

# *PLEADINGS*

Issue No. 319

Published by NALS of Greater Kalamazoo  
[www.nalsofgreaterkalamazoo.org](http://www.nalsofgreaterkalamazoo.org)

August 2017

## ***WORKING FOR A YOUNG LAWYER OR A SEASONED ATTORNEY...CHALLENGING OR REWARDING ?***

**F**rom my perspective, the answer to this question depends on how you view your own career.

Seasoned attorneys are typically older, possibly having started their law career without computers or with minimal technology, did most of their research at the law library, and worked for a firm with other attorneys while they were mentored and learned their chosen area of law inside and out. They attended seminars in person for their continuing legal education. The internet was either not around or just beginning for these attorneys. Networking was done the old-fashioned way—a personal phone call or a handwritten note. Building up a clientele took time and patience, and referrals were an important part of their practice. They took pride in their work and built their reputation. Success came after they put in the hard work.

It seems like today's young lawyers that are fresh out of law school have computers and cell phones attached to their hip at all times. As close to paperless as possible is their preference. Continuing legal education can be done via a webinar that they watch during their down time in the evening or weekends. Networking is done via a text or an email. Because many young lawyers do their own typing, and therefore feel they do not need any legal support staff, they set up an office as a sole proprietor and do everything themselves, including the legal support staff roles and managing the day-to-day business. They want instant success and some try to practice in many different areas of law rather than learn a chosen area of the law inside and out.

Working for the seasoned attorney can cause frustration when they just can't get rid of that paper calendar even though

you keep their calendar current on the computer. They attempt to send an email or do their own edits to a letter, but you end up cleaning up the document or even coaching them along until they hit send. Paperless offices do not exist, but they are trying by at least scanning documents even though they keep the hard copy too. You may even begin to wonder what you will do for a job when they retire.

You can turn the challenges into rewards and help secure your career in the future. I personally have found that the seasoned attorneys want to leave their legacy behind. They are willing to mentor young lawyers, but also mentor support staff – even if you do not work for them. I have experienced this first hand when attorneys in other firms have gone above and beyond to help me in my career. If you show an interest in their chosen area of law and make a dedicated effort

to improve your skills, these attorneys will mentor you, too. They will not only take the time to help you understand what needs to be done, but will help you understand why something needs to be done a certain way. The more you learn and truly understand, the better you will be and the further you will go with your career goals. Anyone can fill in a form or transcribe dictation, but understanding why you need to do what you are doing, and the consequences if it is not done correctly, make for a great legal assistant.

You can also have a rewarding experience working for or with a young lawyer. Chances are you have been a legal assistant for a longer period of time than the young lawyer has been an attorney. You may know what forms need to be completed or what documents need to be sent to the court even if the attorney does not. You can mentor a young lawyer in many ways and help them be a better attorney. You can help them build their reputation by making sure the work you do is to the best of your abilities. Remember, what you do and how you do it is a reflection on them. They are learning just like you had to learn and they may not thank you now, but they will remember you when they are a seasoned attorney. And you never know, you may still be working for or with that same young lawyer when he or she becomes a seasoned attorney.

By: Paula Steffey, PP,CLP-SC, CWCP

## **NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS August 1, 2017**

The August Board Meeting was held on Tuesday, August 1, at 5:29 p.m. at Miller Johnson. Six board members attended.

The July Board meeting minutes were approved as corrected. The Treasurer's report was handed out and discussed. Committee reports were given and committee matters were discussed, including Ways & Means, Membership, Scholarship, Programs and Reservations.

Discussion was had about doing a potential sponsorship for the NALS of Michigan Scholarship Fund 5K. The board voted to approve a \$100 sponsorship for the Scholarship Fund 5K.

Michele Guyman reported that we now have 36 members total.

We had a large turn out for the Flower Arranging social event at Kitty Knoll's place in Battle Creek on Sunday, July 29, 2017.

Upcoming Social Event in October 2017- Escape Room. Stay tuned for updates.

Ribfest volunteer opportunity is coming up Friday, August 4, 2017 and Saturday, August 5, 2017. This is one of NALS' opportunities to give back to the community.

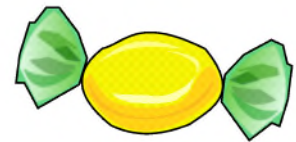
Diane Berry reported that we made \$106 on the current Schwan's campaign. A new

campaign is starting. Watch for information in the newsletter.

The board approved collecting donations for the Kalamazoo Communities in Schools program at our August General Membership meeting. A flyer will be published in the newsletter soliciting donations.

Next Board Meeting-  
September 12, 2017, at 5:30 p.m.- Venue-TBD

General Membership meeting-  
August 22, 2017- noon meeting  
at the Park Club- Guest Speaker  
Cathy Metzler.



### **BRONCO BASH 2017**

We will once again have a booth at WMU Bronco Bash on Friday, September 8, 2017.

We are still in need of candy to distribute (it really attracts people to our booth!). If you would like to donate candy, please bring it to the August 22 General Membership meeting, or else contact Cathy Zackery to make arrangements for delivery or pickup: 382-0444 or via email at [czackery@levine-levine.com](mailto:czackery@levine-levine.com).

**MEMBERSHIP NEWS**  
by Vice President Michele Guyman

***AUGUST BIRTHDAYS:***

John Ridders, ALP     August 3  
Denise VanHoven     August 12



**HAPPY BIRTHDAY!**

***AUGUST NALS ANNIVERSARIES:***



Diane Austin

August 28 (5 years)

**THANK YOU FOR YOUR SERVICE TO NALS!**

***REMINDER TO INVITE A FRIEND!*** Copy the meeting invitation from this month's *Pleadings* newsletter and send it to colleagues or students in the legal field, encouraging them to attend a NALS meeting with you!

**Wanted: @Law Magazines:** If you have any old @Law magazines you no longer want to keep, please bring them with you to a meeting, as Michele can use them in new member packets. Thanks!

**CALLING VOLUNTEERS FOR BRONCO BASH**



We will once again have a booth at WMU Bronco Bash on September 8, 2017. Hours are from 2:00 to 8:00. Volunteers for any time slot are needed, whether one hour, two hours, or longer. Please contact Michele Guyman or Cathy Zackery if you would like to volunteer. They will give you more information about parking, access, etc.: [mightymmo@sbcglobal.net](mailto:mightymmo@sbcglobal.net); [czackery@levine-levine.com](mailto:czackery@levine-levine.com).

On July 30, NALS members and guests gathered at Kitty Knoll's home in Battle Creek for a flower arranging social. Thanks to Kitty for hosting us once again!



## Social Activities



Join NALS of West Michigan on the Grand Lady Riverboat Cruise on Thursday, August 17, 2017 from 6:00 – 9:00 p.m. for a night of fun and networking!

825 Taylor Street, Jenison, MI 49428

(Located at Steamboat Park Campground...if case you want to make it a long weekend)

Boarding begins at 6:00 p.m.

Boat departs dock at 7:00 p.m. for a 2-hour cruise. Live music Natchez Trace

Adult (21 & over) \$10.00

Adult (21 & over, with grilled picnic) \$23.78

Cash Bar (opens at 6:00 pm)

It is best to buy tickets early because some cruises sell out early.

<http://www.grandlady.info/calendar-and-tickets/>

For more information go to: <http://www.grandlady.info/>

(If you plan on attending, it might be a good idea to contact a NALS of West Michigan member because they can try to save tables/chairs for everyone coming.)

## NALS – National Court Observance Week 2017

<https://www.nals.org/page/CourtObservance2017>

On October 14, 1974, President Gerald Ford signed a proclamation designating the second full week of October as NALS Court Observance Week.

This proclamation established the basis for a NALS tradition of recognizing the skill and dedication to the system we serve. NALS has continued this tradition over the years by establishing an annual theme which our states and chapters promote when hosting Court Observance Week events locally.

This year's court observance week is **October 9, 2017 to October 13, 2017**. This year's theme is the **Fourteenth Amendment** (based on the ABA's Law Day 2017 theme).

NALS encourages every NALS member, chapter, and committee to organize, publicize, and participate in an event during this week in celebration of the constitutional freedoms our courts protect.

**How will our chapter recognize this event?** If you would like to assist with planning this year's NALS of Greater Kalamazoo Court Observance event, please contact Chair, Tami Carl, CLP, at [carlt@millerjohnson.com](mailto:carlt@millerjohnson.com). Thank you!





## Certification Corner

by Paula Steffey, PP, CLP-SC, CWCP

Congratulations to Cathy Zackery, CLP for winning the crossword puzzle prize!

So you have your PLS/CLP and are not sure you want to study for the PP exam or you have your PP and you are not sure how to go higher with your certifications. Did you know that NALS offers Specialty Certificates in 21 different areas of law? Any certified Professional Paralegal (PP), Professional Legal Secretary (PLS) and/or Certified Legal Professional (CLP) may earn a Specialty Certificate after obtaining 50 CLE credit hours in one of the specialty tracks designated by NALS within a five-year validity period. Having a Specialty Certificate will make you stand out even more; and the attorneys you work for will realize how dedicated you are to your career. On top of that, there is nothing better than that feeling of accomplishment.

The Specialty Certificate options are as follows:

Administrative Law  
Appellate Law  
Bankruptcy Law  
Business Law  
Civil Litigation  
Contract Law  
Corporate Law  
Criminal Law  
E-Discovery  
Elder Law  
Employment Law

Estate Planning/Probate  
Family Law  
Immigration Law  
Insurance Law  
Intellectual Property  
Juvenile Law  
Law Office Management  
Personal Injury Law  
Real Estate Law  
Trial Management

For more information on the Specialty Certificates, go to: <http://www.nals.org/?page=specialtycertificate>

NALS members volunteered at RibFest held August 3-5, 2017 in downtown Kalamazoo.

At right are Brenda Knapp, Andrea Kardatzke, and Cathy Zackery.



RibFest volunteers Jennifer Antisdale, Andrea Kardatzke, Diane Berry, and (once again), Cathy Zackery.

Thanks to all who helped out!

thank  
you!

On Saturday, August 12, 2017 I had the opportunity to attend the Hot Button Discussion Meeting in Lansing at Foster Swift. While there I had the opportunity to learn about Marine Safety, LBTQ rights, as well as Human Trafficking. The presenters were amazing and each of the topics were well presented and the discussions were lively. Thank you to NALS of Greater Kalamazoo for allowing me the opportunity to attend this event!

Andrea Kardatzke

info@morettigroup.net

www.morettigroup.net



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Cathy Zackery and Michele  
Guyman at Ribfest!



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W M C E G K U V A S G O T P U W M Z A S R I Z E N  
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ADMINISTRATIVE  
 APPELLATE  
 BANKRUPTCY  
 BUSINESS  
 CIVIL  
 CONTRACT  
 CORPORATE  
 CRIMINAL  
 ELDER

EMPLOYMENT  
 ESTATE  
 FAMILY  
 IMMIGRATION  
 INSURANCE  
 INTELLECTUAL  
 JUVENILE  
 LAW  
 TRIAL

After you have completed the puzzle, put your name on it and email the completed puzzle to Paula Steffey ([westernmom40@gmail.com](mailto:westernmom40@gmail.com)) for a chance to win a prize. All puzzles that are complete and accurate will be included in a drawing. The deadline for submission will be August 31 at 5:00 p.m.



## COLLECTION FOR CIS KIDS' CLOSET

As part of our chapter's "give back to the community," we will be accepting donations to the **Communities in Schools Kids' Closet** at our August meeting. A box will be available for your donations at The Park Club. **PLEASE CONSIDER GIVING.**

The goal of the **Kids' Closet** is to make sure that **all** kids can attend school **every** day, **all** day, with confidence and dignity, ready to learn. It can be hard to focus on learning if a student is uncomfortable or embarrassed, and it's hard to do classwork and homework without the right supplies. The **Kids' Closet** at Kalamazoo Public Schools is a place where students or staff can request basic items of clothing, school supplies, or personal care items for students in need.

Below is the current **Wish List** for the **Kids' Closet**.

<b>SCHOOLS SUPPLIES NEEDED</b>	
Backpacks, especially for middle & high school students*	Spiral-bound notebooks
Two-pocket folders*	Pens (blue and black)
Trapper Keepers/zip binders*	Colored pencils
Erasers*	Markers (washable)
Pencil pouches/boxes*	Crayons
Three-ring binders	Glue
<b>PERSONAL CARE ITEMS NEEDED</b>	
Deodorant – spray or stick (men's or women's)	Sanitary pads – regular absorbency, thin
Body wipes/cleansing towelettes – individually wrapped	Feminine wipes/towelettes – individually wrapped
<b>CLOTHING ITEMS NEEDED<sup>1</sup></b>	
Children's underwear – all sizes but especially small (6) and medium (8)	Men's underwear – medium, large, XL
Children's shorts – all sizes (XS – XL)	Athletic shoes/sneakers – all sizes

\* Note: an asterisk means this is an especially high need at the schools.

<sup>1</sup> New clothing items only please.



# FAREWELL PARTY



PLEASE JOIN US FOR  
FOR A FAREWELL  
GATHERING FOR OUR  
DEAR NALS PALS

BEVERLY BISHOP, PLS  
AND  
KATHIE AMIRANTE, PP, PLS

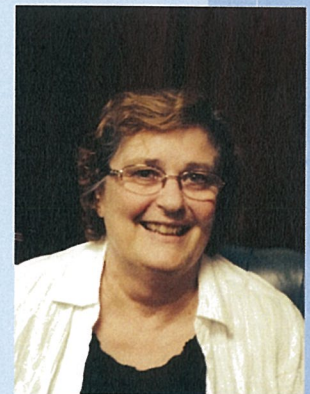
COME AND WISH THEM WELL AS THEY  
FOLLOW THEIR DREAMS AND GO ON TO  
NEW ADVENTURES

**Date: Thursday, August 24, 2017**

**Time: 5:15 p.m.**

**RSVP to Michelle Spiker at:  
michellespiker@att.net**

Lansing Brewing Company  
518 E. Shiawassee St., Lansing



# NALS of Michigan

## Fall Legal Education/Membership Meeting

**Saturday, September 16, 2017**

**9:00 a.m. – Drone Law**

**10:15 a.m. – Michigan Association for Justice**

**11:45 a.m. – Lunch**

**12:30 p.m. – Membership Meeting**

**Foster Swift Collins & Smith, 313 South Washington Square, Lansing, MI**

### Game of Drones: Navigating the Legal Airspace

Clint W. Westbrook, Esq.  
Warner Norcross & Judd LLP



Clint Westbrook is a litigation attorney with a multi-dimensional practice, primarily focused on drone regulation, cybersecurity, privacy, products liability and probate litigation. Clint enjoys pursuing emerging areas of the law, including current trends in technology and cutting-edge legal issues. His attention to detail and efficient work ethic provides the right framework for client advocacy. Whether he is preparing to appear in court or writing a privacy policy for a mobile application, he is always focused on the next challenge—and continuing to master the complex laws that regulate the drone industry is next on his list. This self-starter attitude makes Clint a valuable asset to various firm practice groups and to clients across a wide variety of industries.

### Michigan Association for Justice

Thomas W. Waun, Esq.  
Immediate Past President



Tom Waun is the managing partner in the Flint, Michigan office of Johnson Law, PLLC. Tom has a statewide practice focused primarily on plaintiff's personal injury matters including motor vehicle accidents, trucking accidents, construction site accidents, product liability, premises liability, police misconduct and legal malpractice cases. Additionally, approximately 25% of his practice is devoted to business litigation.

Tom served on the council for the Negligence Section of the State Bar of Michigan from 2007 through 2013. In 2013 he was the Chair of the Negligence Section. Tom has served two separate terms on the Executive Board of the Michigan Association for Justice (formerly Michigan Trial Lawyers Association). He has been an MAJ officer since 2012 and is currently its Immediate Past President. Tom currently serves as an officer in the Michigan chapter of the prestigious American Board Of Trial Advocates (ABOTA).

In addition to his work with the Negligence Section, MAJ and ABOTA, the Michigan Supreme Court has appointed Tom to sit on various committees addressing different issues important to the state's court system. He currently serves on the 21 member Committee on Model Civil Jury Instructions which is responsible for drafting the standard civil jury instructions used by all Michigan courts. He also currently serves on a committee in the process of modifying the Michigan Court Rules on electronically stored information. In 2014 he chaired a committee which was responsible for drafting a proposed court rule upon which a pilot project was based implementing the use of summary jury trials in Michigan courts. In 2011 he was also appointed to serve on the Case Evaluation and Mediation Study Advisory Committee.

Tom is a frequent lecturer on issues involving negligence law and trial practice. He also previously taught trial practice as an adjunct professor at the University of Detroit Mercy School of Law.

***Bring a guest/new member/1<sup>st</sup> time attendee to the September meeting and that guest can attend the CLE for free (only need to pay \$15 for the lunch)***

**REGISTRATION FORM**

**Saturday, September 16, 2017**  
**NALS of Michigan**  
**Fall Legal Education/Membership Meeting**

**Fees (includes lunch)**

NALS of Michigan Member \_\_\_\_\_ \$25  
Future Member \_\_\_\_\_ \$30  
Student \_\_\_\_\_ \$15  
Membership Meeting Only \_\_\_\_\_ No Fee

**Refund Policy:**

Full Refund if notification received prior to  
September 13, 2017. **NO EXCEPTIONS**

For further information contact: Lynn Philp at  
616-322-5124  
or [lynn.philp@gmail.com](mailto:lynn.philp@gmail.com)

**RSVP (with lunch) deadline is**  
**September 13, 2017.**  
**NO EXCEPTIONS.**

Mail completed registration form and check payable to **NALS of Michigan** to:  
Lynn Philp  
1891 Gentian Drive, SE  
Grand Rapids, MI 49508

Name: \_\_\_\_\_ Address: \_\_\_\_\_

Telephone: \_\_\_\_\_ Email: \_\_\_\_\_

If member, list chapter: \_\_\_\_\_ If student, please list school: \_\_\_\_\_



**NALS OF GREATER KALAMAZOO**  
**General Membership Meeting Minutes Tuesday, July 25, 2017**

NALS of Greater Kalamazoo met on Tuesday, July 25, 2017, at Shakespeare's Pub; notice of the meeting having been duly given to all members. Sixteen members were present, and four guests, including our speaker J.J Henn, were present. A brief meeting was held after our speaker presented on the topic of B corporations.

1. Call to Order: President Cathy Zackery, CLP called the meeting to order at 12:52 p.m.
2. Minutes (General Membership): It was moved by Nancy Thomas, PLS and seconded by Jenn Bayer to approve the Minutes of the June General Membership meeting. Motion passed.
3. Treasurer's Report: The Treasurer's report was published in the July pleadings. The Treasurer's report was approved.
4. Director's Report: Nancy Thomas- had nothing new to report.
5. Committee Reports: The following committee reports were given:
  - A. Membership: Michele Guyman- It was reported that our current membership stands at 36 members. The following social events were discussed: Bronco Bash on September 8: Still in need of volunteers for the 1-8 pm slots.
  - B. Programs/Reservations:
    - i. August 22, 2017 meeting will be held at the Kalamazoo Park Club- Lunch Meeting  
Speaker: Cathy Metzler
    - ii. September 26, 2017- New Speaker- The venue is to be determined.
    - iii. October 25, 2017 (Wednesday) Tonya Phelan-Krause- venue to be determined.
    - iv. November 14, 2017, Shaun Fitzpatrick- venue to be determined.
  - C. Ways & Means:
    - i. Diane Berry, PLS reported our new Schwan's fundraising campaign ends August 4, 2017- we received a \$19.00 check.
    - ii. Paula Steffey, PP, CLP-SC, CWCP shared that she was not overly happy with our latest attorney directories. There was the suggestion of having the directories be available electronically.
  - D. Employment: Pam Wilcox reported that there were no employment openings.
  - E. Education: Paula Steffey, PP, CLP-SC, CWCP, Crossword was posted in July's pleadings. A prize will be given to the individual who submits their completed crossword puzzle to Paula Steffey, PP, CLP-SC, CWCP by July 31, 2017.
6. Old/New Business:
  - a. RibFest-Still looking for volunteers and if interested please contact Cathy Zackery, CLP, or Lena Tricoci.
  - b. Bronco Bash- Still looking for volunteers and if interested please contact Cathy Zackery, CLP or Michele Guyman.
7. Announcements:
  - A. The next Board meeting will be Tuesday, August 1, 2017 at 5:30 p.m. at Miller Johnson.
  - B. The next General Membership meeting will be held on Tuesday, August 22, 2017 at 12:00 p.m. at the Park Club with Cathy Metzler as our guest speaker.

There being no further business to come before the membership, the meeting was adjourned at 12:59 p.m.

Respectfully submitted,  
Andrea M. Kardatzke, Recording Secretary



Choose  
from over  
300  
delicious  
foods  
delivered  
to your  
door!

We earn 20%  
cash back  
now thru  
September  
19

Buy a \$25  
eGift Card  
and we get  
\$10 back!

33910  
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**Announcing our new Schwan's Campaign!**



**Legal Assistants Rock!**

**Campaign ID: 33910**



<https://www.schwans-cares.com/c/33910>

NALS of Greater Kalamazoo  
thanks you for your support!

**NALS of Greater Kalamazoo**  
**August 2017 Monthly Membership Meeting and CLE**

**Tuesday, August 22, 2017, at Noon\*\***

(\*\*Note: We are on our summer schedule.)

**The Park Club**

(219 W. South Street, Kalamazoo, MI 49007; Phone 269.381.0876)

**SPEAKER**  
**Cathy Metzler**  
**Miller Johnson**

**TOPIC**  
**Safe, Sound,**  
**and Secure:**  
**Elder Abuse**



Cathy Contos Metzler is a member of Miller Johnson and has been practicing law since 1984. She specializes in estate planning and taxation, probate and trust administration, guardianship and conservatorship, special needs trusts, elder law and Medicaid planning. Attorney Metzler is also the co-chair of the firm's Elder Law and Disability Planning practice group. She received her J.D. from University of Oregon School of Law and a B.S. from University of Michigan.

Attorney Metzler will be giving a shortened version of the **Safe, Sound, and Secure Conference** that was presented by the **WMU Center for Gerontology** on June 15, 2017, where a panel of experts addressed the topic of elder abuse, including a discussion on current scams, financial exploitation and more. Attorney Metzler was a member on the panel.

**AGENDA**

Noon – Lunch

12:15 p.m. – 12:45 p.m. - Speaker Presentation (CLE).

A very short chapter business meeting will follow the CLE.

**BUFFET LUNCH**

A buffet lunch will be served consisting of one meat and one vegetarian entrée, salad, vegetable and rice or potato (Chef's choice), cookies, and soft drinks.

\$17.00 per person (tax and gratuity included)

**RESERVATION PROCEDURE**

E-mail your reservation to Monica Kim at [monpkim@gmail.com](mailto:monpkim@gmail.com) or call 269.697.3515 **no later than 5:00 p.m. on Friday, August 18, 2017** 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.**

## *2017 - 2018 Officers*

Cathy A. Zackery, CLP, President

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

Michele Guyman, Vice President

Phone: 586-557-4054; mightymmo@sbcglobal.net

Andrea Kardatzke, Recording Secretary

Phone: 373-5430; andreanixonparalegal@gmail.com

Brenda Knapp, Corresponding Secretary

brendank5@hotmail.com

Jennifer Robinson, Treasurer

Phone: 459-9500; jen@austin-koffron.com

Nancy Thomas, PLS, Director

Phone: 381-7030; thomasn@millercanfield.com

Lucinda Broecker, PLS, Immediate Past President

Phone: 337-7812; lbroecker@honigman.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, September 12, 2017**

**5:30 p.m.**

**Location t/b/d**

### **August General Membership Meeting:**

**Tuesday, August 22, 2017**

**12 noon**

**Park Club**

**Program: Elder Abuse**

### **Bronco Bash**

**September 8, 2017**

**2:00 - 8:00**

**WMU**

### **NALS of Michigan**

### **Membership Meeting**

**September 16, 2017**

**9:00 seminar; 12:00 meeting**

**Topics: Drone Law/MI Assn for Justice**

**State Bar Building, Lansing**



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