

### Exhibit 3



#### SECOND-CHAIR MENTORING OF YOUNG TRIAL LAWYERS

A common complaint voiced by trial judges across the country is that lawyers don't want to participate in civil jury trials because they lack the experience to try such a case. Many judges blame the demise of jury trials on this apprehension.

Suppose, however, in every major city there was a pool of senior, seasoned trial lawyers who were willing to step in, on a pro bono basis at the last minute, to assist younger colleagues, who practice solo or at small firms, with their first significant jury trials?

The pro bono second chair mentor would need to clear conflicts, be allowed to make an appearance a week or two before trial, and obtain from the client a release of liability approved by the court. Judges would be informed of the "Second-Chair Mentoring" program, asked to inform young lawyers of the availability of a pro bono mentor and then enter a motion in limine prohibiting the other side from referring to second chair pro bono volunteer .

This could be a joint program of the local ABOTA Chapter, local Inns of Court and the local young lawyers' bar association.