

The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

March 2021

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President's Message

The month of March is Women's History Month which, according to Wikipedia, highlights the contributions of women to events in history and contemporary society. It has made me start thinking about the women who have made a difference in my life. The first would be my mom who was pregnant with me for almost a year before I was finally born. (It was so warm and cozy in there.) Mom was my best friend and we shared a lot of common interests like sewing and gardening. So much of what I do and what I am today came from my mom.

Second on my list would be an English teacher I had in high school who pushed me to the limit to read and write well. At the time, it seemed like she assigned so much homework that there was no time for anything else.

Third on my list would be a woman named Emily whom I knew when I was growing up. She had a unique perspective on life. One time I remember she stopped her car on a country road to back up and admire a milkweed in bloom. It was delicate and beautiful, even though it was a weed. She taught me that there is beauty in everything if we just stop to look.

Fourth on my list would be a fictional character--Scarlett O'Hara in *Gone With the Wind*. At times when her life became too unbearable to endure, she'd say, "I'll think about it tomorrow. After all, tomorrow is another day." And she's right. Often I've found that I can keep going by putting bad thoughts aside with the promise that "I'll think about it tomorrow." When tomorrow comes, I've found that the bad times were somehow easier to face.

Continued on page 4



DCLP LIVE!!—No Reservation Needed

Via ZOOM March 3 at 12 p.m. No charge for guests.

Zoom Meeting ID: 812-9502-2889

Passcode: 647462



PATRICIA D. CAFFERATA, ESQ.

Attorney, author and historian, Patty Cafferata is a life-long resident of Reno, Nevada. She has had a diverse career in the law and politics. She served in the Nevada Assembly, and when she was elected Nevada State Treasurer in 1982, she became the first woman elected to any constitutional office in the state. Cafferata has also served as district attorney of Lincoln, Lander and Esmeralda counties.

Cafferata wrote and published nine books on Nevada history, including the University of Nevada Press' book *Christmas in Nevada*, a history of how Nevadans have and continue to celebrate the holiday. And, she co-authored her mother's memoirs, *Barbara F. Vucanovich: From Nevada to Congress and Back Again* also published by the University of Nevada Press.

Cafferata and her late husband, H. Treat Cafferata, M.D, have three children, nine grandchildren and two great-grandsons.

The importance of Continuing Legal Education

The Code of Professional Responsibility adopted by every state maintains that lawyers must remain proficient in their work. Continuing legal education is one way to achieve professional competence. Other professions such as medicine, education, and accounting also require continuing education. Beginning in the 1990s, states added specific content requirements, e.g., ethics, bias, and substance abuse.

The mission of NALS...*the association for legal professionals* has been, and continues to be, the pursuit of education and professional development for the legal support professional. Our members are encouraged to continue their professional growth, in the legal support industry, by earning continuing legal education (CLE) credits.

As a legal support professional, you can earn CLE credits through different mediums; this includes but, is not limited to, webinars, conferences, lectures, secondary-education, *pro bono* legal support services, and volunteering. Appropriate educational topics are numerous and varied; they range from law office procedures, technology, ethics and judgment, grammar, to law-related topics.

At the end of each DCLP meeting, we provide attendees with a certificate of attendance noting the subject area and credit hours. You should be uploading this to your NALS CLE Journal.

[How-To for Adding and Managing Journal Entries](#) (*NALS.org Log In Required*)

You may think "I'm not certified so I don't need to track these hours." Wrong. You can present your certificates to your attorney or include them in your annual self-assessment. Remaining of value to your firm is essential. Continuing legal education demonstrates your commitment to your profession and to your employer.

WOMEN'S HISTORY MONTH

In April 2017, at age 19, Amanda Gorman became the first person to be named National Youth Poet Laureate while at Harvard. She studied sociology graduating *cum laude* in 2020 as a member of Phi Beta Kappa. Gorman has an auditory processing disorder and is hypersensitive to sound, but never saw her speech impediment as a crutch, but rather as a strength. She is the youngest poet to read at a presidential inauguration in United States History.

THE HILL WE CLIMB

by Amanda Gorman

When day comes, we ask ourselves where can we find
light in this never-ending shade?
The loss we carry, a sea we must wade.
We've braved the belly of the beast.
We've learned that quiet isn't always peace,
and the norms and notions of what 'just' is isn't always
justice.
And yet, the dawn is ours before we knew it.
Somehow we do it.
Somehow we've weathered and witnessed a nation that
isn't broken,
but simply unfinished.
We, the successors of a country and a time where a
skinny Black girl descended from slaves and raised by a
single mother can dream of becoming president, only to
find herself reciting for one.
'Never been more optimistic': speeches, songs and
celebrations cap Biden's inauguration day – as it
happened
And yes, we are far from polished, far from pristine,
but that doesn't mean we are striving to form a union
that is perfect.
We are striving to forge our union with purpose.
To compose a country committed to all cultures, colors,
characters, and conditions of man.
And so we lift our gazes not to what stands between us,
but what stands before us.
We close the divide because we know, to put our future

first, we must first put our differences aside.
We lay down our arms so we can reach out our arms to
one another.
We seek harm to none and harmony for all.
Let the globe, if nothing else, say this is true:
That even as we grieved, we grew.
That even as we hurt, we hoped.
That even as we tired, we tried.
That we'll forever be tied together, victorious.
Not because we will never again know defeat, but
because we will never again sow division.
Scripture tells us to envision that everyone shall sit
under their own vine and fig tree and no one shall make
them afraid.
If we're to live up to our own time, then victory won't lie
in the blade, but in all the bridges we've made.
That is the promise to glade, the hill we climb, if only we
dare.
It's because being American is more than a pride we
inherit.
It's the past we step into and how we repair it.
We've seen a force that would shatter our nation rather
than share it.
Would destroy our country if it meant delaying
democracy.
This effort very nearly succeeded.
But while democracy can be periodically delayed,
it can never be permanently defeated.

Continued on Page 4

The Hill We Climb (cont'd)

In this truth, in this faith, we trust,
for while we have our eyes on the future, history has its
eyes on us.
This is the era of just redemption.
We feared it at its inception.
We did not feel prepared to be the heirs of such a
terrifying hour,
but within it, we found the power to author a new
chapter, to offer hope and laughter to ourselves.
So while once we asked, 'How could we possibly prevail
over catastrophe?' now we assert, 'How could
catastrophe possibly prevail over us?'
We will not march back to what was, but move to what
shall be:
A country that is bruised but whole, benevolent but
bold, fierce and free.
We will not be turned around or interrupted by
intimidation because we know our inaction and inertia
will be the inheritance of the next generation.
Our blunders become their burdens.
But one thing is certain:
If we merge mercy with might, and might with right,
then love becomes our legacy and change, our children's
birthright.

So let us leave behind a country better than the one we
were left.
With every breath from my bronze-pounded chest, we
will raise this wounded world into a wondrous one.
We will rise from the golden hills of the west.
We will rise from the wind-swept north-east where our
forefathers first realized revolution.
We will rise from the lake-rimmed cities of the
midwestern states.
We will rise from the sun-baked south.
We will rebuild, reconcile, and recover.
In every known nook of our nation, in every corner
called our country,
our people, diverse and beautiful, will emerge, battered
and beautiful.
When day comes, we step out of the shade, aflame and
unafraid.
The new dawn blooms as we free it.
For there is always light,
if only we're brave enough to see it.
If only we're brave enough to be it.

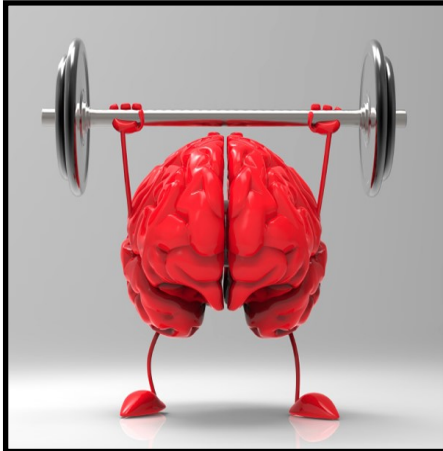


President's Message *(cont'd from page 1)*

Last on my list would be the remarkable NALS members I've met over the years. They have inspired me and encouraged me and supported me. I would never have had the courage to be the leader or the teacher that I am without these wonderful women. I'm sure you can tell from my list that the women in my life who have inspired me most have been strong women, in spirit and in actions. I am humbled by their ability to encourage, nudge, and push me to do more than I would ever have imagined. I owe them a huge debt.

—Mary Baldecchi, Emeritus PP, PLS, CLA

DCLP presents
Cognitive Fitness



Women Who Changed History



Answer to the March puzzle will appear in the next issue.

SEARCH FOR THE **BOLDED LAST NAME** ONLY.

- | | |
|------------------------|-----------------------------|
| MARIE CURIE | MARGARET THATCHER |
| JANE AUSTEN | EMMELINE PANKHURST |
| JK ROWLING | FLORENCE NIGHTINGALE |
| QUEEN ELIZABETH | COCO CHANEL |
| SALLY RIDE | KATHERINE HEPBURN |
| CLEOPATRA | SANDRA DAY O'CONNOR |
| GOLDA MEIR | QUEEN VICTORIA |
| OPRAH WINFREY | AMELIA EARHART |
| MOTHER TERESA | |

Answer to the February 2021 Anagram Puzzle

- A HOMER SIMPSON : MR HOMO SAPIENS
- ADOLF HITLER : HEIL, OLD FART!
 - BRITNEY SPEARS : PRESBYTERIANS
 - CELINE DION : NO, I DECLINE
 - CLINT EASTWOOD : OLD WEST ACTION
 - DONALD TRUMP : PORTLAND MUD
 - ERIC CLAPTON : NARCOLEPTIC
 - JULIA ROBERTS : JUST A BROILER
 - LEONARDO DA VINCI : DID COLOR IN A NAVE
 - LEONARDO DICAPRIO : DOCILE OR PARANOID
 - MARGARET THATCHER : THAT GREAT CHARMER
 - MADAME CURIE - ME, RADIUM ACE
 - OSAMA BIN LADEN : A BAD MAN (NO LIES)
 - ROBERT PATTINSON : PROTESTANT ROBIN
 - SARAH MICHELLE GELLAR : HER ILLEGAL CHARM SALE
 - TOM MARVOLO RIDDLE : I AM LORD VOLDEMORT
 - WHITNEY HOUSTON : IN TONE - WHY SHOUT?
 - WILLIAM SHAKESPEARE : I'LL MAKE A WISE PHRASE

Are you keeping mentally fit during COVID-19? DCLP aims to help. This month's puzzle is a word search. Are you enjoying these puzzles? What kind is your favorite? Please let The Tickler know by emailing: [NALSDclp@gmail.com](mailto:NALSdclp@gmail.com)

ACTIVE versus PASSIVE MENTORING

The following article is excerpted from "Mentoring for Leadership" (author unknown) from the Central Institute for Theological Studies.

When we look at the subject and process of mentoring for leadership we must first give specific definitions to certain words in the context of how we are discussing this subject. Without the specific definitions of the key words, the subject is easily twisted to suit the participant's perspective as opposed to the desired effect in the setting in which the mentoring process is utilized.

First, let's define what a "Mentor" truly is. A mentor is an experienced person who trains or educates someone else by instruction and example. Please note the two key components in this definition. They are "instruction" and "example." A mentor must be able to adequately convey both intellectual instruction and a practical "real time" example in the arena of study or practice.

Let me illustrate this from a personal example in my own life. I consider myself to be a self taught musician. My primary instruments are the bass guitar and the piano, or keyboards. Before I reached the age of 14, I took a limited amount of private lessons in either instrument. I never completed a work book or learning manual and didn't pursue these skills with more than a few one hour personal sessions with a skilled and accomplished instructor as an adolescent. Yet, through the last four decades of my life I have played as a paid musician on several album projects. I have performed on stage with many gifted and professional musicians and singers as both a keyboard artist and bass guitarist.

And yet to this day I play the keyboards (piano) every Sunday in our church worship services. Some might say that I just have a natural talent or ability in the arena and study of music. To some extent that is probably true. But, I also personally know that I was educated all along through various ways and means, or would not have advanced to the level of skill I display at this stage in my life. I learned how to become a more skilled musician by listening and observing other musicians in a non-formal educational and mentoring relationship.

This illustration and concept brings us to understand that there are two types of mentors. They would be classified as "Active Mentors" and "Passive Mentors." An active mentor is someone who is consciously aware of their participation in a mentoring relationship. A passive mentor is one who is not consciously aware of their role in a mentoring relationship. This is when a mentoree listens and observes the examples of the passive mentor from some sort of discernable distance even to the point that the passive mentor may not even be aware of his or her role as a mentor in someone's life experience.

An active mentor is personally acquainted with the mentoree and actively builds the relationship with intent and purpose. There is a definite recognizable and positive two way relationship between the mentor and the person being mentored (mentoree). On the other hand, the passive mentor may not even be aware that the mentoree exists. While the passive mentor may indeed actually be issuing intellectual instruction as well as yielding high amounts of exemplary circumstances and

situations in their personal and public life, the recognizable and positive two relationship between the mentor and the mentoree is not in existence. The obvious conclusion is that an active mentor can have more positively effective results in the mentoree's life and development than can the passive mentor, even though both are very viable forms of mentoring relationships. We must also note that a mentoree may be mentored by an active mentor and several passive mentors at the same time.

Now let's define the "Mentoree," or the person who is being mentored. A mentoree is a person who receives both instruction and examples from a mentor for the reason of developing their desired skills and personal goals. Please note the two key components to this definition. They are "desired skills" and "personal goals." This would indicate that there must be some form of interest invested into the relationship by the mentoree. The mentoree must have a conscious desire to obtain and/or develop skills that they desire to have. This means that such desired skills and abilities may not be developed to a useable level or that they may not be fully developed in a productive sense. Thus, there is a need for the mentoring relationship and process to be a functioning part of their life in order to reach the goals of the mentoree. The mentoree must recognize and acknowledge this need for the mentoring process to be an effective tool in their life.

Let's bring specific attention to the word "desired" in this definition. The results of a mentoring relationship will be much more effective when the "desire" is originally generated from the mentoree. Eventually the active mentor may see the potential of the mentoree and build a desire to see the mentoree grow and succeed in their goals. But the ultimate energizing source should be the desire of the mentoree to learn and develop desired skills from the mentoring relationship. When this desire is lopsided and/or leans more on the side of the

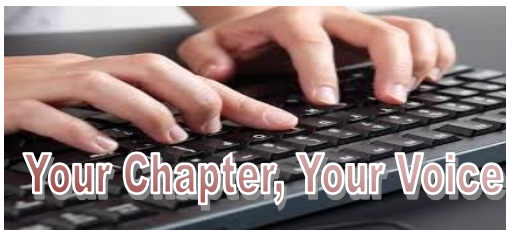
mentor instead of the mentoree, the effect of the relationship is almost always diminished to some extent.

The last two definitions we should establish are those of "Mentoring" and the "Leader." The simple and short answer for the word mentoring is: the process of interaction between a mentor and a mentoree.

Finally, for the sake of understanding specifically what we are talking about, let's define the word "Leader." A leader is someone who is interactively responsible for a specific group or institution which has qualified him or her to be in the position of the care and perpetuation of that group or institution. Developing this definition, we can see that a leader in their position, must assume an exceptional responsibility for the institution or group and must exercise care for and a desire for the perpetuation of that institution or group. A leader must make responsible decisions that show a genuine care for the well being of the group or institution. A leader must be authentically concerned for the perpetuation of whatever entity or group is being led. However, there are situations in leadership where a leader must know how to discern the termination of its leadership and/or the group he or she is leading.

When the mentoring relationship is completed and has yielded positive results, the mentoree should now become a mentor. This perpetuates the abilities of leadership to be positioned correctly and to continue and carry on the desired results and intentions.

A properly motivated leader and an enthusiastic and active mentor is an example for other mentors to appreciate, observe and follow. Everyone can recognize genuine enthusiasm. Genuine enthusiasm is a natural catalyst for growth and development. So the natural result of successful mentoring would be for other mentors to have an impact on each other.



March 6 — Maria Nelson

New to Zoom?

You can join DCLP's March's meeting 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>

Nominations and Election of Officers

Douglas-Carson Legal Professionals encourages all members to consider serving the chapter as an officer during 2021-2022.

If you have questions about what skills are required for any office, contact either the current officer or President Mary for details.

Similarly, your ideas for new ventures during the coming year are welcome.

This is YOUR chapter. Make yourself heard!

Your current board:

President: Mary Baldecchi, Emeritus PP, PLS, CLA

Vice-President: Dee Beardsley, Emeritus PP, PLS

Secretary: Georgianne Harjes

Treasurer: Vicki Van Pelt

**“Individual
commitment to a
group effort—that
is what makes a
team work,
a company work,
a society work, a
civilization work.”**

—Vince Lombardi



NALS News You May Have Missed

Education

NALS and our chapters have a lot going on! Check out the [events calendar](#) for a wide range of upcoming education.

Include your chapter's events on the calendar or participate in the NALS co-hosting partnership program. [Click here](#) to learn more.

In addition to our robust library of [on-demand education](#), NALS also has a new partnership with [Randy Dean, The E-mail Sanity Expert](#), to provide members great deals on all of his productivity programs. That's education we all need!

Events

[Legal Tech Summit](#), March 27: We are currently soliciting vendors for this new event! If you work with a vendor who is a thought-leader, an industry expert, and has something valuable to teach – please encourage them to check this out and share their contact information with us! We aren't looking for sales pitches – we're looking for partners to educate about technology that is transforming the day to day work of legal professionals.

NALS of Michigan Annual Meeting, April 23-24: NALS and NALS of Michigan are partnering to co-host this event, bringing a full-day of education to legal professionals nationwide! Look for more information and registration soon.

Services/Resources

Career Center: Chapter presidents should have received a coupon code last week from Rachel Daeger to pass along to employers with job openings. Many chapters share notices of open positions within their memberships. Now you can help those employers expand their search by posting to the NALS national career center at <https://careers.nals.org/>. The coupon is good for a free 30-day premium posting, valued at \$499. Please limit to one per company but no limit on the number of companies you share it with. This special offer ends on 4/30/2021. The NALS career center is viewed hundreds of times a day and has great resources for employers as well as job seekers. This is a great benefit for your members' companies!

[Melu Live Chat](#): You may have noticed the new help chat feature on the NALS website. This live managed chat is provided by Melu a 24/7 live chat provider. Melu specializes in supporting law firms' website visitors and other U.S. companies. People are lining up to take advantage of its native English-speaking operators, based in Oxford, England. NALS members can get a 10% discount for their firms or organization and can participate in a no-risk 14-day trial. I will say, this is a feature that I didn't know we needed until we had it; it has been incredibly useful. I highly encourage you to check it out and encourage your members to as well!

News (cont'd)

Insurance:

Members can take advantage of exclusive savings on auto and home insurance through our partnership with [Liberty Mutual](#). NALS members also have exclusive access to affordable health insurance options for themselves, their families, and their companies through [LIG Solutions](#). The federal insurance marketplace is now open for a special enrollment period through March 15. LIG will hold a [webinar about this on March 5](#). Please encourage every member who is uninsured or under-insured (or unsure!) to look into this!



NALS Study Hall Live

Whether you are preparing for one of our certification exams, participating in our Virtual Legal Training Course (VLTC), or earning credit(s) toward recertification, *NALS Study Hall Live! Series* is a wonderful benefit of your membership with NALS. Study Hall sessions provide the opportunity to learn exam content from certified NALS members and get your questions answered! Don't miss this opportunity to earn free CLE! Participation is free and only open to NALS members, but requires registration.

Contact Natalie Shryock, NALS Certification Manager at natalie@nals.org with questions. Check nals.org for current schedule.

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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Instagram: [NALS in Nevada](#)



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meeting date selection

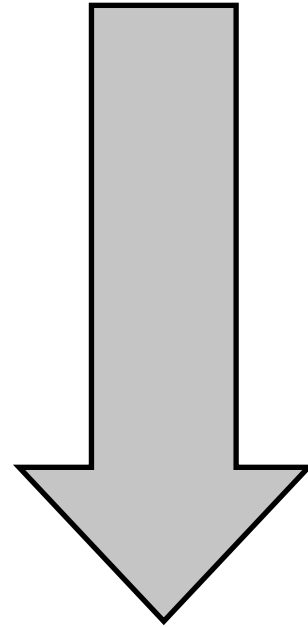
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Mark Lewis

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COMPANY MEMBERSHIP

1. Promotes the NALS mission to engage, inspire, enhance, and promote professionals from all across the legal industry by giving them the opportunity to join as members through their companies.
2. Offers discounts for membership on a per-member basis. This discount is equivalent to 20% of an individual membership, saving money on member fees for each person under the company account.
3. Simplifies the process for companies who wish to sign up multiple employees. Joining under a company membership means that your company receives one invoice and can make a single payment for all members, rather than paying for each individually.

Membership Application



engage
inspire
enhance
promote

Membership Application

Application Date: _____
Local Chapter Name: Douglas-Carson Legal Professionals
Last Name _____ First Name _____
Home Address: _____
City: _____ State: _____ Zip: _____
Employer: _____
Position Title: _____
Business Address: _____
City: _____ State: _____ Zip: _____
Preferred Mailing Address: Home Business
Home Phone: _____
Business Phone: _____
Fax: _____
Date of Birth: _____
Would you like to receive monthly legal education via email?
 Yes No
Preferred Email Address: _____

Your Specialty Area: (required)

- | | |
|---|--------------------------------------|
| <input type="radio"/> Law Office Management | <input type="radio"/> Criminal |
| <input type="radio"/> Business/Corporate | <input type="radio"/> Bankruptcy |
| <input type="radio"/> Probate/Estate Planning | <input type="radio"/> Taxation |
| <input type="radio"/> Court Personnel | <input type="radio"/> Administrative |
| <input type="radio"/> Litigation | <input type="radio"/> Government |
| <input type="radio"/> Family | <input type="radio"/> Real Estate |
| <input type="radio"/> Other (specify): _____ | |

Years Worked in the Legal Profession:

- 0-1 2-5 6-10 11-15 16-19 Over 20

Lawyers in Office:

- 0-1 2-5 6-10 11-20 21-49 Over 50

Type of Legal Office:

- | | |
|--|-------------------------------------|
| <input type="radio"/> Law Office | <input type="radio"/> Self-employed |
| <input type="radio"/> Corporate Legal Department | <input type="radio"/> Court System |
| <input type="radio"/> Government Services | <input type="radio"/> Other |

Membership Category

- \$207 International Membership (US Currency Only)
 \$140 New Member Membership (National Dues)
 \$140 Active Duty Military Membership **[All-Inclusive]**
 \$85 Associate Membership (educators, judges, attorneys)
 \$39 Student Membership (minimum 9 credit hours required)
 \$ 5.00 Local Chapter Dues
 \$ _____ ~~State Association Dues~~

Total Due \$ 145.00

Payment Method

Payment must accompany application. There will be a \$20 charge for returned checks. Make checks payable to NALS.

- Check One: Check or Money Order Visa
 MasterCard Discover

Credit Card Number:

_____|_____|_____|_____|_____|

Expiration Date: Month _____ Year _____

Security Code: _____

Signature (credit card registrants only)

Return This Form and Payment to:

~~NALS the association for legal professionals~~

~~Dept. 1170~~

~~P.O. Box 291483~~

~~Tulsa, OK 74176~~

~~or Fax To: (918) 582-5907~~

Douglas-Carson Legal Professionals
P.O. Box 2994
Minden, NV 89423

Questions?

Call (918) 582-5188 and ask for the member services department.

I agree to be bound by the *Code of Ethics and Professional Responsibility* and the bylaws/standing rules as adopted by NALS. (Visit www.nals.org/aboutnals for details.)

Applicant's Signature _____

Membership is nontransferable.
Please send a copy of this application to your local membership chair.