

The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

April 2023

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Source: JHFarr.com

Have you had enough snow and rain yet? Where is Spring?

Our speaker this month is Christine Burke. She is a genealogist and will speak to us about forensic issues and DNA. Join us Wednesday, April 5, for a great presentation.

Next month we will celebrate Law Day which was established in 1958 by President Dwight D. Eisenhower to celebrate the rule of law. Law Day provides us an opportunity to understand how law and the legal process protect our liberty, strive to achieve justice, and contribute to the freedoms that all Americans share.

The American Bar Association 2023 Law Day theme will be "Cornerstones of Democracy: Civics, Civility, and Collaboration." The American Bar invites all the people of the United States to join in rebuilding trust in our institutions, respect for one another, and our willingness to collaborate to address the challenges that face our nation.

—Maria Nelson, PLS, DCLP President



DCLP LIVE!!

No Reservation Needed

Via ZOOM Wednesday

April 5, 2023 at 12 p.m.

No charge for guests.

Meeting ID: 922 280 3023

Passcode: 412889

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Douglas-Carson Legal Professionals

Welcomes

Christine Burke, MAOM, INCI

Investigator, Forensic Genetic Genealogist,
Law Enforcement Expert & Trainer

How Genetic Genealogy May Apply Across Legal Practices

Christine Burke is a Forensic Genetic Genealogist (TM), law enforcement expert, trainer and private investigator. After experiencing "DNA Drama" resulting in the almost complete loss of her identity as she knew it, Christine created an innovative process using Genetic Genealogy to help others quickly and easily find biological family. Christine is an award-winning private investigator and decorated police officer who has been featured on Investigation Discovery, Phoenix's ABC & Fox, Reno's ABC, Trimark Pictures, Podcasts and more. She has a bachelor's in criminal justice and master's in organizational management. Christine has taught in the community colleges, for ITT Technical and in 2015 started her own school training process servers, private investigators, police and legal personnel.



Royalty free image from Creazilla

Missing Person 1992 - Remains Found 2020 - Identification 2023

Genetic Genealogy For Law Enforcement Founder Solves 30 Year Old Unidentified Human Remains Case In Two Days Bringing Closure To The Family

When the Carson City Sheriff's Office found remains in the Marlette Lake area of Northern Nevada in 2020, they had no way of identifying the John Doe. GGLE founder and Genetic Genealogist Christine Burke volunteered her services and was able to identify the man as Ronald V. Hendricks, who had gone missing in 1992. I am grateful to be able to work on cases like this and expand law enforcement's effort to do more of the same. More here:

<https://mynews4.com/news/local/2-unsolved-human-remains-cases-identified-in-carson-city-using-new-genetic-genealogy-tool-joyce-rogers-ronald-hendricks-carson-city-sheriffs-office-dna-technology-lone-mountain-flume-trail-marlette-lake?fbclid=IwAR3MYeXoJBoRA38bCo7tuwYpOdUc4vUWmz4SAaGguQhxeRrqaJ9SYIbEDsM>

DCLP presents
Cognitive Fitness



Archaic versus Obsolete

Dictionaries acknowledge the passage of time with status labels. *Meriam Webster's Collegiate Dictionary* employs two such labels: *obsolete* and *archaic*. The Explanatory Notes of the *Collegiate* describe the useful distinction:

The temporal label *obsolete* after a word in the dictionary means that there is no evidence of use since 1755. Though style rules can seem arbitrary, the date 1755 is anything but: it represents a milestone in the English language, the publication of Samuel Johnson's *Dictionary*. Johnson's work was in many ways the first modern monolingual dictionary of English. It included not just "hard" words (as was standard in 17th century dictionaries) but household words, and used quotations from great writers to illustrate meaning. The comprehensive nature of Johnson's research produced a kind of census of the language of mid-18th century Britain.

The label *archaic* means that "a word or sense once in common use is found today only sporadically or in special contexts" – words such as [thee](#) and [thou](#) that we may still hear today, but that convey the tone of a bygone or more formal era in prayers and poetry. Although these words are still used and recognized, it is almost always with a stylistic nod to the past.

So you might still see and hear words labeled *archaic*, but they're used to evoke a different time. Words carrying the *obsolete* label, by contrast, will only be encountered when visiting the literature of the past, such as the works of Shakespeare, who used such words as the verb [commune](#) and the adjective [accountant](#).

Words from the mid to late-20th century, however much millennials might disagree, are not considered *archaic*.

Word Search Crime Scene Investigation



Circle the words below which may appear horizontal, vertical, diagonal, forward or backwards.

- | | |
|---------------|------------------|
| CONTAMINATION | FORENSIC |
| EVIDENCE | BLOOD |
| SAMPLE | TOXICOLOGY |
| LATENT PRINT | DNA |
| PRESUMPTIVE | CHAIN OF CUSTODY |
| PROBATIVE | TIRE TRACKS |
| REFERENCE | FOOTWEAR |
| TRACE | CRIME SCENE |
| DIGITAL | |

The answer to this puzzle will appear in the next issue.

4	2	7	8	6	1	5	3	9
9	8	1	7	5	3	2	6	4
5	3	6	4	9	2	8	1	7
6	5	8	1	3	7	4	9	2
1	9	4	6	2	8	3	7	5
3	7	2	5	4	9	1	8	6
8	6	5	3	7	4	9	2	1
7	1	9	2	8	5	6	4	3
2	4	3	9	1	6	7	5	8

Answer to March's Sudoku Puzzle

Legal Terminology Quiz

Submitted by Mary Baldecchi, Emeritus PP, PLS

Match the definitions below to these terms:

- _____ 1. affirmative defense
- _____ 2. condition precedent
- _____ 3. dilatory defense
- _____ 4. frivolous plea
- _____ 5. peremptory defense

- A. A requirement that must be met before some particular action can be taken.
- B. A pleading that does not present a serious defense to an action.
- C. A defense that insists that the plaintiff never had a right to sue, or that, if he or she had, the original right has been extinguished or previously determined.
- D. A defense raised in a responsive pleading (answer) relating a new matter as a defense to the complaint.
- E. A defense motion or pleading submitted primarily for delay.

A humorous Jury Experience (from Quora.com):

My dad was called for jury duty back in the 1960s. The case: one man was suing another for assault and damages arising from a fight they had both been involved in that took place in the parking lot of a local burger joint. When my dad heard what the case was, he sat back in his seat, crossed his arms and grinned. The judge noticed this, then asked the potential jurors if there was anyone present who had a valid reason to be excused from serving on the jury. My dad raised his hand.

When asked why he felt he couldn't serve, my dad replied, "Well, I know both the plaintiff and the defendant, I own the restaurant where the fight took place, I witnessed the fight, and I happen to know the plaintiff threw the first punch." The plaintiff's lawyer banged his head on his table.

Not only was my dad excused, but so were all the other potential jurors that day! Even the judge was laughing as they all left the courtroom.

The case was dropped later that day.



Answers to Quiz:

1-D, 2-A, 3-E, 4-B, 5-C

Updating Your Resume

The Society for Human Resource Management (SHRM) offers these six tips for updating your resume:

1. Learn to articulate your skills

Peppering your resume with soft skills is a resume trend to pay attention to in 2023. What are soft skills? Soft skills are personality traits and work habits that describe who you are as a professional and how you approach work. Popular soft skills in the workplace include communication, organization and teamwork. These skills are so crucial that 75% of U.S. employers are more likely to hire someone with the right soft skills and no hard skills than the other way around, while 91% believe that soft skills are essential.



Soft skills for a resume:

- Abilities that show how you approach work (e.g., time management, attention to detail)
- Intangible or **interpersonal** abilities (e.g., reliability, relationship building)
- Personal attributes that come naturally or can be developed over time (e.g., multitasking, leadership)

One of the most critical resume trends for 2023 is for jobseekers to study job ads carefully. Any job description worth its salt will contain all the information a jobseeker needs to land the role. By taking the time necessary to review job posts for the required skills and then adding those skills to your resume, jobseekers will enjoy increased success in 2023.

2. Personalize your resume

Personalizing your resume to a job ad is going to be key to jobseeker success in 2023. Tailoring your resume to the individual job description and doing

your own research on the company will help you write a resume that gets interviews. But how do you go about doing so?

Start by making a list of the skills and requirements listed in the job ad and note which of those skills you possess. Add those to your resume using the exact same language as the job description. Doing so will help get your resume past an applicant tracking system and into the hands of a human recruiter.

3. Show results, not just skills

Jobseekers in the know will take note of this resume trend of 2023: using data and metrics to show your value. Recruiters want to know more about you than a boring list of skills. Bring your accomplishments to life by adding numbers to your resume, according to Principle People Strategy Consultant for SolveHR Kelli Marinelli.

“At a high level, people should gear their resumes toward results rather than listing off skills or education,” said Marinelli who also serves as a special expert for SHRM’s Talent Acquisition Panel. “The best way overall to [write] your resume is to make sure it talks about what you can do as well as the results you’ve achieved.”

Consider adding information about a stellar sales record, improved customer satisfaction survey results, or growing web traffic. Metrics can be identified in almost any role. Recruiters appreciate examples that show the impact your work has had in past roles because it gives them an idea of what you’d bring to the table if they hire you.

4. Skip the fancy design elements

Not getting a job as quickly as you would like? One element to examine might be the design of your resume. With so many companies using applicant tracking systems (ATS), a major resume trend for 2023 is going to be for jobseekers to learn to use a resume format that is readable by ATS.

To start, review the design of your resume and remove any elements that might be confusing to the software. Busy borders, images, and other artwork

Updating Your Resume (cont'd)

can inadvertently get your resume thrown in the “no” pile. Using unusual section headers instead of the typical “skills,” “work history,” and “education” headers can also confuse an ATS.

However, a simple well-organized resume doesn't have to be boring to look at. Myperfectresume.com provides many ATS-friendly [resume templates](#) available online. They recommends reviewing their [resume examples](#) for inspiration on creating an ATS-friendly one in your field.

5. Use job ads to identify gaps in your skillset

According to SHRM, roughly three out of five jobseekers who changed jobs within the last 12 months experienced some difficulty finding their new role. If a job search is becoming lengthy, you might reexamine your skillset.

Time and again, recruiters have indicated experiencing difficulty finding qualified candidates. If you've tried personalizing your resume to match the job ad to no avail, you may not possess the skills that are required for the job you seek. In this case, what's a jobseeker to do?

Use job ads as a tool. They can be useful for learning which skills are most sought after in your industry. If you are finding time and again that you don't possess skills that employers seek, set out to learn them. A job ad is a roadmap; it shows you exactly what you need to succeed. Use them to find holes in your resume and then figure out how to fill them. Smart jobseekers will pay attention to this critical resume trend in 2023.

6. Demonstrate a steady work history

According to a study by SHRM, 39% of employers cited retention as their main reason for providing employee and family assistance (flexible time, caregiving leaves and dependent care). Employers want to find employees who are going to stay with their company, not job-hop from one

opportunity to another.

For that reason, demonstrating a steady work history on your resume could put jobseekers at an advantage in the eyes of recruiters.

“Length of stay at jobs [is important],” according to Alison Mackay, Silicon Valley recruiter for Facebook. “We're at a time when people aren't staying at jobs for 10+ years, so I'm looking [at] the length of time people were at their previous companies.”

To draw attention to a solid work history, choose your [resume template](#) carefully. A chronological resume – where your jobs are listed in reverse chronological order – is designed to show off just that. This format places an emphasis on your work history, which is appealing to many recruiters.

Whether or not you are currently looking for a new job, it is worth your time and effort to update your resume in keeping with the new trends—especially if it's been a long while since you were last job hunting.

Check out these links to help you adapt to the 2023 trends in resume writing:

<https://www.myperfectresume.com/career-center/resumes/how-to/summary>

<https://www.myperfectresume.com/career-center/resumes/how-to/perfect-work-history>

<https://www.myperfectresume.com/career-center/resumes/how-to/skills>

Interviewer: Can you explain these gaps in your resume?

Me: I believe those were caused by the space bar.

Interviewer: How would you write “I changed a light bulb” on your resume?

Single-handedly managed the successful upgrade and deployment of new environmental illumination system with zero cost overruns and zero safety incidents.

FOR SALE BY OWNER

Complete set of Encyclopedia
Britannica, 45 volumes.
Excellent condition, \$200 or best offer.
No longer needed, got married, wife
knows everything.



The next Lunch Bunch meet up will be Wednesday, April 19, 2023 at The Fox Brewery Pub, 310 S Carson Street in Carson City at noon. If you can get away, please join us! No official business or program... Just an opportunity to socialize and catch up with our members.



Be sure to check for the special CLE code you will receive when renewing your membership in 2023.



Thank you for submitting your membership dues. Membership dues are an investment in the organization and your own member experience.

NALS is focused on providing you, our valued members, with educational resources and networking opportunities. Being a NALS member means that you're headed in the right direction to tap into the power of an already established community of successful professionals.

As a benefit of your membership, NALS provides numerous educational opportunities. We would like to gift you with a **FREE CLE Course**. To take advantage of this, use the promo code **Thanks24CLE** when signing up for a NALS educational course.



If you have any questions about your membership, please contact Member Services at 918-582-5188 or membership@nals.org.

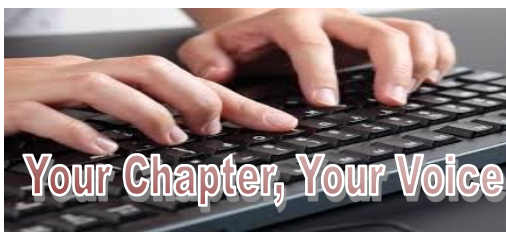
The NALS Board of Directors sends their best wishes and sincerest thanks for having chosen NALS as the organization to represent your interests.

- National Association for Legal Support Professionals

And



to use it!!



April 3 — Mary Baldecchi, Emeritus PP, PLS

April 10 — Micki Arguello, PLS

April 10 — Regina Nichols, PLS, CP

April 10 — Danielle Swift-Friend

April 26 — Susan Happe, PLS

New to Zoom?

You can join DCLP's meetings as a participant without creating a Zoom account.

Windows or Mac

1. Open the **Zoom** desktop client.
2. **Join** a meeting using one of these methods: (a) Click **Join a Meeting** if you want to **join without** signing in, or (b) sign in to Zoom and then click **Join**.
3. Enter the **meeting** ID number and your display name. If you're signed in, you can change your display name. If you're not signed in, enter a display name.
4. Select if you would like to connect to audio and/or video and click **join**.

For other devices, visit:

<https://support.zoom.us/hc/en-us/articles/201362193-Joining-a-meeting>



@Law, the NALS eMagazine for Legal Professionals, has been published for over 50 years. Each digital issue of @Law contains articles chosen by the Editorial Board, a committee of individuals in the legal support profession. It contains content to assist legal support professionals in their duties and recognizes NALS members for their achievements.

Requires NALS Membership or Subscription to Access



The NALS Legal Brief is a biweekly newsletter that delivers to you the trends, updates, and news from around the legal industry that is necessary to help you succeed in your career. Along with some association news, the NALS Legal Brief will give you a rundown of the current state of the legal support world by giving you a list of relevant industry-focused articles to educate and inform you.

[View past publications](#) of the NALS Legal News Brief

MEMBER RENEWALS



If you are unsure of your renewal date visit nals.org OR contact VP Sharon Coates, PP, CLP

**Don't Forget to Renew
Your Membership**



*Dance like no one is watching.
Email like it may one day be
read aloud in a deposition.*

NALS Code of Ethics & Professional Responsibility

Members of NALS are bound by the objectives of this association and the standards of conduct required of the legal profession. Every member shall:

- Encourage respect for the law and administration of justice
- Observe rules governing privileged communications and confidential information
- Promote and exemplify high standards of loyalty, cooperation, and courtesy
- Perform all duties of the profession with integrity and competence
- Pursue a high order of professional attainment

Integrity and high standards of conduct are fundamental to the success of our professional association. This Code is promulgated by NALS and accepted by its members to accomplish these ends.

Canon 1. Members of this association shall maintain a high degree of competency and integrity through continuing education to better assist the legal profession in fulfilling its duty to provide quality legal services to the public.

Canon 2. Members of this association shall maintain a high standard of ethical conduct and shall contribute to the integrity of the association and the legal profession.

Canon 3. Members of this association shall avoid a conflict of interest pertaining to a client matter.

Canon 4. Members of this association shall preserve and protect the confidences and privileged communications of a client.

Canon 5. Members of this association shall exercise care in using independent professional judgment and in determining the extent to which a client may be assisted without the presence of a lawyer and shall not act in matters involving professional legal judgment.

Canon 6. Members of this association shall not solicit legal business on behalf of a lawyer.

Canon 7. Members of this association, unless permitted by law, shall not perform legal functions except under the direct supervision of a lawyer and shall not advertise or contract with members of the general public for the performance of paralegal functions.

Canon 8. Members of this association, unless permitted by law, shall not perform any of the duties restricted to lawyers or do things which lawyers themselves may not do and shall assist in preventing the unauthorized practice of law.

Canon 9. Members of this association not licensed to practice law shall not engage in the practice of law as defined by statutes or court decisions.

Canon 10. Members of this association shall do all other things incidental, necessary, or expedient to enhance professional responsibility and participation in the administration of justice and public service in cooperation with the legal profession.

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