



# President's Message

## INSIDE THIS ISSUE:

A BIG THANK YOU from the Outgoing President!

As I sit down to write my final message as President of PANO, I find that words escape me. For how can I express the gratitude and respect I have for each of you? (And yes...I realize that I may not have had the opportunity to meet all of you, but your participation in PANO still made a difference!)

When I reflect upon these past two years as President, I cannot help but smile. I am reminded of the many learning opportunities on various legal topics presented by our highly-regarded peers; the fun, and entertaining, Paralegal Day Celebrations on the Sandpiper cruises; and the various networking social gatherings sponsored by PANO allowing us to get to know one another better outside of the professional setting. Most significantly, let's not forget that in the two years PANO has been participating in the Paralegal Statewide Alliance food drive, PANO has not only donated to 6 food pantries throughout NW Ohio but also donated over \$3,000 to food pantries and other local charities! Definitely something we can be proud of as PANO members!

I value the connections, bonds and friendships I formed during my Presidency. It has been an absolute privilege and honor to have had this opportunity, and I look forward to supporting PANO well into the future. Thank you, and I wish you all the best of luck on your future endeavors!



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# Articles



[CO Becomes First US State to Enact Broadly Applicable AI Law](#)



[How to Reverse the Effects of Stress](#)



[How Much Worse Off Must an Employee Be Pos-Job Transfer to State a Title VII Claim?](#)



[11 Ways to Chase Away Warm-Weather Blues](#)

# Summer Health Challenge

Below is a game board with 25 different challenges designed to help PANO achieve a healthier summer! From June 16 thru August 10, complete as many of these challenges as you choose.

Prizes will be awarded for completing 10, 15, or 20 challenges.

We hope you have fun and join with PANO to achieve a healthier summer!

To participate & track your progress, download the WhatsApp and join the PANO-Summer Fitness group. Use the app to provide visual proof of all challenges completed!

TIME TO EAT	STRESS LESS	TAKE A HIKE	ADVENTURE!	SELF CARE
Try a new healthy recipe	Meditate for 10 min	Walk on one of your breaks every day for a week	Visit a farmer's market	Take your blood pressure (and know your healthy numbers)
Drink 64 oz of water every day for a week	Perform a random act of kindness	Walk 10,000 steps in one day	Walk or ride a trail	Get 7-9 hours of sleep two nights this week
Keep a food journal for a week	Try 3 yoga poses	Do some form of weight or resistance training	Explore locally (festival, activity, exhibit, etc)	Perform a random act of kindness for yourself
Eat 3 servings of vegetables every day for a week	Take a 24 hour break from social media	Challenge a coworker to a health or fitness contest	Try a new activity or hobby	Repeat an activity from another square
Eliminate an unhealthy food or drink choice this week	Repeat an activity from another square	Do something active that you enjoyed when you were younger	Do some kind of outdoor activity at a park	Spend 30 min doing something you enjoy





# Paralegal Day Pics



# Job Opportunities

[Paralegal Jobs, Employment in Toledo, OH | Indeed.com](#)

Robison, Curphey & O'Connell, LLC is looking to hire an experienced paralegal for its probate and estate planning practice. This position will primarily involve the administration of estates and trusts and will have extensive client contact.

### Skills and attributes:

- Preparation of all required probate court documents for estates, trusts, and guardianships
- Preparation of accountings of assets for the probate court and for trusts
- Administration of probate estates including distribution of assets and administration of expenses
- Managing client files, monitoring deadlines and keeping attorneys apprised
- High level, professional client interaction; ability to communicate empathetically with grieving clients
- Drafting of basic estate planning documents

### Job Requirements

- Paralegal certification and/ or degree in Paralegal studies preferred. Minimum of three years law firm or similar experience preferred but not required
- Effective interpersonal, verbal and written communication skills
- Competent in Microsoft Office 365 and Adobe Acrobat applications
- Strong attention to detail; self-starter; ability to manage and prioritize multiple tasks in a fast-paced environment; and enthusiasm for working as part of a team.

*Interested and qualified candidates should respond to:*

Angela G. Barchick, Firm Administrator --- [abarchick@rcolaw.com](mailto:abarchick@rcolaw.com)



**N AFFILIATED**  
ASSOCIATION

**WEBSITE:** [panonet.org](http://panonet.org)

**Password:** NWparalegal2020





# Sustaining Members

- ✦ **Boerger Investigative Services, LLC**
- ✦ **Eastman & Smith Ltd.**
- ✦ **Hylant Group, Inc.**
- ✦ **Marathon Petroleum Corporation**
- ✦ **Marshall & Melhorn, LLC**
- ✦ **Medical Evaluators LLC**
- ✦ **Shumaker, Loop & Kendrick, LLP**
- ✦ **Spengler Nathanson P.L.L.**
- ✦ **Stautzenberger College**

# 2024-25 Board Members

POSITION	NAME & ADDRESS	CONTACT INFO
<b>President Newsletter / Website</b>	Lisa Robison, Marathon Petroleum Company LP 539 S. Main Street – Findlay, OH 45840	Phone: 419-421-2541 Email: <a href="mailto:lirobison@mpcorp.com">lirobison@mpcorp.com</a>
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<b>Trustee at Large</b>	Molly O’Connell, Marathon Petroleum Company 539 S. Main Street—Findlay, OH 45840	Phone: 419-421-3203 Email: <a href="mailto:MOConnell2@mpcorp.com">MOConnell2@mpcorp.com</a>
<b>Job Bank Coordinator</b>		Email: <a href="mailto:PANOLucasCnty2020@gmail.com">PANOLucasCnty2020@gmail.com</a>



SUNNYSIDE BEACH, PANAMA FLORIDA

© Greg Voevodsky / WavesDVD.com





## KEEP IT SPICY

This may seem counter intuitive but eating spicy food causes you to sweat without raising your body temperature. Sweating is your body's way to cool down quickly. This is the reason why so many desert cultures have such spicy food.



## H<sub>2</sub>O THERAPY

Keep a few bottles of water in the refrigerator. Drink water frequently on hot days. As you lose water due to dehydration, your body temperature rises. By replacing those lost fluids you'll stay nice and cool.



## A LIGHT SPRAY

Keep a spray bottle filled with ice water in the fridge. When you come inside from the hot heat, you can spray your face with the cold water. It is a portable, personal sprinkler.



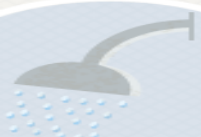
## COOL COMPRESS

Using cold compresses on the body's pressure points can keep you cool. Fill a pot with water and ice. Dip a washcloth into the pot and place it on the back of your neck or forehead. You will feel your body cool down instantly.



## LAY OFF THE SAUCE

Drinks that have alcohol and high concentrations of caffeine can cause you to dehydrate faster. No matter how refreshing that ice coffee or cold beer may look, stay away from them during heat waves.



## SHOWER POWER

Sometimes, the toughest time during a heat wave is at night. The best way to sleep through a heat wave is to take an ice-cold shower before bed.

# KEEP COOL



# 15

## WAYS TO BEAT SUMMER HEAT

Those dog days of summer seem to last forever. With temperatures and electric bills rising, we look at ways to keep cool while saving a few extra dollars. Use these tips and tricks to have the coolest summer ever.



## SHUT DOWN

Closing curtains or blinds (ideally with sun-deflecting white on the window side) can reduce the amount of heat that passes into your home by as much as 45 percent. So draw the blinds during the hottest part of the day (noon to 4 p.m.).



## A GOOD SOAK

Important pressure points that will help your whole body stay cool during a heat wave are the soles of your feet. Fill a basin with water and ice cubes, pull up a chair, and then dip your feet in.



## MINTY FRESH

Use menthol products to cool your skin. Use lotion with peppermint, peppermint soap, or powders with mint. Mint refreshes the skin and leaves a nice cooling sensation.



## THINK COOL THOUGHTS

When confronted with 100-degree temperatures that could melt the plastic in a playground, it's best to let your thoughts drift to cold places. Picture icebergs, igloos, polar bears, and snowstorms.



## ORDER OUT

Whatever you do, do not turn on your oven. Cooking with an oven will heat up the house. Instead, take this opportunity to have a barbecue, make a microwave meal or order in from your favorite restaurant.



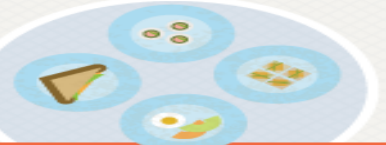
## COOL CLOTHES

Desert cultures have employed loose fitting, light clothing for centuries to stay cool in the scorching heat. So, stay cool with light colored, loose-fitting cotton clothing. Also, it never hurts to throw on a cool pair of shades to complete the look.



## POPSICLE EFFECT

A helpful and tasty tip to stay cool is eating cold foods. Stock your freezer with your favorite ice pops or ice cream, and have one when you are getting a little too warm.



## TINY BITES

Eating large protein-filled meals causes your metabolism to increase your body temperature. To avoid this, eat smaller meals four times a day. It will keep you cool and is healthier in the long run.



## WHITE IT OUT

Desperate times call for desperate measures. Painting your roof white or a light color can actually deflect heat and cool down your entire house. No need for air conditioning.



**SEE YOU IN SEPTEMBER**

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**ENJOY THE REST OF YOUR SUMMER**



**PANO**

Paralegal Association of Northwest Ohio