

# The Legal Link

2021 Spring Issue



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Chapter



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All nature photos in this edition taken by Ann Norris

## President's Message

By Connie Straw

### Turn the Page

In my President's message a year ago, I referred to our lives with Covid as a "crazy roller coaster of calamity". I am sure you will agree that it has been a truly daunting task to navigate this past year – for our members, our families, our firms, our Chapter and our Business Partners.



However, during this crazy ride we have managed to morph uncertainty, fear and unprecedented challenges into versatility, adaptivity and tenaciousness.

I am not saying that dealing with the daily struggles has been graceful and flawless, but we have undeniably proven successful in making the necessary changes on the fly even when we have no promise of when the twists and turns will end or where they will take us next. That success should be a tremendous source of

pride and satisfaction for all of us.

I am so very grateful for what our *small but mighty* Chapter has been able to accomplish despite the circumstances we have faced this past year. It has taken a collective effort to get where we are today, and it has been my absolute privilege to serve alongside all of you in that effort. Thank you, all, for your hard work and dedication.

Now it is time to turn the page. As I pass the torch to the more-than-capable hands of President-Elect Ann Norris, we can all look forward to continued success this

year and the excitement of celebrating our Chapter's 40<sup>th</sup> anniversary together, in-person. There are undoubtedly many bright days to come, my friends. In the meantime, stay safe, healthy and happy.



**Connie Straw**  
Arkansas Chapter President





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— Editorial by Ann Norris —





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# Why are Supplier Diversity Programs Important?



**Supplier diversity has become an important factor in improving bottom-line results**, such as decreased supply costs via supplier competition, and product innovation through the entrance of new products, services, and ideas.

## What is Supplier Diversity?

In its most simplistic form, a supplier diversity program is a business program that injects diversity into the supply chain through the acquisition of goods and services from diverse business enterprises. Supplier diversity gives companies owned by women, minorities, LGBTQ people and veterans an opportunity to compete and showcase their abilities and to win business. Many diverse suppliers are also small to mid-size businesses, where your support can make a big impact.

## Types of Diverse Suppliers

Diverse businesses are generally certified by various agencies, including the [National Minority Supplier Development Council](#), [Women's Business Enterprise National Council \(WBENC\)](#), the [National Gay & Lesbian Chamber of Commerce](#) and [Vets](#)

**First Certification Program**, among others, as well as those of cities, states and other entities.

## Certification

Most diversity certification programs require that the owner control at least 51% of the company and also provide interviews and office tours, as well as submit tax returns, lengthy forms and other documentation. These items are then carefully reviewed by the certifying agency, and if granted, the certifications must be renewed annually.

Most supplier diversity programs will contract only with certified businesses. The certification process is lengthy, thorough and verifies that a diverse owner is actively involved in the day-to-day running of the business and is not just a figurehead.

## Why are supplier diversity programs important?

Supplier diversity programs add economic value because they encourage the growth of diverse businesses, benefit the local community, the greater economy, and the purchasing company. Diverse businesses typically encounter societal barriers that challenge their startup and sustainability efforts, such as access to capital and networking opportunities. Effective diversity supplier strategies can alleviate these pain points.

Diverse owners view these programs not as a handout but, rather, as a hand up, a way to get their foot in the door for opportunities that might not otherwise come their way. These are entrepreneurial businesses that are simply asking for a chance to show – and deliver on – the goods and services they offer.



## Why are Supplier Diversity Programs Important? (cont.)

### Mansfield Rule

In the legal world, the Mansfield Rule, inspired by a winning idea at the 2016 Women in Law Hackathon, measures whether law firms have affirmatively considered at least 30 percent women, attorneys of color, LGBTQ+ and lawyers with disabilities for leadership and governance roles, equity partner promotions, formal client pitch opportunities and senior lateral positions.

### Corporate supplier diversity

Companies with advanced supplier diversity programs are utilizing supplier diversity as a strategic sourcing tool to improve business efficiency and to obtain more competitive pricing for goods produced. Supplier diversity helps drive revenue while promoting broader economic activity.

Corporate diversity goals can be met not only by using diverse direct suppliers but also by encouraging their direct suppliers to use diverse suppliers. As an example, outside counsel for a corporation could assist in meeting the corporation’s diversity goal by using a woman-owned court reporting firm, what is called a “Tier 2 diverse supplier” under this scenario. This process allows the full beneficial effects of diversity spending to be realized more deeply throughout our economy.

**The bottom-line benefits of a diverse corporate supply chain are straight forward:**

- Creates new supplier sources
- Drives new product development
- Increases market share
- Drives competition on price and service levels between the company's existing and potential vendors.
- Generates supply-chain innovation
- Enhances positive brand exposure
- Promotes innovation through the entrance of new products, services, and solutions
- Provides multiple channels from which to procure goods and services

In addition to economic benefits, from a social responsibility standpoint, using diverse suppliers provides an avenue for helping to create a better, more equitable world.

As a Tier 2 business provider, Alaris can assist you in meeting your organization’s diversity goals. Let us know how we can help [diversity@alaris.us](mailto:diversity@alaris.us).



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# Member Profile: Robin Fish

***Tell us about your background, where you grew up and then transition into your career.***

Raised in Star City, AR, and moved to Little Rock in my twenties. Worked odd jobs, then my parents moved here and started Sonny Fish Masonry, Inc. I ended up managing it for 21 years. After we closed the masonry business down, I found work at another law firm working in billing. I learned a lot from my past two bosses (Jane and Cindy). Opportunity arose and now I am the business manager at CGWG.

***Tell us about your family.***

I have a beautiful 31-year-old daughter Natalie that is married to Hayden and the most precious grandsons Henry and Harry.



L to R: Hayden, Henry, Natalie and Harry

***How did you begin your career in the legal field?***  
My sister saw it on someone Facebook page about a



billing position at a firm. Then I heard through a friend about the position at CGWG.

***What are your main responsibilities?***

Managing the administrative operations of the Firm, including supervision all non-attorney personnel; evaluating and managing the Firm's operating and information systems, overseeing the Firm's finance functions.

***How would your attorneys and staff describe you?***

Hmm...when I first started one of the secretary's said, I looked mean, but now she thinks I am funny. I would hope they would say I am fair, I care, and know how to make someone smile.

***What is the best professional advice you ever received?***

Listen and observe. But the biggest is get out of your comfort zone.

***What is the most interesting job you ever had?***

Had to be when I did computer imaging at a hair salon. The client would pick 3 hair styles out of magazine – I would upload and take a picture of them. Then put the hairdo with their pictures, so they could see how it would look before they got their haircut. Learned a hair style can really change how you look. Ha!

***What do you like best about being a legal administrator?***

The challenge of something different everyday and adore all the people here.

***If you weren't a legal administrator, what would you do?***

Move to Connecticut to be closer to my daughter and grandsons - fulltime grandmother.



## Member Profile: Robin Fish (cont.)

***What is the hardest situation you have had to deal with in your career?***

When I first started, it was software conversion, remodel, then pandemic. I lived through it all.

***What are your outside activities?***

Go visit my grandsons.



***What do you enjoy most about your affiliation with ALA?***

I am looking forward to getting to know everyone.

***How has ALA benefitted you?***

Learning from others. I have not got to experience it full blown, but hoping after the pandemic, life will slow down a bit to be able to go to meetings and get to know everyone.

***My friends describe me as...*** Loyal

***Someone I really admire is...*** Hands down my mother. She always has the best outlook on everything!

***My favorite quote is...*** *For beautiful eyes, look for the good in others; for beautiful lips, speak only words of kindness; and for poise, walk with the knowledge that you are never alone. – Audrey Hepburn*

***My favorite book is...*** “Redeeming Love” and

“Where the Crawdad’s Sing”

***My favorite musical artist is...*** Al Greene, Andrea Bocelli to Jason Aldean and Maren Morris

***What is your favorite word?*** I have not really thought about it, but when I write I say “Just” a lot and have to go through and delete all of them.

***What is a word you dislike?*** Bad cuss words

***A sound or noise I love is...*** children laughter and rain.

***A sound or noise I hate is...*** high pitched sounds.

***My favorite trivia fact is...*** Hmm....I do not have one

***Outside of my family, my most treasured belonging is...*** Pictures and a bracelet my great grandmother gave me.

***My favorite daydream or fantasy is...*** The Beach – sand between my toes and sun shining down.

***My favorite movies are...*** Favorite TV show was Downton Abby. Movies Miracle on 34<sup>th</sup> Street w/ Natalie Woods (my daughter was named after her), Steel Magnolias, love old movies.



Natalie & me





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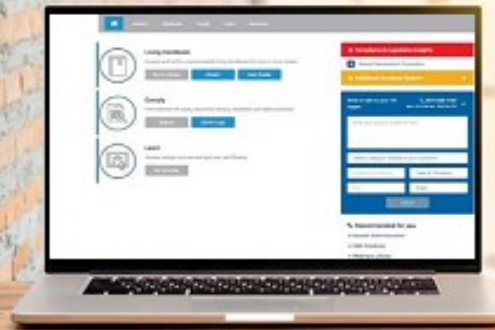
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# Memorial: Gerald Alan Mills

## Beloved father of our Terri

### Terri Dickinson's father, Gerald Alan Mills, passed away February 11, 2021.

I asked Terri if I could publish a memorial to him in the newsletter. She said "Yes!"

Terri wrote that this has been an extremely challenging year - first with the recent loss of her mother, Jewell Mills, and now that of her father. She said that they had no idea he had Stage 4 Lymphoma and are still trying to wrap their heads around it all.

On behalf of the Arkansas Chapter of ALA, Diane Smith donated \$100 to the American Cancer Society in his honor. And we all sent our thought and prayers to Terri and her family. Her reply, *"You are all so dear to me. Thank you from me and my family. Love you all."*

Following is his Obituary.

### Gerald Alan Mills

**July 5, 1936 ~ February 11, 2021**

#### Biography:

Gerald Alan Mills, 84, of Maumelle passed from this life on February 11, 2021. He was born July 5, 1936 in Haskell, Arkansas to the late Roy and Maurine Atchinson Mills. Mr. Mills graduated with a Bachelor's Degree in Electrical Engineering from the University of Arkansas A life-long student, he enjoyed studying Astronomy and Physics, which he continued doing until the last weeks of his life. His hobbies included camping, sailing, traveling and golf.



Gerald was a highly skilled electronics engineer. Some of his many projects and achievements include assisting with the design and function of the arm of the space shuttle, along with helping to design the optics on the Hubble Space Telescope on which his name is affixed. He was granted two United States patents among other accomplishments for his work for NASA. Mr. Mills also designed and built his own seismograph to detect seismic activity several states away and built his own computer before it was commonplace.

In addition to his parents, he was preceded in death by the love of his life, Jewell Yvonne Speights Mills in November 2020 after sixty-five years of marriage. Survivors include daughter, Terri (Ben) Dickinson of Maumelle; son, Greg (Karen) Mills of Cary, North Carolina; grandsons, Justin Stivers, Taylor (Michelle) Mills and Logan Mills (Cindy Blanco). Other survivors include siblings Ron and Alva Mills both of Benton; sister-in-law and dear friend, Lillian Hogue of Benton; along with a host of extended family and friends. His grand-dog and neighborhood dogs will miss his walks and pockets full of treats.

A private family memorial was held. In lieu of flowers memorials in Gerald's memory may be made to the American Cancer Society.

Arrangements were by Smith North Little Rock Funeral Home.



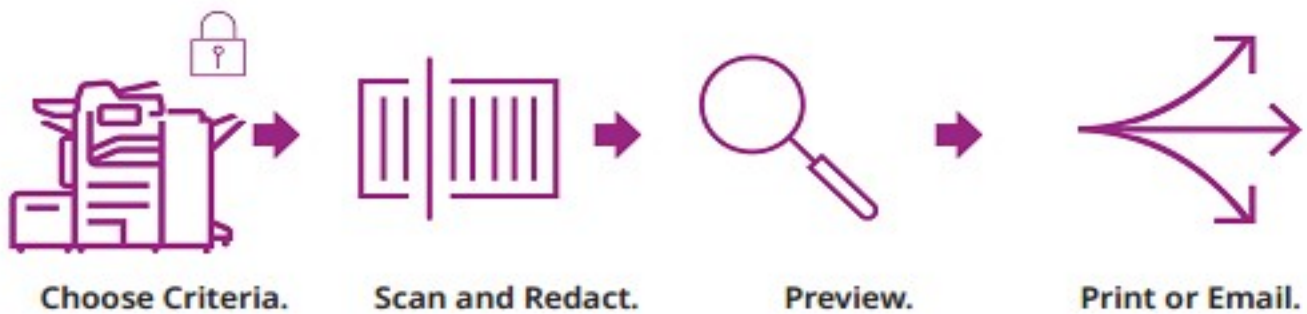
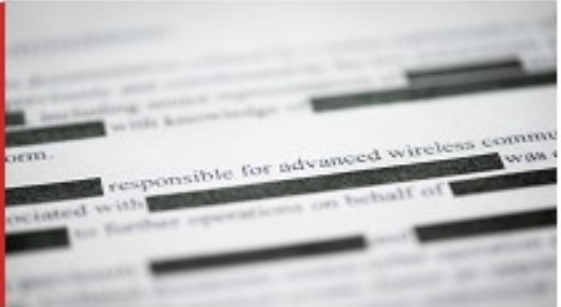


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## How much does it cost an employer for not following COVID-19 safety rules?

Reprinted with permission from the Ohio Employer Law Blog by Jon Hyman

**OSHA has cited a Missouri auto parts manufacturer for failing to implement and enforce coronavirus protections, which ultimately lead to an employee's death.** The details, from OSHA's news release.

*Two machine operators... who jointly operated a press tested positive for the coronavirus just two days apart, in late August 2020. The two workers typically labored for hours at a time less than two feet apart; neither wore a protective facial mask consistently. Ten days later, two more workers operating similar presses together tested positive. On Sept. 19, 2020, one of the press operators fell victim to the virus and died.*

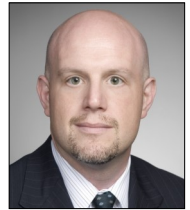
**The total penalty? \$15,604 for someone who died during a global pandemic because of his employer's irresponsibility.**

Since the pandemic started, **OSHA has issued citations arising from more than 300 inspections** for violations relating to coronavirus. **The average penalty is \$13,101.27.**

While I understand that OSHA lacks a specific standard covering most COVID-19 issues, these numbers seem awfully low.

Look, I'll be the first one to tell you that more government regulation and control is a bad thing. But, if employers aren't motivated by the carrot to take COVID-19 seriously (that being, having a healthy

and safe workplace with employees who believe you care about their welfare), then perhaps they need the stick. **\$13,000, or \$15,600 when someone dies, however, seems like a pretty small stick.**



**About Jon Hyman**

As a partner at Wickens Herzer Panza, I apply my more than two decades of experience to provide proactive and results-driven solutions.



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# Member Profile: Jennifer Jackson

***Tell us about your background, where you grew up and then transition into your career.***

Born and raised in El Dorado, Arkansas. Graduated college from Southern Arkansas University in Magnolia, Arkansas. After graduation, I joined Murphy Oil Corporation as an Associate Accountant and quickly worked my way up to a Senior Accountant in the financial reporting group. After spending nearly a decade working for Murphy Oil Corporation, I relocated to Central Arkansas.

***Tell us about your family.***

My Husband Jason and I have two children that keep us busy. Our weeknights are filled with playing taxi to and from one practice to another and our weekends are mostly spent at the ballpark. My daughter, Payton, is about to turn thirteen and plays competitive fastpitch softball for a team in Oklahoma. Brody, our soon to be seven year old, is just getting started in his baseball journey.



Me, Payton, Jason & Brody

***How did you begin your career in the legal field?***

Fate and one of the best human resource directors in Arkansas, retired ALA member, Bonnie Vickery.

***What are your main responsibilities?***

Depends which day it is and what the problem is, Finance, Human Resources, Marketing and IT all fall under my position. Each day is typically filled with a little from each area.

***How would your attorneys and staff describe you?***

I asked a few to answer this question for me. This was their response "Self

-motivated and goal-oriented with the ability to streamline workloads to make them more efficient, without compromising ethics or integrity. Possesses a great desire for staff to be motivated and have high morale."

***What is the best professional advice you ever received?***

Always be honest.

***What do you like best about being a legal administrator?***

There is never a dull moment, there is always a problem to solve and each day brings a different issue.

***If you weren't a legal administrator, what would you do?***

If only party planning and crafting paid the bills.

***What is the hardest situation you have had to deal with in your career?***

Allowing my love for an organization and my position to cloud my judgement of knowing when to walk away from a very unhealthy environment.



## Member Profile: Jennifer Jackson (cont.)

***What are your outside activities?***

Most of my free time is spent playing taxi and at the ballpark.

***What do you enjoy most about your affiliation with ALA?***

Knowledge sharing and the ability to meet with others in the same industry.

***How has ALA benefitted you?***

My first year in the ALA group will likely be unlike any other year as all meetings were via Zoom and most were working from home.

***My friends describe me as...*** Busy, always busy.

***Someone I really admire is...*** Nancy Collins, retired ALA member, if you know her, you know exactly why I admire her.

***My favorite quote is...*** “It is what it is”

***My favorite musical artist is...*** I am not all that picky; I love a wide range of music.

***What is a word you dislike?*** No

***A sound or noise I love is...*** I love listening to my six-year-old talk to himself as he plays, he has the biggest imagination ever.

***A sound or noise I hate is...*** The horrific howling noise our office air conditioner makes.

***Outside of my family, my most treasured belonging is...*** My husband would likely tell you our living room sofa. I may have splurged a little, well a lot when we built our

house, but it was the perfect sofa. However, it would have been much more perfect for someone without messy kids.

***My favorite daydream or fantasy is...*** Likely the same as anyone else’s, winning the lottery and traveling.



Brody 7 and Payton 13



# The “Second Pandemic” of Mental Health: What Doctors Want You to Know

Reprinted with permission from HealthGrades Publication January 22, 2021

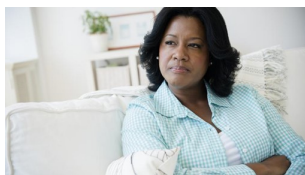
Article by Karon Warren

## The prevalence of mental health disorders is greater after the pandemic.

Several studies have shown the prevalence of mental health disorders like [anxiety](#) and depression is greater after the pandemic than before it—some even calling it the “second pandemic” of 2020.

In fact, according to the Centers for Disease Control and Prevention, during late June 2020, 31% of U.S. adults reported struggling with anxiety and/or [depression symptoms](#), and 26% struggled with trauma or stress-related disorder symptoms.

**Following is some advice and other helpful information from mental health experts, including warning signs of a problem and what to do if you or a loved one is struggling.**



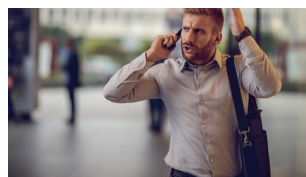
### 1. “Evaluate your mental health for warning signs.”

If you’re concerned about your mental health, Dr. Claudia Luiz, psychoanalyst and faculty member with the Academy for Clinical and Applied Psychoanalysis in Livingston, N.J., suggests rating your ability to think into the future. Do you think what’s happening is temporary? Do you fantasize about life after the pandemic? “If you have a sense of your life as being ‘pandemic hero’ in nature, that is your foundation for gauging



that your depression, anxiety or agitation is temporary,” she says. If you don’t think things will be better in the future, you are in danger of experiencing an escalation in mental health symptoms that could put you in

crisis, she says.



### 2. “There are numerous warning signs to indicate someone is struggling.”

To determine if you or someone you love is struggling, look for the following warning signs:

- a change in mood or behavior that negatively impacts relationships, work life, or education;
- changes in appetite or activity level;
- difficulty sleeping or waking up often or earlier than usual;
- social withdrawal or dependency;
- diminished concentration or motivation;
- acting “off” or unlike yourself.

“A diagnosis of major depressive disorder, or clinical depression, requires that symptoms be present for at least two weeks,” says Dr. Chloe Greenbaum, PhD, an adjunct professor with New York University in New York.



### 3. “Control what you can to meet your personal needs.”

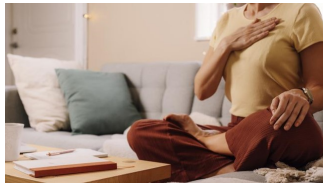
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**The “Second Pandemic” Mental Health (cont.)**

With so many things out of our control it can leave us on unsure footing. Therefore, Dr. Wilfred Van Gorp, PhD, director of Cognitive Assessment Group in New York and Chicago, says to take control of those elements you can.

“One key to caring for our own mental health is to **try to identify aspects of our situation we can control, and take charge of what we can so that our needs are taken care of,**” he says. “It is important to reach and work toward goals to help fight off depression and anxiety.”



**4. “Find ways to actively calm your nervous system.”**

The pandemic has created uniquely stressful circumstances that sends us into “fight or flight” mode by activating our sympathetic nervous system, says Grace Dowd, LCSW, owner and psychotherapist at Grace Dowd Psychotherapy PLLC in Austin, Texas.

“We can bring our nervous system back to a more balanced place by increasing activities that activate the parasympathetic ‘rest and digest’ part of our nervous system.” **These activities include meditation, deep breathing, yoga, and mindfulness practice.**

“I recommend engaging in one of these activities on a daily basis and increasing or decreasing frequency as needed,” Dowd says.



**5. “Pay attention to increased substance abuse.”**

Throughout the pandemic, there has been a notable increase in alcohol sales, as well as increased use of marijuana, opiates and stimulants.

“Often, these are being used to self-medicate, numb the mental distress or curb boredom,” says Dr. Jasleen Chhatwal, chief medical officer for Sierra Tucson in Tucson, Ariz. “However, **they end up worsening both mental and physical health issues in the long run,** impacting not only the individual but also their families.”

Therefore, it’s important to pay attention to increased substance abuse. If you acknowledge a problem with yourself or a loved one, seek support and treatment to avoid a potential crisis.



**6. “First responders and healthcare workers need time to let go of stress.”**

The pandemic has taken quite a toll on first responders and healthcare workers who continue to work long hours under difficult circumstances. While they often can compartmentalize at work to keep stress and anxiety at bay, those emotions can catch up with them at home.

“One of my biggest suggestions is to **schedule a recovery time and activity after their shift but before they go home,**” says Alisha Sweyd, LMFT, co-founder of Code 3 Counseling in Pacific

Continued on next page

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**The “Second Pandemic” Mental Health (cont.)**

Grove, Calif. This time could include practicing mindfulness or meditation, playing games on your phone, or exercising.



**7. “Teens have been particularly hit hard with the pandemic.”**

The teen years are always challenging, but COVID depression has added to the challenge.

Jason Drake, LCSW-S, owner and lead clinician at Katy Teen and Family Counseling PLLC in Katy, Texas, recommends checking in with your teen to ask how they are doing.

In doing so, listen to them without judgment and with empathy. “There is a time to help problem solve and a time to simply listen with empathy,” Drake says. **“Listening with empathy and not trying to solve the problem in the moment can**

**be a powerful tool to help your teen feel supported.”**



**8. “Limit exposure to the news and social media.”**

Not surprisingly, the pandemic dominates the news and social media posts. To improve your mental health, it’s important to limit your exposure to these outlets. “Being informed is one thing,” says Dr. Vinay Saranga, MD, founder of Saranga Comprehensive Psychiatry in Apex, N.C.

**“Over-consumption is something entirely different and can lead to increased stress and mental health problems.** Limit your exposure to the news and social media, and when you feel your stress rising, **simply turn it off.”**

Continued on next page

The success of any business relies upon its ability to match the **right opportunities** with the **right resources** and most importantly, the **right people**.

**The right resources:** professional liability coverage | risk management | claims analysis and advocacy | life, employee benefits, and continuity plans

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### The “Second Pandemic” (cont.)



#### 9. “Don’t be afraid to seek professional help.”

Checking in with loved ones and having conversations about

mental well-being can be helpful in avoiding potential crises. Sometimes, though, that may not be enough.

“There can come a time when the support provided by you or the family is not enough, and professional support or intervention becomes essential,” Dr. Chhatwal says.

“Typically, a primary care doctor or your insurance carrier can be a good starting point for a mental health referral. **In the case of emergency, however, going directly to a local crisis center, emergency room or calling emergency services is important.**”

**Author: Karon Warren**

Karon is a successful long-time published journalist who covers health, finance, insurance, business, real estate, lifestyle and travel. She also is a member of the American Society of Journalists and Authors.



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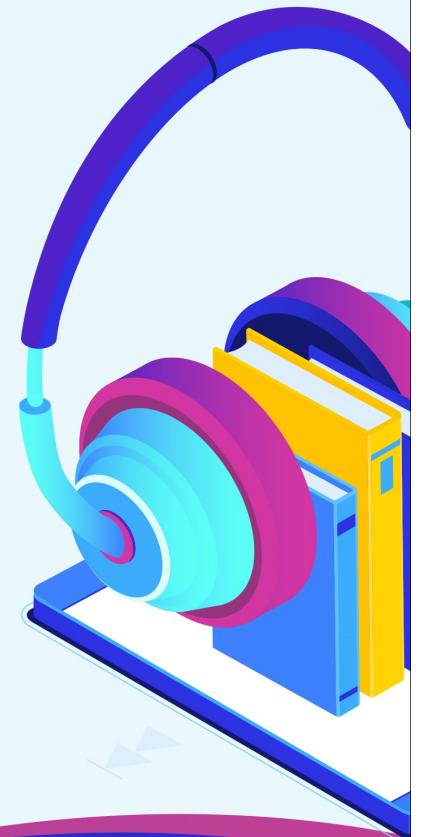


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# Cut Through the BS — Get the Right Tool for the Job

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***Life is like a busted mailbox.*** Actually, that's not true, but having your mailbox busted is not fun. My mailbox gets busted frequently because I live out in the country with beautiful dirt roads which go on for miles and miles. Perfect for me, but bad for my mailbox.



The first time my mailbox got smashed up, I decided I was going to fix it myself. How hard could it be? I just needed to buy the mailbox and the post, dig a hole for the post, and attach the mailbox – voilà! Well, not exactly. As it turned out, the post I bought was about two feet too long. Ok, easy fix. Saw off two feet and voilà! Well, not exactly because I only had a hack saw, some other smaller thing that was probably another hacksaw, and some other saw that did not look like it was meant to cut through a wooden post.

My options were to drive twenty minutes to the hardware store to buy the right kind of saw or see if I could get the job done with one of the other saws I already had. I decided to save time and just use the hacksaw.

After an hour of trying to cut through the four-inch-thick post with the hacksaw, my neighbor drove by, saw the look on my face and decided to help. He brought over his wood saw and the job was done in one minute. The mailbox looked great, and I was grateful for the help.

Two years later my beautiful mailbox was on the wrong end of an oncoming car again—boom. No problem, I've replaced a mailbox before, so I drove to the hardware store and bought another mailbox and another post. When I got home, I realized the post was about two feet too long. After a few expletives directed at myself for not remembering the lesson from the last mailbox, I had a decision to make: find a new neighbor with a wood saw since the last neighbor moved away, try to use the saws I had that I knew would not work, or drive to the store and invest \$14.99 in the proper tool for the job.

I decided to go to the store and buy the proper tool for the job. With the right tool in hand, I made quick work of installing the new mailbox and had time left over to sit on the porch and admire my handywork. (I build infrastructure for law firms, not mailboxes, so give me a break and let me enjoy my moment.)

As I sat on the porch, ***I realized how my clients do the same thing with their infrastructure, their data, and many aspects of their firm – they think they're saving time and money and they hack things up thinking they're making things easier.***

They'll say things like, "we're not that big of a firm, so

Continued on next page



## Social Discovery

Facebook. Twitter. Instagram. LinkedIn. Snapchat. These are just a few of the many social media platforms in use today. With nearly 70% of all Americans using some type of social media, data collected from these sites could mean the difference between winning and losing a case.

## Comprehensive Capabilities – Valuable Benefits

Pivot Legal Services puts you in the driver's seat with the legal industry's most powerful social discovery engine. Aggregate social media content and web-based data. Collect vital metadata in a legally defensible manner while preserving chain of custody.

## Social Media Collection

Collect individual Facebook user pages in their entirety, or group pages. Collect individual Twitter and Instagram accounts or utilize geo-fencing feature to collect a live stream of all posts in a target area. Collect entire YouTube channels or individual videos including comments.

Deleted items? You're in luck. In some cases, deleted accounts, pages, or posts can be accessed. Want to be strategic about jury selection? Pivot Legal Services makes it easy. Powerful analytics for social media accounts that uncovers jury candidates' post history can reveal important data about state of mind. Concerned about media or protests? Geo-Fencing features within Instagram and Twitter can be beneficial for monitoring activity near a courthouse during trial.

## Mobile Device Collections

Chances are good that data from mobile devices will be a factor in upcoming cases. After all, more than 90 percent of Americans own a cell phone. The average user spends 16 hours a day with a mobile phone, checks it 150 times per day, and sends 743 text messages per month. Pivot Legal Service's turnkey solution simplifies mobile device data collection.

## Multi-Platform Capability

Collect data from Android, Blackberry, IOS devices including iPads, as well as from drones, GPS devices and external storage media. Extract data from internal flash memory, SIM cards, or SD cards. Acquire targeted data on phones or collect entire file systems in their original folder structure, and then extract specific data.

## Expansive Extraction

Mobile device data can reside in multiple formats, many of which may be irretrievable from anywhere but the device itself. Pivot's powerful collection engine gathers just about every kind of data from mobile devices, including text messages, pictures and other media, call logs, notes, calendar information, contacts, web history, search history, user-created app data, and GPS data.

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## Get the Right Tool for the Job (cont.)

we don't need to build something custom." Others may say, "we like to export things to possibly Excel so we can blah blah blah."

**With all due understanding and patience, my friends, you're possibly using the wrong tool for the job** the same way I was fumbling with my mailbox like a clumsy animal trying to start a fire with two rocks.

What do I mean by that? **Let me say it this way – when I had the right tool, I was calm, I was thinking clearly, I spent less time, and the entire solution was uncomplicated and flowed effortlessly.**

***This is the way we want to live in all aspects of our lives, and our work lives are not the exception.***

If this is true for you, then **start by identifying the trouble areas in your firm.** Is it the billing? Is it how time is being captured? Is it in document storage or retrieval? Before you try and think of the solution, clearly define the problem.

**Secondly, how would you like your experience to be altered?** Would you like certain information displayed in a certain way? Are you looking to have certain types of tasks be done in less time and with less effort? Are you convinced that a certain aspect could simply be done better?

**If any of these are true, go and talk to somebody who has made a profession out of fixing these things.** Let them show you the solutions, the right tools, to accomplish those things.

***Simplifying and finding the right tool***

***for the job is true anywhere in your life. There is beauty in simplicity. There is value in having things work the way they should work.***



Sometimes you just need a simple tool. A simple tool, but the *right* tool for the job.

Trust me, just go out and get the saw. You'll be happy you did.



Paul Purdue is a Senior Engagement Specialist at Affinity Consulting. He's a self-proclaimed "infrastructure nerd."



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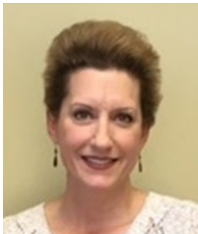
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# April 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
				1 AR Chapter Fiscal Year begins (Apr 1, 21– Mar 31, 22)	2 Good Friday	3
4 Easter Sunday	5	6 ALA Right Now: Virtual Conference 2020	7 ALA Right Now: Virtual Conference 2020  Chapter Mtg: (Zoom) New Officers Take Office	8 ALA Right Now: Virtual Conference 2020	9	10
11	12	13 Ramadan begins	14 Ken Johnson's Birthday	15 Tax Day	16	17
18	19	20	21 Administrative Professionals Day	22 Take our Daughters & Sons to Work Day	23	24
25	26	27	28 ALA Virtual Master Class Day 1	29 ALA Virtual Master Class Day 2	30 Lag BaOmer & Orthodox Good Friday	



# May 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
						1 Law Day
2	3 Orthodox Easter Monday	4	5 Cinco de Mayo	6 12:00 ALA Virtual Annual Meeting	7	8 Lailat al-Qadr Victory in Europe Day
9 Mother's Day Carolyn Owen's Birthday	10	11	12 Chapter Mtg: Zoom Topic TBD Eid al-Fitr Begins	13 Gina Rankin's Birthday	14	15 Armed Forces Day
16 Shavuot Begins	17	18	19	20	21	22
23 Pentecost	24	25	26	27 Jennifer Jackson's Birthday	28	29
30	31 Memorial Day					

# June 2021

Sun	Mon	Tue	Wed	Thu	Fri	Sat
		1	2	3	4	5
6 D-Day	7	8	9 Chapter Chapter Mtg: (Zoom) Topic TBD	10	11	12
13	14 Flag Day	15	16	17	18	19 Juneteenth
20 Father's Day  June Solstice	21 First Day of Summer	22	23 Staci Coleman's Birthday	24	25	26
27	28	29	30			





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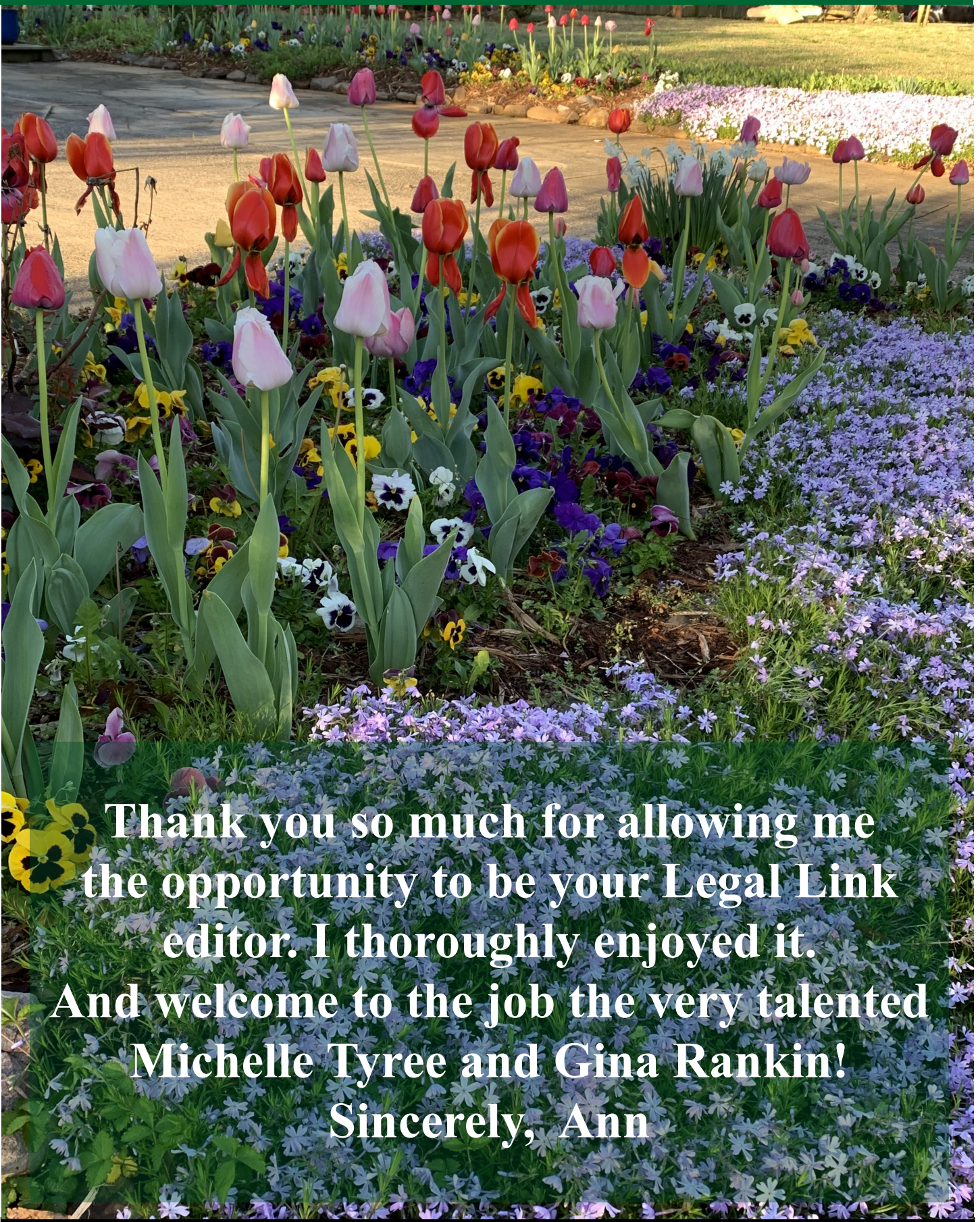
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**Thank you so much for allowing me  
the opportunity to be your Legal Link  
editor. I thoroughly enjoyed it.**

**And welcome to the job the very talented  
Michelle Tyree and Gina Rankin!  
Sincerely, Ann**