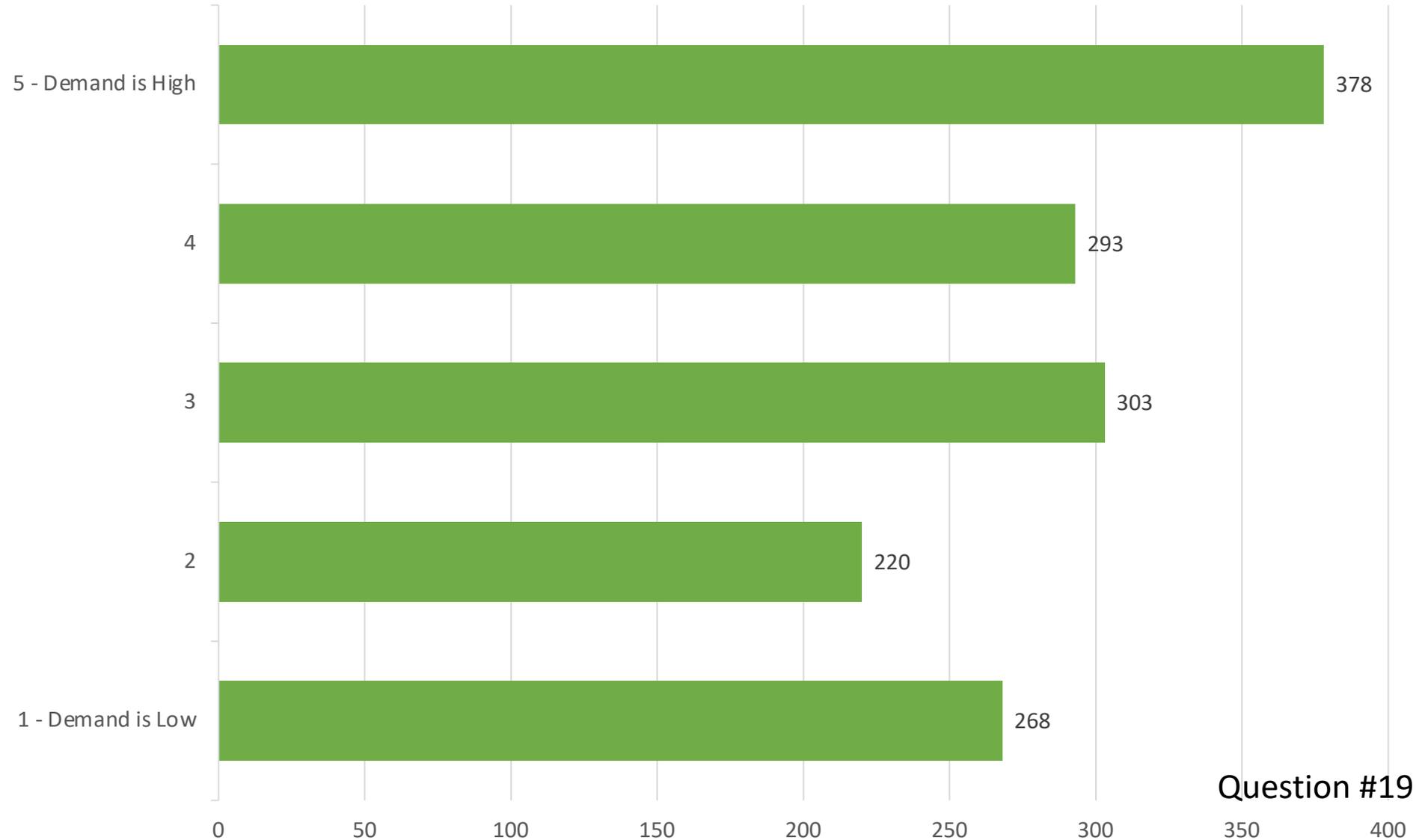
# Unmet Need - Employment



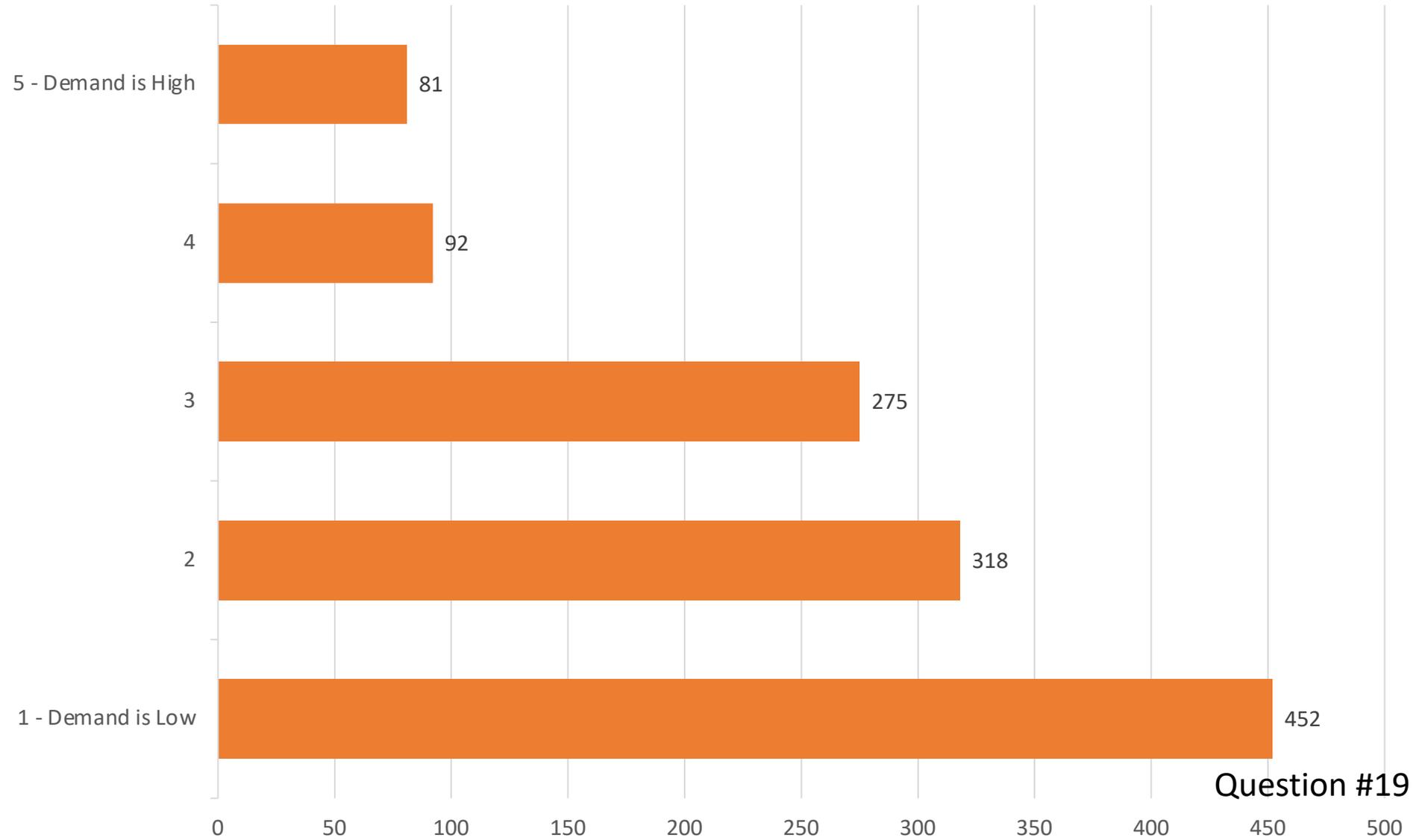
# Unmet Need - Environment



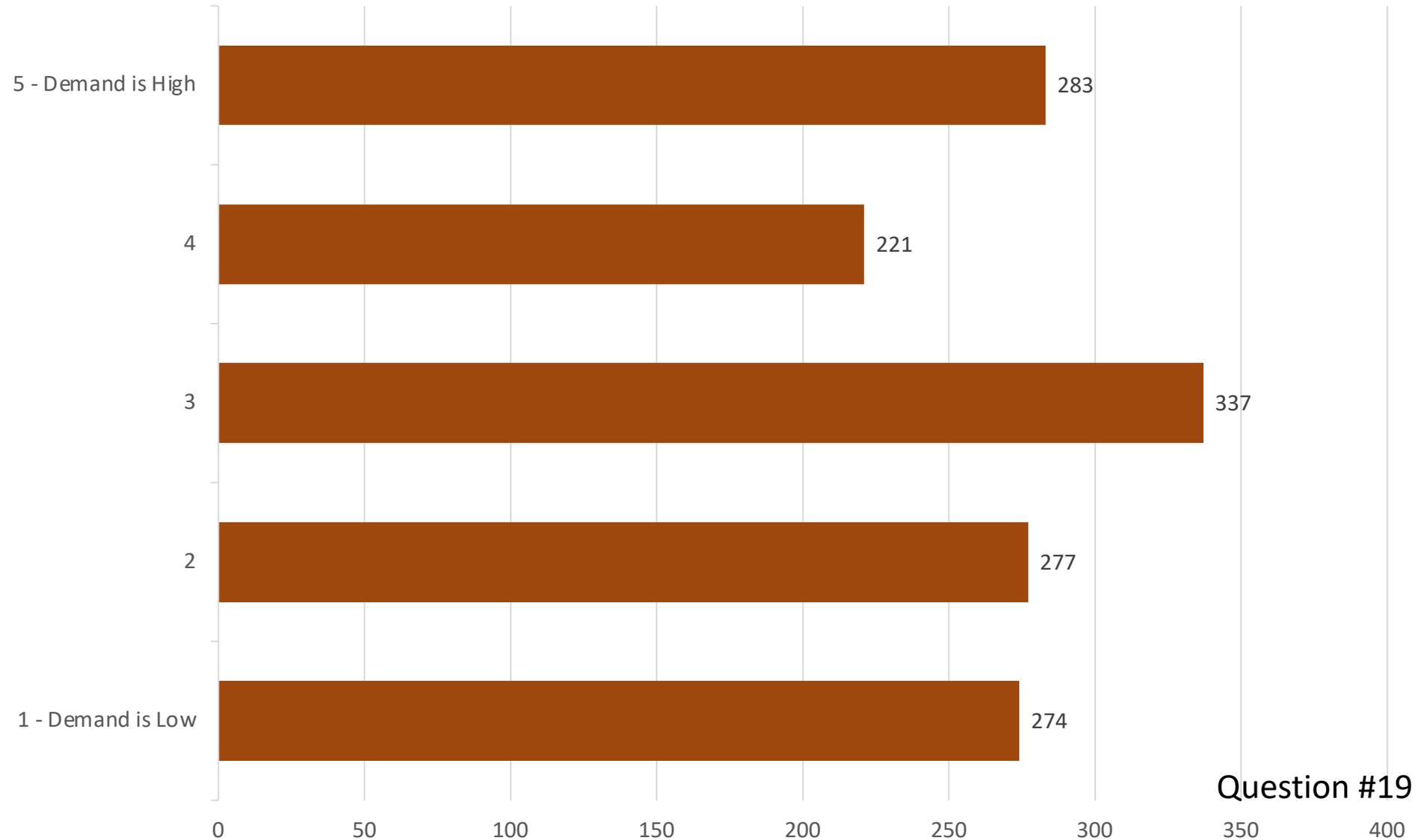
# Unmet Need - Family/Domestic



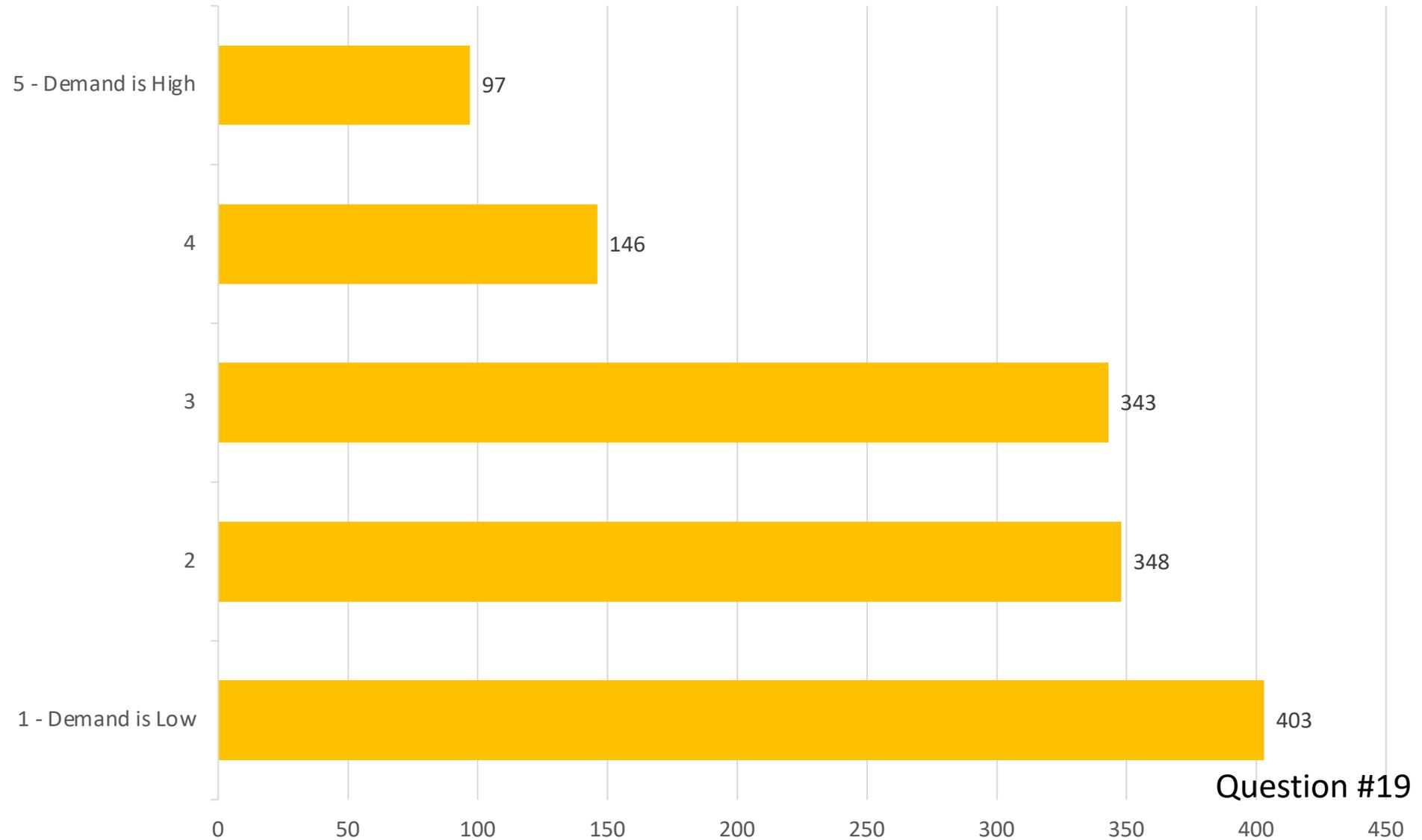
# Unmet Need - Health



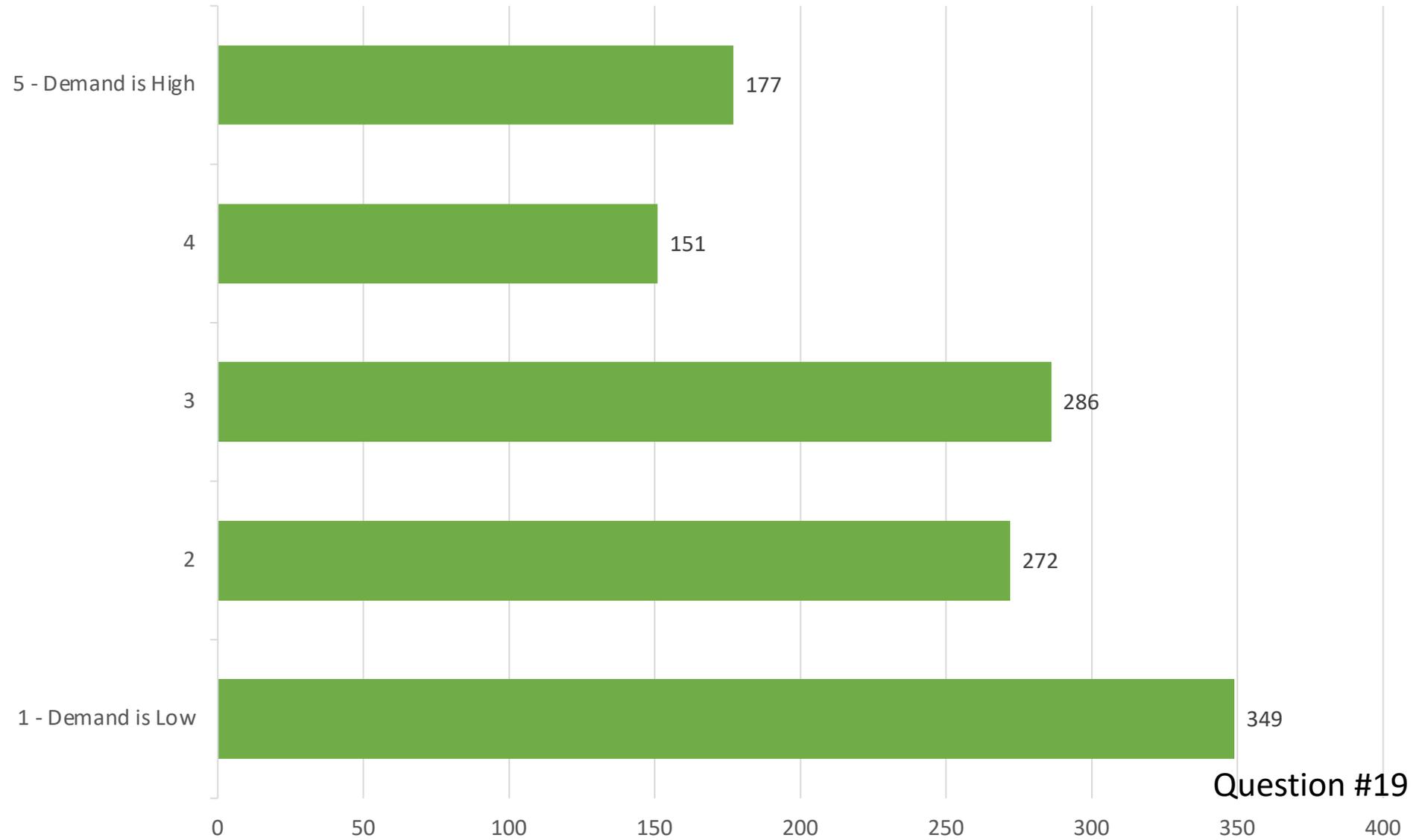
# Unmet Need - Landlord/Tenant



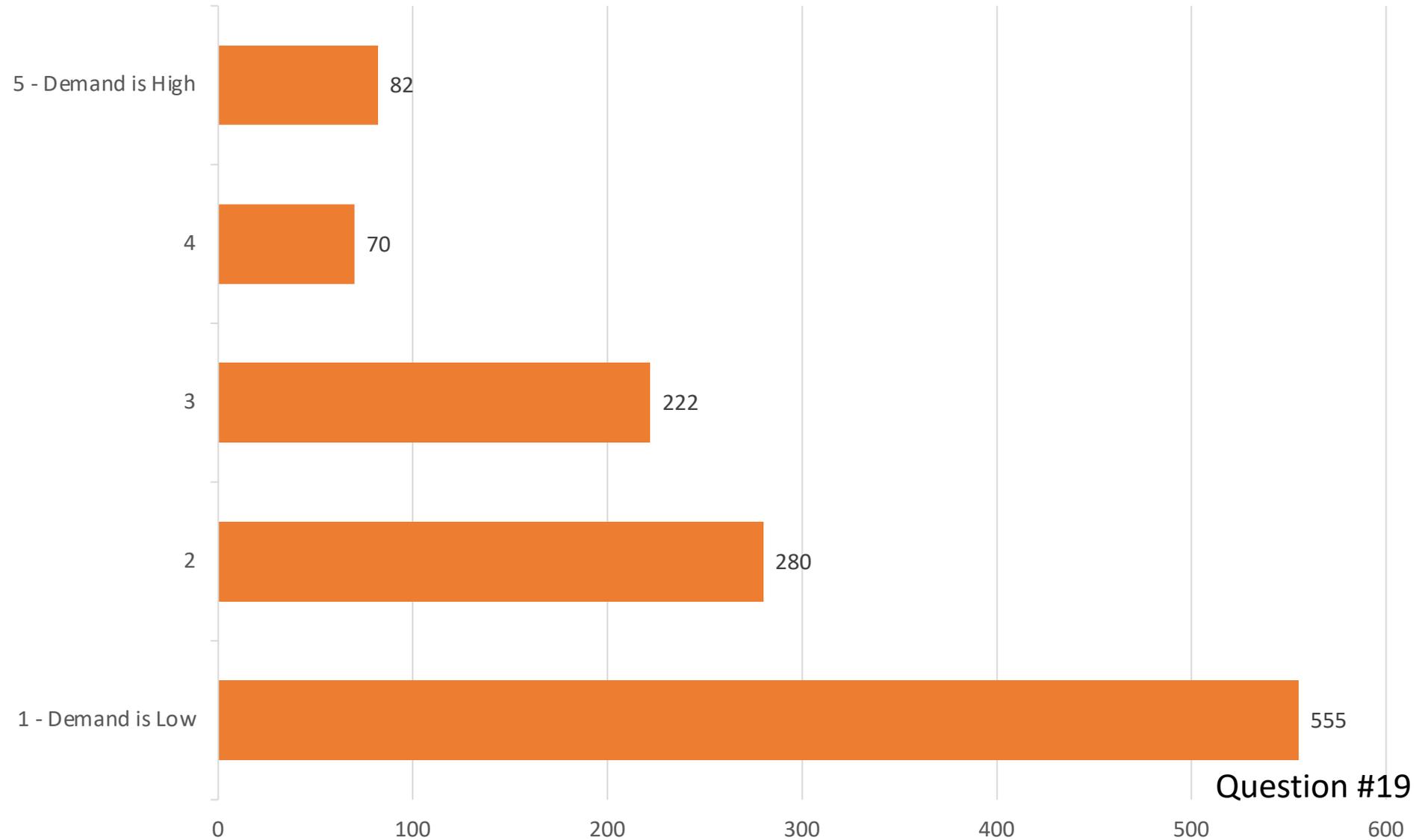
# Unmet Need - Property



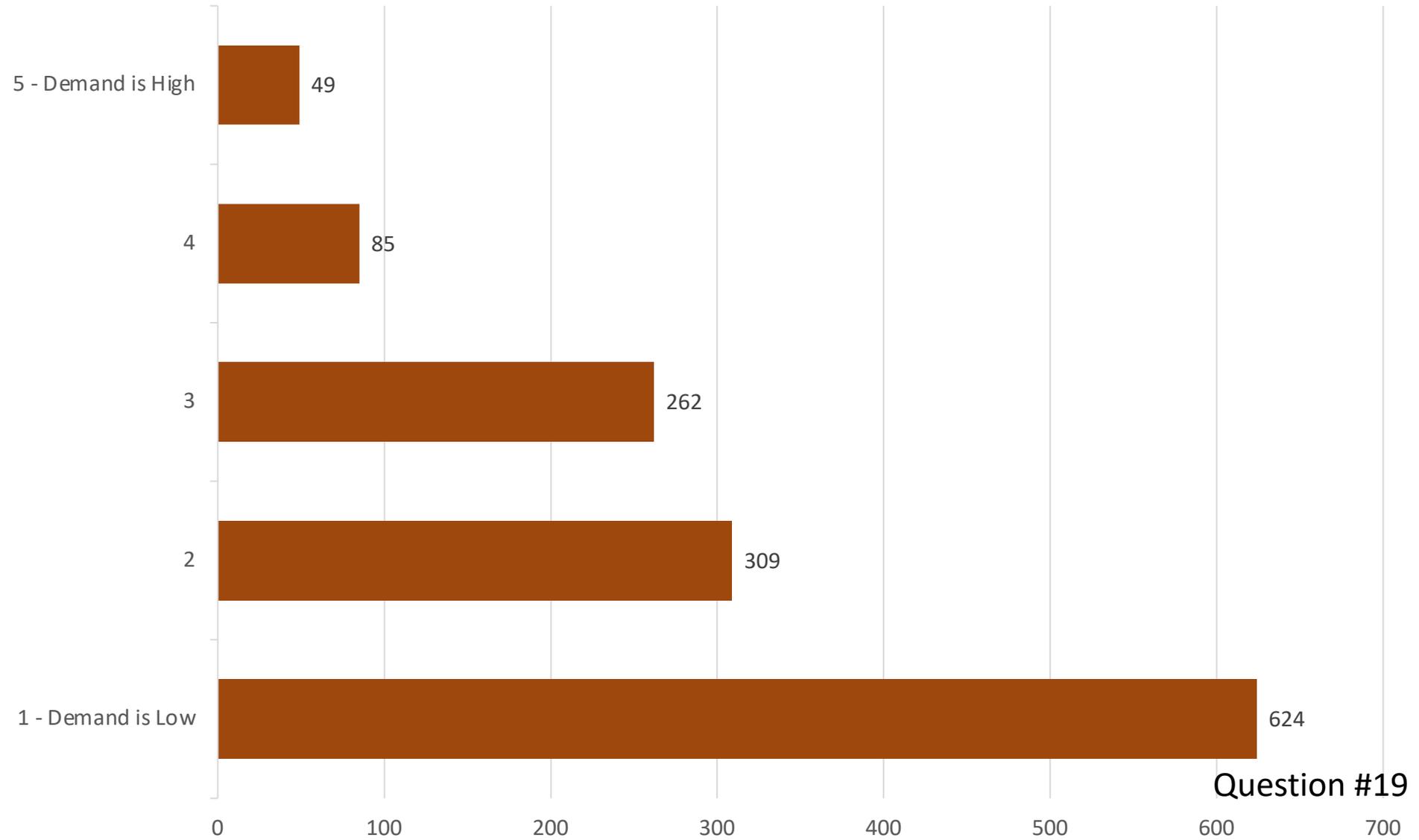
# Unmet Need - Public Benefits



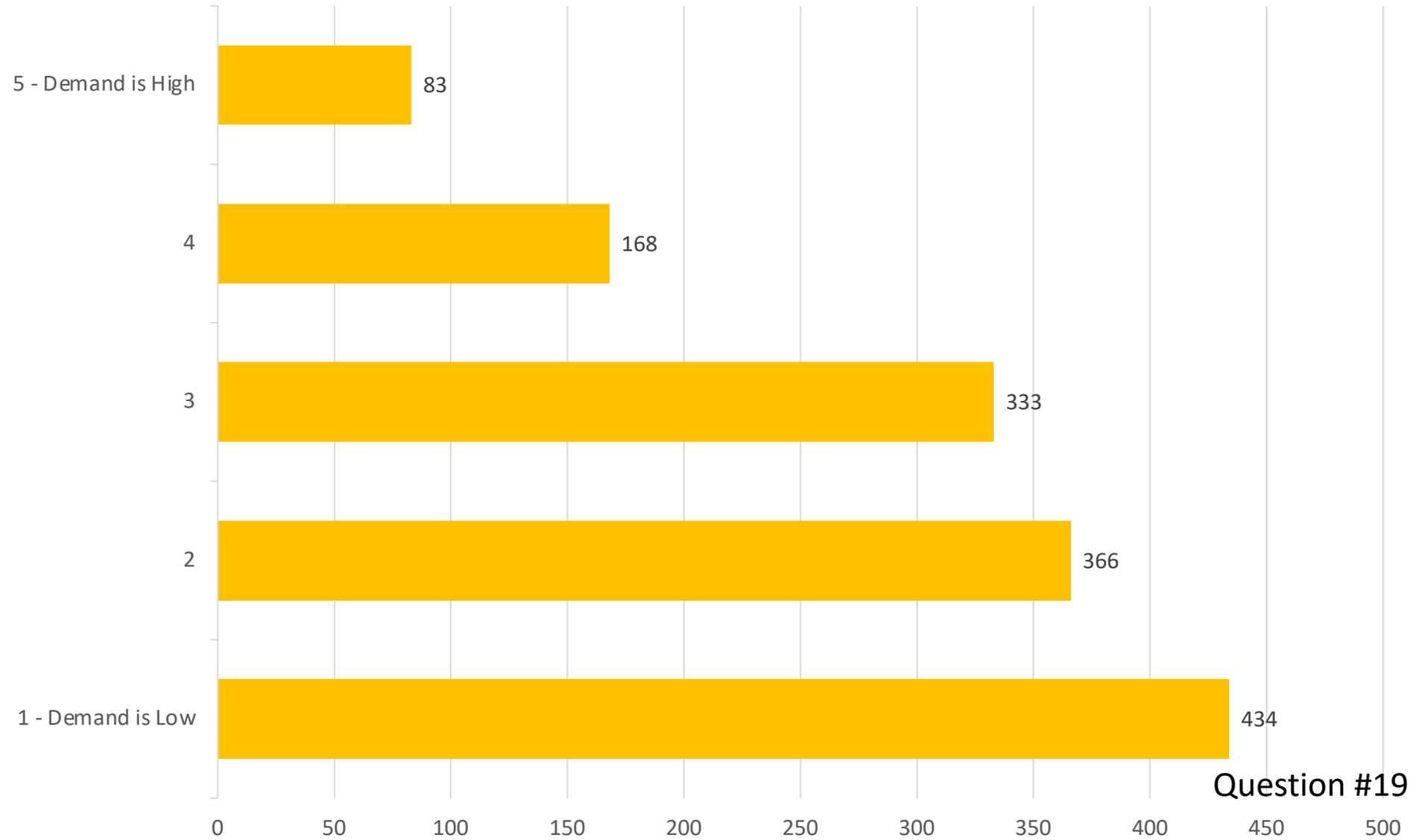
# Unmet Need - Tax



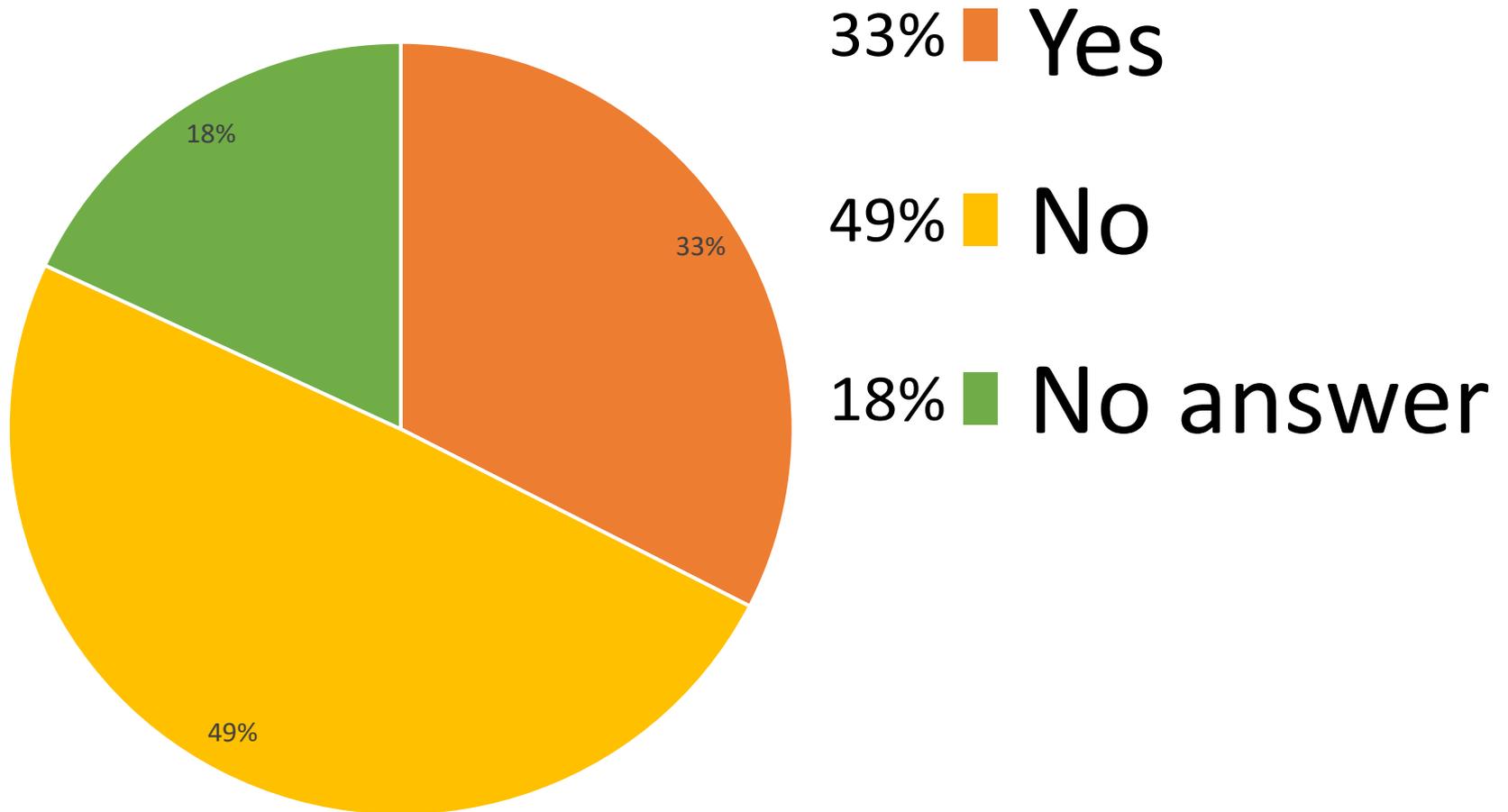
# Unmet Need - Torts



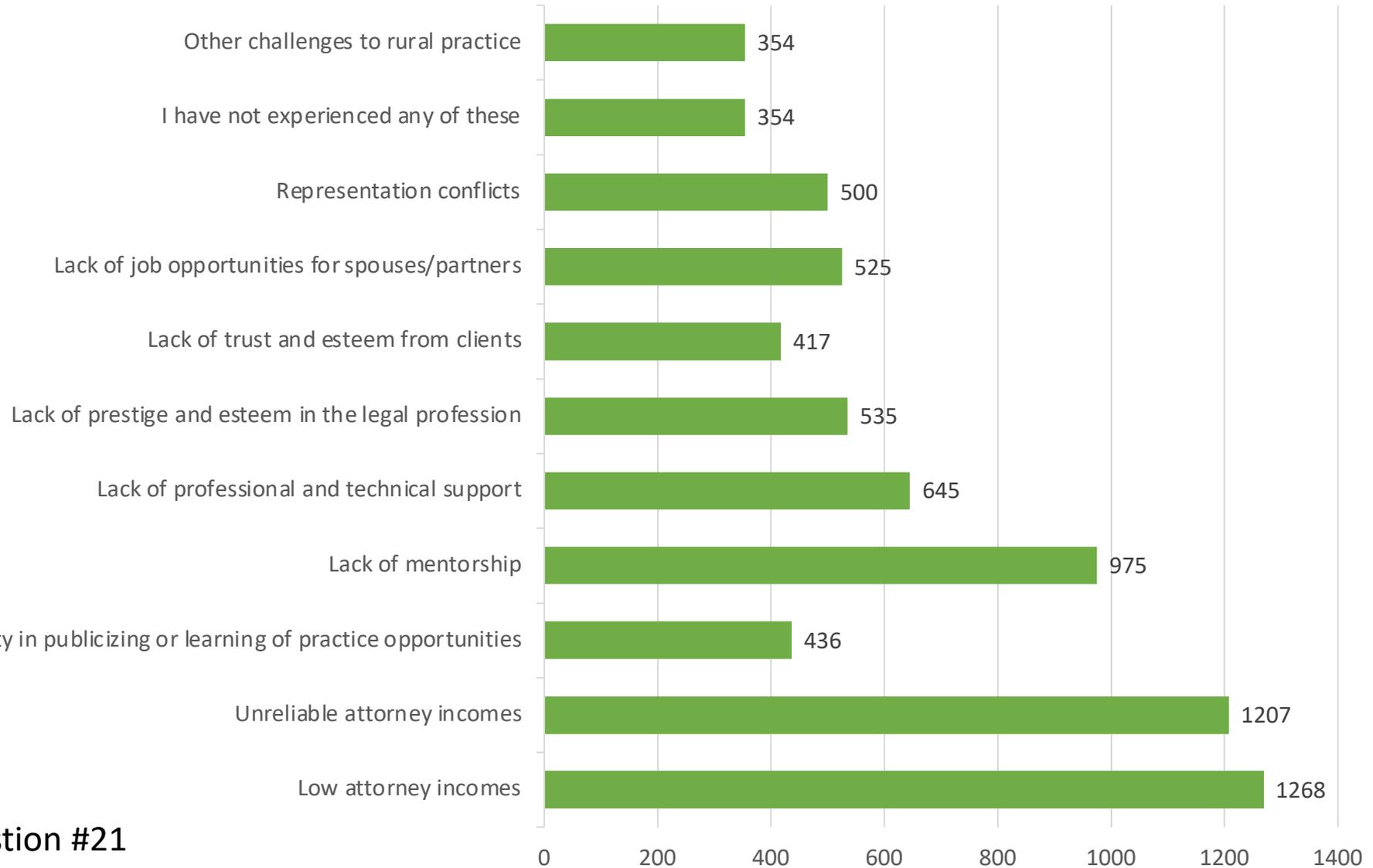
# Unmet Need - Wills and Estates



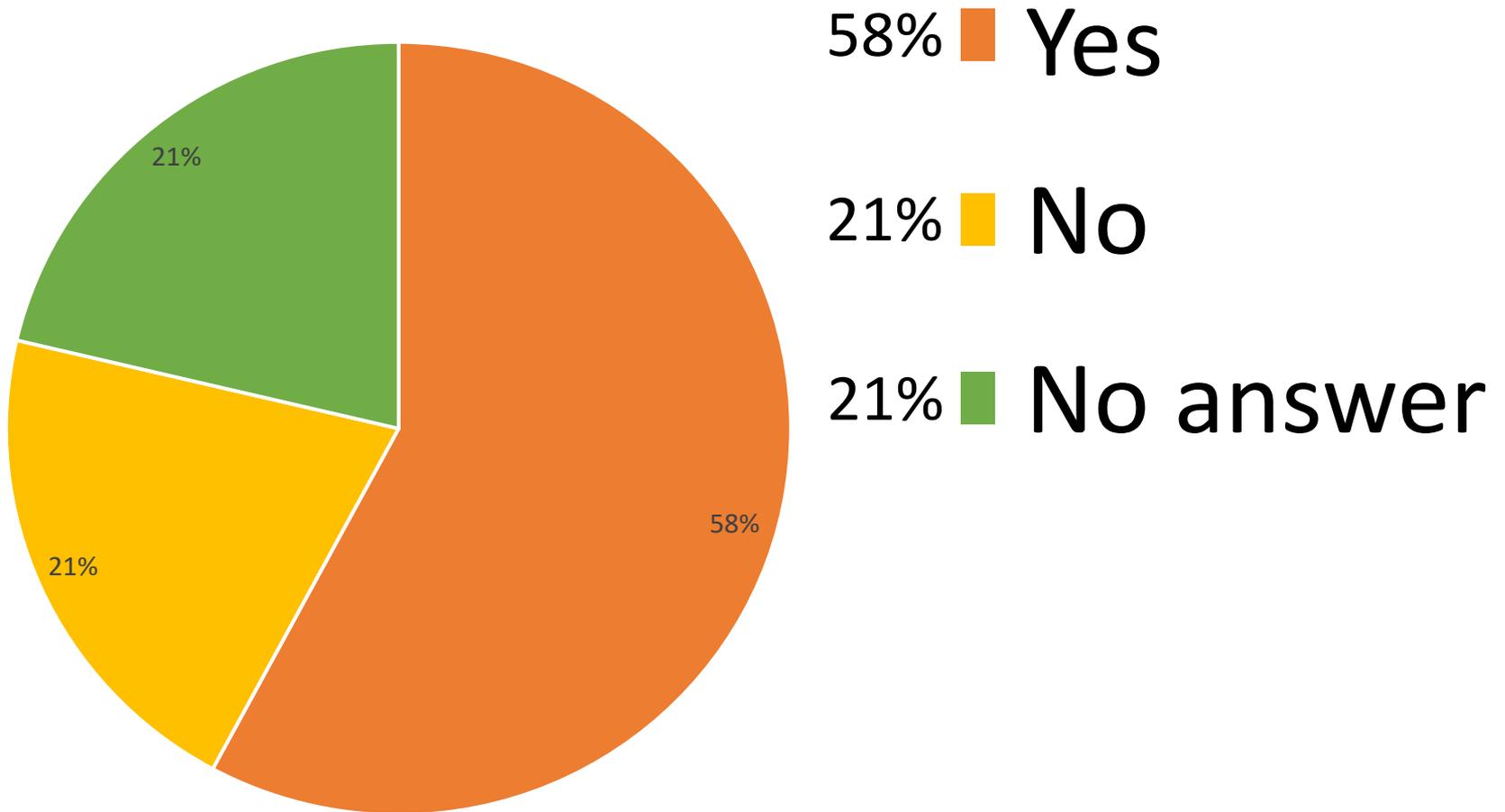
**Do you perceive there is a shortage of attorneys to meet the legal needs of the Kentucky counties in which you provide legal services?**



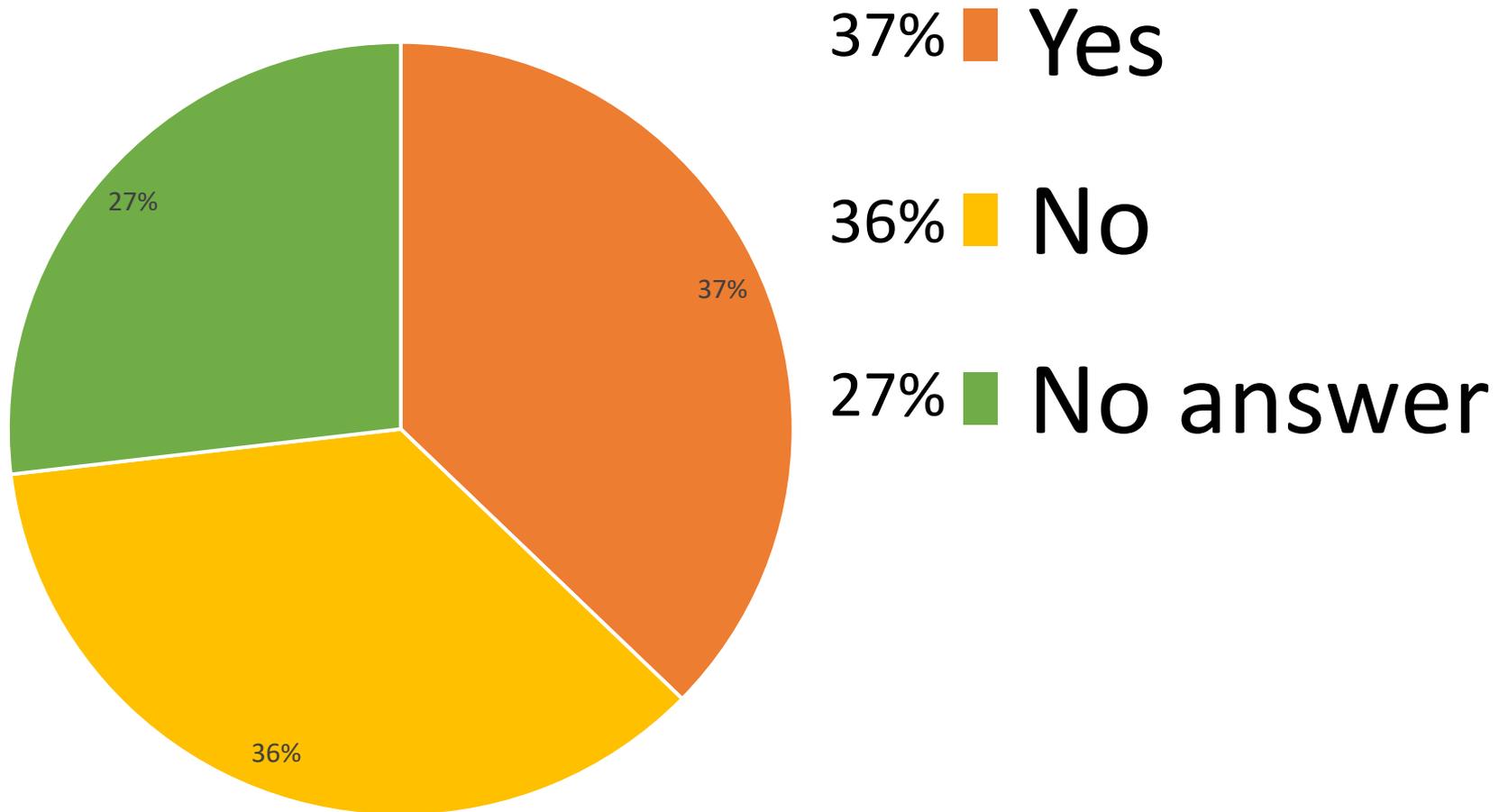
# Have you experienced or observed the following in the Kentucky counties in which you provide legal services?



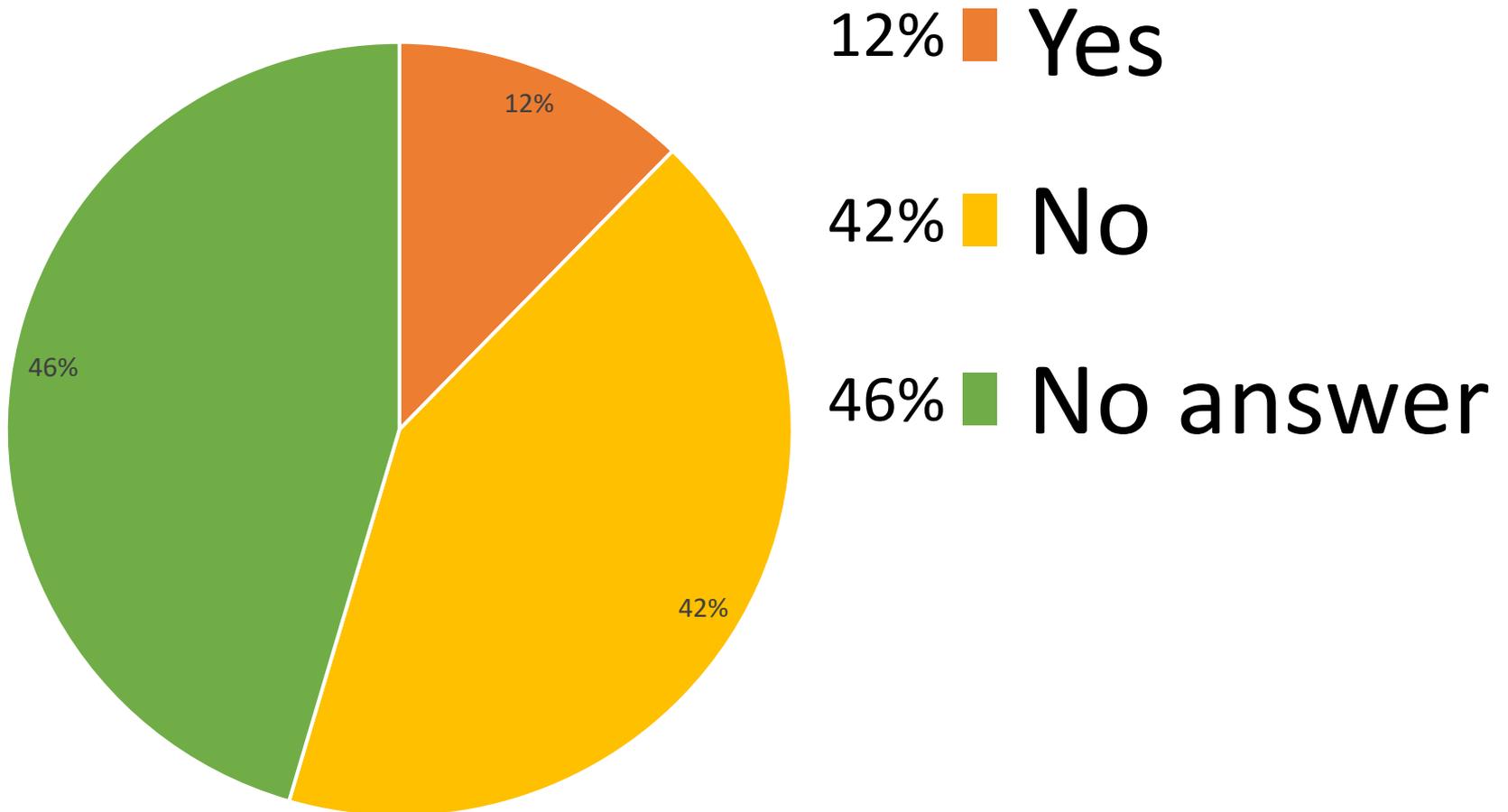
**Have you experienced out-of-area attorneys practicing on a regular basis in the counties in which you provide legal services?**



**Over the last ten years, have you perceived a decline in private practice attorneys serving the counties in which you provide legal services?**

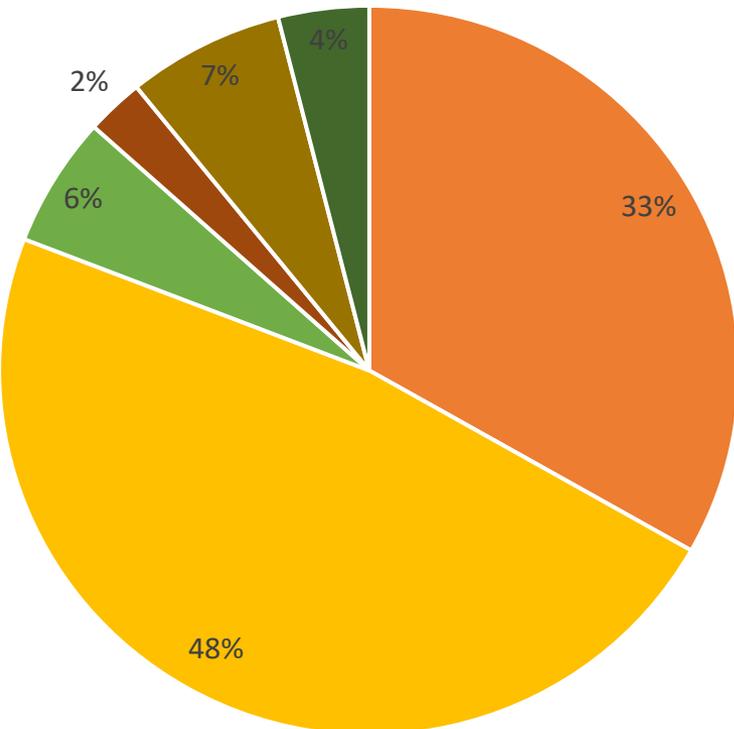


**Have you attempted to recruit attorney(s) to your practice in a rural area as partners or associates, or to take over your practice?**



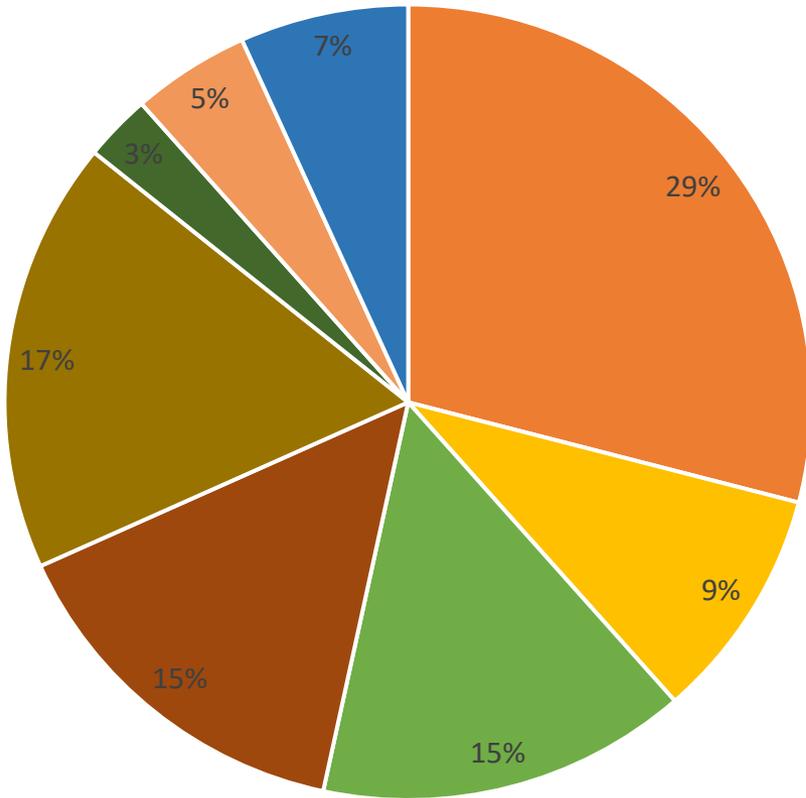
**If you have attempted to recruit attorneys to your practice in a rural area and not been successful, what are the reason(s) that you believe you were unable to convince those person(s) to join your practice?**

- 33%  Salary and/or benefits not competitive enough
- 48%  Location not desirable:  
- No opportunities for housing, entertainment, family needs, spouse employment, etc.
- 6%  No applicants
- 2%  Bigger firms are more desired
- 7%  Case loads too high, hours too long
- 4%  Applicants lacked work ethic to be successful in a small practice



**If you recruited attorney(s) to your practice in a rural area and were successful, what are the reason(s) that you believe you were able to convince those person(s) to join your practice?**

- 29% Local or previously from the area
- 9% Has family ties to the area
- 25% Immediate opportunity available to practice in their desired area of law
- 15% Salary or low cost of living
- 17% Appeal of a successful or already established practice
- 3% Big fish/small pond appeal
- 5% Work/Life balance opportunities
- 7% Wanted to live outside the "big city"

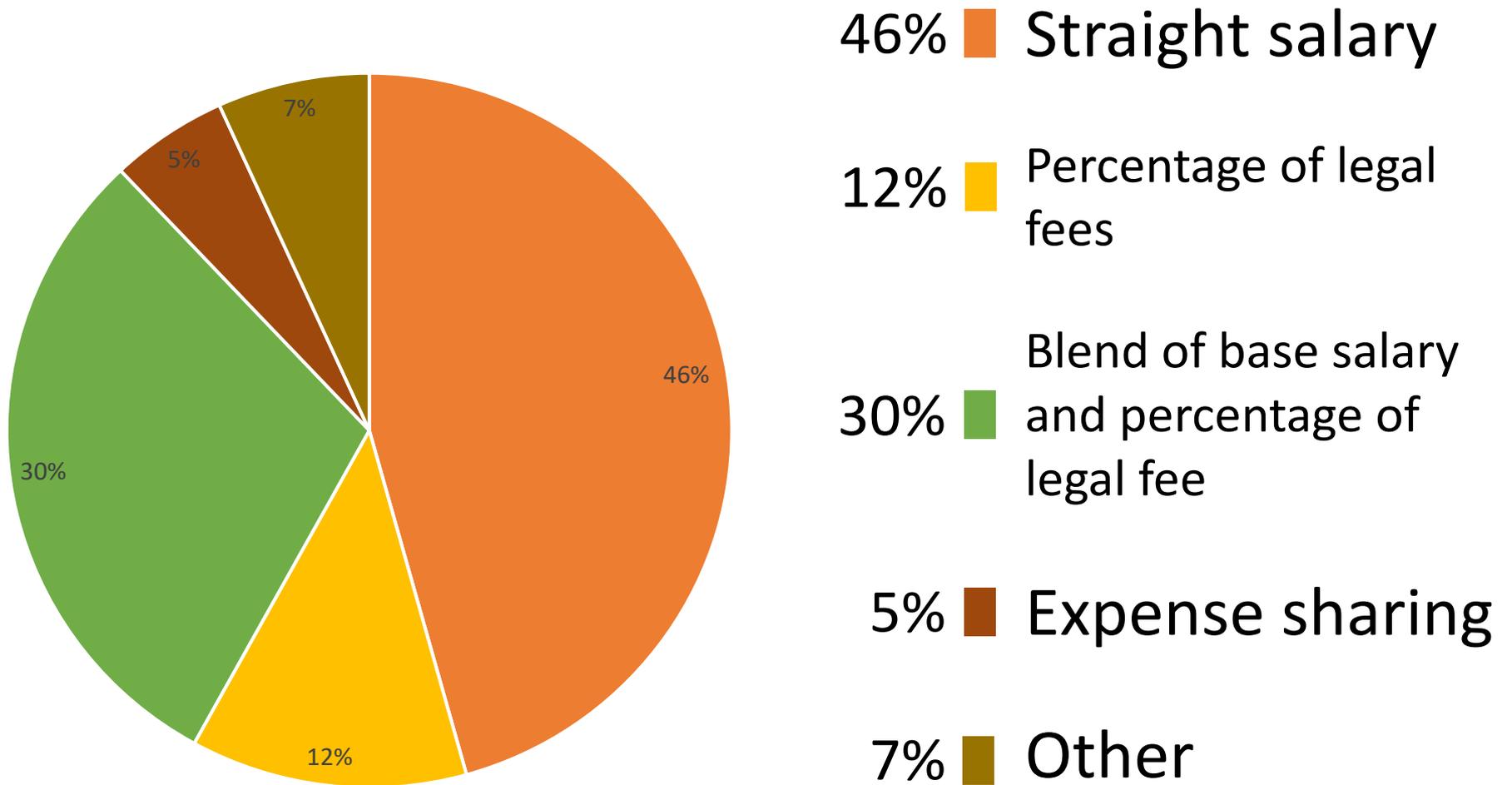


# **Question #27**

**See**

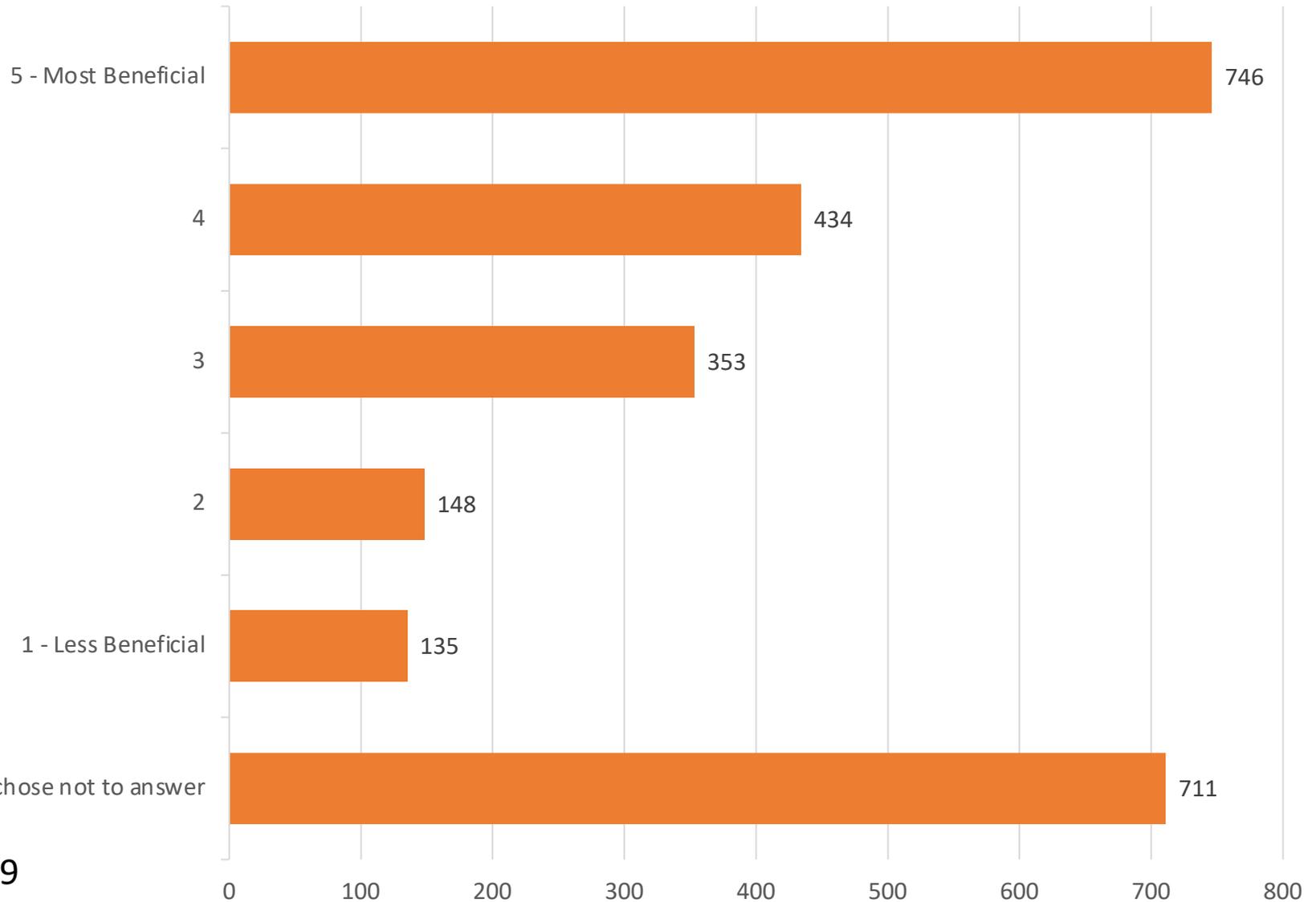
**Attachment**

**Which most accurately describes the compensation models that you have with any attorney(s) you have recruited to your rural practice.**



**Please indicate how beneficial each of the following options would be in addressing solo practitioner, small firm and rural legal services challenges. Please rate on a scale of 1 to 5 with 1 being less beneficial and 5 being most beneficial.**

# Financial assistance for lawyers establishing a practice in a rural areas and/or solo/small firm



Question #29

# Internships and clerkships in rural areas

5 - Most Beneficial

540

4

570

3

460

2

200

1 - Less Beneficial

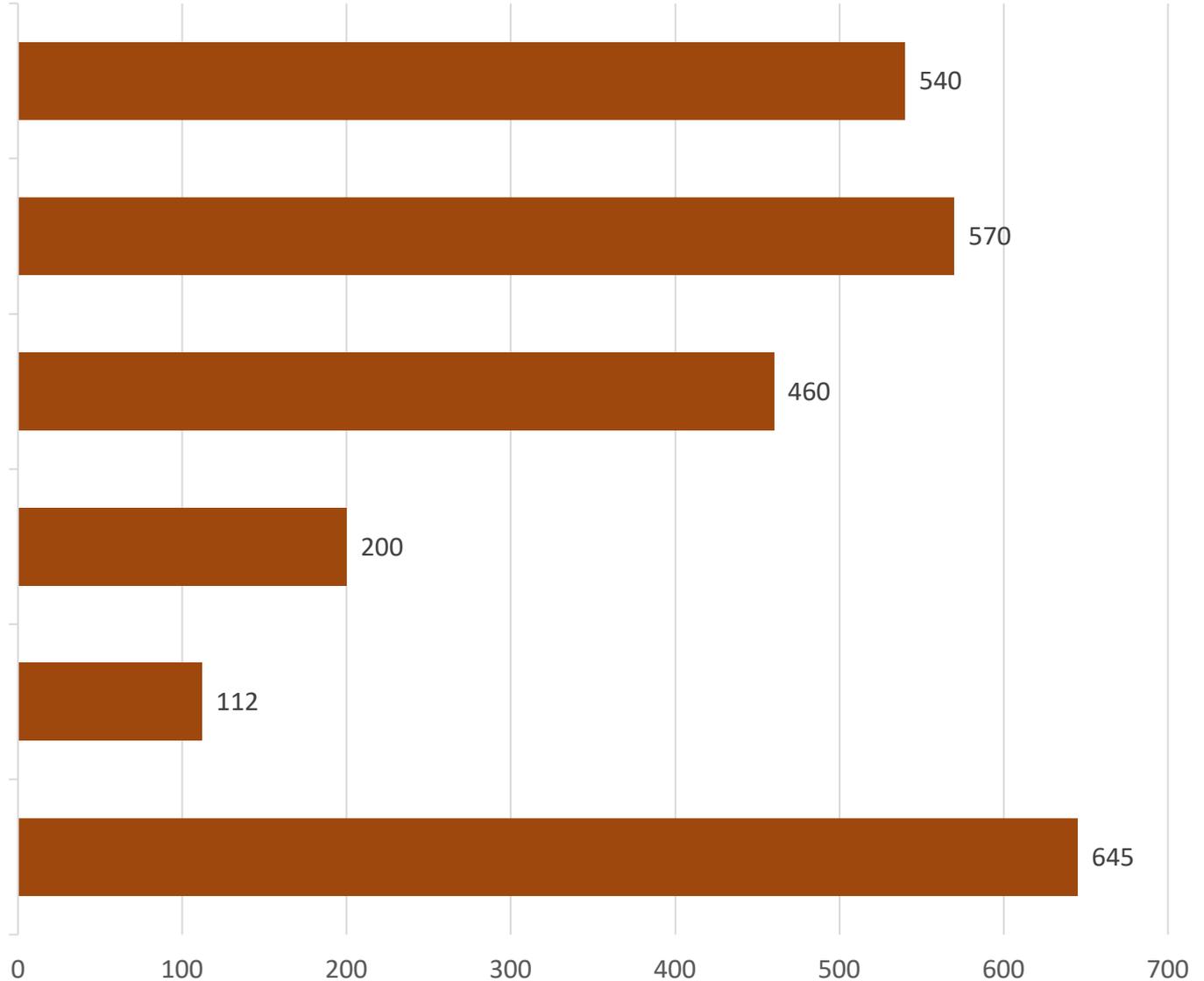
112

Not applicable or chose not to answer

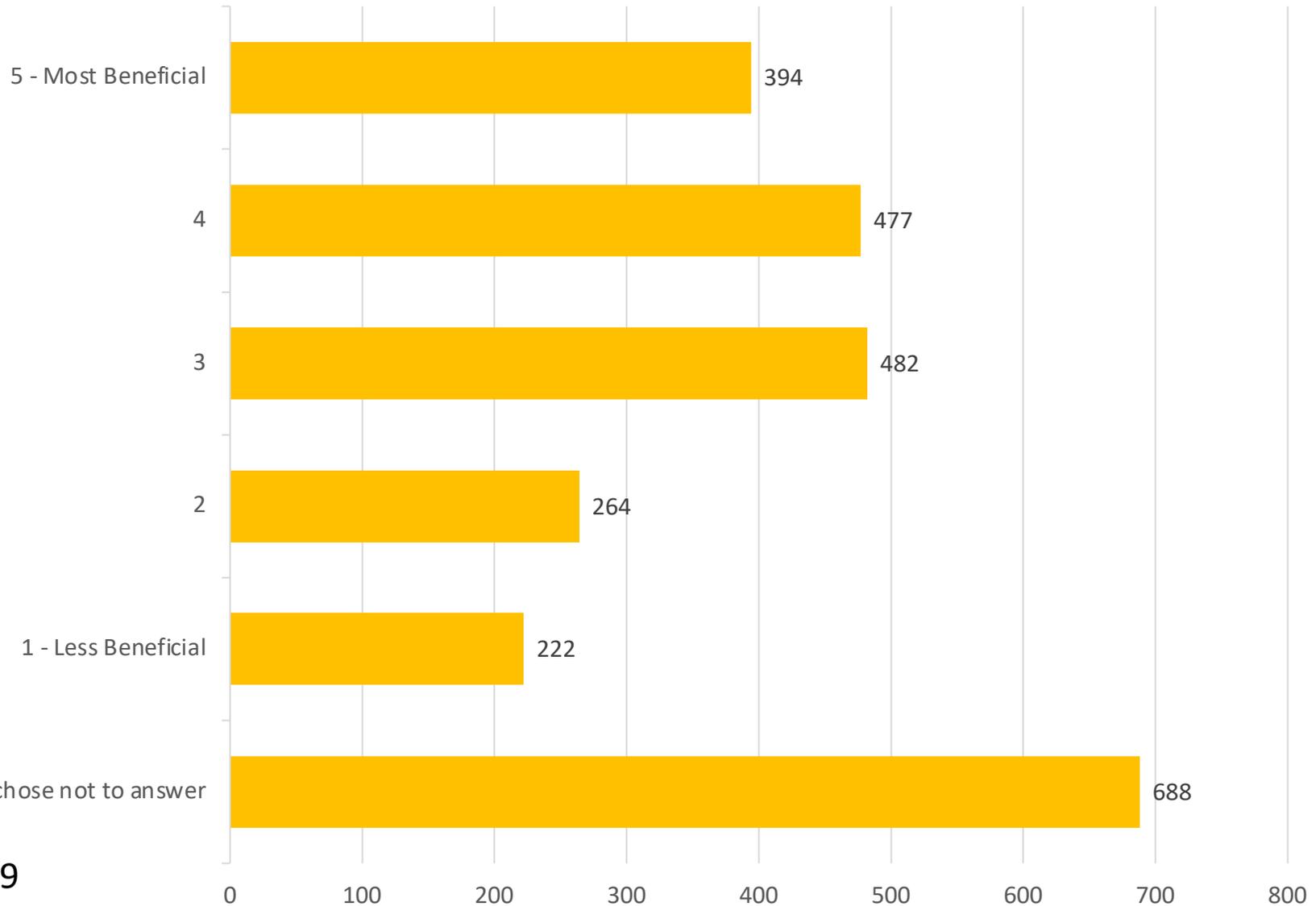
645

0 100 200 300 400 500 600 700

Question #29

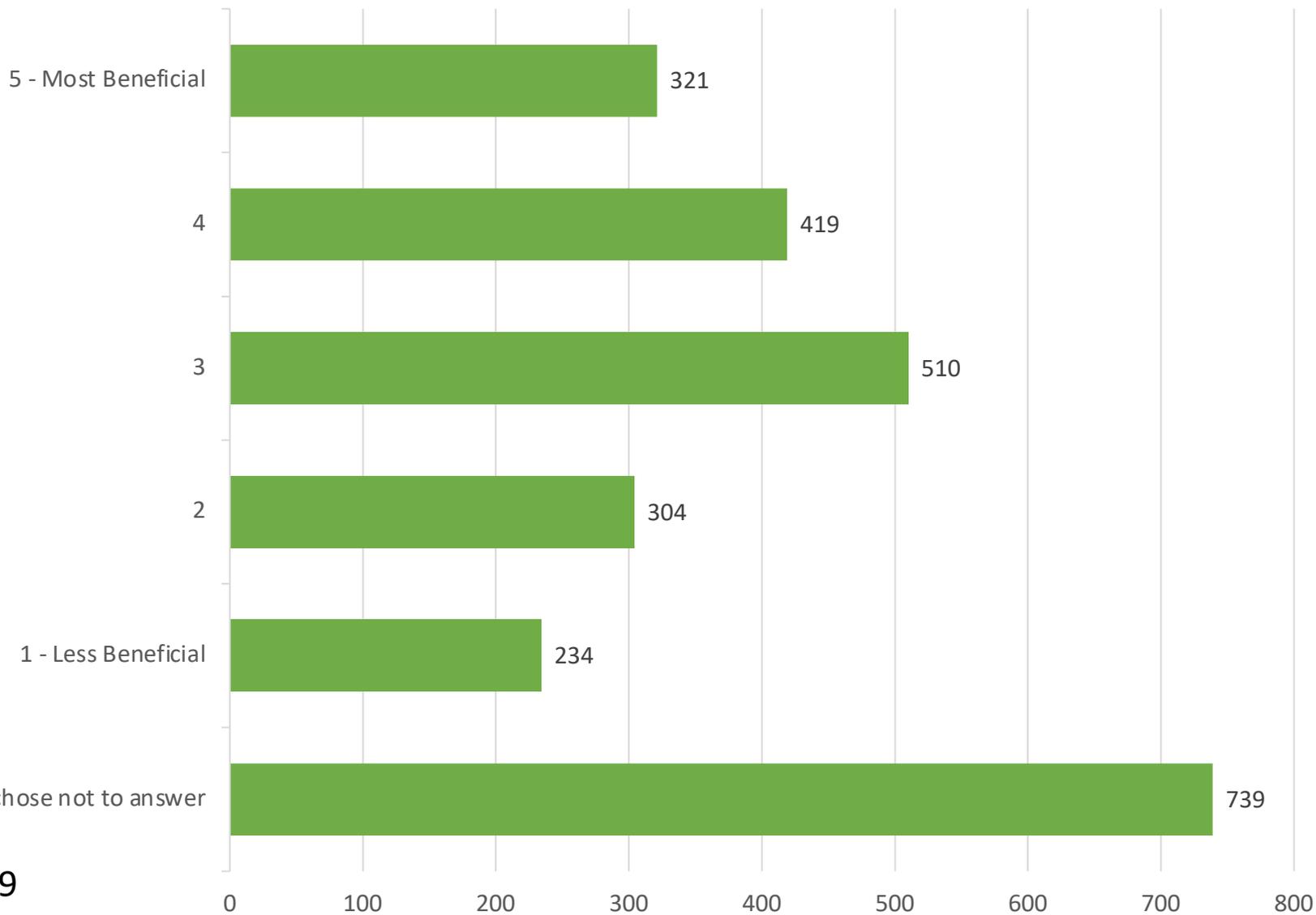


# A website to connect rural practitioners with others interested in rural practice opportunities



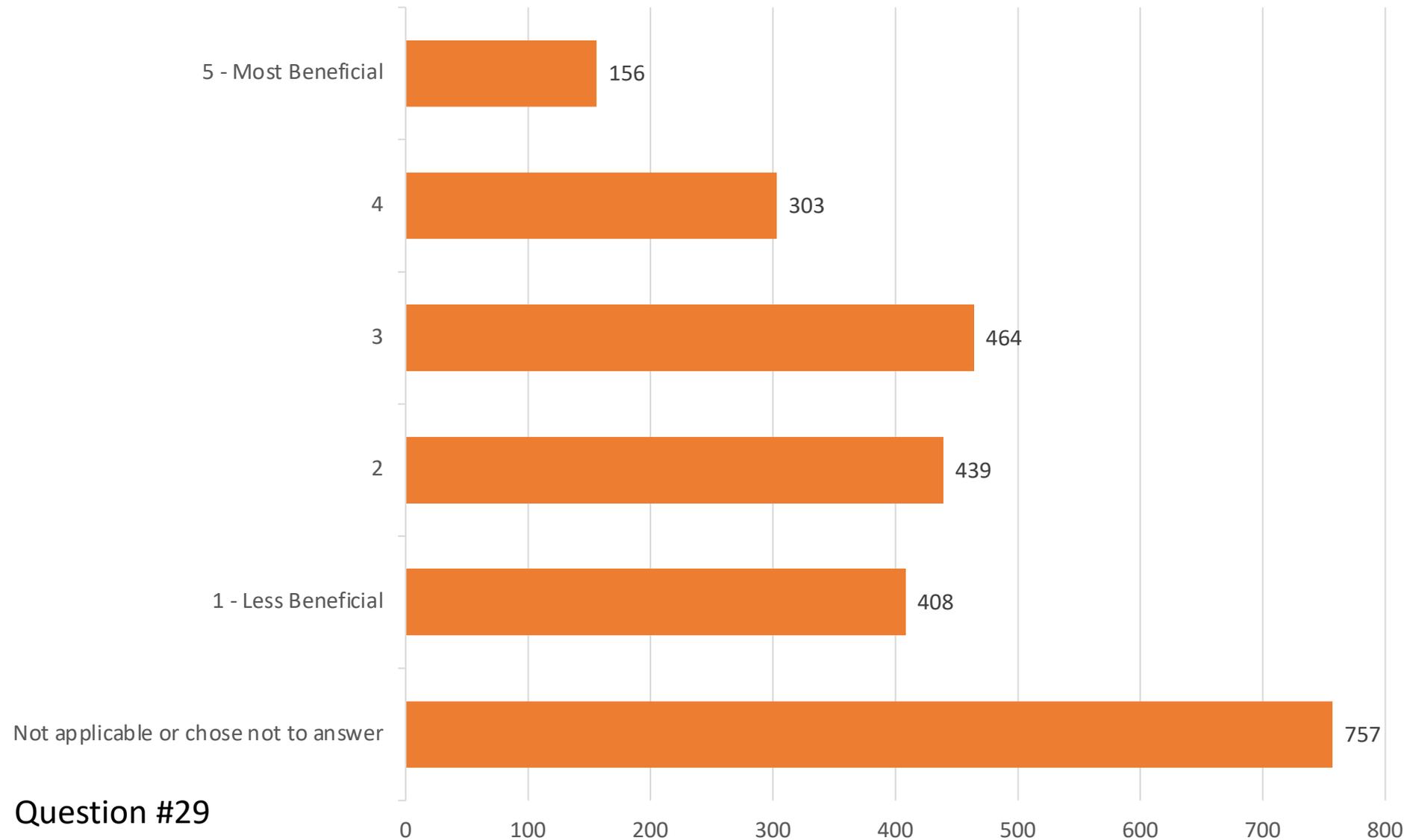
Question #29

# Virtual practice connections between rural practitioners and others interested in rural practice opportunities



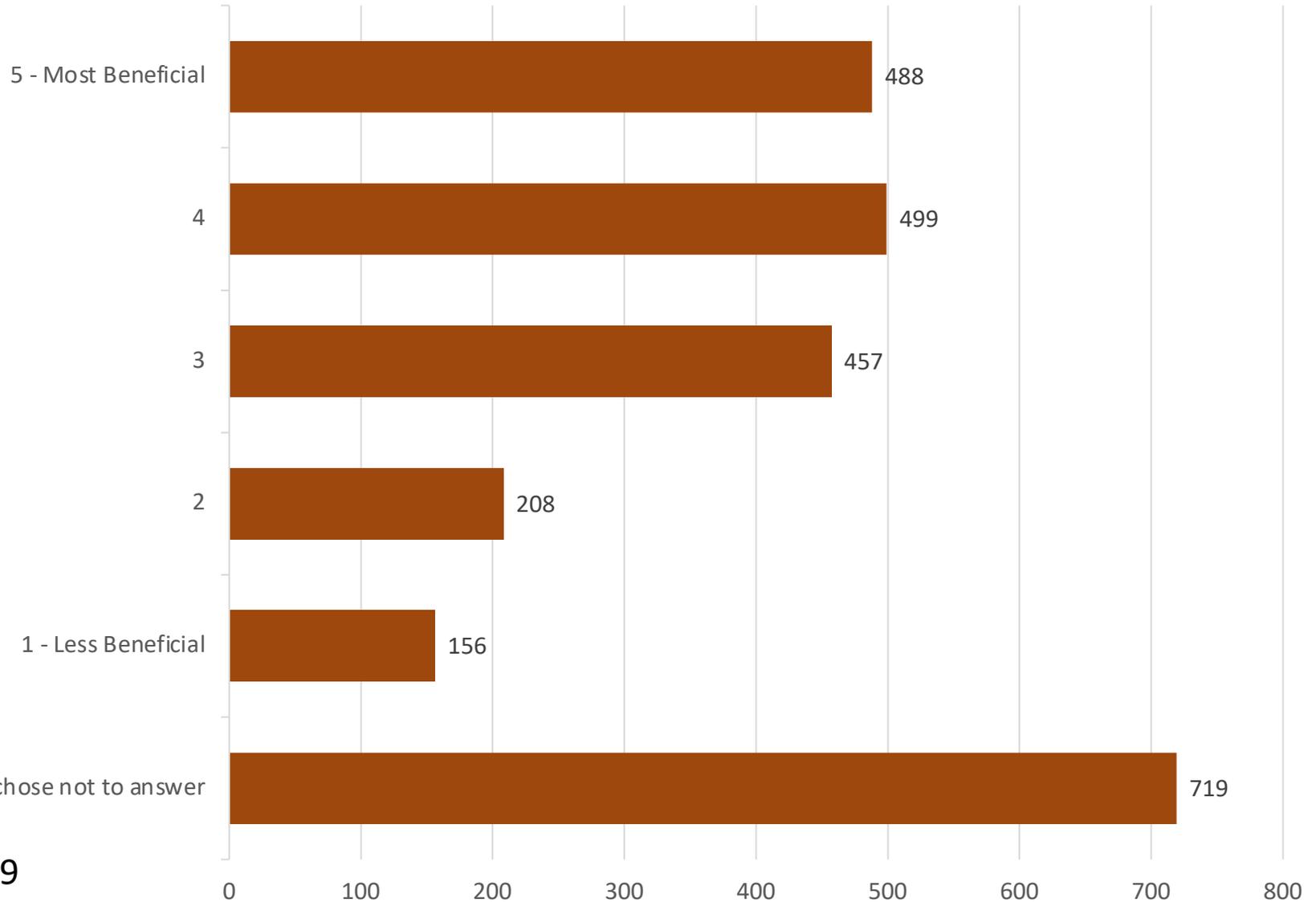
Question #29

# Tours of rural communities for prospective rural practitioners



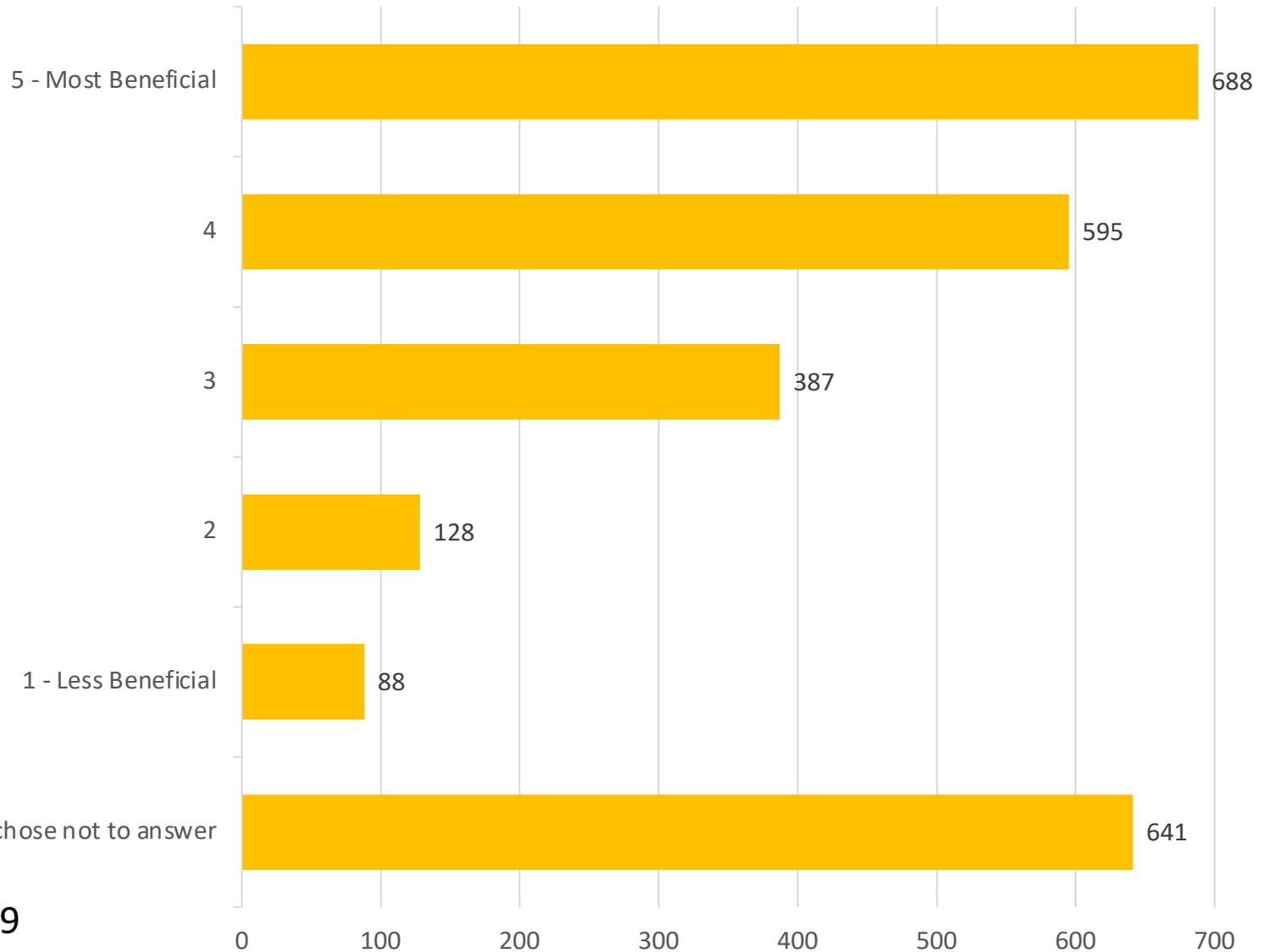
Question #29

# An intensive practice management training program



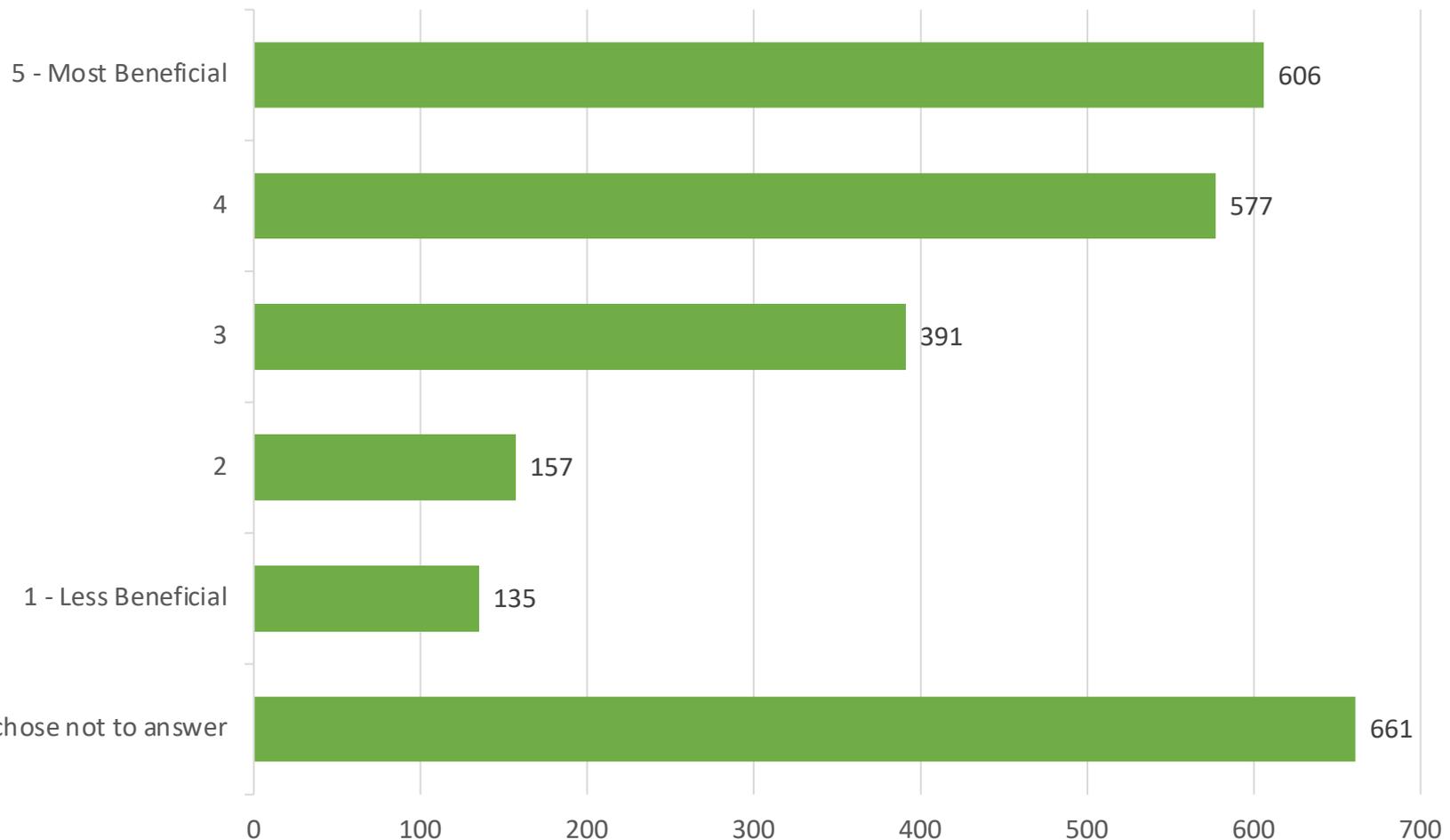
Question #29

# A mentorship program for new or prospective rural practitioners



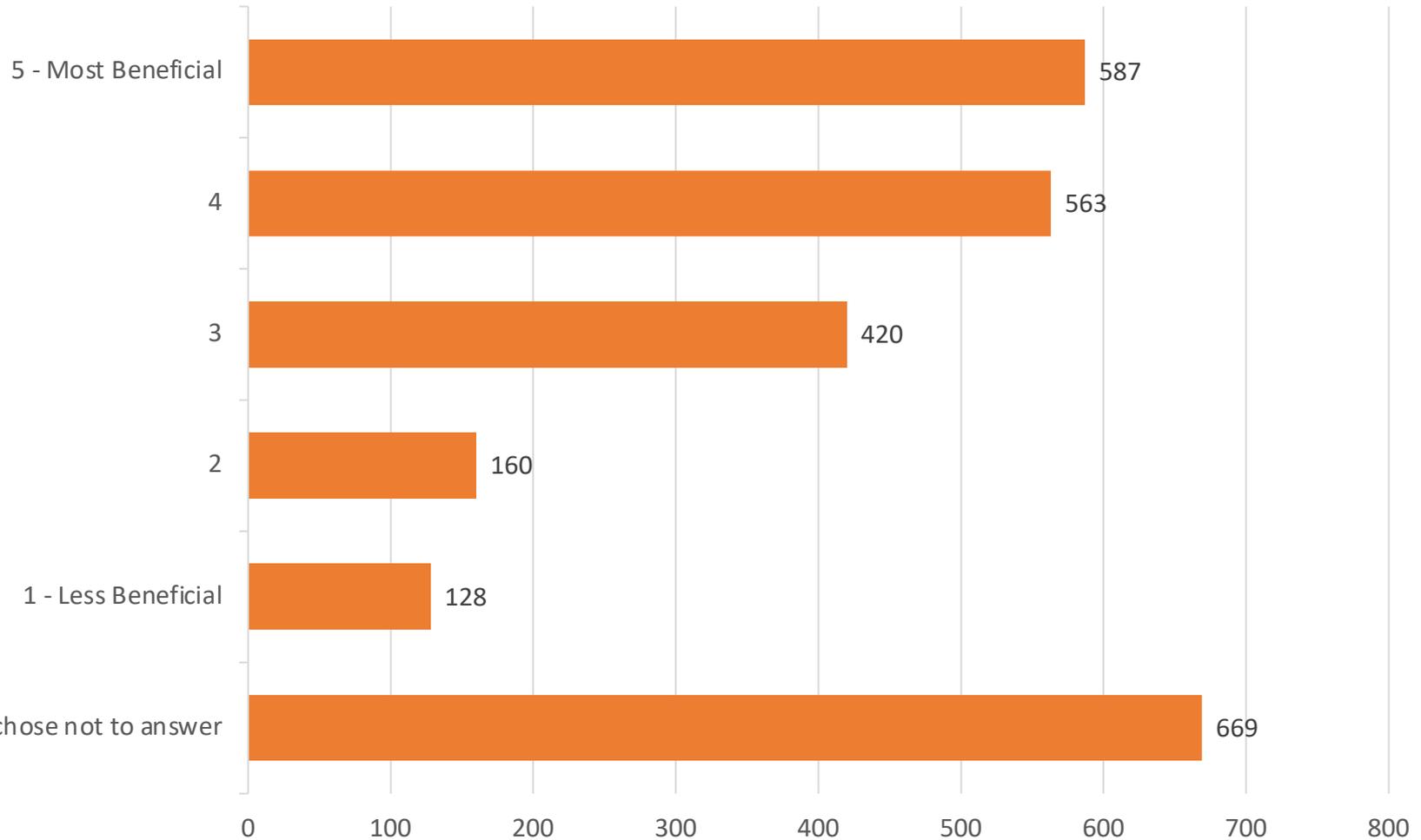
Question #29

# A legal residency program for new attorneys



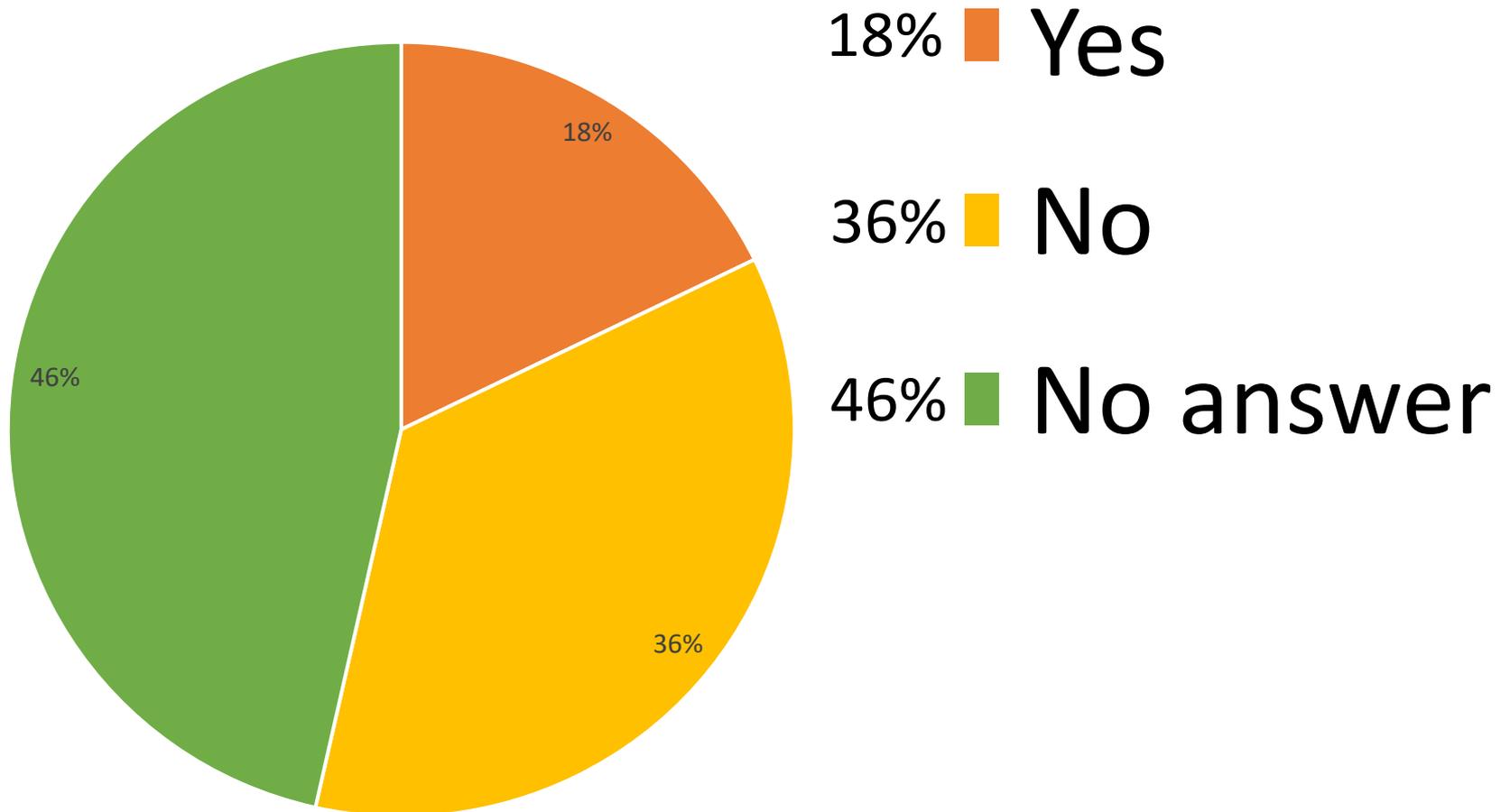
“Legal Residency” - A post-graduate opportunity in which new law school graduates earn valuable hands-on experience under the close supervision of a practicing lawyer for a fixed period of time with no obligation on the part of the practicing attorney to hire the resident attorney beyond that fixed period.

# A rural practice incubator assisting new rural practitioners



“Rural Practice Incubator” – A program that supports recent law school graduates in launching small or solo practices in underserved areas of Kentucky. Support is provided for a fixed period of time for incubator attorneys through training, resources, and mentoring. Participants may also be required to provide a minimum amount of pro bono legal services during the program.

**Would you be willing to donate to the Kentucky Bar Foundation to aid in developing programs to assist in the recruitment and support of attorneys living and practicing in rural communities?**



**Question #31  
Omitted Due  
to Personal  
Information  
Included**

**Question #32**

**See**

**Attachment**

**Question #33  
Omitted Due  
to Personal  
Information  
Included**

## Question 27

**What characteristics have you identified in attorneys that are successful in practicing in rural communities?**

- Luck.
- Honesty
- Empathy
- Flexible
- Sociable
- Adaptable
- Energetic
- Networking
- Personable
- Responsive
- Work ethic
- Home grown.
- long hours
- Hard work!
- extroverts
- compassion
- Reliability
- Flexibility
- High demand
- Advertising
- FLEXIBILITY
- Work ethic.
- personality
- Hard working
- Approachable
- Good mentors
- Collegiality
- Good lawyers
- MORE RELAXED
- Multitasker
- Preparedness
- Adaptability
- From the area
- Hard working.
- They advertise.
- know everybody
- Very flexible.
- willing to work
- Good networkers
- GOOD REPUTATION
- Self-Motivators
- From rural areas
- Caring, Truthful
- Great networkers
- Referral sources
- General practice
- Name recognition
- Honesty, ethical
- Politically lucky
- Lifetime resident
- Name recognition.
- Local connections
- Local connections
- Located in county.
- Politically active
- Ability to listen.
- Don't really know.
- Make, flashy, loud
- Policial influence
- Strong work ethics
- Jack of all trades
- Type A personality
- Personal reputation
- Being from the area
- Must be generalists.
- Ethical and honesty
- Local relationships
- Smart and competent
- Honesty, compassion
- Tolerance of stress
- Diligent work ethic
- Being from the area
- Personable, flexible
- Patience, affability
- Community involvement.
- Political influence.
- Money for marketing.
- Empathy and patience

- Outgoing and friendly
- Community involvement
- Length of practicing.
- Community involvement
- Hometown connections.
- Community engagement.
- trustworthy, friendly
- Flexibility. Tenacity.
- They tend to be local.
- Community involvement.
- Flexible and outgoing.
- committed to community
- competency and empathy
- People skills, empathy
- They answer the phone!
- Well known around town
- White, straight, male.
- Competency. Work ethic
- Will to play the system
- friendly, knowledgeable
- Being from this locale.
- Active in the community
- They are from the area.
- We have not had success
- humble, honest, content
- Connection to the area.
- Competence and friendly
- Well known in community
- Hard Working Integrity
- Commitment to that area.
- Active in the community.
- Be a jack of all trades.
- General knowledge of law
- patience and resilience
- Compassion and diligence
- Preparation and demeanor
- being from the community.
- Active in their community
- Self-starter, home grown,
- flexibility; adaptability
- Dedication and knowledge.
- Connection with community
- Availability and honesty.
- Committed and responsible

- Friendly nature, thorough
- Connected to the powerful
- Skilled businessmen/women
- Competent and professional
- Dedicated and hard working
- DILIGENCE AND AVAILABILITY
- Honestly, empathy, high EQ
- Fellowship with community.
- Approachable, kind, honest
- Professionalism, collegial
- WORKING FOR THE GOVERNMENT
- Multiple areas of practice
- Practice all areas of law.
- Story Tellers and Flexible
- People skills & networking.
- Attorneys are from the area
- Male, gregarious, ambitious
- Well established local ties
- Personable and return calls
- Active in their communities.
- Practice with existing firms
- Managing client expectations
- Diversity in practice areas.
- Family and area connections.
- It helps to be from the area
- Connection to the community.
- Well organized, independent.
- Self-sufficient, experienced
- Being a native of the county
- Jack of all trades mentality.
- Attorney client communication
- Hardworking, local residents.
- Emphasis on other than income
- Reliability, trustworthiness.
- stay in area they were raised
- Local roots. Sense of justice
- competent skills; advertising
- Enjoy living in a rural area.
- Honesty; Integrity; Competency
- Really like living in the area
- I practice outside of Kentucky
- Have to be from the community.
- They are close with the judge.
- Mentorship, strong client base

- aggressive/heavily advertising
- Committed to or from the area.
- They are good at what they do.
- Having an office in the county.
- willingness to chase ambulances
- Family connections in community
- Work ethic. Luck. Reputation.
- Being reliable and trustworthy.
- Relationship with the community
- Outgoing, Organized, Dependable
- Most seem to be returning home.
- Love the communities they serve
- Ability to offer varied services
- From the communities they serve.
- Smart, willing to work and learn
- Willingness to earn less income.
- Professional courtesy is a must!
- They have a niche in the market.
- Native to the area is a benefit.
- Political and family connections
- Older lawyers who are well known
- personable, flexible, organized,
- Self-Starters, Diverse Practices
- from that area and knows everyone
- Humble. Personable. Generalist.
- Broad range of general expertise.
- Know the community and the people
- Ability to practice a broad range
- Advertise and have lots of money.
- Knowledgeable, Hard working, Honest
- Resourceful, respected, competent
- Ability to build on relationships
- Name recognition and family ties.
- Clients with reoccurring business
- practice in multiple areas of law
- Content to live in a rural town .
- Personability and responsiveness.
- Work ethic. The rest can be taught
- Established, esteemed family name.
- community connections; versatility
- They tend to be local to the area.
- Personable, responsive, empathetic
- The capacity for a varied practice
- Mobility, adaptability, experience
- Personable nature with the clients
- Self-motivated and self-sufficient
- Willing to settle for low incomes.
- Name recognition, family heritage.
- A long-term commitment to the area.
- Community involvement. Accessible.
- "Competent
- Able to deal with clients"
- Work hard honest good people skills
- Available, familiar with the judges
- Longstanding & favorable reputation
- Dedication, honesty, good character
- Born into it, government contracts,
- friendly and connected to community
- They learn to empathize with clients
- Work hard and have local connections
- Personable, approachable, affordable
- Intelligence, and good people skills
- Paying attention to client concerns.
- Connected the community they work in
- Responsive, knowledgeable, sociable
- Family connections to the community.
- Strong roots & political connections
- Active in community. From the area.
- Drive, character (usually), honesty.
- professional, experienced, mentored.
- Professionalism and strong work ethic
- Intelligence, connections, diligence.
- They are also from rural communities.
- Personable and able to run a business
- Those who are willing to be flexible.
- Easy going; respectful, self-starters
- Having family/personal relationships.
- community involvement and advertising
- Willingness to survive on low income.
- Active visible member of the community
- They're typically a jack of all trades
- I don't practice in a rural community.
- need to be solid general practitioners
- Hard working & active in the community
- Blending into the fabric of community
- Ability to relate to "regular" people.
- Flexibility in terms of practice area.
- They interact directly with the public.

- Familiarity with the area and community
- Hard working and community involvement.
- Well-connected members of the community
- Reasonable fees and collecting on them.
- Local ties and familial support systems
- Good personal skills; honest; competent
- Long time family connection to the area
- Good communication skills are essential
- Engaged with communities and politics.
- ability to handle a wide range of items
- Non-specialized, general practitioners.
- Enjoy people oriented general practice.
- Hard working, honest and reasonableness
- Diligence and dedication to the client.
- Willingness to have diverse practice.
- Competency, work-ethic, and personality
- Understanding the culture and motivators
- Being able to handle all types of cases.
- Work ethic, reputation, and advertising.
- Family in rural area to support attorney
- Skill. Comfort level with technology.
- Broad skill set and strong personalities
- Adaptable and familiar with surroundings
- Need to fit in with the "good ole boys."
- Being from that area is a huge advantage
- Work hard and are good business managers
- Organized, knowledgeable, well-connected.
- Compassion, empathy, integrity, tolerance
- Diversification in types of law practice.
- ability to do multiple types of practice
- Family or social connection to the place.
- From the community, From a small community
- Community involvement, school connections
- Strong business skills, confidence, grit.
- Don't gripe and are fiercely independent.
- Have to be able to relate to poor people.
- They have to be able to communicate well.
- Spread their business to other locations.
- Experienced and good in their chosen area.
- They work like anything else for gods sake
- They know and communicate with the judges.
- They are "people persons," people oriented
- Willing to practice a wide range of areas.
- A passion for helping low-income residents

- abilities to master new substantive areas.
- Local connections and willingness to learn
- Ability to handle a wide range of matters.
- Willingness to learn multiple areas of law.
- INTEGRITY, intelligence, hard-work, empathy
- Very good people skills. Caring personality
- Flexibility, agility, community involvement
- Native to county and have existing contacts
- Right now it still relies on political pull
- Good marketers and visible in the community
- Honesty; Results; Reasonable advertisement.
- Older attorneys with established practices.
- They are from the area and have family ties.
- Sound judgment, conscientious, collaborative
- congenial, hardworking, competent, reliable
- Longstanding relationships in the community.
- Local, well versed in a variety of subjects.
- BORN & RAISED THERE, OR HAVE A HISTORY THERE
- Those who are able to gain elective offices.
- Relatable to client base, social connections
- Scrounge for any case that comes in the door.
- Enjoy the "big fish in a small pond" element.
- Hard work, Inconsistent pay, Ties to community
- Community minded, family oriented, homegrown.
- Easily accessible, knowledgeable, hard worker
- amicable, dependable, good citizens generally
- Community involvement, raising a family there
- Flexible in practice areas, willing to travel
- They are accepted by their local communities.
- Generalists, well-connected in the community.
- Community involvement, multiple practice areas
- knowledgeable in a wide range of areas of law.
- Honestly dealing with clients and legal issues
- Willing to practice in different areas of law.
- Must be from our area to understand the people
- Competent, trustworthy, responsive, personable
- Hard work and prompt attention to client needs
- Work hard and are involved with their community
- need to be capable in more than one area of law
- They typically live in the areas they practice.
- A willingness to work hard to care for clients.
- Those that pay their associates like garbage...
- Willingness/desire to go back home to practice.
- Willing to take whatever cases walk in the door

- Must be versatile and have a love of community.
- Clients prefer attorneys whose family they know
- Fitting in to the community and being versatile
- Deep personal roots; affinity for the population
- BE VERSATILE IN THE AREAS OF LAW YOU PRACTICE IN
- lived there all their lives or have family there
- Self-reliance, income is not the highest priority
- Commitment to community churches, clubs, schools
- Understanding of client needs for communication.
- Usually from the area and have name recognition.
- Years of experience in a wide variety of matters
- Involved in the community and hustling business.
- Local connections appear to be the most helpful.
- They are well known and trusted in the community.
- Flexibility and skill in multiple subject matters
- They know the judge or have lunch with the judge.
- Know the people, trustworthy, timely and reliable
- Flexible and able to handle many areas of the law
- be from the area and know a vast amount of people
- Ability to practice in multiple areas of the law.
- Personal contacts or connections in the community
- Interpersonal skills and relationship management.
- Preparedness, courtesy, honesty, not pretentious
- Those who limit their practice to one area of law
- Good behavior. Family activities helps rainmaking
- High emotional intelligence, Community involvement
- Generally, they are already from eastern Kentucky.
- From the area, inherit practice from family member
- laid back, personable, good communicators, humble.
- Have relatives in the community. Active in community.
- HARD WORKING, LIVE IN THE AREA, JACK OF ALL TRADES
- Strong work ethic and ethical/honesty in practice.
- They have grown up in the town and are well known.
- Personal injury attorneys with lots of advertising
- Local to the area with a long history of practice.
- Relatability to the people of the area. Reputation
- They do not overload themselves, and can say "No."
- Family ties to the area or enough income to travel
- Intelligent and very involved in community affairs
- If you work hard, you will be successful anywhere.
- General practice. Family established in community.
- Need to live in the county in which they practice.
- strong work ethic and act and dress professionally
- Specialized practice areas not bound to one county.

- Hard work, networking well, being known in the area
- Need to be willing to work hard, care about clients
- Charismatic, friendly, like living in a small town.
- Attorneys must know the community and its residents.
- Young lawyers willing to learn from seasoned mentor
- willing to do legal research, work up and try cases
- Collegiality and responsiveness to client requests.
- Grew up there, inherited practice, but hard workers
- Many hold public offices and have general practices.
- Workaholics, excellent with marketing and networking
- The ability to identify and relate to their clients.
- Cordial, knowledgeable, can relate well to everyone.
- Work hard and practice in numerous areas of the law.
- Rural Personality, Other non-legal sources of income.
- The ability to adapt and practice in numerous areas.
- Good communication skills and attention to deadlines
- Must be flexible and able to relate to their clients.
- They grew up in the area and have family in the area.
- General practice due to the low population densities.
- Willing to practice in any area sought by the client.
- Reputation in community, successful outcomes in cases
- persistence and knowledge of population or born there
- Greater focus on relationships, rather than reputation.
- The level is inconsistent, but that is true everywhere
- Family ties, personability, cheaper than average rates
- Compassionate, undeterred by politics and intimidation
- Concentrate on only their county. Reliable, reachable,
- Active in Social Functions outside of the Law Practice
- Willingness to accept low income when practice is new.
- Name recognition/good (or maybe pervasive) advertising.
- Experience, familiarity with the community, confidence.
- They have some sort of familial connection to the area.
- work on their cases and resolve them in a timely manner
- Community involvement, familial connection to community
- Have a second source of income or a high-income spouse.
- Good communication skills, keeping the client informed.
- be available, patient and willing to wait on your money
- Specialize in just a couple of areas of legal practice.
- Ability to practice in a lot of different areas of law.
- They are local to the area, plugged in to the community.
- Desire to be in the community. Family to keep them here.
- Reliable, honest, professional, courteous, conscientious
- MOST LIKELY GREW UP THERE AND RETURNED AFTER LAW SCHOOL.
- accessibility, local knowledge, independence, flexibility

- General practitioners get by better than most, I believe.
- Raised in that community so have credibility with locals.
- Strong and usually long-established ties to the community
- Living there and considerable experience in that location
- telling the truth; hardworking; returning phone calls
- Usually they have connections to the “Good Old Boys Club”.
- Well known in the area; typically, the attorney's hometown
- Diversity in the areas of practice and matters they handle
- Strong community ties & possess a key client in community.
- strong community connections through family and residence.
- Expertise in areas of law where needs are otherwise unmet.
- Flexibility; well-roundedness; approachability; likability
- Willing to work. Personal involvement in local activities.
- Local connections and willing to work in multiple counties
- An ability to become competent in multiple practice areas.
- Gregarious personality. Having family members in the area.
- Strong network; good relationships with legal communities.
- Humility, honesty, charismatic, knowledgeable, and friendly.
- Being able to speak on a level that the clients understand.
- Community involvement and general knowledge of client needs
- hard working, professional, knows when to say no to clients.
- Flexible, skilled in multiple areas, involved in community.
- From the community or developed close ties to the community
- Local family ties, able to practice /expertise in many areas
- They have made an effort to become part of their communities
- Mobile, Compassionate, Empathetic, Community Driven.
- Personal relationships with Judges, Clerks, fellow attorneys
- Flexible pricing, jack of all trades, and willingness to travel.
- Compassionate, down to earth, understand the local community
- Competence; promptness; familiarity with local bar and court
- Punctuality and prompt, thorough correspondence with clients.
- They are from that area and grew up with the local attorneys.
- Hard workers, good ethics, good manners, affability, kindness
- Attorneys were born and raised in the communities they serve.
- attorneys in rural areas as a general rule are from that area
- Community contacts in associations and political connections.
- Respectful, professional, knowledgeable, friendly, dependable
- Personable and willing to respond quickly to client inquires.
- Successful lawyers answer their phones and are accessible.
- enterprising, prior connection to the community, good listener
- Have to be sociable and a Jack of all Trades, or Areas of Law.
- Good reputation, second or subsequent, generation practitioner
- True general practitioners who focus on family and criminal law.
- Hard workers, established name, stable and consistent results.

- Organized, relatable/approachable, plugged into the community.
- General practice willing to do whatever comes through the door
- duration -- longer you keep your office open, the easier it is.
- Like the family doctor, the attorney must be the family lawyer.
- Someone who can be normal when interaction and not over the top
- Private Practice with a sizeable client base in a niche market.
- personal connections with the judge and others in the community
- The ability to relate to rural people, farmers, country "folk!"
- Being able to communicate with others, in person and work ethic.
- More interested in the practice of law than the industry of law.
- three main characteristics: Competent trustworthy and reputation
- They hold a prominent role in their communities as civic leaders
- Genuine fondness for the rural area and respect for rural people.
- They don't want to leave their hometown or can't afford to leave
- good listeners, honest, competitive without being petty and gross
- Effective Communication, Filing of Motions, knowledge, experience
- Willing to work and create trusting relationships with clients.
- Interpersonal and networking skills outweigh technical abilities.
- They demonstrate that they care for people and want to help them.
- They become involved in their community and can market themselves
- They're usually from that area or married someone who lives there.
- Trustworthy. Communicate well with clients. Willing to work hard.
- compassion, care, diligence, willing to change fee based on client
- Ability to broaden/diversify practice beyond original client base.
- I don't practice law but you wanted me to complete the survey :-)
- Integrity and ability to connect with the members of the community
- Flexibility and willingness to handle cases in more than one area.
- Local roots and connections; multiple dependable referral sources.
- honest, hardworking, this means working after 5 pm and on weekends
- Connection to community; help someone become part of the community
- You must have a general practice and do good work for a long time.
- Involved in the community, trustworthy, morally focused, responsive
- Willing to work and deal with a variety of issues. Being flexible.
- From the rural community or have family ties to the rural community
- Connections with the community, doing okay with small town politics
- Name. Long term firms will get most opportunities by word of mouth.
- Time, attention to detail, willingness to show up and talk to people
- Must perform in all general practice areas - cannot be a specialist.
- High skill levels, typically higher than attorneys from urban firms.
- Usually they are from the area and already have friends, family etc.
- Availability , self discipline, honestly and openness with clients..
- A willingness to take risks. A desire to give back to the community.
- Diverse practice and grew up in the county of their primary practice
- Hard work, dedication to clients, and involvement in their community

- Knowledge of the local courts and influence/knowledge with the judges
- They have to be a master of all trades, which is extremely difficult.
- Able to deal with uneven income, comfort with a variety of practices.
- Broad range of experience across both civil and criminal client needs
- Relationship-building, authentic, well-rounded, hard-working, ethical
- live in the area and can understand the needs of the local population
- They are gregarious individuals and good managers of their resources.
- They learn from watching older lawyers instead of television lawyers.
- Typically from the area. Good lawyers and reputation built over time.
- Live and work in the community and become involved in civic activities
- Hard work ; availability ; engage with community; did I say hard work?
- Community servants, Pro Bono participants, Respected community members
- Development of personal relationships with clients and their families.
- Societal roots. They have long ties to the community they are serving.
- Personable, involved with the community, responsive and knowledgeable.
- Need to live in the community or have significant ties to the community
- They are involved in the community, in politics, charity, and churches.
- First, they know the people. I could give a dissertation on the subject
- Deep ties to the area; self confidence; willingness to handle car wrecks
- Most are from the surrounding areas and all that survive work very hard.
- Personable; cordial; respectful; courteous; and available for mentorship
- Kindness; active in community; good at networking with potential clients
- Focusing on specific areas of law rather than being a jack-of-all-trades
- They know how to effectively communicate with the clients in their areas.
- Pride for their hometown, family ties to hometown, desire for slower pace
- Trustworthiness, flexibility, willingness to co-counsel with specialists.
- Motivated, hardworking, a go getter approach. Willing to travel as well.
- Informality! Sometimes to the point of exhibiting unprofessional behavior.
- Ability to organize and multi-task, willingness to learn on their own time
- Deep community ties, strong familial and community support, bi-vocational.
- Ability to competently handle many different types of matters and clients.
- They work across the street from the courthouse. They aren't home cooked.
- Well-connected, knowledgeable, and deals with client billing appropriately
- Hard working, down to earth and honest attorneys do well in rural counties.
- Must be able to relate and build trust with naturally wary mountain people.
- Willing to accept lower income due to clients making less income themselves
- compassionate, energetic and focusing on the next case vs positive outcomes
- Good work ethic and involvement in politics and local community activities.
- Not sure I am a good judge, but lack of skill in certain areas of practice
- Family ties and a desire to want to fill the need in lack of legal services.
- They tend to care about their client without regard for dollars and cents...
- Ties to local communities and commitment to providing high quality services.
- Having an "inside track" to the local Judge/Prosecutor/Law Enforcement, etc.
- Friendly and outgoing individuals who are known to have an honest character.

- Embrace the community; be involved in the area; volunteer for various things
- They are familiar with the court system and know many other local attorneys.
- Know their limitations; develop thorough knowledge of local needs and customs
- Flexible with their time and able to handle many different areas of practice.
- Must be willing to work. Must be willing to accommodate schedules of clients.
- Strong leadership skills, the ability to communicate effectively with clients
- Can't really say. I presume it's the same for attorneys in medium size areas
- Established relationships within the community, multi-faceted legal practices
- Reasonably priced, Kind to their clients, strong attorney client relationship
- Positive interactions with clients and returning phone calls and being polite
- Most successful private attorneys here have been established for 5-10+ years.
- Being from the area; training and mentorship in the business side of practice
- Diverse knowledge base, willingness to accept lower fees/barter for services.
- More collegial attitude. Awareness of local issues. Willingness to fight fair.
- Spend considerable time promoting practice and being visible in the community.
- Being able to practice in many different areas of law instead of specializing.
- Good ole boy network causing clients to question the quality of representation
- desire to live and work in a rural community; ability to work well with others
- Jack of all trades. Person of the People. Usually, must have some roots there.
- Most are from rural backgrounds but there is an occasional success with other.
- Friendly, have a helpful attitude and easily relate to the people of the area.
- a sincere effect to meet the needs of the clients and not a desire to get rich.
- Heart for public service, caring personality and efficiency in completing work.
- Handle plenty of divorces and be willing to co-counsel on some good tort cases.
- Those young attorneys who join their mom/dad law practice have huge advantages.
- They network and try to know the important people. Also they do any area of law.
- They are good at generating business, even when they aren't the best attorneys.
- Attorneys from rural areas, or already with experience practicing in rural areas
- They have sufficient capital to front client expenses and also have advertising.
- Flexibility, lower representation fees, niche practices, remote court attendance
- High ethics and desire to be community based (give back outside of direct work).
- Work, life balance. They know the members of the community that they practice in.
- Knowledgeable, integrated into the community, hard working (50 hours most weeks),
- Community involvement, hard working/strong work ethic, develop professional staff
- Personal injury rainmakers; charge very low fees and provide low level of service
- A willingness to relate to clients and to adjust (to an extent) billing practices.
- Congeniality, creativity and ability to work with others without stepping on toes.
- They are willing to research new areas of law. They are not inflating their fees.
- Same as in urban communities - high ethical standards, competent, zealous advocates
- Must be a generalist, or specialize in family law, criminal law, or disability law.
- Understanding the community and familiarity with the local judiciary and local Bar.
- Establishing a good reputation which will bring back repeat business and referrals.
- Willing to provide a wide range of legal services efficiently and cost effectively.
- Flexible, adaptable, connected by family name, long term area practice, determined.

- Have a family name. Willing to struggle for a while until they get higher salaries.
- Experience in that county or reside there. Personal relationships with court staff.
- Be open to getting to know the community and try to integrate and not be an outsider
- Being from the area originally. Having an established and long-standing practice.
- involvement in the community and having a general reputation of honesty and fairness
- They seem to all have been elected to some office and maintain their private practice
- Ability to work with the clients and willingness to be involved in a diverse practice
- The more successful practices all have a personal injury component to their practices.
- **DO NOT LIKE ATTORNEYS FROM URBAN AREAS TO COME TO THEIR TOWNS AND REPRESENT COMPANIES.**
- well acquainted with Courthouse staff and knowledgeable of local mores and Local Rules
- Local knowledge, wide range of practice areas, jack of all, master of none potentially
- They hold a public office and don't depend solely on their private practice for income
- versatility and clean reputation; a couple of niche attorneys. i.e. probate and property
- Have farm acreage and try to get an elected position as soon as one becomes available.
- As I rarely practice in a rural area, I do not feel qualified to answer this question.
- Ability to practice law in a common sense fashion with an emphasis on problem solving.
- They are familiar with and practice various types of law and in multiple jurisdictions.
- ability to attract and maintain larger/wealthier clients or engaging in high volume work
- Trustworthy; involved in community affairs; diligence; industrious, can win a jury trial
- Compassionate and dedicated to serve the community. Good moral character and work ethic
- Broad knowledge in civil practice areas or high degree of specialization in niche fields
- patience; willingness to engage with family members of the client; willingness to travel
- Trustworthiness, friendly, good, well-earned reputation for competence, fairness, honesty
- Need to have ties to the community. Residents of rural communities don't trust outsiders.
- Resides locally, from the area they are serving, confidence, community outreach, outgoing
- Community involvement. Regular hours. Respectable support staff. Positive moral presence.
- They relate well with people in the area and seem to care about them and their cases.....
- Concern for public; involvement in community organizations; willingness to 'go it alone'.
- Broad areas of practice, Concern for clients, Willingness to spend time to educate clients
- They are from the county or area where they practice and are also active in the community.
- Must have a general knowledge of all areas of law. Less specialization than in big cities.
- Adaptability and willingness to engage in a variety of practice areas to meet client needs.
- They are community members, they come from those communities, they are flexible on pricing.
- Typically there is a family network/connection that brings attorney back to rural hometown.
- Have to be willing to do a lot of the work on a case. Not a lot of qualified help in area.
- Legal experience and a close connection with the community that they are practicing within.
- The ability to market your services in a low key manner. More word of mouth than ad based.
- The opportunity to walk directly into a family-run practice with little to no personal risk.
- Analytical, organized, creative thinker, ability to build relationships, good business sense
- You have to be able to communicate with people. Be nice, laugh and most importantly listen.
- Flexibility, willingness to try cases, client and time management. Family support essential.
- Well-established in the community, "Good Old Boys Club," not welcoming to young/new attorneys
- Networking looks differently. It's all in name recognition and who knows you in a small town.

- I think they tend to work for one well-established law firm in the area or are from the area.
- Ready availability. Level of social and professional sophistication (appreciated by clients).
- Longevity - practicing in the same community for a long time and making a name for themselves
- Involved in community in various ways: schools, churches, politics, etc. Litigation aptitudes.
- Competency, strong oral argument skills, familiarity with the community, generational attorney
- Older generation that grew up there or a younger generation coming back to a parents law firm.
- Flexible and can deal with a full calendar because we are typically going to multiple counties.
- To be financially successful, they have to be generalists, but that rarely serves clients well.
- Flexibility and a desire to serve their community and their clients holistically and generally.
- hometown connections, they focus on certain areas of practice and find a niche. They work hard.
- Willing to work with clients on fees. Being able to speak with and meet with clients in person.
- Patience. Willingness to receive business through the door without appointment having been made.
- Hard working, able to relate to and communicate with clients, interested in the practice of law.
- Preexisting connection to the community; competitive salaries; spouse that is from the community
- Jack-of-All-Trades in terms of practice areas but heavier focus on domestic and criminal matters
- Ethical, reliable, disciplined and good and managing client's expectations for particular cases.
- Must be people focused and understand pace of court is very important, but know it is also slow.
- Willingness to work, often long hours, and timely completion of work undertaken. And good staff.
- Community involvement, engagement and investment. Wide range of practice and legal understanding.
- finding a school board or other stable client, then building a practice around the stable client.
- Willingness to integrate into the life of the community, civic clubs or projects, business clubs.
- Word of mouth reputation is good, they can be flexible in managing how they get paid by clients.
- Good connections with the judges and the community. Strong legal skills. Practical and focused.
- Common sense-desire to be a counselor at law as well as attorney, appreciate small town closeness
- Community engagement is usually the best indicator. Word of mouth sells better than any billboard.
- They have been long-standing members of the local bar and have a good reputation in the community.
- work ethic, work independently and do not have unrealistic expectations of income and work levels.
- Willing to participate in local activities and put in reasonable hours for access and preparation.
- People who value a good place to live and raise a family thrive. But we practice all over 2 states.
- Being able to culture and retain positive working relationships within the smaller legal community.
- The most successful seem to be from families who have been in the legal profession for generations.
- They have good connections to the community and a good client base that comes from the connections.
- I think it helps to be from the community. I work with my father and that has helped me tremendously
- Must have a good relationship with the citizens of the county and a flawless reputation for honesty.
- Good communication skills to a wide array of clients; visible connections to the community; empathy.
- If you wait around long enough a government job such as a judgeship or county attorney will open up.
- Willing to work hard to build their practice. Also already established connections in the community.
- Male and usually well connected locally. It still feels like a boys club in rural legal communities.
- I just moved here and start my new position next week, so unfortunately I cannot speak to that issue

- Commitment to help the poor, good relationship with the Judge and the prosecutors, tenacity, empathy.
- Entrepreneurship, social able and well-connected, able to absorb and work in multiple practice areas.
- The ability to relate to a wide variety of people at various life stages and socio-economic positions.
- Able to find attorney mentors; Practice in the areas of family law, personal injury, or criminal law.
- Have a few major clients like banks insurance cos that will keep lights on when other business is slim.
- They need to develop area of concentration and attract clients from the surrounding counties and beyond
- Willing to play small town politics and willing to overlook blatant judicial failure to follow the law.
- General practitioners seem to be in most need, but many are successful with a narrow/targeted practice.
- Active engagement in the community they serve. Punctual. Readily accessible to clients and their needs.
- Community engagement, willingness to handle wide variety of cases, stability/longevity in the community
- active in the community, personal network marketing ability, family connections, spouse with a good job
- rural background, congenial egalitarian attitude toward all, stamina, separate additional income stream
- Understanding of rural counties, approachability, ability to multitask, ability to work without support
- Family name, ability to serve as county attorney/city attorney/some public roll in addition to practice.
- They or their spouse are from the community and they have an interest in the community and it's citizens.
- Must understand the challenges your clients will be facing and take into consideration what they can pay.
- They seem to specialize in a few practice areas and limit their exposure to a minimal number of counties.
- Renaissance-person - a lawyer who can practice in multiple areas of law to meet the needs of communities.
- balanced attitude toward work and other parts of life; efficiency and resourcefulness; a positive demeanor
- You must practice across several skill sets. You must enjoy a good reputation for accuracy and timeliness
- Strong social connections in the area. Independent wealth. Needs that must not be met by the local community
- Well known in the area, history of connection with the county, family connections, school connections, etc.
- You must be able to do all type of disputes. Hard to specialize in one area and keep work at a steady pace.
- Having a strong relationship with the community, even if the attorney is not from the community originally.

- Flexibility and a true understanding of the income and practice limitations, especially in government work.
- Work efficiently, focus on your relationships, maintain integrity and keep up your energy level (work hard).
- The ones that accept that they cannot do it all and they allow (and seek) help from attorneys out of county.
- Being a successful generalist to handle many kinds of cases, and getting paid for all of that appropriately.
- word of mouth is only advertising that works... but morgan and morgan steals all the personal injury cases -
- Realizing your limitations and referring clients to Attorneys who can better serve the needs of your clients.
- having a political or other regular employment/client such as assistant county attorney, school board or bank
- Most attorneys are extremely old and have a reputation even if they may not be the best attorney for the job.
- Long-term presence and good reputation; ability to mentor associates; close relationship with local leader(s)
- They have relationships with practitioners/judges that serve those counties and are seen as "one of our own."
- In KY WC, attorneys engaging with remote practice has greatly enhanced access to quality legal representation.
- They are men, usually. They are ok with doing a lot of different types of law and not being hyper-specialized.
- Resilience, self-reliance, ties to the community or willingness to relocate to communities with few resources.
- Attorneys who have been able to take over practices of retired attorneys and attorneys who are from the area.
- They need to be members of their communities and familiar with the area so as not to be seen as an "outsider."
- organized; outgoing; willingness to get involved in the community; local connections; legal skill and knowledge
- Being from the county is #1. If not, then getting involved and getting to know who is who in the county is #2.
- Personable, Work 24/7, Take on a high number of cases, well-liked, well-known, older/respected in the community
- Expertise in their field. Limiting the cases in which they engage so as to adequately represent their clients.
- Niches and nepotism. The practice is not one that is inviting and mentorship in Kentucky simply does not exist.
- Grew up in the county, are 'folksy', are otherwise involved in the community through church, organizations, etc.
- Knowledge in many areas, so they can maintain a general practice. Involvement in community groups and activities.
- Practice is not limited to certain types of cases and they associate with large city co-counsel where needed.

- Easy going, ability to practice in new areas since focusing in one area will not allow you to make living in EKY.
- they have a good knowledge of their community and have become part of the their community by joining organizations
- Being from area and spend long hours learning the law and how to practice your cases. Attend lots of CLE trainings
- Strong work ethic, high standards, commitment to service, honest, non-participation in use of chemical substances
- Flexibility, familiarity with the people and the area, ability to assimilate, ability balance personal and business
- Understanding of local socioeconomic circumstances such that attorney expectations are reasonable for the long term
- Willingness to provide the services which the area needs as opposed to practicing only in the areas of your choice...
- They are able to start in a practice with an older, more experienced attorney. They are conscientious and diligent.
- They genuinely care about their clients over money.-The money will then come. Energy and willingness to work hard.
- Best if they are from that community or spouse that is. Or there because of one big client that can keep them there.
- Comfortable with technology, networked with other regional practitioners/professional associations within specialty.
- Set boundaries with clients; other attorneys and judges to due smaller community. Organized, focused, willing to learn.
- I wasn't successful in private practice. I had a hard time actually charging clients. Also I didn't advertise well.
- A willingness and desire to communicate with clients, to keep them informed and show that you truly care about them.
- Need to develop trust with the client. Do not talk over their head or assume they are less deserving of your service
- Civility and comradeship. A sense that we are all striving to provide quality service together (including the judges).
- Hard work, strong ethics for the go-getters. Legacy firms have built-in security with long standing bank connections.
- A commitment to the community they serve. A resilience and a willingness to work on behalf of a wide array of clients.
- Those who began their practice prior to the year 2000 basically. Back when you could make a living in private practice.
- Hometown attorneys are busy and successful. It is difficult for out-of-town attorneys to establish a thriving practice.
- The ability to identify with, and not talk down to clients, as well as her willingness to have unconventional work hours
- flexibility, willingness to work in litigation practice, client service skills, wiliness to integrate into the community
- They can adapt to different courtrooms. They are willing to travel to other counties. They seek to live in a small town.

- Practiced in Jessamine County for 3 years in 3-person firm. Attorneys need to be more well-rounded; less specialization.
- Engaging personalities are very helpful with obvious high intelligence and willing to work in different areas of the law.
- Treating clients well, being an active participant in the community, being a long time (lifetime) member of the community
- They are from these counties and have chosen to remain there after law school, or returned after a larger City experience
- Generally they are from the area and have family and community support. They are mentored by established attorneys/firms.
- Motivation (hard-working), dependability, dedication, commitment, good personality, good communication skills, respectful
- Able to handle a variety of legal matters, breadth of knowledge, good listeners, good with people, respectful/professional
- Business management skills - too few attorneys graduate law school with an understanding of the business of practicing law.
- Previous employment in another field, Sports background, Outgoing, Family oriented, detailed, self-starter, Entrepreneurial
- Connection with the local communities in which they serve. Ability to maintain a strong work ethic. Availability to clients.
- Ability to explain complex legal concepts simply and in layman's terms. Strong interpersonal communication and relationships.
- They have an office in the town, participate in local Bar association events and other community events including elections.
- The attorneys in rural areas are less specialized and must be proficient in a wide range of legal cases as well as litigation
- Hard working long hours with little respect or appreciation and feeling that the Bar is more centered on larger firms/cities.
- Honesty, diligence, skill, a commitment to providing services to the community. Humility. People hate to be talked down to.
- Attorneys who have long term firms from family inheritance; attorneys who have close relationships to the Judge's, Court, etc.
- Lawyers that will take all cases. There is a saying that in rural counties you have to do divorces and boundary line disputes
- Versatility, patience, income from sources other than private practice, ability to travel widely to serve many counties/courts
- Generally attorneys who married with children appreciate the pace and opportunities for flexibility in a small town practice.
- Persons who want to become involved in their communities and desire to have safe and supportive environments to raise families
- Good time management skills, habits which reinforce being organized and prepared, regular billing, and competent support staff.
- Must be self-driven and motivated, able to run a small business. Must do high-volume at low cost (generally). Must be flexible.
- The most successful attorneys in this area have grown up in the county and taken over successful practices from family members.

- Successful attorneys are able to practice in a multitude of areas and keep their rates reasonable for the population they serve.
- Collegiality and while understanding and applying the rules, also having the ability to not be overly formal when not necessary.
- Good interpersonal skills, patience in responding to questions, and work ethic seem the most important to success in rural areas
- Older with established name/practice; money to advertise heavily saturating the market with radio & TV ads as well as billboards
- Willingness to accept that their clients don't have the funds for low retainers and have to trust they will pay a bill over time.
- Basically, they are local people practicing in their hometowns or counties. Their clients know them, and they know their clients.
- They have committed to a remote digital practice. Created their own system for serving their clients. Great communication skills.
- Family law firms; name recognition despite relationship to attorney; friends and political supporters of local judges/politicians
- They have family connections to the rural community, and are not actively looking for an opportunity to move to more urban areas.
- Integrated in the community, from the community, being ethical and honest, communicating available services. Fair fee structure.
- Approachable, able to explain legal issues in simple manner, communication with clients, identifying with clients rural lifestyle
- Personality - must get to know the community/people; Willing to have a flexible practice that addresses more than one area of law
- Relatable demeanor with clients. Established positive reputation with judges. Ability to accommodate payment plans for clients.
- These attorneys have to be flexible, knowledgeable in many areas of the law, and strategic business planners for the leaner times.
- Like any profession, it depends partially on initiative. diligence, familial and professional relationships and ability/reputation.
- Raised in their country of birth, good family connections, good business referrals, and willingness to work hard in their practice.
- Knowledge of their communities and people in their communities; more broad based practices as opposed to specialized law practices.
- They typically have long standing family and community connections in the regions they practice in, which helps in client referrals.
- Local, well-connected, come from a respected family in the community, suck up to the judges in the area. Avoid controversial clients
- Willingness to be a general practitioner, or a willingness to travel to other counties if specialized (tort law, domestic practice).
- Membership in community organizations, family in local community, flexibility, willingness to travel in a large rural geographic area
- Must be proficient in many different aspects of the law and it is difficult to keep up with the many changes that occur in each area.
- Connections with the population. Willing to do what they are able to do and if they can't do it they will find someone for the client

- Attorneys who have a general practice or who have established a niche and have cornered the market such as in property law or estates.
- I'm not 100% sure what characteristics make a successful attorney, If I knew them, I wouldn't have been going broke in private practice
- Must have a practice that handles multiple practice areas in order to have reliable income. Must be willing to cover multiple counties.
- Flexible with hours available is important. Being able to do some pro bono work. Families who are willing to share you with the community.
- Willingness to be part of a community and represent your clients without getting personal. Being willing to work with other attorneys.
- They need to 'connect' with rural, clients, but exhibit the same, or greater, drive, ability, and access to resources as any urban firm.
- ABILITY TO PRACTICE IN A WIDE VARIETY OF AREAS, ABILITY TO BE FLEXIBLE IN PAYMENT OPTIONS, SUCH AS BOND ASSIGNMENTS, CREDIT CARD PAYMENTS.
- Full service / handle a variety of matters. Born and raised in the community with strong and extensive ties to the people who live there.
- They have to have connections there for clients and preferably a prior firm to join commitment to the local community activities essential.
- Practicing in areas where income of client is irrelevant (e.g., car wreck cases). Ability of attorney to connect with clients. Advertising.
- Local familiarity. Individuals who grew up in these areas and return seem to garner the most trust/success from the surrounding community.
- Being prepared, competent, and not over charging or neglecting client needs, not expecting to "get rich quick" at the expense of population
- An atty needs to take "bread and butter" legal issues like title searches, boundary disputes, deeds, wills, not just personal injury cases.
- Diversity of practice areas. Ability to delegate administrative duties to support staff. Open lines of communication with other attorneys.
- Attention to detail, availability for clients, care that goes into the work because often times we know our clients personally, hard working
- They are able to work for a family law firm that has been in business for a long time, and therefore has name recognition in the rural area.
- The attorneys that are successful in rural counties tend to have all the elected positions sewn up either themselves or close family members.
- Good at communicating one on one or in groups; good at communicating in terms locals can understand. Good at anticipating the needs of locals.
- Giving clients a good deal of personal attention with prompt answers to question, that they are not likely to experience with "big city" firms.
- Must be a 'people person' and must be willing to commit to the community by living here, getting involved in civic and charitable activities.
- All attorneys must offer a wide range of representation. There is not enough of any one or two areas of the law for an attorney to specialize.
- They are usually from the area and have personal connections/are accepted by the people in the region. They are not "foreign" to the community.
- 1. They are from the area 2. Attorneys who are not from the area, work regularly in the area and are visible on the dockets where they practice.

- I routinely practice in rural areas throughout Kentucky and I do not think the practice of law itself is significantly different in rural areas.
- Spouses have jobs with health insurance and other benefits. Require clients to pay retainers up front. Have very strict boundaries with clients.
- The successful attorneys practicing in rural communities that I have identified have been very energetic and eager to advocate for their clients.
- capable and competent in torts, contracts, wills, leases, business agreements, domestic relations, business entity formation and probate matters.
- FAMILY ROOTS IN THE COMMUNITY; AN ATTITUDE OF CARING ABOUT PEOPLE RATHER THAN THE SIZE OF FEES; LACK OF WORK ETHIC; LACK OF OPPORTUNITY FOR SPOUSE
- Access to research materials is important; ability to conduct research to expand legal knowledge into diverse practice areas to serve client needs
- They only practice in those counties. Judges DO NOT treat out of town attorneys with the same level of professionalism as in-in county attorneys.
- Extremely relationally networked and present in the community for a very long time; connectivity to local hospital systems and/or banks helps too.
- Community involvement. Attorney's who are interested in being involved in their community have many opportunities. Work-life balance is important
- Being flexible: "main street lawyers" can be successful in counties outside urban areas if they don't specialize too much in any one practice area.
- Independent/willing for work for self instead of salary/flexible in what you do /able to work well with the other side (leave it in the courtroom)
- Specializing in areas of law; family or community connections; referrals from other attorneys and members of the community including former clients.
- Those that have supplemental income, i.e. county attorneys, commonwealth attorneys, etc. Or are independently wealthy or have wives with good jobs.
- When I practiced in rural Eastern Kentucky, successful attorneys had big personalities or longstanding ties and family connections in the community.
- They seem to be involved and even entrenched in the respective community in multiple different ways, only one of which is their private law practice.
- Ability to communicate effectively with clients. Participation in community activities and local government. Diligent and effective practice of law.
- General knowledge of many areas of law; ability to communicate with clients on their level of understanding; more relaxed style of practice/appearance
- strong community ties especially being from the community and/or married to a native of the area, involvement in community activities, name recognition
- Must be flexible and open to a variety of practice areas. Must be willing to be active part of community. Must understand family connections in area.
- Flexibility and where possible the ability to carve out a niche of a specific area or areas of practice rather than being purely a general practitioner.
- Client oriented practice where all client's needs are met by attorney's office. Long term client relationships, community involvement with clients, etc.
- Build client trust and serving client needs; understanding peoples' income and being able to work with them on fees; willingness to take difficult cases.

- Flexibility with payment or payments plans for clients and willing to work very hard to reach out to local courts, court staff and community organizations
- Addressing client needs timely and completely. Avoiding excessive fees. Being honest in evaluating cases. Do not promise outcomes. Keep client informed.
- Never talking down to rural clients. Listening to whatever they have to say and working through their issues in a way that build trusts and understanding.
- The attorneys who are most successful in this area appear to be those who either grew up in the area or are associated with long time residents of the area.
- Honesty, HARD WORK AND EXTREMELY LONG hours. The law is a jealous mistress and demands your constant attention if you are to succeed. Back to the soap box.
- They have personal characteristics that do not cause them to be the victim of rural KY close-mindedness. (i.e. they are white, Christian, and heterosexual)
- Rural attorneys gain business over a long time being dependable. It takes patience to build a practice in a small place. In the beginning money will be tight.
- Thinking about the attorneys in my home county, they have to real generalists, but only in a targeted range of areas, which probably varies somewhat by county.
- Ones that are okay with rural life, usually have a family (it's hard to be single in a rural area), or are from that county so they understand the local dynamic.
- They practice family law, take social security disability claims of dubious quality, or take court appointed work of some kind in addition to a regular practice.
- Rural attorneys must be able to multi-task and have excellent interpersonal skills. You have to live with your clients (and opponents) in much closer proximity.
- Willing to treat clients like human beings, being flexible with the type of law you practice, and being realistic about how much you can charge for your services.
- I am bi-lingual English / Spanish. There are very few bi-lingual attorneys practicing in my area, need more of us, as rural population of Spanish speakers grows.
- Adaptable and personable. Wide range of skills to meet varied needs and varied personalities encountered. Willing to be involved in and invest in local community.
- Attorneys must be knowledgeable not only about the law and legal resources but must also understand the local culture including, law enforcement and the judiciary.
- Willingness to be enjoy the perks that rural Kentucky offers (great nature, neighbors, leadership opportunities, etc.), existing family networks in the region, etc.
- Entrepreneurial, local connections, at least one stable income stream when starting out (i.e., spouse/partner income or work as a county attorney or city attorney.)
- They are reliable, personable, trustworthy, competent, and keep their word. If these things are done then work is available for them because clients can trust them.
- Successful attorneys appear to be willing to travel to surrounding counties to build their practices because of the size and population limits of the local counties.
- You have to be willing to work hard and have the ability to have a diverse knowledge of several areas of law instead of mainly focusing on just one area of practice.
- helps to be from that county, need to be involved in community with churches, fair boards, chamber of commerce, etc. run for public office as county attorney or other
- The rural attorneys that I have met are either from the area or they had a lot of money and were looking for a \*cheap\* place to live. They are not concerned with money.
- You have to live here and be in the involved in the local community. You have to be outgoing, accessible, and a human being. Not better than or smarter than others.

- access to affordable health insurance, courts willing to hold remote/zoom hearings so that a solo practitioner does not have to take a whole day for a 30 minute hearing
- Working hard; getting up early and going to bed late and always being prepared. Getting to court on time. Earning the trust of the Judges. Knowing what the Judges want.
- Just being honest, down to earth folks - people who think they are better or above others have difficulty relating to the salt of the earth types found in rural Kentucky.
- The only successful attorneys in rural areas are the attorneys that want to be in rural areas and are willing to adapt to the demands of practicing mainly in rural areas
- They are generalists with court experience in criminal or civil law (family or torts) or they practice primarily in social security, Medicaid and other public assistance.
- Willingness to be a legal generalist and business entrepreneur. Must have a family nexus to get started, or work for a pittance to become established as a clerk or PA/DA.
- A focus solely on personal injury cases. That area is booming. Most other areas of practice are not and there is a decline in available legal services in any other area.
- We want to be there but the system is not set up for us. Every step is harder for rural attorneys. This is only compounded for attorneys with less than 5 years of practice.
- Attorneys are more friendly and clients feel like they can relate to them more because they consider them to be more down to earth because they came from those communities.
- being able to relate to rural clients, good relationships with local attorneys and judges, reputation as most new clients are referrals come from other clients or attorneys
- on both ends of the spectrum, an in person office as folks around here like face to face meetings, but also many people prefer to communicate outside of the office via text.
- Common sense approach to the practice of law. Being active in the community by serving with various volunteer agencies. Conducting one's private life in a responsible way.
- Successful rural attorneys must be flexible and have relationships within the communities. Local rural governmental offices function in a unique manner (I.e. record keeping).
- Patriotism, gratitude (for past sacrifices of “forbears,”) loyalty, devotion to “the law” (jurisprudence) rather than to simple avarice, empathy, desire for public service....
- Cover a wide range of practice areas, consistently do a good job so they develop a good reputation in the community, tend to do stronger if they have lots of local connections
- Need someone who will understand that showing up to court is not optional. The newer attorneys seem to believe that if not paid they can ignore court. This is a minimum bar.
- Being able to relate to folks across the entire educational and economic scale also willingness to assimilate into the community at church, school and in kids' sports programs.
- Community involvement and a willingness to serve the underserved parts of the community while at the same time maintaining a high level of expertise in numerous practice areas.
- Atty must be able to communicate with the client in a way that isn't condescending or intimidating. This is true in any practice however rural areas have are especially difficult
- Flexibility in scheduling and working with mobility issues, seeing the big picture of the needs the clients need and assisting in networking with referrals for meeting all the needs.
- Good relationships with other members of the legal profession, vast knowledge of the law, ability to communicate with individuals of different backgrounds, firms with greater capital.
- They get jobs in the public sector so that they can have steady income and health insurance. Unfortunately, that is the definition of a successful lawyer in rural practice these days.
- Work ethic and people skills (ability to attract business) are key. Legal knowledge and experience can be taught by the firm. Meaning: the things that law school did not teach them.

- Outgoing and personable. Attorneys in rural areas are called on to be more than legal counsel. Things such as little league coaches and speakers at community events are also expected.
- it is necessary to reduce fees in these communities. usually you are left with unpaid bills at the end of the case, which makes it less attractive to even take the cases to begin with.
- In more rural areas, flexibility seems to be the key. It is getting harder to specialize in only a couple areas of the law in rural areas. You have to be more of a general practitioner.
- The same characteristics as successful urban attorneys: intelligence, drive, work ethic, etc. What doesn't seem successful is attorneys who participate in a race to the bottom fee wise.
- Those that concentrate on limited areas tend to establish easier and are more successful at not spreading themselves too thin. However, this may lend to times that income is unreliable.
- pleasant personality; willingness to deal with disadvantaged clients; desire to become a part of the community fabric; desire to get to know other lawyers and the judges in the community
- Have rural connections and some understanding of the people and the area. They are willing to live in a rural area and be satisfied with what is offered in small town and rural practice.
- Most seem to have been born/raised in rural communities, even if not the same in which they practice. There is a tight-knit courtroom culture that is difficult for an outsider to penetrate
- They became lawyers because they wanted to help the people in the area. Young lawyers want to handle big money tort claims but not the other matters the people in the area need assistance.
- Most often knowing people in the area to get calls for cases. Can make it harder for outsiders to come to a community of need if they are treated differently for not being from a community.
- The ability to cover a wide variety of practice areas. It would be difficult to be highly specialized. Also, clients who are willing to hire attorneys are often in need multiple service areas.
- The same characteristics as all attorneys. Being diligent and not lazy, knowing the law, caring about the outcome of the cases, engaging in client communication, being personable, being honest.
- Being personable and involved is key to being successful in rural communities. However, young attorneys are not as interested in being involved in the right parts of their community any longer.
- They typically 1) have a desire to live in smaller, rural areas; 2) are independent and want to open their own firm; and 3) are interested in practicing the area of law needed in the community.
- The most successful attorneys in rural areas are those who are from that area, grew up in that area, and went to high school with their potential clients. Outsiders have trouble gaining traction.
- Well-known in the community, well-established (preferably born and raised there), provides results to clients, works tirelessly to keep their practice afloat, general practice draws more business.
- Willingness to take payments instead of paid in full up front, flexible hours, understanding the needs of less educated and impoverished people and the struggles of understanding the legal process
- honest, humble, interested in preserving the rule of law and the legal system as an essential part of our democracy. I think it's key that attorneys feel an obligation to provide services to people.
- Need to have a diverse knowledge and understanding of rural people's outlook, the prevalent economies affecting rural areas, have an understanding of rural social mores, and be approachable locally.
- The attorneys that have an understanding of the needs and desires of a rural community tend to get along best with its residents. Rural communities tend to be wary of outsiders from what I have seen.
- Long-time relationship to members of the community, i.e. family, long time residence, social contacts. Active in the community, i.e. church, civic organizations, fire department, etc. Outgoing personality.

- Attorneys who are successful in practicing in rural communities are closely connected to the community. They know community leaders, political and business, and they participate in civic organizations.
- Efficiency, ability to relate to clients, interpersonal skills, casual, informal. Usually they have to have a knowledge of the people involved in the judicial community. It is all about who you know.
- Be accessible, honest and only do the kind of work that is consistent with the skills you have. Be able to recognize what kinds of work you don't need or want to do, and have the discipline not to do it.
- Connection and ties to the community either because they are from the community or they have built their career in that community and have demonstrated their commitment to serving the community over time.
- While I am a judge in Pennsylvania, my area is semi-rural. The successful lawyers are the ones who are willing to take a practical approach to their client's issues as opposed to a drawn out legal battle.
- Successful practice in a rural community requires community involvement and visibility, plus the ability/comfort in taking whatever type of work comes in the door. The ability to be a jack of all trades.
- Ties to the community, broad experience/ability in non-civil litigation matters such as wills, real estate, small business transactions, municipal and quasi-governmental agency work, domestic and criminal.
- personable and have a wide range of knowledge on various practice areas: real estate, probate/estates, estate planning, personal injury, corporate setup, criminal, adoptions/domestic, disability, and taxes.
- Quick thinking, able to communicate with a wide range of people without talking down to non-lawyers. The ability to learn the relationships between people in a small community that affect outcomes in cases.
- Longstanding positive reputations. There is a heavy mistrust after a well publicized rural attorney that was arrested for social security fraud that negatively affected several families in these communities.
- In many ways, the attorneys that practice in Mercer and Boyle counties that I know are required to practice in broad areas of civil, family, estates, etc. Having such a broad area of expertise is challenging.
- Collegial attitude. Appreciation for the value of small town practice. Desire to reside in an area that is suburban. Recognition of local values and willingness to learn new ways of connecting to clients.
- Willingness to try cases. Willingness to accept second-chair status in litigation cases. Not enough clientele who can pay. Overcoming coolness of rural judges to outlanders from cities practicing in their rooms.
- I am a recently retired judge, but formerly practiced in my home county and nearby counties. There are fewer attorneys so the remaining ones have to be able to do MANY things, rather than developing specialties.
- Willingness/ability to offer a wide range of services to meet the legal needs of a broad client base (able to handle real estate, contracts, criminal and civil matters as they come up for existing/known clients)

- Clients tend to want to have a sort of personal relationship because in most cases they know the Attorney or his family. The really good rural Lawyers recognize this and spend a little more time with the Client.
- I think it is really the same thing that makes a successful attorney anywhere else. Do good work, become active in your community, build a good referral network, and jealously guard your reputation at all costs.
- Longstanding membership in the community - generationally transcendent reputation (your Daddy represented my Daddy); significant recurrent business or retainer client that enables the Law Office to accept reduced fees
- Either their heart is in it and they see the opportunity as more than a “job” but a cause, or they have a “connectable” personality. Also, I have found having someone from the general area seems to help with retention.
- Self motivated, good relationships with the bar and Court, efficient, recognizing that the rural practice and financial considerations are different than in Louisville or Lexington, effectively communicate with clients.
- Ability to address diverse needs--can prepare a will, probate an estate, practice in family and draft contracts (as an example). Friendly, affable, involved in the community. Willing to travel and have good office support.
- If their daddy was big time in the small town they eventually be a judge. Well, that applies to big towns as well. Most of the successful small town attorneys have a practice to step into when they graduate law school.
- Attorneys in a rural area have to willing to drive a bit to make a practice successful. I believe you have to be "in the trenches" with your clients more than attorneys in larger areas, and have fewer social boundaries.
- They need to build trust in the communities, and it takes time. Despite being able to build up a good reputation through online reviews, etc., the biggest driver of my business is attorney referrals and personal referrals.
- Attorneys must have knowledge in a number of areas - their focus cannot be singular. They must be willing to travel. They need a partner/spouse that has a living wage, and be able to manage childcare issues if necessary.
- Professionalism and finding a steady source of supplemental income from a part-time legal job to support their practice. Very few, if any, can keep a practice open solely upon the fees they receive from a private practice.
- Community name recognition. It somehow does not seem to matter to clients if the attorney is decent at all as long as they are well-known in town. Clients think they have more pull with the judge, even though that is false.
- Strong connections to the local community -- through family, church or other history. I think it is difficult to break into a rural community and be accepted, without some history with -- or ties to -- the local community.
- Being firmly cemented in the local power structure, unfortunately. You can address lack of legal services in rural areas when you address the poor attitudes and practices accepted by the local bench in many of these places.
- They live in the communities they serve and have extensive knowledge of the courts in those communities, as well as extensive professional and personal relationships with many of the attorneys and judges in those communities.

- My observations of successful attorneys in rural areas is that they are well-connected to their community, understanding the community needs and the community itself. They also seem to be skilled in multiple areas of the law.
- They don't specialize in one area but rather take "whatever comes in the door," or they become widely known by opening multiple offices throughout the area and can then specialize in one area of law due to being known for this.
- In areas where the number of lawyers is low, counsel must be general practitioners. As a result, when those practitioners attempt to practice in a more specialized area, more patience is needed to bring the lawyer more current.
- Many are originally from the area, but that is not always the case. We are in such dire need that anyone who hangs a shingle would probably be successful. Use of the internet and websites has greatly helped many be successful.
- Connections to clients who are able to pay for services. There is a large unmet need for legal services by those who have no ability to pay for or hire legal services. The state reimbursement rates do not cover office expenses.
- Before my current job, I worked in a more rural community (Corbin - Laurel, Knox, Whitley). Successful attorneys were those who were able to make many different kinds of community connections outside of "just" the legal community.
- The most successful attorneys have to have a history with the area. Even those who do have a long-standing connection (e.g. he or she grew up in the county) often can't make enough money to pay student loans or provide for a family.
- I live in Whitley County (southeastern Kentucky). Basically, every attorney here is a personal injury/ government benefits attorney and looking for quick money. They give the legal profession a bad name. It's a horrible situation.
- Willingness to take almost any case. I worked in a larger area until just recently, but moved to Pendleton County and decided that I would like to try small town practice. I earn enough money for my needs, but if I had large loans,
- It seems that most of the successful attorneys handle a wide range of matters that come in the door - criminal, family, wills, and civil work. Many of them are solo practitioners or only have a partner or two, and a lean support staff.
- Adaptability and confidence without condescension. It has been my experience that clients in rural areas want a lawyer who is confident, but not one that talks down to them or treats them as lesser citizens because of their environment.
- You have to travel constantly and you have to be able to do a lot of different areas of the law. You also have to navigate the politics of living in a small area where people get upset if you file a case against someone related to them.
- Have an 'in' with getting subsidized by having state funded assignments and job postings. Being 'old money' practicing and passing to next generation and forcing younger attorneys 'out' or limiting their practice and Court appointments.
- Most of the attorneys limit their practice to areas where they have experience and expertise. I think that limiting your area of practice plays a key role in your ability to succeed and to represent your clients in the most competent manner.
- Attorneys who are knowledgeable of the law while being able to navigate the very political environment it has become. COVID greatly impacted the function and efficiency of the courts and has created a hiding place for incompetent attorneys.

- Ability to accept low fees for clients with limited financial resources. Willingness to spend time educating clients about the applicable law for the situation. Generally, approachable attitude. Somewhat outgoing - active in community events.
- Local attorneys in Madison County that I know from having been raised there seem to have deep roots in the county with multigenerational name recognition and/or success from a long career of being a lawyer in a relatively small pool of lawyers.
- Delight in the counties and their populations, pride in Eastern KY/SE KY, rural communities, strong network of "big law" friends to lean on for resources, second opinions, membership in AHLA or another specialty association to provide education
- Local connections, personal, political and social. Other sources of income or wealth as a backup for their income. Somewhat exclusionary to the newer attorneys in town. Connections to judges, clerks, etc. impacting the outcomes (home-cooked issues).
- Being an active member of the community itself, building a reputation for trustworthiness and hard work, and the ability to assist clients with matters in several practice areas (or point them to someone who can help with something you can't do).
- I believe rural practitioners are successful when they are flexible, well versed in a wide variety of general practice issues, have reasonable expectations of income potential, have low overhead, have a spouse earning a living wage with benefits.
- Must be actively involved in the community and willing to give back. Volunteer service for charitable organizations and networking organizations, like Rotary, Lions, etc., provide a means of giving back, while promoting yourself at the same time.
- Here hardly any atty makes a living just on private practice. Must also have govt work (part time prosecutor, city/tax district/school atty, GAL appts, etc.). Always have had people wanting me to do legal work, but they don't have means to pay.
- Desire to commute to or live in the rural location. Mentorship and/or sponsorship by lawyers in the community. Encouragement from law school(s) to practice in underserved geographic areas rather than tracking as many grads as possible to big firms.
- Flexibility and adaptability. I have also observed that when an attorney is familiar with the people and community he/she serves, it is very helpful to maintaining their practice, especially when they understand the norms and customs of the community.
- Personable, vested in the community, know the community, involved - strong family ties. There has to be a strong connection before someone sets up a practice in a rural community, then he/she has to be willing to take whatever walks through the door.
- The most successful attorneys are either: 1) the attorneys with the highest advertising budget; 2) the attorneys with the largest "network" for getting cases (often the same as No. 1); and 3) the attorneys who are from the area and who are established.
- Attorneys from that area or practice solely in that area. Hometown advantage is very real. I've personally noticed this in Family Court in Meade County, and somewhat in Daviess County. On the other hand, Woodford County is very fair if you practice well.
- They already have established relationships with the people in that area, and are forced due to the simple economy of scale to be knowledgeable in a vast array of areas of law in order to compensate for the reduced number of cases of any specific "type."
- I reside and work in Ohio and do not do private practice anymore. However, when I did, I observed that attorneys who had "real-life" experience, other professions before becoming an attorney, seemed to have more success with clients in rural communities.

- Flexible; willing to help individuals when there is a very low likelihood of receiving fees equal to amount of time spent in case; willing to handle a wide variety of cases, at least early in practice; being able to communicate in the same way as clients.
- Combining appointed cases with private cases and often a part time position with a county attorney's office in a surrounding county, appearing in cases for firms out of larger cities, also doing title searches or otherwise diversifying their practice areas.
- The most successful (financially) are personal injury attorneys or make personal injury cases a significant percentage of their practice. Others are employed at least part-time as prosecutors. The rest are constantly struggling to collect fees from clients.
- Ability to juggle various areas of the law; ability to manage on a lower income than if they were in a city; ability to manage physical access to the courthouse (courthouse proximity); proximity to clients; ability to connect with clients on a personal level.
- Willingness to put in the time the work requires, knowledge & experience, respect for the profession & its members, willingness to take on tough cases, good courtroom skills, good relation with Courts, self reliance, community involvement, knowledge of civil rules.
- Being at a professional level equal to or above those in urban areas. Not suffering from a lack of technology and antiquated styles of practice (fax, typewriters, non-modern ways of doing things). Getting a quality client and staying consistent in great service.
- Well, you have to have a good reputation and they starts with returning phone calls to clients and generally knowing the law pretty well. There are so many clients that tell me other attorneys are idiots or give advice that is completely wrong or strategically in error.
- The ability to practice in many different areas. So many people in bigger cities (Lexington and Louisville, in particular) are able to focus on one type of law, but every attorney I know from back home practices just about everything, and they appear to do so seamlessly.
- The lucrative practices like personal injury are very popular and competitive for lawyers.. Legal Aid and the Public Advocacy Attorneys are underpaid and in shortage .I was a Public Defender in past and so was my partner who left due to lack of advancement opportunity.
- All of the successful attorneys around here started out working with experienced attorneys or firms who wanted to invest the time in new associates. Thank God for my three years working for Pete Gullett. I am a retired District Judge, no law practice but active law license.
- Providing services to clients on a timely basis, responding to clients' requests for information and updates in their cases, furnishing clients with copies of all pleadings and correspondence received/sent in their cases and keeping informed as to the current state of the law.
- The struggles of making a living and meeting deadlines, dealing with clients, court appearances, etc. seem to side track some lawyers. Those that are successful seem to be able to find time for themselves and keep the practice in perspective. It seems to overwhelm some people.
- Taking almost any case, regardless of ability, and "faking it." I have wanted to specialize and know what I am doing, for example avoiding bankruptcies without experience with them, and had less financial success than those who bluffed their way through almost any type of case.
- Attorneys with independent financial support. Attorneys with more knowledge as to practicing in a traditional, small setting (UK/UofL focus on producing corporate-type attorneys). Attorneys who begin practicing in an established practice vs. attorneys who do not have this luxury.
- I can't say the actual practice of law is that different. It's always helpful to know people, but I don't know that there is that much of a substantive difference between rural and more urban practice. You learn how things are done and work within the system. That's true everywhere.

- Must be willing to do everything that a potential client may need, from the most menial of tasks to the search of real estate titles, and understand that there are very few high dollar cases in the area - for those cases, clients gravitate to cities for attorneys who advertise heavily.
- Diversify practice, be willing to make less than a teacher, be willing to accept services such as yard mowing, baking or oil changes as payments and hope your student loan providers accept an IOU when the KBA and Bar Counsel put on a seminar on how you should sue for payment of services
- I think successful attorneys practicing in rural communities are those that have integrated themselves into the community and form a bond with the citizens of that community. It also helps if they have a way to earn at a similar rate as those attorneys who practice only in larger markets.
- Most attorneys that I come across in rural areas are either (a) generalists, meaning they'll handle whatever comes in the door or (b) personal injury attorneys of some kind (civil PI, workers' comp, social security, etc.). The successful attorneys, it appears, have roots in the communities.
- They need to live in the area, understand the needs of the local people and plan to have a full time office. Attorneys from other areas that try to open a satellite office, practice in a rural area the way they do in a larger city and split their time between offices do not last very long.
- They approach building a practice as something you do through word-of-mouth. If you treat people right and do a decent job for a fair fee, you will become their "family attorney" and they will refer more work to you. They are collegial with other members of the Bar and not confrontational.
- This area is comprised of legacy lawyers...firms that consist of grandfather, father, sons, etc. They are the long established family lawyers. In the larger towns nearby, the local bar is very cliquish. It is hard for a solo practitioner and a newcomer to be welcomed into the legal community.
- Practicing in multiple counties. Identifying a specific area of practice. That doesn't help locals, but it can lead to a successful practice for a lawyer in a remote location. With rural high speed internet one can be where ever they want. I would be in a rural area if my wife would let me.
- I think the most successful rural attorneys are those that are solo practitioners who have legal staff do much of the automated or template-based work. Those attorneys might have one attorney they use in addition to themselves, but typically the less the overhead, the better the profit/success.
- I think the ability to relate and understand the unique perspectives of the rural communities we serve is vital. My firm handles a many uneducated clients and clients in poverty and we have to be understanding of that and go the extra mile to relate and explain the legal system to our clients.
- Willing to travel some and be rather flexible in their areas of practice. Pretty much the same attitude and approach that made attorneys successful in Louisville when I practiced there for 20 years. Don't take yourself too seriously, be willing to listen and learn. Respect the court and the clerks!
- Beat down, over worked, and underpaid because due to socioeconomic challenges of the region, we depend on large case volumes to make ends meet. There is not a shortage of lawyers, just a shortage of clients with the ability pay attorneys the fair market rate as compared to other comparable regions.
- Cross training. Specifically being able to accommodate a diverse clientele with legal needs that spread across multiple practice areas. Networking is also important in order to both receive case referral and to make referrals for potential clients whose legal needs are outside there realm of expertise.
- Attorneys need to be actively engaged with the community. Most advertising locally is word of mouth, and if you're not known in the community you will get very limited business. Additionally, if you neglect clients, or cases, that reputation will spread quickly and be nearly impossible to overcome.

- Resourceful, cooperative, not afraid of a challenge, Mostly attorneys in these situations have to be willing to learn things they don't already have experience in as the shortage of attorneys means that existing attorneys must take on cases which they are unfamiliar with because no one else can or will.
- Ability to competently practice in a wide variety of areas --i.e., willingness and ability to be a general practitioner -- which is becoming increasingly difficult and risky. You have to be willing to take on cases you might not enjoy from a quality of life standpoint -- i.e., criminal and divorce/family.
- Successful rural attorneys in my area are personable and relatable to the client. Provide competent representation while educating the client throughout the legal process and ensuring the client is well versed that negative outcomes are a possibility, no matter how well the client's attorney represents them.
- They must cover multiple practice areas. They must maintain a network of people to get advice and support on how to handle matters for which they are not highly-experienced. They must decline service to clients in practice areas they do not feel comfortable, and maintain a referral network for such clients.
- The attorneys I know first had some kind of connection - whether going back to a home county OR hooking up with an existing practitioner who needed or wanted help. After that, they were willing to do a varied practice so that they met the many needs of a small community (family law, criminal, probate, etc.).
- They usually have two practice areas- (ex: criminal and domestic) and either have a couple partners or if they are solo, they have agreements with other solo practitioners to help cover or stand in if scheduling conflicts arise. They are usually from the rural area they serve which increases their client base.
- Generational attorneys seem to have the most business. Difficult for new attorneys/attorneys not from the area to make inroads in obtaining clients due to closed off nature of current population, as the majority of citizens grew up in the area and therefore feel more comfortable with the generational attorneys.
- Willingness to make connections with local practitioners, willingness to go into communities and meet with folks/travel to houses, openness to partnering with local organizations (I provide services at a legal aid entity so this is critical to serving our rural clients), more mentorship opportunities in rural areas
- Name recognition as a person/family that is trustworthy and will help you out. People that live in rural areas do not trust those that are not from their area or another rural area--they don't trust those from the city. You need to be someone that came from that town/area and went back or your family is well known.
- 1. Being born there 2. Coming into an already prosperous established practice through family relationship, whether by birth or by marriage 3. Unhealthy levels of back chatter and ex parte relationships between attorneys and judges 4. Political connections with various local governmental officials and regulatory board members
- I practice in a family firm that was started by my grandfather in the early 1940s. That helps a lot. Being from this area and having a certain name recognition helps as well as understanding the people from this area. Were I to come here and hang a shingle it would be tough especially if I was unfamiliar with rural living.
- In my opinion, attorneys who are open minded and willing to handle a diverse caseload would be successful in practicing in rural communities. Additionally, the attorneys would need to accept that

while they may make less income in these rural communities, becoming a part of small community has rewards beyond monetary success.

- Willingness to work with clients with multiple needs (domestic, probate, torts, real estate, etc.) and spousal support (I had a very talented young lawyer who wanted to come to work with me when I practiced in a small western KY county but he said his wife would leave him. She ultimately did anyway despite him not returning home...)
- I do not practice in a rural area, but I grew up in one and routinely go home to visit and have worked on matters in the past with one or more local attorneys in my hometown. I believe that the rural attorney has to handle or address more variety of legal matters, including both civil and criminal, than most attorneys in urban areas.
- They know all the people in their HOME county. They also know the Judges, Commissioners, County attorneys, Commonwealth Attorney (and assistants) and Court personnel in their regular Circuit of practice. They recognize real world conflicts and often refer cases to me as I don't live in the any of the rural counties where I practice.
- I have not observed enough attorneys in rural communities to provide feedback but I suspect that competence and trustworthiness would be critical characteristics for an attorney to be successful in a rural community. Additionally, the ability to relate to clients and meet them where they are would seem to be critical for a rural practice.
- Good, rural attorneys have a strong work ethic and serve the needs of the community. We have a lot of needs in our small communities so as long as you try to be helpful to people without charging exorbitant fees you will be successful. Word of mouth will develop your business quickly so long as you are good to the people in your community.
- Willingness to work -- most young attorneys expect to earn top dollar without putting in the work to do so. It takes years to build a successful practice and willingness to represent anybody. You have to be willing to listen to clients -- a rural community encompasses more than giving legal advice. You have to willing to talk to the clients.
- The people that I went to law school with that practice in rural communities in Kentucky grew up in the communities in which they now work. I personally think it is difficult for people in rural counties that need to hire attorneys to accept "outsiders". And if we are being honest, that may extend to the judges and others in the legal community as well.
- The lawyers in our county tend to be more polite and get along better with each other than lawyers who come here from Jefferson County to try cases. I attribute this to the overabundance of lawyers in Jefferson county who are in competition with one another to get clients--the same thing happens when you put 100 goldfish in a bowl and give them food for 10.
- Becoming associated with an established practice. Rural communities do not appreciate change and are hesitant to go to a "new" attorney unless an established one vouches for them. Good work ethic--people know when the attorneys are in the office early and when they stay late. Most people are unable to take off from work during the day to meet with an attorney.
- They are the only attorney available so they have great practice. There is no incentive for a non local attorney to practice in these areas. Any type of panel work/appointed work is so grossly underpaid by the state that there is again no incentive to work in these areas. It is as if the State has little to no regard for the work that an attorney does to help the community.
- I practiced and lived in Hazard, Perry County for 11 years, to be successful you must be engaged in community service, participate in community events, take pride in being a part of the community and be a great listener to understand how the community operates. You can't act like you know better than community members or leaders just because you are from the city or are educated.

- Successful attorneys in rural areas must find creative ways to enhance income. The income generated by my Office derived from Edmonson County is less than five percent of my gross income from practicing Law. Poor people can not pay a lawyer the fees required to maintain a responsive and professional Law Office. Poverty is the overwhelming issue in the rural area where my practice is located.
- They are willing to serve as Local Counsel for Louisville attorneys, have good web presence, and specialize in a field. They also appropriately litigate cases to the extent that there are no back room deals being reached outside of the presence of the client, abide by the Civil Rules, exercise due diligence in the way of issuing subpoenas, propounding discovery, and adequately preparing for trial.
- Usually being from that particular area. I practiced as a legal aid attorney in Kentucky's central and eastern rural counties at the start of my career. The clients were a lot less trusting of me than of my co-workers who grew up in the area. I am also from Appalachia, just over the Ohio border, but I was seen always as an "outsider." It was very difficult to live and practice in Eastern Kentucky.
- Frankly, a confluence of as many of the following as possible: whiteness, maleness, conservative religious affiliation, aptitude for navigating "good-old-boy" systems in both practical and political capacities, folksy personality, as well as a substantial familiarity with the concerns of agriculture, dynastic business successions, and the struggles of those living in inter-generational rural poverty.
- The expense of having a legal office (and student debt of the attorney) v. the income potential in rural communities makes it difficult to "Cash Flow" in practice. Smaller community client availability and ability to pay for services is a difficulty. Also, older attorneys are often practicing in the more rural communities and it makes mentorship difficult when technology has so changed the practice of law
- Family ties in the community prior, community involvement in a multitude of different organizations, good work ethic and always returns calls, being accessible and approachable, being involved on non profit boards, doing significant pro bono work, building relationships and not client base, having a good reputation for being kind and treating all people with courtesy and compassion, being honest and trustworthy.
- Ones that are not literal dumbasses. It is hard to find a newer, rural lawyer that knows how to do research, write intelligently, and make an oral argument about the law and not fairness or "my client is local". Anything outside of that is a positive characteristic. Also, having them clerk and be mentored by good rural lawyers is key. When I started in London, I had excellent mentors, who were great lawyers.
- Maintain professional appearance, competence, reliability during both the work day and in after hours time. Attorneys who are perceived as moral, upstanding citizens, including in their personal life seem to have more and better clients. In small towns and rural areas, people learn quickly about those attorneys who drink excessively, or have other moral issues and do not place a high value on their professional standards.
- Since attorneys in rural communities tend to be solo practitioners, not only do they need to know how to be an attorney, but they also need to know how to manage a business. These are two very different skill sets (ideally each would be supported by graduate degrees). A rural attorney could be the best attorney in the nation, but if they know nothing about business, their firm may not succeed or at least may not be flourish as it should.
- Broad legal knowledge, ability to handle various areas of law, but willing to refer out cases that are beyond their area of expertise. Many young attorneys will take every case that comes in so they can pay their bills and end up being overworked or handling matters that they are not capable of

handling. It is important to be a good business person, hire good people, use technology to your advantage and know your strengths and limitations.

- The problem facing rural practice is the Bar permitting foreign attorneys to advertise. Once upon a time, if one was a good lawyer in a small town the attorney would be able to get a trucking accident case every now and then. Such a country lawyer was well to do and had a general practice helping rural folks. Today, law firms that advertise nationwide are stealing food from rural attorneys and depriving rural folks of having their own attorneys.
- Perhaps the biggest is people who actually want to live in a rural area and be a part of a rural community and help the people there. Many people in modern times, particularly educated and elite people, despise or look down on rural communities, rural people, and rural ways of life. To be successful in these areas, attorneys cannot have this attitude. Despising people you are serving, their heritage, and their way of life is not a recipe for success.
- From the community or a similar community. Those interested in raising a family outside a city environment seem more likely to want to be in semi-rural places with a good school system and opportunities for spouses and they often do well once settled in. They have to be willing to commute if they're going to be litigating much and that seems a larger part of the practice in communities where there aren't big estates, or boards, or institutions, to work for.
- They have to "fit in" in terms of lifestyle, for example they can't send their kids to school out of the county. If they didn't graduate from the high school in that county, they "aren't from here". They need to be involved in the county for altruistic reasons. Locals can tell if involvement is just PR or for show. If they go to church that's a plus. They don't need to be the best lawyers, but they need to sincerely care the most. They can't charge what lawyers need to charge.
- They are willing to work long hours and seven days a week if necessary (especially in the first 10 years of practice); they make it a point to get along with other attorneys and act professionally; they successfully co-counsel with other attorneys on cases as necessary and have a network of other attorneys who, if necessary, will cover motion hour. They establish good relationships with court staff and strive to deal honestly with other attorneys and judges. They are ethical.
- DO THE PROPER RESEARCH ON CASES THAT COME IN. IF TAKING A CASE TELL THE CLIENT WHAT YOU TRULY EXPECT YOU CAN ACCOMPLISH AND NOT FEED THE CLIENT A LINE THAT YOU KNOW YOU CAN'T EXPECT TO DO. KEEP THE CLIENT INFORMED AND RESPOND TO TELEPHONE CALLS FROM THE CLIENT. MOVE THE CASE FORWARD AND DON'T LET IT LAY. IF YOU ARE BEING PAID HOURLY KEEP GOOD TIME RECORDS AND MAKE SURE THAT THERE IS A SIGNED FEE AGREEMENT. BE VERY AWARE OF THE CALENDAR IN EACH CASE SO AS NOT TO MISS DEADLINES.
- Typically, they either grew up in that rural area or in another area, so that they are used to the environment. I also believe it is hard to recruit younger attorneys to a rural area, especially if they are single and/or have no connection to that area. Once a rural practitioner settles in to the community, I find that most enjoy the practice. If some younger attorneys fresh out of law school and/or law students were exposed to a rural practice, they may find they like it and stay.
- It appears that the key to success for rural attorneys centers around authenticity. The more an attorney is open, earnest, and frank with their clients and potential clients, the more success and satisfaction that attorney will ultimately garner. Practicing in rural Kentucky is all about maintaining good relationships with as many people in the community as possible. This demands honest dealing and sincere responses when called upon; everything else comes down to preparation and a willingness to learn.

- Become "invested" in the local community and local people. Become involved in local community organizations. Possibly put themselves forth to serve as in elected and/or appointed positions in government or on boards of directors. Sponsor events and organizations in their community. Make themselves available to local media. Advertise using local media outlets. Office does not need to be a big, fancy office, but needs to present professionally, and preferably be located with high visibility to local residents.
- I would emphasize again that I am now retired, and some of my answers here look backward to when I was in active practice. I largely defended corporations in employment matters, and often practiced in rural counties, against local practitioners who represented plaintiffs. It seemed to me that those who did best had deep roots in their communities, were well-connected with court personnel, but were hospitable and courteous to opposing counsel who, at times, could be sources of referrals or engagements as local counsel.
- It has been 13 years since I left private practice in rural counties, but successful attorneys were primarily ones who were local and established. Building networks was critical to success. Also, it was difficult to make money because the clientele was so economically depressed. When I left, I walked away from over \$20,000 in outstanding orders for payment on a variety of GAL/divorce cases because the parties simply did not have the money and it was not worth the time or moral anguish to file to enforce the fees owed.
- It is very difficult to specialize or even limit your practice, therefore the small community lawyer has to be versatile and willing to accept a variety of matters in order to generate sufficient income to maintain his/her practice. They must be willing to engage in the community and often must accept some sort of part-time public service job when available. Because of potential conflicts, many must be solo practitioners which require a certain willingness to accept risk and ability to manage a business while practicing law.
- Knowing the area and the local community is important. The "out of town attorney" dilemma cuts both ways. Many people put more trust in attorneys that aren't part of the local network, i.e., that perception (misplaced or not) that all the local attorneys just look out for one another and aren't always working in the best interest of their clients. However, as an out of town attorney, I also see a little bias in how I am perceived before the local bar, judges, and juries. I don't always "fit in" or feel as if I am on equal footing.
- The attorneys I know in rural areas who are successful are big names that draw from a wide area. That takes advertising (\$\$\$) and years and years of building a reputation. No one wants to sign up for unstable, lean years in the beginning. Additionally, all the ones who made a lot of money working for regular people went to prison for fraud. I don't think it's very easy to build a successful, ethical practice that serves regular people. When my relatives ask me for a referral, I usually tell them to contact someone in a larger city.
- Generally, the attorneys that perform well in these rural areas are those that are already familiar with the areas, communities, and needs of the clientele that exist here. In other words, attorneys who come from these areas and return for work here seem to be those most adjusted and successful in their practice. I believe this is due to the unique challenges faced by clients in these areas, as well as their social habits and culture which can be difficult to adjust to or address for those who are not familiar with such things personally.
- Always willing to answer a free legal question at the gas station, grocery store, or ball game with no recognition from the KBA for "pro-bono hours." In a rural practice, a lawyer doesn't have the time to keep up with such. It's a little unsettling that the KBA recognizes lawyers from firms with support staff and time to give back - on the lawyer's schedule. A rural lawyer can't go anywhere

without being asked a legal question. Almost without exception, the same lawyer smiles, answers the question, and asks how the person's family is.

- Affiliation with an established attorney who will help mentor the new attorney. Let's face it; law schools do an abysmal job and teaching lawyers how to practice law. New lawyers need hands on experience in filing pleadings, hiring assistants, escrow accounts, and so much other practical, day to day knowledge that they have no idea even exists. After that, involvement in the community through civic clubs or organizations. Successful networking with other professionals which goes beyond showing up at community events and glad handing people. Humility.
- They must be self-motivated, willing to be active in the community and willing to work hard to establish a practice. A lot of the younger lawyers are working for the county attorney or Department of Public Advocacy to gain assistance with the payment of loans acquired while in college and law school and then do not enter private practice after the end of that benefit. Additionally, the cost of health insurance for small forms or solo practitioners is astronomical and unless there is a spouse who has insurance as a benefit it is difficult to work in a smaller firm.
- Winchester has gone through several attorneys since I began my practice here. Some have retired, and then some of the younger members of the bar have made the choice not to stay in Clark County and have left their job. I believe this is likely due to Winchester itself and less to do with the legal community. I live in Fayette County, but enjoy having my practice in the smaller community of Winchester. You do have to be able to sign on for a commute, but the benefits of the small town practice far outweigh what it would cost me to run this same practice in Lexington.
- It depends on the county and area of the state, but most counties have at least one successful personal injury lawyer. That perception is that lawyer has a tremendously close relationship with the local circuit judge(s) such that successful evaluation of those cases as a defense lawyer requires intimate knowledge of local political connections and kingmakers. Most counties also have a lawyer or two who represents the local bank, the school board and other small and medium-sized businesses. These lawyers are typically respected and trusted by everyone within the local bar.
- Accessibility to clients, most specifically the challenge of being able to be fairly compensated for the value of the legal work while practicing in geographical areas that by nature are not high income areas when compared to cities and more urban areas (this is an extremely difficult balance to achieve). An attorney needs to be community minded and active in the community to increase visibility. An attorney must also be able to talk to and interact with people who are of very different backgrounds because small communities tend to mean you interact with all kinds of people.
- The ability to establish a core client, e.g. local bank, local manufacturers, school boards, planning and zoning board, governmental bodies, is critical to long-term success, as it provides a reliable, steady income that ensures practice overhead is covered. Such a client also bolsters the reputation of the attorney or firm within the community. When too many of these positions are lost to in-house counsel or out-of-county firms, it has an impact throughout the local communities. It can also be problematic when one attorney or firm establishes a monopoly on that type of client.
- Depends on the definition of success. If it is to truly serve the client, then patience, humbleness, empathy, and leadership. The majority of my clients are 'sick', and need treatment and assistance, not jail or losing their children to a parent or the state. They don't have any money to hire counsel. They don't have money for counseling, or help. They are very 'needy', but only because society has shunned them and the people they do have in their lives aren't good for them. It's a vicious cycle and our judicial system does not have the tools and procedures to slow or even stop it.
- Their parents had been attorneys, or continue to be, having built a practice in a time prior to the saturation of the legal practices market; individuals with family who are established business owners; access to mentors who are ready, willing and able to share knowledge; attorney enjoys a

spouse whose job provides access to health insurance and other benefits that are financially inaccessible in private practice; judges tend to give more time to attorneys with sociopolitical connection to complete work, and sometimes bend over backwards to not make a negative ruling in the presence of the public

- In colleagues who practice in rural counties, I've seen a strong commitment to the overall well-being of their communities. They serve on a number of different boards or volunteer with local non-profit organizations, sponsor youth sports or arts, and invest significant time and energy into caring for their neighbors. This is despite often much lower salaries and much higher workload than they could expect in Lexington or Louisville. While this makes them fantastic community members and dedicated advocates, it leaves them dangerously vulnerable to burnout and neglect of their personal lives and families.
- Usually they are from the county they practice in or have a monopoly over certain practice areas. I would love to work in rural counties, I want to live in a rural community and hope to do so soon, but lack the mentorship or community ties to break into those areas. If I stick with criminal law, I am also unsure of what opportunities are available to me in those counties. If I practice civil, I lack the professional connections and am unsure if the local attorneys would be receptive to hiring an associate (it has been my experience that many don't hire and like to practice on their own or a few partners)
- VERY diverse in practice areas, which at this point, gets into competency issues. All areas of practice are becoming so specialized and technical, that it becomes difficult to practice so many areas of law. BUT, that presents opportunity in rural counties, being able to focus on some core areas leaves opportunity for other attorneys. I think good technology helps too, because in rural practice, you are on the move a lot, going from county to county, probably covering 4 counties in order to survive. Cloud based storage and mobile tech become paramount. It is for me and I'm in NKY, but still cover 5 or 6 counties.
- The ability to wear lots of different hats and to practice in many different areas of the law. For example, our attorneys tend to represent individuals, small businesses, farmers, public agencies, local municipalities, and non-profits in a variety of different matters and transactions, including litigation, corporate transactional work, human resource issues, and so many other things. You've got to be able to do lots of different things to survive in a rural area. Plus, at the end of the day, you've got to be able to get the job done for your client - and that may require you to step outside of your practice comfort zone at times.
- I live in a rural county, but I am in house counsel so my observations are anecdotal instead of based on experience. For an attorney to be successful in a rural area it requires a great deal of grit, determination, willingness to practice multiple areas of the law, and sacrifice. Especially sacrifice of income. A lawyer simply cannot make the same amount of money in a rural area as they can in an urban setting. There have to be other incentives to practice besides economic. If none of the programs you propose offer direct remuneration to supplement the rural law practice - including student loan forgiveness - this plan will fail from the outset.
- Successful rural attorneys typically are very involved in the community, especially the schools, churches, chamber of commerce and other community boards and organizations. A good and well known personality is helpful. Having attended school in the county and having a large family in the county is helpful as well. Having good judges that are predictable, that do not waste attorneys' time with unnecessary court appearances, case reviews and status conferences, and that do not make attorneys wait for their cases to be called until after non-represented parties or parties represented by public defenders is also extremely helpful to the success of an attorney practicing in a rural area.

- I live in Virginia and originally practiced in a county that bordered on Kentucky. The firm I was with urged me to become licensed in Kentucky because of the amount of calls the firm received wanting an attorney outside of the area they lived in Eastern Kentucky. It was very surprising to me. Many of the people I represented did not have full trust in local attorneys going up against hospitals and big companies in the area. They believed (whether right or wrong) that they could not trust local attorneys in their areas. It was shocking to me how many did not trust the court system. I think attorneys that present themselves working hard and fighting for individuals attracts clients.
- My practice is specialized with the majority of my work related to patents. Approximately half my clients have medical type inventions that require FDA approval. My current medically related clients refer new clients to me and I represent clients before the United States Patent and Trademark Office that reside in geographical diverse areas - from China to and California and places in between. Years ago, I was with a large patent boutique firm where I learned about national and international patent practice. Over the years, along with the Lord's blessing, it seems promptness, return of clients' telephone calls and persistence in accomplishing clients goals was beneficial to my practice.
- Growing up in the community creates the most success, however having family in the county (even if you did not grow up there) adds to the success. If you go to a small town to open a practice, it is difficult to become established, although it may be that the shortage has become so severe in some communities, establishing may be less difficult. Also, I have noticed that many practices open up in a rural town for a specific purpose (usually injury cases), and it is basically to establish a phone number for the out-of-town lawyer to get calls and a small office to meet. Those offices generally provide no benefit to the smaller community, because the out-of-town attorney will not see clients for any other purposes.
- Specializing in one area rather than practicing a bit of everything. I have witnessed much more success with attorneys that pick a small number of areas and learn everything they can about them and focus their efforts on them. For example, other attorneys in our county practice the same area of law that I do for a short amount of time and then when they lose cases, refer them to our office. These clients were not represented as well as they could have been and it delays cases and causes issues that make winning more difficult. I think some attorneys try to dip a toe into multiple areas because demand may be low in their preferred practice area and the overall ratio of wins is probably much lower for those attorneys but it justifies their continuing to dabble.
- From an opposing counsel perspective, there does not seem to be a great deal of young attorneys in more rural areas. Or at least the average age of an attorney in rural areas is older than urban. That leads to more difficulties in communications, or at least a failure of those older attorneys to adapt to modern communication methods and electronic filing/practices. I don't know if we are getting into rural judges later but that is a probably an issue to look into. Rural jurisdictions are less likely to permit virtual attendance at uncontested hearings or follow the electronic practices per KY Supreme Court Orders. It annoys me as an outside attorney and i am sure local attorney would feel the same and possibly chose to not deal with that and practice elsewhere.
- The most successful attorneys are those from the area. The few who have established successful practices after moving into the area are attorneys who relocated to work with well-established small practices. The last ten years has seen a drastic reduction in that occurring. My perception is that we are too close to a metropolitan area to attract attorneys for our rural market and those needing representation are priced out of using attorneys from that metro area who are willing to travel — the rates being much higher than local attorneys. Additionally, PI cases are drained out of the local market by the large specialty firms saturating the field with advertising. It is more and more

difficult to establish relationships with clients who see the local practitioner as their “go to” attorney.

- Come in with or build-up attachments to the community (marry a local, return as a former local, raise a family and participate in sports/school/farm/fair events). Practice in a region. Be holistic (handle criminal and bankruptcy and social security and some family related matters for examples). Attention to billing and accounting and taxes (maintain the small business aspect of the rural law firm) . Flexible, willing to try new technology or new areas of law, wiling to learn from another practitioner and build a new area of practice, loves small town vibe and local arts and recreation - for example loves hiking and choir in Harlan or loves the lake life around London or Cadiz, horses and arts of Shelby or tractor nights and truck pulls... finds their tribe/circle in their community , takes vacations.
- Those who have been successful in private practice have an area of expertise. I quickly recognized the need for real estate and title services and structured a title company to meet this demand. There are two other regularly practicing attorneys in my county - one focuses her practices on criminal law, the other is the county attorney who focuses his private practice on bankruptcy. In nearby communities, the successful rural attorneys have a niche. The most important characteristic is accessibility. It's very challenging as a solo practitioner to communicate meaningfully with a wide range of clients. While you have to have an area that you focus on, you must also be a jack-of-all-trades to an extent, which makes it hard to be as responsive as one would hope to be. Communication is the most important characteristic to most rural clients.
- I can only speak for myself. I am a white, rural, Christian family man with the values one would expect from such a person. I am accessible. I constantly improve my methods & practices. I merge old school barrister bedside manner with modern technology. I am able to work any of my files anywhere in the world that I have internet & cell service. My clients have my cell #, my email & my office #. They text, email & call me. I try to work better, smarter & more efficiently for the win than my local competitors & it shows. I spend TIME with my clients, sometimes hours, when others would dismiss people out of hand. I spend as much time with people I decline representation of as I do with my clients. I always try to place people with another attorney when I do not accept a case. I never leave needy people without hope or direction. My father instilled this virtue in me.
- I would say perseverance and patience. If you practice in a rural community in Kentucky, you have to be prepared to travel constantly. While this abated somewhat during the pandemic, the courts have basically given up on using available technology to conduct remote proceedings. It is a waste of everyone's time to drive hours for a 15 minute hearing that could be conducted on Zoom because the judge or clerks are not comfortable using the technology. It is 2023. That is beyond absurd. Also, you have to be prepared to chase after every dollar you are owed, because no one wants to pay you, even fellow attorneys. It is also exhausting dealing with fellow practitioners who cannot use current technology, do not keep up with changes in the law/practice, or who are generally not competent to practice in the areas in which they choose to practice. Things like this contribute greatly to the high burnout level in our profession.
- Willingness to spend time with unsophisticated clients to ensure they understand what the attorney actually does, and to gain their trust and build a relationship in which they believe you are truly interested in them and their case are necessary characteristics. Good listening skills, a desire to understand the client, and a willingness to give the client your complete attention when talking to him/her is essential. If you do all of the above, you will be building an excellent reputation in the rural community and you will get many client referrals. I know this from experience. I was a psychology major before changing course and going to law school in the belief that I could help more people with a law degree, but the counseling skills and listening skills honed while studying

psychology benefitted my law practice greatly. I focus my full attention on my client when we talk and the feedback I often get is that the client feels that he/she is my only client. I take that as a compliment and a sign that I am fully serving their needs. I have many repeat clients and I think this is why.

- I fear the quality of life has declined greatly in rural Eastern Ky. counties making it an unattractive place to live. I have cousins who used to practice medicine in Jackson “back in the day” but these days I would never ever consider living in Breathitt County as it is so depressing. Jackson used to be a pretty little town but now it’s awful. I grew up in Virginia just across Pound Gap in Wise Co. The towns on the Virginia side of the border are flourishing. I’m not sure of all the reasons, but it could be that it’s just a wealthier state (Northern Va. and places like the ports in Hampton Roads bring in huge tax revenues). TONS of money has been poured into economic development in Southwest Virginia. The towns across the border are pretty and thriving. The schools in Wise Co. Va. are some of the best in the state. Eastern Kentucky, (where my parents were born) is just falling apart. I would consider living at least part time in SW Virginia where I grew up, but never would I move to far Eastern Ky. Breaks my heart to see this happen. It’s just not an attractive place to live. A lot more money is needed to bring these towns back to life and to deal with the huge drug problem.
- It is a people profession. You have to relate to the client, and the public. The same person you have a case against today may be coaching your kid in little league next week or helping your mom with her groceries tomorrow. Frankly, a lot of our rules sound great in Louisville or Cincinnati but are irrelevant or counterproductive in areas where everybody knows everybody. The veil of confidentiality in juvenile or other matters is not only absurd, it bogs down a process that is already eating the system. Again, I get the reason some of those sound good on paper, but they have at best NO validity in places where everybody sits outside the courthouse and sees (and knows) everybody that walks through the door. This leads to a lot of chasing of one's own tail, for no benefit to anyone, and an unnecessary cost of time and money to everyone. Beyond that, rather than enforcing for the sake of enforcing rules against collaboration and open discussion amongst the bench and bar on issues that come up daily, we should go back to the days when professional courtesy dictated collegial discussions that helped resolve conflict better, and more efficiently. We still see this in a very few counties where prosecutors like Allen George or Daryl Day welcome the conversations (interestingly, even though its a much bigger docket, Jessamine County seems to be making that work at least in District Court). But in general, the rural communities long for the days when George McClure used to invite ALL of the attorneys into the office to discuss the issues of the day. Now, that only works if its all, not just their friends; but the result is when you see people day after day they become colleagues, not enemies. The shark tank we have created now is why people tell really bad lawyer jokes. It is expensive, time consuming, and worst of all, leads to bad results and a bad view of the profession as a whole."
- I do not practice in a rural county currently but I have in the past. I can say that the number one characteristic of a successful rural attorney is a lack of debt coming from law school. I don't know if you plan to ask a future question where I will be able to address this specifically so I will address it here instead: the reason for a decline in rural practice in the last 20 years is that law school graduates are burdened with an unprecedented amount of student loan debt. It simply does not make financial sense for a new lawyer with massive loans to pay off to move to a small town and hang a shingle with no guarantee of ever turning a profit, but an absolute guarantee that they will struggle for several years at the very least. The rural client base is overall less wealthy, the job opportunities are fewer, and the few firms that do exist in small towns turn a profit by keeping volume high and overhead low. This means that small town lawyers overwhelmingly have to work harder for the

same incomes as city lawyers because they have to know how to do a little of everything. A city lawyer has the option of specialization. It is a lot more difficult to run from traffic court to circuit court to family court on a daily/weekly/monthly basis than it is to constrain your practice to one niche area of the law. Rural practitioners also have to be familiar with the rules and norms of more individual counties and more individual judges. Additionally, new attorneys in rural areas are seen by their fellow bar members as a further drain on the already limited pool of paying clients, making them less likely to provide mentorship or support to a "competitor." Practitioners in these areas also tend to be entrenched leaders in the community, and often continue to practice law well into their twilight years. This means that the already limited pool of clients is more likely to retain an older and more established attorney who already has a big name in the community. The opportunity for new business for a young lawyer is therefore that much smaller. If they charge lower prices in order to attract more business (which is what any business would likely do in other market) they are accused by other attorneys of "undercutting" them, which makes referrals and mentoring that much less likely. Unsurprisingly, it is not all that attractive for a young person to spend every waking hour of their life struggling financially in an area where no one wants them, their attempts to make their business succeed are met with hostility (or worse, with bar sanctions for "solicitation"), and in an area where there is virtually nothing to do. The reality is that for anyone who does attempt to make a rural practice work, especially right out of law school, they are signing themselves up for a more difficult path to a living wage, a more dangerous potential for malpractice liability, and a lifestyle that is perhaps more secluded from their support group (law school or college friends, etc.). Those who do attempt it will often compare their situations to that of their friends who stayed in the cities, and will conclude that they work harder, work longer, and struggle significantly more. Why would they continue to do so if they don't have to?

## Question 32

**What other factors or ideas would you like the working group to consider regarding solo, small firm and rural practice in Kentucky?**

- Software
- Mentoring.
- Local rules
- Template bank
- Salary Guides.
- we need tort reform
- KBA on line seminars
- Stop exparte contact
- Political influences.
- law office management
- Student loan forgiveness
- Tech/computer assistance
- student loan forgiveness
- Networking opportunities.
- Training for legal staff.
- Loan forgiveness programs.
- Increase internet services.
- instruction on computer use
- List serve contact availability
- Self reliance, practical skills
- Number one issue is income by far
- Grants or scholarship opportunities
- Raises income for PA and LA lawyers.
- Help more solo/small firms state wide.
- Mentorship in rural areas is paramount
- More CLE directed at small town practice
- mentorship opportunities lead to success
- Involve them in Bar Association leadership
- use bar funds for this instead of wasting it
- To be honest, I am not sure what would help.
- Needs of low-income residents in rural areas
- Lower cost malpractice insurance availability
- Ways to make better income in rural practice.
- bar functions exclusive of judicial inclusions
- reliable, fast internet has to be prioritized.
- Access to high-speed internet and cybersecurity.
- Sometimes the towns themselves can be the problem.
- Provide forms for rural attorneys at no or low cost
- Technology assistance would be of great assistance.

- Small business loans or startup funds from the bar.
- enhanced CLE accessibility germane to practice areas
- Publish where there is a need in Kentucky for attorneys
- I think retention is more of a problem than recruitment.
- Enforce the law against practicing law without a license.
- Need mentorship to be an attorney + how to run a business
- The factors/ideas in this survey are a good starting point.
- LOCAL CUSTOM AND APPREHENSION OF NEWCOMERS INTO A COMMUNITY
- Judicial training in proper ethics is assisting new lawyers.
- Student loan relief for practicing in underserved communities
- A list server like the KJA uses would benefit rural attorneys.
- Long shot- collective solo practice Health Insurance coverage
- Find low cost malpractice insurance for low earning attorneys.
- Practice Management in multiple practice areas would be great.
- Clients cannot afford legal services, need subsidized programs
- incentive pro bono work in rural communities, expand Legal Aid,
- This should be done by third year law students. Or new lawyers.
- Working group to identify needs of rural clients and practitioners
- the lack of community leadership in acquiring industries and jobs
- May help if the Bar would be less of a micro manager to attorneys
- Not much discussion in law school about practicing in rural areas
- Place more state attorneys in satellite offices outside Frankfort.
- Simply meeting other lawyers in smaller communities is invaluable.
- CLE on related issues - most CLE does not relate to rural practice
- working with urban-based attorneys to do legal work out in the state
- Quality CLE courses that are readily accessible are a great resource.
- It's all about money. The greedy at the top need to share the wealth.
- Seeking ways to enable attorneys to afford to assist low income clients
- Assistance with student loans in return for pro bono or public service.
- More opportunities to connect and share experiences and help one another
- Small town practice can be very satisfying if you know how to manage it.
- Offer financial incentives for those who choose to provide legal services
- Waiver of student loans for attys who practice in underserved rural areas
- Referral procedures available to refer cases to rural practicing attorneys
- Clients do not appear able to pay attorney fees in general in rural areas.
- Advertising attorneys taking tort claims, and income, from rural attorneys.
- Maybe a waiver for bar dues for rural practitioners or at least a discount.
- Having access to loan funds or grants to start or continue small practices.
- I like the idea of creating a virtual network for people to share resources.
- Resources are needed in regards to financing and setting up new solo practices
- Program to understand the need is rural communities generally. Income assistance.
- More support from the Bar Association on a level comparable to other professions.
- Offer reciprocity to licensed attorneys from other states immediately upon request
- I would work on providing some type of group health insurance option through the KBA

- Recognition/pro-bono/CLE, etc. for experienced counsel to help mentor such practices.
- The survey did not address the political and judicial bias facing rural practitioners.
- Interaction with Judges to be more flexible in dockets control with adjoining counties.
- Summer internship program providing salary/benefits for interns working in rural areas.
- More online training, both for the attorney and for office assistants. Practice guides.
- Require courts to allow remote appearances by Zoom for arraignments and simple matters.
- governmental forgiveness of loans if a certain number of years in low income communities
- Ability to allow practitioners in the city to represent people in rural counties remotely.
- Teaching the practical aspects of the practice of law, including managing a business and a team.
- Mandatory zoom/virtual court for district and circuit criminal courts. Rural judges can't opt out.
- Big ad pl firms seem to have taken away income from rural lawyers who would otherwise take PI cases
- Enlighten students and young lawyers to benefits of practicing in a small firm in a small community.
- I think mentorship is important . We have great judges but attorneys do not want to help each other.
- Income for quality of life and children's education does not match opportunities in more urban areas.
- Address the concerns expressed above. The AOC and the judiciary should "butt out" of "practicing law..."
- It would be helpful if there was a way for solo practitioners to get group rates for health insurance.
- There are unrealistic expectations in many areas from the court system and other similar institutions.
- Overall quality of life. Improving courthouse and AOC services, particularly electronic/virtual services.
- Support and recognition of rural bar associations. Respect and recognition of successful rural attorneys.
- tell young lawyers they're not going to make six figures right out of law school in most rural communities
- As a newly graduated attorney who opened my firm within 3 months, a mentorship program would be invaluable.
- Without attorney being assured of a minimum annual income, it will be difficult to attract good candidates.
- The cost of appeals has made trial courts essentially unappealable. Political influence is still a problem.
- I would be willing to mentor someone who wanted to start a rural practice and put some serious time into it.
- Providing a directory of lawyers with expertise in various practice areas for referral network opportunities.
- Recruit students from rural communities for law school then forgive loans after practicing 5 years back home.
- Maybe a referral system that advertises in rural communities and connects those clients to rural practitioner.
- Asking new attorneys to donate pro bono time when they are struggling to make ends meet does not seem feasible.

- If you provide too many services to rural practitioners, beginning urban practitioners will resent the program.
- Having an attorney in the area to provide emotional and professional support would be beneficial to the effort.
- Adequate support staff is non-existent. The pool from which to select capable legal assistants is non-existent
- People who have left many years ago, such as myself, who have considered returning and starting a small practice.
- We need to attract more students to law schools. It would help if the bar exam were not so arbitrarily difficult.
- Home cooking is a problem with rural judges who think the law doesn't apply to them and they do whatever they want
- Limit national firms from practicing without an office and an attorney onsite in the counties they are advertising.
- There is a great need for more Department of Public Advocacy funding to attract more and better quality candidates.
- I think the categories within this surveys identified many of the problems of rural practitioners and their clients.
- I don't have any ideas, as I am not in private practice, but you want it my input as a licensed attorney in Kentucky.
- I have mobile office. We can reach out to these rural communities especially if the Court allow us to appear by zoom.
- The struggle of the rural lawyer is not one incompetence, just a reflection of the economic condition of the rural area.
- Regional or multi-county bar associations to encourage connections and learning opportunities among rural practitioners.
- Need to support females and minorities in some way. I still see local patronizing behavior in local attorneys and judges
- Consolidation of rural county governments to pool resources, have few "court" dates, and unify processes and procedures.
- Other agencies--like Bowling Green's Legal Assistance Program, utilize rural attorneys in their programs on a paid basis.
- I work at a legal publication so I do not have much contact with the day-to-day realities of practicing in rural Kentucky.
- Unless your work in a big firm in a big city, I am not sure how you can earn enough money to support yourself or a family.
- Partnerships with local chambers of commerce and other business groups to provide comprehensive solutions for communities.
- Working with law schools to provide rural practicum for 3L's that give law students credit hours and real world experience
- Legal internship opportunities with pay or stipend offered for law students to participate in internships in rural areas.
- Having a pool of larger city solo attorneys that could practice cases in rural areas within 100 miles of their home county.
- Law School Loan Forgiveness program to incentivize work in rural settings or as assigned counsel has worked in other areas.

- Attorney's need some instruction in how to operate a small business, including basics like billing, budgeting, bookkeeping.
- My hunch is that this is a pointless exercise; People just don't want to move to small town KY, as charming as it might be.
- I believe it is a perceived quality of life issue regarding the lack of highly educated professionals in rural communities.
- Specific representation within the association to balance the influence of large firms with regard to policies and programs.
- Quality of life issues. Electronic filing and Zoom have about driving away any reason to use local lawyers on the bigger cases.
- As mentioned in the prior message. Judges could be a factor. They need to be held to at least the same standards as attorneys.
- Morgan & Morgan is running small tort practices out of business in rural areas leaving less desirable cases for local counsel.
- The need for better training of young attorneys on the practical aspects of legal practice in both circuit and district court.
- Providing mentorship to new attorneys and communication with the courts in new appointments for WOA's, guardian ad litem, etc.
- New law school grads should be required to practice only with a one year working with an attorney in the field that they choose
- Though not an issue in the county where I practice, the ability of clients to pay fees in rural areas is an issue I hear about.
- Financial assistance and ongoing mentoring would work miracles for expanding the number and quality of attorneys in rural areas.
- Helping to educate young lawyer students on the long term benefits of practicing law and raising families in smaller communities.
- Making remote attendance for motion hours and hearings (with a few exceptions) across the Courts of the Commonwealth of Kentucky.
- I am now a retired circuit judge after 15 years on the bench. I do not have an active practice and I am "inactive" with the KBA.
- Living in small towns can be challenging. Leaving a city where law schools are and moving to a small town can be a big adjustment.
- I have trained many and am training a recent graduate who awaits his bar results. Have trained 10 Atty's in my 43 years of practice.
- I've written a fair amount about rural legal practice - would love to support you however would be helpful in your important efforts.
- Encourage more young attorneys to work with legal aid programs to gain valuable experience and do pro bono work to help the community.
- Educational debt is a major factor limiting the ability or willingness of young lawyers to take a risk on small-firm and rural practice.
- It's hard because Morgan and Morgan sign up clients and advertise like crazy which takes needed dollars out of rural practice attorneys.
- Rules of practice and new laws are geared toward the large firms and the urban areas which has led to many of the rural problems of practice
- Limiting the advertising of national firms. The primary reason rural communities lose cases is due to national firms constantly advertising.

- Complaints heard regularly from clients of rural attorneys being unprepared for consultations, and charging steep fees, unprepared for court
- Greater use of online court, particularly for motion hour/rule days, would assist non-rural attorneys to consider practice in rural counties.
- Improve legal training by employing more adjunct professors who actually know HOW to practice law. My best professors were adjunct professors.
- Courts to be more open to virtual access for clients and attorneys. Many rural courts require in person everything for both the attorney and client.
- Problems created by third-party litigation funders. Potential endorsement of legislation to regulate such enterprises as many other states have done.
- What is needed is educated and moral attorneys with the ability to use practical reasoning and also with a sense of responsibility to the greater good.
- Addressing case loads of DPA trial offices in rural areas and addressing the lengthy time it takes to resolve a criminal case especially in Clay county
- highlighting rural practice in KBA newsletter/magazine. Hosting CLE and network opportunities in rural communities; affinity network for rural attorneys
- such an important part of being a small firm or solo practice is having good, trained staff that can handle. Resource for training the help is important.
- The most success is becoming known in the rural communities. They are very clickish and unless you grew up there its hard to ingrain yourself in the community.
- Even though it is private practice and not government work - is there a way to contribute to loan repayments for practitioners willing to work in rural areas?
- We have to invest in the small communities and put protections in place to bring them back to life, and it seems unlikely that this will happen any time soon.
- Work with the legislature to provide tax incentives. Work with rural communities to sell buildings to lawyers for \$1 for a move as long as they practice there.
- I think any rural initiative will not work without some sort of subsidy/student loan assistance/financial assistance to allow these attorneys to get established.
- Waiving Bar association membership dues for 5 years for new attorneys in which it is verified that they have moved to and are practicing law in a rural community.
- Many current rural attorneys are functionally illiterate (although, the same could be said for many urban attorneys). I would not recommend them mentoring anyone.
- There is, frankly, less money and fewer clients in rural areas. But, that does not mean rural firms cannot be successful. They have to market well, un my opinion.
- Enforcement of advertising rules --- disallow larger farms to advertise "Your small town local attorney can't likely handle the case' type ads (Yes, this happened)
- Student loan debt forgiveness for those who commit to a rural practice for "x" years. Active support from local chambers and introduction into the biz community.
- Recruit smart people from rural communities while they are in undergraduate school, maybe find a whole new source for first generation lawyers from those locations.
- The Bar needs to work with and support the attorneys that are already in the rural regions at the same time as mentoring and recruiting new attorneys to these areas.
- Could the working group consider a law school payback plan that if you work x number of years and a rural community it pays for a year of law school? Hello, I'm here
- One major issue in our area is the lack of good paying jobs for individuals to have money to be able to hire attorneys. Most criminal defense work is handled by DPA.

- I am skeptical of an incubator program or one in which the attorney is only short term and will not practice in the area long enough to foster trust in the community.
- There has to be a willingness to teach new lawyers how to deal with clients. Unfortunately we live in an age of technology and most do not know how to talk to people.
- Judges should be required to run court rooms in, at least, a similar manner. Lawyers from other counties should not be penalized from working/living outside the county.
- This is more complicated than a simple metro vs rural discussion. This is the historical cause which creates barriers for normal attorneys from metro AND rural practice.
- A think finding support staff is difficult for rural practitioners. I have difficulty in an urban area. My friends can't find staff to help them handle their caseloads.
- The "residency" & "incubator" options would provide a level of autonomy & fulfillment from handling cases "start to finish" that doesn't exist in large firms/practice settings.
- We don't need bad lawyers so there needs to be a program to ensure rural lawyers are providing clients with effective and ethical representation. We all remember Eric C Conn...
- The real problem is that court appointed lawyers have taken over the private practice. Often people just don't want to pay for a lawyer when they can get a free one so easily.
- Perhaps incentivizing law schools to advocate smaller, rural practice internships/opportunities. I went to NKU, and there was never a push for small, rural community practices.
- Is there really a shortage of attorneys in rural KY? A shortage of legal aide and public defenders in rural KY definitely but that fact is different from a shortage of attorneys.
- I practiced in Menifee County for almost 40 years. I am retired and live in Cincinnati. I think retired rural lawyers could help here. All your suggestions were right on the money!
- I think finding a way to provide software for practice management, research, or other needs, would be useful to allow for cost savings to promote new attorneys to open practices.
- Stop the idiotic trend to attempt to deliver adequate legal services over the internet; i.e., eWarrants, etc. Rural Kentuckians need and deserve personal, face to face, services.
- Frankly, I tend to get the injury cases that local lawyers don't get because there is a lack of community belief that the local attorneys are capable of complex medical litigation.
- Direct supplementation of income for first 3 years of practice. Student loan forgiveness. Providing grants and no interest loans to buy law practices from retiring rural attorneys.
- Biggest issue is residents' lack of ability to hire private attorneys- do not have money to hire attorneys for issues other than criminal where they have public defenders available
- Quality of Life considerations: K-12 schools, access to healthcare, access to intermediate services that would draw young attorneys or seasoned practitioners (back) to these areas.
- Would be beneficial if rural cities offered incentives or tax benefits to those buying office/commercial space for those starting a solo practice, to assist in the costs for moving.
- Provide mentorship and support to new rural attorneys. I began my practice with zero support and supervision and had to learn as I went. It was extremely challenging and frightening.
- Technology is the answer. An attorney does not necessarily need to be in a county to help people in that county. This is especially so if the courts would allow more video appearances.
- Monitor real estate title companies and out-of-state electronic filings of real estate matters. Enact and enforce existing measures intended to prevent the unauthorized practice of law.
- I think it's more about "quality of life" or "balance" for young lawyers than money or professional opportunity. Need to be able to show quality of life can be good in smaller communities.
- I don't think the Bar has any business getting involved in matters relating to business. Supply and demand will address the issues. The Bar seems to have expanded into a governmental agency.

- Tell DPA to stop hiring out of staters for rural practice. They do not respect Appalachian culture. They DO have options to maintain and keep KY residents but refuse to go in that direction.
- Encouraging the retirement of the dinosaurs that still practice in rural areas and the implementation of younger attorneys that want to practice in their rural hometowns but cannot afford to.
- I think you need to assess if rural practitioners truly believe this is an issue. We are currently inundated with new attorneys. There is not enough business to support all of the new attorneys.
- In the area of law that I work in, it is often difficult to find attorneys willing to take court appointments for TPR and DNA cases; it is even harder to find quality attorneys willing to do so.
- These lawyers need mentors before they leave law school. They certainly need them after. I'd like to see the KBA offer CLEs for young/older lawyers to address the challenges - similar to the KLU.
- If you are to be successful in a rural setting you have to find and fulfill a niche. As a wide older attorney once told me, find an area of the law that no one wants and then specialize in that.
- Stop using zoom . Get judges who care about lawyers and our schedules . Stop writing jack ass opinions telling us how bad a brief is. Just rule on it for gods sake your not our parents or our teachers
- Have a program that helps law graduates pay off student loan debt if they agree to practice in rural areas for X years. There are similar visa programs that healthcare providers often take advantage of.
- Increase fees for GALs and CAC in JDNA cases. I stopped practicing on the JDNA docket in Edmonson County because it is not profitable in light of travel time. Edmonson is very short handed in this area.
- I wouldn't donate financially, but I would donate my time helping a new attorney in my area. Call on retired attorneys to help. (I'm retired.) Practicing attorneys often feel competitive with newcomers.
- Some communities may be so small that there just is not enough business to support a practice in that single community. I think that a more realistic focus would have to be on serving a multi-county area.
- Teaching new lawyers - and older attorneys - the art of ""playing nice." I'm 45 years old. I've been in this town for 17 years now. It's difficult to learn how to help lawyers while practicing against them.
- I think any training or mentorship that can be given regarding how to run a law practice as a "business" would be helpful. But also ways to provide common technology resources and collaboration opportunities.
- The best way to get attorneys to move back to rural areas for practice is to offer student loan forgiveness for attorneys for a 5 years term of service, similar to public defenders and other govt practitioners.
- My particular areas are not what I'd call underserved areas. The public defender is appointed to too many people who shouldn't qualify and yet they are given a public defender and that's money out of my pocket.
- I would suggest setting up interviews either by zoom or away from Campus. If I was to go to one of the three Law schools to do interviews it would take up a whole workday. Which is hard for a solo practitioner.
- Smaller towns need to be held to the same rules and standards as the bigger areas. Unfortunately, some of the smaller towns have their own unspoken rules that make it very difficult for outsiders to practice in.

- Current residence in a large city does not mean lack of experience and interest in practice in rural areas. A number of large-firm or large-city lawyers come from rural areas and value continuing those connections. A
- Having the KBA treat rural, solo, and small firm practitioners as something other than red-headed step children. All of the KBA is biased towards larger firm practice and the need for this exercise demonstrates that.
- Ability of non-lawyers providing services to meet basic needs of residents. Certified trained paralegals for example. Have a certificate program. Focus on unmet needs of residents and not protection of lawyers business.
- Do not limit the legal residency and incubator programs to new graduates. These may well attract other attorneys who would like to engage in solo/small firm/rural practice but never felt they had the opportunity to do so.
- Don't forget about in-house counsel--many of us work in the cities but come home to rural areas to live for the quality of life--that's easy to do in KY. And also consider pro bono opportunities as part of your assessment.
- Boost income where possible. For example, the state could pay more for Guardian ad Litem fees. Those fees have been stuck at \$500 since I started practicing here in 2010 despite inflation. Those fees need to be boosted.
- Just letting the market take care of it. People are quietly making a good living in my county and the surrounding counties. There just isn't much money in family law. The legal aid system is flawed and sucks up a ton of that work
- Don't ask me to subsidize my competition. There are PLENTY of opportunities to work in rural areas, but the clients do not have the money (or don't want to spend the money) to pay the lawyer to do it. It is an ECONOMIC issue.
- A return to Zoom or Webex appearances for lawyers traveling from/to larger cities, or far away counties. These could be for continuances, readiness, and appearances that don't involve argument, or the attorney's immediate presence.
- More representation of rural practicing attorneys at CLE programs. Programs targeting issues for rural practicing attorneys. A network for attorneys to speak to other attorneys about branching into new areas of practice would be great.
- Attorney advertising by large personal injury firms has caused a decline in clients and income for small and solo rural law firms. Other legal work in rural communities has been taken over by law firms from larger cities like Lexington.
- KBA needs to work with KCOJ on supporting hybrid court and enhanced technological court access in rural areas. KBA should provide special training on professional responsibility for practitioners practicing outside their usual counties.
- Most CLEs do not contain sample documents to use for court and how to actually practice in specific areas. It would be highly helpful, if the KY Bar had more sample documents online. In addition, it isn't only new attorneys that need help.
- I would be willing to donate to the Kentucky Bar Foundation for such an effort. I would NOT be willing to donate to the Kentucky Bar Association and I do not think any effort should be housed or operated under the Kentucky Bar Association.
- Organized regional (5-7 Counties or District groups) panels of new or nearly new lawyers to agree to gain experience by taking assignments as appointed counsel in disability and DNA cases, and/or public conservators, or public administrators

- I used to work for our Circuit Court Judge, every year for my 7 years we would take 4 or 5 clerks. We would have them meet local practitioners and kept them in the Courtroom as much as possible. Sadly, all went onto work in Jefferson County.
- Address dealing with insurance companies and other entities which need legal help but are either "captive" to existing "city firms" or are totally disloyal to lawyers who give good service but need a reasonable income to keep and office afloat.
- Rural communities want locals representing them. It is best if you live in the county. Two or more attorneys should not establish a firm in a rural county otherwise they will create conflicts and not solving the problem for lack of attorneys.
- Could you connect this to any broader community development or business initiatives? Could local businesses or relocating businesses become involved with a guarantee of work or retainers for practices located within a specific ZIP code or area?
- Prospective and recent graduates could benefit from observing urban practices as well as observing rural practices. Obviously, many good ways of doing things in a more structured setting of an urban firm can be carried over to a rural practice.
- The working group may want to consider whether (and where) urban practitioners may be discouraged from practicing in outlying/rural counties due to a sense that local/rural bar/bench/court staff have a negative view of "outsider" or urban counsel.
- how to hire competent help, in rural areas that smart people already have a job or moved elsewhere, rural people are generally not as smart or interested in hard jobs. finding a clerk or assistant that is competent and cares about their work is rare
- There is a complete absence of minority attorneys in small towns like Lebanon, Loretto, Columbia, etc. limiting legal representation for their non-white populations. Its better for the 64 corridor but these are attorneys traveling from Lex/Louisville.
- Realistic planning/help with closing the business. For helping start a business -- mentors who are solo practitioners (to help with practical legal problems they will face) perhaps paired with a start up business mentor (to address the business side)
- Since I practice Immigration I can practice and represent clients from all over the US. I do have some clients from all over the state, but I think most people who need immigration help do not know where to go for that help in rural areas of the state.
- Maintain "toolbox" of resources (office management, accounting tools, client management, marketing, etc.) for attorneys to access who establish practices in certain rural counties. Provide grants or funds to assist in opening practices in rural counties.
- Open up remote attendance as an option (at the litigant's discretion) for all civil hearings, and even status/procedural hearings in criminal matters. Being able to practice across Kentucky has made all the difference in the world to my rural practice.
- If the court system would allow more remote appearances attorneys from other jurisdictions would be more willing to take cases in those jurisdictions. As is, the state bench is by and large backward looking and denying clients access to counsel of choice.
- Attorneys residing in rural county with declining population need assistance in developing a practice based in part on providing regional or multi-state services for part of their practice to provide a chance for more financial stability in their incomes.
- For areas that have high demand, the courts should consider allowing virtual hearings. Attorneys charge travel time, so if an attorney resides in another county but the client needs that attorney, the client will pay more in the long run for representation.

- It is difficult to break in to the local bar in small communities and the judges are often resistant to new faces. If you could get local attorneys to arrange a meet and greet among the local bar and judiciary, it would be a great help for new rural lawyers.
- Law school classes focused on actual practice/practice management. For example, there are very few young practitioners in the areas of workers' compensation and social security and the demand is high but typically not areas of law that law students learn about
- I have a part time government practice and I commute from Florence to Louisville and back. I would love to supplement my income by working on matters in these rural counties I drive through but I can't move right now. I'm sure there are a lot of people like me.
- Access to housing (many rural areas do not have apartments or houses for rent), safety concerns (especially for young female single attorneys), low wages but high student loans, access to entertainment or off-hours things to do (other than fishing and hunting).
- I think the mentoring idea would be very beneficial. That would be true if it only consisted of shadowing a practitioner "doing Law", managing the office, dealing with clients, managing conflict lists, seeing how the trust accounts are handled on a daily basis.
- Once young attorneys are trained, they tend to migrate to larger cities where financial rewards are greater (in the short run). Ideas are needed to incentivize young attorneys to continue to practice in rural areas more than one or two years out of law school.
- Before we started our practice we went to a two day intensive program for solos and small firms in Georgia offered by the Georgia Bar. The Georgia Bar also has a resource center that solos and small firms can call about questions especially related to technology.
- Judges in these small towns hold a lot of power, and oftentimes the bar association does nothing when judges are behaving poorly. Private reprimands are useless much of the time. Attorneys need to be supported, and oftentimes the bar falls short in that support.
- With local courts allowing out of area attorneys to attend hearings by Zoom, considerable work is diverted from local/rural attorneys to larger firms in Lexington, Louisville, and Northern Kentucky. This practice is and continues to be devastating in rural areas.
- I live in Woodford County where I was born and raised. I practice in Fayette County. I have heard many times that people find more legal service and better legal service in Fayette County. I couldn't make a living in Woodford alone. I think those days are over.
- I think high-quality law grads avoid rural practices because of the perception that only those in the bottom half of their classes move to the country to practice. How to change that perception? If you can find any top-drawer candidates, they need to be publicized!
- There seems to be a disparity between rural attorneys & other attorneys to market their practice. A certain select few attorneys seem to get most all of the personal injury cases. Also an increased ability to have virtual court appearances would help rural attorneys.
- Allow paralegals to be more active. Allow Law Student Clerks to appear at motions. Not to argue but to take care of small matters. Allow more zoom in all courts so as to allow lawyers to handle the geographical challenges that urban practitioners do not experience.
- Advertising for larger firms overwhelms smaller and solo practices. Lucrative civil suits disproportionately go to big advertisers leaving solo attorneys with fewer income sources. Loss of the Yellow Pages has further eroded public access to small and solo practices.
- I no longer practice law. Between 1993-2019, I regularly litigated administrative law claims across Kentucky - Paducah to Pikeville. While hopeful I could provide some insight, unfortunately I do not think the experience or information I have fits what is being sought.

- Many attorneys practicing in rural areas begin as a public defender or legal aid attorney so strengthening recruitment for those programs for people not from rural areas is a good way to introduce people to rural areas without the risk that private practice often entails
- The exact location of the law office matters less now than ever before. It is more important that there are some attorneys focused on the needs of rural communities and priced in ways that rural communities can afford. The exact location of the office is less critical.
- From what I have observed, I think young attorneys come to rural areas to get experience and then move to larger cities afterwards. I think helping attorneys establish practices would be more useful than recruiting young attorneys to work in rural areas for a limited time.
- It is no secret that legacy practitioners in rural communities keep a stranglehold on the communities they service. In general, the small cabals running these rural counties tend to be hostile to outside attorneys that enter the system to service the residents of that county.
- The opportunity to practice substantial and important cases before you have "been with the firm" for years. I tried three homicides to verdicts in my first three years of practice. Didn't have enough experience to be afraid. Judge was supportive and that's most important.
- Networking small firms or solo practitioners together so they have more opportunity to learn from each other, seek advice or direction from experienced attorneys, and refer potential clients to each other when it's not your area of practice or you aren't accepting new clients.
- Maybe there are ways to develop opportunities in the short term for attorneys in urban areas to assist in rural areas, such as helping out at legal clinics, or some type of referral program targeted to rural residents in need of attorneys that urban attorneys could sign up for.
- The cost of practicing law and the subsequent size of legal fees prohibits many prospective clients from pursuing claims. It is no longer economical to litigate except in exceptional circumstances and so few lawyers have litigation experience outside the criminal practice area.
- Don't limit this to recent graduates. For example, I would like to relocate to a small county to be closer to grandchildren, and practice virtually and lower expenses. Note that there are lots of offshore paralegal services now. So, I guess there is an internet capability issue.
- The "general" lawyer is becoming obsolete - unfortunately , lawyers have become more incompetent in areas where they don't practice regularly, but don't advise the client. The lawyer needs to refer the case to someone who knows what they are doing, but they tend to keep the cases.
- I do not believe that the problem is complex. Lawyers want to practice where they can get paid and make a good living. That's unlikely in the rural setting. Find a way that lawyers can make industry compensation levels in rural communities, and they'll go there. Don't and they won't.
- The local bar association would need to be encouraged to be quite welcoming to the new rural practitioner, particularly if he or she was not raised in the community. Some long-term local practitioners may well see a new rural practitioner as unwelcomed competition and a "carpetbagger."
- Factors limiting rural practitioners: Lack of affordable health care insurance for solo and small firm practitioners. Limitations on income. Rural practitioners often work at very reduced rates for court appointed guardianships and juvenile work although it does provide good experience.
- The bar needs to advocate for an increase in GAL fees. Profits of one gal fee is not enough to cover day care of one child for 2 weeks. We are tired of hearing how judges are under paid when they make six figures and the average DPA worker has twice the docket size and make 40k a year
- Characteristics of rural communities unrelated to the practice of law must be considered. For example, quality of public/private education, social offerings, proximity to commercial airports would all affect the decision of whether or not someone would locate in a rural area to practice.

- When I began practicing 44 years ago, there were at least two dozen lawyers in Paducah practicing insurance defense. Now most such defense work has been taken over by law firms in Louisville and Lexington (who complain about having to drive to Paducah to attend depositions, hearings, etc.)
- Unless a young attorney is married when he/she moves into a community, has family, or has other community contacts, one of the most important things needed is a way to make community ties to the local community. Otherwise, the attorney will eventually move elsewhere seeking those connections.
- Each rural judicial district should consider revising their motion hour and/or docket schedules so as to cut down on conflicts between different counties. As most rural attorneys practice in multiple counties, docket conflicts present an impediment to rural attorneys in taking on some cases.
- The profession needs to consider deeply the representation of working class people who might not have the means to afford a private attorney. Right to counsel should be extended to civil matters that affect the livelihood and welfare of working people and children, like landlord/tenant cases.
- The biggest problem that I see in new attorneys who "hang a shingle" is that they have no mentors and/or guidance. It is my humble opinion that new attorneys should be required to intern from older, wiser attorneys. Also, time management and money management should be taught during this time.
- Stress the value of rural practice, less mental stress, personal relationship with clients, the value of the services to the client, less income needed to support the family, but still an opportunity to make a State and national reputation in the model of Bobby Lee Cook of Summerville, Georgia.
- One significant factor that keeps me from re-locating to Eastern Kentucky is the poor health care available to its citizenry. I have experienced poor health care provided to both of my elderly parents. Health care related services, like in-home health care providers, are difficult to obtain, too.
- In my time as a solo practitioner in a small community, I was regarded as an outsider by most folks. Another concern was that I felt the school system in the county was inadequate for my small children. (I was sure that I was raising little geniuses!) That may be an issue for young families now.
- Big city law firms, within and without the Commonwealth, have destroyed the ability of small town lawyers to make a living. They can sit in their cars and appear in Zoom court, while the rest of us appear in person. I have lots of other comments, but not enough time to type them in to this block.
- Government jobs are typically stable, but have high requirements beyond the workload of legal practice itself. The Department of Public Advocacy has scared away many promising new attorneys through their ridiculous corporate culture and structure- no amount of money is worth sticking with the work.
- Ensuring appropriate access to indigent criminal defense is paramount. I am flabbergasted as a civil practitioner by the apparent low quality of representation provided to indigent criminal defendants when I attend rule days statewide. Frankly, the attorneys for the Commonwealth aren't much better.
- Rural attorneys should be provided student loan forgiveness just like public defenders and prosecutors. New attorneys need it more as they are paying their own overhead. Student loan forgiveness is provided for doctors and for nurse practitioners. It should also be provided for attorneys as well.
- I'm more than willing to travel to any rural county but the treatment by rural judges from "outsiders" can leave little to be desired. Requiring in-person appearances on routine motions rather than being permitted to use Zoom stops many urban-based (or adjacent) solo practitioners from taking cases

- Most young attorneys are seeking the financial benefit relating to student loan forgiveness and end up practicing for public organizations. If there was an incentive private firms could offer that would help with their student loans, I believe we would be competitive in acquiring talent to rural areas.
- I like all of the ideas listed there. I would also suggest reaching out beyond just the KY law schools. For example, I teach at Liberty University School of Law, and we would definitely be interested in participating in programs to help bring students into Appalachia for example to practice law there.
- Educating Judges on the advantages of having attorneys come into their rural areas to practice. Some Judges do not like "outsiders" coming into their courtrooms. Educating Judges on the benefits of offering hybrid court. I would do more work in rural areas if I did not have to travel to them for Court.
- Court appointed work in cases like DPA conflict contracts and Dependency, Neglect, and Abuse cases keep the lights on for many of us. Fees for handling these cases have generally not increased. I would encourage the legislature to consider increasing the fees payable for such cases in light of inflation.
- At one time, there was funding for interns to work in rural legal offices throughout the state - usually during the summer months when they are not in class. I believe a more through internship program should be established for law students and new attorneys, and that would benefit counties across the state.
- Consolidation of counties to reduce the administrative waste of running 120 separate counties and thereby reduce the number of rural areas; closing one of the law schools or reducing law school enrollment to make the practice of law economically viable and to reduce the number of attorney suicides and bankruptcies
- Start recruiting in the law schools. Subsidizing attorneys who agree to go to rural areas, for a while. Encourage interest in high-school students in rural areas in a legal career. Encourage larger law firms to open offices in strategic rural offices. Encourage urban attorneys to stage legal clinics in rural areas.
- Someone to connect law students or recent graduates with rural practitioners. A lot of students may want to return home but don't have the personal connections to the legal profession in the area (which may be quite small). A liaison of sorts. Students also need to know there is money to be made in rural practice.
- The availability of the Court. The facilities in most counties do not meet the needs of attorneys, clients, or the Court. Furthermore there are not enough Judges to hear cases. We have attorneys available and clients are available. But Judge's have too many cases on the docket to hear them timely. We need more Judges.
- A hiring platform for private practices in rural areas, or local government/county/commonwealth attorneys offices, to post job listings and attract those of us wanting to relocate to rural areas. Probably a financial incentive to those smaller firms or practices and government agencies to help incentivize new hires as well,
- To my observation, the total number of attorneys in the county where I practice has remained consistent over my 40 years of practice. However, more attorneys now work for the local, state and federal government (i.e. Judges, County, Commonwealth, and City Attorneys, etc.), resulting in a reduced number of private practitioners.
- The biggest problem I can see facing rural practice attorneys is competition from the "television lawyers", particularly in personal injury cases. Historically many local firms have used PI income to cover operational expenses so that their other work would be profitable, those opportunities seem to be migrating to the large firms.

- There is no money in rural practice. Clients can't pay their legal fees so set up a legal credit system like care credit for meds so the clients can pay attorney and "city" attorneys can afford to take rural cases. Set state standards for driving fees/ travel costs to work in rural counties. Offer CLE credits for ritual pro bono work
- Connectivity to the Commonwealth's legal community. Unless you travel to a larger city, you seem disconnected especially since there are so many attorneys in larger areas who all seem to know each other. The attorneys from larger areas were always welcoming to me but I still felt like an outsider because of where I lived and practiced.
- It is great that the Bar Association found a way to allow for small firms to have access to affordable health insurance, but if solo practitioners could access the same affordable health insurance, it would make it easier to start rural practices and support a family, especially if a spouse will be un or underemployed in the rural area.
- There are too many law school graduates. Decreasing graduation rates by 10% would increase lawyer incomes. Need more criminal and family lawyers, and fewer personal injury lawyers. As law practice gets more complex, ability for a rural practitioner to handle a complex matter decreases. Better business management leads to fewer problems.
- See my comments above about the Far Eastern Kentucky just being a sad and unattractive place to live nowadays. Makes me really sad. . It wasn't like this decades ago. More money is needed for economic development and diversification of the economy post-coal there or no one will want to live there. At least in the counties I've observed.
- Practice management and mentorship opportunities would be great for those practicing in larger counties as well. I chose to stop representing clients and just work as a consultant to a large corporation because it was easier than trying to figure out a solo practice. I still get requests from people to represent them so the need is there.
- One of the most damaging factors to rural practitioners is lawyer advertising from Lexington and Louisville lawyers. For many years rural practitioners would earn a fair portion of their income to support their practice by handling "small" auto accident cases. Now those are snarfed up by the advertisers to the detriment of the local lawyers
- 1. Consider questions of representation - are there impediments to attracting certain law grads or early career practitioners to rural areas (race, sex, SES, sexual orientation, religion, marital status)? 2. Consider cost of rural practice v. student debt. 3. Consider ways to attract people who are not natives of the target rural counties.
- Young lawyers obtained courtroom experience with criminal cases, usually misdemeanors. That has gone the way of the Dodo bird due to the closed public defender system. The Public Defender system should only be available for felonies or misdemeanor charges with a possible jail sentence of a year. The other charges should go to local attorneys.
- When I started practicing, attorneys were in demand for real estate title exams and closings. This provided the attorney exposure to potential clients and helped keep the "pot boiling". That has been taken away by the evolving bar that trusts non-lawyers to fill that intro niche. Widespread advertising has almost destroyed the rural practice.
- Back when I was in private practice, I found that lots of people needed the assistance of an attorney, but those people could not afford to pay for an attorney. Today as a prosecutor, I would say that over 90% of defendants are appointed a public defender. I don't understand how attorneys can afford to run a practice in rural and poorer counties.
- For me, I simply wish there were better recruitment tools for firms like ours (mid-size firms in mostly rural areas) to be able to find law students and young lawyers who are interested in

practicing law in our region (far western Kentucky), like a KBA bulletin board (or a website) where firms like ours could recruit law students and young lawyers.

- Primarily I think consideration of the conditions that rural attorneys face will suffice. Less attorneys, doing more work, in areas they are not specialized in is par for the course in rural practice and I think it is largely overlooked when rules and policies are promulgated because most participants in that process are not from rural communities.
- Rural practices like mine charge less and give away a lot of pro-bono hours. Donating more time and resources will be a burden. However, having a networking system that is truly helpful will give some of the benefits that the large firms take for granted. Small rural firms do not have as much of a luxury bouncing ideas off of a group of attorneys.
- In the eastern Kentucky counties I typically practice in the problem seems to be too many lawyers competing for an increasingly smaller pie due to population decrease. Add to that the mega firms like Morgan and Morgan advertising, and taking work from the area with little to no local presence, and it becomes increasingly difficult to earn a living.
- Many when start practicing don't have income base to survive as solo. Need to get work through Warning Order Attorney, GAL, part time assistant county attorney, commonwealth or DPA (contract). Also could setup shared office space in rural areas, giving clients a place to go and place for attorneys to meet/obtain clients through shared office space.
- Rural community attorneys are usually very close knit - to start in the area you need assistance getting to know the other attorneys locally. Difficulty in firms recruiting new attorneys due to lower client demands in rural communities. Difficulty recruiting away from large firms in the cities. Lack of "prestige" in practicing solo or in a rural area.
- Offer programs to teach the business side of the law practice. Assist in subsidizing malpractice issuance in exchange for so many pro bono hours. Assist in subsidizing advertising in exchange for pro bono hours. Encouraging local judges in creating a better environment for new lawyers who are not from that country and not treating them as "outsiders".
- The costs of education have skyrocketed in proportion to the decline in public funding of our universities. A reliable public-private loan repayment program is needed for Kentucky and the nation's sole insurance backed provider is willing to design a bespoke program for Kentucky practitioners. Please contact me for further information. I am a cofounder.
- Rural practice lawyers must learn how to network and collaborate with non-local specialists to effectively serve client needs. Legal fields are too specialized and technical for a solo practitioner to be able to offer quality legal services in all fields. The attorney also needs to have a strong working knowledge of technology to make this cost effective.
- Be aware that there is a natural reluctance in small counties to trust "newcomers" and young ones at that with legal matters. The association with a known local attorney is ideal. Additionally travel time and distance to courts, courthouses, deed rooms jails, may be unfamiliar to them. The courthouse is not always accessible the street from your office.
- Put bluntly, many of the lowest-ranked law school grads end up practicing in rural areas because the best jobs they can get are as prosecutors or public defenders. Smart, hard-working lawyers really do well in rural areas. I love the idea of putting 3rd year litigation students in rural areas and giving them the ability to actually try cases and represent people.
- I suppose I am unaware of some of the issues. We have increased the number of lawyers in this state about 4x since I began practicing law, yet we no longer have enough lawyers in rural communities? However, on a separate note, I will add that it is harder to have a general law practice now than it was due to the increasing complexity of certain areas of the law.

- In speaking to clients all over the state, rural counties seem to have less trust in their legal system because they don't have many options when they need to hire an attorney or appear before a judge. I also feel that as an urban-located attorney filing with rural courts. Sometimes we are met with defensive "us and them" outlooks. Mentorships are key to this issue.
- Many rural practitioners believe in developing business based on reputation. As such, they do not have websites. Law students look to firm websites to explore job opportunities. If a firm does not have a website they will likely not consider that as a position. The KBA should assist rural attorneys set up websites in order to increase their presence for law students.
- Organized county wide bar associations to integrate the new attorney into the legal community in that county. Alternatively, organized bar associations for adjoining or regional groups. There is little incentive for new attorneys in a community when the established attorneys do not reach out to them. Attorneys with long term family connections guard their client base.
- The only real factors as I perceive them are lack of consistent work and low income potential. If your significant other has a full-time job with benefits working for the government in some role, then a rural practice practitioner might be able to make it... Otherwise, the bills don't go away just because you choose to work in an area where you can't make a steady income
- In my opinion, we should look at whether the problem stems from law school admissions. Are Kentucky law schools admitting too few people with rural backgrounds? This simple inquiry might pave the way to revise the way law schools view their admissions standards. I think this is an important question that could be studied without taking much time or incurring much expense.
- I would suggest paid summer law clerk positions for students in law school so they could better understand the variety of practice in rural communities. This would also be helpful for county and commonwealth attorneys who have vacancies in rural areas, as well as for the state public defender's office which has difficulty keeping attorneys staffed for rural communities.
- I think the biggest issues are related to lack of economic opportunity in rural counties. Businesses generally do not wish to be located in these areas, meaning practitioners must be generalists or specialize in lower paying areas of law. The best way to increase opportunities for lawyers in rural areas is to increase economic opportunities for all people in rural areas.
- Student loans are the greatest challenge for the young attorneys this initiative wants to attract to open rural practices. While property values are more attractive, debt to income ratios due to student loan debt are mortgage preventative. A student loan assistance program for younger attorneys that move to rural communities would go a long way toward attracting participants.
- Any new attorney needs to be trained. A new graduate trying to open a new practice anywhere is a train wreck waiting to happen. New attorneys need to be trained in some fashion. It could be by taking a job with government entity or hooking up with an established attorney but training & mentorship is a must. The question & problem has always been.....how is this accomplished?
- So we have low and unstable income in our rural areas but the bar is asking us to donate? We frankly need less rules that cause the small practitioner heartburn and sleepless nights. Judges who are understanding of the rural practice. In my experience, judges lose all connection with their past life shortly after reaching the bench. More substantial compliance needs to the rule!
- I have been in inactive status since the end of 2020. I am returning to active practice. I believe there should be a program whereby private attorneys like me from large urban areas like mine can go to rural areas on a periodic basis with office space and per diem provided. The services the private attorney would provide, e.g. for a three month stay, would be donated by the attorney.
- A lawyer usually practices where they start practicing law or find their first opportunity. The opportunities for young lawyers are directly related to the amount of older established lawyers you

will have in an area in the future. More money for entry level positions in DPA in County Attorney offices and other offices that hire new attorneys will bring legal talent to underserved areas.

- I think a key to helping with rural practice would be for indigent cases to be appointed to local attorneys rather than exclusively using on staff DPA attorneys. This would have the benefit of providing some reliable income to attorneys while enabling attorneys to obtain more trial experience. It would also help where DPA has persistent problems in retaining people to work in rural areas.
- Practicing in rural area harder because small populations, lower client incomes and smaller client pool make profession harder. On the upside, the bar is more courteous in rural areas than in urban settings. Struggling to make a living AND dealing with new state bar ideas to "help out" makes work depressing. The newest idea - CourtNet - is a hot mess and most rural attorneys I know hate it.
- In general attorney salaries are not commensurate with the time and expense of law school as compared with other jobs and professions. Even in cities obtaining a well-paying job is a challenge. I believe that law schools need to lower admission rates in order to allow for better employment opportunities. If salaries were higher in a rural area, many attorneys would gladly relocate for a position.
- The costs of attorneys and the legal process is very high for people in rural areas. We often reduce our rates to below average in order to assist making access to the courts affordable for people in our community. Any assistance or subsidies for people who meet a certain income threshold would greatly assist, especially in civil matters, and allow us to take their cases without struggling to get paid.
- Working and living in rural communities requires a long term commitment to the community. Too many large firms are pulling clients away for small town firms. As populations age and decline there is often not enough clients to support rural firms. Many county bar associations are not as active as they were in the past often limiting informal and social connections with members of the local bench and bar.
- I know that the Illinois State Bar Association has also been working to increase practice in rural areas. It has also been a concern with the American Bar Association. I believe there could be opportunities for the KBA to partner with some of the other bar associations for a joint program. Kentucky is bounded by seven states and I know many attorneys, like myself, who practice across state boundaries.
- As law firms grew across county lines-the small town practitioners lost the referrals from those firms and the working relationships those referrals created. In fact Big firms in lawsuits would file spurious motions making solo/small firms waste time in court reducing their ability to produce income. Sadly few Judges called those big firms to task though as Circuit Judge I tried to squelch those tactics.
- Smaller towns need to encourage attorneys to locate there by being a clean community, business friendly, make it a community that a new Attorney would like to live in. No one wants to move to a dumpy area. Also develop the downtown areas, to be nice, busy, progressive. When building new courthouses, build them downtown, not outside town like they did in Owen County & others that I have seen in this state.
- The specialization of even basic areas of law have made it difficult for young lawyers to come to a small community without a mentoring partner because law school does not actually prepare one to open a practice on there own. Higher scrutiny for malpractice complexity of basic run of the mill cases only allow new attorneys to work for someone or for a government position like an assistant, clerk, or DPA.

- The vast majority of things like CLE opportunities and rules of practice are designed for large firm attorneys. Many of the requirements are simply not practical for solo or small firms. Law schools place too much value on high paying firm jobs. There is little assistance in how to set up and manage a solo rural practice. There is little incentive to practice in a small town unless it is a persons hometown.
- Zoom/Microsoft teams in the courtrooms has killed the small town practice. Because of Zoom/Microsoft teams, attorneys from large cities are taking more cases away from local attorneys. Prior to Zoom/Microsoft teams being introduced to courtrooms across Kentucky, attorneys from large cites would refer most cases to small town lawyers. The local small town lawyers are struggling to keep their practice afloat.
- Baby lawyers straight out of law school are going to get eaten alive out on their own. Mentorship is what they need to be effective. Motivation is much simpler. Forgive their student loans for serving rural communities. I would have gladly gone back home and done pro bono work for years if it meant I wouldn't spend the next 30 years making the equivalent of a mortgage payment every month on my student loans.
- This is likely more than this working group can accomplish, but improvement of the infrastructure and amenities of rural communities could go a long way in attracting and retaining practitioners. Also, improvement in the tough-to-crack "good ole boys" culture in rural communities could help remove an obstacle to those who aren't from an area but who may be willing to and interested in practicing in rural areas.
- Zoom court is extremely helpful in meeting the needs of clients in small counties. Out-of-county attorneys are more willing to take cases in rural areas if they are not concerned they will have to make 10 trips to the rural county, or spend half a day traveling, waiting and traveling back. In addition, out-of-county attorneys are able to charge less, making representation more affordable for rural county residents.
- I worked for state government for 25 years in environmental law, the AG's office and the Governors office. I've visited every county in Kentucky and worked with executives to bring businesses here. Unfortunately whether it is true or not the perception is that the education in rural counties is deplorable. Until we improve education in this state I believe you will continue to see a brain drain from the rural counties.
- I believe the biggest problem is the fact that most law students have student debt. To take a lower paying job right out of law school means that you have less disposable income to throw at the hefty student loan payments that will quickly take place. If you want more people making decisions on where they want to practice based solely on what they want, I would suggest taking a look at what law school costs the student.
- I have never practiced law in rural Kentucky but have practiced in a small community elsewhere. It was my experience that attorneys practicing in these areas are not eager to mentor young attorneys even if they have more business than they can handle for fear that any competition will cut into their business. This reluctance is probably less with respect to older attorneys who may be eyeing retirement in the near future.
- Attorneys like myself (66 and near retirement) to help young attorneys with the day to day operation of a law office. Offering practical knowledge as to filing documents, preparing documents the way our Judges want them and helping them develop a pay scale for areas of practice. Most young attorneys have studied the law but often know little or nothing about documents to file with the courts and when to file motions, etc.

- Have large firms partner with solos and small firms in rural communities to provide summer clerkships for law students. Create and exchange "sublet" program where law students in KY law schools have their rent paid in Lexington/Louisville/NKY while they clerk "back home" or in a rural community. Have law schools "career services" emphasize serving outside the area just like they do with the "Big Firms" who interview on campus.
- Increasing the statutory pay for court-appointed counsel in juvenile cases. Right now, the pay is so low and the need is so great that we have approximately five attorneys covering all of the juvenile cases in Anderson County, and two of us are in the same office. It's such low-paid work that other attorneys in town are unwilling to take these appointments, and client's needs are not being met as well as they should as a result.
- The goal should not be to send attorneys into rural areas. The goal should be to create programs that make it easier for people who live in rural areas to become attorneys and then return to their communities to practice. I think it will be extremely difficult to convince any significant number of attorneys to move their practices or start their practices in the rural communities of Kentucky unless those attorneys are from those areas.
- It would be quite surprising to me that someone with an established practice elsewhere would chose to pick up and move to a small community, therefore the most likely person to open a practice is a new lawyer and frankly one that already has ties to the community. I am now retired but I would not have survived my first few years without a mentor who helped me and an informal network of local attorneys willing to provide occasional advice.
- There has been a conscious decision to reduce the financial opportunities for lawyers in criminal defense matters as well as personal injury/tort cases. The former largely has to do with worrying too much about the financial status of prosecutor's offices to the detriment of private attorneys (and, for that matter, public defenders). The latter is a result of advertising firms siphoning away cases which use to fund many other law practices.
- Demographic and regional parity. I don't know who is on the committee, but, it is important to have parity in representation and actual rural practitioners representing. In my experience, the medium/large firm urban bubble does not comprehend the challenges and needs. Rural, small practitioners historically aren't as involved in bar policy or committees, because it is challenging and if you are not in your office, you lose valuable income.
- I don't know how you make it better. The clients are not wealthy enough to pay fees and the bar can't do much about that. I also don't know how the bar cures the lack of business law activities in counties where there are few businesses; or the businesses that exist are represented by larger urban firms. Rural Kentucky is just not very inviting to a young lawyer with big education loan debt and having to cover start-up costs for a practice.
- Stress the need for new attorneys to maintain high standards (ethical and moral). In small towns and rural areas, everyone knows everyone and everything. It is important to volunteer your time for civic functions (local boards, etc.) and maintain civil relationships with other member of the bar. Remember that attorneys are professionals and not just in business. You can be kind and civil to attorneys and their clients even in adversarial matters.
- Often times, attorneys who grew up in rural Kentucky have made a conscientious decision to not build their careers there. I ceased practicing in Eastern KY after I had children and came to the realization that I could not - in good conscience - raise them in an area so devoid of opportunity and so steeped in ignorance. As a member of the LGBTQ community, I cannot foresee myself returning to practice in Eastern Kentucky at any point in the future.

- Regarding unmet demand for Landlord-Tenant legal services, I have personal knowledge that in Fayette County, tenants have virtually no options to hire or obtain legal services from an attorney. We get so many phone calls from tenants who have problems but we cannot assist them. Part of the problem is that this class of people have no money to pay for legal services, while landlords have the resources to force evictions of a troublesome tenant.
- The legal model is broken and has been for some time. We have failed to adequately self-regulate our profession from ethical oversight and dismissed the fraternal networks that made the bar so close decades ago. The only topic 45+ attorneys focus on is retirement whereas much of the younger bar is looking to dip to anywhere but here because they are often with DPA and burdened by unfair and unrealistic workloads that undermine their sense of duty.
- Several neighboring counties where I practice or have formerly practiced occasionally have seen a steady and steep decrease in local attorneys. There certainly is enough work in many communities to support local attorneys but there seems to be another issue at play — often the lack of family opportunities either for spousal employment or long commute for spouse or lack of educational and extracurricular opportunities for the children of the attorneys.
- The KBA has been less than worthless is looking out for the rural attorney in Kentucky so it is nice to see this task force in action. In my 25 years, I pay my dues because I have to. One major expense for me as a sole practitioner has been health insurance and I can see how it could keep a lawyer from trying to start out on their own. If there was a way that the KBA could facilitate some type of more affordable group insurance, that might be of help.
- Assistance for established or semi established attorneys to make it more likely that those practicing privately continue to service the rural areas. I don't think this is simply an issue for new attorneys. I think the problem goes well beyond that. It would be helpful if the KBA would provide some type of advertising or website with readily available information for rural practicing attorneys so that all rural attorneys could have an internet presence.
- In my experience, it is the geography and location of Eastern Kentucky and the perceived lack of sophistication of other residents of the community that discouraged people from locating here. I practice on several jurisdiction and also have a regional coverage practice and the find our legal system to be on par with the best of the jurisdictions. I find our courts open, available for hearings, and professional. The orders are well reasoned and timely.
- I would like to see what representation there is for the working group in west Ky. I would be willing to help out if members are needed. I practiced in Louisville for about 15 or so years and practice in Trigg/ Cadiz since 2005. Maybe some more emphasis on moot court at high schools and summer programs that law schools put on for high schoolers. U of L has or had one, but it is no longer residential and pretty much only is available to local kids as a result.
- Additional resources or opportunities for rural attorneys with less capital to advertise or some sort of directory available in each county with names of attorneys and their practice areas - I think the lawyer locator on the KBA website is great but I'm not sure that a lot of people in rural areas would even think to look there; maybe some sort of google ad that would put this directory at the top of searches for "x"[practice area] attorney in "x" county/city
- Technology has allowed outside large law firms to become competitive in rural areas taking much of the more lucrative case such as personal injury. Now outside attorneys can file electronically from anywhere. They can attend court from any location. Rural attorneys make an income similar to dentists. It is fairly steady work. I use to get the occasional personal injury case which would help my retirement. Since the pandemic, I have seen a decline in these types of cases.

- How to emotionally support attorneys from rural communities; how to give the state more pride in its rural communities; how to balance parenting in a rural area (which often requires a LOT of non-school supported driving to sports or enrichment activities for youth and/or limited daycare/nanny options for infants/toddlers) with a law practice; how to more effectively be a solo practitioner because the LAST thing E. Ky needs is more "big law" coming in to pirate good cases
- The problem seems to be attracting people with no connection to a rural community into a rural community to establish a practice. I think the vast majority of young lawyers in Frankfort either grew up here or have some sort of family connection here. It seems especially difficult to get "baby lawyers" to come to a rural area. I get the feeling from many I interview that they perceive a job in a rural area as a "failure" or something to do until a better opportunity arises.
- The bar association, and mainly the Kentucky Supreme Court, are to blame for decreasing interest in practicing in rural areas. They are going out of their way to help their "friends" in bigger law firms in Lexington, Louisville and Northern Kentucky steal clients in the rural areas through mandatory electronic filing and "Zoom" etc. Now, those attorneys can stay in Lexington, Louisville, etc. without having to spend time traveling and without having to incur the travel expenses.
- While I had my family, I didn't have some of the other necessities I needed. I didn't have foods that I could eat safely. I have celiac and had to travel to Lexington for specialty groceries. I spent my work days on the road traveling to court only to have to travel on the weekends too. Honestly, Eastern Kentucky needs better infrastructure at the very least. IF a judge or two would consider zoom dockets for status hearings, even better. The travel was truly too much for me.
- Recruiting attorneys in rural areas where there are already too many attorneys but not enough paying clients to satisfy the current needs greatly exacerbates the problem. Maybe a supplemental income & insurance system that will fill the gap between what an indigent client can pay and a customary fee charged by counsel would be a better use of funds and resources than deflating the already reduced fees charged by rural attorneys due to saturating the market with even more competition.
- Perhaps at a minimum provide for some sort of financial resource that would reimburse attorneys for mileage, gas, travel expenses; maybe KBA could work with agencies in the Commonwealth who have staff attorneys who could earn extra money by handling cases that wouldn't conflict with their current caseloads - this could keep staff attorneys with the state while developing them for a future rural practice and perhaps take away some of the hardship of the low attorney pay with the state.
- As the legal profession moves into all electronic filings and practice, we have the most unreliable internet services. In fact, I had to stop federal court practice because it went all electronic filings. In Harlan we have very little fiber optic infrastructure. This puts us at a great disadvantage to larger areas. Rural practitioners should have access to the same or equal internet service as the cities. Particularly when the rules are moving to all electronic filing and pleadings work.
- I believe the mentorship program would be most useful for the rural attorneys. One issue not discussed in the questions thus far is the complexity of practicing in small town because of the inability to focus on a few areas of law. Small town lawyers usually have to take care of all matters for clients. A mentorship program would be useful only if it include a variety of attorneys for limited mentoring (i.e., one for probate and estate planning, another for criminal, another for divorce, etc.)
- This is going to need subsidies of some sort to work - also, if KBF is soliciting donations, it is important to be transparent where the money is spent, and it will be difficult to spread it around so one area of the state doesn't feel neglected. The apprenticeship is a good idea, but no obligation

to hire an attorney who moved there is harsh. Maybe think of a way to cushion the attorney that doesn't hired somehow, or help fund their relocation if they don't want to stay in rural Kentucky.

- I have very little faith that you want honest, genuine answers to this question. But I'd urge you to consider what the average student loan burden that you're putting on every single lawyer is, and to be mindful of the fact that no rural community could bear the responsibility of paying that back when they're already struggling. I'd also urge you to look at the educational attainment and opportunity in the areas you're worried about. You've created a generational problem, there isn't a short-term fix.
- Wraparound resources are critical. Engage the DPA offices in those counties and consider a model like the Bronx Defenders, but on a rural scale. It could help to identify needs in the community and slow the revolving door of indigent clients. Possibly consider a collaboration with JD/MSW programs as a resource. I no longer practice in the state or in a private capacity, but I would have been much more likely to stay had there been support systems or learning opportunities outside of those I found online.
- I am a non practicing attorney, who taught middle school for 20 years. I now work with migrants (working in) in the thoroughbred industry. There is tremendous need within this community as well as extraordinary work ethic, intelligence and appreciation for the United States. While many are "uneducated", their drive and interest in education is a beautiful, unrealized resource. Many have an incredible work ethic and prove it every day. I suggest researching how to tap into this community. Thanks for asking.
- Allow people that wish to practice in rural communities into law school and support their employment in those rural legal communities during and after law school. Programs that incentivize people without roots moving to rural areas may result in temporary gains that vanish with the money or end up remotely serving urban areas with expanded broadband internet. However, permanent solutions for those rural communities involve assisting those who intend to raise work and families around the people they work for.
- So much of small town practice is the business of running a law practice. This is not being taught in law school. There is no support for attorneys who end up in this situation. We are just thrown out with our colleagues (who often won't share help or ideas because of this competitiveness we all seem to have). To me the number one incentive to want to go to work at a bigger firm is not the money or prestige, but just the network of other attorneys you can turn to for help solving a legal or business problem.
- Courtnet stats re: types of cases filed in rural counties and a review of the "special" practice areas such as social security disability and workers' comp. cases arising in the counties would be a great place to gather helpful info. Most rural county attorneys I know are more "jacks of all trades." There are specific practice areas that do not get covered as much such as LL/Tenant; disability; and workers' comp. Encouraging new attorney practice development in those areas would seem to be an important goal.
- Rural communities tend to be insular. For any outsider to succeed in practice, they will have to forge connections with the established bar and with other members of the community. Internships with judges and county attorneys or other elected officials might be the most useful since those people are well-connected. I think providing training and technical support is important, because you don't want new attorneys to have to choose between profitability and being truly competent to practice in many different areas.
- You need to interview attorneys and not just do surveys. Answer may not be to open practices in rural areas but with leveraging technology and our library systems to help with virtual representation. We need full electronic filing and the courts need to all use electronic filing too;

private areas in libraries for virtual meetings with client; and zoom court. I can represent a client for a work comp case anywhere in the state where there is internet but I can't appear in court anywhere in the state without driving.

- Law school is extremely expensive, housing is extremely expensive, other living needs are expensive. Some of us have considered rural practice but the small firms that are there and looking to hire someone pay very little so we stick to the big cities. The big cities also have more amenities. I wrote and submitted an article to the KBA on legal paraprofessionals - an approach that other jurisdictions are taking to address this problem. I don't know if anyone read it/took it seriously but it would be worth considering.
- That the Bar Association should not be involved. Rural practice is a matter of choice and should not be deemed as "special". For those of us practicing or who have practiced in rural counties we know how to do our job. It's on the job experience and you should NOT need to hand-hold people with a JD on how to find the courthouse door. Don't create another 'victim' status or indoctrination program that is unnecessary. Invite me to your group, I would live to hear how this kind of practice needs special designation/treatment.
- If you want people to come to the counties where we practice, it might help if we had support staff. I hire what I can find that will not steal, but I have no prayer of getting a paralegal to help me. Also, I have to answer bar complaints which amount to nothing because anyone can file one, even the opposing side. There are few kind words given to attorneys and if you want to make it in a rural area you have to travel. How about mandating Zoom court for judges then people wouldn't have to spend days and nights on the road.
- I believe a mandatory residency program for all Ky lawyers would be good for all lawyers and the public. To go out on your own is best way to learn bad habits. It would create job opportunities for other lawyers and if they want to practice on their own after residency they would have an idea on how to do it. Also need course for last semester in law school on how to run a practice. A residency program was discussed by the bar 20 plus years ago but the large firms killed the idea. They thought it would cost them money.
- I guess that society will decide how many lawyers they want to keep around. But it hurts when big Personal Injury firms scoop up lucrative cases which many times would make the difference between a profitable/unprofitable year. There is a way to stop this but maybe not the will. PIP minimums need to be raised. Minimum Liability/Auto ins limits need to be raised. Lawsuits v Doctors seem to have been eliminated in Kentucky. To me, there's a pattern of adopting policies and laws which serve to put downward pressure on law practices.
- The problem isn't a lack of lawyers practicing in rural communities, in fact there are likely too many as older attorneys 60 and up either refuse to, or can't retire. The biggest problem is that most rural areas are economically depressed, and most clients can't pay, and that creates a situation where there is hyper-competition for clients who can. Another issue is 'franchise' firms like Morgan and Morgan, who are the Dollar General of law firms expanding into every rural community, making it harder for local attorneys to operate.
- How about support from the KBA? Stop accepting frivolous bar complaints from individuals who are not even the client and from clients regarding minor issues? I've spent time twice defending ridiculous allegations which were ultimately dismissed. Yet attorney's who clearly have problems and yes who I reported as I'm supposed to are still able to practice. I get that that attorney has probably been referred to KLAP for help but if I don't have a substance abuse problem and I'm trying to do the right thing I'm getting worse treatment.
- There does not seem to be enough attorneys willing or available to help people in civil rights cases in the state or federal court systems, e.g. excessive force claims, police harassment, housing

discrimination, employment discrimination, prisoner's human rights violations. People either obtain counsel from places far from western Kentucky or they are relegated to access whatever limited remedial measures they can get through processing a complaint through the Human Rights Commission Boards if there is such a board in their county.

- Childcare options for attorneys in rural communities. The lack of childcare options in my area and the surrounding areas is a HUGE impediment not only to myself in my solo practice, but also to other working class (be it white collar or blue collar) families. But in particular in the legal field there seems to be an expectation of attorneys to be present in an office for typical business hours, 5 days a week, and if one has children that is difficult. The expectation exists not only with clientele, but sadly within the profession, too.
- Please see my previous comment. I am observing most of my law colleagues are going through mental health issues and the quality of work that I see my colleagues produce is lower than pre-pandemic. There is a noticeable difference in the practice of law since the pandemic. Most older attorneys have retired and I am now in a situation where I am simultaneously a younger lawyer, but also the most experienced (and that should signal to everyone that there is something wrong). There are very few attorneys older than me and even fewer younger.
- Larger participation in collaborative law for family matters as well as study and practice in restorative mediation where continuing relationships might be preserved. Large law firms with public exposure will select cases with a high ROI and refer all others to local counsel, who can never sit at the big table, only be given crumbs. Attorneys think Justice is when you win and it's all about money recovered or denied, but clients want to be heard and desire recognition. How better to tell your story than in an appropriate mediation setting.
- KBA to take active role in protecting the practice of law against non-lawyers. KBA to empower lawyers who have spent the time and resources to gain Juris Doctor degrees against those who do not have to study 4 years of college + 3-4 years of law school to become practicing lawyers. KBA to assist Kentucky-educated lawyers to get to know our rural communities and to serve those communities without going bankrupt. KBA to provide resources for more lawyers to practice in rural areas and to fight against the rural realities in the courtrooms.
- The Kentucky Supreme Court should enter uniform Zoom rules that promote the maximum use of Zoom. Some judges do not want to use it at all and some do not use it enough but young people are not going to move to rural Kentucky when there is no reason and nothing to attract them and if you are actually serious about this perceived problem allowing a type of long distance practice at least several days a week would go further to get people to then travel to the rural counties when truly necessary. Otherwise, you are just pretending to really care.
- I perceive a huge need for legal services among people who cannot afford to pay lawyers. If the profession could somehow encourage a segment of attorneys to practice law as a mission, either by rewarding them with esteem and recognition it would be so valuable. Instead, small rural practitioners are competing for the relatively few clients able to pay current charges for an attorney. If you could imagine legal coops where retired practitioners have computer infrastructure support and a group liability plan then maybe retirees can fill the gap.
- Low population density and rural often go hand in hand. Although face to face meetings with clients are often necessary from time to time, the bulk of work does not require being in the same room with anybody (as the COVID era demonstrated). Solutions aimed at getting lawyers to move from city/suburban areas to more rural areas fight not only the natural markets, but the desire of many to be closer to city amenities (cultural, sports, etc.). Focus on connections between/among lawyers who can serve regions remotely, in coalition or separately.

- It seems that the decline of rural lawyers is the result of two related economic forces: (i) the specialization of the practice law into particular practices areas and (ii) earnings from a solo/small firm practice. Higher rates go to the specialists, but specialists aren't in demand in rural areas because of the lack of economic activity. Lower rates go to the generalists, which impacts earning potential. Then there's the issue of economic prosperity in rural areas, where the population largely isn't able to afford a specialist even if they needed one.
- Solo practitioners in rural areas need free access to Westlaw or LexisNexis and need health insurance for the lawyer and their family. Local law libraries sound good in theory but have never been of any practical help. I found myself walking to the law library to research only to have 5 legal questions on my walk there and back. These are the two things that have always been a concern for me in my law practice and my father before me. There simply are not jobs in rural areas for a lawyer's spouse to get good health insurance coverage for the family.
- For younger attorneys, small towns often are economically depressed, so they don't offer any attractive amenities other than the cost-of-living is generally lower (although gas is usually higher due to higher transport costs). If the town doesn't have much to do, then I think you'll have a hard time convincing newer attorneys to move to a rural community. I moved to Frankfort because my husband is also a government employee, but I always knew I'd end up in state government. Now, state government has its own issues attracting lawyers, but that's a different story.
- Ensuring that surrounding small county Judges do NOT have conflicting dockets. For example, Edmonson County moved their DNA docket to Tuesday, the same day as Barren, and it reduced the available attorneys in both counties. The same issue exists with Warren and Barren County Family Court Civil Dockets on Wednesdays. Small county judges often share courtrooms and clerk staff and are limited on the days they can have their dockets in each county, if the larger counties would accommodate the schedules of the smaller counties it would benefit attorneys in both communities.
- I do not think it is appropriate to encourage young lawyers straight out of law school to engage in solo practice and they should instead be encouraged to work under more experienced local attorneys. Money is clearly a problem for rural lawyers representing locals because the local population cannot afford to pay the legal fees required for an experienced attorney in a solo or small practice to spend time mentoring young lawyers that cannot provide adequate value yet - the Bar could look into subsidizing an incentive program for mentee attorneys in small, rural practices.
- I am practicing in an in-house role in Cincinnati right now but previously practiced large firm and then small firm trusts and estates based in Jefferson County but working throughout the state. You are working on a real set of issues here and I want to support your work and see it succeed. I think the set of issues you are looking at for rural lawyers applies strongly to "city" small firm/solo lawyers too. I have seen too many of them get broken down by the practice, and get into substance and/or financial difficulties. It doesn't seem like a healthy way to work and live.
- I wish there were more business training--accounting, bookkeeping. There are many traps that are very discouraging while I was trying to start a business and do "things" right such as submitting unemployment, tax with holdings etc. in a timely manner to avoid traps and pitfalls. I became very frustrated thinking "I went to law school but they never taught me how to run a business." I never could afford office staff to handle the "business." Training regarding Legal malpractice insurance would be helpful. I know the Bar Association program exists but my timing was terrible.
- 1. Provide an avenue for competitive bidding from lawyers in adjacent counties to set up satellite offices. Winning bidder gets assistance in form of rent, perhaps wage supplement for an employee presence from 8 to 4:30. 2.If there are counties with no lawyers, provide substantial assistance, including advertising exposure for a lawyer willing to go there. 3. Are there counties where legal

services are not available by attorneys from adjacent counties? Has centralization created the illusion that services are not available (from other counties) or are there substantial unmet needs?

- Lawyers in the triangle of arrogance (Lexington Louisville northern Kentucky) should be taught to be a little more humble and not look down and/or talk down to rural (especially eastern) Kentuckians including, but not limited to, local rural attorneys. Many triangle attorneys are snobby arrogant elitists. That does not promote professional courtesies and camaraderie and it damn sure does not go over well with juries. We have lawyers from Knoxville which is more urban than Lexington and they don't act that way. Unfortunately it's a common attitude on display from the triangle bar.
- For me, the two factors that weighed against considering rural work were: (1) the cost of my legal education, because I perceived rural practice as likely being lower paid with fewer opportunities for movement and advancement or with unsteady initial income if I hung out a single shingle; and (2) the risk of malpractice, because I perceive rural practice as requiring one to take on a variety of tasks (probate, family law, criminal law, etc.) and I would not have felt comfortable trying to practice so many areas of law without having a really strong mentor relationship or other counsel to consult.
- To discourage the one stop shop for attorneys (Everything for a Buck practices\_) There are so many areas that require extra knowledge. It takes time to learn areas of the law that are very niche. If there were a way to get solo practitioners to team up with specialists through fee splitting or something else, that would be a great service to underserved communities. (In the Elder Law field, for example, a cheap, fill in the blank sweetheart will is not usually sufficient. Also many practitioners don't understand that families don't need to spend everything for Medicaid long term care to kick in.
- Come watch. And not in court. Watch what it does to lawyers who are answering their cell phones 24/7, 365 to the complete detriment of their families and friends. Most 'good' rural lawyers in my mind don't play golf, they seldom vacation, and struggle to maintain some semblance of normalcy in their lives outside of work. The increasing connectivity of the world means we are on call 24/7 if we want to make a living. It's a struggle and its the system that has left us in the dust. Our system is not made to handle the things with which we must help clients if we truly are representing their best interests.
- I don't think you guys understand. There isn't necessarily a shortage of licensed attorneys in these areas. The issue is that there is not enough people who can pay private attorney fees. The people here don't have enough money to support a lot of private attorneys. So the attorneys they do have can't specialize or have to travel. The real solution would be to fund a government agency or legal aid contract agencies. Attorneys would follow the money if they could. The people can't afford it. Also I am in Lexington now but I spent years as a public defender in McCreary county so I have seen how rural counties work.
- standardize WOA and GAL fees with a percentage going to fund any initiative the KBA ANTICIPATES TO THIS EFFORT. ACTUAL SEMINARS USING e-FILING, COMPUTER RESEARCH FOR ATTYS AND STAFF IN EACH COUNTY a MINIMAL COST FOR SOME HEALTH INSURANCE, RETIREMENT BENEFITS TO STAFF TO MAKE SUPPORT POSITIONS MORE APPEALING USE "CLOCK AND DROP" BOXES FOR FILINGS IN ADDITION TO E-Filings. make it clear that times for filings are not changed by E-Filings( such as challenged Motions for Summary Judgments, stop helping non-lawyer litigants it undercuts our income and esteem as a profession-- we do not help dentists and doctors to do that.
- The biggest issue I see is the influx of out of state attorneys who are taking cases via the internet. I am a federal ALJ - I hear cases in KY and TN....in the past couple of years, the majority of the

cases have shifted from local attorneys to lawyers from as far away as California. If the KBA really wants to help KY lawyers, it needs to prevent out of state lawyers from poaching clients in Kentucky when they don't even have a license to practice in KY. In my opinion, the out-of-state mega firms, and their internet presence, are the biggest threat to rural lawyers and the reason why we have a shortage in KY.

- I guess I might be regarded as one of those evil, out-of-area, carpetbagger attorneys who takes food out of the mouths of local attorneys (that's what I have been told, almost verbatim.) I am a creditor's rights attorney, mostly foreclosure and bankruptcy, and the nature of the practice is that clients like mine only want lawyers who practice at least statewide, and usually in multiple states. Still, that makes me a significant user of local counsel - for court appearances (especially contested matters) and title searches. I've noticed over the last 10 years is getting harder and harder to find counsel in rural counties.
- Lawyers in rural communities need what the non-lawyer community members need: safety, quality housing, grocery stores, healthcare, quality schools, connections. I worked in Eastern Kentucky for many years and it was lonely. I also developed compassion fatigue because my clients faces unimaginable hardship and I felt very ill-equipped to help them. Finally, I saw no future for myself. Any positive changes for the community will draw folks who can also provide services like legal help. It's commendable that the KBA is focusing on this issue. It doesn't impact only Kentucky, but other states may not be taking the interest you showing.
- Reducing the appearance that the Ky Bar Assoc focuses on large firms in large cities. More CLE geared towards small firms and rural areas. Training of new and young lawyers on matters that they can use to "pay the bills". There is a perception that equine law is given greater weight than boundary line and easement law, but a very small percentage of attorneys ever practice equine law. Also develop "clinics" where rural practitioners can give back to their communities without losing lots of money or hours. Large firms can volunteer one or two attorneys easily but solo pray are losing money when they volunteer even a few hours.
- public defense and prosecution are facing similar recruitment to rural area issues (and AOC) and if their salaries went up, they might get more folks started, practicing 2 to 5 years and then stepping out as a solo in those rural communities. a fellowship in combination with legal aid or a criminal justice system partner makes a lot of sense to me. Colorado public defense counsel put out an ad recently for a rural defender fellowship, funded two years with the defenders office and mentorship locally/position with a rural defense contractor locally and then anticipation the person hired would takeover or join the rural defense contractor.
- Recent Census data shows an increasing urbanization of Kentucky. It would make sense that the more urban areas would therefore have an increasing percentage of members of the bar, and the rural areas less so. A mere drop in the number of lawyers in rural areas may not be the problem this survey assumes it to be. Innovations in the courts like electronic filing and Zoom hearings make it less important for a lawyer to have a physical presence in a rural county to do business there. Also, demographic trends statewide may alleviate the concern of urban lawyers that they will get "home cooked" when they travel "out in the state" to practice.
- Protect the public by keeping out large law firms that have non-attorneys doing work that should be done by local attorneys. As a Bar, the Kentucky Bar Association needs to do more to help lawyers make more money. It feels like the Bar focuses on large defense firms in Lexington and Louisville as well as some mid-size towns such as Bowling Green and Northern Kentucky where the firms that represent insurance companies are treated better than everyone else followed by the big advertising firms. Limit advertising. Investigate the unlicensed practice of law. Encourage courts to give an upper hand to local attorneys that walk to the courthouse.

- I appreciate the KBA trying to address this issue. However, when you don't have jobs available and the overall economy is bad you just can't get new lawyers to practice law in small, eastern Ky., towns. While I had a successful practice, it was always a hustle and a grind. The big firms like Morgan & Morgan were getting a lot of the good personal injury cases. You have to practice in so many areas of the law to make a decent living it is risky. My wife was also my law partner and we had been at it for over 25 years and got tired of the grind, and moved to another state where we were also licensed, got state jobs with benefits and that paid better.
- I was a solo practitioner in Hazard for 11 years, as a "flat lander" I was successful by immersing myself in the community. The best idea would be for government or quasi-government legal services, like PD or legal aid, to attract attorneys is to increase their salaries or benefits. That is how I ended up in Hazard from Newark NJ, opportunity to work at legal aid to help indigent and also pay off my student loans. Maybe subsidized housing for lawyers in the rural areas would be beneficial or a reduced tax rate. People want to live and practice in smaller communities now, they just have to be able to pay their bills and make a decent living while doing so.
- It's been my experience that rural counties are hostile to Louisville attorneys. For example, I recently took a case in Meade County and was told that "the judge is adverse to remote appearances" and they would not accommodate me to appear telephonically or via Zoom/Teams. I only took the case because every other attorney in the area was conflicted off the case. In my opinion, this is not helpful to the practice of law in rural areas. Rural attorneys should be accommodated by other counties to appear remotely and vice versa. It is an abject failure of leadership to allow individual counties decide they will never allow out of county attorneys to appear virtually.
- The most difficult part of practicing in a rural community was the low and uncertain level of income. During the first year of practice, I may have cleared \$20,000.00 in my private practice. It was extremely difficult to pay student loan payments back even with income based payments. If I did not have the opportunity to be a part-time assistant prosecutor for the County, I would have not been able to make it financially feasible. It is also difficult in the beginning to cover the high malpractice premiums for a solo practice. I think this acts as a deterrent to potential attorneys interested in rural practice, weighing strongly in favor of a salaried position at a population center firm.
- As an assistant commonwealth's attorney I have observed that it is difficult recruiting to fill openings in our office. Pay and benefits are the main reason. In my situation I made more money as a police officer before going to law school. Financially speaking, working for the Commonwealth of Kentucky is the stupidest thing I have ever done. I have several friends who have quit to take jobs as public defenders or prosecutors in Indiana. They all doubled their pay and have a lighter case load. The Commonwealth should be absolutely embarrassed at what it pays it's attorney's and staff and how it continues to effectively cut that pay by requiring higher and higher contributions for benefits.
- Very few things drive income in rural startup practices - court appointments in Dependency, Neglect, and Abuse cases, conflict contracts with DPA, and family law matters, which clients want done very cheaply. For anyone not interested in family practice, there would most likely not be enough income to maintain a practice in a small area without family law practice. There are much fewer family law attorneys practicing in rural areas now than there were before. Criminal matters are almost all given to DPA. And anyone with money will go to the biggest, closest town to retain counsel for most matters, especially business matters, bank work, board work. All torts go to the big advertisers.

- I will be 77 in December and my firm (Frost Brown Todd) is suggesting I retire. I am also a widower, and I am very skeptical about just simply retiring. I am considering opening an office of my own or looking for an in-house position, as I had served for nearly 20 years as an in-house attorney and a senior officer for two multinational corporations and a large privately held corporation in Virginia. There are a lot of attorneys like me, who still have good, active minds and are in good shape and health. For example, I take no medication and I cycle 40 + miles on the weekends and 15 to 20 miles during the middle of the week. How can people like me be tapped? I'm just thinking out loud.
- I believe addressing the business aspect of running a solo practice is vital if rural practices are going to succeed (I may feel comfortable enough practicing by myself, but I have no clue how to run a business and would not know where to start with a solo practice). I also know this is not exactly the solution this task force is likely looking for, however, allowing for more virtual court appearances allows attorneys practicing anywhere in the state to represent clients anywhere in the state. As technology improves, clients are willing to have a virtual relationship with their attorneys and if attorneys are allowed to attend court virtually, they can theoretically represent clients from any county.
- Given the interconnected nature of legal practice and political action, a change in laws affecting the ridiculously high costs of having employees, making it almost impossible in some circumstances; a change in CR giving more time to address issues; modification of FCRPP requiring submission of certain things, i.e.. disclosures, in every case as that is often absurd in rural matters where parties do not have lots of assets (It simply creates busy work that people cannot afford.); local / virtual CLE addressing issues faced by a general practitioner in a small town; more affordable malpractice insurance, the ability to pursue unpaid amounts without threat of increase of the costs of malpractice insurance;
- It is a cultural change -- you can't bring someone from Louisville to practice in Beattyville [or any rural Kentucky community] and expect them to do well. They need to have a connection to the local community, build relationships and take time to understand that they need to approach things a bit differently. It is also difficult in some parts of the state for spouses to find employment. I moved to rural Kentucky to work for a legal aid organization, and my husband spent years trying to find a job in rural Kentucky. It was very difficult to find employment as an outsider. He ended up bagging groceries for years, and we finally had to move because that was not the career he had envisioned for himself.
- **MANDATORY ZOOM FOR RURAL COURTS!!!!!!!!!!!!!!!!!!!!!!** Come on, we have this technology that is easy to use, and I could cover so much if the courts were more amenable to zoom for criminal and civil cases. I get for like opening an estate initially, being there to get it done, or large evidentiary hearings in family court, or hearings that last more than 30 minutes. But really, criminal cases you don't need to be there in person, or civil docket days. Scott County (forgot what judge) said yeah you can do zoom for all civil stuff. We need that in rural counties. I'd practice way more often in rural counties then. Judges just don't like to be bothered with it. So someone should force them to learn the tech and use it.
- 1. Rulemaking which requires district and circuit courts to eliminate in person appearances for routine motions on ministerial matters. 2. Rulemaking which mandates that multicounty circuits take motions from anywhere in the circuit on any available motion docket. 3. Mandatory judicial seminars by practicing lawyers from each Supreme Court district on appropriate displays of judicial temperament with regard to litigants and lawyers, the presenters being from districts other than those of the judges attending. 4. An actual association group health policy, given the large

number of people in the potential pool. 5. Longer terms for elected KBA executive officers. 6. Enforcement of the regulations on advertising.

- The impact of the DPA. In my experience practicing in rural communities, criminal law is one of the largest legal demands. However, the DPA absorbs the vast majority of criminal cases. For felony cases it is certainly understandable that the DPA's criminal experience and resources are valuable, but they dominate district court as well. Involving private attorneys in more criminal cases would, in my opinion, be one of the best moves to encourage more attorneys to open practices in rural areas. Even a small increase in the potential number of criminal clients would have extraordinary benefits for the private legal community. Not to mention that criminal representation often leads to business in other practice areas as well.
- I think it's critical to involve existing practitioners in rural areas - the few folks I know who've gone into a rural area and have been wildly successful needed that person to touch base with, perhaps provide an initial office setting, make introductions and send work to the new attorney. I sensed that most rural bars were willing to do this and were desperate for new practitioners. If law students were offered the specific opportunity (describing that they would be paid initially enough to live on and begin paying student loans, etc.) it would be much more attractive. Allaying the initial fears (I won't be able to make it, I won't know anyone, I won't have any work, I don't know how to get started, etc.) I think is important.
- There are going to be attorneys that practice in rural areas no matter what. I do not think recruiting attorneys to rural areas is as important as supporting attorneys that have already chosen to represent rural areas. There are many things that can make this easier, more CLE opportunities in rural areas would be one example. I am 5 hours from Lexington. My clients have to travel hours for IMEs all across the state. There are so many hurdles that come with practicing in a rural area that urban attorneys would not even consider. Another big consideration is that we do not have a law school in my part of the state. That is not something that can be easily remedied, but it certainly contributes to lower numbers of attorneys in our area.
- I believe that truly small firm or solo attorneys in rural Kentucky have to practice in a variety of practice areas. Unless you have a connection with a bank, company, etc. to be able to be the "go to" attorney the most lucrative area of practice is personal injury because of the high attorney fees and because it's not "out of pocket" for the Client. Most small or solo attorneys can "survive" on a couple of those cases fees to survive a year and then do other smaller fee things consistently as well. These large law firms with million dollar advertising budgets are destroying the legal practice. Unless serious limitations are developed in legal advertising the "Heavy Hitters," "Tigers," and "Morgan & Morgans" are going to destroy the legal practice.
- The biggest issue I face is being a general practitioner in a profession increasingly dominated by specialists. I do a lot of real estate title work and like to think I'm pretty good at it but it's hard for me to compete with title agencies who can price their services on volume. I also do a lot of probate work and increasingly estate planning is about "beating the nursing home" as opposed to figuring out who you want to receive your assets. I'm uncomfortable doing what I call Medicaid planning as I don't feel I have the specialized knowledge to handle that and it's a malpractice minefield. So, a lot of smaller to medium sized estates that my father and grandfather made a very good living handling I don't see or have to refer away to a specialist.
- First of all there are way too many attorneys. If there were less attorneys then wages would be higher even in rural areas thus making them more likely to get good attorneys in rural areas. We need smaller law school classes or shut down one of the schools. Also the quality of attorneys being churned out right now is abysmal. Not very bright, weak and scared to try a case. We need harder bar exams and tighten the doorway to becoming an attorney. I'm embarrassed by how terrible new

lawyers are in this state. This isn't a popular idea with the law schools because they care more about profit than the state of our profession. Shoot, most of the law school professors wouldn't even know where to begin to file a motion or even a notice of representation. Shameful.

- One of the biggest issues is that someone living in Louisville, Lexington, or NKY isn't going to deliberately hire a rural attorney in a rural area will deliberately hire attorneys in the cities so what is already a small market just got smaller, but I don't really think this is an issue that can or should be fixed. If an attorney practices a focused area of law and is better at it than someone that has a general practice, we shouldn't direct clients towards the general practice just because they might be in their hometown. When so much can be done via zoom or computers, it's a disservice to the folks in rural areas to think they should have an attorney with less experience handling their issue as their attorney just because they are closer geographically.
- Lower attorney liability. If rural attorneys are expected to largely be general practitioners, they cannot reasonably be expected to be experts in every practice area they help with. Few are willing to risk malpractice to help those who perceive a payday (settled to perceive branding or litigated) for accusing an attorney of not going to the moon and back on every matter. We must weigh supply/demand with what is reasonable in terms of attorney liability. Obviously don't abolish the notion of malpractice altogether, but favorable indications for GPs (especially rural solo GPs) that advertising as a GP might decrease what a reasonable expectation of result is for a particular legal issue could promote some people branching into unfamiliar areas of law and geography.
- The rural practice seems to require a more personal and in person practice requiring an in person interaction with clients. Additionally with the migration of legal research, court pleadings and the law to the internet, the lack of stable accessible internet connections hurts the practice. Transportation to attorney offices has always been an issue for those of living outside the rural areas where we practiced. Sharable office / workspace in the courthouses might be an option. However the single biggest factor is economics of living outside the region. That being that there is plenty of need for services, coupled with a low probability of being paid for the services by the vast majority of those in need. You must also factor in travel time and costs, and other lost opportunity.
- Clients in rural communities often do not feel comfortable with hiring an attorney who is an "outsider." Likewise, attorneys who are not from such areas may feel uncomfortable working in communities where they will be treated as "outsiders." This isn't something that any initiative can change unless we train people to be attorneys from such rural communities, they have a genuine passion for practicing in such communities (rather than wanting to escape them), and they do not mind being paid less and having a more general practice after they graduate law school. These are some big asks. Plus, even with a genuine interest in returning, the time spent at a more urban college and law school may make such persons eager to continue to practice in a larger city as they have become accustomed to the advantages it offers.
- I agree there is a shortage of law practitioners in rural communities. I am also concerned about the level of practice that is currently available with certain counties practitioners. While I am aware there are many excellent practitioners in many areas, I also have heard horror stories of a concerning amount of practitioners providing substandard practice to rural communities without any alternative options for those community folks. I would be concerned about any of those folks mentoring new law students and perpetuating an already challenged system in certain communities/counties. I do think generally speaking the level of practice throughout Kentucky at present is not at its best; my observations and those of peers is that the general atmosphere is one of burnout and lack of collegiality between practitioners.

- I grew up in Lincoln County. All my family is still there. I know the rural life well. There are limited attorney and services available all around. Many of the people living there have limited incomes. Attorneys serving in these area need support, from services to knowing how to communicate with people there and build trust. How do you make a living for your own family and provide services to those around you... it's the primary reason I have never returned. I'm now at a virtual firm and maybe some day I will move back but likely will work for that virtual firm and keep the steady pay. When my own children are grown, I often think I will provide pro bono services. The issues there are vast, from legal to medical to education. Most likely you need those of us with connections to rural areas and a draw to go back.
- This is about money and risk. It is too expensive to live even where incomes are higher and more reliable and there are more options to manage and limit costs. There are endless risks associated with opening a practice, financial and otherwise. The bar, the courts, the legislature, etc. are fantastic at imposing new rules, regulations, requirements and expectations of attorneys, which there is not enough time in the day to monitor, much less implement, while running a practice with the volume of cases you need to make a living. The income from doing this no longer justifies the stress, if it ever did. This is without even looking at entry requirements to practice law, which are often financially ruinous. Rural residents simply do not have deep enough pockets to support and finance by themselves what the state itself does not.
- A working group should suggest to the Supreme Court how it may wield its administrative/supervisory power with regard to the poor, if not unethical, practices of the local bench in several counties which are obviously designed to exclude practitioners from "the city" or outside the local area. For example, not calling a non-local attorney's case until many hours into the docket on a motion day; or refusing to allow remote appearances for minor issues. These little fiefdoms are ultimately counter-productive, and probably do more to contribute to the lack of adequate representation in rural areas than anything else you may speculate about. There is not a lack of attorneys overall, there is a lack of willingness to be abused in these areas. Lest this seem too vague, here are some named examples: Bullitt County, Meade County, Breckenridge County.
- In the golden triangle, our problem isn't too few attorneys - it is too many for the limited clientele. The established veterans are usually doing fine. Everyone else is just getting by. Certainly we aren't getting rich. For a general practitioner that doesn't have institutional clients, the only steady paying field seems to be family law. At the end of the day, people will scrape up money when their kids are on the line, or they want to be divorced. Every other field is, to me, a crapshoot for getting business. I have only been a rural practitioner for over a year now, but came from years of active military service. I have taken a pretty significant pay cut to be in a place I want to be. While the area I service is rural and consists of primarily small counties, being in the golden triangle is never that far of a drive, so competition is high.
- Please weigh the needs of our community along with the needs of the existing attorneys before recruiting new attorneys to rural areas. More attorneys is not necessarily the solution. Especially if it means young attorneys with no experience or large firms that charge double our fees or half our fees. Practicing in a small town is much different than at a large firm. We develop relationships with our clients and hold a certain level of prestige in the community. I believe small town attorneys have a better understanding of the law in general because we encounter so many legal issues. Remote and online legal services hurt our local attorneys and citizens. A lot of clients have hired me to clean up messes created by Legal Aid, Court appointed counsel, "\$500 uncontested divorce attorneys" and DIY Legal Zoom packets. Higher fees for dependency, neglect abuse cases would help.

- Economy of scale and electronic access to Courts and Clerks makes it difficult for a rural practice to compete with a large firm. I am in the process of winding down my litigation practice to becoming an office practice. When I am in Court there are far more attorneys appearing by Zoom from across the state than from this circuit. Insurance companies and banks and other entities who at one time had a local presence are finding it easier to consolidate their needs into a few large firms, rather than have attorneys across the state represent them, on multiple occasions I have had clients and friends hire one of the big advertising law firms to represent them and tell me afterward they did not know I did that type of work. I see no solution to the lack of attorneys in rural areas, without going backward 30 years and convincing large companies to change how they do business.
- The use of technology (including video conference technology for both in-court and out-of-court use) has been helpful in enabling me to provide legal services to the rural area where I grew up. Being able to reliably obtain court documents from CourtNet is tremendously helpful; sometimes CourtNet case listings are more reliable than others. Continued efforts to standardize the information found on CourtNet case listings (e.g., party information, docket entries, etc.) would be very helpful. Requiring e-filing has been helpful and mechanisms to enforce those requirements would be helpful. (I always include an election to be served electronically in my pleadings, but I can't tell if anyone pays attention to that, which would be helpful.) Ultimately, I think there should be more attorneys present in rural areas to deal with some present needs, but technology can help bridge gaps.
- The KBA must...MUST implement the old world attorney mentor program before ANY lawyer is permitted to represent a fellow citizen. All lawyers must understand that the KBA may call upon senior, successful attorneys in the state, or a pool of qualified volunteers, to mentor the younglings so that they are competent & safe to release upon the general public. This will keep our practice safe while also instilling confidence in new lawyers that they have acquired real life skills that are marketable & in demand so they can pay their bills & feed their families with confidence. I have seen so many new lawyers...it's embarrassing. It happened to me too. I was fortunate that a senior lawyer picked me up & saved me & taught me how to fish. Since then, I have done the same for another young lawyer. It's not mandatory to mentor. It must be. We can end the bar & go completely practical. Fix it.
- The new practitioners we have in my rural county are truly unqualified to practice law. The Kentucky and national bar associations are failing my community by making the practice of law too attainable for unqualified and unethical professionals. The bar association needs to focus on helping the best and brightest young adults in rural counties return home to practice. When outsiders who can't cut it in their own town come to rural areas with a lack of attorneys to fill a void in the market we all suffer as they sow distrust in the practice with their pitiful skills and public relations. Out of a dozen or so outside attorneys in Pike, Knott, Letcher, and Perry Counties who became solo practitioners, I can only name one single attorney that I would recommend to a friend or family member. We need qualified professionals, not just the bottom feeders who can't survive in other markets.
- I am qualified to speak regarding Eastern Kentucky and Southeastern Kentucky because I have observed and experienced the drastic change in the legal environment over the last 30+ years in those areas. The primary cause is the state of the coal business and the resulting economic loss that has had a ripple effect throughout all of the region, eventually resulting in outward migration to areas with better economic prospects. Another factor is the development of large-scale Plaintiffs' firms featuring saturation advertising, which of course further applies competitive pressures on practitioners based in the region. Speaking for the Eastern/Southeastern Kentucky area, improve the local economy and the rest will follow. As for how to improve the local economy, that is a very

difficult question and probably outside the scope of the survey. I applaud the KBA's recognition of the problem and the efforts to address it.

- It is time to look at the overall picture. It is time to re-evaluate the law school program and accreditation itself. There is no need for 90 hours of law school after an undergraduate degree. The Brits do it as an undergraduate, completing in four to five years. What the extended law school program does is keep people out of the work force, while, for many, many students, piling on non-dischargeable student loan debt and seeming an excuse to keep law professors employed. This additional debt adds stress to go to larger markets to find better and consistent paying employment. Finally, I think a balance of classes, say around 30-45 hours with an accompanying apprenticeship is the practical way of handling the dearth of rural attorneys. It is time to jettison the ABA suggestive 90 hours of law school beyond the undergraduate. Doing so will reduce debt and make it easier for those who wish to practice law in a rural setting.
- Finding ways to connect rural attorneys with qualified remote attorneys and remote paralegals. I offered above-market pay and still couldn't recruit attorneys to move here, for reasons previously stated, namely lack of quality schools and lack of a general economic vitality, combined with the distance to cultural events. So I think instead of trying to convince people to move to rural communities (especially when the quality of schools is a major factor), allowing them to live where they want to live, but fostering ways for the rural attorneys to work with remote associates AND creating a certified paralegal program that would work to qualify and vet remote paralegals. A lot of a litigation paralegal, or a trust and estates paralegal work can be done remotely and that person wouldn't have to be physically located in the rural area. But vetting and finding qualified folks is difficult, and that's a way the KBA could assist rural practitioners.
- To clarify "yes" above, my perception is that the greatest unmet need is for civil services needed by low-income clients, such as those provided by Legal Aid/AppalRed in the areas of landlord tenant, consumer law, and family law. I would be willing to support funding legal aid organizations in expanding their services in rural areas through the Kentucky Bar Foundation. To the extent that there are unmet business needs in rural areas, for example, for clients who are able to pay for needed legal services at an hourly rate or via contingency fee, the mentorship or internship recruiting proposals sound worthy of consideration. My observation is that many of these clients currently seek representation in the nearest city; Lexington attorneys serve many clients from eastern Kentucky, for example. While Lexington attorneys are frequently able to serve those needs, I don't know how many others are not seeking representation due to distance from legal resources.
- This survey was pitched as a measure to address an ongoing "crisis" in rural Kentucky as it pertains to the "shortage" of attorneys. I have been practicing in the Lake Cumberland area for 4 years and before that, I grew up in Jamestown, went to school in Russell County and was close by throughout my 20s, honestly, I do not perceive a crisis with regard to a shortage of attorneys in my area. However, I say that with one caveat, there is a tremendous need for criminal representation. The DPA handles a ton of cases and local private counsel steps in to fill the gaps, but most defendants are unable to afford an attorney. The problem boils down to the criminalization of drugs and the judicial system being the inappropriate resource for helping someone recovery from addiction. The DPA needs more attorneys, the local Circuit Courts need more treatment/counseling options, and the rural local bar needs the KY Supreme Court to ban overt legal advertising. That is it.
- Consider that you have imagined a problem where none exists. Consider that those of us who practice in rural areas do so by choice and are not all that interested in a bunch of outside attorneys moving to our areas because of financial or other incentives paid for by the bar association or other well-meaning but ultimately clueless groups. Consider that rural attorneys are not excited to have their practices, which are often long term- sometimes generational- losing business to recent law

school graduates willing to spend a few years in a rural area in order to get financial incentives before moving away once the minimum period has been met, as has been the case within the medical field. Consider disbanding this make-work working group and leaving rural practice to those with the passion for it. Consider that asking bar members- including rural practitioners- if they want to donate to finding people to replace them is insensitive, foolhardy, and warrants an apology from the bar association.

- I would hazard a wager that the main driver in any rural shortage of lawyers, which is news to me, is the deep urban/rural divide that has opened up in this entire country. I've watched the rural Kentucky I once knew and loved become more extreme and less tolerant over time, when it should be moving in the opposition direction. The overwhelming majority of those in the generation that are now becoming lawyers are just not having any of that. So, why would they move to (back to) one of those places to set up shop and their lives? I wouldn't, and you'll notice the factors I gave for not returning had nothing to do with that. I may have left a small town, but it left me, too. Of course, these factors go beyond what your Working Group can remedy and leaves you somewhat with a chicken and egg problem. I don't envy your task. Bottom line is it'll take incentives to get younger attorneys to move to and practice in these areas. In other words, if the money is good enough, they'll overlook all of the downside.
- Stop making costly, time consuming demands on small practices. Anything the bar or courts mandate that increases costs to attorneys adversely impacts small or solo firms. Example 1: Is e-filing helpful? It helps the clerks and sometimes it extends deadlines for attorneys but it increases the technology demands (and thus the cost) to practice law. And, it has nothing to do with good legal representation. Example 2: Sending everyone who walks through your door a letter that you are not taking their case. It costs and it takes time and it's ridiculous. If you were representing them, you would have a contract or money would have changed hands. Stop making attorneys do paternalistic things for the protection of grown adults. These are just two examples. Good rule of thumb - when you think about requiring something from attorneys, think about the time and cost and the additional burden it places on attorneys, especially ones in rural areas that don't have staff dedicated to putting these things into practice.
- I encourage increased scrutiny of Kentucky's four legal aid programs. With the exception of Legal Aid Society of Louisville (who is unionized and has the smallest rural service area), the firms quickly abandoned COVID-era policies like remote work and flexible schedules that make rural community lawyering actually possible and attractive to young talent. I hope this further illustrates the connections between rurality, mental health, and young attorneys. Furthermore, these rural practitioners easily find better working conditions and higher pay in urban legal service programs—both inside and outside Kentucky. Executive management at nearly all of the firms are not from Kentucky and do not value rural capacity building or investment. There are so many of us that want to do good work in our homes but cannot because of low pay or lack of spousal opportunity or because we've been run off by incredibly bad management and abusive workplace practices. Legal aid programs used to be community institutions; we need the bar's actual involvement.
- Getting paid for government appointed cases is a way many new attorneys start earning money in rural counties and get their names out, especially those who serve the highest need areas like domestic and criminal law. The amount paid for these appointments is too low for the work they require, especially representing parents in child removal cases. Those cases can be a lot of work with difficult clients. If a practitioner is not local or from a similar rural community they can have a lot of difficulty understanding the clients and their situations and building a rapport with them. If these kind of cases paid more it would help individuals build up a financial cushion in a new practice. I see a lot of rural practitioners are aging and there need to be people to take over those

practice areas and a way to establish those bonds in important. I also think if there was a way new attorneys could use a shared answering service it would help those who can't hire assistants seem more professional and miss fewer potential client opportunities.

- Perhaps support/ incentivization for well established firms in larger cities (Lexington, Louisville, etc.) to establish a rural satellite office/ assistance program? I believe the issue serving rural areas is that these areas offer little incentive for employment opportunities and have limited access to resources. Instead of trying to have attorney permanently implant themselves into these communities (i.e. living there/ relocating their familiar there) perhaps there is an opportunity to partner with well-established firms to create a satellite office/ assistance program of sorts that offers a legal clinic (perhaps at a local library or school) twice a month? Practitioners can meet with individuals in-person and they continue their relationship, as needed, virtually. From a judicial perspective, I think it would be worthwhile to consider smaller rural counties combining court systems, think joint judicial territories. I am novice in this area and it may already exist, but it could help resolve the issue of lack of legal/ judicial personnel.
- Money is not going to solve this problem. No one wants to come to rural areas for two reasons, first, they cannot pay off their student loans on what they will make here. Second, the social life is minimal and if you are not already married, it is nil. Neither problem is going to be solved. You are going to have to buttress the rural practice. By that I mean, subsidize the practice. Judges need to require personal attendance at hearings by the attorney. Zoom hearings are convenient but they are the death nelly for small town practice. The court system has to put a premium on personal involvement of attorneys. The consolidation of the banks has eliminated small town attorneys from representing the local banks because the banks are no longer local. I am very discouraged by the situation. I am 70 years old and frankly see no workable future for small town attorneys. I am not certain there is any solution to the problem other than acknowledging the hopelessness of the goal of preserving small town practice and finding some way to increase the rendering of legal services to rural areas by large town firms at fee rates that rural areas can afford.
- We are happy to work in counties outside of Jefferson and find that we receive many, many calls directly from potential clients and from attorneys who wish to refer a potential client to us. There are few attorneys outside Kentucky's population centers that focus on employment law. Moreover, in rural counties, it is highly likely that an attorney who might be interested does not have the experience necessary to achieve a successful resolution or has a conflict. But due anti-Louisville bias in the counties as exemplified at least in part by the refusal to adopt reasonable means of appearing for motion practice, it simply is not cost-efficient to practice cases more than a short distance from Louisville. This was better during COVID due to the use of remote appearances. It could also be rectified by not requiring an appearance to get a trial date or for other motions that require no more than a minute or two of time. But these protectionist actions by the judiciary serve only to protect employers from having to follow Kentucky's civil rights act, wage and hour, and other employment laws. It is a truly unfortunate situation for employees in these areas.
- Attorneys get focuses on areas of law that pay the bills and it is hard and expensive to carve out time to learn new areas of law. There are competent attorneys who are not business-savvy and turn away from practicing in rural counties because they lack the business management skills. It's not just a low interest or low income - it's a knowledge gap in areas beyond the law. I have thought about closing my office because of burnout. Solo work is brutal and relentless. KBA should be finding way to better connect solos to each other than courtrooms - which is the primary time most of the attorneys socialize around here. KBA could also utilize its resources to find or develop app or practice management tools for solo or small firms. At some CLEs, we see these entire companies dedicated to practice management but designed for large firms and priced outside the small firm

budgets. Maybe the smaller platforms exists but solos do not have time to stop and search them out. Of all the CLEs you offer, how much time is spent focusing on the needs of the small/solo practice? Why not have a break-out in the Law Update to focus or introduce new apps which could be helpful?

- You need to work with the "who's who" in the rural communities to meet and welcome and make the new atty feel welcome, needed and appreciated on an ongoing basis. Also, those folks should be welcoming in public, ask the atty to lunch, be helpful if questions come up. I am an out of state atty practicing in a small town with my husband, who is from here. Often, I don't get anywhere with people or get the friendly service until I mention who I am married to. It's ridiculous and is such a small town Ky thing. By whose who, I mean the circuit court clerk, county clerk, mayor, county judge, judges, court staffs, master commissioner, and really anyone and everyone in city and county govt. Having helpful friendly people goes a long way to making a lawyer feel welcome and like they want to stay someplace. In small towns, being from out of town is a HUGE stain and still affects me 19 yrs. after moving here - people STILL ask where I am from and it changes the conversation and not in a good way because I'm a "brought in" (literally the phrase used here to differentiate someone who married a native and moved here from somewhere else - it is insulting and ridiculous.)
- I'd practice anywhere if the bench was amenable to remote practice in rural areas (they are not) and if dockets were organized in such a way that the amount of time spent in rural counties was predictable. In Bullitt District the judge won't take the bench until every case is conference. Traffic ticket cases take 2 hours. Clients have to pay more because attorney time is wasted. No attorney wants to lose a day and misjudge the fee we quote due to disorganization at the courthouse. We don't want to sit around all day. In Hardin County, Motion hour is early morning, but if you want your Motion to actually be heard by the judge the attorney must return after lunch. Who wants to practice that way. These are "anti-poaching" measures to protect the local bar, which the KBA is now saying there isn't enough of. I speak Spanish and have a large client base of Spanish speakers. This is an underserved population, especially in rural counties where they experience racism and hostility from law enforcement and the bench and bar. There are no Spanish speaking attorneys in rural areas that I know of. I'd happily practice in more counties if it was at all efficient to do so.
- It would be wise to partner with local chambers of commerce, business and trade organizations, and local governmental associations (e.g. associations of cities and towns, etc.) to stress the impact of their support of the local bar in retaining legal resources in the community. Perhaps a marketing campaign to these key consumers of legal services along the lines of a "shop local" push would be helpful. I also believe that more attorneys will practice in rural communities if the Courts would allow remote appearances by attorneys from other geographic areas. Although I now practice in metropolitan Little Rock, Arkansas, I had a 20-year practice in Southeast Indiana. Rural practice issues seem to have similar themes across the several states where I practice. I think it would be beneficial to look at what other state bars are doing. I also think we need to look to other industries to determine how they have evolved to service rural areas. While there was initial pushback to telemedicine, it has proved to be positive in improving delivery of services to underserved areas. Lastly, your rural pro bono service providers are likely tremendous resources, as they have been doing more with less to serve this population for years.
- In responding to the questions about unmet need for legal services it occurred to me that the issue of clients being able to pay wasn't really a factor. We take several calls on landlord tenant matters and give advice over the phone pro bono without formalizing the client relationship because the person doesn't have the ability to pay. There are likely lots of unmet legal needs purely as a result of rural communities having fewer people and those people have less ability to pay for legal services

on matters that are ongoing or complex. We do lots of pro bono work but a practice that isn't established can't exist long without generating income. Personal injury practice for solo practitioners has historically been important but millions being spent on attorney advertising are taking those clients to the larger cities. Title search companies are now also pulling work from what used to be a solo small rural community attorney's work. Litigation and expert witness cost are so excessive that it makes it difficult to compete on a contingency basis where fees may be years down the road, if at all. The legal system is such that it rewards economy of scale and punishes the small operator. Sadly, it is the same way Walmart closed down many small town retail establishments. Thank you for taking a look at this issue. It is real and it is going to get even worse I fear.

- Judges need to QUICKLY realize the boundary between being fair to pro se litigants, and giving every impression of defending or representing them. Judges, especially Family Court Judges, need to allow the litigants to ask the questions, reserving their (the judge's) time only for follow up or clarification. I have watched some brilliant cross examinations by judges before the other side even asks a question. Now the word is out that people can save a lot of money by NOT hiring an attorney in a jurisdiction where judges go too far in "protecting" or effectively representing pro se litigants. There is a difference between being fair, and putting your own hand on the scale. Young attorneys in a rural area need the work, and the system needs the benefit of lawyers on both sides of conflicts if for no other reason than the inefficiencies created when people prepare for court by listening to neighbors instead of lawyers, and rely on judges to fix their mistakes. I wind up BEGGING opponents to go hire somebody, because cases that should take a month wind up taking a year, only to reach the exact same result. Meanwhile, young lawyers wither on the vine because all they can get is appointed cases. Also, we really should do a better job of qualifying indigent or disabled parties. I don't think posting a nominal bond should disqualify you, but too many people are getting the milk for free.
- Look, this is pretty simple. The lack of attorneys in rural areas comes down to two factors: (1) lack of income and (2) living environment. The communities in the rural parts of Kentucky simply cannot pay enough in legal fees to support the average new law school graduate to even be capable of paying off their law school loans. When new state attorneys are paid less than what you could make in other professions without a law degree, then there is simply no incentive to go to law school. New public defenders or prosecutors make \$42,000//yr. You can make more than that as a manager at McDonalds or at Enterprise Rental-a-Car. Salaries at small and mid-size firms are not much better. This is true in both urban and rural areas. Lawyers in this state simply do not make enough money, particularly newly licensed attorneys. Beyond that, the rural area have lifestyle limits that the bar association cannot do anything about. There are few entertainment options available to young, recent graduates. If the attorney has children, the schools are poor, there are no private school alternatives, and the quality housing options are also lacking. Add to that unreliable or slow internet options that make virtual work nearly impossible, and you have a potent mixture. At the end of the day, until the people of Kentucky decide to invest in their public institutions, this is not going to change.
- The KBA is unlikely to solve the problems that have led to the rural practitioner shortage because the KBA does not control the astronomical price of law school compared to the financial benefit of practicing in rural areas. It would be more financially beneficial for a rural high school graduate to open their own muffler shop in a rural area than it would be for them to invest \$150,000 in college and law school and come back to open a law practice. Plus, with a muffler shop, they don't run the risk of being sued into bankruptcy or stripped of their law license when they are inevitably unable to effectively juggle the demands of a hundred different cases, 20 different counties, and countless

areas of the law. This is especially true because there is not a single law school in this state (or in any other that I am aware of) that adequately trains students for the \*practice\* of law, despite the ever-increasing price tag for attendance. Rural areas will always be an enticing draw for certain people, but even those people find the task of running a small law firm in a rural area to be financially unfeasible when all of these factors are weighed. The bar association is right to recognize that there is a problem, but the bar association must also be aware that this is a systemic problem that begins with law schools and ends with financial forces beyond the control of the bar association alone.

- As someone who formally practiced in a smaller county, the obvious issues are that small town lawyers have to be general practitioners to survive but then they lack the skill to handle the anything complex which is a detriment to the client and an ethical challenge. Further, the local practitioners and the judges sometimes bully out-of-county lawyers and do things like refuse to allow Zoom for uncontested hearings. It is ridiculous. Zoom options should be mandatory for uncontested matters. Also, young lawyers want to be financially stable, they want good schools and options for their family. Choosing to live in a city vs. a rural county should not mean that clients in rural counties get punished for hiring the lawyer of their choice. Rural communities could be developing relationships with out of county lawyers who specialize in areas for the good of the clients. Instead, when an out-of-county lawyer comes in, they can be subjected to offensive treatment in an effort to scare them away. At the end of the day, it is up to the client (not the local lawyers) who they want to hire. Clients have the internet even in rural areas. The attitudes of keeping it in the county need to change into acceptance of technology (like Zoom court). The ""good old days"" were not always good and change comes, even to small counties. Better to address it than to think that we can keep the old ways. In 10 years the practice of law will look completely different. Embrace it.
- I currently practice in DNA court in 6 different counties. The pay for these cases is extremely low and in desperate need of increase. I do not make enough on these cases for it to actually be worth the time to practice in this area, but I continue to do so because I believe that this is the most important area of law and that dedicated lawyers are needed. We are losing many lawyers from this area and are often left with incompetent lawyers to fill the loss. Also, the amount of paperwork and time required to process the fees for these cases has continuously increased, while payment has not. In the last year, I was asked to join 3 dockets by judges or other lawyers due to the lack of quality practitioners. It is extremely disheartening and disgraceful how little lawyers who represent the most vulnerable citizens are paid. I have been doing this work since I started and in almost 15 years payment has not increased and demand has gotten higher. I have also begun taking DV cases with juveniles involved, due to the new requirements, and most often do not receive any compensation due to the lack of any provision to fund this requirement and the inability of parties to pay, I also take cases from VLAK and the amount of cases has soared over the years. There is an extreme need for divorce lawyers to aid these clients and for help with divorces that are paper divorces without property or custody issues. VLAK no longer takes these cases and I cannot imagine how the clients are coping.
- Frankly most people in rural areas cannot pay, and there needs to be a huge expansion in who qualifies for legal aid by right (include family law, civil matters, make it easier to qualify), paying attorneys a much more decent salary for this work, and it needs to be the same across the state. If your dollar goes farther in rural areas and you can get similar work, people will move there. The legislature will have to be involved and it would have to raise taxes to do this. Good luck with that! But that is what has to happen to actually solve these problems. Alternatively it's possible that fostering a "satellite" system where young attorneys can WFH, have access to a shared conference space, and also have remote access to a firm structure or intensive mentoring, something privatized

\*might\* be possible. But employers and older attorneys are often loath to put these measures in place or put in the effort to assist new attorneys. Personally I think giving you ger attorneys opportunities and feedback should be part of our professional obligation, but practitioners running a business may not see it that way. Otherwise, the focus should be on encouraging young attorneys to come home. They are most likely to be willing to come to rural areas. Few want to start out in a new place that is small and slow if they don't even have roots there. It is a waste of time to try to attract city people to the country in my opinion, especially young educated professionals who are probably looking for a future spouse.

- Strengthening and adding attorneys to legal assistance. They are not meeting the demands of rural poorer populations. Many people are never served. The public defenders are also underpaid and overworked. Most County attorneys are overworked and underpaid. When this many attorneys are overworked and underpaid, the system begins to degrade. There is little incentive to work harder or build a better system. The attorneys that rise to the top are not talented managers, but those either privately wealthy or those that can endure. In addition, the rural public perception of the legal field also suffers when the primary local justice and government systems are not functioning. Most rural counties are the government units, rural people interact with. If local government is seen as corrupt, full of conflict of interests, unethical and untransparent awards of contracts, unjust taxation, interfering with the first amendment rights, favoring the wealthy population, then the system breaks down. The community loses faith in the local justice and governmental units. Its assumed that all lawyers aren't going to be any different. The local justice system is filled with elected lawyers prosecutors and judges. Many who run unopposed. This also yields little faith by the rural populace. The rural communities, attorneys, and judges have a tendency to believe "the way we have done it is the only way." There is resistance to change. Providing new attorneys, mentors with this mentality will not overcome the systemic problems.
- The problem, much like many laws, is that the practice has not kept up with technology. We still have a constitution that presumes we are on horseback riding circuit. We have 120 counties, each with, at least, two courts. We need about 12 regional courtroom, and we could eliminate a court in each county. When we had horses, that was required, now we have the WWW and interstates. Also, smaller counties have rejected remote participation. Why? Because when people in Pike County learn they can hire lawyers in Louisville and the lawyers do not have to physically appear in Pike County (or bill the client for the drive down and back), they will be picking Louisville lawyers. I know of judges in a number of smaller counties who reject remote participation for this very reason: it protects the monopoly that the 3 local attorneys have. "Remote" practice makes where your law office is almost irrelevant. Since Covid I have never met a client face to face, unless it is (rarely) an in person depo, or trial. I have created a paper pleading or filed a paper pleading in 5 years, it can now be done remotely, from anywhere. I attended a probate hearing two months ago in Jefferson County by dialing in from Scotland. I can do that in Jefferson County, but, would be out of business in Bullitt Circuit, because that judge requires in person. Nice judge, but is refusing to allow remote in his courtroom because, I speculate, requiring in person deters participation there by attorneys from out of county, and especially Jefferson County attorneys.
- The only legal opportunities that seem to exist in rural areas in Kentucky involve working for DPA, a civil legal aid organization, or starting your own practice. Young people graduating law school in 2023 are coming out of school with loans the size of a mortgage hanging over their heads. The starting pay for any of the options I just listed is abysmal, especially in light of the cost of housing, groceries, and basic necessities right now. I'm from a small town in KY. There are very few apartments to rent, but the cost of buying a house there that's not falling apart is absurd. Young people are not going to move to a rural area, especially one where they have no family or friends,

and there's no housing, restaurants, social life, child care or job opportunities for spouses/partners, to take a job that pays \$55,000 a year unless they have absolutely no other choice. In some rural areas, there's not even adequate office space to rent/buy or reliable internet service to allow you to work remotely without having a dedicated office. In addition, attorneys starting out on their own in a small town are faced with a high level of need from local citizens, especially in the areas of criminal, family, and wills/estates, but those citizens have limited ability to pay the legal fees associated with the services they need. It's extremely difficult to pay the bills (or yourself) if most of your clients want/need to set up a payment plan to pay \$50 a month on a \$1,500 bill. It's also exhausting for young (and not so young) practitioners in our state, especially those in rural areas, to repeatedly hear how judicial pay in KY is so far behind the curve when a lot of them are barely scraping by, or working two jobs just to pay the bills.

- It is difficult to know what to make of this survey. I suppose I applaud its initiative, but I am having trouble seeing how the Bar can do anything to fix the problems endemic to the dearth of legal services in rural areas. Although my offices are in Warren County, I lived in Hart County for 17 years, practiced law there for 10 years, and have practiced cases in all of southern Kentucky for decades. I know many of the established lawyers in a 25 county area. I have a very good idea of life for a rural practitioner. People in rural counties are poor and can't afford legal services. The standard of care for providing legal services is obviously very high, so I don't see how anyone with a general practice can try and offer real estate and trust and probate services, for example, and comply with the standard of care versus the risk of screwing something up and facing a Bar complaint and a malpractice claim. In the meantime, that same practitioner sees local clients with personal injury claims heading to the marketing firms under circumstances where there aren't that many of those cases in their locale to begin with. Of course, there are always standouts and a few lawyers who make a good living, but my impression is that many rural attorneys must have volume practices handling modest fee income cases that require frequent court appearances and intense time demands. Even established firms have high volume, task-intensive practices. If a difficult attorney appears on the other side of a case then the case and the client quickly become a loser in terms of time, revenue, and ethical and malpractice exposure. In short, if a lawyer makes a decision to return to a rural area they are looking at a career that could well have a modest income and extraordinary personal and profession demands.
- There is a bordering on criminal lack of ethics and of judicial knowledge when it comes to rural judges, especially at the district level. The farther you drive from larger population centers in Kentucky, the more that practicing in any given court is walking into the Good Ole Boys Club, and if you're not up to speed with whatever backroom plans are made you aren't going to be able to practice there effectively. I have been in counties where the County Attorney is sitting at the bench on the Right Hand of the Judge during pretrial conferences. I have been in counties where I've been threatened with Contempt of Court for quoting the Judge's Secretary over Zoom because I didn't drive 4 hours to attend court. I have been in counties where every local attorney sits in the Judge's Office for forty-five minutes before court starts just chatting about whatever funny things have been going on with active cases. If you're not already a part of whatever local community is happening there, you're an outsider and are disadvantaged. When combined with the financial difficulties of launching your own practice in economically disadvantaged areas, the only logical resolution is a lack of attorneys practicing in those areas. My current firm will take any criminal case that comes along, no matter what county. I've had cases in Fulton and Letcher Counties in the same week. I've done the Kenton to Simpson Counties in the same day for appearances. But, there's a reason we represent more white collar people in Louisville and Lexington than we do blue collar workers in Breathitt County or Wolfe County. The clients in those counties can't afford to

cover the attorneys fees for just the court appearances, let alone for any motion practice or discovery review that would be necessary in those cases.

- This is a supply-demand issue that could best be addressed by increasing the supply of attorneys to rural areas rather than trying to incentivize attorneys to practice in a rural area instead of where they have chosen to practice. I encourage you to think outside of the box and increase the supply by allowing graduates of Kentucky law schools to be admitted to practice if they passed the essay portion of the bar exam. The multiple "guess" portion of the bar exam is not a good indicator. (FYI. I did pass both portions of the Kentucky bar exam the first and only time that i took it). I'd rather rely on an essay exam which was written and graded by Kentucky lawyers. I suspect that there are many qualified individuals who fit in the category of passing the essay portion but failing the multi state. I suspect that many of those individuals would be willing(anxious) to begin their practice of law if it were conditioned on their service(and commitment) to serve in rural areas. Presumably, they would have a significant incentive to do so. I believe that other states have taken a similar "waiver" approach. Otherwise, if we simply pile on incentives for lawyers who already have their licenses then we are just inflating the market for young attorneys in the non rural parts of Kentucky while also affecting the market costs of attorneys in non rural areas. Finally, I did not respond to many of the questions in the survey because there was no good way to fit my experience and thoughts into the rigid format of choosing the correct circle(much like the shortcoming of the multi state bar exam). I have been a member in good standing of the KBA for over 40 years and have experience in the practice of law, working as an attorney for the federal government as well as a business owner. I do appreciate the opportunity to participate in this survey.
- The idea of sending new law school graduates out to set up shop in rural communities likely will not work if the goal is to tap into a market demand. Practicing in rural communities requires an understanding of rural communities and residents. I structured a private practice in my hometown because that is where my husband and I desired to live and work. I made more money in private practice than I ever could have as a new associate. However, the mental burden of the solo practice was scary to me. I love being a rural lawyer. I love being intertwined in the community to the extent that I am. However, all the different cases and courtrooms was too much for me and one paralegal. I accepted the state position with the understanding that I could retain my title company in McKee and practice here and there on the side as long as it did not interfere with my full-time commitment to the Cabinet. I have mixed feelings about my decision because I did love being a full-time solo practitioner. However, as a mother, I needed to be able to take vacations and days off and I could not do that. In these communities, your mentors are fellow attorneys in your Circuit. My fellow attorneys always graciously answered my questions and calls for guidance. However, I also turned many profitable cases away because I did not feel equipped to handle them on my own and did not want to burden other attorneys by asking them to walk me through some of the issues that I predicted. While it may seem insignificant to others, one of the things I am most proud of as a professional is creating a good job for my paralegal in her hometown. I think it's neat and rewarding to provide her with a relatively good-paying opportunity in a positive work environment that she would otherwise have to travel out of town for. Those little elements of being a rural attorney are very personally gratifying, but they are sometimes outweighed by an isolated feeling. There is no local Bar association in my county. I often referred certain civil cases to a friend in a neighboring county who practices with her father. When I referred cases to her, I would assure clients that she worked as hard as I did, but she had the benefit of her Dad to navigate the case with. Everyone needs a mentor within arm's reach.

- The widespread post-COVID adoption of Zoom for court has decimated small town practice. It is even easier for Louisville/Lexington firms to take away all of the good work because they don't have to travel and do not think they need local counsel anymore. Many of the rules and regulations from the Supreme Court and the Bar are skewed toward large firms and make things more difficult for small firms/solo practitioners. Young attorneys straight out of law school seem to want to try to practice without any employees and this is usually a recipe for disaster, but the incomes that they are likely to make in a small town don't justify staff. When I first began practicing 25 years ago, there were tons of actively practicing attorneys in our town and lots of good work. Now, there are very few. Insurance defense work has gone to large state-wide firms instead of smaller, more local firms. Real estate work has gone to title companies. HB 463 / Bail reform has led to situations where very few criminal defendants have bonds to assign, so the criminal work is largely done by the Department of Public Advocacy. People aren't getting married at the rate they used to, so divorce work has dwindled to generally custody-only cases. The cost of getting into plaintiff's law to try to compete against the major advertising firms is prohibitive, so local firms have to choose to gamble on massive advertising or not try to compete. For Henderson, most of the corporate work has gone to larger law firms in Evansville, IN. The ""Wal-Martization"" of law is leading to big firms getting bigger and small firms dying out as baby boomers retire or pass away because all that seems to be left for the local attorneys is what the big firms won't touch because the either don't generate enough money or the people who need the help cannot pay. I am a 2nd generation lawyer. In my generation and my father's, there are 5 lawyers in our extended family. The law raised our family from poverty to being able to make a living behind a desk and helping people. However, I have told both of my children that if they are interested in law, making a living that would justify and/or pay for law school by going into practice in Western Kentucky is probably not likely in the future. That discussion made me very sad for the state of rural practice in Kentucky.
- Established lawyers have little incentive to provide free assistance to new lawyer graduates who will simply take business away from them when they leave the internship. The law schools have done the profession no service by pumping out more lawyers than a saturated market can accommodate. Nobody wants to say it: "We have too many lawyers chasing too few clients". How many years has it been that we have been reading about the large percentage of law school grads who pass the bar and then have no job opportunity other than to set-up their own sole proprietorship with no real world experience in the practice. It isn't just a train wreck waiting to happen, the train has already derailed. I have given my permission for further conversation by answering "yes" to the question about follow-up contact. However, in my decades of practice, my observation is that the KBA is much talk and little do about matters of concern to small practice lawyers and communities. When asked by the younger generation of people considering becoming a lawyer, I tell them that a legal education is a wonderful thing if you have the time and money to obtain one. However, don't expect to get to practice law or become rich or change the world just because you have a law degree. Become a plumber if you want to wade in shit and become financially secure, not a lawyer. Don't misunderstand me. I have had a good career and still do, but these young people coming into the legal profession simply have too much competition to ignore the economics. And one last note: When was the last time you met a young bright law school student or med school student or engineering student or computer science student (etc.) who said "Oh yes, I'm moving back to my small rural community in Kentucky to take advantage of all the economic, cultural and personal opportunities that place has to offer"? Our universities are the route we have given young people to escape those places that don't offer any advancement, but in doing so the supply and demand have become out of alignment. Kentucky doesn't need three law schools. We certainly don't need more lawyers in the urban areas. So how does the KBA plan to "incentivize" young

lawyers to practice in under served rural communities? The med schools provide tuition incentives. Are Kentucky's three law schools prepared to emulate those programs? I doubt it.

- I'm only a judicial term clerk so I don't have much experience with this issue. I imagine it's challenging to sustain a law practice in a rural area, particularly from a financial standpoint. Fewer people means fewer clients, and the few clients you do have are probably suing someone else in the area, so you would be conflicted out of representing the other party, which narrows the list of potential clients even further. Maybe if there were options for virtual or remote representation in other areas, then attorneys could live and work in rural areas and still make enough money to sustain their practices, pay off student loans, etc. Potential clients in more populated areas might also like the option of having an attorney in a more rural area, where billable rates tend to be lower. Of course, the flip side is true too, and people might balk at the idea that their attorney is in another part of the state. It's nice to be able to walk into your attorney's office and talk to them when you need to. It's harder to do that if you're in Louisville or Lexington and your attorney is in London or Pikeville. If the KBA does implement programs designed to attract practitioners to rural areas, those programs should probably have some sort of presence in the law schools. It would be good for law students to know that practicing in a rural area is an option, and even better to know that there will be support mechanisms should they choose to do so. Most of the questions in this survey seemed to focus on private practice and succession plans for attorneys in rural areas. Don't forget about options other than private practice. Government and non-profit entities that employ lawyers in rural areas should ensure that they qualify for public service loan forgiveness. I think that could be a big draw for newly minted attorneys as they begin paying off their law school loans. Don't be afraid to sell people on the benefits of living and working in a rural area. I recently moved to a large city in another state for a judicial clerkship. The population of this region is about 3 million people. There are plenty of problems that come along with that—population density, traffic, etc.—that you simply don't have to worry about in rural areas. I can't wait to get back to Kentucky, and when I do, I could certainly see myself settling down in a somewhat rural area to avoid those sorts of problems.
- Figure out health insurance. I have a large family and would relocate to a rural area and open a practice faster than you could say ""Jack Robinson"" if I had a manageable way to see to my healthcare expenses. Using myself and my family as an example, I am quite healthy, as is my family, but even something as seemingly easy to deal with as my son's severe eczema makes rural practice cost prohibitive. That one condition would result in absurd expenses over \$10,000 a year if I had to rely on Medicaid. The Bar has incredible bargaining power. It represents thousands of attorneys. Leverage that to fund practical business-focused trainings specific to lawyers and make it hands-on. Show attorneys how to run a business and how to develop a book of clients, advertise and maintain a website, open and maintain IOLTA accounts, how to hire employees and navigate all of the regulatory matters that come with hiring employees, and other practical business practices. Finding housing is difficult everywhere currently. The cost of housing is far outpacing inflation and has made finding affordable rentals difficult in rural areas. I do not immediately know what a good solution to this issue would look like, but as I mentioned previously, the Bar has incredible bargaining power. Student loans are a tragedy. Gone are the days of law school classes with a few dozen graduates. Schools these days churched out hundreds of students each, and that makes practice in cities the only viable option. Rather than find ways to limit admissions, schools are looking for every way they can find to increase seats and raising tuition in the process. Tuition is such that it's incredibly impractical to escape law school without an albatross about one's neck. The looming cloud of repayment certainly impacted my decision on where I would work. I had to go where there were affluent clients. I needed their money to pay for my bad financial decision. Because most of

these loans are through federal programs, I cannot imagine what the Bar can do about it, but the Bar could potentially have an impact on students before they incur massive student loan debt. Expanding scholarships might be a good place to start. Another might be to give students an accurate picture of their employment prospects and potential income. Law schools are dishonest about employment prospects and the Bar is in a position to correct the misinformation coming from schools.

- The main limitation to rural practice attorneys I've seen is that the vast majority of potential clients are too limited financially to support the type of legal assistance they desire in a way that would feasibly support a private practice in any area of law other than torts. All the areas where there is a true need for representation (criminal, forcible detainer, family, domestic violence, probate, guardianship) are dominated by clients unable/unwilling to pay for the services. These clients end up accepting representation by government/non-profit/appointed lawyers, thus taking potential business away from private attorneys. In bigger cities, there is a significant population base so that there may still be enough business to go around. However, in rural areas, when 95% of the criminal defendants (for example) are represented by the public defender's office, there simply aren't enough remaining clients to support a thriving criminal defense practice. One thing that could help is for the KBA to provide financing for clients who have some income and want to pay for private legal representation, but can't afford to pay up front. This also helps attorneys who can't afford to accept only a portion with a very high likelihood of never receiving the rest. If the KBA paid the attorney in full upon the client paying a 20% down payment, and then the client paid KBA back directly, that would open up legal services for a whole new group of individuals, reduce stress and financial risk to private attorneys, and reduce the burden on civil legal aid and public defenders. Additionally, the KBA, as part of financing cases, could provide a sort of consumer protection service (e.g., if someone asked for assistance hiring an attorney who was charging \$10,000 for a shoplifting case, KBA could review to make sure the client wasn't getting scammed). Small rural practice attorneys can't afford to pursue every dime from someone who fails to pay them, and also can't afford to not get paid, so they often won't take a case unless the person is able to pay in full, thus substantially limiting their client base in rural areas. An organization like the KBA, however, could create a streamlined process for qualifying potential clients, and pursuing judgments and other sanctions (making ineligible for future financing, instructing attorney to cease services, etc.) against those who didn't pay. If optimized, KBA could even turn a modest profit from the financing interest.
- Three main points. First, assisting those that practice law in rural areas and providing access to justice for people living in rural areas are two completely different and conflicting things. If the KBA really wants to support rural attorneys, then the key is making sure that clients need them and have to pay them, instead of providing some access to justice or government program that allows clients more FREE legal services, such as legal aid or public defenders. Judges and clerks that help pro se litigants by providing legal advice and forms to use without the assistance of an attorney take paid work away from rural attorneys. Commonwealth Attorneys that offer probation in every case allow defendants to think that they should just use the public defender's office, instead of having to hire private counsel. The more help that is given to the rural population to provide them access to justice and/or free counsel, the less paying work rural attorneys have. Second, unless an attorney has practiced law in a rural area, it is impossible for that attorney to even know what the challenges are, much less know how they can be addressed. No offense to city/urban attorneys, but having them take this survey if they have never worked in a rural area is a complete waste of time and will only dilute the results. Practicing in a rural area compared to practicing in an urban area is like night and day. Third, the desire to help existing rural attorneys and the desire to recruit more attorneys to practice in rural areas are two competing and conflicting goals. Attorneys that

practice in rural areas do not need new attorneys moving to town. They need more of the people in their town to have to pay for their services instead of getting free services. Attorneys that practice in rural areas do not need or want an intern or an associate that they have to pay and that then may stay in town, open their own practice and start competing against them for clients. Rural attorneys need judges to quit appointing a public defender for any criminal defendant that asks for one and that instead forces criminal defendants to hire private counsel if they have any financial resources. Rural attorneys need clerks to stop handing out forms to people so they can try to file for divorce or try to modify timesharing on their own, instead of hiring private counsel to perform the service for them. In conclusion, access to justice initiatives almost always hurt private practice attorneys that practice in small firms, as solo practitioners and in rural areas and it seems like no one really cares about protecting those small firms, solo practitioners and rural area attorneys.

- Attorneys are being eaten alive in Indiana and Kentucky. We are the only profession that eats their own. the bar counsel is unforgiving and out of touch with reality. i wouldn't tell my worst enemy to practice law as a career. the goal of the bar counsel is to figure out how to disbar lawyers in mass. it is sad. if someone told me about the bar counsel, i would have been a doctor instead of a lawyer. At least there are people looking out for the physician's best interests. if the bar counsel starts into an attorney's life, it is a call to the malpractice carrier to the tune of the deductible of \$5000 or more which is very difficult for small firms. these attorneys either have to proceed to try to explain themselves to bar counsel to save their law license (even if they won the case and usually because the client just does not want to pay the bill) and lose significant sleep and business because of the stress and anxiety of it or just resign from the practice of law. if a physician makes a mistake - its fixable - they are not disbarred, they do not have to pay a high deductible. they have people who look out for them and for their profession. it is embarrassing where the lawyers are at right now. i can understand why so many of my colleagues have quit the profession altogether for other careers. something has to change on the top level to help lawyers. otherwise who would want to continue to do this? In reality, the rate lawyers have to charge is significantly less in these rural areas and on top of that the everyday stressors of having to reduce rates to accommodate clients, maintain pro bono service hours that Kentucky wants us to do and still make a living to support our families make other careers where you may overall earn less seem far more attractive because you are not taking work home at night, you are not worried about someone not involved in the case criticizing how you handled the issue in the most appropriate way possible and you are not worried about being in the newspaper for being reprimanded across an entire state. There is zero concern for how to help lawyers make a living successfully. Right now it seems as if it is about pro bono services and ensuring that everything is done exactly as a group of non-practicing attorneys would want it done and without consideration to the hundreds of hours we, as attorneys give back through other volunteer activities like coaching sports, working as a church volunteer, working at various not-for-profits, etc. I wanted to be a lawyer my entire life. Now, I consider every day switching to any other career. I have always loved being a public defender and that is the only thing that is keeping me in the practice of law right now.
- To begin, ILOTA is a barrier ... unpopular opinion here but candidly, those funds and the administrative bloat the Bar enjoys on the backs of those funds is immoral. How about ensuring public defenders are compensated fairly? As I practiced in a rural community during the pandemic (1350 cases in 22 months of service between 8/2019-6/22) pro data payments would make me a millionaire. Per case on a contract basis that is \$1k per felony and \$500 per misdemeanor. I had 770 felonies in my time assigned to me... that is 7 times the ABA case load standard. Instead, today I enjoy the struggle to pay my student loans and continue to prolong raising a family because I simply cannot afford it. Did I ever have a mentor? Not really. I had bosses and a really bumpy road.

That's basically it in rural communities. Consider the folks from the rural areas you seek to inquire about do the exact things you all just did. Hey, where you from? (Insert county). Rather here is the skinny, the two tiered prosecutorial system is a waste of resources and the 120 counties are a colossal waste of resources. We successfully have created an environment of people beholden to isolated control of small governments in a feudal system that stands to serve the few at the expense of the many. I have seen this consistently throughout my time practicing in over half the counties in this commonwealth. Be advised, I was nominated for the KBA YLD most outstanding young lawyer award having accomplished some pretty incredible feats for my clients during the pandemic and still lost that award to a civil practitioner from Lexington. Why? Because these ""merit based awards"" and hiring practices are rigged. Consider the EEOC codes and the unwavering question: why is nepotism acceptable, but for company policies? Because generations of attorneys have provided for them and theirs. Breaking into that world is nearly impossible - as I have experienced time and time again. The working group should consider that the private bar lives and breathes on the back of the criminal justice practitioners service the KBA turns a blind eye to. In large part because it is inconvenient to actually seek justice in the system that barter in blood. Plus the pay is terrible. To meaningfully increase rural practice opportunities the group would need to tackle Kentucky's greatest idea and biggest problem - the DPA. Everyone deserves counsel facing a criminal charge - but to knowingly over work and under pay that third of the system with no incentivization to win is asinine. That is the only thing you all should be focused on - but instead where is the next coffee or what does my next fortune 1000 client need will soon take up your time. Two choices make your conversation genuine: dismantle DPA/ consolidate prosecutorial system and what can the bar sacrifice to ensure justice reaches the other 100 counties that are effectively forgotten and left behind?

- First, as a new graduate, just the fact that this survey exists validated my job search experience in a small town. In advance, I apologize for this rant. The job search has been infuriating, so please do not take my anger personally. I cannot fault small firms for not hiring given their resources, but no job postings existed here for months. I would only ever see public defender positions available, and I understand that that job is largely thankless and stressful, so I commend anyone who does it, but the starting salary was around \$40k. Those jobs are known to be revolving doors for several reasons, so I wonder how they attract anyone who isn't either passionate about defense or desperately in need of immediate cash. Doesn't that low pay just bottleneck the reasons why a candidate would take that position? Why would any new graduate who likely has six figure loans, moving expenses, etc. decide to take such a stressful job and then live in this economy off of \$40k? You limit your options so quickly with a salary like that. Plus, I graduated and the first thing I'm asked to do while still unemployed is pay bar dues and travel to Lexington to attend a young lawyers seminar and pay for a hotel room. If you decide to become a lawyer in a small town, how can I be expected to attend events like that when it's 3 hours away? Why not have the meeting over Zoom to help support low wage attorneys who can't afford such an expense? Regardless, the jobs that were open in my area (besides the public defender positions) offered me \$18/hr. with zero benefits to work as an attorney. Let that sink in. What recent graduate, who studied for three years, likely has loans, and suffered the bar exam, is incentivized to move to a smaller town when the pay is that low? For \$18 why even go to law school and deal with the stress that attorneys see daily? I don't know what the solution is. And I realize that smaller firms simply cannot keep up with our current economy, but if this doesn't stop, smaller firms will be "walmartized" by larger firms as they swallow up everything in their path. The thing is, I like our small town but my girlfriend and I are both young and we cannot put our roots here. The cost of living keeps getting worse, and passion for the law alone won't allow us to grow here. At some point, people have got to realize

that not paying a decent salary is the problem. Want young people to come to your town? Pay them. Want good employees? Pay them. Want good lawyers? Pay them. It's as simple as that. And I'll give you an example, my girlfriend moved to this small town over staying in Louisville cause her friends, who work in the same field as her, we're getting paid twice as less than the small town paid. Louisville positions wanted to pay her like \$15/hr. for her work, but in this small town she makes double that with actual health insurance! It's that easy! If she wasn't here supporting me, I could not work here as an attorney. At the end of the day, if graduates don't have to starve or worry about how to pay for their medical bills or housing, it turns out that young people might move to other areas! Also, I get that young graduates need face-to-face time with associates to get better training, but small towns do limit themselves by requiring in-person hires. If nobody wants to move to your small town, try a remote option? Now you can get access to talent from across the state.

- It's interesting to me that doctors and pharmacists have loan forgiveness for working in low income areas in Kentucky but lawyers do not (or at least I believe this is the case). This needs to be looked at/lobbied for the legal field. There were times when I was practicing in a rural area that I was making less income than some of my clients for whom I was appointed their counsel due to their indigency. I ultimately left my practice for a job where I had reliable pay and benefits, though it was away from my home community and only legal-adjacent. The amount of financial stress I experienced as a solo practitioner led me to very dark emotional places such that I don't think I could ever go back to that life, and I even have PTSD-type responses to the idea. Law schools need to focus more on producing independent attorneys who are immediately equipped to be solo practitioners. When I graduated law school I had hardly any necessary practical knowledge about filings, document prep, etc. It felt in hindsight that my law school had assumed its graduates would become first-year associates at larger firms with Cadillac access to research databases, paralegals, samples, etc. the law school model should be updated to include rotations, etc., in basic legal settings. In a rural community you don't have many options for mentorship as your possible mentors are your immediate competitors. I did not know how much to charge clients, what fees were reasonable, how to do research on virtually no budget, where to get sample filings, etc. Every time I directed a question to a potential mentor in my community it felt as though I was exposing a weakness that would then be used against me in a legal setting. I hate to use terms like "safe," but it wasn't a "safe" place to be vulnerable with basic questions. I will say though that I made really good connections in court clerks, county officials, social workers and others who were more helpful and understanding than the lawyers in the community. I also want to be clear that I really liked the lawyers in my home community, and they were nice to me and jovial. I'm gay and I only occasionally felt a passing moment of homophobia from others in the legal setting, and even that really didn't feel intentional or mean-spirited, and that was refreshing. The lawyers were still closed off, though, and hesitant as far as mentorship goes (and I never felt it was due to my sexual orientation, though I wasn't particularly open about it), and on a certain level I understand why they were closed off, as serving in a mentor role requires vulnerability on both sides. To be a mentor one must be willing to admit not knowing some things, or willing to admit that some tasks are actually very easy though clients and the public believe they're difficult. Being a mentor means being willing to expose your approach and thought processes and it can feel dangerous to let others see how you work in case you see each other again in court. Before I left my practice I tried to help other new lawyers who came behind me by showing them the ropes, offering samples, and giving them an ear to vent to. I tried to give back what I needed in the first place. I just couldn't face the financial uncertainty and difficulty any longer and when I got a job offer in Lexington I took it and hardly ever looked back. I still have great affection for the lawyers I tried to assist where I could,

and though there was extreme financial distress that terrifies me to this day when I think about it, there are many moments and people I miss.

- What amount of legal work originating in rural communities, including especially lucrative contingency-fee personal injury legal representation, now goes to attorneys based in Kentucky's larger cities who advertise heavily on broadcasts and billboards? What impact does that have on the economic viability of rural practitioners? What impact does high-expenditure, high-saturation lawyer advertising have specifically on rural practitioners who cannot or will not engage in it? What sort of difference in quality of representation, results, and satisfaction do rural Kentuckians receive from local, rural attorneys compared to urban, high volume, advertising firms? Should that difference be analyzed, quantified, or publicized as part of any attempt to remedy the decline in rural practitioners? To what extent do the factors causing the general decline in rural population account for the decline in rural practitioners? Are there specific factors that cause or accelerate the decline in rural practitioners that are different than the factors causing decline in rural populations generally? Is there an opportunity for the KBA to work with, and learn from, the medical profession on this topic, given concern over the decline in medical practitioners and provision of medical services in rural areas? Have other states found effective approaches to encourage medical practitioners to live and work in rural areas? If so, might any of those approaches encourage lawyers to live and work in rural areas in Kentucky? Kentucky has a robust and effective taxpayer-funded system for defense of indigent criminal defendants, and the attorneys providing that representation are salaried state employees who do not represent clients outside of that work. This comment does not criticize that system or in any way suggest it be altered. But it may be a factor that impacts the viability of rural practice in Kentucky in comparison to other states. When looking at problems, circumstances, or solutions other states may have identified or attempted in this area, be cognizant that rural attorneys in other states may have income streams from court appointed indigent criminal defense work that are not available to rural attorneys in Kentucky. In that sense, the situation facing rural attorneys in Kentucky may be more economically dire than for rural attorneys in other states. Kentucky's population is over 20% rural and under 15% nonwhite. If the allocation of KBA and KBF grant money and other resources is not proportionate with and among those numbers, the credibility of this initiative will be questioned and questionable among much of the KBA's membership and constituencies. Similarly, the KBA and KBF, and the state's law schools and large firms, devote considerable resources to increase the number of young non-white (mostly urban) Kentuckians who pursue legal careers, but there is no comparable effort made on behalf of rural Kentuckians. Should these efforts focus on Kentuckians who live in poverty, in poor zip codes, or in households without college graduates, regardless of race or ethnicity, in an effort to increase the number of lawyers in and from poor and underserved areas whether in rural areas or poor urban areas that are largely minority? Would the KBA and KBF achieve economies of scale and appeal to a broader donor base by undertaking efforts in that way? Is that sort of approach necessary to avoid unlawful racial discrimination in actions undertaken by an arm of the state, as that area of the law sharpens, including in the wake of the Supreme Court's Harvard and UNC decisions? Is the larger question posed in this survey really one about the exclusion of disfavored and disadvantaged communities and people, their underrepresentation in the legal community, and what can be done to more equitably allocate opportunities to enter the field and make services available in those communities and to those people? If so, isn't at least some of this effort coextensive with existing efforts to increase opportunities for underrepresented minorities in the profession? Are there lessons to be learned from those efforts that can be applied here, such as the need to afford disadvantaged or poor Kentuckians (whether rural or urban, regardless of race)

as early as elementary or middle school to engage in activities that facilitate them contemplating a legal education, and regarding it as possible, and seeing how it might benefit their communities?

- I live in Lexington because there are more resources available for my family, and I have personally never lived in a true rural community. I did volunteer in law school in Prestonsburg for a spring break pro bono trip. It was incredibly eye-opening and heartbreaking what those people have been put through with the coal mining companies and the Eric Conn fiasco. There is (understandably) an absolute lack of trust on behalf of at least the eastern Kentucky community, including its lawyers, towards “big city attorneys“ from Lexington, Louisville, and Northern Kentucky. They did not trust that out of town attorneys would actually help them or understand what they were actually going through. I’m not sure of a solution to that other than community engagement, and maybe having some sort of an alliance between Lexington attorneys and local rural attorneys/community members, where we meet and hear their concerns for their community, and do whatever they need to accomplish their goals and build trust/a better relationship between our communities. They have a really beautiful community that I would love to help out. I’m definitely willing to do some sort of donation drive, etc. - anything I can do to help that does not involve relocating, as that is not feasible for my family. It is very cost prohibitive for a Lexington attorney to represent someone in a rural county, because the industry standard is to bill for travel time. When Courts were operating via Zoom, this really helped lower costs for our clients and allowed us to serve a much wider area. Now that a lot of our Courts have returned to in-person Motion hours and are not offering a Zoom option, this is again very cost prohibitive for prospective clients and severely limits the pool of attorneys for them to choose from. I completely understand why Courts have gone back to in-person, but for routine Motion hours, just getting a hearing date, etc., having a Zoom option would be very helpful at making hiring an out of county attorney more cost effective. I know that I would like to serve a larger area and would have no problem practicing in rural counties if I could participate via Zoom for basic motion hours etc., that way my clients wouldn’t have to pay for my travel time. Another big concern about practicing in rural counties is that the Judges have a bias against attorneys that are not from their community but are practicing there. Example - fraternizing with local attorneys (understandable in some ways as Judges are members of the community, but just makes the bias seem implicit and can make for an uncomfortable environment for out of county attorneys); making out of town attorneys go last during Motion hours because they do not know the attorney; calling out of county attorneys first during Motion hour and essentially embarrassing them by calling them out in front of all the other attorneys and clients, that they “don’t know who you are” etc. Doesn’t look good in front of the client, and it makes it very nerve racking to practice out of county; you should not need to be worried about being talked down to or publicly embarrassed by a Judge for no reason other than you aren’t from their county. The legal community refers to it as being “hometowned”; where the judge has a bias against you, because you are not from their community, and they automatically hold it against you, and it prejudices your client. It is disappointing to not be able to help these people because there is such a huge need, but I cannot in good conscience take on those cases when my involvement will likely cause come at a disadvantage to them purely because I am not a “local”. Judges need to have additional training on having bias towards out of county attorneys. There needs to be more accountability and corrective actions taken for Judges holding biases. There needs to be an easier route to anonymously report a Judge’s biased behavior without fear of repercussions, and that needs to be made known to all attorneys. Rural communities have a reputation for not following the law and playing by their own rules. This makes it very difficult to practice in those communities, and is a big reason a lot of attorneys avoid practicing in rural counties. Another issue is that if a Judge rules in a way that is blatantly contradictory to the law, then your only recourse is to file an appeal. This is again very

expensive and cost prohibitive for many clients. Plus when it ends up getting remanded back to the lower Court, there is the worry that the Judge will hold it against you that you filed an appeal. There are specific counties in particular that I will not touch with a 10 foot pole based on stories I have heard. I think it would be very helpful for the local rules to be continuously updated (at a minimum yearly) and published online, so that everyone is on the same page about how these Judges expect attorneys to practice in their county. Also a centralized website for each county that explains the protocols their Courts follow would be helpful - almost like a "practice guide" that details specifics of little nuances/preferences that aren't in the local rules. For example, even in Fayette County it can be confusing (ex: some judges like you to email orders to their staff attorney, even when they are already efiled; this is not in the local rules and is not published anywhere to my knowledge. Attorneys only know this because they have practiced in Fayette County for a while. So not only is this preference not published anywhere online, the Judge's current staff attorney's name and/or email address is not available online either. It is difficult to know who to email, especially when typically staff attorneys aren't there for more than a few years at a time.) If there was some sort of a way to pay off student loans by opening a practice/practicing a certain amount of hours in a rural community that is in need, you would absolutely be able to find attorneys that would do that and would meet that need very quickly. I know that is a very big concern for me, and so if you can build in incentives that basically say you are serving an underserved community and therefore, you qualify for student loan forgiveness, that would be incredible. Another thing I would like to throw out there is if there was some sort of mentorship or training on how to practice say social security appeals (big need in EKY), or whatever areas they need help in, I would have no problem learning a new area of law and most attorneys wouldn't have an objection to learning new practice areas, if there was a way to teach these practice areas from a beginner level. You could make these paid for CLEs, and even part of the proceeds go back into the community you are training attorneys to practice in. I think there would be pushback though from local attorneys, because they wouldn't want to be giving away business. But, if there is a high demand that they are not able to meet, maybe this wouldn't be an issue.