

# Region 3 Connection

October 2008



Illinois - Indiana - Kentucky - Michigan - Ohio - West Virginia

## 2008-2009 NALS Board of Directors

President	Dee Beardsley PP, PLS
President-elect	Julie Abernathy PP, PLS
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Region 8 Director	Karen McElroy, PP, PLS
Immediate Past President	Kathy Siroky, PP, PLS
Foundation Chair	Faynell Poe, PP, PLS
NALS Executive Director	Tammy Hailey CAE (OK)

## Director's Message

Did you have a great time in Norfolk? It was an exciting conference packed with education, and networking. If you were unable to attend, a recap is attached to this newsletter.

It is never too early to start making plans to attend the next Annual Education Conference & National Forum to be held in Irvine, California, or the Professional Development Conference in Tulsa, Oklahoma.

Also contained in this newsletter is a recap of our Region meeting held during the Norfolk conference.

## Inside This Issue:

	<u>Page</u>
Membership Highlights	2
Certification	2
NALS Foundation Grants	3
NALS Professional Development Conference	3
Region 3 Meeting Recap	3
NALS Leadership Team	3
Online Learning Center	3
Reminders/Announcements/Region 3 Retreat	3
NALS Annual Meeting Recap	5

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### Membership Highlights



We welcome the following new members to NALS and Region 3. We look forward to meeting you at a meeting, seminar, or conference.

#### July

Laurel G. Rice (KY)  
Joyce M. Coker (MI)  
Felicia K. Kooienga (MI)  
Katherine A. Higgins (OH)

#### August

Susan M. Sechrest (IN)  
Kailea E. Foster (MI)  
Diane R. Aamoth (MI)  
Jeann Stoneburner (MI)  
Irina Olasau (MI)  
Linda K. Van Portfleet (MI)  
Renee M. Brewer (OH)

#### September

Tara L. Kryzanowski (MI)  
Linda L. Highberg (MI)  
Patricia L. Johnson (MI)  
Peggy S. Schmidt (MI)  
Timothy J. Drier (MI)  
Christina Marisch (MI)  
Rachel M. Westra (MI)  
Catherine M. Djukic (OH)  
Cheryl L. Shinholser (OH)  
Christy L. Cook (OH)

#### Membership Report

The breakdown of membership within the Region as of August 31, 2008, is:

State	No. of Members
Illinois	22
Indiana	10
Kentucky	8
Michigan	308
Ohio	66
West Virginia	1
<b>Total Members</b>	<b>415</b>

### Certification

Congratulations to the following Region 3 members who were recently certified and/or recertified:

PLS

Patricia Emerson (MI)  
Beverly A. Bishop (MI)  
Sharon E. Bradley (MI)  
Dolores J. Oliver (MI)  
Roberta A. Reinman (MI)



Once you achieve certification, please do not forget to recertify.

### Region 3 Pin



Region 3 Pins are still available. Your cost is only \$5, unless order is mailed (add \$1 shipping and handling fee).

### NALS Foundation Grant Deadline

Does your Chapter or State need additional funds to increase membership, encourage certification, or marketing? Perhaps the NALS Foundation can help. To be considered for a grant, complete and mail a NALS Foundation grant application before the deadlines. The next deadline is December 1.

### NALS Professional Development & Education Conference



Make your plans today to travel to Tulsa and attend the Professional Development Conference March 12-14, 2009. Each year NALS leaders and members gather at the home of NALS to learn and have a great time while making life long memories. Don't miss this opportunity to make the most out of your membership.

### Region 3 Meeting Recap

A meeting of the Region 3 members present in Norfolk, Virginia, was held on September 13, 2008. The 2009 Conference is being planned for July 24-26, 2009, in LaPorte, Indiana. The tentative plans are to have the NALS of Michigan Board meeting on Friday afternoon with a welcome party and "fun" education Friday night. On Saturday after educational speakers we will tour the Barker Mansion in Michigan City, Indiana.

The members were asked for suggested locations for the 2010 conference. Perrysburg, Ohio, and Frankenmuth, Michigan were given.

The members were reminded that the candidates for the 2009-10 Board of Directors have been announced. Ballots will be mailed shortly after the Norfolk conference. Please vote. The region with the highest percentage of votes cast will receive a registration to a NALS conference.

The 58th Annual Education Conference will be held October 8-11, 2009, in Irvine, California. The NALS Foundation will be having a fundraiser which will involve purchasing a board member or foundation member to be dressed as a star. More information to follow.

### NALS Leadership Team

**MAXIMIZE YOUR POTENTIAL** and be part of the 2009-2010 NALS Leadership Team. No experience necessary! Join in the thrill and excitement of working on a NALS committee by taking an active role through leadership service. Participation on a NALS committee will enhance your personal goals and professional growth. You'll have a FUN time getting to know other NALS members from around the country. The preference form can be downloaded from the NALS web site.

### Online Learning Center

Get the most out of your membership and take advantage of the NALS Online Learning Center! The most accessible CLE credits are here for you.

All sessions (including the Online Study Group) will start at 8:00p.m. central time. There are going to be fewer sessions with more in depth topics so you can make the most out of your time. Take a look at the upcoming sessions and for more sessions look at the complete schedule for 2008-09 and mark your calendars today!

Online Learning Centers sessions are scheduled to last about one hour while Online Study Group sessions are scheduled to last two hours, and you are welcome to join chats already in progress.

### Reminders/Announcements

October 31 – Board of Director Ballots due  
 November 1 – Jett Award Submission Deadline  
 December 1 – Foundation Grant Deadline  
 December 1 – Early Bird Deadline for the Professional Development Conference  
 December 6 – ALS Exam Testing Date



### REGION 3 RETREAT

July 24-25, 2009  
 LaPorte, Indiana

## NALS Region 3 Chronicle

### Regional Directors

1997 - 1998	Pamela K. Bryson PP, PLS	Michigan
1998 - 1999	Vickie Hayes Compton PLS	Michigan
1999 - 2001	Catherine A. Hankins PP, PLS	Ohio
2001 - 2003	Kathleen R. Amirante PP, PLS	Michigan
2003 - 2005	Carole M. Schneider PP, PLS	Michigan
2005 - 2007	Sherrri J. Bowden PLS	Michigan
2007 - 2008	Jane Cramer	Ohio
2008 - 2009	Marion R. Stone, PP, PLS	Michigan

### Regional Meetings

October 2 - 4, 1997	- Kalamazoo, MI
August 20 - 22, 1999	- Dayton, OH
July 28 - 30, 2000	- Lawrenceburg, IN
July 27 - 29, 2001	- Bridgman, MI
August 2 - 4, 2002	- Fort Wayne, IN
July 25 - 27, 2003	- Bloomingdale, IL (Joint Regions 3 & 5)
July 30 - August 1, 2004	- Fremont, OH
August 5 - 7, 2005	- Bay City, MI
June 16 - 17, 2006	- Novi, MI
August 10 - 12, 2007	- Ashtabula, OH
July 18 -19, 2008	- Lexington, KY





**RECAP  
NALS EDUCATION CONFERENCE  
AND NATIONAL FORUM**

**Celebrate Life & Career  
Head East with NALS!**

**Norfolk, Virginia  
September 11-14, 2008**

**HEAD EAST WITH NALS!** We “sailed” into the maritime town of Norfolk, Virginia, amidst the United States Navy ships (and sailors) and other vessels gliding in and out of port, toured historic Williamsburg and other fascinating sights, and gained immeasurable amounts of knowledge for our personal and professional lives through networking, education, and fun.

**Thursday, September 11, 2008**

The Thursday morning ethics session entitled, “Are You Sure That Document is Confidential?” was presented by Glen Huff, Esq., of Huff, Poole & Mahoney. Mr. Huff explained why privileged documents may not be privileged when an office receives a subpoena for copies of files. He provided on-point scenarios demonstrating reasons why attorney work product may be unprotected.

Thursday morning continued with Robin Smith of Lawyers Staffing discussing “Interviewing Skills and Resume Writing.” Ms. Smith informed attendees of current trends in preparing resumes, how to explain gaps in employment, and how to handle inappropriate interview questions.

In the afternoon, attendees were able to choose from either the Avery session on technology and software innovations through Business Solutions for Greater Productivity presented by Karl Schoen, or “Intellectual Property Law,” presented by Robert Tata, Esq of Hunton & Williams. Mr. Tata provided insightful information regarding IP practice and explained his David v. Goliath patent infringement case in Norfolk’s federal court.

The afternoon wrapped up with the annual Meet the Board/Swap Meet. NALS President, Dee Beardsley, PP, PLS, introduced the Board and staff from the Resource Center (Saundra Bates, Membership Services Manager; Jennifer Reed, NALS Executive Assistant; Jay Moore, Communications Manager; Diana Price, Education/Certification Manager; and Tammy Hailey, CAE, Executive Director). All NALS Committee Chairs and committee members and task force members were asked to stand and be recognized. In the absence of Nominations and Elections Chair, Kathy Siroky, PP, PLS, Tammy Hailey announced that Julie Abernathy, PP, PLS, from Texas will serve as the 2009-10 president, Dee Beardsley, PP, PLS from California will serve as immediate past president, and also announced that Faynell Poe, PP, PLS from Texas will serve as the Foundation Chair for 2009-2010. Tammy then introduced the candidates for the 2009-2010 year and announced that NALS will be traveling to the Chateau on the Lake in Branson, Missouri, in October 2010. The Seventh Annual Swap Meet followed the introductions. Regions, states, and chapters displayed their wares for sale to all NALS’ members.

The day concluded with attendees walking a short distance from the hotel to the Norfolk riverfront to embark on the Spirit of Norfolk. The dinner cruise included a wonderful floor show

and DJ. Members danced the night away or enjoyed a fabulous view as the ship cruised around the harbor.

### **Friday, September 12, 2008**

Marilyn Monroe and James Dean welcomed attendees on the red carpet at registration on Friday morning. Information about Irvine, California, the site of the 58<sup>th</sup> Annual Education Conference & National Forum, was available so that members could start planning their visit to Disneyland.

President Dee welcomed attendees and encouraged everyone to visit the exhibit hall and show our support and appreciation of all our corporate sponsors. She provided information regarding upcoming conferences, and encouraged members to utilize Journey House to assist with travel needs.

- The Professional Development Conference will be held in Tulsa, Oklahoma, at the Doubletree Warren Place March 12-14, 2009. Room Rate is \$95 for single, double or triple rooms. Reservations may be made up until Feb. 10, 2009, (800) 801-1317. For travel arrangements, please call Nancy Kindler of Journey House Travel at (800) 251-6559.
- The National Forum will be held in Irvine, California, October 8-11, 2009, at the Hyatt Irvine. The room rate is available until September 15, 2009: \$115 for double occupancy, \$140 for triple, and \$165 for quad. Reservations can be made by calling (800) 233-1235. Remember to tell reservations that you are with NALS to get the special NALS room rate.

The NALS Award of Excellence is the highest award that can be given to a NALS member. The three Award of Excellence finalists were introduced by NALS Marketing Committee Chair Cathy Hankins, PP, PLS, who presented each with a plaque:

- Mary Burns, PP, PLS, Milwaukee, Wisconsin
- Reba Peden, PP, PLS, CLA, Jackson, Mississippi, and
- Joani Yingling, PP, PLS, CLAS, CNSA, TEA, Tucson, Arizona.

The final announcement for this year's Award of Excellence winner will be made at the Recognition Luncheon on Saturday afternoon.

President Dee asked that the 2008-09 NALS Leadership Team consisting of all board and committee members, including the NALS Foundation Trustees, stand and be recognized. A list of all committee members and Foundation Trustees are attached at the end of the Recap. The NALS Past Presidents in attendance were then introduced:

Mary Burns, PP, PLS  
Anita Cottrell, PP, PLS  
Mary Jo Denman, PP, PLS  
Catherine Hankins, PP, PLS  
September D. Holmblad, PP, PLS

The first timer attendees, distinguished by the bright yellow nametags, were asked to stand and be recognized. President Dee encouraged other attendees to introduce themselves to the first timers and make them feel at home.

Faynell Poe, PP, PLS, NALS Foundation Chair gave some historical background on the Foundation and its purpose within NALS. She announced that during the 2007-08 fiscal year, the Foundation was pleased to award grants in excess of \$10,000 to 3 regions, 9 state associations, and 21 chapters. She also announced that the September grants in the total amount of \$2,825.00 were distributed to:

NALS of Oklahoma  
NALS of Arizona  
Metro LPA  
Wisconsin ALP  
Fox Valley ALP  
NALS Region 8  
NALS of Greater Seattle

The Foundation sponsors the NALS Jett Awards and funds the Keynote speakers both in Tulsa and at this conference. The Foundation also donated over \$7,500 to provide technology in the NALS Foundation Learning Center at the new Resource Center. The Foundation anticipates awarding more funds for grants to chapters, states, and regions within this fiscal year.

Faynell reminded us of the criteria for awarding the Foundation Scales of Justice Award encouraging chapters, states, and regions to make the most of this Award within their areas. She also noted the Foundation's appreciation to the Regional Directors and all those involved with the regional fundraising efforts which generated a total income of \$10,416.00.

Faynell encouraged everyone to participate in the Foundation's fundraising efforts this weekend. The "Gotta Have It Now" auction option would expire at 3 p.m. and the silent auction would conclude at 5:45 p.m. when the winners would be announced. A first ever NALS Foundation "Live Auction would be presided over by Leslie Keyes. The sweepstakes auction drawings would take place on Saturday at 6 p.m. Finally, Faynell reminded everyone joining the NALS Foundation Event that the Gentlemen of the College would be providing entertainment for the evening.

Attendees were treated to Opening Keynote Speaker award-winning novelist and trial lawyer Randy Singer, Esq. His presentation, "That's My Story And I'm Sticking To It" illustrated principles of success for legal professionals. Mr. Singer also shared with us not only the details of cases he has tried, but provided many insightful life lessons learned through his legal and writing careers as well as his family life. After Mr. Singer concluded his remarks, attendees could purchase his latest book, *By Reason of Insanity* and have it autographed by the author.

The Get to Know Your Marketplace Community luncheon provided our corporate sponsors with the opportunity to discuss their services. Corporate sponsors and exhibitors were Avery, Thomson Reuters, Thomas Edison State College, New York Video Conference Center, ServeNow.com, and SetDepo.

After the luncheon, attendees had a choice between Norfolk's Assistant Chief Medical Examiner Elizabeth Kinnison, M.D., who discussed "Inside the Medical Examiner's Office" and provided a virtual tour of the duties the Medical Examiner's office performs or "Advanced Adobe Acrobat" conducted by Jackie Vu, Training Coordinator with Williams Mullen. Ms. Vu provided advanced tips and tricks leading us away from old-fashioned keyboarding machines and into the

21<sup>st</sup> Century. We finished the day's activities in the Exhibit Hall with the closing of the Silent Auction and a "live" auction led by Leslie Keys, PP, PLS. Members bid in a typical auction style on various premium items, culminating with the auctioning off of an autographed baseball signed by the 2007 World Series Champion Boston Red Sox.

The Fantasy Shore Leave Welcome Party was sponsored by Legal Directories Publishing Co., Inc. Members dressed up in either nautical wear or for their fantasy port o'call. President Dee recognized all life members in attendance as well as NALS past presidents. Dinner was delicious, but the fun continued as we danced the night away.

### **Saturday, September 13, 2008**

Saturday morning opened with two legal education sessions. "Understanding U.S. Immigration Law," led by Susan Blackman, Esq., discussed the difference between a green card and a visa and provided information on how a foreign national gets authorization to work in the United States. "Core Competencies for the Legal Professional," led by Mimi Krumholz, Chief Human Resources Officer for Latham & Watkins, who showed us how competency modeling measures the behaviors (knowledge, skills and attributes) required for successful performance.

After a short break, "Defending Capital Cases," led by Joseph Migliozi, Jr., Esq., discussed the issues faced by defense counsel in either trying or negotiating death penalty cases. Mr. Migliozi also discussed his experience with the United States Supreme Court regarding the remand of *Atkins v. Virginia*, the landmark case abolishing the execution of the mentally retarded.

Alternatively, attendees participated in a Focus Group session entitled, "U WNT me 2 do w@?" in connection with diversity and generational issues was led by September Holmblad, PP, PLS, and Mary Jo Denman, PP, PLS. The results of this Focus Group are reported at the end of this Recap.

At the Recognition Luncheon, President Dee welcomed NALS Membership Director Rose Carter, PP, PLS, RP, and NALS Membership Chair Misty Lewis, PP, PLS, to the podium to announce the winners of the "Gotta Have It...NALS' Hobby Shopping Spree.

The Quilting/Needlework Award, presented to the winner of the drawing of all new members during this shopping spree, will receive \$25 in NALS bucks. The winner is Mary Pat Kleven of Nebraska.

The Photography Award, presented to the winner of the drawing of all renewing members during this shopping spree, will receive \$50 in NALS bucks. The winner is Margaret Bristol, NALS of Greater Kalamazoo, Michigan.

The Scrapbooking Award, presented to the winner of the drawing of all sponsoring members during this shopping spree, will receive \$75 in NALS bucks. The winner is Deborah Rutherford, Baldwin County ALP, Alabama.

The Jewelry Making Award, presented to the top recruiter in the nation during this shopping spree, will receive \$100 in NALS bucks. There was a tie for the winner of this award and the

winner are Lisa Boyd, NALS of West Michigan and Mavis Pattee, NALS of Greater Minnesota.

The Sports Award, presented to the winner of the drawing of student members who join or renew during this shopping spree, will receive \$19 in NALS bucks towards their next national dues. The winner is Heather Hedrick, NALS of Oklahoma.

The Collectibles Award, presented to the region with the highest percentage of retention, will receive one free NALS Conference registration. The winner is Region 5 with 87% retention.

The Reading Award, presented to the state with the highest percentage of retention, will receive one free NALS Conference registration. The winner is NALS of Oklahoma with 100% retention.

The Your Choice Award for the Hobby Shopping Spree, presented to the winner of the final drawing of all remaining names, will receive \$100 in cash. The winner is Noemi Sackett, NALS of West Michigan.

Congratulations to everyone who participated in the "Gotta Have It...NALS" campaign. NALS' membership currently totals 4000 with retention at 80%.

President Dee acknowledged the hard work and dedication and thanked all of the Virginia members who volunteered to make this conference a success. NALS Education Director Helene Wood, PP, PLS, TSC, presented certificates of appreciation to those members who secured speakers provided other help to NALS in coordinating this conference:

Mary Hartman, PP, PLS  
Mary J. Lenhart, PP, PLS  
Lori Stewart, PP, PLS  
Kathryn J. Van Der Kamp, ALS  
Debbie M. Yench, PP, PLS  
Linda Kelley, PLS  
Linda Childress, PP, PLS  
Lorraine Johnson, PLS

President Dee acknowledged members in attendance who received their CLE award this past year:

Joyce Bassett, PP, PLS  
Mary Burns, PP, PLS  
Jan Manberg, PLS  
Reba Peden, PP, PLS

NALS Certification Director Caryn S. Wolchuck, PP, PLS, CPS/CP, recognized the member in attendance who received her ALS certification within the past year, Jamee Wittenburg, ALS. Caryn further recognized the member in attendance certified this past year as a Professional Paralegal, Sherri Watts, PP. All ALSs, PLSs, and Professional Paralegals were

then asked to stand and be recognized. Caryn continued by asking all exam administrators in the room to stand and be recognized.

Caryn then acknowledged the members in attendance who renewed their PP certification:

Julie Abernathy, PP, PLS  
Mary Burns, PP, PLS  
Marcie Carter, PP, PLS  
Mary Jo Denman, PP, PLS  
Cathy Hankins, PP, PLS  
Jacquelyn Hannigan, PP, PLS  
September Holmblad, PP, PLS  
Patricia Infanti, PP, PLS  
Reba Peden, PP, PLS  
Kathy Sieckman, PP, PLS  
Lori Stewart, PP, PLS

All members in attendance who renewed their PLS certification were acknowledged:

Rebecca Barfield, PP, PLS  
Beverly Bishop, PLS  
Susan Bishop-Brown, PLS  
Mary Burns, PP, PLS  
Marcie Carter, PP, PLS  
Shelley Fintor, PP, PLS  
Judy Golden-Bentley, PLS  
Jacquelyn Hannigan, PP, PLS  
Karen S. McElroy, PP, PLS  
Delores Oliver, PLS  
Reba Peden, PP, PLS  
Kathy Sieckman, PP, PLS, CLA  
Traci Spahr, PLS  
Susan Stiles, PLS  
Linda Tjaden, PP, PLS

Caryn remarked that all members who seek the challenge of becoming certified and continue to learn and grow in their profession by renewing their certifications are truly remarkable and outstanding.

President Dee explained the criteria for the NALS Award of Excellence. She thanked the Award of Excellence judges, Jennifer B. Shupert, Esq., Ms. Pamela D. Young, and Deloris Becker. NALS Marketing Chair Cathy Hankins, PP, PLS, joined President Dee at the podium and presented a plaque of appreciation on behalf of NALS to the judge in attendance at the luncheon. All past Award of Excellence Winners were asked to stand and be recognized. Amidst table drum rolls, it was then announced that Mary Burns, PP, PLS, was selected as the 2008 Award of Excellence winner! President Dee reminded everyone to visit the Foundation during breaks and to attend the Foundation Closing and sweepstakes drawings at 6 p.m.

After lunch attendees again had a choice between two sessions. The first took the mystery out of the Bluebook in a session entitled, "Bluebook Citations, and All That Jazz" led by Fredrick Dingley, Esq., Reference Librarian with the Marshall-Wythe School of Law at the

College of William and Mary. The second session was a Focus Group on “The Ins & Outs, The Pros & Cons, The Ups & Downs of Outsourcing Your Legal Work” conducted by Mary Burns, PP, PLS. The results of this Focus Group is reported at the end of this Recap.

Members were then off to their Regional meetings before heading for the closing of the Foundation sweepstakes drawings.

Members then returned for the Foundation Gala. The Gentlemen of the College an a cappella group of young college men from William and Mary, who performed several musical pieces, including the group’s signature song, *Loch Lomond* as well as the College’s *Alma Mater*. Afterwards, attendees were able to purchase copies of The Gentlemen’s CDs, the proceeds of which assist The Gentlemen with their tours and performance expenses.

### **Sunday, September 14, 2008**

NALS Foundation Chair, Faynell Poe, PP, PLS, announced that \$14,305.00 was raised from the Foundation auctions and sweepstakes drawings over the weekend. In addition, Faynell announced that next year in Irvine, for a registration fee \$100 per entrant, an individual, chapter, state, or region will have the pleasure of dressing a Foundation Trustee, Board Member, or Past President as a favorite Hollywood Movie Star. That’s right, the NALS Foundation will make you a star! Look to E-news and regional newsletters for more information.

Faynell then introduced the Closing Keynote speaker, Sandra Geroux, whose presentation, “It’s My Dream and Who Am I to Stop Me?” provided insights into what is holding us back from achieving our dreams. Sandra shared the mindsets and habits of high achievers as well as key principles and tips to reach our dreams. Sandra ended the session by singing an original composition while showing photographs of NALS’ members at various meetings.

Thanks to our Virginia members, Tammy Hailey, CAE, and our Resource Center staff who helped us celebrate life and career Heading East with NALS in Norfolk, Virginia!

Patricia E. Infanti, PP, PLS  
2008-09 NALS Secretary/Treasurer

## FOCUS GROUP

“U WNT me 2 do w@?”

We're all in this together . . . generations in the workplace

Facilitated by: September Holmblad, PP, PLS, and Mary Jo Denman, PP, PLS.

Assisted By: Julie Abernathy, PP, PLS and Patricia E. Infanti, PP, PLS

The attendees at this focus group discussion were very enthusiastic to share their comments, suggestions, views, and experiences regarding the topic of diversity and generational issues presenting opportunities and challenges as the dynamics change for the workforce of the future.

The following issues were identified by the attendees:

- Professionalism, i.e., dress code/appearance (perceived lack by Gen Y).
- Entitlement, i.e., younger generation “wanting it all now” (salary, flex time, benefits, etc.) and does not want to put in their time.
- Change: boomers and traditionalists refuse change and do not take the time to learn new ways of doing things, i.e., technology, nor do they want to listen to the younger generation.

The information shared during this Focus Group provided some interesting solutions:

- Regarding professionalism, it was felt that having an office or firm policy in place would eliminate many of the problems associated with these issues.. Further, having the HR Director (large office) or managing attorney (small office) communicate office policies to new employees would work better than leaving it in the hands of co-workers. Also, setting an example for younger generations of what is professional and what is not would be more beneficial to them. Generation Y does know *how* to dress; but they feel better when they are “comfortable.” If there is an important meeting or court case, they will “dress the part,” but for a normal work day, casual is preferred. Being flexible with casual Fridays and other opportunities to “dress down” would be helpful in facilitating cooperation between generations in the office.
- Regarding entitlement, again it was felt that if salaries and benefits were set by firm policy there would be fewer issues associated therewith. Also, it was suggested that if younger generations are demanding higher salaries, then a review of salaries and benefits for existing employees should take place.
- Regarding change and acceptance between all generations working together goes both ways. Younger generations are more technologically savvy than older generations who would do well to enthusiastically embrace and learn from younger generations to stay on top of technology trends of the future.

Please contact September Holmblad, PP, PLS, at [sholmblad@comcast.net](mailto:sholmblad@comcast.net) for a more detailed description of the discussion and/or a copy of the PowerPoint presentation.

**FOCUS GROUP**  
THE INS AND OUTS ...  
THE PROS AND CONS ...  
THE UPS AND DOWNS ...  
of Outsourcing your Legal Work

“Drilling for Jobs”

Facilitated By: Mary E. Burns, PP, PLS

Assisted By: Julie Abernathy, PP, PLS and Karen Jackson, PLS

The attendees at this focus group discussion were very enthusiastic to share their comments, suggestions, views and experiences regarding the topic of Outsourcing and Offshoring of Legal Work. This topic is at the forefront of legal work in the 21<sup>st</sup> century. It presents opportunities, challenges, ethical implications and work force declines.

The following topics were discussed during this focus group session by the attendees:

- What is outsourcing/offshoring?
- What work can be outsourced?
- Where can work be outsourced to?
- What are the determining factors to outsource work?
- What are the advantages of outsourcing legal work?
- What are the disadvantages of outsourcing legal work?
- What are the ethical implications of outsourcing legal work?

The information shared during this session was extremely helpful and awakening. Outsourcing and offshoring is upon us whether we like or want it. The most important factors to realize and act upon are:

- Do your homework regarding the where, when, why, how and to whom your work is being outsourced.
- Consult with your client as to whether they wish their work to actually be outsourced.
- Communication, accountability, quality of work, and confidentiality/security are just a few of the issues that need to be addressed before outsourcing.

If there is any member who wishes to receive a copy of the PowerPoint presentation used for this focus group, please contact Mary Burns at [mary.burns@mlb.com](mailto:mary.burns@mlb.com).

## 2008-09 Committee Members and Foundation Trustees

### **@LAW COMMITTEE:**

Christine Ann Hughes, PP, PLS  
Brooke Nicholson, PLS  
Diana Hallman, PLS, CLA  
Tina Hurley, PP, PLS  
Caryn Kelly, PLS  
Darlene J. Price, PP, PLS  
Jeannie M. Shaw, PP, PLS  
Kathy Sieckman, PP, PLS, CLA  
Katherine S. Warren, PLS  
Leslie Wolchuck  
Mary Hartman, PP, PLS  
Pamela M. Thomas, PP, PLS

### **EDUCATION COMMITTEE:**

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Karen R. Becker, PP, PLS  
Marcie Carter, PP, PLS  
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Barbara A. LeCaptain  
Peggy Sullivan, PP, PLS  
Delana Keehner, PLS  
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Stephanie Floyd, PP, PLS  
Nanette Green, PLS  
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Ione Mixon  
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Brenda L. Johll, PP, PLS  
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Bonnie Hole, PP, PLS, RP, CNSA, CPCA, ACP  
Karen Kuhn, PP, PLS  
Wendy Latham, PP, PLS  
Jorie Licking, PP, PLS  
Lisa Price, PLS, CP, CL§  
Kathy J. Saint, PP, PLS  
Rita C. Alesi, PP, PLS, TSC

### **MARKETING COMMITTEE:**

Catherine A. Hankins, PP, PLS  
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