

Legal Assistants/Paralegals of Southern West Virginia



19th ANNUAL MEETING & SEMINAR

June 2, 2023



BridgeValley Community & Technical College
South Charleston, West Virginia



Advantage Technical Center
1200 Science Park Drive
South Charleston, WV

Exciting and informative continuing legal education, networking, and door prizes!



SCHEDULE OF EVENTS

THURSDAY, JUNE 1, 2023

6:00 p.m. – 8:00 p.m.

***FREE* Welcome Reception**

Location: Robinson & McElee, 700 Virginia St, E, Ste 400, Charleston

Connecting the Legal Community with LAPSWV

Join us for light hors d'oeuvres and drinks and connect with seminar attendees, vendors, and members of the legal community!

FRIDAY, JUNE 2, 2023

8:00 a.m. – 8:45 a.m.

Registration and Continental Breakfast

BridgeValley Community & Technical College

8:45 a.m. – 9:00 a.m.

Welcome Remarks

Patricia Schoolcraft, ACP, LAPSWV President

9:00 a.m. – 10:00 a.m.

“Digital Forensics Decoded: Investigating the Digital World”

John E. Sammons, MS, Associate Director: Marshall University Institute for Cyber Security

10:00 a.m. – 10:15 a.m.

Vendor / Coffee Break

10:15 a.m. – 11:45 a.m.

“Mediation and Arbitration; the Good, the Bad, and the Ugly”

Joseph M. Price, Esquire

12:00 p.m. – 1:15 p.m.

Lunch / Annual Meeting / Elections / Awards / Door Prizes

1:15 p.m. – 1:45 p.m.

“NALA – Certification, Education, and Membership”

Debbie Overstreet, ACP, NALA President

1:45 p.m. – 2:00 p.m.

Vendor / Snack Break

2:00 p.m. – 3:00 p.m.

“Courage is Contagious” and “She’s Not My Type”: A Discussion of Sexual Harassment in the Workplace

Mark J. Gigoraci, Esquire

3:00 p.m. – 4:00 p.m.

“Ethics and Discovery – When Disclosing Evidence Hurts Your Case”

Jason Stemple, Esquire

4:00 p.m. – 5:00 p.m.

“Healthcare Law: What Paralegals Need to Know”

Ray Harrell, Jr., JD, General Counsel and Chief External Affairs Officer for Boone Memorial Health

5:00 p.m.

Closing Remarks / Door Prizes

Patricia Schoolcraft, ACP, LAPSWV President

Continuing Legal Education (CLE) Credit: 5.5 total Hours

This seminar meets the requirements of the NALA Certifying Board for continuing legal education credit required to maintain the CP (Certified Paralegal) credential.

REGISTRATION FORM

LAPSWV 19th ANNUAL MEETING & SEMINAR

Walk-ins are welcome day of seminar. Please make checks made payable to LAPSWV.

Please submit your completed registration form and payment **LAPSWV, P.O. Box 11488, Charleston, WV 25339** OR email your completed registration form to treasurer@lapswv.org and send your payment via Zelle to "treasurer@lapswv.org".

NAME: _____

ADDRESS: _____

PHONE: _____

EMAIL ADDRESS: _____

REGISTRATION TYPES:

_____ LAPSWV MEMBER - \$50

_____ NON-MEMBER - \$75

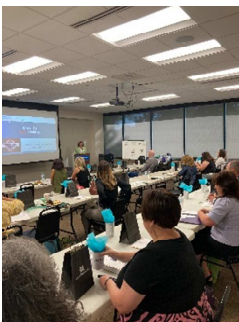
_____ STUDENT - \$25

_____ ***NON-MEMBER SPECIAL***

2023-2024 LAPSWV MEMBERSHIP AND SEMINAR REGISTRATION - \$80

Please list any special dietary needs: _____

Registration fee includes breakfast, lunch, and snacks during breaks.



SPEAKER BIOS



Mark J. Grigoraci, Esquire, Member Robinson & McElwee. Mr. Grigoraci's practice centers on all aspects of employment law. His practice includes representation and counseling of employers and individuals with regard to a wide array of employment issues. Mr. Grigoraci's practice encompasses workers' compensation, federal black lung, workplace discrimination and harassment, disability and leave, wage and hour, workplace safety, employment agreements, terminations and hiring practices, unemployment compensation, employment policy and procedure manuals (handbooks), and a multitude of other employment and human resources (HR) matters. Mr. Grigoraci is also experienced in general civil litigation. In a nutshell, Mr. Grigoraci's focus is on helping employers, HR professionals, and individuals address and resolve employment matters.

Additionally, Mr. Grigoraci's has experience in trademark law and election and campaign finance law.

With regard to workers' compensation Mr. Grigoraci has extensive experience practicing before the workers' compensation adjudicatory bodies and the Supreme Court of Appeals of West Virginia. Mr. Grigoraci has handled virtually all issues that arise in workers' compensation claims including: treatment, compensability, temporary total disability, permanent partial disability, permanent total disability, claim re-openings and closure, return to work, and "deliberate intent" (Mandolidis) claims.

Mr. Grigoraci also represents coal companies and the responsible operators before the United States Department of Labor, the Office of Administrative Law Judges, the Benefits Review Board and the United States Court of Appeals for the Fourth Circuit. Mr. Grigoraci has significant experience defending against federal black lung claims.

The scope of Mr. Grigoraci's practice in employment law includes disputes, issues, and civil litigation (lawsuits) related to the West Virginia Human Rights Act, Title VII of the Civil Rights Act, the West Virginia Wage Payment and Collection Act, state and federal wage and hour laws, the Americans with Disabilities Act, the Family and Medical Leave Act, wrongful discharge, retaliation, whistleblower laws, employment policies and procedures, and many other employment matters. Mr. Grigoraci has considerable experience defending against lawsuits, as well handling matters that are not in litigation or before they go into litigation.

Mr. Grigoraci represents employers, HR professionals, and individuals across many industries, including the manufacturing, retail, service, hospitality, and coal industries.

Prior to joining Robinson & McElwee, Mr. Grigoraci served as Assistant Attorney General at the West Virginia Attorney General's Office, Workers' Compensation Defense Division. As an Assistant Attorney General, Mr. Grigoraci handled numerous workers' compensation claims covering a wide array of issues.



RAY HARRELL, Jr., JD: *General Counsel and Chief External Affairs Officer*

As General Counsel, Ray oversees the legal affairs of the company and provides legal advice and counsel to the Chief Executive Officer, Administration and management teams, and the BMH Board of Directors. As Chief External Affairs Officer, Ray manages the Boone Memorial Foundation for Healthy Living and is also responsible for fundraising and grants, public relations and marketing, government relations, facility experience, and external relationships.

Prior to joining BMH, Ray practiced in the Labor & Employment and Government Relations groups of Dinsmore & Shohl LLP; an AmLaw 200 U.S. law firm headquartered in Cincinnati, Ohio. Ray was named to the 2020 West Virginia Rising Stars list by Super Lawyers, and was one of ten attorneys selected to participate in the 2019 West Virginia Bar Foundation Lawyer Leadership Institute.

Ray serves on the West Virginia Hospital Association Legislative Committee and the HOSPAC Board of Trustees. He is an active member of the West Virginia State Bar and the American Health Law Association, and also serves on the Board of Directors for Capitol Market, and The Greater Kanawha Valley Foundation Economic Development Task Force. Ray previously served on the Marshall University Alumni Association Board of Directors and the West Virginia Bar Association Executive Council.

Ray is a cum laude graduate of the University of Florida Levin College of Law, where he earned his Juris Doctor degree and served as President of the Florida Moot Court Team. He received his Bachelor of Arts in Political Science, cum laude, from Marshall University, where he served as Student Body President. He resides in Charleston with his wife, Ashton, and their three daughters.



Debbie Overstreet, ACP, NALA President. Debbie Overstreet, ACP, has been in the legal field since 1980. She has worked in both the public and private sector and is currently employed as Management & Disposal Branch Chief, Real Estate Division, with the US Army Corps of Engineers in Tulsa, OK. Prior to her employment at the Corps of Engineers, Ms. Overstreet was employed as a Legal Assistant with the US Attorney's Office Northern and Eastern Districts of Oklahoma.

Ms. Overstreet earned her paralegal certification from NALA in 2000 and has advanced paralegal certifications in Discovery and Real Estate Principles. Ms. Overstreet is a graduate of NALA's inaugural leadership program (LEAP), has served as NALA's Affiliated Associations Secretary, Affiliated Associations Director, Regional Director, Professional Development Committee member and LEAP mentor, Treasurer, Secretary, Vice President, and is currently serving as NALA President.

In addition to contributing articles to NALA Facts & Findings and volunteering as a presenter at several NALA conferences, Ms. Overstreet believes in giving back to the paralegal profession. She is active in state and local NALA affiliated associations. Debbie has served as 3-term past President, Eastern Region Director, NALA Liaison, Publications Chair, and Seminar Chair of Oklahoma Paralegal Association, and previously served as a member of the community service and nominations committees for Tulsa Area Paralegal Association and on the Paralegal Program Advisory Board at Community Care College in Tulsa, Oklahoma. She resides in Porter, Oklahoma, with her husband, Gregg Overstreet. They have five children and eight grandchildren.



Joseph M. Price, Esquire, *Managing Partner, Robison McElwee. During his 40 years of practice Mr.*

During his 40 years of practice Mr. Price has served as lead counsel in numerous complex cases. He regularly represents clients in sex, race, disability, religious, age and other employment discrimination cases before both the West Virginia Human Rights Commission and the Equal Employment Opportunity Commission and assists with Affirmative Action Programs as well as representing federal contractors before the Office of Federal Contract Compliance Programs.

Mr. Price is an experienced labor lawyer and regularly practices before the United States Department of Labor, including union election campaigns, defense of Unfair Labor Practice charges and development of labor relations strategies. Mr. Price also devotes a significant portion of his time to the negotiation of union labor agreements and related contracts, advising clients wishing to remain “union free,” and conducting labor law compliance training for firm clients. In addition to his legal practice, Mr. Price taught federal labor law in the Master of Industrial Relations degree program at Marshall University for 13 years. In the union free setting, he has negotiated numerous executive employment and departure agreements, severance agreements, compensation agreements and other employment related contracts.

Mr. Price has represented clients in more than 100 arbitrations, defended employers in Fair Labor Standards Act class actions, state wage payment class actions, an ERISA class action, employee benefits cases, wage and hour claims, harassment litigation, “wrongful discharge” cases in both state and federal courts, and has acted as lead appellate counsel in matters before the Supreme Court of Appeals of West Virginia and the United States Court of Appeals for the Fourth Circuit. While his practice encompasses all aspects of labor and employment law with a focus on administrative and trial court litigation, he has also represented firm clients in complex personal injury, wrongful death, class actions and other “high risk” litigation.

Mr. Price is a mediator, fully trained by the West Virginia State Bar. He also serves on the Board of Directors for the WV Chapter of the Society for Human Resource Management and serves as a member of the Board of Directors, Executive Committee, Finance Committee and Human Resources Committee of HospiceCare, Inc., a nonprofit entity. He is also currently the Chair of the West Virginia Board of Risk and Insurance Management.



Jason Stemple, Esquire - Jason grew up in Berkeley Springs, West Virginia. At the age of seventeen, Jason joined the United States Army and served in Fairbanks, Alaska as an Infantry Soldier. After he was discharged, Jason obtained his BA from Marshall University in 1996, and then his Juris Doctorate from WVU College of Law in 2001. Jason worked as a paralegal prior to attending law school.

Jason was a partner at Duffield, Lovejoy and Stemple and is now a partner at Oxley Rich Sammons, LLC. He is admitted to practice in the State of West Virginia Court, 4th Circuit Court of Appeals, and the United States District Courts for the Northern and Southern Districts.

Today, Jason's practice area focuses on modular and manufactured home defense, but he also handles civil litigation, corporate defense and personal injury defense.



John E. Sammons, MS, Associate Director: *Marshall University Institute for Cyber Security*. John Sammons is an Associate Professor and the Associate Director of the Marshall University Institute for Cyber Security. He teaches undergraduate and graduate courses in cyber forensics and security.

John is the author, co-author, or contributor of several books including the best-selling *The Basics of Digital Forensics* published by Syngress. His other books include *Digital Forensics: Threatscape and Best Practices*, *The Basics of Cyber Safety: Computer and Mobile Device Safety Made Easy*, and *Digital Forensics Trial Graphics: Teaching the Jury Through Effective Use of Visuals*.

He is a former law enforcement officer, serving approximately 10 years with the Huntington Police Department. John spent the majority of his time in law enforcement investigating drug trafficking in and around the Huntington area. His work was recognized by the United States Department of Justice with the Award for Public Service.

John is a frequent speaker around the country on digital forensics and cybercrime. He has spoken at the Annual Scientific Meeting of the American Academy of Forensic Sciences, the National Cybercrime Conference, and the Dallas Crimes Against Children conference.

John has also developed and delivered continuing education training for lawyers and judges on digital forensics and electronic evidence.

He is a Member of the American Academy of Forensic Sciences, and the Council of Forensic Science Educators.