



## Central Florida Paralegal Association, Inc.

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



## CENTRAL FLORIDA PARALEGAL ASSOCIATION, INC. Monthly E-Newsletter

**CARPE DIEM - APRIL 2025**



Welcome to April!

Wishing everyone a Happy Easter Season! With new life and growth teeming, I am hoping you will have an awesome month! Hopefully, the allergens will be kept at a minimum! Looking forward to seeing you at luncheons, volunteer events, and CLE's. Don't forget that the NALA

**WELCOME**  
NEW MEMBERS

**ASSOCIATE**  
Cindy Curtis

**STUDENT**  
Jennifer Grodzicki

**PATRON**  
On Track  
Investigations, Inc.

Conference in July will be in-person only and our very own Peonca Grier will be sworn in as Vice-President at the NALA conference. Please make your arrangements in short order to secure your seat.

As always, please let the Board know of how we may better assist you with CFPA or how you would like to be more involved.

Please feel free to reach out to me anytime with suggestions, questions or concerns. I would love to hear from you! You can reach me at [dakallas@bmdpl.com](mailto:dakallas@bmdpl.com) or (407) 797-2994. I would love to hear from you!

Sincerely,

Deborah A. Kallas, ACP, FRP  
CFPA President 2025

## Pro Lit Support

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

Email Us

You're invited to CFPA's  
Downtown Luncheon

This Luncheon is sponsored by

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**April 3, 2025**

**11:45AM TO 1:15 PM**



**Birria 1983 Mexican Bar & Grill**  
**54 W. Church Street**  
**Orlando, FL 32801**



Please RSVP by 4/2/25 to:  
[publicrelations@cfpainc.org](mailto:publicrelations@cfpainc.org)

## Upcoming EVENTS

4/3/25 CFPA Lunch  
4/8/25 CFPA CLE  
4/12/25 Wills for Heros  
4/16/25 Second Harvest  
5/7/25 Second Harvest  
5/31/25 CFPA Seminar

### BOARD OF DIRECTORS



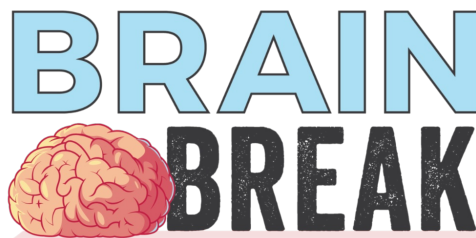
President:

A huge thank you to all of our Sponsors of CFPA's Membership Meeting and Mixer at Primrose Lanes on March 13, 2025.



NorthStar Legal, Inc.  
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S.K.I. Investigations, Inc.

Thank you to all of the attendees that came out in support of CFPA.



*Courtesy of CFPA Member, Janet E. Mahindroo, ACP, FCP*

Deborah A. Kallas, ACP, FRP  
[CFPAPresident@cfpainc.org](mailto:CFPAPresident@cfpainc.org)  
g



**Vice President/  
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[Treasurer@cfpainc.org](mailto:Treasurer@cfpainc.org)

# "It's Parliamentary, My Dear..."

## MEETING KNOW- HOW

*Test your knowledge of Robert's Rules of Order.  
Each sentence below pertaining to parliamentary  
procedure is either a true or false statement.  
Cast your ballot – It's elementary.*

1. Those members who do not vote agree to go along with the decision of the majority by their silence. True or False
2. If a motion is carried, it means that the motion is to be addressed at the next regular committee meeting. True or False
3. The presiding officer, who carries the title of president or chairman, is responsible for maintaining order, much like a referee in a sports contest. True or False
4. A "dilatatory motion" is an absurd or irrelevant motion. True or False
5. If a member calls out the word "division", he is asking for a copy of the circulated agenda. True or False.
6. An "ex officio" member of a board may not vote. True or False
7. To introduce a main motion at a meeting, the correct language to use is, "I move that..." not "I motion to...". True or False.
8. "Point of Order" is an objection made for improper procedure. True or False
9. A "roll call vote" is another word for a pro tem quorum. True or False
10. To be given permission to speak at a meeting is "to have the floor". True or False

## MEETING KNOW WHO

### Who is "Robert"?

Henry Martyn Robert, was a precise and practical civil-minded engineer, who in 1876 put together a small book with rules specifically designed for non-legislative organizations based on the rules and practices of Congress.

**Answers:** 1.True 2.False (It means that it is adopted) 3.True 4.True 5.False (He is asking for a recount of the vote) 6.False (They have the same rights and duties as other board members unless otherwise stated in the bylaws) 7.True 8.True 9.False (It is when the name of each member is called and his vote recorded) 10.True

*Just for Fun!*



## MEETING GO-TO

*Which CFPA  
committee benefits  
from your talents?*



### NALA Liaison:

Jennifer Diminich, ACP, FRP

[Nalaliaison@cfpainc.org](mailto:Nalaliaison@cfpainc.org)



### Parliamentarian:

Wendy E. Gory, FRP

[Parliamentarian@cfpainc.org](mailto:Parliamentarian@cfpainc.org)

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Natalie Rimmer

[Director1@cfpainc.org](mailto:Director1@cfpainc.org)



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## Cyberbullying: Standing Up Without Tearing Others Down

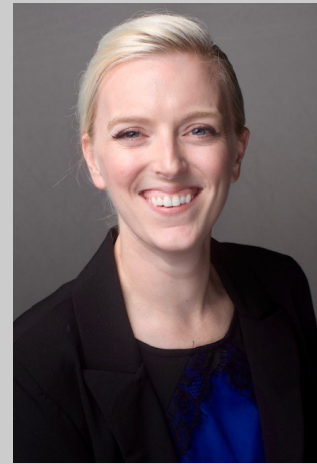
By: Jennifer Magnusson  
NorthStar Legal, Inc.

As a mother, my priority is protecting my children—not by shielding them from the world, but by giving them the tools to stand strong against it. Every day, I teach them resilience, respect, and how to handle bullies—both in person and online. But bullying isn't just a schoolyard issue. It follows us into adulthood, creeping into workplaces, emails, and virtual meetings, sometimes disguised as professional communication.

As a recruiter, I've spoken with hundreds of thousands of professionals—people from all walks of life—some of whom have shared heartbreaking stories of cyberbullying. Some have felt powerless, their

Denise Marsters

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Aimee Chentnik, CP

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Martha Giller

[Director4@cfpaine.org](mailto:Director4@cfpaine.org)



## CFPA Committees:

### CLE Chair:

Nancy Jordahl, ACP, FCP, FRP

[CLEChair@cfpaine.org](mailto:CLEChair@cfpaine.org)

### Membership Chair:

Natalie Rimmer

[Membership@cfpaine.org](mailto:Membership@cfpaine.org)

reputations tarnished by online gossip or exclusion from important conversations. Research confirms what I've heard firsthand: workplace cyberbullying drains people emotionally, disrupts productivity, and poisons workplace culture.

I recently witnessed someone close to me struggle with online harassment, and it hit hard. It's easy to assume cyberbullying only happens to others—until it doesn't. That experience compelled me to speak out, not just as a professional but as a parent and community member.

If you've been targeted, know that you are not alone. Document the harassment—keep records of emails, messages, and any inappropriate behavior. Report it through the proper channels, whether that's HR, leadership, or legal avenues. Most importantly, stay calm and strategic—your silence and well-thought-out response will always carry more weight than a knee-jerk reaction.

For those who engage in online hostility, remember: words have consequences. What seems like a harmless comment or inside joke can damage reputations—including your own. Companies are increasingly enforcing strict policies on digital behavior, and accountability is real.

This isn't about politics or silencing free speech—it's about treating one another with dignity and respect. Whether at home, work, or online, we have the power to foster an environment that values open dialogue without cruelty. Let's set the example for our children and our communities—because standing up doesn't mean tearing others down.



**SAVE THE DATE**

**Public Relations Chair:**  
Jennifer Diminich, ACP, FRP  
[Publicrelations@cfpaine.org](mailto:Publicrelations@cfpaine.org)

**Community Service Chair:**  
Aimee Chentnik, CP  
[CommunityService@cfpaine.org](mailto:CommunityService@cfpaine.org)

**Student Relations Chair:**  
Sara Ferguson, CP, FRP  
[Students@cfpaine.org](mailto:Students@cfpaine.org)

**Social Media Chair:**  
Jennifer Diminich, CP, FRP  
[Socialmedia@cfpaine.org](mailto:Socialmedia@cfpaine.org)

**Scholarship Chair:**  
Sara J. Ferguson, CP, FRP  
[Scholarship@cfpaine.org](mailto:Scholarship@cfpaine.org)

**Newsletter - Carpe Diem**  
Cassie Snyder, ACP, FRP  
[Editor@cfpaine.org](mailto:Editor@cfpaine.org)

**Paralegal Regulation &  
Ethics Chair:**  
Jennifer Diminich, ACP, FRP  
[Nalalialison@cfpaine.org](mailto:Nalalialison@cfpaine.org)

**Job Bank Chair:**  
Cassie D. Snyder, ACP, FRP  
[Jobs@cfpaine.org](mailto:Jobs@cfpaine.org)

**CP Review Course Chair:**  
TBD  
[ReviewCourse@cfpaine.org](mailto:ReviewCourse@cfpaine.org)

**DE&I Chair:**  
Peonca Grier, CP, FRP,  
MSM-HR, SHRM-CP  
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[DEICommittee@cfpaine.org](mailto:DEICommittee@cfpaine.org)

**NEWSLETTER  
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**May 31, 2025** half-day in-person CLE and quarterly membership meeting

**CFPA LUNCH & LEARN:**

**EMPLOYMENT DISCRIMINATION**



**Speaker:**  
John Palmerini, Esq.

**April 8, 2025**  
**12:00 p.m.**

**LOCATION:**  
Orange County Public Schools  
445 W. Amelia St.  
Orlando, FL 32801

CFPA Members: **FREE**  
Non-Members: **\$20.00**

Please RSVP by 4/7/25 to:  
[cle@cfpainc.org](mailto:cle@cfpainc.org)

Lunch Sponsor:  **UNIVERSAL COURT REPORTING**

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**NALA Approved for 1.0 Hour of Substantive CLE**

Any questions please email: [cle@cfpainc.org](mailto:cle@cfpainc.org)

## Community Service Corner



If you have any suggestions for volunteer opportunities feel free to contact our Community Service Chair, Aimee Chentnik: [CommunityService@cfpainc.org](mailto:CommunityService@cfpainc.org)



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[tara@legalrealtime.com](mailto:tara@legalrealtime.com)



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**Rob Murphy**  
Director of Business Development/SIU Manager



## SECOND HARVEST VOLUNTEER OPPORTUNITY

**Wednesday, May 7th 6-8PM**

Donation Sorting

411 Mercy Drive, Orlando, FL 32805

Volunteers – Please sign-up using the link below. The link will show the shifts your group is currently signed up for making it a quick and easy sign-up process. *Once the volunteers create accounts, they will need to click the sign-up button next to the shift they are looking to attend.*

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

### Requirements:

Clothing requirements and Safety rules:

1. Volunteers must be age 10+
2. Wear CLOSED TOE AND CLOSED HEEL SHOES.
3. Must be able to stand for long periods of time and lift boxes/items.
4. Wear comfortable and appropriate clothing.
5. No cell phone, smart watches, or ear device usage allowed in any of our sorting areas.
6. No outside food or drink is allowed to be brought in or consumed in any of our sorting areas.

### Helpful Info:

\*Temperature: The warehouse temp is typically similar to the temperature outside due to the deliveries and pick-ups that occur. Ex. if it's cooler outside, layers are recommended, warmer outside, shorts are acceptable.

\*Bottled Water: Provided in the break room for all volunteers.

\*Onsite Eating Space: Volunteers are welcome to use our Volunteer & Staff Breakroom during shifts. However, we can't accommodate group meals before, after or in-

Mobile: 407-404-9981

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[m](http://m)

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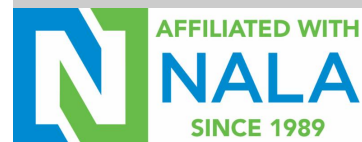
**Kiara Ferris**

Senior Consultant

Direct: 689-206-8837

Office: 617-326-4000

[kferris@bhsg.com](mailto:kferris@bhsg.com)



**Newsletter  
Recognition:**



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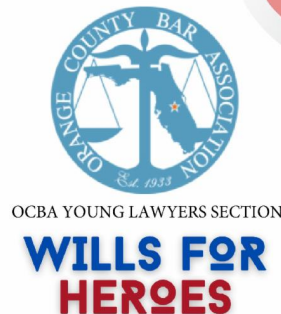
[g](http://www.brittsbunch.org)

Britt's Bunch is an



between shifts unless a space is scheduled through our Plate Above Catering services. Please Contact Lanette Jarvis for details: [LJarvis@feedhopenow.org](mailto:LJarvis@feedhopenow.org)

If you have any issues signing up via the link, please let us know at 407-295-1066 and we will be happy to help.



### **Notaries and Witnesses Needed!**

The Orange County Bar Association Young Lawyers Section is proud to offer its services to prepare **FREE** wills for our heroes! In thanks for all heroes do for our community, it is our goal to help them plan now to ensure their family's legal affairs are in order.

At the event, a team of estate planning attorneys, witnesses, and a notaries will meet with the heroes during scheduled appointments to go over their estate plan, address questions they may have, and provide the resources necessary for them to execute their estate planning documents in accordance with Florida law.

Email [OCBAWillsForHeroes@gmail.com](mailto:OCBAWillsForHeroes@gmail.com)  
to volunteer and for more information!

#### **WHEN:**

**Saturday, April 12, 2025**  
Morning Session: 9:00am - 12:00pm  
Afternoon Session: 1:00pm - 4:00pm

#### **WHERE:**

Downtown Orlando

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organization founded by a young woman with Down syndrome dedicated to serving children and families living below the federal poverty threshold. With the support of community superstars, Britt's Bunch established a 501(C)(3), a strong board of directors, and a team of volunteers. What sets us apart is that no one is paid, ensuring that every dollar raised goes directly to those we serve.

The mission of Britt's Bunch is to help wherever there is a need by providing activities and resources for Florida children and families who face economic and health challenges.

To make a monetary donation:

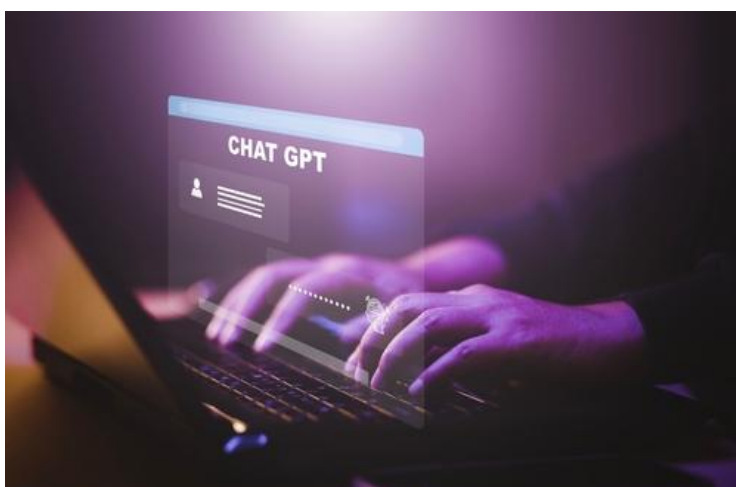
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## **No. 42 Law Firm by Head Count Sanctioned Over Fake Case Citations Generated by AI**

By: Debra Cassens Weiss  
February 10, 2025

Updated: Lawyers from plaintiffs law firm Morgan &



Morgan have been sanctioned for a motion that cited eight nonexistent cases, at least some of which were apparently generated by artificial intelligence.

U.S. District Judge Kelly H. Rankin of the District of Wyoming ordered lawyers from Morgan & Morgan and the Goody Law Group to pay a sanction totaling \$5,000 in a [Feb. 24 order](#), report [Reuters](#) and the [Volokh Conspiracy](#).

In a [Feb. 6 order](#), Rankin had told the lawyers to provide copies of the cited cases, and if they can't, to show cause why they shouldn't be sanctioned.

[Law360](#) and [Original Jurisdiction](#) had coverage of the show-cause order.

The cases cited by the court had been “hallucinated” by an internal AI platform and were not legitimate, the firms said in a [Feb. 10 response](#) to the show-cause order.

“This matter comes with great embarrassment and has prompted discussion and action regarding the training, implementation and future use of artificial intelligence within our firm,” the response said. “This serves as a cautionary tale for our firm and all firms, as we enter this new age of artificial intelligence.”

The law firms’ brief had cited nine cases, but Rankin could locate only one of them. Some of the citations did lead to cases under different names.

The lawyers’ motion also included a description of the governing legal standard that was “peculiar,” Rankin said. The motion correctly cited a federal rule of evidence but then went on to say “Wyoming caselaw reinforces these principles.” To support the assertion about Wyoming caselaw, the motion cited fake federal district court cases.

“Notwithstanding this slight inconsistency, experienced litigators like plaintiffs’ counsel should know that this court is a federal court, and therefore federal procedural law governs evidentiary issues,” Rankin wrote.

Morgan & Morgan is ranked No. 42 in the United States based on firm head count, according to [Original Jurisdiction](#), which cited figures from the [American Lawyer](#). The Goody Law Group appears to be a small firm based in California.

“Moral of the story: Lawyers at large firms can misuse ChatGPT as well as anyone,” wrote Above the Law founder David Lat at [Original Jurisdiction](#).

The case involves a hoverboard sold by Walmart that allegedly exploded and caught fire, according to [Law360](#). The lawyers who signed the now-withdrawn motion with the alleged fake cites were Rudwin Ayala and T. Michael Morgan of Morgan & Morgan and Taly Goody of the Goody Law Group.

Rankin sanctioned Ayala \$3,000 and kicked him off the lawsuit after the lawyer admitted incorporating the

hallucinated AI-generated cases in the brief. Morgan and Goody were sanctioned \$1,000 each.

The lawyers did not immediately respond to ABA Journal emails seeking comment. Morgan and Goody did not respond to Journal voicemails. A person who answered a call at Morgan & Morgan could not locate Ayala in the directory.

The communications director for Morgan & Morgan emailed the Journal a copy of the show-cause response after it was filed.

*Updated Feb. 12 at 8:50 a.m. to report on the response to the show-cause order. Updated Feb. 26 at 8:20 a.m. to report on the sanction imposed.*

Article Reprinted from ABA Journal:  
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with Natalie Rimmer, Membership Chair



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**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!

CFPA is looking for members who have time to join and help us grow and excel CFPA! Please contact membership at: [membership@cfpainc.org](mailto:membership@cfpainc.org).

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Hello Friends –

Registration is now open for the 2025 NALA Conference & Expo from July 10–12 in vibrant Atlantic City, New Jersey! This year's theme – Golden Legacy, Radiant Future – celebrates NALA's five decades of excellence and innovation in the paralegal profession as we look back with pride and move forward with purpose.

NALA's Live CLE Sessions/Events:

4/3/25 - W2511 - The Power of Preparation: How Paralegals Shape Outcomes

4/9/25 - W2509 - Conscious Communication: Adult Bullying in the Workplace

4/17/25 - W2519 - Streamlining Operations in Your Personal Injury Law Firm

4/23/25 - W2515 - New Developments in Social Security Overpayments Practice.

Please do not hesitate to contact Jennifer Diminich with any questions or concerns about NALA at [nalaliaison@cfpainc.org](mailto:nalaliaison@cfpainc.org).

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

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## **From the Editor ...**



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 Legal Realtime Reporting, Milestone Reporting, NorthStar Legal, S.K.I. Investigations and Beacon Hill Legal for sponsoring the newsletter for 2025!!***

Thank you,  
Cassie Snyder, ACP, FRP  
Editor

Carpe Diem Archived Issues



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