



Central Florida Paralegal Association, Inc.

P.O. Box 1107
Orlando, FL 32802
(407) 672-6372

Contact Us



CFPA Empowers Paralegals to Grow
Through Education, Professional
Development, and Community Service.



CENTRAL FLORIDA PARALEGAL ASSOCIATION, INC. Monthly E-Newsletter

CARPE DIEM - June 2023

Hello CFPA Members!!

June is here, which means Summer has arrived. Summer is all about sunshine, tan lines, sunglasses, beaches, long nights, tall drinks, relaxation and if you're lucky a summer vacation or two.

I'm only kidding, we're in the legal field and it's busy out there!

Remember through the crazy to take your breaks. 😊

"Some of the best memories are made in flip flops." — Kellie Elmore

CFPA wants to send a shout-out to the following rockstars for their participation and assistance with UCF's legal students, which included graded mock interviews:

Peonca Grier, CP, FRP
Yolanda Martinez-Furhman, CP
Nancy Jordahl, ACP, FRP, FCP
Debbie Dollar, ACP, FRP
Deborah Kallas, ACP, FRP
Caroline Wilkerson, ACP, FRP

Thank you for continuing to enhance the legal community through our future!!

WELCOME
NEW MEMBERS

Associate Member:
Tammy Lampe

Active Member:
Perla Roiz

For Membership Information
and Application [CLICK
HERE](#)

ALREADY A MEMBER??

If you have recently changed jobs, moved or just have a new email address, PLEASE make sure that you update your membership records by notifying the Membership

PLEASE MARK YOUR CALENDARS FOR THE FOLLOWING:

June 16 is the date for our membership drive, the location will be announced later but save it on your calendars. You will have a chance to win a FREE year of membership by bringing in the most new members at the event. Membership is working on finalizing all details – keep an eye out for emails and social media posts.

August 24 The building downtown formally known as the SunTrust Building will be lighting up in CFPA blue in celebration of our 40th Anniversary – we will provide more details as the event develops.

If you are interested in assisting in any way, please contact Debbie at membership@cfpainc.org.

“If I cannot do great things, I can do small things in a great way.” — Martin Luther King Jr.

Sincerely,
Jennifer Diminich, ACP, FRP
CFPA President 2023



VOLUNTEER OPPORTUNITY

Date: Wednesday, June 7, 2023

Time: 6 pm - 8 pm

Number of Volunteers: 7 spots available

Volunteer Opportunity: Donation Sorting [Sorting incoming donations for quality of products]

Address: 411 Mercy Drive, Orlando, FL 32805

Volunteers, please sign-up using the link below. The link will show the shifts our group is currently signed up for. *Once you create an account, you will need to click the sign-up button next to the shift you are looking to attend.*

<http://CFLParalegalAs.shbfcf.volunteerhub.com>



www.feedhopenow.org for more information

Register to Volunteer

Former Paralegal in Federal Prosecution Office is

Convicted for Outing Witnesses

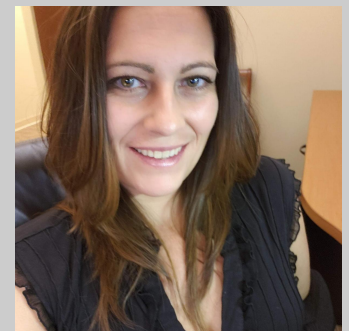
Committee so that you stay up-to-date with all events:

Email Us



- 6/7/23 Sorting Second Harvest
- 6/16/23 New Member Mixer
- 6/19/23 In Person CLE
- 6/21/23 DEI Book Club Meeting
- 6/22/23 In Person Bingo
- 7/12-14/23 NALA Conference
- 7/26/23 Virtual Lunch CLE
- 8/24/23 Light Up CFPA Blue

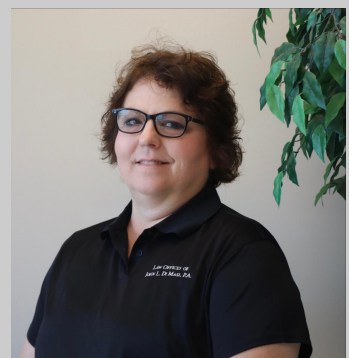
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Secretary@cfpainc.org

Convicted for Outing Witnesses By: Debra Cassens Weiss

A former paralegal at the U.S. attorney's office in New Jersey was convicted Tuesday based on accusations that she outed cooperating witnesses against her gang member's son.

Tawanna Hilliard was convicted by federal jurors in Brooklyn, New York City, on charges of witness retaliation, conspiracy to commit witness retaliation, obstruction of justice, and conspiracy to obstruct justice, according to a Department of Justice press release and a story by Law360.

Hilliard's son and co-defendant, Tyquan Hilliard, pleaded guilty in November 2020 to witness tampering conspiracy in the same scheme. He was sentenced to 63 months in prison. He is also serving a 10-year sentence for robbing a cellphone store in May 2018, the crime in which witnesses were outed.

The witnesses are identified as Jane and John Doe in the DOJ press release. They had participated in the robbery with Tyquan Hilliard and gave recorded statements to police after their robbery arrests.

Tawanna Hilliard obtained the discovery in her son's robbery case, including the recorded statements. She discussed the videos in recorded phone calls with her incarcerated son. She also uploaded John Doe's statement to the internet under the title, "NYC Brim Gang Member SNITCHING! Pt. 1," prosecutors said.

In another recorded phone call, Tyquan Hilliard asked his mother to send the Jane Doe video to one of his gang associates. The video was uploaded by a different user.

Jane and John Doe received death threats after the videos were posted, prosecutors said.

Tawanna Hilliard's lawyer, Ezra Spilke, had argued at trial that his client was a loving mother who was trying to engage with her troubled son, according to Law360. Spilke said John Doe wrongly accused Tyquan Hilliard of cooperating with police, creating a volatile situation for him in jail.

Tawanna Hilliard wanted to correct the record, but she didn't support the gang. "She wasn't a paralegal by day and a secret gang defender by night," Spilke said.

Tawanna Hilliard had worked in the civil division of the U.S. attorney's office in New Jersey for nine years. The indictment had said she obtained the information disclosed to her son through searches of government computers.

Article reprinted from ABAJournal.com



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Michelle Coleman, FRP
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This is a new section that we are bringing to the Newsletter in 2023! Kind of like "Dear Abby" for Paralegals. Do you have a scenario you would like to run by Dear Lady Justice? All submissions will be kept anonymous. Email Editor@cfpainc.org.

Dear Lady Justice:

I started a job at a new firm and just recently learned that our firm has taken over as counsel on a case where one of the parties on the opposing side was a prior client at my past employer. Do I have to advise my new employer?

Dear Paralegal:

Although a conflict of interest could arise naturally in any legal firm, it is very common when paralegals begin working for another firm. Although you may bring a host of valuable information to your new position, former client details should not be included. Sharing information about your former clients that could be of real benefit to your new firm is a major ethical violation. Again, it is vital you immediately disclose these conflicts as soon as you are aware that they exist.

Submit your questions for the next issue of the Carpe Diem by 6/26/23.



Christy Gurley, FRP
Director1@cfpainc.org



Deborah Kallas, ACP, FRP
Director3@cfpainc.org



Jodi Peterman, FRP
Director4@cfpainc.org

SAVE THE DATE!!!

New Member Mixer

June 16, 2023
5:30 p.m. to 8:00 p.m.
Location: TBD

Big Thank You to our event sponsor:

accurateserve®
WHERE PERFECTION IS THE PROCESS
"We Give Attorneys Peace of Mind"

CONTEST: The Member who brings in the most potential new members who sign up as a new member during the event, will win FREE Membership for 2024!
A new member will consist of an Active, Associate or Student Member.

GET INVOLVED!
JOIN A COMMITTEE

CFPA Committees:

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CLEChair@cfpainc.org

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Debbie Dollar, ACP, FRP
Membership@cfpainc.org

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Publicrelations@cfpainc.org

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With nearly 20 years of experience in the legal placement arena, we are confident that no matter your needs we have your perfect placement! Let NorthStar Legal navigate your hiring needs.

Find NorthStar Legal on social media at:



Do you have a seminar topic you would like to see? Are you interested in being a seminar speaker or know someone who might? If so, please reach out to our CLE Committee.

If you have any questions, feel free to email the CLE Committee at CLE@cfpainc.org.

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Newsletter - Carpe Diem
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jmorrow@proofserve.com

Liability Risks and Mitigation Strategies When Hiring/Using a Process Server



Speaker:
Eric Voogt, Esq.

June 19, 2023
6:00 PM - In Person

Weinberg Wheeler Hudgins Gunn & Dial
(Citrus Club building)
255 South Orange Avenue, Suite 1260
Orlando, FL

CFPA Members: FREE
Non-Members: \$20.00
Registration Closes at 1:00 p.m. on 6/16/2023

 **Proof** Proof Process Servers will be providing food and drinks.

Please RSVP and
make Non-Member payments online:

www.cfpainc.org/cle

NALA Approved for 1.0 Hour of CLE

Any questions please email: cle@cfpainc.org



Rob Murphy

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Newsletter Recognition:



Time for a Brain Break ...

CFPA's 2023 Charities



www.russellhome.org

The Russell Home for Atypical Children in Orlando has been in continuous operation for over 60 years without any government support. The Home is the only private, non-profit facility of its kind for severely disabled children in Central Florida.

The Russell Home provides around the clock specialized care, with love and a home-like atmosphere. The love that is in this home, expressed through the eyes, sounds, and smiles from the

children will make you count your blessings for the simple things in



SWEAR TO TELL THE TRUTH...

Find the words from the list below. They may be horizontal, vertical, or diagonal, forward or backward.

Just for Fun!

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

PANTS ON FIRE

Liars can be classified into four different types:

Deceitful:
Lies to others about facts

Duplicious:
Lies to others about their values

Delusional:
Lies to themselves about facts

Demoralized:
Lies to themselves about their values

WORD SEARCH

- I am a public officer
- I may be asked to certify the contents of a safe deposit box
- I can solemnize marriages
- I am at least 18 years old
- I often take acknowledgments
- I obtained a public bond
- I have a commission that expires
- I use a rubber stamp seal
- I commonly administer oaths

WHAT'S MY LINE?

- | | | |
|-----------------|-----------|-----------|
| ACKNOWLEDGEMENT | FALSE | PROMISE |
| AFFIANT | FALSIFY | STATEMENT |
| AFFIDAVIT | FIB | STIPULATE |
| (AFFIRM)ATION | FRANK | SWEAR |
| ASSURE | GUARANTEE | SWORN |
| (ATTEST)ATION | HONEST | TESTIFY |
| AVER | LIE | TESTIMONY |
| A(VOW) | MISSTATE | TRUTH |
| BOND | OATH | VERACITY |
| CERTIFY | PERJURY | VERIFY |
| CREDIBILITY | PLEDGE | VOUCH |
| DECLARE | POLYGRAPH | WITNESS |
| DIRECT | PROCLAIM | WORD |
| (FACT)UALNESS | | |

Answer: Notary Public

This puzzle is courtesy of CFPA Member, Janet Mahindroo, ACP, FCP

Will Lawyers Continue to be Averse to Technology Post-Pandemic?

By: Nicole Black

As the pandemic recedes and we head into the “new normal,” no one is exactly sure what law offices will look like post-pandemic. Will lawyers work remotely more often than before? Will the “face time” requirements of year’s past fall by the wayside as remote work increases? Will law firms continue to adopt new technologies into their firms in order to facilitate new ways of working?

Only time will tell how these questions will be resolved. In the meantime, we have the results from a number of recent surveys available that offer predictions and possible answers to these inquiries.

For example, the recently released 2021 Wolters Kluwer Future Ready Lawyer Survey: Moving Beyond the Pandemic tackles these issues and much more. This annual survey always offers insightful analysis of legal trends, and this year’s report was no different. The 2021 survey includes data obtained from 700 legal professionals across nine European countries and the U.S. from a broad range of law firms and legal departments and provides a wealth of statistics about law firms, the effects of the pandemic, and legal technology purchasing decisions.

One of the main issues addressed in this year’s survey was how the pandemic

life.

To make a monetary donation:

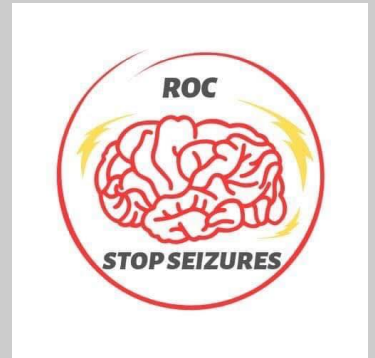
<https://russellhome.org/giving>

To make a donation from their

Wish List:

<https://russellhome.org/needs>

AND



ROC Stop Seizures is a 501(c)(3) corporation with the mission to raise Epilepsy awareness through every day experiences.

Ryan O’Connor (a/k/a ROC) is an Army Veteran who was diagnosed with Epilepsy as an adult at 36 years old. Ryan and Marissa met before Ryan was diagnosed but dated and got married several years after his diagnosis. As a patient and a caregiver, Ryan and Marissa have lived through Ryan’s many unsuccessful medication changes and adjustments, Ryan’s different types of seizures with no explanation, and Ryan’s hospitalizations and brain implant surgery.

Through ROC Stop Seizures, Ryan and Marissa bring their everyday experiences to others to raise awareness for those who are also diagnosed with Epilepsy and Veterans with Epilepsy. Their awareness efforts include a **blog**, the use of social media, sponsors, **fundraising**, and projects, such as Ryan’s **Journey of 1000 Miles** in October of 2022.

To make a monetary donation:

www.rocstopseizures.com

impacted attitudes about technology, changed management, and remote work. One of the key findings was that the pandemic was the reason for an increased realization of the value of technology and the many benefits that the legal profession derives from it. The ability to use technology to ensure performance became more important as the pandemic sent professionals out of the office and into their homes where they interacted remotely with clients, colleagues, and the courts. The crisis made clear that technology solutions are essential to business resilience and client service. The survey also confirms that professionals see digital transformation and technology as a key driver of improved performance, efficiency and productivity ahead, and that increased use of and investment in technology solutions will continue.

Because of the pandemic and the resulting social distancing requirements, law firm lawyers and staff were unexpectedly displaced from their offices. Law firms were forced to transition to remote work, and many were wholly unprepared for that shift. For that reason, it's no surprise to learn that 77% of survey respondents shared that one of the top trends that will impact their law firm over the next three years is the increasing importance of legal technology.

This is because technology played such a key role in addressing the remote working challenges that law firms encountered at the start of the pandemic. That's why it makes perfect sense that 63% of survey respondents reported that their law firms planned to increase technology spend (up from 60% in 2020). And, since cloud-based tools were instrumental to business resiliency during the pandemic, it's not surprising to learn that according to 75% of those surveyed, cloud computing software was the top technology that their firms planned to purchase in the near future.

The survey results also showed that emerging technologies would also play a part in many law firms' future technology spend. Survey respondents indicated that the following technologies would have an impact on their firm over the next three years: 1) big data and predictive analytics (69% up from 58% in 2020); 2) machine learning (67% up from 57% in 2020); 3) artificial intelligence (65% up from 59% in 2020); and 4) robotic process automation (63% up from 49% in 2020).

However, the survey results also indicated that although law firms seemed to be exhibiting an increased interest in purchasing new technology, most were not fully prepared to implement technological change. Only 32% of respondents believed that their firms were very prepared to use technology to be more productive. Similarly, only 30% said that their firms were very prepared to effectively implement change management processes. A mere 25% agreed that their firms were very prepared to automate routine processes. Finally, less than a third of respondents (30%) agreed that their firms had staff capable of leveraging technology and only 26% were very prepared to recruit or retain technology staff.

Given those statistics, you might think that the future of technology adoption in law firms looks bleak. However, the authors of the survey would beg to disagree. They believe that the pandemic ushered in a new phase of technology use in the legal profession: "(O)ne thing is certain: the digital transformation of the industry gained unprecedented momentum, which continues today. In the past year, technology was a lifeline to the legal profession, in serving clients, connecting with colleagues and driving efficiency and productivity. As the industry continues to recover and a 'new normal' emerges, technology will be a driving force."

I tend to agree, but then again my official title is "Legal Technology Evangelist," so perhaps I'm a bit biased. What do you think? Will technology adoption increase significantly in the years to come, or will the legal profession overall continue to be technology averse?

Article Reprinted from MyParalegalPlace Blog:

Nicole Black is a Rochester, New York attorney, author, journalist, and the Legal Technology Evangelist at MyCase legal practice management software. She is the nationally recognized author of "Cloud Computing for Lawyers" (2012) and co-authors "Social Media for Lawyers: The Next Frontier" (2010), both published by the American Bar Association. She also co-authors "Criminal Law in New York," a Thomson Reuters treatise. She writes regular

Criminal Law in New York, a Thomson Reuters treatise. She writes regular columns for *Above the Law*, *ABA Journal*, and *The Daily Record*, has authored hundreds of articles for other publications, and regularly speaks at conferences regarding the intersection of law and emerging technologies. She is an *ABA Legal Rebel*, and is listed on the *Fastcase 50* and *ABA LTRC Women in Legal Tech*. She can be contacted at niki.black@mycase.com.

CP Review Course

CFPA recorded its first all virtual CP Review Course which took place in August 2022!



We are now offering the entire recorded course for purchase for \$100.00.

**Questions? or
Interested in purchasing?
Email: ReviewCourse@cfpainc.org**

**Payments can be made on the CFPA website:
www.cfpainc.org/cp-review-course**

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- Corporate & Commercial Law
- Criminal Law & Procedure
- Estate Planning & Probate
- Real Estate & Property
- Torts
- Professional & Ethical Liability



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www.ProofServe.com

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Annual reallocated billable revenue*

*Based on 150 serves/month, \$225 paralegal billable rate, 60 minutes time spent per serve

Find Proof Serve on social media at:



let's do lunch

CFPA Downtown Networking Luncheon

We are sad to inform you that Ace Cafe where we were holding the monthly Downtown lunches has been permanently closed.

There will be no luncheon for June while I try to find a new and convenient location for us to hold our lunches. If you have any suggestions, please feel free to reach out to me.

We are still seeking sponsors for the months of August, October, and December. If you are interested in sponsoring, please email snydercassied@gmail.com.

MEMBER MATTERS

with Debbie Dollar, Membership Chair



IN THE KNOW: Join CFPA on Facebook, Instagram, and LinkedIn and stay up-to-date on all of our events!!

CFPA INVOLVEMENT: CFPA is a top association because of our members and their involvement with events, committees, community outreach, and networking. If you are someone who excels in these areas please reach out and we would be happy to discuss getting you involved!

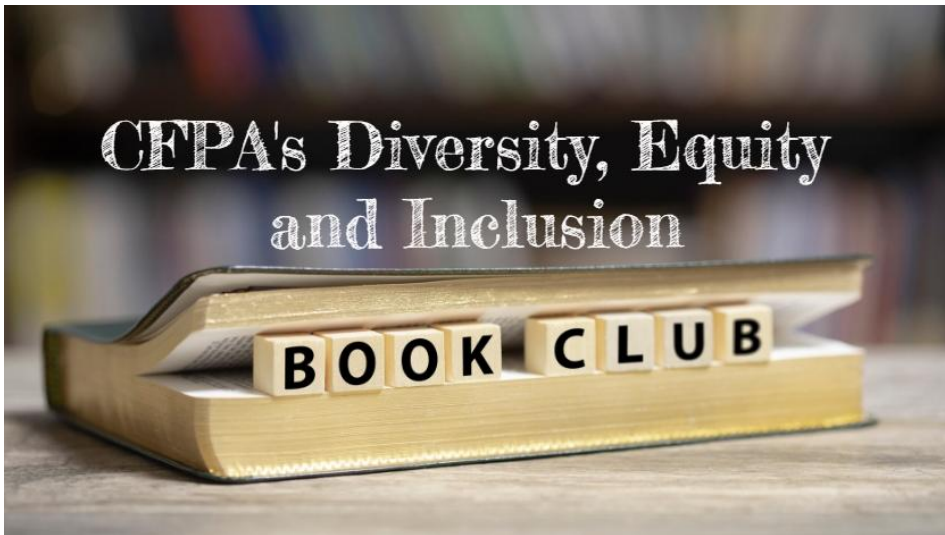
PR Committee and DEI Committee are looking for members who have time to join and help us grow and excel CFPA! Please contact membership at: membership@cfpainc.org.

MEMBERSHIP MENTORS: Katheline Stryker, Caroline Wilkerson and Jennifer Diminich.

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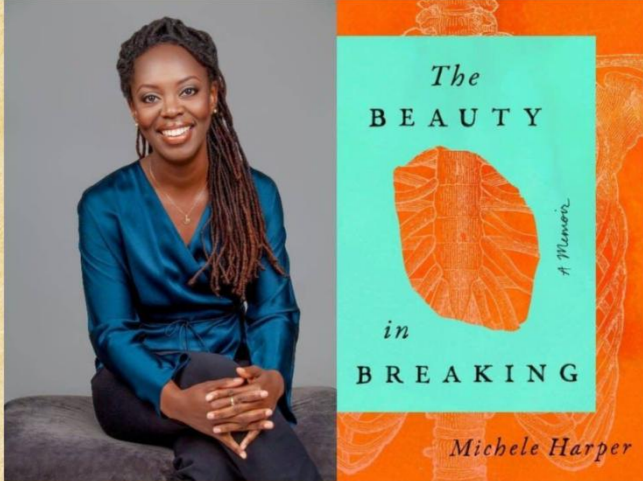


Contact Membership Chair



CFPA's Diversity, Equity & Inclusion Virtual Book Club

Inclusion Virtual Book Club



Join CFPA's DE&I Book Club, grab your copy of the book, and start reading ... we look forward to discussing this with you!

**OPEN TO MEMBERS AND
NON MEMBERS!!**

**DE&I Book Club Meeting
June 21, 2023
Esquire Deposition Solutions
200 E. Robinson St., Suite 725
Orlando, FL 32801
5:30 to 7:00 p.m.**



Please RSVP to:
DEICommittee@cfpainc.org
www.cfpainc.org



[Click to Email the DEI Committee](#)

VIRTUAL CLE LUNCH & LEARN SERIES



RESUME BUILDING



Speaker:
Cathy Davis, ACP

July 26, 2023
12:00 p.m. - 1:00 p.m. Via Zoom

CFPA Members: FREE
Non-Members: \$20.00
Registration Closes at 1:00 p.m. on 7/25/2023

Please RSVP and
make Non-Member payments online:

www.cfpainc.org/cle

NALA Approved for 1.0 Hour of Non-Substantive CLE

Any questions please email: cle@cfpainc.org



Hello Friends:

There is still time to register for NALA's premier annual conference - we are just six weeks away! The theme is **Be in the Now. Be in the Know. Be NALA** - 2023 NALA Conference & Expo, July 12th-14th at the Westin Copley Place in Boston, MA. There are three attendance options: live in-person, virtual attendance, or single-day passes. Attendees can earn up to 13 CLE credits. There are a total of 30 educational sessions, including sessions for those preparing for the Certified Paralegal exam. For more information and to register: go to [NALA Conference & Expo 2023 – NALA](#) *Hope to see you there – either virtually or in person!*

Officer Candidate Forum:

On June 13 at 2 pm CST, NALA will have a Virtual Candidate Forum where you will get to meet the candidates running for NALA's Board of Directors. To register for the forum, go here: [2023 Virtual Candidate Forum – NALA](#). If you cannot attend the forum, it will also be recorded. Voting will open on June 13th after the Virtual Candidate Forum and will close on July 7th at 9:00 AM CT. Election results will be announced during the Annual Membership Meeting on July 12th. This is a great opportunity to get to know the nominees who may be the future leaders of NALA!

NALA's Upcoming Live Webinars:

June 14, 2023, at 11 am CST/12:00 pm EST – W2316 – Real Estate Law Series Part 5 – Title Insurance – Coverage and Claims. This is Part 5 of a six-part real estate series covering all the basics of how the law applies to real estate. This class will review examples of title insurance claims that are based on confusion. Language complications are major reasons for title insurance claims.

The full six-part series is also available as a bundle for both live or on-demand at the special price of \$200 for members and \$320 for non-members. Click here for more information and to purchase the real estate bundle. <https://portal.nalamember.com/merchandise-details?id=4f950c21-b1a1-ed11-9ac4-0003fff82707&reload=timezone>

Free webinars for NALA members!

Who needs some CLE credits?! NALA offers two on-demand webinars in the technology field for free to members. Non-members pay only \$23.00 – what a great deal!

2023 Technology Rollouts – 1.0 Non-substantive – Basic. This webinar takes a look into what is new and cool in tech for 2023, which software updates occurred during the year, and estimated rollout dates for future technology implementations. Sign up: <https://nala.org/courses/odw2302-2023-technology-rollouts/>

The Ethics of AI – 1.5 Legal Ethics – Intermediate. This webinar reviews the standard for the implementation of AI, including practical considerations regarding security and accurate use. Sign up here: <https://nala.org/courses/odw2318-the-ethics-of-ai/>

For more information and to register, visit NALA's website [Http://portal.nalamember.com/live-webinars](http://portal.nalamember.com/live-webinars).

Please do not hesitate to contact me with any questions or concerns about NALA. carolinecwilkerson@gmail.com or nalalialison@cfpainc.org.

[Click Here to Register for NALA Seminars](#)

CONFERENCE & EXPO

JULY 12-14 - BOSTON, MA
THE WESTIN COPLEY PLACE

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of Paralegals
and Paralegal Professionals*

 **NALA** | THE PARALEGAL
ASSOCIATION

[Register for NALA Convention](#)

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S.K.I. Investigations was founded in 2000, with the primary goal of providing a quality product and unparalleled customer service. Since that time, our customers have received exceptional results that have helped to redefine the industry standard for surveillance success, fraud detection, and client satisfaction.

SERVICE | KNOWLEDGE | INTEGRITY

- To offer a boutique level of service with national coverage
- To exceed our clients expectations on service and product
- To expand the company while maintaining standards and allow for growth from within
- To build a company based on hard work with family in mind - the current tenure of our staff is 14 years

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From the Editor ...



Cassie D. Snyder, ACP, FRP

I hope you have enjoyed this issue of the Carpe Diem. We would love to hear from you! Have you written an article that has been published that you would like to have placed in our newsletter? Does your attorney write articles that he or she would like to share with our group for publishing? If you are interested in writing an article for the newsletter let me know.

Big THANKS to NorthStar Legal, Proof Serve and S.K.I. Investigations for sponsoring the

newsletter for 2023!!

Thank you,
Cassie Snyder, ACP, FRP
Editor

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