



Central Florida Paralegal Association, Inc.

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CFPA Empowers Paralegals to Grow
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CENTRAL FLORIDA PARALEGAL ASSOCIATION, INC. Monthly E-Newsletter

CARPE DIEM - MAY 2025



Hey CFPA Members!

Hard to believe it is May! We are almost half-way

WELCOME
NEW MEMBERS

ACTIVE:

Victoria Marsters

STUDENTS:

**Fay St. Marie
Caprina Ott
Tonya Amburn**

through the year! Where has the time gone????

It is graduation season! Congratulations to all of the Graduates out there and Best Wishes moving forward into the work force! Student members a quick reminder we have a Job Bank. We also provide mentoring, if you have the need. Please reach out. CFPA is a great resource.

With the 2025 NALA Conference in Atlantic City fast approaching, the CFPA Board of Directors is pleased to nominate Aimee Chentnik, CP for the NALA Affiliate Award. Aimee has been a member of CFPA since 2010 and works tirelessly for our organization serving as a Director on the Board and our Community Service Chair.

Speaking of the NALA Conference, there is still time to register for in-person or virtual attendance. The conference is a great opportunity to learn, earn CLEs and network with other legal professionals from all over the country.

Speaking of the NALA Conference, which will be held in Atlantic City, there is still time to register. The conference is a great opportunity to learn, earn CLEs and network with other legal professionals from all over the country.

I would also like to encourage everyone to volunteer! CFPA is active in our community and loves to support our local organizations like Second Harvest Food Bank, as well as our highlighted organization, Britt's Bunch. We are always looking for additional opportunities to serve our community. If you are aware of an organization that we could provide assistance, please get in touch with our Community Service Chair, Aimee Chentnik, CP at CommunityService@cfpainc.org. We look forward to seeing you at our next volunteer event.

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 or (407) 797-2994. I would love to hear from you!

Sincerely,

Deborah A. Kallas, ACP, FRP
CFPA President 2025

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

Upcoming EVENTS

5/7/25 Second Harvest
5/8/25 IOA Corp 5K
5/8/25 Valencia 50th
5/15/25 Board Meeting
5/31/25 CFPA Seminar
7/10-12/25 NALA Conf

BOARD OF DIRECTORS



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Lunch & Learn



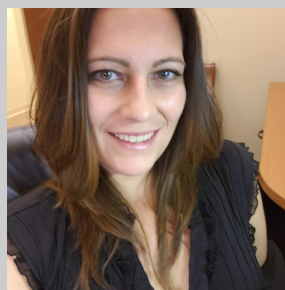
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NALA Liaison:

CFPA HALF DAY SEMINAR

It's National Smile Day



wear your best smile
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May 31, 2025
Registration 8:30 a.m. with Continental Breakfast

9:00 a.m. Sometimes You Have to Do Something Different
Speaker: Connie Denmark

10:15 a.m. Ethics
Speaker: Linda McGrath Cruz

11:30 a.m. Private Investigations and the Legal Professional
Speaker: Dana Blakley

12:30 p.m. Luncheon & CFPA Membership Meeting

Veritext
800 N. Magnolia Ave., Suite 400
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CFPA Members: FREE Please RSVP by 5/27/25 to:
Non-Members: \$30.00 cle@cfpainc.org

Reach out to Nancy Jordahl at njordahl@hotmail.com if you are a patron member and interested in sponsorship opportunities for this event.

www.cfpainc.org/cle

NALA Approved for 1.0 Ethics, 1.0 Substantive or Technology and 1.0 Non-Substantive CLE

Any questions please email: cle@cfpainc.org

Community Service Corner

VOLUNTEER



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



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

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Denise Marsters

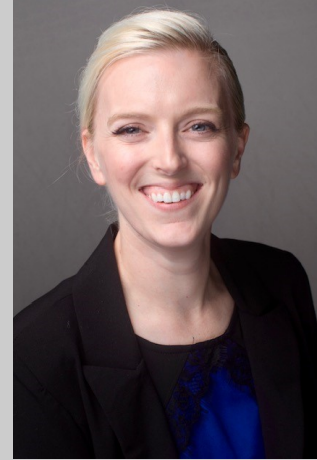
Director2@cfpainc.org

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-between shifts unless a space is scheduled through our Plate Above Catering services. Please Contact Lanette Jarvis for details: 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.



Aimee Chentnik, CP
Director3@cfpainc.org

Advancing Litigation Support: 3 Ways to Fuel Innovation Within Your Litigation Team

By Rachel Bailey

How will your litigation team's technology keep up with growing caseloads and shifting client demands? A new research study highlights three ways to jumpstart innovation, including tips for injecting GenAI into your litigation support processes.



Three Strategies for Driving Innovation in Litigation Support

According to a new study by Ari Kaplan Advisors, **Advancing Litigation Support to Fuel Growth in a Changing Legal Market**, 93% of litigation support directors surveyed reported that the volume of data they manage for an average litigation case is increasing, and 60% believe the continued growth of case data volumes will present challenges for their team.



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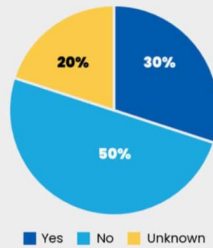
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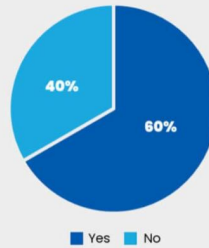
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Is the number of documents, records, or exhibits you use at trial increasing?



Will continued growth in e-discovery data sets present challenges for your team?



Source: Advancing Litigation Support to Fuel Growth in a Changing Legal Market

These law firm leaders not only highlighted their concerns about caseloads and data but also shared strategies for driving innovation and managing change. While many consider their innovation investments adequate, they still face implementation challenges and other barriers. Half cited limited time as their primary obstacle to innovation, while others pointed to budget limitations (23%) and adoption difficulties (20%).

If your litigation team wants to strengthen its competitive edge, overcome the challenges posed by growing data, and avoid obstacles that can keep your firm stuck in place, consider these expert insights based on the study's research.

1. Create a Culture of Creative Problem-Solving

One of the first steps in driving innovation is nurturing the right mindset. It's easy to become comfortable with inaction, accepting the status quo rather than pushing for ongoing progress. As one survey respondent said: "Once we find something that works, we tend to stick with it rather than constantly identifying and evaluating new tools as they emerge."

To create positive momentum and avoid letting "the way we've always done it" become an unmovable obstacle, turn to the most tech-savvy users on the team and encourage them to experiment with new processes and approaches, including exploring unused functionality such as customizations and integration options on existing toolsets. When these team members organically create solutions that deliver meaningful value and share them with teammates, it can help change the perception of technology among the broader team.

2. Focus on Incremental Improvement

Gradual but strategic change can also help alleviate some of the most common barriers to innovation reported by

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Legal Realtime Reporting
"Supporting Green Justice"

Tara Slocum

the survey participants. For those stretched thin for time, it's easy to see the appeal of starting small. In addition, targeting specific needs and implementing solutions tailored to the team can reduce costs, increase adoption rates and minimize resistance to change.

Several survey participants said they've seen success by adding value to the team in small steps rather than taking on revolutionary projects. This has made change more comfortable for reluctant practitioners and helped them realize immediate benefits. One leader said:

"We are not trying to be super innovators; we are just trying to help our attorneys provide the best service they can, so our litigation support team is more focused on providing concierge-level service to the firm's lawyers rather than driving rapid technological change."

Another research participant echoed this tailored approach to **incremental change**, saying, *"Within litigation, there are always individual preferences and unique ways to achieve success."*

Inviting clients to participate is another way to drive incremental change. Lack of client demand was among the top barriers to innovation reported in the survey. Even though clients may not be asking detailed questions about legal technology, it doesn't necessarily mean they aren't interested in innovation. They may be looking to their law firms for examples of how to deploy emerging tools like generative artificial intelligence (GenAI). Firms that engage their clients in this area may find new opportunities to deepen client relationships and deliver added value.

3. Make GenAI the Foundation of Innovation

Nearly every respondent (93%) said their firm is preparing for changes driven by GenAI, including establishing guardrails and protocols (90%). For litigation support specifically, respondents said GenAI would transform document analysis (100%), transcript management (90%), chronology creation (87%) and case strategy (77%). Currently, streamlining transcriptions and document summarization are among the most common GenAI use cases reported by litigation support directors.

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AI will have a significant impact on:



Source: Advancing Litigation Support to Fuel Growth in a Changing Legal Market

While implementing AI is a big step, focusing on litigation support use cases can jumpstart the innovation cycle. Work with a pilot group to explore available AI capabilities within your current legal tech stack.

For example, transcript analysis has traditionally been a labor-intensive and time-sensitive task. With AI assistance, this task can be completed in a fraction of the time, allowing litigation teams to process more information in less time. As one survey participant said, *“The days of first-year or junior associates conducting a transcript analysis are over, and this type of work is best suited to generative AI.”*

Once this pilot group sees the technology in action and starts to share positive feedback, a virtuous cycle of innovation begins. Using this momentum, GenAI can be applied to other aspects of the litigation lifecycle, like summarizing hot documents, which exposes team members to a technology improvement that positively impacts their day-to-day productivity.

Don't Wait to Try These Strategies

Innovation is critical for the continued growth of litigation teams, and teams that don't take steps to fuel innovation will face a competitive disadvantage.

Because the legal industry has accepted the inevitability and promise of GenAI, clients are expecting their law firms to deploy it — they are curious about the benefits they can receive. In addition, litigation teams are feeling pressure from the proliferation of data volumes and sources, threatening profitability as more hours are needed to sift for relevant information. Because of these and other factors, teams with outdated technology and systems run the risk of being outpaced by their competition.

Note: The complete report, Advancing Litigation Support to Fuel Growth in a Changing Legal Market, is available for [download here](#).

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Newsletter Recognition:



CFPA's 2025 Charity



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Britt's Bunch is an 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

Article Reprinted from AttorneyatWork.com:

Rachel Bailey is Product Marketing Manager at **Opus 2**, a leading provider of legal software and services. Opus 2 helps legal teams build winning case strategies more efficiently. Their cloud-based solution streamlines litigation processes by centralizing documents, evidence, transcripts, chronologies and witnesses in one collaborative workspace.

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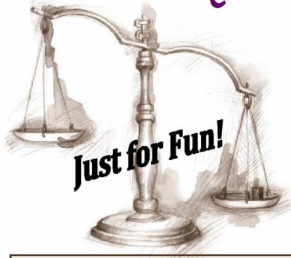
The mission of Britt's Bunch is to help wherever there is a need by providing activities and resources for Florida children and families who face economic and health challenges.

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BRAIN BREAK

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

Federal Quiz



Each of the following randomly lettered descriptions applies to one of the first ten amendments to the U.S. Constitution, otherwise known as the "Bill of Rights". Match each description to the correct Amendment number I through X.

- (a) A person cannot be made to testify against himself or herself.
- (b) Any rights not spelled out in the Constitution remain with the people.
- (c) Right of the people to keep and bear arms.
- (d) Right of the people to be free from unreasonable searches and seizures.
- (e) Prohibits "cruel and unusual" punishment.
- (f) Freedom of speech, freedom of the press, freedom of religion, freedom to assemble peaceably.
- (g) Any powers not given to the federal government are reserved for the states.
- (h) Provide the right to a trial by an impartial jury.
- (i) Soldiers can't be housed in private homes without permission.
- (j) Right to a speedy and public trial.

Pick the correct answer for each question or statement regarding landmark U.S. Supreme Court cases:

1. In 1896 the Supreme Court decided a case that resulted in what was known as "the separate but equal" doctrine. What was the name of the case?
 - A. Korematsu v. U.S.
 - B. Muller v. Oregon
 - C. Plessy v. Ferguson
 - D. Buck v. Bell
2. What was the name of the Supreme Court case decided in 1968, that resulted in the "stop and frisk" doctrine?
 - A. Katz v. U.S.
 - B. U.S. v. Matlock
 - C. Olmstead v. U.S.
 - D. Terry v. Ohio
3. In 1966 the Supreme Court handed down their opinion in *Miranda v. Arizona*. Who was the Chief Justice who wrote the majority opinion for the Court?
 - A. Earl Warren
 - B. William J. Brennan, Jr.
 - C. John M. Harlan
 - D. William O. Douglas
4. The "Carroll Doctrine" resulted from the decision in *Carroll v. U.S.* in 1925. What does the doctrine deal with?
 - A. warrantless vehicle searches
 - B. hot pursuit
 - C. wiretapping
 - D. trial by jury
5. In 1963 the Supreme Court ruled that an indigent defendant in a criminal trial has a fundamental right to the assistance of counsel. What was the name of this case?
 - A. *In re Gault*
 - B. *Betts v. Brady*
 - C. *Gideon v. Wainwright*
 - D. *Kent v. U.S.*
6. In the 1803 case of *Marbury v. Madison* the Supreme Court established the doctrine of:
 - A. judicial restraint
 - B. judicial review
 - C. concurrent power
 - D. legislative superiority
7. Who argued for the plaintiff in *Brown v. Board of Education* before the Supreme Court in 1955?
 - A. Johnnie Cochran
 - B. Clarence Darrow
 - C. Thurgood Marshall
 - D. Clarence Thomas
8. Which Supreme Court Justice wrote the majority opinion in *Roe v. Wade*?
 - A. William Brennan
 - B. Harry Blackmun
 - C. Warren Burger
 - D. Earl Warren

Answers: (a) V (b) IX (c) III
(d) IV (e) VIII (f) I (g) X
(h) VII (i) III (j) VI
1.C. 2.D. 3.A. 4.A. 5.C.
6.B. 7.C. 8.B.

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BALANCE

by Kelli Radnothy

Balance and Boundaries: The Legal Professional's Survival Guide

Let's be real—working in the legal field is like running a never-ending marathon, but with depositions instead of water breaks and court filings instead of finish lines. It's a profession built on high stakes, long hours, and an unspoken badge of honor for burnout. But what if I told you that the key to long-term success isn't about grinding ourselves into the ground but about mastering the art of balance and boundaries?

The Reality Check: Legal Burnout Is Real (And Measurable)

If you've ever fantasized about throwing your laptop out the window after the tenth email labeled "URGENT" (that isn't), you're not alone. Studies show that **over 70% of legal professionals report experiencing stress and anxiety**, according to the International Bar Association (IBA). Even more alarming, the American Bar Association (ABA) found that **lawyers and paralegals are among the professions most at risk for depression, substance abuse, and burnout**.

And here's a kicker: A recent Bloomberg Law report revealed that **52% of attorneys say they're burned out**, up from 46% the previous year. That's not just a statistic—that's a flashing neon sign that says, "Something's gotta change!"

Setting Boundaries Without Guilt (Yes, It's Possible!)

We all know that saying "no" in the legal world can feel like a career-limiting move. But boundaries aren't about saying "no" to your responsibilities—they're about saying "yes" to your well-being. Here's how:

- ❑ **The Power of Office Hours** – Set clear availability for clients and colleagues. If your email inbox is open 24/7, so is your stress level.
- ❑ **Work Smarter, Not Longer** – A study from the University of California, Irvine, found that it takes an average of **23 minutes and 15 seconds** to refocus after an interruption. Protect your deep work time like you protect attorney-client privilege.
- ❑ **Take Real Breaks** – The human brain isn't built for non-stop problem-solving. Research from the [Draugiem Group](#) shows that the most productive people work in 52-minute bursts, followed by a 17-minute break. So, no, lunch at your desk doesn't count as a break!

Why Balance Isn't a Luxury—It's a Necessity

If your idea of self-care is scrolling on your phone while waiting for a case update, it's time for an intervention.

True balance means **prioritizing mental and physical health just as much as deadlines**. Consider this:

- Regular exercise reduces stress and increases productivity. Even just 30 minutes of movement a day can boost cognitive function and mood.
- Sleep isn't negotiable—A study from the National Sleep Foundation found that professionals who get fewer than 6 hours of sleep a night experience 50% more cognitive errors than those who get 7-8 hours. Imagine what that means for a contract review.
- Mindfulness works—Legal professionals who practice mindfulness report a 25% decrease in stress and a 20% increase in job satisfaction, according to Harvard Business Review.

The Call to Action: Your Legal Career Shouldn't Be a Sentencing

Your career should be fulfilling, not draining. If you're constantly in overwhelm mode, it's time to take action. Here's where to start:

- ☐ Audit your workload – What can you delegate, automate, or restructure?
- ☐ Establish one new boundary this week – Whether it's a hard stop time or blocking out deep work hours, commit to protecting your time.
- ☐ Prioritize wellness – Join a professional support group, schedule a therapy session, hit the gym, or simply commit to taking actual breaks.

The legal profession will always demand excellence, but it doesn't have to demand our well-being. It's time to take control—because a burned-out legal pro isn't just ineffective, they're unhappy. And we all (especially you!) deserve better than that.

What's one boundary you're setting this week?

Article Reprinted from:

KLR Paralegal - <https://klrparalegal.com/balance/>

Our CFPA Volunteers Hard at Work

In April, CFPA had 5 volunteers at Second Harvest and helped move 5000 lbs. of donations ... way to go!! Thank you for all you do!



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Thank you John Palmerini, Esq. for a great seminar on Employment Discrimination, wish we would have had more time. Huge thanks as well to our Lunch Sponsor, Universal Court Reporting. Thank you for your continued support of our Association.



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with Natalie Rimmer, Membership Chair



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NALA Conference is approaching fast – reserve your spot today and get ready to celebrate NALA's 50th anniversary at the 2025 NALA Conference & Expo in

Atlantic City, New Jersey, from July 10-12!

Join NALA as we look back with pride while moving forward with purpose. This milestone event celebrates five decades of excellence and innovation in the paralegal profession. We could not have made it this far without you, so come party with us! Come reflect and learn more of NALA's history and what lies ahead. This year's conference is the ultimate opportunity for networking, expanding your knowledge, unlocking insights, exploring valuable tools, and commemorating NALA's golden anniversary.

NALA will host a GALA celebrating NALA's half-century of advancing the paralegal profession (ticket is extra: <https://nala.org/nala-50th-anniversary-gala/>)

CFPA's NALA Affiliate Award Nominee has been submitted. Recognition will be received at the NALA Affiliated Association Annual Meeting at the NALA Conference.

UPCOMING NALA CLES:

May 1: Conscious Communication within the LGBTQ+ Community

May 2: AI Methods in Law Firms

May 15: Immigration Law Essentials: Key Concepts and Recent Updates

May 20: American Companies' Use of Immigration Law: H-1B Petitions

May 21: HR & Office Management Essentials: Streamlining your Law Firm for Success

May 30: Ethics and Confidentiality for Paralegals

[Link to NALA LIVE Webinar Page](#)

Please do not hesitate to contact Jennifer Diminich with any questions or concerns about NALA at nalaliation@cfpainc.org.

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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

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