

# Chicago Daily Law Bulletin

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## LAW FIRM LEADERS

### Castle uses CPA skills

New president and managing partner of Giffin, Winning plans to introduce new workload management procedures

BY JOHN FLYNN ROONEY  
Law Bulletin staff writer

Creighton R. Castle recently took over as leader of a Springfield law firm in the wake of the firm's 100th anniversary last year.

Castle, a lawyer with Giffin, Winning, Cohen & Bodewes P.C. since 2002, became the firm's president and managing partner on Jan. 1.

"I hope that I'm remembered fondly 100 years from now by future generations of managing partners of the firm," Castle said.

Giffin, Winning consists of about 30 employees, including 17 lawyers, five of whom are counsel with the firm.

Giffin, Winning's lawyers handle litigation in the federal and state courts, commercial transactions, lobbying, tax matters, family law, estate planning, probate and collections.

Last year, Giffin, Winning made two lateral hires of lawyers and hired a recent law school graduate, said Castle, also a certified public accountant.

"We have no plans to hire additional attorneys at this time," Castle said.

Castle replaced David A. Herman, a Giffin, Winning partner who served as managing partner since 2007. Herman resumed practicing law full time with Giffin, Winning, mostly handling litigation matters.

Herman said he handpicked Castle as managing partner because of his colleague's experience in handling people, along with his broad-based background at Ernst & Young LLP and the law firm now known as DLA Piper.

Castle is "not only smart, he's detail-oriented," Herman said. "He tries to do the right thing."

Springfield lawyer Charles H. Delano IV with Delano Law Offices LLC and Castle are childhood friends.

Castle is "very competent, very honest and a very fun guy to be around," Delano said. Castle is "just a pleasant, upbeat person."

When asked if the uncertain economy impacted Giffin, Winning, Castle said, "There are times over the past three years where we've had peaks and valleys in terms of workload coming in. But we have not let anyone go on account of the workload.

"We're still going strong." Castle wants Giffin, Winning lawyers to become further involved in the Springfield area community.

In the past, Giffin, Winning lawyers contributed money to charitable groups, Castle said.

But Castle said he believes that the act of lawyers giving their time to such organizations is just as important as making donations.

"I think volunteering, providing services on a board or other activities is invaluable," Castle said. "I

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Creighton R. Castle

President and Managing Partner, Giffin, Winning, Cohen & Bodewes P.C.

- **Headquarters:** Springfield.
- **Size:** Declined to provide revenue figures.
- **Lawyers:** 17.
- **Offices:** Springfield.
- **Age:** 45.
- **Law school:** The John Marshall Law School, juris doctorate, 1993; Georgetown University Law Center, LL.M., 1994.
- **Organizations:** Treasurer and board member; SUSA Booster Club, which supports the Springfield Park District swim club; and board member of the Elizabeth Ann Seton Program.
- **Interests:** Playing golf, swimming and watching his 11-year-old son at competitive swimming events.

think it should be more of an individual effort."

Castle wants to increase firm revenues by having Giffin, Winning lawyers make more public presentations and achieve favorable results for clients, which could help land business referrals, he said. Castle also plans to review various Giffin, Winning contracts with outside vendors in an attempt to cut costs.

Among Castle's plans for Giffin, Winning are to introduce new workload management procedures.

With the hiring of additional lawyers last year, "We are taking on

more overhead and now we have to get these attorneys more productive," Castle said.

Castle expects to ask Giffin, Winning lawyers to provide a schedule twice a month of their current matters. That way, Castle can determine workload levels, he said.

"Some individuals may be overwhelmed with work," Castle said. "Maybe I can redirect new work or current workload to other attorneys so that everyone is productive."

Castle said he encourages "communication, organization and time management, but I don't micro-manage cases or projects."

Castle plans to spend 20 percent of his time on firm matters and the remainder working on client issues. His practice focuses on state and federal tax matters, tax litigation, securities and transactions.

Castle, a native of Harvey, grew up in Flossmoor, raised by his mother and grandmother.

He received his bachelor's degree from Illinois State University in 1989. The following year, Castle passed the CPA exam.

While an undergraduate, a professor encouraged Castle to attend law school and suggested he consider becoming a tax attorney.

He later enrolled at The John Marshall Law School and got his juris doctorate from there in 1993. The following year, Castle received an LL.M. in taxation from Georgetown University Law Center.

After completing law school, Castle worked for six years ending in 2000 as a tax manager at Ernst & Young, both in Washington, D.C., and Chicago. From 2000 to 2002, he worked for DLA Piper in Chicago.

In 2002, Castle, along with his wife, Bridget, and young son, moved to Springfield and he joined Giffin, Winning.

"Working for a firm in Springfield as opposed to Chicago, I find that the balance of work life versus family life is more even than when I was in Chicago working at Ernst & Young and (DLA Piper), where family time was shortened," Castle said.

The move to Springfield also allowed Castle to become a more well-rounded lawyer, rather than working only on tax matters, he said.

"Here I am able to pursue other interests as well," Castle said.

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