



PARASIGHT

October/November 2018

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In This Issue

Interest
Page 2

Member Spotlight
Page 3

Courthouse
Page 4

What's New?
Page 5

Golden Rule
Page 6

News/
Upcoming CPEs
Page 8

Committee Roster
Page 9

President's Message *The Importance of Networking*

I don't think about networking as something I do consciously, but in fact, I network pretty much every day. I network with clients, accountants, financial advisors, attorneys and paralegals. I am a member of the NC State Bar Paralegal Division as well as the Estate Planning Division and find them to be valuable resources for information as well as useful for networking purposes. Not only am I able to ask questions of other paralegals and attorneys and learn more about certain subjects, I also learn about job opportunities through the ListManager. There are also opportunities to network in person at section events. To highlight the importance of networking in the legal world, I recently needed an estate form which was specific to Guilford County and I received no fewer than 20 responses from paralegals all over North Carolina via the Paralegal Division ListManager. A couple months ago I was having problems with a stock transfer agent in the United Kingdom. I received the wrong forms twice and no one seemed to want to give me all of the information I needed at one time (I am certain this was done on purpose). I would end up sending the stock transfer agent what they requested only to receive a letter two weeks later asking for something else. After 9 months of going back and forth and not getting anywhere, I asked the ListManager for help and was directed to an attorney in England who was very knowledgeable on the subject, told me everything I needed to know, and I was finally able to transfer the stock.

Paralegals may not think they need to network, but you might be networking and not even know it.

Have you ever attended an event and talked to someone who gave you information about a place to vacation, a movie to watch or book to read? Has someone you know given you a tip on a job opportunity? Networking can take place anywhere: at a party or event; at a seminar; while on vacation; at work; even in line at the grocery store.



Networking has several advantages:

- Meet new people: Networking gives you the opportunity to meet new people. You might find that you have a lot in common with someone you just met or the person who was an acquaintance at one time might turn into a friend.
- Improve communication skills: Every day we talk to people on the phone, in person or communicate through email and correspondence. The more we interact with others, the more we improve our communication skills.
- Find a job: It is believed that 80% of jobs are found through some form of networking. These days, people don't tend to send out blind resumes or knock on doors to look for a job. The best way to get your

resume to human resources and obtain an interview is through a friend or friend of a friend who knows the human resources manager. The HR person might have 20 resumes on his desk for the same job, but may look at yours first because he was given your resume by someone he knows. You may also be able to obtain details about a specific job opening if your contact person is a current or former employee who can tell you about the business and the people who work there.

- Solve a problem: Sometimes it helps to know someone you can bounce ideas off of or who can assist with gaining new insights into a particular subject.
- Mentoring potential: Perhaps you know someone who seems to know almost everything so you turn to him or her to answer all your questions. Or perhaps that person to whom everyone comes to for information is you.
- ♦ Obtain referrals for the firm: Clients may bring in additional business for the firm, especially if they have had a good experience with the attorney, paralegal or support staff. Attorneys or paralegals may send work to a particular firm because that firm has experience in a certain area. Very often, attorneys on the Estate Planning ListManager ask for contact information of other attorneys who practice in a specific area of law.

(Continued on page 7)



RECOVERABILITY OF PARALEGAL FEES

Interest

By: Laurie Hayden

When I started working for Patrick, Harper & Dixon in December 2000, I was told by a staff member that some clients refused to pay for work performed by paralegals. To me, this was hard to believe seeing that paralegals had been around since the 1970s, but perhaps not so much in the Hickory area. Fortunately, I never had an issue (at least to my knowledge) of a client balking at paying fees that I generated. These days, many clients prefer that paralegals work on matters since paralegal rates are typically half as much as an attorney's.

Recoverability of paralegal fees goes back to 1989 in *Missouri v. Jenkins*, 491 U.S. 274, 109 S.Ct. 2463, 105 L.Ed.2d 229 which was the first time the US Supreme Court addressed this issue. *Missouri v. Jenkins* was a major school desegregation case in Kansas City, Missouri. The plaintiffs were represented by a Kansas City attorney, Arthur Benson ("Benson"), and by the NAACP Legal Defense and Education Fund, Inc. ("NAACP"), both of which used paralegals, law clerks and recent law graduates (law clerks and recent graduates referred to collectively as "law clerks") to assist with the case. Benson and the NAACP requested attorneys' fees under the Civil Rights Attorney's Fees Awards Act of 1976 (the "Fee Act"). Benson's law firm had represented the plaintiffs since 1979 and had racked up 10,875 hours of attorney time and 8,108 hours of paralegal and law clerk time. The NAACP had joined the case in 1982 and had expended 10,854 hours of attorney time and 15,517 hours for paralegals and law clerks.

One of the issues brought to the Supreme Court by the State of Missouri was that the District Court made a mistake in compensating the work of paralegals and law clerks at the market rates for their services, rather than at their cost to the attorney. Missouri argued that the fee for work produced by paralegals and law clerks should be set at an hourly rate of \$15 (based on their own calculation of the cost to the attorney), instead of the market rates of \$35 to \$50. Missouri claimed that billing paralegals and law

clerks at market rates produced a windfall for the attorney.

The Supreme Court first looked at the statutory language in the Fee Act, which provides for "a reasonable attorney's fee as part of the costs." The Court decided that "reasonable attorney's fee" did not mean compensation for work solely performed by attorneys, but included work provided by paralegals and law clerks. The next issue was how to value the work of paralegals and law clerks in calculating the overall attorney's fee. In order to determine a reasonable fee, the Supreme Court looked at billing practices of law firms in the community and came to the conclusion that it was the practice of law firms to bill work performed by paralegals and law clerks at market rates and that the separate billing of paralegals and law clerks was the common practice in most law firms. The Court agreed that paying these fees at market rates was permitted by the Fee Act and made economic sense as it encouraged the use of lower cost paralegals rather than attorneys when possible.

Further, the Court rejected the argument that payment of fees for paralegals and law clerks at market rates would produce a "windfall" for the attorney for whom they worked. The Court used as an example associate attorneys in law firms who are billed separately (Missouri didn't have a problem paying for associate attorneys' fees). The Court stated in *Missouri v. Jenkins*, "If the fees are consistent with market rates and practices, the "windfall" argument has no more force with regard to paralegals than it does for associates."

The Court therefore awarded fees based on hourly (and market) rates of \$35 for law clerks, \$40 for paralegals, and \$50 for recent law graduates.

Ironically, the State of Missouri, which balked at paying the plaintiffs' counsel's paralegals at market rates, paid its own counsel for the work of paralegals at the hourly rate of \$35.

Interest	Page 2
Member Spotlight	Page 3
Courthouse	Page 4
What's New?	Page 5
Golden Rule	Page 6
News/ Upcoming CPEs	Page 8
Committee Roster	Page 9



LYNN PRICE

Many of you may remember Lynn Price, who was a founding member and the first active President of the Catawba Valley Paralegal Association and for whom the paralegal scholarship is named. As the CVPA is celebrating its 10th anniversary this year, we think it appropriate to spotlight Lynn since she made a huge impact on the association.

Lynn was born Rita Lynn Price in Valdese, North Carolina on April 23, 1969. She

loved her family and friends, enjoyed doing yoga and going to the gym, was an avid animal lover and adoring aunt to her niece and nephew. Lynn worked for Attorney John Fuller for 22 years as an estate administration and real estate paralegal.

Lynn cared about everyone, especially children. The CVPA's first community outreach program was the DSS

Emergency Children's Fund. Lynn was so passionate about this project that the CVPA provided assistance to the Emergency Children's Fund several times. Lynn also organized outreach programs to support needy families at Christmas, the elderly, school children and homeless individuals and families.

Those who knew Lynn remember her as a friendly, fun-loving person. She loved to tell jokes and funny stories. Lynn had numerous

friends and many acquaintances who invariably became friends. After her cancer diagnosis, she befriended other cancer patients and encouraged them throughout their battles. She showed great strength and courage throughout her illness and never lost her faith. She didn't take her friends and family for granted and appreciated all the special times she spent with everyone in her life. Lynn loved to cook and had a secret carrot cake recipe which she graciously gifted to everyone who attended her funeral (the recipe was included on the back of the church service bulletin).



Lynn Price
(1969-2013)

Lynn became the first President of the CVPA at a time when it looked like the association would disband. Under her leadership the association got back on its feet. It was Lynn's idea to create a paralegal scholarship which was named in her honor after her death. The Catawba Valley Paralegal Association (CVPA) Lynn Price Scholarship assists a full-time student in the Paralegal Technology Program at Western Piedmont Community College with the cost associated with textbooks. The scholarship has benefited three recipients to date.

Lynn passed away on July 16, 2013 at the age of 44, three years after being diagnosed with breast cancer.

October is Breast Cancer Awareness Month. There are over 252,710 cases of breast cancer diagnosed each year in the US. It is important to know your risks, do monthly breast self-exams, schedule a yearly mammogram and learn about possible ways to lower your chances of developing breast cancer.



Member Spotlight

Interest	Page 2
Member Spotlight	Page 3
Courthouse	Page 4
What's New?	Page 5
Golden Rule	Page 6
News/ Upcoming CPEs	Page 8
Committee Roster	Page 9



NEW HANOVER COUNTY COURTHOUSE

Courthouse History

Interest Page 2

Member Spotlight Page 3

Courthouse Page 4

What's New? Page 5

Golden Rule Page 6

News/ Upcoming CPEs Page 8

Committee Roster Page 9

New Hanover County is the second smallest county in area, but is one of the most populous due to Wilmington, North Carolina's 8th largest city, being the county seat. Only three other towns reside in New Hanover County: Carolina Beach, Kure Beach and Wrightsville Beach. New Hanover County was much larger when it was first created, but the county was partitioned several times to create new counties (Duplin County in 1750, Brunswick County in 1764 and Pender County in 1875).

New Hanover County was created in 1729 as New Hanover Precinct and was named after King George I of the House of Hanover, a German royal family that ruled Hanover, Great Britain and Ireland during the 17th and 18th centuries (they also ruled at various times throughout the 19th and 20th centuries). New Hanover obtained county status in 1739. Originally, the county seat was named New Carthage. The name was changed in 1739 to Wilmington.



New Hanover County Courthouse

The very first courthouse was located at the intersection of Front and Market Streets. By 1786, the wood structure was in such bad condition that court had to be held in various homes, churches and taverns around the city. A new courthouse was built in 1797 on the same site, but it burned down in 1840.

The first brick courthouse of Queen Anne design was built in 1892 (see picture insert). The architects were Alfred Eichberg of Savannah, Georgia and James F. Post of Wilmington. The Valentine-Brown Co. was the construction company. The new brick courthouse housed the Sheriff's Office, county jail, county registrar and courtrooms. An addition to the courthouse, built in the

Neoclassical Revival style, was constructed in 1925 with Leslie Boney Sr. being the architect. The courthouse ran out of space by the early 1980s so the Judicial Building was built on the corner of Fourth Street and Princess Street in 1982. Still not enough room for the growing county, a new Judicial Annex building located on Third Street opened in 2002.

Another beautiful building in Wilmington is the **Alton Lennon Federal Building and Courthouse** located on North Water Street facing the Cape Fear River. On this site sat various custom houses, the first one being built in 1819, but like the county courthouse, burned down in 1840. The replacement custom house was designed by New York architect, John Norris, but it was demolished in 1914 – 1915 to make way for a new building which was to act as a post office, courthouse and custom house. Additional land had been purchased over the years in order to accommodate a much larger building. The cornerstone for the new federal building and courthouse was laid on December 9, 1916. The building had been expected to be completed by early 1918, but World War I intervened so construction was not completed until 1919. In May 1919 before the building was even completed, the United States Court held session in the courtroom. Federal agencies started moving in on July 19, 1919.



Alton Lennon Federal Building and Courthouse



HUMAN TRAFFICKING

GENERAL ASSEMBLY OF NORTH CAROLINA
SESSION 2017

SESSION LAW 2018-75

SENATE BILL 162 *S162-v-6*

AN ACT TO PROVIDE RESTORATIVE JUSTICE TO
VICTIMS OF HUMAN TRAFFICKING.

The General Assembly of North Carolina enacts:

MAKE DEFINITION OF "VICTIM" APPLY THROUGHOUT THE ARTICLE SECTION 1. G.S. 14-43.10(a) is amended by adding a new subdivision to read: "(6) Victim. – Unless the context requires otherwise, a person subjected to the practices set forth in G.S. 14-43.11, 14-43.12, or 14-43.13."

PROVIDE AFFIRMATIVE DEFENSE FOR HUMAN TRAFFICKING VICTIMS SECTION 2.(a) Article 10A of Chapter 14 of the General Statutes is amended by adding a new section to read: "§ 14-43.15. Affirmative defense. (a) Affirmative Defense. – It is an affirmative defense to a prosecution under this Article that the person charged with the offense was a victim at the time of the offense and was coerced or deceived into committing the offense as a direct result of the person's status as a victim. (b) Construction. – Nothing in this section shall be construed to limit or abrogate any other affirmative defense to a prosecution under this Article available to a person by statute or common law." SECTION 2.(b) This section becomes effective December 1, 2018.

PROVIDE CONFIDENTIALITY FOR HUMAN TRAFFICKING VICTIMS SECTION 3.(a) Article 10A of Chapter 14 of the General Statutes is amended by adding a new section to read: "§ 14-43.16. Victim confidentiality; penalty for unlawful disclosure. (a) Confidentiality Requirement. – Except as otherwise provided in subsection (b) of this section, the name, address, or other information that reasonably could be expected to lead directly to the identity of any of the following, is confidential and shall not be considered a public record as that term is defined in G.S. 132-1: (1) A victim. (2) An alleged victim. (3) An immediate family member of a victim or alleged victim. For purposes of this subdivision, the term "immediate family member" means a spouse, child, sibling, parent, grandparent, grandchild, or the spouse of an immediate family member. This term includes stepparents, stepchildren, stepsiblings, and adoptive relationships. (b) Exceptions. – Information subject to the confidentiality requirement set forth in subsection (a) of this section may be disclosed only for the following purposes: (1) For use in a law enforcement investigation or criminal prosecution. Page 2 Session Law 2018-75 Senate Bill 162 (2) To ensure the provision of medical care, housing, or family services or benefits to any of the persons listed in subdivisions (1) through (3) of subsection (a) of this section. (3) Upon written request by any of the persons listed in subdivisions (1) through (3) of subsection (a) of this section. (4) As required by federal law or court order. (c) Penalty. – A person who knowingly

violates subsection (a) of this section is guilty of a Class 3 misdemeanor." SECTION 3.(b) This section becomes effective December 1, 2018.

MODIFY LAW PROVIDING RESTITUTION FOR HUMAN TRAFFICKING VICTIMS SECTION 4.(a) G.S. 14-43.20 reads as rewritten: "§ 14-43.20. Mandatory restitution; victim services; forfeiture. (a) Definition. – For purposes of this section, a "victim" is a person subjected to the practices set forth in G.S. 14-43.11, 14-43.12, or 14-43.13. (b) Restitution. – Restitution for a victim is mandatory under this Article. At a minimum, the court shall order restitution in an amount equal to the value of the victim's labor as guaranteed under the Minimum Wage Law and overtime provisions of the Fair Labor Standards Act (FLSA). In addition, the judge may order any other amount of loss identified, including the gross income or value to the defendant of the victim's labor or services and any costs reasonably certain to be incurred by or on behalf of the victim for medical care, psychological treatment, temporary housing, transportation, funeral services, and any other services designed to assist a victim recover from any injuries or loss resulting from an offense committed under G.S. 14-43.11, 14-43.12, or 14-43.13. ... (e) Forfeiture. – A person who commits a violation of G.S. 14-43.11, 14-43.12, or 14-43.13 is subject to the property forfeiture provisions set forth in G.S. 14-2.3. (f) Escheat. – If a judge finds that the victim to whom restitution is due under this Article is unavailable to claim the restitution award, then the judge shall order the restitution be made payable to the clerk of superior court in the county in which the conviction for the offense requiring restitution occurred. If the victim fails to claim the restitution award within two years of the date of the restitution order issued by the judge, the clerk shall remit the restitution proceeds to the Crime Victims Compensation Fund established pursuant to G.S. 15B-23. Notwithstanding any provision of G.S. 15B-23 to the contrary, funds remitted to the Crime Victims Compensation Fund shall be used only to provide aid to victims who are (i) worthy and needy as determined by the Crime Victims Compensation Commission and (ii) enrolled in public institutions of higher education of this State." SECTION 4.(b) G.S. 14-43.20(b), as amended by subsection (a) of this section, becomes effective December 1, 2018, and applies to offenses committed on or after that date. G.S. 14-43.20(f), as enacted by subsection (a) of this section, becomes effective December 1, 2018, and applies to orders for restitution entered on or after that date. The remainder of this section becomes effective December 1, 2018.

AMEND DEFINITION OF "ABUSED JUVENILES" TO INCLUDE ALL HUMAN TRAFFICKING VICTIMS LESS THAN 18 YEARS OF AGE SECTION 5.(a) G.S. 7B-101 reads as rewritten: "§ 7B-101. Definitions. As used in this Subchapter, unless the context clearly requires otherwise, the following words have the listed meanings: (1) Abused juveniles. – Any juvenile less than 18 years of age whose parent, guardian, custodian, or caretaker: Senate Bill 162

(Continued on page 7)

What's New?

Interest	Page 2
Member Spotlight	Page 3
Courthouse	Page 4
What's New?	Page 5
Golden Rule	Page 6
News/ Upcoming CPEs	Page 8
Committee Roster	Page 9



PRACTICING THE GOLDEN RULE IN YOUR PROFESSIONAL LIFE

Golden Rule

By **Stephanie B. Elliott**

There is one lesson I learned early in my life which has served me well personally and professionally: The Golden Rule. It was important in grade school, and is a life lesson that will carry you far. Treat others as you would yourself wish to be treated. The Golden Rule is a simple motto that makes us better people and professionals, but often it's a little harder to put into practice. There are so many things that can go wrong in our professional lives, and many situations we can't control (hard for many of us paralegals who are type A personalities). We can change the dynamic of a stressful environment to one that practices civility and empathy by simply remembering that being kind to people, no matter who they are, doesn't cost us a thing. Our attorneys may be knee-deep in battle, but that doesn't mean we also have to war with the staff on the other side.

Stop and Listen: Our clients are likely the most stressed people we are communicating with, and they often do not understand what is going on. Are they really upset about the email you sent them, or could it be that they don't understand it? We take our knowledge for granted. Most clients, even the most sophisticated ones, have very little working legal knowledge, and what they know usually comes from television and movies. They expect because it's what they see, that we'll sign them up as clients in the morning, have a hearing at 2 p.m. and celebrate our victory before 5 p.m. Wouldn't that be the life?! In reality, it's our job to help them understand the process and how it will affect them. They are our clients because something has happened to them and they aren't able to solve it on their own. When you take your paralegal hat off just for a moment and look at the world through their eyes, you gain a better understanding of how you can help. Be present, even when they are unhappy and it's uncomfortable. The attorney-client relationship can benefit greatly if clients know they can call you to find out what is going on, or even just to talk through their issues. This of course is a fine line, because we aren't allowed to give legal advice. Practice kindness and be willing to listen.

Be the Bridge: Attorneys are busy people, and sometimes have higher than necessary expectations about what they need (and want) from us. This can also be true of the opposing counsel. I have received sharply worded emails, often late at night that were, frankly uncalled for and unnecessary. I can count two

times in my professional career that I responded back with the same tone and sharpness I was given, and to this day I regret it. I have learned to practice "the pause." Pause before reading an expected email (especially when you know it's going to contain bad news.) Pause before responding. It's ok to capture your thoughts but maybe do them outside of outlook (like a blank page of Word) so that you can say what you want to, get it out and then delete. If after practicing "the pause" you still need to respond, pause again. Remember that outside of the "heat of the moment" your words will look different. Would you say the same thing if you knew for a fact your email would then be attached to a motion for sanctions, or worse, part of a state bar complaint? I also try to think about who my audience is, and how my message will be received. Practicing kindness applies to each thing you do, and especially your correspondence. You can be the bridge between your attorney and the world outside of your office simply by thinking about your audience and being kind in your delivery.

Take a Deep Breath: Even after practicing kindness and patience, there will be people that are just not easy to work with. Take a deep breath, and remember this too is part of the process. If you can always remember that they are your client because they are under some type of stress either professionally or personally, it will help. I will admit that there have been times in my career as a paralegal that I let a snippy, biting client get the best of me. If you can refrain from the urge to "give it right back," your relationships will be stronger. Let things roll off your back, lay down the irritation and remember that your ability to do so will indirectly keep you gainfully employed. Even the best paying clients can be difficult, and however miserable that makes our legal team, they are keeping the lights on. The same can also be said for the attorneys we work for and with. The majority of the time, their frustration is not at us, but the situation before us. Being the calm, focused member of the team and being the bridge between yourselves and the other side not only keeps things moving, but is the right thing to do.

Stephanie B. Elliott, NCCP is a senior litigation support paralegal for McNair Law Firm in Charlotte.

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Interest	Page 2
Member Spotlight	Page 3
Courthouse	Page 4
What's New?	Page 5
Golden Rule	Page 6
News/ Upcoming CPEs	Page 8
Committee Roster	Page 9



HUMAN TRAFFICKING

(Continued from page 5)

Session Law 2018-75 Page 3 ... e. Creates or allows to be created serious emotional damage to the juvenile; serious emotional damage is evidenced by a juvenile's severe anxiety, depression, withdrawal, or aggressive behavior toward himself or others; or f. Encourages, directs, or approves of delinquent acts involving moral turpitude committed by the juvenile; g. Commits or allows to be committed an offense under G.S. 14-43.11 (human trafficking), G.S. 14-43.12 (involuntary servitude), or G.S. 14-43.13 (sexual servitude) against the child. This term includes any juvenile less than 18 years of age who is a victim or is alleged to be a victim of an offense under G.S. 14-43.11, 14-43.12, or 14-43.13, regardless of the relationship between the victim and the perpetrator." SECTION 5. (b) This section becomes effective December 1, 2018.

AMEND RULE 412 OF THE EVIDENCE CODE TO INCLUDE CHARGES OF SEXUAL SERVITUDE SECTION 6.(a) G.S. 8C-412(d) reads as rewritten: "(d) Notwithstanding any other provision of

law, unless and until the court determines that evidence of sexual behavior is relevant under subdivision (b), no reference to this behavior may be made in the presence of the jury and no evidence of this behavior may be introduced at any time during the trial of any of the following: (1) A charge of rape or a lesser included offense of rape. (2) A charge of a sex offense or a lesser included offense of a sex offense; (3) An offense being tried jointly with a charge of rape or a sex offense, or with a lesser included offense of rape or a sex offense. (4) A charge of sexual servitude under G.S. 14-43.13. Before any questions pertaining to such evidence are asked of any witness, the proponent of such evidence shall first apply to the court for a determination of the relevance of the sexual behavior to which it relates. The proponent of such evidence may make application either prior to trial pursuant to G.S. 15A-952, or during the trial at the time when the proponent desires to introduce such evidence. When application is made, the court shall conduct an in-camera hearing, which shall be transcribed, to consider the proponent's offer of proof and the argument of counsel, including any counsel for the complainant, to

determine the extent to which such behavior is relevant. In the hearing, the proponent of the evidence shall establish the basis of admissibility of such evidence. Notwithstanding subdivision (b) of Rule 104, if the relevancy of the evidence which the proponent seeks to offer in the trial depends upon the fulfillment of a condition of fact, the court, at the in-camera hearing or at a subsequent in camera hearing scheduled for that purpose, shall accept evidence on the issue of whether that condition of fact is fulfilled and shall determine that issue. If the court finds that the evidence is relevant, it shall enter an order stating that the evidence may be admitted and the nature of the questions which will be permitted." SECTION 6.(b) This section becomes effective December 1, 2018, and applies to trials held on or after that date.

EFFECTIVE DATE Senate Bill 162 Session Law 2018-75 Page 5 SECTION 10. Except as otherwise provided, this act is effective when it becomes law. In the General Assembly read three times and ratified this the 15th day of June 2018.

Law Update / President's Message (Continued)

Interest Page 2

Member Spotlight Page 3

Courthouse Page 4

What's New? Page 5

Golden Rule Page 6

News/
Upcoming CPEs Page 8

Committee Roster Page 9

PRESIDENT'S MESSAGE

(Continued from page 1)

- Obtaining information: Other attorneys or paralegals may know how to maneuver around a particular Clerk of Court's policies or know about a new statute or AOC form.
- Being introduced to people: Some say there are six degrees of separation, meaning that there are never more than six people between you and the

person you want to meet. Networking provides access to people you may want to meet, but don't have the means or resources to meet on your own.

- Explore new career opportunities: If you are considering changing careers, talk to someone in that profession before deciding if that career is worth pursuing. You may even meet someone who has a particular job you never knew existed.

As a group, we should be networking with each other. We have a font of information just in our small group of members. If we are stuck on a project and need someone's opinion on how to do something, instead of spending hours researching the problem, ask a CVPA member who might know the answer or put you in touch with specific resources. Perhaps by networking amongst ourselves, we will be able to pass on knowledge and valuable information to others.



NEWS/UPCOMING CPEs

News/ Upcoming CPEs

Interest Page 2

Member Spotlight Page 3

Courthouse Page 4

What's New? Page 5

Golden Rule Page 6

News/
Upcoming CPEs Page 8

Committee Roster Page 9

UPCOMING SEMINARS



NOVEMBER 13, 2018

**Attorney Laura Thomas of
CommScope
Intellectual Property Basics**
6:00 PM -
CVCC – Room WW120

JANUARY 8, 2019

Ethics
Topic: TBD
6:00 PM -
CVCC – Room WW120

FEBRUARY 12, 2019

Cathy J. Starnes
Catawba County Family Court
Coordinator
6:00 PM -
CVCC – Room WW120

APRIL 9, 2019

Attorney Wesley E. Starnes
Topic: TBD
6:00 PM -
CVCC – Room WW120

The Board announces the officers of the CVPA for 2018 – 2019 as follows:

President
Laurie Hayden

Vice President and Assistant Treasurer
Leah Poovey

Second Vice President
Ellen Abernathy

Secretary
Amanda Bentley

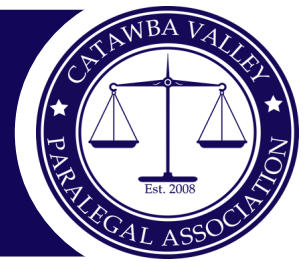
Assistant Secretary
Heather Misenheimer

Treasurer
Beverly Cook

Happy Halloween!

Happy Thanksgiving!

Merry Christmas!



CVPA ROSTER OF COMMITTEE MEMBERS

CPE

Laurie Hayden (Chair)
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Community Outreach

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Fundraising

Amanda Bentley (Chair)

Membership

Laurie Hayden (Chair)

Newsletter

Beverly Cook (Chair)
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Laurie Hayden

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Heather Misenheimer

Committee Roster

Interest	Page 2
Member Spotlight	Page 3
Courthouse	Page 4
What's New?	Page 5
Golden Rule	Page 6
News/ Upcoming CPEs	Page 8
Committee Roster	Page 9

