PLEADINGS

Issue No. 335

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February 2019

CYBERSECURITY TIPS

f you have an account online, it's highly likely that -cybercriminals have your login, and quite possibly your personal information. Cybercrime, including data breaches, are occurring daily. One such data breach involved 772 million usernames and passwords, some of which were from older leaks, but new ones also were discovered. What this means is that the data, and likely yours, is being sold to criminals looking to use your information for cyberattacks and phishing scams.

What should you do to keep your information safe online? Here are some tips that can help protect you against cyberattacks and phishing scams.

1. Always think before you click! Be sure where a link will take you before you click. Hover the cursor over a link to see a preview of the URL; this will allow you to check the link's destination beforehand. If the destination looks suspicious, don't click!

- 2. Practice good password management. Do not use simple or commonly used passwords. Use a combination of letters, numbers and symbols, or a pass-phrase consisting of multiple words, when possible. Change your passwords frequently, do not use the same password for all your logins, and do not use past passwords.
- 3. Track all of your online accounts. Don't trust that you're the only one accessing your sensitive accounts review activity on a regular basis. If you find suspicious activity, report it quickly to prevent as much damage as possible, and immediately change your password.
- 4. Do not click on pop-ups. Phishing pop-ups try to trick users into believing that they're a part of a legitimate site. Don't click anything on such a pop-up. Close the window if possible, or use Task Manager to close the browser.

- 5. Install antivirus software. Antivirus programs scan incoming files for malicious data, while a firewall blocks access to your system. Consider using a Next-Generation Firewall (NGFW) for additional protection.
- 6. Update applications and browsers. There's a reason you are continually prompted to update applications, such as Adobe, and your web browser. Updates are pushed out to keep pace with new threats. Staying on top of these updates will help guard against vulnerabilities.
- 7. Use Multi-Factor Authentication (MFA). MFA requires the user to know their password, as well as approve that they are attempting to log in. Some forms of MFA include things you "know," "have," and "are."
- 8. Judge everything. Cybercriminals use phishing traps to replicate real sites, but they are usually filled with small mistakes that give them

away. Look for signs of a lack of attention to details like poor design, misspelled words or broken links.

9. Use skepticism. Phishing attacks want you to act quickly without thinking too hard about the request. Use caution and remember step 1 – think before you click!

10. Backup. Backups are a great, simple way to recover from a disaster, be it a natural disaster or ransomware. If you get hit by ransomware and you have a good backup of all your data, you don't need to pay the ransom; you can restore data from a backup.

By Yeo & Yeo Computer Consulting.

NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS February 5, 2019

The February Board Meeting was held on Tuesday, February 5, 2019, at Miller Canfield. Minutes of the December and January Board meetings were approved. The Treasurer's report for January was approved subject to audit. Committee given reports were and discussed, including Education, Ways and Means, Employment, Membership, and **Programs** and Reservations. A new Schwan's campaign has started, with Campaign ID No. 44474. This will be the last campaign for Schwan's, as they are discontinuing the program. So buy, buy, buy! Wilcox Pam has been distributing applications. April 1, 2019, is the postmark deadline scholarship for

applications. We had only two people sign up for the Big Brothers/Big Sisters bowling event on February 16, so we will not be participating. NALS of Michigan will be offering a CLE program in Cadillac on February 16, 2019, which will also be available online via Go-To-Meeting. Tami Carl has arranged for viewing presentation at Miller Johnson's offices for those who might be interested. The Board approved purchase of a full page ad in the NALS of Michigan Annual Meeting Program at a cost of \$100.

Next board meeting will be held March 5, 2019, at Miller Canfield at 6:30 p.m. It will be preceded at 5:30 by a planning meeting for the 2019 NALS of Michigan Annual Meeting. Bring some snacks and come out and join the planning team! We need all chapter members to step up and help with this annual meeting!



NOMINATIONS COMMITTEE

Since our January General Membership meeting was canceled due to the weather, a Nominations Committee for 2019-2020 officers will be selected at the February General Membership meeting. If you are interested in serving on the committee (or serving as

an officer), please contact President Michele Guyman.



Since our January General Membership meeting was canceled, we have re-booked the speaker, Blake Padget, for our April General Membership meeting. Attorney Padget will speak on the recent passage of Proposal 1 from an employment lawyer's perspective.

The April General Membership meeting will be held on Tuesday, April 30, 2019, at the offices of Miller Johnson. Our normal meeting night would fall on April 23, which is a couple of days before the NALS of Michigan 2019 Annual Meeting starts that is being held in Kalamazoo (and for which we the host chapter). Therefore, we have moved the April General Membership meeting to the following week, on April 30. We will install new 2019-2020 officers at that meeting as well.



Unfortunately, we had only two people sign up for the Bowl for Kids' Sake on February 16, so we are not participating this year. However, we did make a \$100 donation to Big Brothers/Big Sisters on behalf of our chapter.

We've started a new Schwan's Fundraising Campaign!

Get delicious food delivered to your door!

NEW CAMPAIGN ID: 44474

Beginning **January 14** we are once again eligible to earn **20-40%** for 45 days (until February 28), and then 5% until April 30

Go to our campaign and make your purchase today! www.schwans-cares.com/c/44474

Purchase a \$25 gift card (which you can use with your first purchase) - or give it to a friend or family member and add them to your team - and Schwan's will donate \$10 back to us!



NALS of Greater Kalamazoo



2019 NALS OF MICHIGAN ANNUAL MEETING SCHEDULE AT A GLANCE

Pre-Conference Thursday, April 25, 2019

1:30 p.m.–4:30 p.m. Executive Committee Meeting/Luncheon

5:00 p.m.–7:00 p.m. Committee Reception Open House

6:00 p.m.–8:00 p.m. Early Registration

7:00 p.m. Executive Committee Dinner

Conference Friday, April 26, 2019

7:30 a.m.-8:30 a.m. First Timer's Breakfast 7:30 a.m.-8:30 a.m. **Continental Breakfast** 8:00 a.m.-4:00 p.m. **Exhibitor Tables Open** 8:00 a.m.-5:00 p.m. Registration/Information 8:30 a.m.-8:45 a.m. Ron Kitchens, CEO, Southwest Michigan First Welcome to Southwest Michigan! 8:45 a.m.-9:30 a.m. Speaker: David Buday, Esq. - Miller Johnson **Topic: Employment Law** 9:30 a.m.-10:30 a.m. **Speaker: Brett Meyer, Esq. - Plunkett Cooney Topic: Insurance Defense: Homeowner Beware** 10:30 a.m.-10:45 a.m. **Break** 10:45 a.m.-12:15 p.m. KEYNOTE SPEAKER: Shannon M. Smith, Smith Blythe, PC **Topic: Criminal Defense Law** 12:15 p.m.-1:30 p.m. **Exhibitors' Luncheon/Introduction of Candidates** Speaker: Cindy VanderWeele, MSW, LMSW, CAADC, ADS **Topic: Managing Stress in the Legal Environment** 1:30 p.m.-2:45 p.m. Speaker: Attorney Steve Lehto, Lehto Law **Topic:** Consumer Law 2:45 p.m.-3:00 p.m. **Break Attorney James Liggins** 3:00 p.m.-3:30 p.m.

Topic: Mock Trial Competition

SCHEDULE AT A GLANCE

3:30 p.m.-4:00 p.m. Erin H. House, Esq., Special Assistant Attorney General, Sexual

Assault Kit Initiative (SAKI Update)

4:00 p.m.-5:15 p.m. Speaker: Christopher Kierkus, Ph.D., School of Criminal Justice,

Grand Valley State University Topic: Causation of Crime

5:15 p.m. Past Presidents Dinner

5:15 p.m. Member Dinner (on your own)

Conference Saturday, April 27, 2019

7:30 a.m.–8:30 a.m. Continental Breakfast

8:00 a.m.–Noon Registration/Information

8:00 a.m.-4:00 p.m. Chapter Finance Tables Open

8:00 a.m. PROMPTLY Member Check-In

8:30 a.m.–12:00 p.m. First General Assembly and Welcome Address

10:00 a.m.-10:30 a.m. Break

12:00 p.m.–1:15 p.m. Certification Luncheon

1:30 p.m.–5:00 p.m. Second General Assembly

2:30 p.m.-3:00 p.m. Break

5:30 p.m.–6:30 p.m. Chapter Photographs

5:30 p.m.–6:30 p.m. Cocktail Party

6:30 p.m.–9:00 p.m. Third General Assembly

Awards Banquet and Oath of Office Entertainment: John Dudley/Magician

9:00 p.m.-10:00 p.m. President's Reception

Conference Sunday, April 28, 2019

9:00 a.m.-10:30 a.m. Farewell Breakfast

NALS OF MICHIGAN 58th Annual Meeting and Educational Conference April 25-28, 2019— Delta Marriott, Kalamazoo Michigan

REGISTRATION INFORMATION							
Name	(Please check all that apply.)						
Local Chapter] Member] Past State President] First Time Attendee		Student Member State Officer			
Certification(s):] Lwill be attending the First Ti	mar	's Recention on Eriday			
Badge Name/Nickname	I will be attending the First Timer's Reception on Friday morning. (Those attending the Conference for the first time are						
Address	strongly encouraged to attend.)						
CityState/ZIP	CHECK PAYABLE TO: NALS of Michigan 2019 Annual Meeting Fund Amount of check enclosed \$						
Work Home		ALL DECISTRATION FORM TO		~ \$ ~			
Email	Na	MAIL REGISTRATION FORM TO: Nancy Thomas, PLS					
*Guest(s)		c/o Miller Canfield 277 S. Rose Street, Suite 5000		11000			
Please describe any accommodation (mobility, dietary restrictions, etc.) you will need:	Kalamazoo, Michigan 49007 Email: Thomasn@millercanfield.com						
SCHEDULE OF EVENTS (Check	all ev	ents that you plan to attend.)					
Please check only one: Full Registrant	Partial Registration Fee SchedulePlease Check all that Apply						
Partial Registrant (go to next column)		Add \$20 if postmarked AFTER March 24, 2019. Member Future Member					
Full Registration Fee Schedule (includes all events):		Member		Future Member			
Postmarked on OR BEFORE March 24, 2019 Member \$145 Future Member \$195		Friday Only (includes all meals and breaks) (\$75)		Friday Only (includes all meals and breaks) (\$100)			
☐ Postmarked AFTER March 24, 2019 ☐ Member \$160 ☐ Future Member \$220	П	Saturday <u>Only</u> (includes all meals and breaks) (\$100)	П	Saturday <u>Only</u> (includes all meals and breaks) (\$150)			
GUEST]						
☐ Friday Exhibitor/Candidate Lunch (\$28) ☐ Saturday Certification Lunch (\$28) ☐ Saturday Banquet (\$48)							
NOTE: If more than one guest will be accompanying you, please attach a separate sheet with information. If your guest is attending meal functions, please refer to the partial registration fee schedule.							
HOTEL IN Reservations can be made directly through the hotel by clicking polita Hotels Kalamazoo Conference Center 2747 South 11th Street Kalamazoo, Michigan 49009 (269) 375-66 Guest Room \$110 per night. QUOTED ROOM RATES ARE AVAILABLE UNTIL MARCH 25, 2019 REFUND POLICY: Fifty percent (50%) registration refund if received	nere. 000 before	e April 1, 2019. No refund after	-	i l 1, 2019 . No exceptions.			

Certification Corner

by Paula Steffey, PP, CLP-SC, CWCP

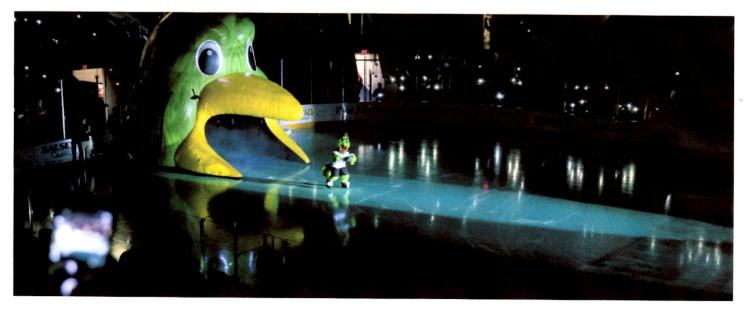
February 2019 Quiz Landlord-Tenant Law

NALS of Greater Kalamazoo members who score an 85% or better (11 or more correct answers) will receive one (1) hour of general CLE.

To receive your CLE credit you will need to: complete the quiz, sign and date, and email to Paula Steffey at westernmom40@gmail.com. If you receive an 85% or better you will receive a certificate for one (1) hour of general CLE. You may try as many times as you would like through February 28, 2019.

Directions: Circle "True" or "False" for each of the following statements

1.	The landlord-tenant relationship is not always created by a contract.		False
2.	Obligations of the parties, default and termination are basic elements of a lease.		False
3.	Latent defects are easily discoverable in a reasonable inspection of the premises.	True	False
4.	A periodic tenancy automatically expires at the end of a specified time period without demand or notice.	True	False
5.	A sublease is a transfer by a tenant of all of the tenant's leasehold interest.	True	False
6.	Constructive eviction is when a tenant may avoid further rent liability and duties under the contract by giving up possession when the landlord substantially interferes with the tenant's enjoyment of the premises.	True	False
7.	Eminent domain is not the power of government to take private land for public use for just compensation.	True	False
8.	A tenancy at will arises from an understanding between the parties that either party may terminate the tenancy at any time.	True	False
9.	Leases of real property are governed by common law of contracts and by state statutory law.	True	False
10.	Landlords are required by federal law to disclose lead-based paint hazards to tenants	True	False
11.	The Michigan Truth in Renting Act does not regulate residential leases—requiring the landlord to disclose certain information.		False
12.	Under MCL 600.5716, the demand for possession or payment can be an oral demand.	True	False
13.	Joint and several liability means that each person is responsible for only his or her individual obligation.	True	False



KCBA/K-WINGS ST. PATRICK'S DAY GREEN ICE EVENT

The Kalamazoo Wings are excited to welcome back the Kalamazoo County Bar Association for our famous Green Ice Game! The KCBA invites the entire legal community: member and non-member attorneys, NALS, YLS, Pratt Bar, Family Law Bar, court employees, KC trial team, etc.

Toledo Walleye vs KALAMAZOO WINGS Sunday, March 17th at 3:00pm ADULT TICKET: \$12 CHILD TICKET (Ages 2-12): \$9

Parking; \$5 per Car

(Online Convenience Fee of \$1 plus 3% sales tax)

Every ticket includes these items:

45th Anniversary Pin

Hot Dog and Soda Voucher

Jaspare's Coupon

Order tickets online at: go.kwings.com/KCBAevent

Press "Get Tickets", go to "Best Available", choose "Number of Tickets", and then pick either "Print at

Home" or "Will Call".

Link will expire on March 12th at 11:59pm



Any Questions? Contact:

Aaron Shumaker (269)226-3109 Ashumaker@kwings.com

OR

Keli Ekola (269)226-0379 kekola@kwings.com



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NALS of Greater Kalamazoo

Pamela S. Wilcox Chairperson, Scholarship Committee 277 South Rose Street, Suite 5000 Kalamazoo, MI 49007 269-383-5842 wilcox@millercanfield.com

MEMORANDUM

TO:

Area High School and College Guidance Counselors, Financial Aid Advisors,

Teachers and Interested Parties

FROM:

Pamela S. Wilcox

Chairperson Scholarship Committee

NALS of Greater Kalamazoo

RE:

2019 Scholarship

DATE:

January 28, 2019

NALS of Greater Kalamazoo would like to invite your students to apply for its 2019 scholarship awards. This year we will be awarding two scholarships, each for \$1,000, to two students pursuing higher education in the legal field. Examples of fields of study would include: criminal justice, paralegal studies, political science, pre-law, law enforcement, forensic science, and post-graduate legal studies.

One of our scholarship forms, which includes rules for application, is enclosed. Please distribute the forms to any students who wish to apply, and to any other faculty or staff with your school who may have contact with students who may be interested in applying for this scholarship. We would also request that you post notice of our scholarship on your school's website.

If you have any questions regarding the scholarship or the application process, please feel free to call me. I may be reached weekdays at (269) 383-5842. We look forward to receiving applications from your students.

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www.nals.org www.nalsofmichigan.org www.nalsofgreaterkalamazoo.org

NALS of Greater Kalamazoo Scholarship 2019 AWARD RULES AND REGULATIONS

NALS of Greater Kalamazoo Scholarship Fund shall present two \$1,000 non-renewable tuition/books-only scholarships available to those enrolled in a school of advanced education in the legal field. The scholarship will be awarded on the basis of scholastic or legal career achievements, future career goals, demonstration of financial need, and leadership ability. The scholarship award may be granted to any qualified applicant in the legal field who will be attending a Michigan college, university or technical school.

The candidate must:

- 1. Be a high school senior or enrolled in a school of advanced education (including the current school year).
- 2. Be a resident of Michigan and be enrolling in a Michigan school of advanced education in the legal field.
- 3. Have at least a B average or, if percentile system is used, not below 90 percent.
- Be in need of financial assistance.
- 5. Be able to enroll in the fall term (2019). Candidates nominated in prior years who meet current qualifications are eligible for re-nomination.
- 6. The application and all required attachments must be submitted and postmarked no later than **April 1**, **2019**. Any application postmarked after that date will be disqualified.
- 7. In the event a selected recipient does not accept the scholarship award, the scholarship will be awarded to the next highest candidate in order. The scholarship recipient must notify NALS of Greater Kalamazoo of his/her final decision regarding enrollment in a school of higher education no later than June 15, 2019. Should a selected recipient not enroll in the ensuing term of school, thereby forfeiting the award, it shall be presented to the first runner-up.
- Periodic reports on the progress of the scholarship recipients shall be given to NALS of Greater Kalamazoo when possible. It is recommended that the Association maintain personal contact with the winner of the award and that they make a progress report from time to time. The Association would like to mentor and assist the scholarship recipients through their ensuing school year.
- The scholarship monetary awards shall be paid directly to the school of the selected recipient's choice for enrollment in the ensuing term of school.
- Any scholarship award is to be used in full within one year from the date of the written notification to the selected recipients of his or her selection. Any unused scholarship award, or portion thereof, shall be refunded by the school to NALS of Greater Kalamazoo by August 31, 2020.

THE NALS OF MICHIGAN SCHOLARSHIP FUND APPLICATION MUST BE FULLY COMPLETED WITH ALL OF THE FOLLOWING DOCUMENTATION ATTACHED AND RETURNED TO THE CHAIRMAN *POSTMARKED NO LATER THAN APRIL 1, 2019*.

- An official transcript of grades.
- 2. A one-page letter of recommendation from the applicant's current major teacher or counselor, addressed to NALS of Greater Kalamazoo Scholarship Fund, stating:
 - a. Applicant's activity and leadership record;
 - A description of applicant's personal traits, character, drive, home background, and brief statement of financial need; and
 - c. Reasons the applicant should be awarded this scholarship.
- One additional letter of recommendation from someone other than a member of the applicant's family, such as an employer, teacher, pastor, or friend, may be submitted if applicant so desires, but is not required.
- 4. A one-page autobiographical statement prepared by the applicant, showing the date of birth, school attended, employment, school and outside activities, accomplishments, family background, hobbies, and a brief description of applicant's goals and desires, including the name of the college the applicant will be attending and their major, as well as information as to how they intend to pay for their college education.



engage inspire enhance promote NALS of Greater Kalamazoo Pamela S. Wilcox Chairperson, Scholarship Committee 277 South Rose Street, Suite 5000 Kalamazoo, MI 49007 269-383-5842 wilcox@millercanfield.com

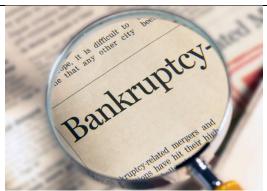
NALS of Greater Kalamazoo Scholarship 2019 Application Form

NAME:	TELEPHONE:			
*				
ADDRESS: Street				
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ity		State	Zip	
NAME OF SCHOOL:			EXPECTED DATE OF GRADUATION:	
·				
SCHOOL ADDRESS: Str	eet			
State State		State	Zip	
PRINCIPAL'S/DEAN'S N	AME:		1	
GRADE POINT AVERAG	BE:	RANK OF APPLICANT	N CLASS:	
PARENT/SPOUSE OCC	UPATION:			
NUMBER OF CHILDREN	N IN FAMILY:			
COLLEGE OR UNIVERS	SITY STUDENT PLANS TO ATTEND	& MAJOR:		
Return this applicati Pamela S. W	on with all required attachme	ents to:		
NALS of Gre Miller, Canfie	ater Kalamazoo Scholarship Co eld, Paddock and Stone, PLC	ommittee Chair	9	
Kalamazoo, Email: wilcox	@millercanfield.com			
Phone: (269) or Scholarship Committee Use	383-5842			
Date Received:	Meets Qualifications: I. Yes	Selected as Finalist! Yes 1 No	Applicant Number:	
	'; No Notification of eligibility sent on:	Notification of status sent on:	,,,	
*				

NALS of Greater Kalamazoo February 2019 Membership Meeting and CLE

Tuesday, February 26, 2019 Comensoli's Italian Bistro, 762 W. Main Street, Kalamazoo, MI 49006 269.345.6755





SPEAKER
Attorney Steven L. Rayman
TOPIC

Bankruptcy, Restructuring, Debt Consolidation Attorney Steven Rayman is the principal partner of Rayman & Knight. He has been a Michigan attorney since 1979, and has spent over thirty years in the field of bankruptcy, reorganization, and debt consolidation.

In 1988, Attorney Rayman started his own firm. Over the past three decades, he has become one of Michigan's leading specialists in bankruptcy and reorganization.

Unlike most bankruptcy attorneys who tend to specialize in either consumer or commercial practice, Attorney Rayman has extensive experience in both. He is the only attorney in western Michigan to be certified by the American Board of Certification in both consumer and business bankruptcy.

He has personally represented over 2,000 people in their individual debt consolidation matters.

AGENDA

5:30 p.m. – Networking 6:00 p.m. – Dinner 6:30 p.m. – Speaker Presentation (CLE) A short chapter business meeting will follow.

DINNER OPTIONS (price includes gratuity and tax)

- (1) Spaghetti Marinara with Meatballs. \$17.30.
- (2) Meat Lasagna. \$17.30.
- (3) Cudighi & Pepper. (Rigatoni w/ sausage, bell pepper, red onion, white wine, olive oil, parmesan cheese) \$18.54.
- (4) Build Your Own 10-Inch Pizza. See attached for topping choices. Costs start at \$11.10, or \$13.58 for GF.
- (5) Caesar Salad. (romaine, red onion, parmesan cheese, tomatoes, croutons) \$13.58. Add chicken for \$2.00.
- (6) Chicken Parmesan. (Breaded chicken, house marinara, cheese, spaghetti marinara.) \$21.02
- (7) Seared Ahi Tuna. (Mediterranean Salsa, grilled polenta, arugula.) \$24.74.

Add \$2.00 for a non-alcoholic drink - and tell Tierney when you order. Alcoholic drinks available at your cost.

RESERVATION PROCEDURE

E-mail your reservation to Tierney Tubergen at tubergent@millerjohnson.com or call (269) 226-2972 no later than noon on Friday, February 22, 2019 to reserve your spot. Give your payment to Jen Robinson, NALS Treasurer, at the meeting. Checks are welcome. If you pay in cash, please bring the exact amount. SORRY, BUT ONCE THE RESERVATIONS HAVE BEEN CALLED IN, YOU WILL BE RESPONSIBLE FOR PAYMENT FOR YOUR ORDER IF YOU HAVE TO CANCEL AND DO NOT FIND A REPLACEMENT.

Pizza Toppings (\$0.75 - \$2.00)

- Pepperoni
- Sausage
- Green pepper
- Roasted red pepper
- Red onion
- Crimini mushrooms
- Portabella mushrooms
- Chicken
- Bacon
- Black Olives
- Green Olives
- Pepperoncini
- Gorgonzola
- Fresh mozzarella

2018 - 2019 Officers

Michele Guyman, President

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Tami L. Carl, CLP, Vice President

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Paula Steffey, PP-SC, CLP, CWCP,

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Nancy Thomas, PLS, Director

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Cathy A. Zackery, CLP, Immediate Past President

Phone: 382-0444; czackery@levine-levine.com

Diane Y. Berry, PLS, Parliamentarian

Phone: 226-8860; diberry@plunkettcooney.com

* * * * *

Nancy Thomas, PLS, Pleadings Editor

Phone: 381-7030; thomasn@millercanfield.com

CALENDAR

Next Board Meeting

Tuesday, March 5, 2019 6:30 p.m.

Location: Miller Canfield

Next 2019 Annual

Meeting Planning Session:

Tuesday, March 5, 2019

5:30 p.m.

Location: Miller Canfield

February General Membership Meeting

February 26, 2019

5:30 p.m.

Comensoli's

Program: Bankruptcy

2019 NALS of Michigan Annual Meeting

April 25-28, 2019

Delta Marriott

South 11th Street, Kalamazoo



NALS of Greater Kalamazoo P.O. Box 50221 Kalamazoo MI 49005