

The Tickler



A Monthly Publication of Douglas-Carson Legal Professionals

May 2025

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This month at our Zoom meeting on May 7, instead of a formal speaker, we will have a roundtable discussion. We can discuss anything you would like related to your work.

For example, we can discuss the work-life balance, especially if you have small children. We can discuss whether you work at home, at the office, or both and how that helps you or makes it difficult for you. We can discuss any ethical issues you might have regarding your colleagues, bosses or clients. We can discuss how to prioritize and organize. Many of us are retired and have a lot of experience. We can discuss problems you might have with your boss or other staff in your office and how to deal with them. We can discuss anything else you think relevant or necessary at your job.

If you wish to remain anonymous with your questions, you can email them to me and I will present them without saying who they are from. Just email me before the meeting. (marnelson03@gmail.com).

We have held roundtable discussions before and they have proven to be very helpful. We hope you will attend and bring your questions or concerns to us. We would love to help!

Please join us Wednesday, May 7 at noon on Zoom!

Maria Nelson, PLS
DCLP President



DCLP LIVE!!

No Reservation Needed

Via ZOOM **Wednesday, May 7, 2025**
at 12 p.m.

No charge for guests.

Meeting ID: 922 280 3023 Passcode: 412889

**ALL ATTENDEES ARE ELIGIBLE FOR THE GIFT
CARD DRAWING AT THE CONCLUSION OF THE
MEETING**

**[Congratulations to Gina Hinds
who won last month]**



Douglas-Carson Legal Professionals

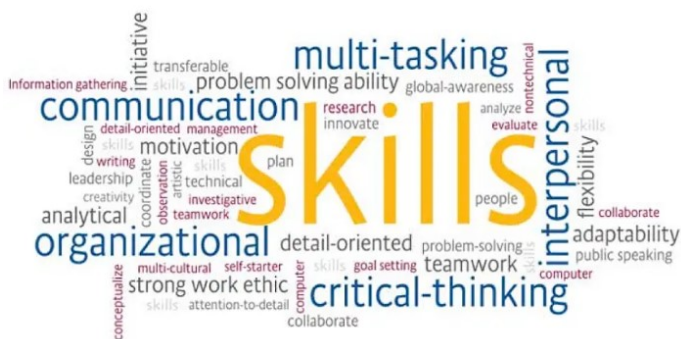
Presents a

2025 VIRTUAL ROUNDTABLE DISCUSSION: REMAINING RELEVANT AT WORK

On May 7, 2025, Douglas-Carson Legal Professionals will hold a virtual roundtable. What is that, you ask? A virtual roundtable is an online discussion where a group of participants convene to engage in a focused and collaborative conversation on a specific topic.

We want to know what your issues, challenges, and successes are in your job. Specifically:

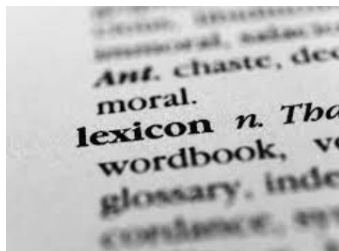
- How are you staying up to date on industry trends?
- What new skills have you learned to assist in your current position?
- Are you certified? Why or why not?
- What have you done to build a positive work environment?
- How are you being supported at work and at home?
- How do you embrace change?
- In what ways do you share your knowledge and expertise?
- How do you build internal and external networks?
- How do you maintain your physical and mental well-being?
- In an era of increasing automation, how do you prioritize skills that are difficult to replicate such as creativity, critical thinking, and emotional intelligence?
- How do you cultivate a positive attitude and foster strong relationships with colleagues to create a more enjoyable and productive work environment?



DCLP presents Cognitive Fitness



Usage



Ballyrag: (v.) — To bully or annoyingly tease someone

His brother **ballyragged** him for losing the game for the third time.

Catawampus: (adj.) — Standing askew or awry

In the aftermath of the earthquake, the once straight fence stood **catawampus**, jutting out at odd angles from the cement.

Chockablock: (adj.) — Packed to the brim; very full

The Super Bowl arena was **chockablock** with fans scrambling to find their seats before kickoff.

Kenspeckle: (adj.) — Conspicuous

With its towering spires piercing the sky, the **kenspeckle** landmark could be seen from miles away.

Popple: (n.) — Rough and choppy waters, typically referring to seafaring conditions.

The water began to **popple** as the wind picked up on the bay.

Porphyrophile: (n.) a lover of purple color

Purple has long been associated with creativity, spirituality, and the extraordinary—making it the color of dreamers, thinkers, and those who are beyond the ordinary.

Syzygy: (n.) — When three celestial bodies are almost aligned in a straight line

Next month, the Earth, moon, and sun will be in **syzygy**, creating a total solar eclipse.

Unked: (adj.) — strange, weird, ghostly

The old, **unked** manor had an eerie atmosphere that seemed cloistered in time.

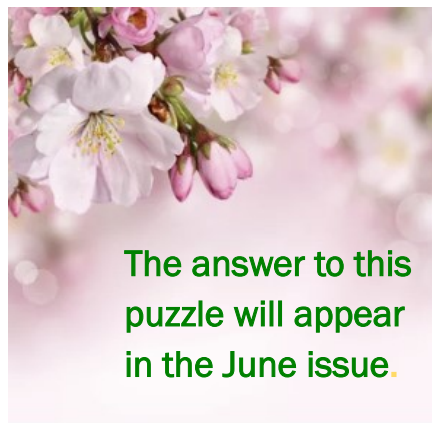


The next Lunch Bunch meet up will be on Wednesday, May 21, 2025 at noon at Evie's Eatery Eve's Eatery 402 N Carson Street in Carson City. If you can get away, please join this opportunity to socialize and catch up with our members.

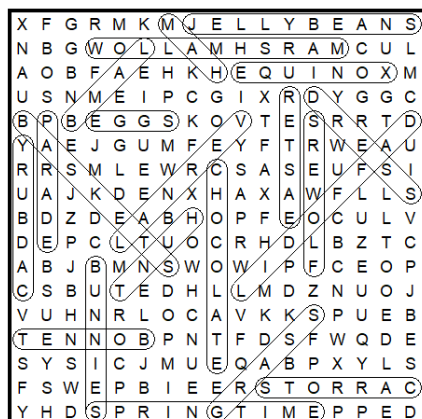
"It's a strange world of language in which skating on thin ice can get you in hot water."

—Franklin P. Jones

Word Search Puzzle for May



Find the words listed below in the grid above. Words may be spelled forwards, backwards, upside down, and/or on the diagonal.



Answer to April Puzzle.

- | | | |
|----------------|------------|------------|
| ORGANIZATIONAL | ADAPTABLE | LEADER |
| SKILLS | FLEXIBLE | CREATIVE |
| ETHICS | AWARE | TEAMWORK |
| COMMUNICATION | EVALUATE | MANAGEMENT |
| MULTITASK | DETAIL | INNOVATE |
| INITIATIVE | MOTIVATED | |
| COLLABORATE | ANALYTICAL | |

Quiz on Business Organizations

Submitted by Mary Baldecchi, Emeritus PP, PLS

- _____ 1. Articles of incorporation must include the _____.
- A. corporate name
 - B. purpose of the corporation
 - C. names of the incorporators
 - D. all of the above
- _____ 2. When a corporation decides to sell its shares to the public, the sale of the shares is governed by the _____.
- A. FDIC
 - B. SEC
 - C. UCC
 - D. NTSB
- _____ 3. A corporation that is incorporated in the state in which it does business is known as a _____.
- A. domestic corporation
 - B. foreign corporation
 - C. nonprofit corporation
 - D. state corporation
- _____ 4. A limited partnership differs from a general partnership in that _____.
- A. at least one or more general partners manage the business and assume personal liability
 - B. limited partners contribute and share the profit but take no part in running the business
 - C. limited partnership encourages investors to invest without risking more than the capital invested
 - D. all of the above
- _____ 5. Some of the steps involved in dissolving a limited liability company include the following:
- A. Members vote to dissolve the LLC
 - B. Filing a notice of dissolution if required by the state
 - C. All creditors of the LLC must be notified of the dissolution
 - D. All of the above

Answers on page 6.

GRAMMAR GAMES

What's Wrong With This Sentence?

[Editor's Note: This is a new column in the Tickler to sharpen grammar and editing skills. Five sentences will be presented. Your task is to read, edit (if necessary), or circle "stet" (let it stand)—a term we all know. Space to edit or rewrite the sentence has been provided. The answers, as well as explanations, appear elsewhere in this issue.]

1. Satire is a mirror in which people generally discover everybody's face but their own. STET
2. "If Esmeralda thinks she can talk me into entering the nude bungee-jumping contest, she's got another thing coming." STET
3. Whether anyone reads Wendell's book doesn't matter to him; he throws tantrums only when people shred it for insulation or use it as a piñata. STET
4. The papier-mâché rubbish bins are charming we think but impractical in monsoon season. STET
5. Marie was horrified when she accidentally booked a Naples, Florida, resort instead of a Naples, Italy, villa for her dream vacation. STET

Nevada Legal News

[2025 Nevada Legislative Session Bill Tracker](#)

[New laws that went into effect in Nevada in 2025](#)

[Nevada Overtime Laws 2025: A Complete Review](#)

What new content and topics would you like to see in The Tickler in 2025? [Email the Editor](#) with your suggestions.



Answers to
Business Quiz:

1. D
2. C
3. A
4. D
5. D

The Five P's of Professional Growth and Development

The 5 P's of professional growth and career development is a dynamic process that requires ongoing effort and reflection. By focusing on the 5 P's – Purpose, Personal Brand, People, Performance, and Plan – career driven people at all levels can navigate their careers with clarity and confidence. Understanding and applying these principles can lead to a more fulfilling and successful professional life.

Purpose: Finding Your 'Why'

Your purpose is the compass guiding your career journey. It's the **deep understanding of what drives you**, providing motivation during tough times and aligning you with opportunities that resonate with your values and goals. Knowing your purpose helps you stay focused and engaged, making it easier to navigate the ups and downs of your professional life. Think about what excites and fulfills you, and let this insight shape your career decisions.

Personal Brand: Defining Your Professional Identity

Your personal brand is your professional identity – what sets you apart and defines you. This includes your unique skills, strengths, and the qualities that make you who you are. Developing and refining your personal brand isn't just beneficial for your career; it's a way to authentically present yourself while contributing positively to your workplace culture. By consistently showcasing your unique value, you can build a reputation that opens doors and creates new opportunities.

People: Building Strong Connections

Nurturing positive relationships opens doors, fosters collaborations, and creates a support network that enriches both your personal and professional life. Surround yourself with mentors, peers, and colleagues who support and

challenge you. Attend networking events before or after work or online. These relationships can provide invaluable guidance, feedback, and support throughout your career.

Performance: Balancing Work and Well-being

It's not just about how you perform at work; it's about how work impacts your overall well-being. Balancing professional success with personal health and fulfilment is crucial for sustained performance and happiness. Strive for excellence in your work, but also prioritize self-care and personal interests. A holistic approach to performance ensures that you can maintain high levels of productivity and satisfaction over the long term.

Plan: Crafting a Roadmap for Success

Goals need a roadmap to become reality. A well-crafted plan provides direction, breaking down your ambitions into actionable steps. Allowing for flexibility within this plan lets you navigate uncertainties and adapt to unexpected opportunities or challenges along the way. Regularly review and adjust your plan to stay aligned with your evolving goals and circumstances. This proactive approach will help you stay on track and make meaningful progress in your career. Consider using a free [career development plan](#) to help you create a road map for growth.

Source: [Eclipse Recruitment](#)



MEMBERSHIP DUES (NEW AND RENEWALS)

NALS is implementing a change to our renewals process.

What's Changing?

Starting with the 2025-2026 membership year, all NALS memberships will follow one unified renewal cycle: May 1—April 30.

What This Means for You:

Your NALS membership will now expire on **April 30** every year, and **May 1** will be the start of next year's membership cycle.

How It Works:

NALS is aligning all membership expiration dates to **April 30**. To do this, we are prorating renewal fees based on how many months are left until your membership can reach **April 30**.

- **Prorated Payment for This Transition Year Only:**

- Instead of paying for a full year, you will pay a prorated amount to cover the time remaining between your current renewal date and April 30.
- This prorated amount ensures your renewal aligns with the new April 30 expiration date.

The table below shows what you will pay based on your current renewal month and membership type.

*If your expiration date is **before** April 30, 2025, you will pay for the remaining months to get to this April **in addition** to your standard membership fee to cover the 2025-2026 year.

If your membership expires **after April 30, 2025, you will only pay for the remaining months to get to April 30, 2026.

Current Expiration Month	Months to Pay	Individual Member Fee	Associate Member Fee	Retired Member Fee	Student Member Fee
January	15	\$165	\$112.50	\$93.75	\$52.50
February	14	\$154	\$105	\$87.50	\$49
March	13	\$143	\$97.50	\$81.25	\$45.50
April	12	\$132	\$90	\$75	\$42
May	11	\$121	\$82.50	\$68.75	\$38.50
June	10	\$110	\$75	\$62.50	\$35
July	9	\$99	\$67.50	\$56.25	\$31.50
August	8	\$88	\$60	\$50	\$28
September	7	\$77	\$52.50	\$43.75	\$24.50
October	6	\$66	\$45	\$37.50	\$21
November	5	\$55	\$37.50	\$31.25	\$17.50
December	4	\$44	\$30	\$25	\$14

Membership Dues and Renewals (cont'd)

See page 12 for an example
of the invoice that you will
receive.



- If you are an individual member and current renewal date is November 15, you'd pay \$55 to extend your membership five (5) months to April 30, 2026.

Standard Annual Fee After Alignment:

- Once your membership is aligned with the new renewal cycle, you will pay your **annual membership fee (\$132 for individuals)** each year with a new annual expiration date of April 30.
- All members now have the option to split their dues into four (4) payment installments if they would like.

Contact us if you have questions. NALS is here and happy to help!

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Answers to: What's Wrong With This Sentence?

1. Satire is a mirror in which people generally discover everybody's face but their own. **STET** [This paraphrase of Jonathan Swift's preface to "The Battle of Books," 1704, is correct.]
2. "If Esmeralda thinks she can talk me into entering the nude bungee-jumping contest, she's got another **thing** **think** coming." **STET**
3. Whether anyone reads Wendell's book doesn't matter to him; he throws tantrums only when people shred it for insulation or use it as a piñata. **STET** [correct as written]
4. The papier-mâché rubbish bins are charming, **we think**, but impractical in monsoon season. **STET**
5. [As written, the commas are necessary but the sentence can be more understandable by rewording.] Marie was horrified when she accidentally booked a **resort in Naples, Florida, resort**-instead of a **villa in Naples, Italy, villa** for her dream vacation. **STET**

## EXAMPLE OF MEMBERSHIP RENEWAL INVOICE



Date Invoice #

Bill To

[Redacted Bill To Information]

Invoice # [Redacted]

PO Terms Due Date

**National Association for Legal Support  
Professionals**

\$85.62 due in 90 days  
(4/22/2025)

| Description                                                   | Amount            |
|---------------------------------------------------------------|-------------------|
| Continuing Individual Annual                                  | \$165.00          |
| Local Chapter Dues - Douglas-Carson Legal Professionals (\$5) | \$6.25            |
| <b>Total</b>                                                  | <b>\$171.25**</b> |
| <b>Balance Due</b>                                            | <b>\$171.25</b>   |

NALS Foundation Contribution (optional)

Contributions to the NALS Foundation are tax deductible to the full extent of the law.

Membership dues are not tax deductible as charitable contributions. However, they may be tax deductible under other provisions of the IRC.

**Please Remit Checks (payable to NALS) or Credit Card Payments To:**

NALS, Inc.  
3502 Woodview Trace, Ste 300  
Indianapolis, IN 46268

You may also pay online at [www.nals.org](http://www.nals.org) or fill out the credit card information below. By filling out, you are authorizing NALS to charge your card for the designated amount.

Card Number Expiration Date Security Code

Name Shown on Card Credit Card Type (Visa, MasterCard, Discover, AmEx) Billing Zip Code

**\*\* This pro-rated total represents dues for the remainder of 2025 through next renewal date in April 2026.**



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## The Reading Nook

By Members for Members

Submitted by Dee Beardsley, Emeritus PP, PLS

In a fit of spring decluttering madness, I found myself lingering over a bookshelf that holds several tomes from yesteryear. I read some of them more than 30 years ago, but I can't bring myself to put them in the donation box again—yes, again—because I purged the hardbacks long ago and regret made me scour used bookstores until I found paperbacks to replace them.

**Cashelmara** by Susan Howatch. For an adoptee with no sense of a past, this generational saga loosely based on the Plantagenets, Henry II and Eleanor of Aquitaine with each character relating events from their own point of view was revelatory. Howatch's other novels (**Penmarric** and **The Wheel of Fortune**) are also family sagas using multiple points of view to relate a story so the reader gets a more complete understanding of what really happened—or do we?

**Destiny** by Sally Beauman is not a romance novel but it is a love story. Beauman is an excellent story teller who has created believable and intriguing characters within a complex plot that will wring every emotion from you until the stunning end.

Author Nelson DeMille himself described **The Gold Coast** as “*The Great Gatsby meets the Godfather.*” The story is set on the north side of Long Island where the Vanderbilts, Rockefellers, and other one percenters lived. The story is told in first person by John Sutter, a lawyer with a sarcastic and sardonic sense of humor. I found myself laughing aloud often and totally caught up in the tale which was as much of a thriller as it was a commentary on the decaying society it was set in.

Other permanent collections on my shelves are *Lord of the Rings*, *Harry Potter*, *Outlander*, Wilbur Smith's Ancient Egypt series (*River God*, *The Seventh Scroll*, *Warlock*, *The Quest*) and his Courtney Series which follows a family from the 1500s through the end of apartheid in South Africa.

Summer's coming. If you find a good series of books to immerse yourself in, do share.

## Leaders are Readers





## Legal Marketplace

The Legal Marketplace is a new legal database created by NALS!

The Legal Marketplace will help you discover new vendors, compare vendor services, and recommend suppliers you have used in the past.

Visit [LegalMarketplace.org](http://LegalMarketplace.org) now!

### What is the Legal Marketplace?

The Legal Marketplace is a dynamic platform designed to connect the entire legal industry through company listings, client reviews, and resources. Our marketplace is an industry wide effort to create one cohesive legal resource where professionals can find, review, and recommend legal vendors. Whether you're a lawyer seeking to expand your network, a firm looking for specialized expertise, or a client in need of trusted legal support, the NALS Legal Marketplace will have the trusted resources you need, recommended by other legal professionals.

### What is the Member Experience section?

The Member Experience section at the bottom of the vendor listings are only available for NALS members who login with their NALS website information. Once you add 3 different vendors to your supplier list (by clicking add to my suppliers at the bottom of a listing and listing your relationship as a customer), you can access this tool. It will show you other NALS members who have used this supplier in the past. That way, you can reach out to them to see their experience with that supplier. This is a NALS member perk only.

### What is the purpose of giving vendors ratings?

By giving vendors honest reviews, you are helping the entire legal industry improve the quality of their products and services. You are creating and holding vendors accountable for their customer service, prices, and products. We encourage you to leave honest reviews, so other legal professionals can hear of your experiences.

### What is done with my ratings?


**Our Rating's Promise:** We won't publish ratings or share any individual ratings with any supplier. We will only share aggregated data (averages etc.) with suppliers to help them improve their service.

**What do we do with the rating information?** We do NOT publish any rating information. We use the aggregated data to provide quantifiable data back to industry suppliers to help them improve their respective products and services. For example, if a supplier had received 100 ratings for their support and their average rating was 4.1 out of 5, we would simply tell the supplier that their average member rating for service was 4.1 out of 5, based on approximately 100 members.

**Future Possibilities:** In the future, we may be able to provide additional data to help them improve their service. For example, we could provide them with their average score based on members who are new vs. experienced with their software, or we may provide trending data such as telling them that they have improved their service rating by 15% over the past six months.



Be sure to check for the special CLE code you will receive when renewing your membership in 2025.

And  to use it!!

If you are unsure of your renewal date visit [nals.org](https://nals.org) OR contact VP Sharon Coates, PP, CLP

### 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>



May 28 - Sharon Smith, PLS

May 30 - Vicki Van Pelt





## 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.



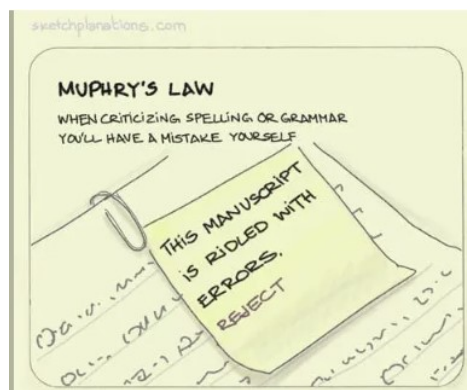
The NALS Legal Brief is a biweekly newsletter that delivers to you the trends, updates, and news from around the legal industry that is necessary to help you succeed in your career. Along with some association news, the NALS Legal Brief will give you a rundown of the current state of the legal support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



@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



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