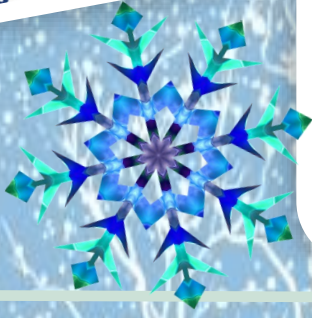


JANUARY



PANO

Paralegal Association of Northwest Ohio



HAPPY NEW YEAR

As we embark on this new journey, may each day be blessed with peace and contentment.

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January Membership Meeting

- * TOPIC: ADA & Pregnant Workers Fairness Act:
Employer Obligations and Accommodations
- * SPEAKER: *Sarah Mercer, Esq.*
- * DATE: Tuesday, January 28th
- * TIME: Noon-1pm
- * LOCATION: Virtual—Teams Meeting



Reservations

RSVP by Friday, January 24th to: [Lisa](#)

Membership Meetings

February 25, 2025

March 25, 2025

April 22, 2025

Board Meetings

* January 14, 2025 March 04, 2025 April 01, 2025 May 06, 2025

Articles



****Having trouble accessing the articles? **
Try using Chrome instead!**



social media



Job Opportunities



Paralegal Jobs, Employment in Toledo, OH | Indeed.com



Episode 141: 10 Career-Boosting Principles

THE MOST POPULAR RESOLUTIONS

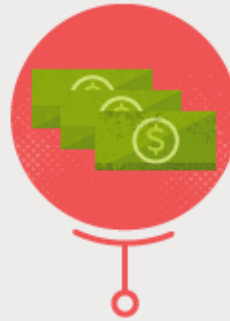
Self-improvement and education-related resolutions are among the most popular made each year.



47% SELF-IMPROVEMENT/
EDUCATION



38% LOSE WEIGHT



34% SAVE MONEY



31% RELATIONSHIPS

*Total does not equal 100 per cent because respondents were allowed multiple answers

IMPROVING YOUR CHANCES

The odds are stacked against resolution makers. Here are a few tips to make your resolution stick.



GET SPECIFIC

One of the biggest mistakes is setting goals which are too general. Be specific. Instead of getting healthy, decide to run twice a week or eat three vegetables a day.

WRITE IT DOWN

Put your goals on paper to make them tangible. Include the small, manageable steps you'll need to take in order to achieve your goal.

GET SUPPORT

Having a friend, group, partner, or professional to check in with each week to discuss progress or challenges will help you stay positive and focused.

GET A TIMETABLE

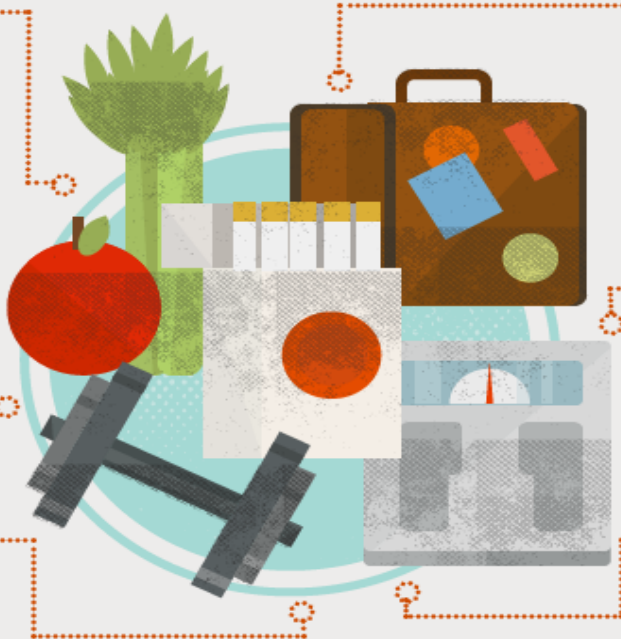
Set a time or date goal to accomplish your resolution by. Keep the timeframe realistic. You won't be able to lose 10 pounds in a week, and you'll be setting yourself up for failure if you try.

STAY FOCUSED

When you encounter a resolution roadblock, focus on the rewards that will come from keeping your resolution.

DON'T GIVE UP

Many people simply give up after the first resolution slip-up. The key to overcoming this problem is how you handle your reaction. Instead of giving up the diet after one slice of pizza, jump on the running machine for an extra 15 minutes.





Sustaining Members

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



2024-25 Board Members

POSITION	NAME & ADDRESS	CONTACT INFO
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Treasurer	Caitlin Stieber, Hylant 811 Madison Ave.—Toledo, OH 43604	Phone: 419-724-3473 Email: Caitlin.stieber@hylant.com
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