



FALL 2022

Red River Review

OFFICIAL PUBLICATION OF THE RED RIVER VALLEY
PARALEGAL ASSOCIATION



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Fostering the utilization, networking, development, and education of paralegals throughout Eastern North Dakota and Western Minnesota.

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2022-2023

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Current Open Positions:

North Region Director

(can be jointly held)

PRESIDENT'S REPORT

If you're anything like me, the end of the year can be a little bittersweet. While I reflect on the past year, it can be difficult at times not to focus on the negative - all the work I didn't get done, all of the people I didn't get the chance to see, or all of those house projects I never got around to. But as we transition into the new year, its important to remember how far we've come over the past twelve months; as individuals, as professionals, as mothers or fathers, as friends, and as an organization.

The 2021-2022 year for RRVPA was an exciting one! As we transitioned back into offering in-person events, our sense of community returned. I finally got to meet all of the fun, interesting, diverse, intelligent, and helpful members who make our organization so unique. We were able to congregate and share stories, laughter, and learn a thing or two from other local professionals. The past year brought some challenges as we attempted to offer more hybrid events and return to the "new normal" way of doing things. I truly hope RRVPA members have enjoyed all we've had to offer as we navigated the post-pandemic

For the 2022-2023 fiscal year, its my honor and pleasure to serve as President of the organization again. While last year was quite the learning experience for me as your incoming President, I am excited to see what the next several months have in store for the organization as I feel a sense of refreshment and renewal. The organization celebrated its 40th birthday this past spring, and its truly amazing to see where RRVPA has been, and especially where RRVPA is going. I am delighted to serve as President for another term and can't wait for all exciting events and activities coming our way.

Miranda L Hall

1ST VICE PRESIDENT'S REPORT

HELLO RRVPA MEMBERS!

I am Stacy Brekke, currently working at Blue Cross Blue Shield of ND in the Legal Department as a Legal Specialist. I have been at BCBSND for over 10 years now! I am your 2022-2023 First Vice President for RRVPA.

We held a lunch and learn in September regarding Guardianships/Guardian ad Litem duties, and are working on another lunch and learn for December. Stay tuned for details on our Facebook page. The goal is to have one each month, and if we can squeeze in two, we will certainly try to get you as many CLE's as possible.

If anyone has any ideas or suggestions for topics and/or speakers please feel free to contact me, it is greatly appreciated! Hope all is well with everyone and have a happy holiday season and we will see you in 2023!!

Stacy Brekke, CLA

2ND VP REPORT

As we begin the 2022/2023 membership year for RRVPA, the board of directors wants to thank our members who have supported and helped the organization power through the COVID pandemic. This past year, we were able to have a healthy hybrid of virtual and in person activities that allowed us to get back to what we usually offer to our membership. The board continues to brainstorm and plan new ways to give back to our membership and we believe you'll enjoy all the things that we have in store.

This year, we were excited to offer some new ways to start or renew your membership with RRVPA. To eliminate the paper trail, we offered a way for new and returning memberships to submit their paperwork via Google Forms. Additionally, we offered an alternative payment method of Venmo for your membership dues. We hope these additions made it easier for you to sign up as a member of RRVPA.

For all of you new members who have joined us since last year, welcome! We are very pleased that you've chosen our organization, and are excited to get to know you.

Currently, RRVPA has 57 voting members. If you know anyone who might be interested in joining RRVPA, or who might be interested in learning more about us, please let them know that they can contact me at redrivervalley.paralegal@gmail.com.

Kelsey McFarlane

TREASURER'S REPORT

As the year nears its close, it's time to contemplate all that we've accomplished and experienced over the past eleven months. For RRVPA and its members, 2022 was a year filled with growth and opportunities. RRVPA hosted many virtual Lunch and Learns this year, and in April we hosted our annual conference, at which our members won prizes, participated in games, and listened to talks given by area professionals. In July several of our members also traveled to Phoenix, Arizona to attend NALA's annual conference.

We've also had a lot of fun, as RRVPA hosted many get-togethers and social events throughout the year. It felt great to finally be able to meet in person again!

It was also a good year for sponsorships, as we received many generous donations from businesses and firms throughout North Dakota and Minnesota. So far this year we have five Platinum Sponsors, four Gold Sponsors, three Silver Sponsors, and two Bronze Sponsors. We will continue to take on sponsors throughout the year, so please contact us if your business or firm is interested in this opportunity.

The RRVPA bank account balance as of October was \$22,913.11.

Candace Gould

NALA LIAISON REPORT

Hello, my name is Katy Tellinghuisen and this is my first year serving as the NALA Liaison for RRVPA. I am excited and honored to work with NALA to provide as many benefits to our membership as possible! I will be attending the NALA Conference this year in Boston, MA from July 12-14. This will be my first NALA Conference, and I can't wait to network with fellow paralegals from across the country and attend as many seminars as possible! I look forward to sharing my knowledge and resources from the NALA Conference with the rest of our organization.

If you are not a member of NALA (18,000+ members), I highly recommend that you join! There are so many educational resources available to paralegals at any level in their education and career. A NALA active membership costs \$154 per year and includes access to all member benefits listed on the next page, including a \$80 continuing education gift certificate!

Please make sure that you follow NALA and RRVPA on social media to stay up to date on continuing education opportunities. If you have any questions about the NALA Conference or becoming a NALA member, please let me know.

Katy Tellinghuisen

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WHY SHOULD I JOIN NALA?

MEMBERSHIP BENEFITS



FACTS & FINDINGS

Members receive a subscription to the association's journal featuring educational and informative articles for paralegals.

\$35 VALUE



NALA CAREER CENTER

The online career center is the perfect place for NALA members to search for new job opportunities and career tips.



SIMPLELAW®

An online platform where NALA members can grow their contract income opportunities for no additional charge.



NALA COMMONS

Our private member-only collaboration site developed to help paralegals learn and engage from around the globe.



UTILIZATION AND COMPENSATION REPORT

A valuable tool for successfully negotiating compensation and benefits.

\$79 VALUE



DISCOUNTED RATES

Members can save money on NALA continuing education programs and select products.



AFFINITY DISCOUNTS

Receive special local and national discounts on affinity products and services such as office supplies, car rentals, and identity theft protection.



***SELECT COMPLIMENTARY MEMBER EDUCATION**

Members receive access to complimentary education courses and programs.

\$350 VALUE



***80 GIFT CERTIFICATE**

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** Applies only to those who have an Active type membership*

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Collaborative
Negotiating



Gestational
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Adoption



Domestic
Violence



Prenuptial
Agreements



GJESDAHLLAW

NALA CONFERENCE

NALA boasts that the NALA Conference & Expo "is the most anticipated paralegal event of the year." This year, legal professionals flocked from all over the country to Phoenix, AZ to attend a three-day conference jam packed with CLE's, networking opportunities, professional development offerings, and so much more! NALA launched their very first hybrid conference in 2022 which allowed attendees to join the fun either in-person, or virtually.

Attendees of this year's conference earned up to 15 CLE hours and were offered courses covering various subject matters, from Certified Paralegal exam topics to ethics and from summary judgment motions to climate change and the law. The schedule of offerings was stacked with paralegals and attorneys from around the country who traveled to Phoenix to present on their specialties. While business generally took place from 7:00 a.m. to 6:00 p.m., there was plenty of time for extracurricular activities, including the Expo Hall, which featured vendors from around the country there to provide additional information on their organization, hand out company swag, or draw for a door prize or two.

Outside of the scheduled conference sessions, many spent their time networking or playing "tourist" in the desert. Having the opportunity to professionally network and socialize with members of the nationwide legal community was such a positive experience and was truly enlightening! There really is nothing like the NALA Conference & Expo, and no matter what stage you're at in your career, the conference has something for everyone. So, while I think RRVPA's Spring Conference might be the second most anticipated event of the year, I have to say I agree with NALA's claim.

Miranda L. Hall



RRVPA members joined members of the Western Dakota Association of Legal Assistants for dinner while in Phoenix for the NALA Conference.

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NALA PARALEGAL CERTIFICATION

Becoming a NALA Certified Paralegal means that you have successfully passed a rigorous examination of the knowledge and skills necessary to be an effective paralegal. Earning this credential is a proud achievement that comes with a career-long commitment and national recognition.

The first questions I asked myself as I was debating on whether I should take the required exams (Knowledge and Skills) to become a certified paralegal included, "How will this help my paralegal career?", "Will I be overwhelmed trying to accomplish this while working a full-time job?", and "I have been out of school for a while, what if I forget the best methods for studying and test taking?" Maybe some of you who have considered completing the NALA Certified Paralegal exams have the same thoughts. Well, here is what I found out and learned along the way.

Everything is totally doable! The first step, and one of the most important in my opinion, is to plan ahead. After conducting research on when the two required exams would be offered, I registered for the tests far enough in advance so I knew I would have enough time to study. The next step I took was to calendar 45 minutes each night for studying. I purchased NALA Certified Paralegal Exam Fundamentals and read as much as I was able to in that timeframe each night. I made sure I would be able to get through all of the chapters of the book, while also taking notes on the information that was harder to remember or understand.

Since I am a visual learner, actually writing the complex concepts on paper helps me remember the details. Additional resources for studying include webinars and practice exams on the NALA website <https://nala.org/certification/study-materials/>.

Before the day of the test, I made sure to go over my written notes again. The Knowledge Exam is multiple choice and you can take it at home with a proctor monitoring you via laptop. Once you pass this test, then you are authorized to take the Skills Exam at a testing center. The Skills Exam consists of a legal memo-style essay in response to a set of facts.

Earning this certification shows the attorneys you work for, your firm's clients and potential clients, and others in the legal field that you will go above and beyond not just for your own career, but when helping others too.

Worried about paying for the registration, tests, and study materials? Reach out to RRVPA (contact information on the back of this publication) for study materials and applying for a scholarship.

Hayley Fingarson



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COMMITTEES

Education

The Education Committee is responsible for planning and implementing all educational opportunities for RRVPA members; including Lunch & Learns, our annual seminars, and other CLE accredited programming. This committee works hard to make sure all content is kept in pace with current technology and the education standards of the ever changing legal profession.

Finance & Audit

The finance and audit committee is responsible for maintaining accurate finances for the organization, and providing transparent records to our members through proper communication. This committee also leads the annual sponsor drive each fall and heads up the scholarship opportunities available through the organization.

Membership

The membership committee is responsible for marketing the organization and educating new membership within the region. Members of the committee are also tasked with maintaining documentation of current membership, welcoming new members, and spearheading the membership drive every fall. acting as a liaison for our organization within the community.

Outreach

The outreach committee is responsible for researching, planning, and implementing various volunteer opportunities for the membership to assist in making an impact on our communities. The committee also brainstorms and considers options for our annual giving campaign.

Public Relations

The public relations committee is responsible for maintaining and distributing all RRVPA materials, as well as making sure the organization's social media presence is current and relevant. Additionally, this committee designs and publishes the Red River Review, a semi-annual organization publication. The committee also acts as a liaison for our organization with the community.

Committee Update: *This year, the RRVPA Board of Directors reviewed and analyzed the current and past activity of the Mentorship Committee. After deliberation, a motion to dissolve the committee passed unanimously. The organization is thankful for the past work and dedication of the Mentorship Committee and the impact it had on our local communities and members.*



Legal and ethical

S T A N D A R D O F C A R E D D B N F Y P D P E
T I T N D E F A M A T I O N D J L Z A A D F O X
C S N L C H O A Y S O E L D X G L A L T U O L P
A U G V D T D D J H E U V V O J I T S A R T S R
O A P O O D T N J P P T A O A N W Y E R A R T E
T A P R A L C U R F N N D V F D G O I W B O T S
Y G J P O C U R F E W S X Y V E N O M A L T V S
T A Z K M X S N S M A D E O C F I R P R E L D E
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Y Y S N A C F R A U R H A K M R L T S N W O T O
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L E E O P T C G R I E T C A S A H T N G R T E S
R O N T A K C E T M N C H O R A N J M L O N S E
I I S N T Z M R D E E Y A P N E U O E I F E N N
M E L K J A K G M I R D F U S S S L N G A T O T
L A I Z O Z B N J Z R O C N S E E J T E T N C O
W V G O C S O L Y G E E O O H E F N V N T I D D
B X W L K D I E Q P I C C T N K D E T C O Z E E
I W Y M N B R L O U C Q Z T J S J J F E R Z I O
J C L A E T L C B P T K S L I M E G O W N K L F
D K B L U R S G G O G O F F Y V B N U A E I P F
K A Y R E W H J H B R F R B M M E C T C Y S M Z
G O N V C H Q Q U Y C J I T I M S P S L R A I I

Abandonment

Battery

DNR

Expressed Consent

HIPAA

Intentional Tort

Living Will

POLST

Slander

Advance Directive

Consent

Durable Power of Attorney

False Imprisonment

Implied Consent

Involuntary Consent

Minor Consent

Proximate Cause

Standard of Care

Assault

Defamation

Duty to Act

Good Samaritan Law

Informed Consent

Libel

Negligence

Scope of Practice

Tort

COMMITTEE MEMBERS

Education

Chairperson: Stacy Brekke, 1st VP

Members:

Rachel Dewald
Kathy Freidig
Christine Goodall
Kiara Klinkhammer
Courtney Kosse
Jericka Lyon
Erin Nodland
Magen Pavlicek
Katie Perlenfein
Michelle Smith
Eileen Tronnes Nelson

Public Relations

Chairperson: Miranda Hall, President

Members:

Kelly Brammer
Hayley Cooper
Hayley Fingarson
Jennifer Hoffman

Unassigned Members

Susan Blondeau
Maggie Burlingame
Stephanie Landstrom
Jessica McCaslin
Jill Nona
MaKell Pauling-Normandin
Sue Schaumburg
Rebecca Shelkey

Finance & Audit

Chairperson: Candace Gould, Treasurer

Members:

Terri Bourcy Smith
Sara Gerdon
Tiffany Plutowski
Tim Steuber

Membership

Chairperson: Kelsey McFarlane, 2nd VP

Members:

Miranda Hall
Lacey Hruby

Outreach

**Chairpersons: Anna Dillon and Hayley Fingarson,
South Regional Directors**

Members:

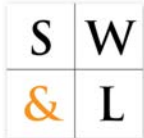
Lindsey Anderson
Winter Brekhus
Jasmine Craig
Sharon Oliver
Kayla Peterson
Jill Stanislawski
Katy Tellinghuisen
Karyn Vasek
Brianna Wolf

2022-2023 SPONSORS

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O'BRIEN  LYSON
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LAW OFFICE

Silver Level



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ABSOLUTE
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Bronze Level



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Sponsor Benefits

RRVPA SPONSOR BENEFITS	PLATINUM \$500	GOLD \$300	SILVER \$200	BRONZE \$100
\$100 scholarship in sponsor's name to a RRVPA member for use towards continuing legal education (CLE)	X			
One (1) sustaining membership* to RRVPA (a \$75.00 value)	X	X		
SEMINAR/CLE EVENTS				
Sponsorship of Annual Seminar Lunch	X			
Sponsorship of Annual Seminar Break	X	X		
Name/Logo and Sponsorship Level on Annual Seminar Program	X	X	X	X
Name and Sponsorship Level Recognition at Annual Seminar, Lunch and Learns, and all RRVPA Sponsored Events	X	X	X	X
NEWSLETTER & SOCIAL MEDIA				
Opportunity to publish a prominent article in the bi-annual newsletter, <i>Red River Review</i> **	X			
Opportunity to publish a monthly blog on the RRVPA social media page(s)**	X			
Full page ad in bi-annual newsletter, <i>Red River Review</i>	X			
Half (1/2) page ad in bi-annual newsletter, <i>Red River Review</i>		X		
Quarter (1/4) page ad in bi-annual newsletter, <i>Red River Review</i>			X	
Sponsor Name and Sponsorship Level listed in bi-annual newsletter, <i>Red River Review</i>	X	X	X	X
WEBSITE				
Sponsor Levels with Name/Logo and hyperlink to your website on the RRVPA website, www.rrvpa.org	X	X	X	X

*Sustaining Members (Non-Voting): Any lawyer, law firm, agency, association, educational institution, corporation, or other entity interested in supporting the legal assistant/paralegal profession and the Association may become a sustaining member.

**published articles and blogs are subject to board approval and must contain subjective content and not just advertisement.



Can You Answer These 10 Legal Questions?

What is "due process?"

- a. The right to a fair and impartial trial
- b. Property that's used as security for debt payment
- c. A guilty criminal defendant

Getting a traffic ticket is a/an _____.

- a. Felony
- b. Infraction
- c. Misdemeanor

You have the right to photograph anything in public sight.

- a. True
- b. False

A warrant is issued by the _____.

- a. Police
- b. Court
- c. FBI

When you are acquitted you _____.

- a. Swear to tell the truth, the whole truth, and nothing but the truth
- b. Are arrested
- c. Are found not guilty

What are Miranda rights?

- a. Your right to remain silent
- b. Your right to avoid being arrested
- c. Your right to confess

In all 50 states, driving with higher than _____ BAC (Blood Alcohol Content) will result in a DUI.

- a. 8%
- b. 0.05%
- c. 0.08%

What kind of evidence benefits the defendant?

- a. Inculpatory
- b. Exculpatory

How many citizens make up a jury?

- a. 9
- b. 12
- c. 24

What do the letters DA stand for?

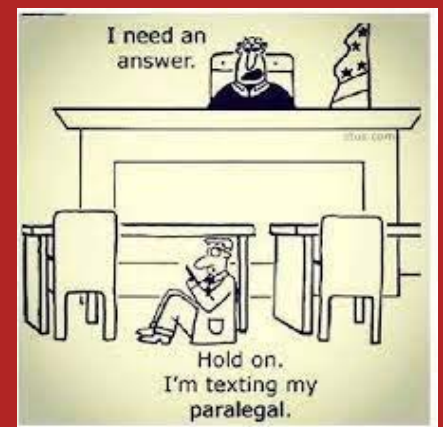
- a. District Attorney
- b. Deputy Attorney
- c. Duty Appraisal

Talia Saville, *Quiz Bliss*, Sep. 27, 2017

<https://www.quiz-bliss.com/talia/quiz-can-you-answer-these-16-law-questions-everyone-should-know-r2>

Answer key: a, b, a, b, a, b, c, a, c, b, b, a.

Dance like no one is watching;
email like it may one day be read
aloud in a deposition.



3 Reasons Families Could Struggle With Probate Disputes

You would think that the tragedy of losing a family member would strengthen the bonds of those who survive with one another. Unfortunately, that is not always the case. Some families end up torn apart by the probate process when someone dies.

Conflict can arise for many different reasons and can damage family relationships in addition to diminishing what everyone inherits. What are some of the most common causes of probate conflicts?

1. Someone questions the validity of the will

Maybe one child believes that the documents produced when a parent died appear altered and might be fraudulent. Perhaps several family members believe that someone else exerted undue influence on the testator. Probate disputes can divide a family in half when someone believes there are problems with estate documents but other people claim the documents are valid.

2. There aren't any testamentary documents

When family members can't find a will or other documents talking about the distribution of the estate resources, it is common for people to fight and possibly litigate. Although intestate succession laws typically govern property division in such scenarios, families may become very bitter about their disappointed expectations.

3. The executor takes questionable steps

Maybe the executor lets their personal history with beneficiaries influence how quickly they distribute assets to different family members. Perhaps they've made mistakes in how they've managed assets, and the overall value of the estate has dropped as a result. Family members can end up fighting when some people want to remove the executor and others want them to retain their authority.

Such disputes may require professional help to resolve, including a lawyer's guidance or even mediation. Sitting down with a professional could help your family resolve the conflict and complete estate administration in a way that honors the deceased family member's legacy.

-Ross Nilson, Attorney at Law
Nilson Brand Law

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Ross is a litigator (in other words he knows his way around a courtroom) and focuses primarily on probate litigation, business litigation and general litigation. Ross' clients often describe him as "articulate, approachable, and diligent." Ross is a husband, father and a native of Park River, North Dakota.



▲ **Nathan Severson**
Personal Injury Attorney



▲ **Adam Wogsland**
Business Law Attorney



▲ **Greg Liebl**
Family Law Attorney



▲ **Sierra Johnson**
Paralegal



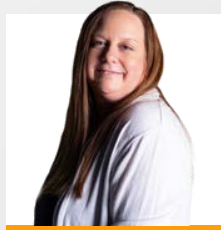
▲ **Lee Grossman**
Commercial
Litigation Attorney



▲ **Hayley Fingarson**
Paralegal



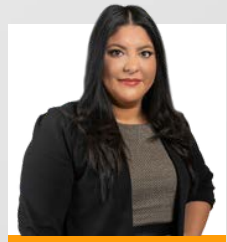
▲ **Ben Freedman**
Family Law Attorney



▲ **Jen Hoffman**
Paralegal



▲ **Andrew Younker**
Family Law Attorney



▲ **Priscilia Ulloa**
Law Clerk



▲ **Adam Justinger**
Criminal Defense
Attorney



▲ **Jesse Maier**
Estate Planning &
Probate Attorney



▲ **Kara Hendrickson**
Office Manager



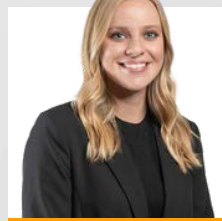
▲ **Dominic Davis**
Commercial
Litigation Attorney



▲ **Dierra Diegel**
Criminal
Defense Attorney



▲ **Josh Krank**
Intellectual
Property Attorney



▲ **Kylee Carlin**
Personal
Injury Attorney



▲ **Ethan Johnson**
Estate Planning &
Probate Attorney



▲ **Taylor Kopperud**
Legal Assistant

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Where We've Been

Like all interactive organizations around the globe, the Red River Valley Paralegal Association had to transition from in-person meetings, social events, and learning opportunities to the use of computer technology. That meant Zoom meeting, after Zoom meeting, after Zoom meeting. Even though our members couldn't physically be together, we still found ways to contribute to our community through donating funds, to hosting fun activities and virtual game nights, and providing CLE credits with virtual lunch-and-learn presentations.

Where We Are Going

Fast forward to 2022, Covid vaccinations have been implemented across the nation and a sense of normalcy was regained. While still acknowledging the lasting presence of Covid-19, we were able to gather in-person together for board meetings, RRVPA's Annual Meeting, various socials, the annual RRVPA Spring conference, and the NALA Convention & Expo. The feeling of community and sense of belonging as we converse, laugh, and learn together in real-time is something we will not take for granted. While this past year has brought RRVPA tremendous growth, we will continue to work and advance to further our purpose, serve others in surrounding communities, and meet goals to enhance members' growth in the paralegal profession.



Warranty Repairs for Home Construction Defects

When Can A Homeowner Demand Repairs From A Contractor?

Construction defects will happen during new home construction. It's a common occurrence. Things just go wrong. It's not something that the contractor or the owner planned on, but it will happen. The question is what do the owner and contractor do in these situations? What are their respective rights?

North Dakota has a specific statute on warranty repairs for home construction. The law was implemented in 2005. Owners and contractors should comply with this law to make sure construction defects are properly discovered, identified, and everyone follows the same framework of the statutory warranty for new home construction.

What Does North Dakota Law Say?

N.D.C.C. § 43-07-26 says:

Before undertaking any repair, other than emergency repair, or instituting any action for breach of warranty in the construction of a one-family or two-family dwelling, or an improvement with a value exceeding two thousand dollars to a dwelling, the purchaser or owner shall give the contractor written notice by mail, within six months after knowledge of the defect, advising the contractor of any defect and giving the contractor a reasonable time to comply with this section. Within a reasonable time after receiving the notice, the contractor shall inspect the defect and provide a response to the purchaser or owner, and, if appropriate, remedy the defect within a reasonable time thereafter. The contractor shall provide the purchaser or owner written notice of the requirements of this section at the time of closing for the property or, in the case of an improvement, at the time of completion of the improvement. For the purposes of this section, "reasonable time" means within thirty business days after the notice is mailed or any shorter period of time as may be appropriate under the circumstances.

Let's break this statute down a little.

- The construction must be on a one-family or two-family dwelling, or an improvement to this type of dwelling exceeding \$2,000. Single family homes, duplexes, and twinhomes fall into this category. It is not meant to cover multi-family apartment buildings, commercial buildings, or industrial buildings.
- The owner must give written notice to the contractor of the defect. The notice must be sent by mail and within six months after the owner discovers knowledge of the defect. Emails and text messages are not written notice contemplated by the statute.
- The owner must give the contractor the opportunity to inspect the defect and repair it. The statute does now allow the owner to repair the defect first and then give the contractor notice.
- The contractor has the right to repair or replace the defect within 30 days of receiving the notice of defect. If the owner does not give the contractor the opportunity to repair or replace, the warranty will likely be waived.

What Is Knowledge Of The Defect?

Knowledge of the defect is different from the time when the defect occurred. Many defects in new home construction are hidden behind finished walls (e.g., plumbing) or take several months to materialize (e.g., mold). If the plumbing in a home has a defect, like a pinhole leak, it is defective at the time the plumbing was done incorrectly. But the owner may not know the plumbing is defective until mold appears in a corner of a room. According to the North Dakota statute, the time limit for the warranty doesn't start until the owner discovers the defect.

Contact SW&L Attorneys

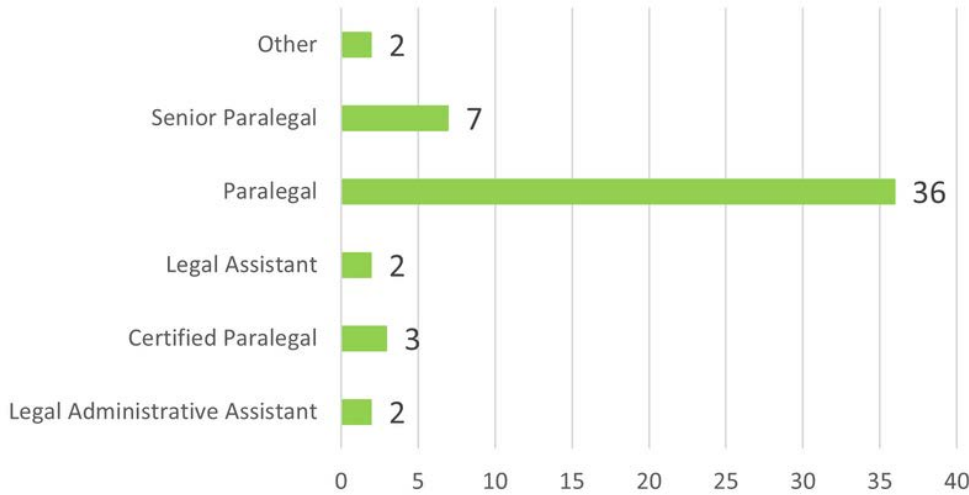
If you are a contractor or homeowner who has questions about warranty repairs or other construction issues, please contact us!



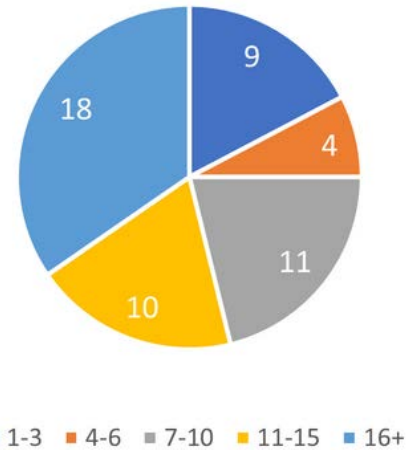
Business Law
Contributor: Lee Grossman

The Results Are In...

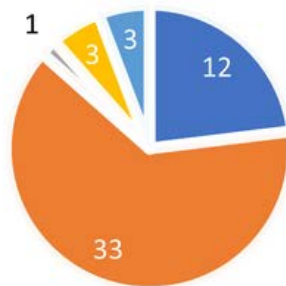
What is your job title?



How many years of legal experience do you have?

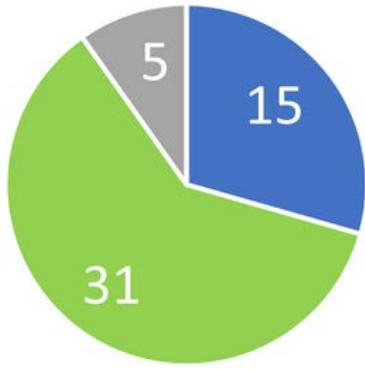


What is the highest level of education you have completed?



- Associate Degree
- Bachelor's Degree
- Masters/Graduate Degree
- Some College Credits
- Some Post-Graduate Credits

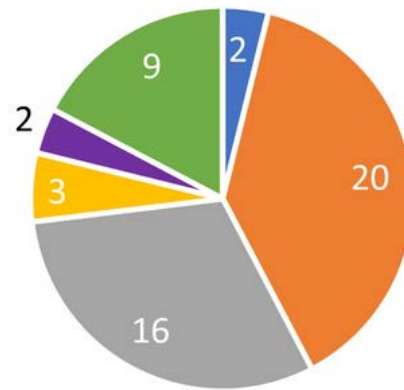
Does your organization have a billable hour requirement?



■ Yes ■ No ■ More of a goal or expectation



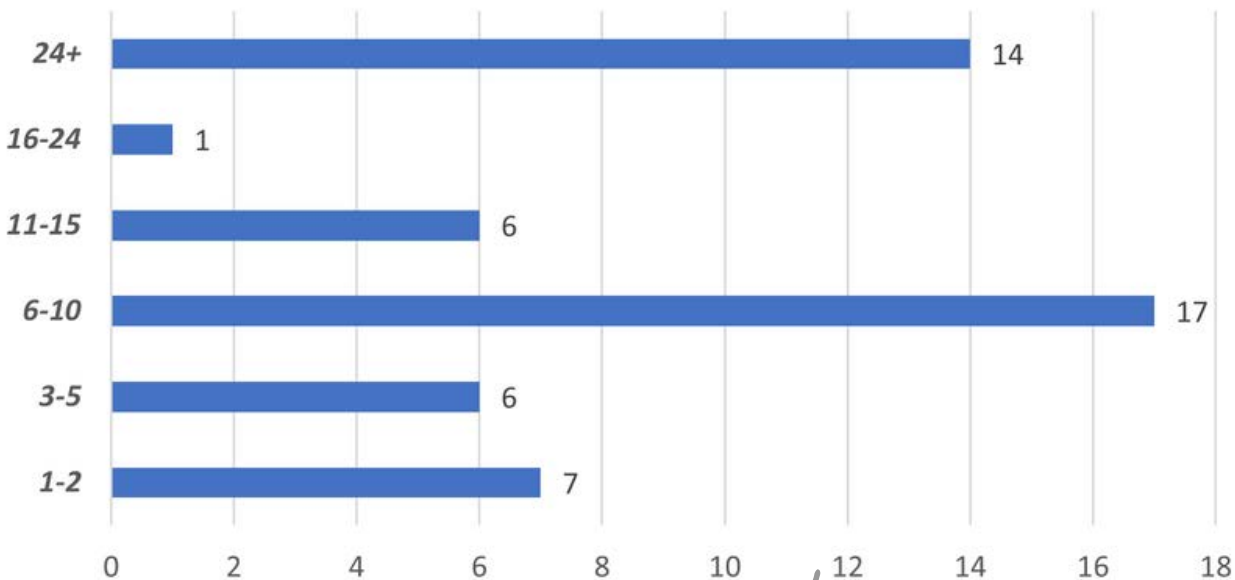
If your organization bills for your time, what range most accurately represents your billable rate for clients?



■ Less than \$100 ■ \$101 - \$150 ■ \$151 - \$175 ■ \$176 - \$200 ■ 200+ ■ N/A



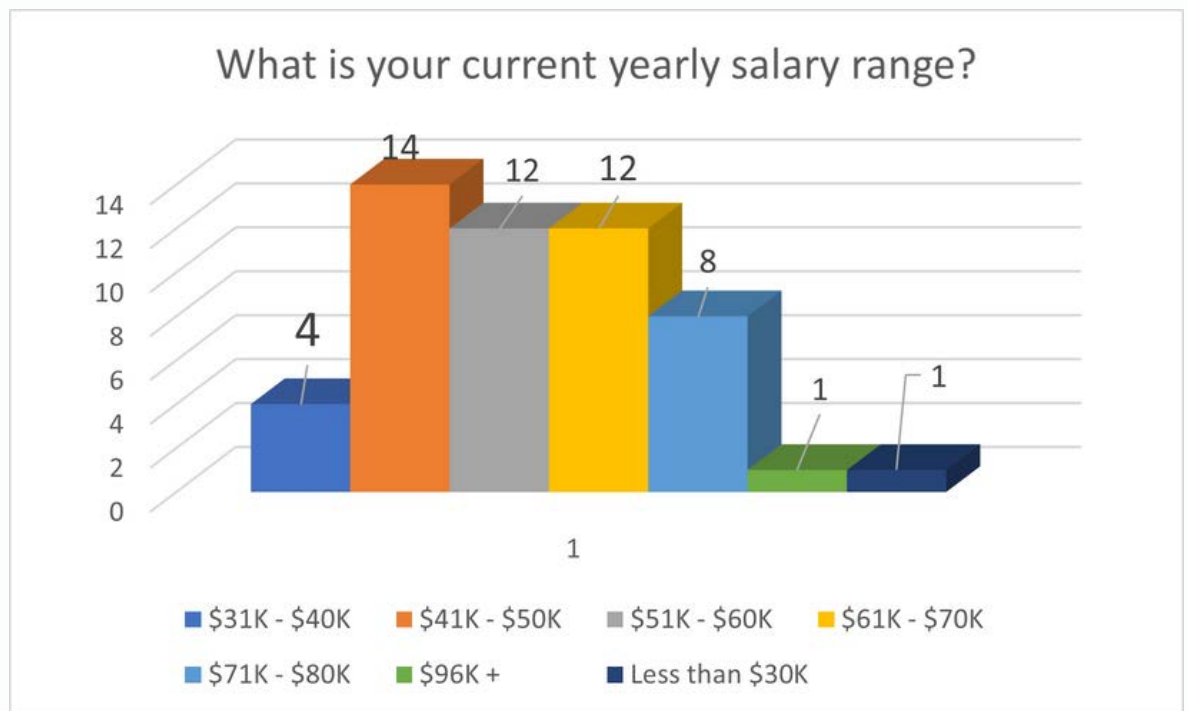
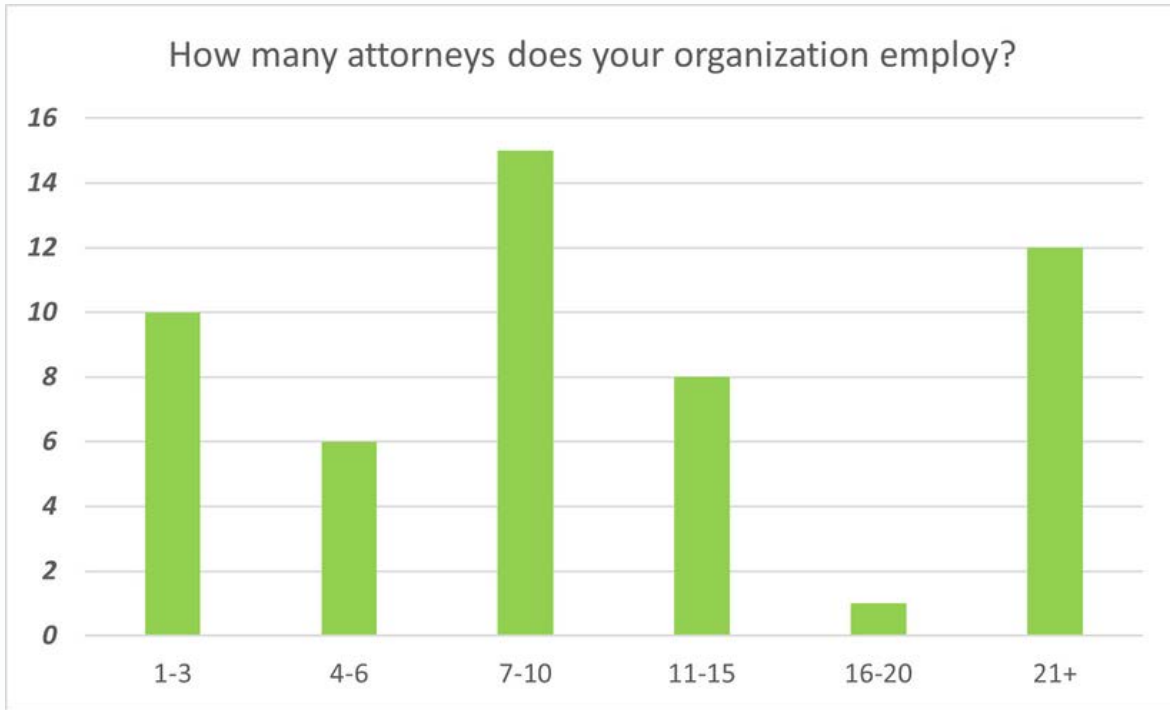
How many non-attorney staff members does your organization employ?



Results, cont'd

*From the 2022 RRVPA Salary Survey

Results, cont'd



Member Referral Program

Do you know a legal professional who is looking to get involved in a local, professional organization? Have you been wanting to tell all your friends about RRVPA and the awesome opportunities available throughout the year? Maybe the Member Referral Program is for you!

As a member of the Red River Valley Paralegal Association, if you refer a legal professional to the organization and they subsequently apply and are approved for membership, you will be eligible to receive a \$10 gift card. Not bad for bragging up your favorite local paralegal association!

Be sure to remind the potential member to indicate on their application who referred them. Its that easy!



PARALEGAL
noun. [par-uh-lee-guh l]
Someone who solves a problem you did not know you had in a way you do not understand.
See also **wizard, magician**



OhnstadTwichell attorneys

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Ohnstad law firm was founded in 1939 by Manfred Ohnstad, who, in 1955, partnered with Daniel Twichell to create the firm you know today as Ohnstad Twichell. Ohnstad Twichell has become one of the largest firms in the region and is fully committed to the core values that started the firm 80 years ago: integrity, respect, teamwork, communication, and excellence. Our team of attorneys are proud to announce our recent nomination as one of the top five law firms in the Red River Valley. With offices in West Fargo, Casselton, Hillsboro, and Page, North Dakota – we are able to offer a full range of legal services to these communities.

We practice in law in all of the different areas:

Real Estate | Business & Corporate Law | Estate Planning, Probate, & Trust

Civil & Criminal Litigation | Family Law | Municipal & Water Law

Public Finance, Bonding, & Partnerships | Energy Law

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FUN FACTS

Jennifer Anderson, *Top 10 fun facts about lawyers and the practice of law*, InfoTrack (Oct. 25, 2022),
<https://www.infotrack.com/blog/10-fun-facts-about-law/>.

1. How many lawyers does it take?

There are currently 1.33 million lawyers in the United States. The entire population of the U.S. is 327,522,508. That means there is roughly one lawyer for every 240 people in this country. With numbers like that, you wouldn't think it would be so hard to find clients.

2. The first lady ... lawyer

The first woman in U.S. history to become a lawyer was an Iowan named Arabella Mansfield. She had to sue the State Bar of Iowa in order to sit for its bar exam – a privilege that had been exclusively reserved for males. Born in 1844, Ms. Mansfield passed the bar exam and was admitted to the Iowa Bar in 1869. Though the law had always been the province of men, women began to study and teach the law during Ms. Mansfield's era because so many men were called off to fight in the Civil War.

3. Out of the mouths of babes

Nearly 150 years later, another female is poised to shatter barriers within the practice of law. A 15-year old girl from Ohio named Danya Hamad is reportedly on track to become the youngest lawyer currently practicing in the United States. Ms. Hamad has modest goals. In her own words, "My goal is to become the youngest lawyer in America and from there I want to change the world."

She will not, however, be the youngest lawyer to ever practice law in the States. That distinction belongs to a man named Stephen Baccus who graduated from Miami Law in 1986.

4. How a bill becomes a law

Historically, lawyers dominated the Congressional halls. In fact, in the mid-19th century, nearly 80% of Congressional members were lawyers. Today, however, lawyers account for fewer than 40% of Congress people.

5. I love lawyers

Perhaps more than any other profession, lawyers seem to be disliked by the public at large. As it turns out, however, they hate lawyers because they envy them. According to one study, the reasons people aren't fond of lawyers are: (1) they're smarter than everyone else; (2) they have their own language; (3) they are intimidating; and (4) they're expensive. Taken separately, those aren't really bad qualities to possess.

Anatomy of a Paralegal

(trial mode)

<http://www.kituparalegal.com>





YEAR IN REVIEW

What a year it's been for RRVPA!
Here are some of the exciting events and activities we hosted, attended and/or participated in this year:

RRVPA Happy Hour

Monthly Lunch & Learns

RRVPA Buy Your Own Lunch (BYOL)

North Dakota Paralegal Day

Annual Membership Drive

Committee Meetings

Spring Conference

RRVPA Salary Survey

Annual Sponsorship Drive

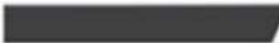
Annual Meeting

that's a

2022 NALA Conference & Expo





Red River Valley 
PARALEGAL
 Association

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