

PARALEGAL VOICE

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2023 AIEG Paralegal Seminar

SAN DIEGO, CA

March 2-4

Paradise Point Resort & Spa

Make sure you are registered for the upcoming AIEG Paralegal Seminar — it is quickly approaching! Attendees will hear from the best attorneys and paralegals in complex litigation, share resources, and network with fellow AIEG members in sunny San Diego, CA.

Please contact the host hotel at (855) 463-3361 to reserve a room in the AIEG room block by January 30, 2023. The agenda can be found on page 6.



5.75 Substantive Credits

5.0 Non-Substantive Credits

1.0 Legal Ethics Credits

AIEG PARALEGAL BOARD NEWS

Tamara Brininger

Nurenberg, Paris, Heller & McCarthy

The Paralegal Board continues to meet by Zoom once a month, and discuss how we can best support our membership of over 800 paralegals. Great things happen when you bring together a dedicated group, who are excited to share ideas for the benefit of AIEG and our clients.



New Board Member

We were sad to see Rachel Hirschey leave our board and AIEG as she took another position with a new firm, but we wish her the very best on her next chapter. That opened the window for us to welcome Adrienne Rizer to the AIEG Paralegal Board. Adrienne Rizer is an Advanced Certified Paralegal at Parker Law Group, LLP in Hampton County, South Carolina. The majority of her caseload is products liability and roadway defects. Prior to working at Parker Law Group, LLP, she worked for six and half years as a victim advocate for the Solicitor's (District Attorney's) Office. She has a Bachelors in Political Science and Masters in Public Administration. Her hobbies include long walks at the State Park with her dogs

and cooking exotic food dishes, and she has a passion for traveling to different countries. You can contact her through her email at arizer@parkerlawgroupsc.com.

Paralegal Seminar in San Diego March 2-4, 2023

We are thrilled to support our annual conference co-chairs for the Spring paralegal conference in developing our new three partial day format, which includes four dynamic small group workshops on day three of the conference. This three-day format (similar to the attorney conferences) will allow an easier digestion of the presentation materials and allow more time for networking among our litigation support membership. The strong feedback we received after the 2021 conference was that one long full day of presentations was like drinking water out of a firehose, so we hope this new format allows for better retention and focus. Having the afternoon free to tend to our e-mails, office demands, and client needs will hopefully allow conference attendees to focus on the

presentations without feeling the need to multi-task. With the conference concluding each day by 1:00 it will also allow our litigation support members to meet new friends to use as a resource, network and be inquisitive about cases and processes. The theme of the 2023 Paralegal Conference, The Anatomy of Litigation, is geared toward bringing younger litigation (less than ten years in practice) support folks together with our well-seasoned paralegals to collaborate in an interactive learning environment. Our co-chairs, Rosi Castillo and Stephanie Wilkins, have done an incredible job of creating the agenda with two guest speakers, workshops and exciting teamworking activities. Our new Young Litigation Support Group will also be hosting a Yoga and Vino event, welcome to all members. There will also be a little competition with a Let the Games Begin event. Watch for many more details about the conference in the weeks and months ahead. We hope you can all attend. Feel free to pass my name, e-mail and phone number on to any attorney who may be hesitant to let you attend. I am happy to rally the troops!

Welcome Package

I am in awe of the growth our paralegal and litigation support group. To shape the way we welcome new members, the board has created a welcome package to send to new members when they join. There was no official onboarding document in place. This welcome package will also be shared with the general litigation support group via our listserv once it has been finalized. We hope it will be a resource for new and current members. If you have any suggestions on topics that should be included in future versions, please feel free to reach out to me.

Webinars

Webinars continue to be well attended. For anyone who missed the last two webinars please feel free to go to the AIEG website to find the conference materials page. The webinars are recorded, and the PowerPoint presentations and any supporting materials are available for download. Thank you to Rosi Castillo, Bernadette Romero and Laura Reaves for kicking off our webinar series and for volunteering to present. These webinars could not be possible without our membership offering to present. We will be taking a break over the holidays so we can all tend to our families, office year end and plan for a successful 2023.

The Board is in the process of working on building out our 2023 webinar schedule. If you have ideas for a topic for 2023, or better yet, want to volunteer to present, please let me know. To kick off 2023 we will have a guest speaker, sponsored by AIEG, for our February webinar. Lauren Ruth Martin is a therapist and past radio personality, who will be helping us with the important topic of mental health in our profession. Lauren is a proponent of self-care and understands the pitfalls of burnout. She has spoken at AAJ, Michigan Association for Justice and Ohio Association of Justice. Our AIEG leadership has agreed to fund her presentation for the Litigation Support Group on the topic of working alongside grief. Caitlin Clancey's inspiring presentation at the 2021 Paralegal conference opened our eyes to the fact that we see and hear trauma every single day in our careers and often have to be supportive of our clients working through the devastating cycle of grief. We often forget to take care of our own emotions in the wake of that trauma and grief. I hope you can join us for Lauren Ruth Martin's webinar on February 2, 2023 at noon (CST). There is no need to register, just watch for the link closer to the date of the webinar.

BOARD MEMBERS:

Tamara Brininger, *AIEG Paralegal Chairperson*
Nurenberg Paris Heller & McCarthy: Cleveland, Ohio
TBrininger@nphm.com

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Stephanie Wilkins, *2023 Seminar Co-Chairperson*
Slack Davis Sanger: Dallas, TX
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FUTURE AIEG WEBINARS

February 2nd	Working Alongside Grief	Presented by Lauren Ruth Martin
April 12th or 13th	Making Sense of Medical Records	Presented by Doreen Lundrigan
June	TBA	TBA
August	Medical Terminology	TBA
October	TBA	TBA

WELCOME NEW AIEG PARALEGALS

Each quarter we plan to welcome new members to our AIEG Paralegal Division. If you see them post to the listserv with a question or comment, please give them a virtual high five and welcome them to the group!

Trish Bashaw
Friedman Rubin
Bremerton, WA

Lauren Humber
Goldasich, Vick & Fulk
Birmingham, AL

Kelli Shaw
Kaster, Lynch, Farrar & Ball
Ocala, FL

Sara Coan
Goldasich, Vick & Fulk
Birmingham, AL

Hunter Pennington
Kherkher Garcia, LLP
Houston, TX

Susanna Shea
Wolff Ardis, P. C.
Memphis, TN

Morgan Cope
Wolff Ardis, P. C.
Memphis, TN

Erin Pfeiffer
D'Amore Law Group
Lake Oswego, OR

Jennifer Sorter
The Law Office of Dakota C. Low
Mustang, OK

April Dalen
Langdon & Emison
Lexington, MO

Jessica Robinson
Denney & Barrett, P. C.
Norman, OK

Dawn Stone
Kaster, Lynch, Farrar & Ball
Ocala, FL

Daniel Doede
D'Amore Law Group
Lake Oswego, OR

Dave Romero
Kherkher Garcia, LLP
Houston, TX

Veronica Torres
Kherkher Garcia, LLP
Houston, TX

Raciel Gonzalez
Kherkher Garcia, LLP
Houston, TX

Clara Salyer
Langdon & Emison
Lexington, MO

Rosie Trejo
Kherkher Garcia, LLP
Houston, TX

Alexandria Gust
Friedman Rubin
Seattle, WA

Jacqueline Sandoval
Clark Von Plonski Anderson
Dallas, TX

Josie Wright
Clark Von Plonski Anderson
Dallas, TX

A * G * E * N * D * A

Wednesday, March 1st

6:00 pm **Welcome Reception**
Mission Bay Patio - Paradise Point, *hosted by Slack Davis Sanger*

Thursday, March 2nd

8:00 am **Breakfast and Registration**
8:30 am **Terry McCartney, Tamara Brininger**
Welcome
8:40 am **Terry McCartney**
Litigation Process: Choosing the Right Case
9:10 am **Troy Fleming**
Investigating Your Case
9:40 am **Greg Marks**
Hiring your Experts: Who & Expertise
10:00 am **Brittany Freeman**
What the F*@% is a Touhy Request?
10:40 am **Break**
10:45 am **Emma Parnham**
Young Paralegal Litigation Group Introduction
10:50 am **Meg Hartnett, Leah Cuomo**
Have You Seen It? - Case File/Discovery Organization
11:20 am **AnnMarie Johnson**
Deep Dive into Medical Records
11:50 am **Joy Pullman**
Words of Wisdom: How to Create Your Initial Trial Exhibit List
12:20 pm **Annette Griswold**
The End: What Comes After Case Resolution
12:50 pm **Adjourn**
5:30 pm **Let the Games Begin**, *hosted by The Russell Law Firm*

2023 AIEG PARALEGAL SEMINAR

SAN DIEGO, CA



Friday, March 3rd

8:00 am **Breakfast**
8:30 am **Cathy Huff, Doreen Lundrigan**
Believing in Yourself: Changing of Job
9:00 am **Jimena Castillo**
Teamwork in Civil Litigation
9:30 am **Kate Llaurado Scheidt**
Ethical Lines Between Attorney to Paralegal
10:00 am **Caitlin Clancy**
Mental Health: Stress Relief & Management
10:30 am **Break**
10:45 am **Lupe Estrada**
The Glory of Volunteering
11:15 am **Jessica Munoz**
CASA - Court Appointed Special Advocates
11:45 am **Kristine Custodio Suero**
Leadership Development
12:45 pm **Adjourn**
4:30 pm **Yoga and Vino**, *sponsored by the Young Paralegal Litigation Group*

Saturday, March 4th

8:00 am **Breakfast**
8:30 am **Tamara Brininger, Joni Hautamaki**
Round Table/Workshop: Focus Groups
9:20 am **Meg Hartnett, Doreen Lundrigan**
Round Table/Workshop - Depositions
10:10 am **Break**
10:30 am **Stephanie Wilkins, Rosi Castillo**
Round Table/Workshop - Trial Preparation
11:20 am **Cathy Huff, Nicole Morris**
Round Table/Workshop - Voir Dire/Jury Research
12:10 pm **Tamara Brininger, Stephanie Wilkins, Rosi Castillo**
Survey & Closing Remarks



Welcome to SAN DIEGO

ROSI COSTELLO
The Russell Law Firm

San Diego is a major city in Southern California and is one of America's most popular tourist destinations. San Diego is famous for beautiful beaches, great weather year-round, a bustling craft brewery scene, and countless outdoor attractions. Whether you come for a weekend or spend a few weeks hanging out, you will fall in love with this place. With over 100 days of sunshine each year, it's no wonder they consider it America's Finest City. San Diego will be a spectacular location for our 2023 Paralegal Seminar!

What to Expect

In San Diego, you will find great weather, amazing beaches and delicious seafood. San Diego is a very active city, and people are constantly out and about (walking, biking and running) during the day and night. With the coastal temperatures between 65-80 degrees most days, San Diego is the place to visit any time of the year.

Getting Around and Great Attractions

California is not the most public transportation friendly state, so companies like Uber or Lyft are your best options for getting around in San Diego. In addition to San Diego proper, the area also has many popular spots nearby. Gaslamp, Little Italy, Balboa Park, North Park Old Town-Mission Valley, Point Loma-Ocean Beach, Mission Beach-Pacific Beach, La Jolla and Coronado Island are all worth exploring.

Gaslamp: The heart of San Diego is the hub for its nightlife.

Little Italy: A more pedestrian-friendly vibe packed with good dining, cocktail bars, gastropubs, and coffee shop goodness.

Balboa Park-Hillcrest: Home of the famous San Diego Zoo and museums.

North Park: Home of the cutest cottages, popular coffee shops, craft breweries, good food dining and boutique shops.

La Jolla: Has the most beautiful coastlines and exceptional seafood dining.

Coronado Island: The infamous blue bridge island. Many outdoor recreational activities, such as sailing, stand-up paddling, surfing, kayaking, and many more.

San Diego Winery Train Tour: Ranked #1...enjoy the breathtaking coastal scenery, all while enjoying the tastes of their best wines.

San Diego Harbor Cruise: 1-2 hour cruise sightseeing on the waters of the city's skyline, cruising under the Coronado Bridge, to the harbors of the sea lions.

If you have time, consider driving up the beautiful California coast. An enjoyable and scenic adventure could include traveling up the coast on The Pacific Surfliner or Coast Starlight train. If you can stay the weekend before or after the paralegal conference, there are beautiful areas to explore along the coast.

Paradise Point Resort & Spa

The 2023 paralegal conference will be held from March 2-4, 2023 at Paradise Point Resort & Spa. The hotel is located on a 44-acre island tucked away in Mission Bay, just minutes from downtown San Diego and many attractions. If you would prefer to stay on the resort, there is a wide range of activities to explore, including: lounging by five different pools, riding a bicycle along the bay, playing a lawn game, or playing tennis or golf. In addition, there is a marina on the property that rents sailboards, speed boats, kayaks, paddle boards and jet skis. In the evening, explore 14 bonfire pits, or explore multiple waterfront restaurants and dining options on the property.

Join Us in San Diego

We are extremely excited for our upcoming visit to San Diego and spending some time with a few of our favorite paralegal friends. Registration is now open for the 2023 AIEG Paralegal Seminar. Join us for some awesome presentations and coastal beauty!



How Attending a Paralegal Seminar Renewed My Purpose

Kelley Anderson-Atkins
The Arnold Law Firm

In our day-to-day lives as paralegals, it is easy to get stuck in the rut of clocking in, doing our job, and clocking out. It is easy to get burnt out with our stressful jobs and we can very easily begin to lose sight of why we started in this profession in the first place. We tend to sometimes forget that we are spending most of our days (and sometimes our nights) helping people and their families, seeking justice, and being the voice for our clients in what is likely one of the worse events that has, or ever will, happen to them.

After nearly 15 years in the field, my sense of purpose was renewed when I attended my first AIEG Paralegal Seminar in February of 2022. If you have ever gotten the opportunity to attend an AIEG Paralegal Seminar I hope that you were as amazed as I was at all of the fascinating

fellow paralegals that attend from all over the United States. My first seminar was such a remarkable experience and was like taking a breath of fresh air! After I signed up and made my travel arrangements, I was extremely nervous to attend my first seminar. In the weeks and days leading up to the seminar, and even as I was walking into the conference room on the first day, I thought to myself, “What if no one likes me? What if I say something embarrassing? What if I don’t really know my job as well as I think?” Well, all of that was put at ease when a table of women pulled up a chair for me and welcomed me in right away. I was introduced to other Paralegals and AIEG staff, and we had a great time during and after the seminar!

I have never been much of a public speaker, so I am in awe of people who can get up in front of a room with

200+ eyes on them, give a speech, and then answer questions about a particular topic. The speakers during those couple of days had the courage to get up on stage and took the time to teach us something they thought would be helpful or interesting. The seminar started out with “What You (Paralegals) Do Is Important”, and continued with tips and tricks for preparing for trial, helpful tech apps we can use, and one Paralegal shared beautiful examples of life stories she had created for her clients. She shared questionnaires for obtaining information from the families in wrongful death cases and I truly became inspired by her work. I used the idea and knowledge she shared, took it back to my firm, and decided to try it myself for a wrongful death case of a 35-year-old new mother and wife. I contacted that paralegal for some tips and pointers and without hesitation she responded and was more than happy to help guide me in the right direction.

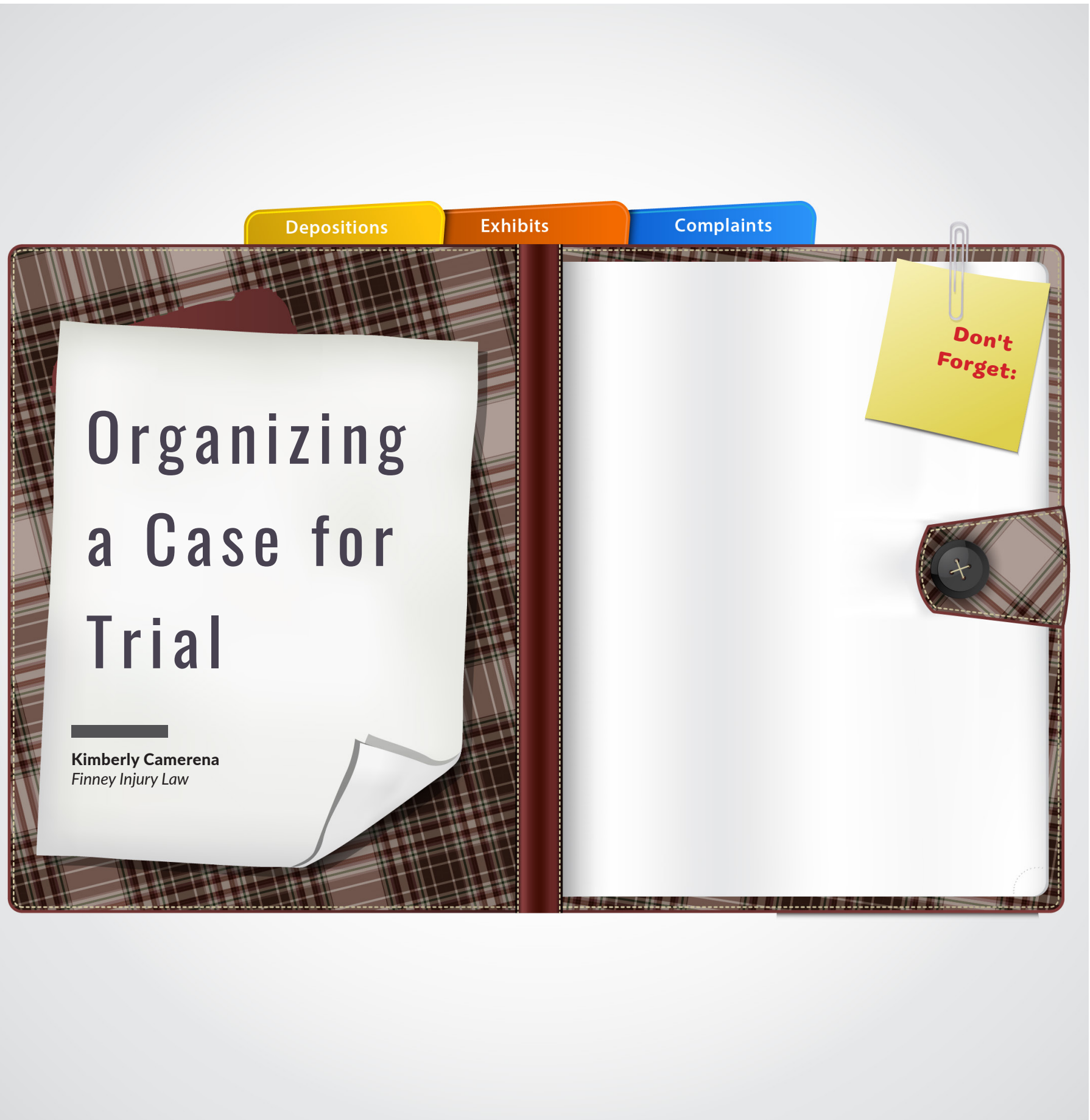
My attorneys and I began interviewing the decedent’s college friends and her family and asked them all to send us pictures and stories. This young woman became a face and a life, instead of just a name on a demand and another insurance claim number. It took me a few months to slowly write up her story — I added in quotes from her employer, comments from a Go Fund Me page, and added in her academic achievements and certifications. It was the first time I was so heavily involved not only in a pre-litigation matter, but with my clients’ lives, and with their friends and family. I learned so much more about the family. I realized then that I was working harder to seek justice for that particular client than I normally would. Hearing the stories and crying with her family during the interviews really put life into perspective. She deserved to have her story told. After months of compiling her story, and really painting the life that was so tragically taken, we submitted it along with a demand. The case settled in pre-litigation for \$5.5 million! My attorney doesn’t think our offer would have been accepted without her story. I am so proud that I took the time to create something meaningful and that it helped to secure a financial future for her husband and

son. I was inspired to tackle this new way of telling our client’s story because of the AIEG annual seminar.

Another inspiration at the seminar was seeing all of the certified paralegals around the country. Even though the majority of the NALA Certified speakers were younger than, or pretty close in age to me, they spoke with such confidence and assurance that I have decided that I want to be like them when I grow up! Attending the seminar lit the fire in me to further my education and work towards achieving my NALA Certification.

Although it has been nearly a year since I attended, I still feel the inspiration I left with. Not only did I meet some wonderful people at my first seminar, attending truly reminded me why I became a paralegal in the first place. I came back home with new ideas that I presented to my firm, with excitement about my career that I had not had in quite some time. I was truly eager to be the best paralegal that I can be. I was reminded that our clients are in pain physically, mentally, or emotionally. They are scared, they have been hurt, and they need someone who will be their voice and who will fight for them. It feels good to wake up every day with a purpose.

Being an AIEG member is an amazing tool to have in your toolbox. Attending my first paralegal conference was an inspiration and I cannot wait for the next annual conference. Having access to expert information, documents, depositions, seminar materials, and the opportunity to be able to reach out for help about any topic to a huge network of attorneys and paralegals, is invaluable. The fee for membership and the costs for attending the seminars should not be looked at as an expense, but rather as an investment. An investment in your staff, in your career, and in your clients. What you will take away, and your renewed passion for your profession is priceless and worth every penny. It was so inspiring to meet such amazing, smart paralegals from different parts of the country, who all share a common goal of bringing justice to our clients and their families.



Preparing a case for trial can seem daunting. But with some forethought and organization, our team is ready for anything. The attorneys we work for need to be well prepared for trial. Preparing well-organized, easily accessible files and anticipating the unexpected before entering the courtroom is part of being prepared.

Our litigation team starts the organization process a minimum of two months before the trial. Doing so allows us time to list and organize documents, items, and electronics we will need for trial.

Our first priority is always to organize the paper files; yes, our office is one that still utilizes paper files. In the event that electronics fail, work incorrectly, or the internet is slow, our paper files are ready to be used.

Our files are organized by color folders. Depositions are yellow, followed by exhibits in white, and so on. When in court, the color-coded system makes it easy for our trial attorneys to identify what they need at a moment's notice. For example, in court, defense attorneys often refer to depositions taken before trial. Our trial attorneys know the color for depositions is yellow and, therefore, can quickly go to the deposition folder and pull the one needed.

Next, we organize all bates and trial binders. The team organizes all necessary bates sent by the defense. They are arranged and ready to review instantly.

The trial binder is often the go-to for the attorneys during trial. It is an essential piece to a well-organized case for trial. Organization of the trial binder is reserved for the lead paralegal and lead attorney.

The lead paralegal ensures that the first filings are in the binder, including the petitions or complaints known in other states, answers, and interrogatories, and are organized into sections. We also make sure to add additional documents the attorney reviews and works on during trial prep.

Then, we prepare and organize what we affectionately call the "trial box" and all electronics used during the trial. Our trial boxes are clear plastic containers with a lid. It houses pens, post-it notes, batteries, markers, electronic cords, extension cords, chargers, HDMI cables, and chargers. It's important to make sure you have at least two of every cable or charger. We have had times when we think they are all working, but they are not.

Along with these items, we ensure we have the electronics that may be used during the trial. This includes our Vibe Board and ELMO — a device like a projector to view documents on the board.

Finally, everything is double-checked, including trial boxes, electronics, and files, the night before they are taken to the courthouse.

This is the initial portion of getting things ready to take to the courthouse. The amount of work added to actual filings,

depositions, and negotiations between.

We are based out of Missouri, so we file all of our pleading documents via MO Case.net. We monitor this and ensure that any new pleading is properly filed in its corresponding case. When a defendant requests a hearing, we ensure that the date is added in its proper docket. It is very important that we do not miss any important dates for the attorneys. We are the gate keepers for their calendars and they rely on us to make sure they are properly updated.

Depositions are ongoing through the litigation process. Our attorneys inform the litigation team which depositions need to be scheduled, file notices of deposition, and schedule them with the court reporter. We have to ensure that all of the important dates are added to the calendar and that we do not double book. We sometime have to help schedule depositions with treating doctors. This includes reaching out to the doctor's office to get dates and fee schedules. We must meet the deadlines of the scheduling order.

More depositions are held via Zoom than in person since the pandemic. Now, we must ensure that everyone that is attending the deposition has a copy of the Zoom link. In our line of work, there are rapid scheduling changes that we must stay on top of. With that in mind, whenever a deposition is changed, we must update everything and file new pleadings with the court.

Before the actual deposition date, the attorneys take time to prepare the deponent on what to expect. The deponent can sometimes review exhibits that may be utilized at the deposition. Our attorneys are experienced with depositions and help the deponents get comfortable with being deposed.

Witness preparation is led by the attorneys in our firm. First, we gather information through investigation. Our attorneys request the clients gather before and after fact witnesses. Before the fact witness is someone who

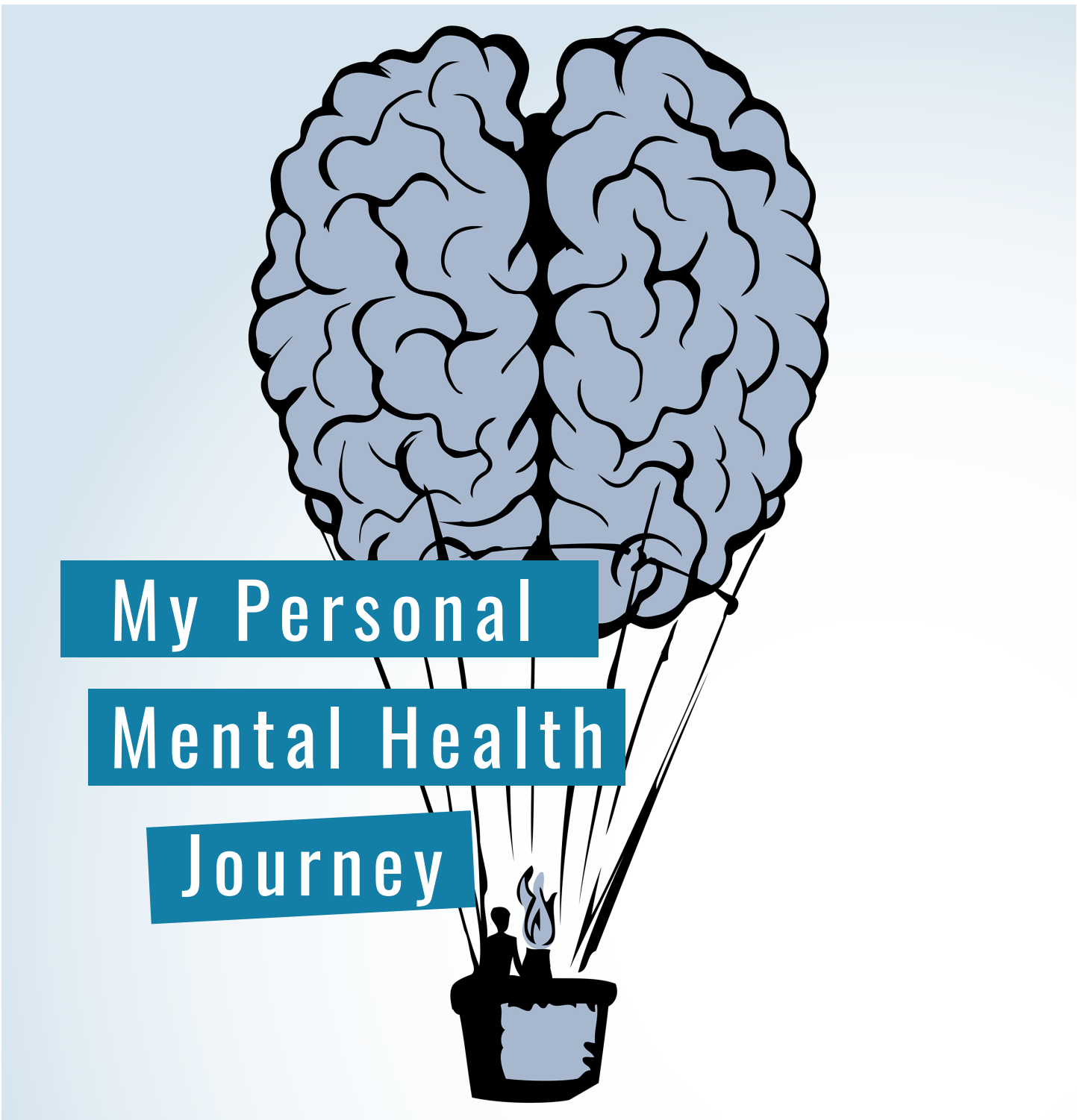
knew the client prior to their injury and can testify how it has affected them after the injury. Our attorneys take the lead on interviewing the witnesses and prepare them on what to expect during trial. During trial the litigation team helps ensure the witnesses have arrived on time.

Exhibits are an important part to help witnesses during their testimony. We ensure that all exhibits are ready in three formats. We print three hard copies for the jury, defense counsel, and plaintiffs. We have a flash drive with all exhibits to be used on our Vibe board, and one of the attorneys ensures that they have all the exhibits saved onto their iPad or laptop. We ensure that they are properly bates stamped and organized in numerical order. These always change as they are called during trial: you have to be ready to make any changes at any time.

We gather our demonstrative illustration and medical illustration from our experts. We can present them in two ways. We print them on a board, and with new technology we have moved over to our Vibe board. Our Vibe board has the capability of providing a better view and can zoom in to certain areas of the illustration. Some of our clients' injuries are repaired in small spaces and this allows us to show the jury the actual repair to the injury of the client. If our case involves a car crash, the Vibe board allows the attorneys to demonstrate by circling or drawing the location of the crash. The jury has a better understanding of the crash or injury.

The client is the most important part of the entire case. There are times the attorneys are handling other matters like civil procedure motions, and the client requests an update. This is when we come in and help explain the process and schedule a time to discuss their case with the attorneys. The client may just want someone to listen to them. We must remain understanding and be as compassionate as possible with our clients.

Part of communication with a client is reassuring them that we have taken all the steps mentioned above to have their case ready for trial.



Caitlin Clancy
Yarborough Applegate LLC

In February of this year, I presented at the AIEG Paralegal Seminar in Fort Lauderdale, Fla. My presentation was on, “Mental Health in the Legal Profession.” At that time, it had been six months since I went through one of the hardest moments in my life. Six months since that presentation everything that I thought was certain, and the one person who I thought was for sure, was not. Up until then, mental health battles were a sympathetic feeling towards others. Not empathetic.

I am writing this article because today, almost 14 months later, this topic and subject have become so important to me as I have battled anxiety and deep depression over the last year (knowingly) and for years before (unknowingly). I chalked up my struggles to exhaustion, always needing to be better, lack of sleep, disengagement, irritability, numbness, or the inability to give myself grace and praise (to name a few things). I tried to push down the feelings when I was having a long tough day, not getting enough done, was searching for success, and tried lessening my own struggles because they “weren’t as bad as what others were facing.” I could truly write articles on top of articles on this subject, but I will keep this article as a general introduction to this important topic.

Mental Health in the Legal Profession: Why this Topic? How Will this Help Me Better Byself as a Paralegal?

I work in a catastrophic injury firm. When I was at the seminar, I remember a presentation before me where the attorney read an excerpt from a previous client as she recalled watching her child suffer from burns without being able to help him. I remember crying listening to this. You cannot unthink these traumas. We serve our clients at their darkest hours through some of the most horrific personal events. Many people outside of this profession cannot even fathom these traumas. We are gifted because we can listen to 911 calls, review medical records of clients with traumatic injuries, and listen to family members’ recollections of their loved ones, ultimately creating powerful and impactful stories. These are stories that our firms share and create that change the world.

Being able to handle someone else’s grief day in and day out is what makes us powerful paralegals, but we are not superhuman. My desire to help is what has driven me in this career, but what I did not know, was that my compassion was also causing my mental

health to deplete. While I cared deeply for my clients and wanted to do the best for them, I put my well-being to the side without even knowing it. Then when I had to deal with trauma in my personal life, I did not have enough willpower and strength to carry myself through my situation. I broke. My hope now is to continue to discuss our mental health and the need to take care of ourselves so that no one else must climb out of that same dark hole of which I was, and still am, climbing out.

So how can we be proactive in taking care of ourselves? Our career requirements will not change. As you continue to become better and better in this profession, more is asked of you. So, I am hoping that by sharing what has helped me over the last 14 months, it will help others in our profession:

- Recognize and acknowledge that we are in a high-stress field of work, and we are exposed to a lot of hard things. I will not go into detail, but I now realize that I was dealing with compassion fatigue. In a nutshell, compassion fatigue refers to the rapid onset of symptoms that mirror posttraumatic stress disorder, such as nightmares, difficulty sleeping, and flashes of intrusive images and/or thoughts, due to secondary exposure to extreme or traumatic events. Compassion fatigue coupled with my anxiety led me into depression.
- Make note of how you are feeling on a regular basis. Meaning, check in with yourself. For me, I did not realize that being numb and unwilling to want to even talk when I came home from work, week after week, was a sign that my mental health was not doing well. I just kept telling myself that this season of work life was just “really long.”
- If you are having really long days, what will help you on those days? Taking short breaks at work to walk around the block? Maybe turning on some music we enjoy on our lunch break to bring us joy? What about making sure you take a lunch break? I used to sit for nine hours at my

desk without stopping for lunch. I was so anxious and worried because I thought I was not doing enough that I would just keep going. Take a break every day to walk away from your desk and DO NOT feel guilty.

- Break up dealing with high-trauma/high-stress tasks so your brain is not constantly bombarded with tough situations. I used to listen to a 911 call, and then look at MAIT reports followed by reviewing autopsy photographs. I now know that is just too much for me for one day, so I break those tasks up over the week and sprinkle in things that are not so heavy.
- Ask yourself, “what brings me joy?” and do those things! Reading a great book on your lunch break could help boost your mood at work for the remainder of the day. Listen to a book on your commute or turn on your favorite tunes. Find some joy in the little things each day.
- Do not lessen your hard times in life because we deal with others’ hardest times. Make sure to care for yourself. You cannot care for others if you are not healthy physically and emotionally.
- Invest (both personally and if needed, financially) in resources that are available to you to help your mental well-being: therapy, or fitness. This personally helped me so much in my darkest times and my most anxious moments. I hired a personal trainer and for one hour, I had someone telling me “Yes you can” and I accomplished something. Try yoga, apps on your phone for meditating or breathing, take a fun painting class, try journaling, or plan coffee dates with your friends.

I am now using the exact skillset that I use for my cases to help better my mental health so that I can continue to be successful at the firm. I am recognizing when I am not doing well, and proactively having solutions that will help carry me through those hard days, weeks, and yes, months. I am pouring more care into my own cup so that I can be a better paralegal

for my clients. I can take their calls with a fresh mind and not one that is still recovering from looking at collision scene photos. I have dedicated the last 14 months to myself. I consistently work out, I focus on proper nutrition so that my brain has the right fuel, I remind myself at the end of every day that I have done the best I can, and I REST. I choose myself every day so that I can be the best version of myself for the world.

I encourage you to do the same. We are changing lives one case at a time and we have an immensely powerful impact on so many. We are valuable. We deserve the same for ourselves. I read the book, *Bravey*, by Alexi Pappas and she so beautifully put what I have been struggling with for years, “*Being as kind to yourself as you are hard on yourself is a skill that I have had to actively nurture.*” It is a commitment I have HAD to make to myself, as I continue to grow and heal. I am also very fortunate to have had the attorneys at my firm support me and be patient with me as I worked to get better.

I am not saying that now going forward you should handle your cases differently for fear of becoming overwhelmed. No, what I am saying is that I hope you choose to handle your self-care differently so that we can continue to help our clients. I am saying that if you should take a step back and make sure you are okay, like really okay, and if you are not, that you will look back on this article. It will remind you first to know you are not alone in those feelings, and second, to know that there are resources both immediately available and beyond for you. I will provide my email address (caitlin@yarboroughapplegate.com), so please reach out if you are ever feeling down or if you just want to talk about this more. As I said, this subject has become so important to me. I truly believe we are bringing change to the world. However, because we are THAT special, this is your reminder to choose YOU so you can keep being the amazing paralegal you are.

Reckless Abandon

Korinne Morris

Harris Lowry Manton LLP

In recent years, paralegals have been exploring the unanticipated ways in which our chosen careers may surreptitiously impact our lives. From continuous exposure to vicarious trauma, especially for those working in personal injury, to overall burnout and the resulting effects on our bodies and relationships. However, these impacts in no way make our career choice a poor one. Every career comes with its drawbacks or some form of unintended consequences in our lives. It is simply left to us to take notice and acknowledge how the work impacts us and allow that awareness to lend us the power to do something about it.

Taking the time to consider ways in which I allowed my career to bleed over into my personal life led me to face what truly has had the most extreme impact. Years

of exposure to the dangers we see every day in this field left me not only overly risk averse but also often afraid to really live my life. In addition, the fear of me or anyone else ending up like one of our clients morphed me into a walking and talking warning label for nearly every product, medical procedure, or activity one may encounter in this life. This is something I still struggle with daily.

At times, it is anxiety-inducing to know what we know. It can be nerve-racking to even get in a vehicle or take any risks at all. Lest anything goes wrong we will certainly be blamed by the manufacturer for not fully reading the owners' manual cover-to-cover, or for not having the seatback in the exact right position, or the baby-seat perfectly latched. Most people do not live their lives this way. Many would consider the tragedies we see every day as worst-case scenarios or isolated incidents that will never actually touch their lives. For us, instead of seeing these horrific events as being far removed, or as something that only happens to others, we are forced to inspect the wreckage up close. Under a microscope, if you will. So close, it becomes part of us.

Our brains get rewired to think of nearly everything in life from a safety-first approach. Even to the point where we believe it is perfectly normal to decipher and point out every potential risk or hazard to consider in any given situation. A friend tells us of an exciting new thing they have planned and we may respond by throwing out death statistics pertaining to the activity or feel compelled to warn them of every possible thing that could go wrong. While the work we do is incredibly important to help make the world safer in general, this is actually something we can learn to leave at work.

Growing Up Cowgirl

One of my childhood best friends, Maria, and I grew up in Washington State riding horses together from the ages of 8 through 15. We showed in the American Junior Quarter Horse Association (AJQHA) circuit and

by our early teens even found ourselves competing at the AJQUA world level. Quarter horses come by their name honestly for consistently being the fastest horses on the planet in the quarter mile. One of the many things to love about them.

For me, it was never about competition. I did not care much for the show aspect of it. It was solely the adventure of being on horseback and commanding an enormous creature with the slightest of gestures and sounds. My greatest joy was the challenge of riding bareback through paddocked fields, reinless, a firm grip on the mane while guiding the horse using only my thighs, heels, and the click of my tongue. Experiencing connection with both animal and nature, finding my center in order to maintain perfect balance. And when I felt like spicing things up, I would do this while *blindfolded* to enhance the thrill of danger and overall sensory experience.

We grew up in a time when children were seemingly not supervised and I am not sure we ever even heard the word “safety.” There was nothing safe about anything we did and it was marvelous. Maria and I truly lived through our childhoods as young adults. We were on our own, given complete trust to manage ourselves and these magnificent animals. From an early age, we worked tirelessly on weekends dedicating our time and hard physical labor at stables and farms, exercising and showing other people's horses or working cattle shoots for reiner cowboys, all in exchange for lessons and experience. We traveled on our own to and from the country and our hometown by foot and city buses while in full cowgirl attire, spurs and all.

Not only were these the most memorable experiences of my adolescence but they taught me a work-ethic like no other and continue to help me overcome challenges in daily life. Often, we were freezing cold, tired, hungry, and in constant physical pain but we were living out our passions and it was worth everything. Eventually, we were able to acquire horses of our own which then

really allowed us to take things to the next level.

Into the Wilderness

The year was 1993, five years prior to my first law firm job. Due to a falling out between horse trainers, we moved our horses to another stable in order to stay with our favorite trainer. While we weren't crazy about this at first, it was a totally new area more remote than where we had been before and it gave us an opportunity for new adventures and exploration. With the new location though also came new management, rules, and restraints that we were not accustomed to or at all inclined to follow.

After some plotting, one day, Maria and I snuck our horses out of the new barn and into a nearby forest which led into a greater mountainous area. Despite all that was typically entrusted to us, we knew our plans this day were different and it would be better to ask forgiveness than permission for what we were about to do. We left no breadcrumbs and told no one of our plans. By the time anyone would notice our horses missing, we would be long gone.

Looking back, the potential hazards were clearly enormous, albeit of no concern to us. Donning our usual western tack and riding wear, we ventured off into the dense evergreens of the great Pacific Northwest seeking to explore and discover the unknown. That day, with reckless abandon, we galloped up hillsides through mud that sucked our horses' shoes clean off, engaged a fox on an impromptu chase, got completely lost, ran our horses at full speed for the first and only time in their lives, got lost some more, and came upon a frozen lake where I left a part of my soul as we sat at length in silent awe of its flawless beauty. At one point, I took a stiff whack to the face from a tree branch at high speed that left me proudly bloodied and bruised. I happily wore that black eye like a badge of honor.

We felt the wind on our faces, the sound of air rushing in our ears, our hearts beating out of our chests, and

the thunder of our horses' hooves beneath us. It was exhilarating. We were wild and free. Real cowgirls on a real adventure in the real wilderness where anything could happen. Loudly singing from horseback our very own version of Bon Jovi, “and I'm a cowgirl, on a quarter horse I ride, and I'm wanted — wanted — dead or alive!” As the daylight waned, we surrendered our fate to our horses and their natural ability to find their way back home.

The memories made that day live on inside me as if they play on an eternal loop that I can access at will. Unforgettable moments forged in time. Reminders of who I am to the core and who I can always be. My youthful spirit still lingering in those hills, often revisiting the shores of that frozen lake.

We took risks. We were not safe. And we lived to ride another day.

Out of the Woods

Years of exposure to our line of work had resulted in abandon of myself. The cowgirl in me became lost to time. Those who have known me the longest will say that I am an all or nothing woman. I go hard, and I go all in. And for a time, I went all in on so much fear and anxiety over the dangers of this world that I stopped truly living. This story, these memories, help me find my way out of the wilderness of fear and back into my life, time and again.

Still wild at heart but somewhat shackled by age, knowledge, and experience, I now focus on finding a happy medium between the recklessness of my youth and avoiding risk altogether. Taking calculated risks that allow room for fun and joy.

Remembering who I am, what I have already lived through, and the acceptance of my own eventual death has helped me to get back to both living my life more fully and no longer attempting to stop others from living theirs.



Growing Up and Learning in a Law Firm

Jessica Strother
Denton Law Firm

When I was approached to write an article for *The ParalegalVoice* newsletter, I was thrilled, but my nerves kicked in almost instantaneously. All I could think about was what do I have to offer to so many accomplished paralegals and assistants like yourselves. I spend days upon days researching topics and reading through the archives, yet I still felt that I was having the worst writer's block known to mankind. I knew I wanted to write an article that could benefit someone, even if it was in the slightest way. In my career journey I have been reliant on the guidance of my coworkers and all of you in the AIEG community. I genuinely thank you all for that and want to reciprocate.

My journey in the legal field started in April 2017. I was hired as the receptionist for my firm. I was walking in blind with no background or knowledge of the law. I had previously worked in a retail job and was not even used to an office environment. Terrifying right? I quickly learned that it was not like any of the TV shows I watched (*kidding* mostly).

As the receptionist, I learned the ins and outs of how a law firm operates in the real world. From answering incoming calls, and helping clients that stopped by the office, to scanning in the mail, I was learning it all. This quest

for learning continues and helps me to this very day.

I was thriving in the position. I loved learning any new task that I was given. I was continuously asking those in my office if there was anything they needed help with, which helped me push my knowledge boundaries. One attorney in my office started giving me the opportunity to help with the small, simple tasks he had. I was excited to handle even simple tasks like typing a letter to a client, or helping him prepare documents for an upcoming hearing. I wanted to learn more and more. I knew from that time that I wanted to become a legal assistant and truly be able to be a part of helping our clients. Two years ago, I was offered the position of becoming his and another attorney's legal assistant. I will forever appreciate him for giving me this opportunity.

These beginning years of transitioning into a legal assistant role have not always been easy. There have been countless times when I was sitting in my office, lost on where to begin a task. Figuring out how to manage my own and my attorneys' schedules, learning to prioritize tasks, and handling the endless emails we all love so much, was tough! At times I honestly felt like the definition of a chicken running around with its head cut off. As you all know, it is easy to become overwhelmed. I felt as if I had the weight of not only my attorney, but that of our clients who

were depending on me. In the long run, I know that the stress is all worth it because this role can be very rewarding.

I still feel very much like a “baby assistant.” I do not feel I have as much wisdom as some in AIEG, but I want to share a few simple daily habits that I have implemented into my routine. Hopefully, they will resonate in some way with you.

While I do not like to admit it, organization and time management did not come naturally to me. Prioritizing which deadlines are most important for me to handle that day or week and creating enough time to thoroughly work on a task has been a learning process. I quickly learned from the start that many of our duties take time and full attention. While I heavily rely on my firm’s case management system for our schedules and upcoming deadlines, it can quickly become overwhelming. I now look at the calendar weeks ahead at everything that will need to be taken care of. That was both necessary and overwhelming. I realized that I needed something else to help keep me on the correct path. I started creating a list of everything I knew that needed my attention that day. Monday mornings are when I designate a few minutes in the morning to go through our docket and create a note listing out each day of the week and the deadlines that follow. At first, I thought this sounded ridiculous. After all, what was writing myself a list going to do to help? Well, I was wrong. This routine helped me to feel set up for success and ready to tackle the week. When I am asked by my attorneys what deadlines they have for the day, I can now answer with no hesitation. And let’s be honest, we all enjoy the satisfaction of checking something off our to-do list, right?

My office, specifically my desk, quickly became what looked like a dumping ground by 5:00 p.m. each day. Countless documents and files were scattered across my desk. I had found myself in the habit of

telling myself that “I’ll handle it tomorrow.” The next morning approached, and I walked into an office that looked like a disaster waiting to happen. Truly there is nothing more annoying than having to dig and sort through the piles on your desk while looking for that one document you need right away, and you knew you last saw it on your desk. Frustrating! Ironically, I preach these habits to my daughter daily: clean your room, clean up after yourself, and put things back in the place they belong. Yet, I was not taking my own advice. Organization is vital in this job. Taking a few minutes at the end of my day to clean up my desk and return files or documents I no longer need sets me up for a more productive morning the next day. I now end my day with a clean, organized workspace so that I can return the next morning and not automatically start off by walking into chaos. There is nothing better than coming home to a nice clean house after a long day of work, so I incorporated that into my workspace. We do after all, spend the majority of our waking hours in our offices.

Lastly, if I can give you any advice, it is to take constructive criticism and listen to the advice given. Our attorneys are not doing this to hurt our feelings or make us feel disappointed in our work. They are simply trying to help us learn and grow as an assistant or paralegal. In the end, we must remember that our work reflects on our attorneys and the firm. Continue to learn from your mistakes and be proud of your work.

One thing I have learned in my beginning years as a legal assistant is that if I am a better version of myself, then I am a better assistant to my attorneys, who can better represent our clients. While I am far from the perfect assistant or person, all I can do is try my best. I want to truly thank each and every one of you in this remarkable community. So many of you have played a role in helping me become the legal assistant that I am today. I am truly honored to be a part of AIEG, and look forward to seeing everyone soon.

WHERE IS THAT VEHICLE?

Meg Hartnett
Cohen Milstein Sellers & Toll

When I started as a paralegal, no one explained the process or what was involved in “bringing a vehicle in”. This article’s goal is to be a how-to article for you.



Once a product liability or personal injury case has been signed up, the vehicle involved needs to be secured. Sometimes this process will also involve the “bullet” vehicle. The process is the same for any vehicle.

First, find out where the vehicle is located. Start with the accident report. It always has great information, such as the police department and the company that towed the vehicle from the accident scene. Immediately send out preservation letters to both. After this article is an example of a preservation letter. The tow company will sometimes call once they receive the letter. Explain to the tow company that your firm is looking at a possible lawsuit against the manufacturer of the vehicle, not the tow company. Explain the need to preserve the vehicle in its present condition. Once the vehicle is preserved, determine who owns the vehicle.

Is the vehicle owned by your client or a third party? Determine if the vehicle was insured, who the insurance company is and if an adjuster has been assigned, and the claim number. Send the insurance company a preservation letter as well. If there is property damage coverage and the insurance company has paid the property damage claim, you will need to negotiate with the insurance company to purchase the vehicle. If the owner did not have property damage coverage, the negotiating will be with the towing company in possession of the vehicle.


If the insurance company owns the vehicle, ask them to place a hold on the vehicle and allow you to inspect it. This is an inexpensive and easy way to determine if you have a viable claim. You may need to arrange for one of your experts to do the inspection. Another option is to have a third party inspect the vehicle and perform a download of the Event Data Recorder (EDR). After this inspection, your team can determine if this is a claim to go forward with and file a lawsuit. Assuming you are going forward, it is necessary to take possession of the vehicle and move it to a secure facility.

When negotiating with the tow company, they usually require that their storage charges be paid at the time the vehicle is picked up. Sometimes the insurance company has turned possession of the vehicle over to the tow company to dispose of. The tow company will probably ask for the salvage value of the vehicle. This is usually negotiable. The idea here is to pay the least amount possible to purchase the vehicle.

If the insurance company still owns the vehicle, the negotiating will be with them. The insurance company will request the salvage value for the vehicle. The salvage value is the amount the insurance company paid your client for their property damage claim. Sometimes it is possible to haggle with the insurance company, but not usually. Depending on what state the vehicle is located, there have been times when the insurance company has said they have never sold a vehicle to an attorney's office. It may be necessary to ask for a supervisor to negotiate this process. Sometimes, it is possible to negotiate with the insurance company by asking if your firm can store the vehicle, at no cost to the insurance company, for the duration of the lawsuit. Once the lawsuit is completed, the vehicle can be returned to the insurance company for disposal. The insurance company will need to advise whoever is in possession of the vehicle to release the vehicle to your firm and/or your firm's representative.

If your client still owns the vehicle, a letter authorizing your firm to pick it up will be needed. I have included a sample of that letter following this article, as well. The storage charges, if not paid by the insurance company, will need to be paid prior to or at the time the vehicle is picked up.

Finally, you have now figured out who owns the vehicle, where it is stored and the process to move it to your secure storage facility. Move fast on this. Once the vehicle has been released, move it that day or the next. Weekends and holidays count so it may be a Saturday or Sunday, or even Christmas Eve!



"Finally, you have now figured out who owns the vehicle, where it is stored and the process to move it to your secure storage facility. Move fast on this. Once the vehicle has been released, move it that day or the next."

What if the client does not know where the vehicle is located, and the tow facility has advised they “disposed” of the vehicle? The tow company usually will not provide any more information than the fact that the vehicle was sold. To help with locating the vehicle, there are several websites available. The following websites are invaluable to search for vehicles: www.iaai.com, www.copart.com, and www.ebpicvin.com. These websites also provide photographs of the vehicle at various times post-accident. Those photographs can be downloaded as well. Never believe the tow company when they tell you the vehicle has been crushed. It usually has not and the vehicle is being sold for parts. Depending on what defect you are looking at, whatever is left of the vehicle may help your case. In addition, once you have located the vehicle, the vehicle should be purchased, otherwise, your firm could be held responsible for the destruction of evidence. That is a stretch, but the defense may use it.

Once your firm has possession of the vehicle, proceed with all inspections necessary. Have your expert or a third party perform the download of the EDR as soon as possible. The EDR is a wealth of information for attorneys and experts. The EDR records what is happening in the vehicle just prior to the accident, during the accident, and shortly after the accident. The EDR contains information such as seat belt usage, airbag deployment, pedal application, and steering input. The EDR will also show crash pulses and the Delta V. This information is invaluable to experts, depending on the product defect being investigated.

Once the lawsuit is filed, the defendant will want to inspect the vehicle. Fortunately, you have control! Hopefully, your experts have inspected the vehicle before the defendant's inspections. Most of the time the defendant will inspect the vehicle where it is located (your facility). However, some defendants want the vehicle moved to a location of their choosing, which is usually a local dealership. This can be tricky. Make sure a detailed protocol is in place to move the vehicle and to expound on what can and cannot be done during the inspection. Have a sign-in sheet that EVERYONE must sign. If they choose not to sign the sheet, they may not inspect the vehicle. Wherever the inspection takes place, make sure it is a NON-DESTRUCTIVE inspection. Always videotape the defendant's inspections with no audio. If the inspection is at an off-site location, and there will be multiple people inspecting the vehicle, it may be necessary to have two people from your office at the inspection and two video cameras. Should the defendant's experts attempt something that is prohibited in the protocol, stop the inspection. The vehicle is your evidence, and you will be responsible for any destruction of that evidence. You are in control.

Another possibility is the defendant's experts want to remove a part. Have one of your experts in attendance at these inspections in case technical questions arise. Again, a protocol is essential for any destructive testing. Your expert should sign off on the protocol prior to the inspection as well.

Happy hunting!

SAMPLE: Preservation Letter

Date

VIA: FACSIMILE
Towing

Re: Vehicle make, model, year
 Owner:
 Date of Accident:

To Whom It May Concern:

Our law firm represents _____, regarding an accident that occurred on
in _____. We have been advised that _____ Towing is in possession of the above-
referenced vehicle. We request that before the vehicle is removed from your facility that you advise our office.

This letter is also to advise you that you must preserve, and not alter, repair, or destroy, **all evidence** relating to this
claim. This includes, but is not limited to:

1. The vehicle involved in the accident;

2. Any and all paper and computer files (e-mail included) regarding this accident and/or the driver; and

3. Any and all computer tracking information for the vehicle

4. Any and all tire tread or tire pieces

We further advise that we object to any destructive testing being conducted on any of the evidence at this time.
Please contact us before any potentially destructive testing is performed. We will consider any attempts to repair,
alter or destroy evidence as spoliation of key evidence in the prosecution of any future claim and proceed against
you accordingly.

Please contact my office at your earliest convenience.

Very truly yours,

SAMPLE: Release of Vehicle Letter

Date

Towing

Re: Vehicle make model year
 VIN:
 Owner:

To Whom It May Concern:

This letter is to advise _____ Towing to release the above reference vehicle to my
attorneys, _____, and/or their representative upon their request. I agree to pay all
outstanding towing and storage charges as of the date the vehicle is received by my representatives.

Should you need additional information please contact _____ with _____ at _____.
Very truly yours,

Owner

STATE OF

COUNTY OF

The foregoing instrument was acknowledged before me this _____ day of _____, 202__
by _____ (Owner), who is personally known to me or has produced _____ as
identification and who (did/did not) take an oath.

Notary Public

Commission No.:

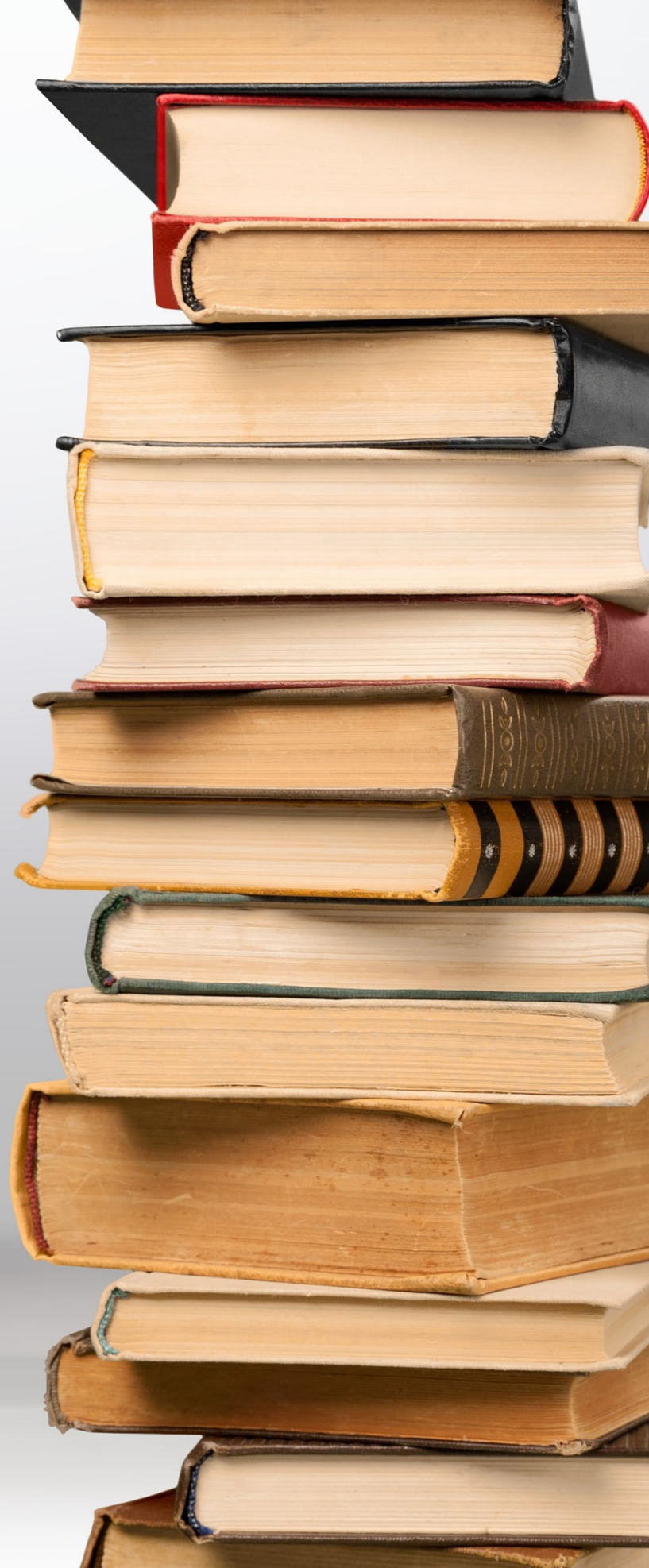
BOOKS MATTER

AIEG Book Review Series #12

By: Doreen Lundrigan
and Paralegal Contributors

Thanksgiving is behind us and full-speed ahead for Christmas! Check out the reviews below. There may be a good gift idea!

**"A book is a gift you can open again and again."
- Garrison Keillor**



Autobiography of Malcolm X, as Told to Alex Haley

written by Malcom X, with the assistance of Alex Haley

Review by Emma Parnham

At the AIEG conference in Birmingham, AL, Lee Javins mentioned that every other month, he reads a book either authored by or about "someone who doesn't look like me." This year, I committed myself to reading one book per month, so decided to follow Lee's example.

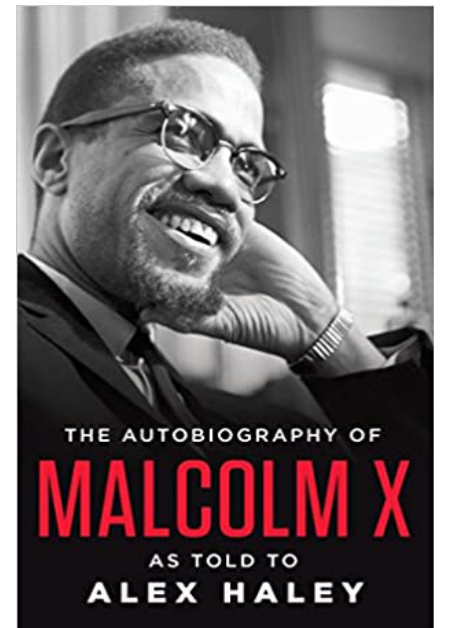
Admittedly, this book took me longer than a month to read. It is an extremely detailed account of the journey and evolution of Malcolm X's life. The forward by Alex Haley seemed like a book in itself. It would be doing a disservice, therefore, to offer only a brief review.

Known as Malcolm Little, he grew up in Lansing, Michigan. Early in Malcolm's life, his father was mysteriously killed by people that Malcolm claimed were white supremacists. He then tells of his mother trying to hold together a household full of children as a single parent, her eventual mental breakdown, and his movement into foster homes as a result. During this time, Malcolm was discouraged from becoming a lawyer by a well-meaning teacher that told him to "aim for a career more suited for African-Americans". Disenchanted, Malcolm moves to Boston to live with his aunt, then to New York where he hustled on the streets of Harlem. He became a cocaine addict, and quickly downward spiraled into gang and armed robbery. It was only a matter of time before Malcolm found himself in prison, serving a 10-year sentence in 1946.

Malcolm's metamorphosis during prison sees him move from atheist to joining the Nation of Islam (NOI). His family, who had all converted to Islam, urged Malcolm to write to the leader of the Nation of Islam, Elijah Muhammad. Malcolm re-taught himself to write and read during his time in prison and began to educate himself through reading, even memorizing a dictionary. He and Elijah Muhammad struck up a relationship. Malcolm quit smoking and gambling and refused to eat pork in keeping with NOI's dietary restrictions. Following tradition, he replaced his surname, "Little," with an "X," a custom among NOI followers who considered their family names to have originated with white slaveholders.

After his release from prison in 1952 for good behavior, Malcolm helped to lead the Nation of Islam during the period of its greatest growth and influence. He began organizing temples in New York, Philadelphia, and Boston and in cities in the South. He preached the Nation's racial doctrines on the inherent evil of whites and the natural superiority of Blacks.

Malcolm rose rapidly to become the minister of Boston Temple No. 11, which he founded. Later, he was rewarded by Elijah Muhammed with the post of minister of Temple No. 7 in Harlem, the largest and most prestigious temple in the NOI after the Chicago headquarters



An articulate and charismatic public speaker and relentless organizer, Malcolm X expressed the pent-up anger, frustration, and bitterness of African Americans during the major phase of the civil rights movement from 1955 to 1965. He preached on the streets of Harlem and spoke at major universities such as Harvard.

He also criticized the mainstream civil rights movement, challenging Martin Luther King, Jr.’s central notion of nonviolence. In contrast, Malcolm urged his followers to defend themselves “by any means necessary.” Malcolm argued that the most important issues were Black identity, integrity, and independence. His critique of the “so-called Negro” provided the foundation for the Black Power movement in the late 1960s and ’70s. Through the influence of the NOI, Malcolm X helped to change the terms “Negro” and “colored” to “Black” and “Afro-American.”

Malcolm left the Nation of Islam in 1964 after a disintegrating relationship with Muhammed. After his pilgrimage to Mecca that same year, he experienced a second conversion and embraced Sunni Islam, adopting the Muslim name el-Hajj Malik el-Shabazz and arguing for worldwide racial tolerance. He called for white groups to work for racial justice, encouraged the integration of the struggles of black Americans with the struggles of oppressed nonwhite people everywhere.

On February 21, 1965, Malcolm was assassinated while delivering a lecture at the Audubon Ballroom in Washington Heights. His early political, militant activism, marked by black separatism and hostility, had evolved into seeking to create racial harmony. His ideas and speeches contributed to the development of Black nationalist ideology and the Black Power movement and helped to popularize the values of autonomy and independence among African Americans in the 1960s and ’70s.

Now that you’ve read the Cliff notes, you may just choose to watch the movie.

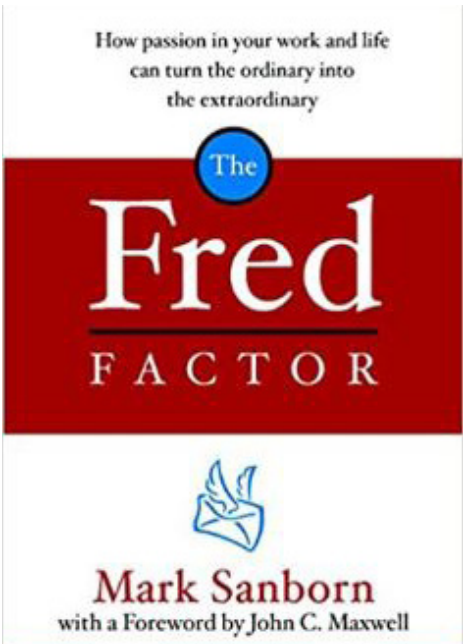
The Fred Factor: How Passion in Your Work and Life Can Turn the Ordinary into the Extraordinary

written by Mark Sanborn

Review by Nicky Morris

“Whatever you are, be a good one.” – Abraham Lincoln

If you are struggling to find purpose in your work, you’re not alone. Bosses and experts around the world have tirelessly searched for ways to instill purpose and meaning in their employees. But, why? Purpose leads to energy and happiness, which ultimately increases productivity and retention. It is so important, in fact, that researchers at Hired conducted a global survey on job satisfaction revealing that 83 percent of people who



love their jobs say satisfaction is increased when they have work that matters. So, if you find yourself looking for passion and purpose in your work, consider taking matters into your own hands: be a Fred!

“The Fred Factor,” written by motivational speaker Mark Sanborn, recounts a true story of a mail carrier named Fred, who turns what many feels is an ordinary job, and makes it extraordinary. Throughout the book, Mark Sanborn shares many stories of his experiences with Fred, but my personal favorite is the interaction they shared when he first moved into his home. Fred introduced himself, and as they carried a genuine conversation, took mental notes of ways he could personalize his services so that they were most beneficial for Mark. For example, learning that Mark traveled a lot for work, Fred developed a plan to keep his mail and his home secure while he was out of town,

“Here’s what I suggest, Mr. Sanborn. I’ll put mail in your box as long as I can get it to close. That way nobody will know you’re gone. Whatever doesn’t fit in the box I’ll put between the screen door and the front door. Nobody will see it there. And if that area becomes too full of mail, I’ll just hold the rest of it for you until you come back into town.”

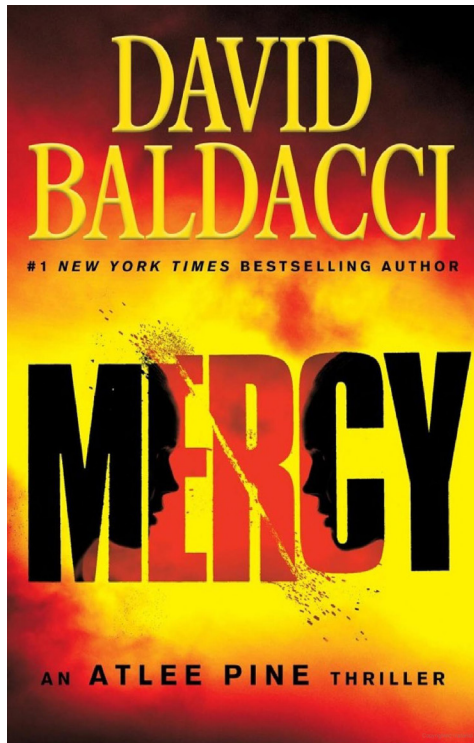
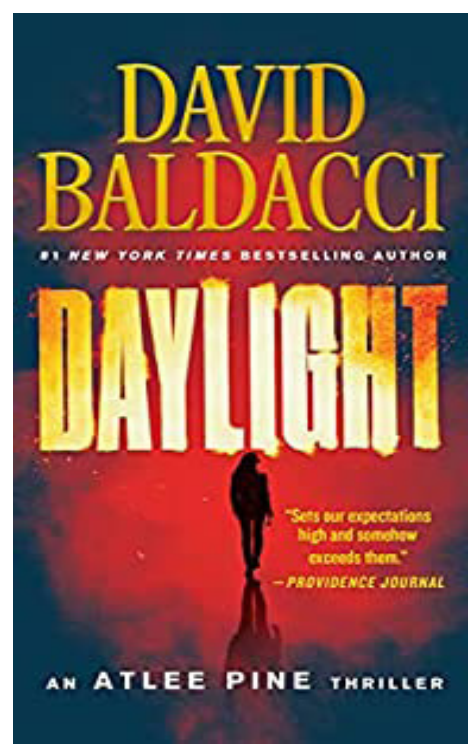
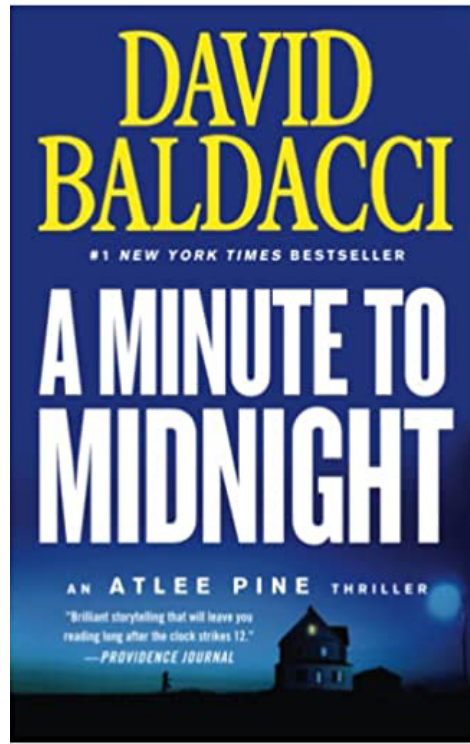
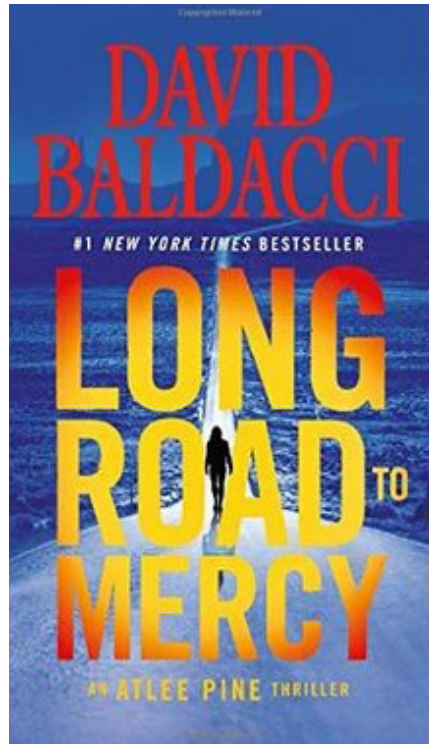
In that scenario, Fred found purpose in making a difference for Mark. It might not seem monumental but imagine the impact of these small deeds over the course of months and spread out among all the different homes for which Fred delivers mail. The satisfaction and energy grow as Fred builds relationships and makes a difference in the lives of those he serves.

So, how do you become a Fred? “The Fred Factor” outlines four principles that, if implemented, are sure to restore your passion and purpose:

- Make a Difference
- Build Relationships
- Create Value
- Reinvent Yourself

There are many ways you can use your unique talents and skills to become your own version of Fred. Are you exceptionally funny? Give someone a smile on a tough day. Immensely generous? Offer a little relief during a tumultuous time. Hugely detail-oriented? Catch a detail that wins the case.

Now, are you ready to be a Fred? Grab “The Fred Factor” and get started on your journey to be extraordinary!



Atlee Pine Series: Long Road to Mercy, A Minute to Midnight, Daylight and Mercy

written by David Baldacci

Review by Doreen Lundrigan

I loved this series! I read these books as they came out over time. The heroine in the story, Atlee Pine, is an FBI agent with unresolved issues due to a tragic event in her childhood. Her story evolves through the four books, along with cases that she is working as she tries to untangle the events of her childhood and find her missing twin sister.

Her childhood nightmare starts with a rhyme we all know — *Eeny, meeny, miny, moe, Catch a tiger by its toe*: the kidnapper's chilling rhyme as he chose between 6-year-old Atlee and her twin sister, Mercy. Mercy was taken and Atlee was spared.

The events of that night ultimately spurred her to become an FBI agent, albeit one who doesn't always follow orders well.

David Baldacci is a good writer who keeps the plot moving and holds your attention. I certainly won't give up the ending, but encourage to read these entertaining books.

AUTHOR BIOS

KELLY ANDERSON-ATKINS was born and raised in Fair Oaks, California. Kelly inherited her love of the law from her late father, who passed away when she was just 11 years old. With the support and encouragement of her mother, she decided to pursue her paralegal certification with MTI College after graduating from high school. Kelly graduated from MTI College in 2006 at the top of her class, on the Honor Roll and Dean's List, obtaining her Legal Secretary Certification and Associate's Degree in Paralegal Studies. After working in a variety of positions over the years, she joined the Arnold Law Firm in Sacramento, California in January 2018. She works as a Paralegal for attorneys John Stralen and Gina Bowden. She thoroughly enjoys the fast-paced days, problem-solving and bringing justice for their clients.

KIMBERLY CAMERENA lives in Granite City, Illinois, about a 30-minute drive to St. Louis, Missouri, her work place at Finney Injury Law. Kimberly has been part of Finney Injury Law for almost five years. She believes it is a true joy to do her role at her firm. Kimberly enjoys helping their clients and ensuring they do the best they can for them. She says being part of the litigation team is wonderful and that she has become an expert on gathering information early on to ensure they preserve as much evidence as possible. Every day she learns something new.

CAITLIN CLANCY is a litigation paralegal with Yarborough Applegate LLC in Charleston, SC. Caitlin was born in Guatemala, but was adopted and grew up in Cary, NC. She graduated from the College of Charleston with a degree in History and then stumbled upon a paralegal job in another Charleston, SC medical malpractice/personal injury firm. It was there she fell in the love with the profession and has continued to work and focus mainly on catastrophic personal injury cases, medical malpractice, dram shop litigation, and wrongful death claims. Caitlin is passionate about the paralegal legal profession as well as continuing to keep the conversation of mental well-

being in the legal profession present. She strives to work hard for her clients and firm, but also makes it a non-negotiable to work just as hard for herself. In her spare time, Caitlin loves to weightlift, journal, watch all sports, read in coffee shops, snuggle with her cat Ziggy, and take walks on Charleston's beautiful beaches with her dog Ada.

ROSI CASTILLO is the managing trial litigation paralegal to Leon R. Russell at The Russell Law Firm in Flower Mound, Texas. Rosi started her legal career nearly 20 years ago as Leon's legal secretary. However, Rosi does it all at the law firm: she is the receptionist, secretary, IT support and paralegal. In her time with The Russell Law Firm, she has been able to learn and train under our founder, Sharon T. Russell. She concentrates on the research and discovery analysis of automotive crashworthiness cases, as well as direct trial presentation.

MEG HARTNETT is a litigation paralegal with Cohen Milstein Sellers & Toll, specializing in litigation of product liability, catastrophic injury, managed care, mass tort, and class action cases. Meg began her career in 1983 and began working with Ted Leopold in 1987 and is still working with him today. Meg is the immediate past chairperson for the Paralegal/Legal Assistants section of the Florida Justice Association and the immediate past chairperson for the AIEG paralegal section. Over the years, Meg has authored several articles and presented at numerous seminars.

KORINNE MORRIS is an Advanced Certified Paralegal in Product Liability and eDiscovery with Harris Lowry Manton LLP in Savannah, Georgia. Korinne serves on NALA's Continuing Education Council and AIEG's Paralegal Board. She is President of the Southeastern Association of Legal Assistants, a NALA Affiliate, and also serves on the Advisory Committee for the Paralegal Studies Program at Savannah Technical College.

JESSICA STROTHER was born and raised in Mustang, Oklahoma. When she is not at work, she enjoys spending time with her family, being outdoors, and going to the gym. She is the legal assistant to Austin Walters and Magdalena Way at Denton Law Firm located in Mustang, Oklahoma. She has been with the firm going on six years now.