



PARASIGHT

November 2019

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President's Message *The Truth about Gender Gap*

We have all heard about the gender gap in pay. It's mentioned by women politicians, women athletes and women in the corporate world. But no one really explains why there is a gender gap except to say it is male driven. According to the US Department of Labor statistics from 2017, which is the most recent statistical information on this subject, for every dollar an American man makes, a woman makes about 82 cents. For women under the age of 35 the gap is 88 - 91 cents for every dollar. Of course, companies can be partly to blame. Some companies will pay more to a man than a woman in the same position, even if they have the same education and experience.

Part of the blame, however, may lie in women themselves. Marketplace-Edison Research conducted an unscientific survey asking men and women how they negotiated for a raise and their responses were as follows:

Women used words like "please", "deserve", "consider", "underpaid", "higher level pay", "market salary", "recognized" and "track-record".

Men used words like "afford", "value", "go-getter", "education", "knowledge", "experience", "competitive", "two dollar an hour raise".

In this instance, the words that the men used were fairly bold, even going so far as to say how much of a raise they should receive, while the women's words were more tentative.

Part of the blame may lie in women themselves.

Marketplace-Edison Research

Carnegie Mellon University economics professor Linda Babcock, who co-authored the book *Women Don't Ask*, found that men are four times more likely than women to ask for a raise and when women do ask for a raise, they typically ask for 30% less than men. In a study she conducted of 78 master's degree students she found that only 12.5% of women negotiated their starting salary compared to 54% of men.

So why don't women negotiate salaries or ask for larger raises? The answer

may lie in biology and culture. Women are wired differently than men. Many women feel they don't need huge salaries or a lot of recognition. Some women are content with what has been offered to them or don't want to rock the boat and ask for more. Older women in the workforce were programmed to be modest, don't ask for much and to sit on the sidelines. So women tend to under value themselves.

And then there is one very large obstacle... motherhood. Women with families tend to work fewer hours than men, ostensibly because their day does not end at 5:00 or at the end of a shift. They also tend to stay home with sick children more than fathers do. In a study that followed women business school graduates in the US, Canada, Europe and Asia researchers found that women who left the workforce for 18 months, then returned to work earned on average 41% less than their male counterparts. Women who stay home with their children for several years then go back to work make the same amount of money they made when they left.

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GOOD READS . . .

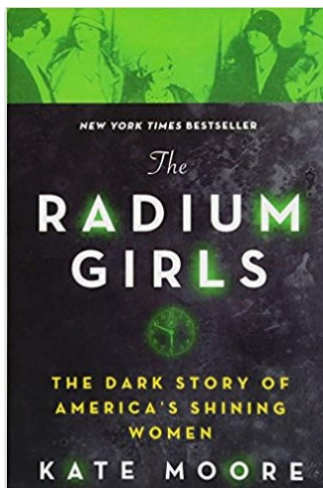
Book Reviews

The Radium Girls – The Dark Story of America’s Shining Women

**Written By: Kate Moore
(2017 by Sourcebooks, Inc.)**

Read by: Laurie J. Hayden

This is the heartbreaking story of the young women who worked for the United States Radium Corporation (USRC) located in Orange, New Jersey, in the early 1910’s and into the late 1920’s. The USRC painted dials, aircraft instruments and watch faces for the US government with a paint that made the dials glow in the dark. The luminescent paint was marketed as *Undark* and consisted of a mixture of radium and zinc sulfide.



At the time, the dangers of radiation were not well known in the US so radium had been used as a cure-all for various ailments from colds to cancer. The women who painted the dials at USRC were given camel hair brushes and instructed to “lip point” the brushes before each stroke. The girls would dip their brushes in the paint, put the brushes in their mouths so they came to a point, and then paint the numbers on the dials. The management at USRC consistently denied that the paint was dangerous even when they knew otherwise.

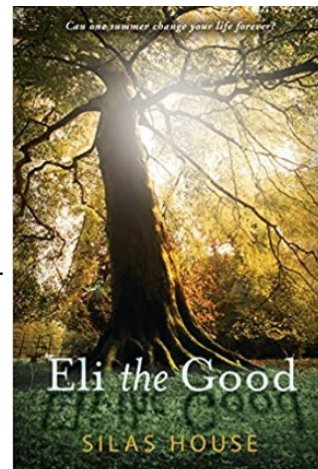
The result of the radiation poisoning was devastating. Many of the women (known as the Radium Girls), even after leaving the employ of USRC fell ill. Some developed necrosis of the jaw which caused their teeth to fall out and their jaws to disintegrate. Some developed pain in their backs, hips, legs, arms and feet. Some developed severe anemia. And, eerily, their skin glowed in the dark from the radiation emanating from inside their bodies. More than 50 Radium Girls died by 1927.

Eli the Good

**Written by: Silas House
(2009 Candlewick Press)**

Read by: Elaine Bivens

Eli Book, the ten-year-old narrator, dreams of being a writer. As he secretly records the pains and joys of living in a small town called Refuge during the Bicentennial summer (1976), he quickly learns that both his family and the world are plagued by uncertainty and trouble.



This book is about the power of friendship and the joy of accepting yourself as you are. It’s also about how people can get through struggles if they have hope and the love of others, and most importantly, it’s about the fact that we don’t always have to agree with the ones we love. Finally, it’s about the way a war lives on in people long after it’s over.

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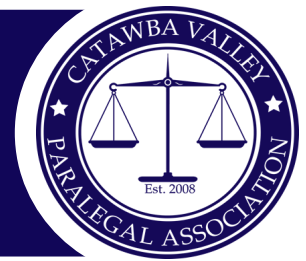
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MISTY MILLER

Q: Where is your hometown? If not in North Carolina, what brought you here?

A: I was born and raised in Catawba, North Carolina.

Q: What prompted you to choose a paralegal career?

A: I enjoy the law field and helping people.

Q: Do you have a college degree or paralegal certificate?

A: I graduated in 2018 from Western Piedmont Community College. I received my North Carolina State Bar paralegal certification shortly thereafter.

Q: What do you like most about your job?

A: I feel like I'm always asked to do something new and I enjoy being the "go to" to solve problems.

Q: What do you like least about your job?

A: Not being able to work with the public as I did in my previous job.

Q: How has your membership in the CVPA benefited you?

A: By getting my CPE credits.

Q: What has been the highlight of your career?

A: Probably getting my paralegal certification.

Q: If someone contemplating a paralegal career asked you for career advice, what would you say?



Misty Miller
(with daughter, Molly)

A: It's hard to get started so be sure to network and work hard to eventually get the job you have dreamed of.

Q: Is there a quote or song that inspires you?

A: "I'm Going to Let it Go" by Jason Gray.

Q: What is your favorite movie and why?

A: Shawshank Redemption, just because it's an amazing movie.

Q: Who would play you in a movie of your life?

A: My daughter - she is me all over again.

Q: Other than being a paralegal, what would be your dream job?

A: A school teacher.

Q: What makes you lose your patience?

A: People that don't try after you help them.

Q: What nonlegal jobs have you had in your lifetime?

A: I worked at Conover Hardware full time until I finished my paralegal degree.

Q: What hobbies or activities do you enjoy doing?

A: I am a leader with our church superstars group (2nd grade - down). I enjoy building our lessons and creating things to make our lessons fun and meaningful.

Q: What is your favorite vacation spot?

A: Topsail Island

Q: What worries you the most?

A: Raising my children and being a good mom.

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CURRITUCK COUNTY COURTHOUSE

Courthouse History

Currituck County sits on the northeastern corner of North Carolina. Established in 1668, Currituck was one of the first areas settled in the U.S. and one of the five original ports. Currituck was originally a precinct situated in Albemarle County, Virginia. Currituck was named for *Carotank*, an Algonquin Indian word meaning "Land of the Wild Goose." The county seat is called Currituck as well. In 1822 a local referendum was held to decide whether to change the name of the county seat to Crawford. The referendum never passed.

In 1722, the North Carolina General Assembly provided for the first courthouse in the county, which was to be built on one of the adjoining properties of William Peyton or William Parker. It was ordered that the courthouse not be less than 24 by 16 feet in size.

In April 1723 Robert Peyton won the contract. Specifications called for a 30 by 18 foot wooden structure standing upon

cedar blocks. The roof was to be covered with cypress shingles. Twelve feet of the floor was to be elevated "2 feet from ye ground by planke", providing space for the judge's bench, chair and clerk's table. The upper floor of the building was to be planed smooth and there were to be "stares from flow to flow". Unfortunately, Mr. Peyton failed to finish the building and was sued. The building was finished, however.

The original wooden courthouse was replaced in 1842 with a two-story brick courthouse built in the Classical Revival style. A rear wing was added to the courthouse in 1952. The old wooden courthouse became a dwelling, and was burned sometime later, along with the whole block of buildings on the same side of the road.

Today, the brick courthouse houses the County's governmental administrative offices. The modern day courthouse was built in 1967.

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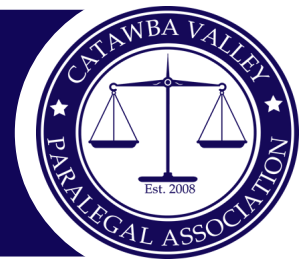
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**Currituck County Courthouse
(c. 1876)**



SESSION LAW 2019-117 - SENATE BILL 594

Recorded Documents

The General Assembly of North Carolina enacts:

SECTION 1. G.S. 161-14 reads as rewritten:

"§ 161-14. Registration of instruments. ... (b) All instruments, except instruments conforming to the provisions of G.S. 25-9-521, presented for registration on paper shall meet all of the following requirements: (1) Be eight and one-half inches by eleven inches or eight and one-half inches by fourteen inches. (2) Have a blank margin of three inches at the top of the first page and blank margins of at least one-half inches on the remaining sides of the first page and on all sides of subsequent pages."

SECTION 2. G.S. 161-30 reads as rewritten:

"§ 161-30. Modernization of land records. (a) The county commissioners of any county may require that the register of deeds shall not accept for registration any map or instrument affecting real property unless the following requirements are satisfied: (1) With the exception of a map or instrument that is submitted electronically, the name and address of the person to whom the map or instrument is to be returned is affixed on the face thereof. (2) The grantee's or owner's permanent mailing address is affixed on the face thereof. (a1) A map or instrument that is submitted electronically shall not be required to contain on its face the name and address of the person to whom the map or instrument is to be returned. The register of deeds shall not be required to return a recorded map or instrument that was submitted electronically but may return to the submitting party a recorded map or instrument that was submitted electronically in accordance with an authorizing agreement.

Assumed Business Name

SECTION 4. G.S. 66-71.5 reads as rewritten:

"§ 66-71.5. Contents of certificate.

(a) An assumed business name certificate must include all of the following: (1) The assumed business name, subject to the requirements of subsection (b) of this section. (2) A real name of the person engaging in business under the assumed business name. If the business is a partnership other than a limited liability partnership or limited partnership, the assumed business name certificate must include a real name of five general partners or of each general partner, whichever is fewer. (3) The nature of the business. (4) The street address of the principal place of business. (5) Each county where the person uses or will be using the assumed business name to engage in business.

(b) A person may not include in an assumed business name any of the following terms: (1) "Corporation," "incorporated," "corp.," or "inc.," unless the entity is a corporation organized under Chapter 55 or Chapter 55A of the General Statutes. (2) "Limited liability company," "L.L.C." or "LLC," or any other similar abbreviation or form of "limited liability company," unless the entity is a limited liability company organized under Chapter 55D of the General Statutes. (3) "Limited partnership," "L.P." or "LP," or any other similar abbreviation or form of "limited partnership," unless the entity is a limited partnership organized under Chapter 59 of the General Statutes. (4) "Limited liability partnership," "registered limited liability limited partnership," or any other similar abbreviation or form of those terms, unless the entity is organized or registered as a limited liability partnership under Chapter 59 of the General Statutes."

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HOLIDAY STRESS AND ANXIETY

The More You Know!

As Andy Williams sang, "It's the Most Wonderful Time of the Year," right? Maybe for him and some others, but for many, the holiday season is a time of increased stress and anxiety.

Many factors contribute to this, including extra demands upon time and money, the inability to be with family and friends, or maybe the stress of actually being WITH certain family and friends. Often, we have unrealistic expectations of what our lives should be like, especially if we compare our imperfect lives to the perfect lives on Facebook and other social media sites. Give yourself a break this year.

So, here are some ideas to ponder to help reduce your stress and anxiety during the holidays:

- Be realistic in your expectations. Those perfect holiday movies are just make-believe, so are those perfect Facebook lives.
- Know your strengths and weaknesses. Plan according to your strengths.
- Know that some events do not go as planned and that is OKAY.
- Know that in reality most people are wondering what you think of them, but you are wondering what they think of you. Offer specific true compliments to those you meet. This is actually good to do all year long. Smile, make eye contact, and ask someone a question. Most people like to talk about their lives and various interests. Give them an invitation to do so.
- Alcohol and drugs can actually make anxiety worse.
- Try not to overextend yourself. Have the courage to say no or cut out an activity that causes you the most stress and anxiety.

- Take care of yourself. Make sure to drink enough water and get enough sleep. Try to balance the fun eating with healthy choices.

- Choose and do an activity that is fun and exciting for you. While making and decorating cookies might be soothing to some, it might really stress out others. So, do something that works for you, not what everyone else thinks is fun.

- Plan ahead. And, give yourself extra time to help reduce stress and anxiety.

- Create a support network, including the people you like to be around.

- Last, but not least, Fake a Smile: "Grin and bear it" may be good advice when it comes to beating stress. Forcing yourself to smile, even if it is a fake grin, can make you feel better. Smiling produces physiological as well as psychological benefits, according to a study in Psychological Science in 2012. "When you smile, you are engaging your face, and that is wired to the rest of your brain," said Philip Muskin, MD, a psychiatry professor at Columbia University Medical Center in New York City. "If your face is forcing your brain to think it's happy, then you feel somewhat better."

Hope some of these ideas help you have a Happy Thanksgiving, Merry Christmas and Happy New Year.

These ideas were compiled from various sites on the web. If you feel you are truly experiencing stress or anxiety that is overwhelming to you, please reach out to a family member, friend or health care professional.

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PRESIDENT'S MESSAGE (continued)

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Females may also become nervous when asking for a raise and find it difficult to find the right words. Kirsty Hulse, author, speaker and founder of Roar! Training which offers confidence workshops explains, "When we feel nervous or anxious, the amygdala (the part of our brain that controls pain and fear) fires up, removing resources from the PFC (the part of our brain that is involved in planning, logic and decision-making)... This explains why we can stutter, forget our words, or struggle to say exactly what we planned to in the moment."

Here are the dos and don'ts of negotiating a pay raise:

DO think carefully about the reasons you deserve a pay raise. Do your research to find the going market rate of someone in your position and take into account any external factors that can affect a pay raise (i.e. the financial state of the

business, company size, the size of the current market in your area, how many years of experience you have).

Focus on your contributions to the business, your achievements and strengths.

Talk about what makes you a more valuable worker. Discuss the training, education or experience that puts you above the rest of your co-workers.

Write down what you are going to say and rehearse it. Think about possible rebuttals that your employer might come up with and what to say to refute those rebuttals.

Ask at a strategic time (i.e. when your company is planning its budget or after you have finished an important project).

Be confident. Stay professional and calm.

Show your commitment by expressing enthusiasm for your future with the business.

Be specific. Have a desired salary in mind and specifically outline how you came to this figure.

Consider bonuses as an alternative to a raise.

DON'T use your personal struggles as a reason to increase your salary (i.e. your rent or mortgage has gone up, you need to buy a car, etc.).

Never apologize for asking for a raise.

Don't act shy, timid or unsure of yourself.

Don't compare yourself to other co-workers.

Don't threaten to leave unless you are prepared to do so.

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UPCOMING SEMINARS



November 12, 2019

Evidence Collection
Presented by Captain Jason Beebe
Mecklenburg County Sherriff's Office

January 14, 2020

Ethics CPE (TBD)
Presented by David Hood, Esq.
Patrick, Harper & Dixon L.L.P.

February 11, 2020

*Child Custody Mediation and Family
Finances Mediation*
Presented by John Cutchin, Esq.

April 14, 2020

Charity Longworth with Advantage
Monitoring, LLC
A GPS Electronic Monitoring Provider

**ALL CPES ARE HELD AT CATAWBA
VALLEY COMMUNITY COLLEGE
2550 US 70 SE, HICKORY, NC
AT 6:00 PM**

CONGRATULATIONS

TO DIRECTORS AND OFFICERS FOR 2019 - 2020!

LAURIE HAYDEN
PRESIDENT

ELLEN ABERNATHY
VICE PRESIDENT

AMANDA BENTLEY
SECRETARY

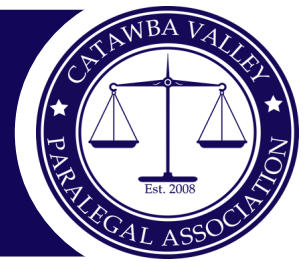
BEVERLY COOK
TREASURER

LEAH POOVEY
ASSISTANT TREASURER

HEATHER MISENHEIMER
ASSISTANT SECRETARY

JANE HUFFMAN

Directors will hold position until
October 2021.



CVPA ROSTER OF COMMITTEE MEMBERS

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