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#### JULY 2025

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### IMMIGRATION LAW



### Understanding U.S. Immigration Law: A Practical Primer for Paralegals in 2025

by Bryan Corbett – LAPA Board Member & Newsletter Chair

As of mid-2025, immigration law remains one of the most active and consequential areas of legal practice. Following the 2024 presidential election, the federal government has significantly escalated immigration enforcement and detention activity, including what is widely described as one of the most aggressive deportation initiatives in modern U.S. history. Paralegals working in California, a state with a high concentration of immigrant communities, are playing an increasingly vital role in ensuring legal access, procedural integrity, and humane support for vulnerable clients.

This article offers a practical overview of immigration law and the role of paralegals in navigating a rapidly evolving legal landscape. Designed for legal support professionals, it highlights foundational knowledge, common case types, and ethical guardrails, with attention to the current policy environment.

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### PRESIDENT'S MESSAGE



### **Season of Service & Strength**

### by Travis Chow – LAPA President

As summer continues, we all need to take a deep breath. This month, let's give ourselves permission to slow down, reflect, and reset. Whether it's five quiet minutes in the morning, a mindful walk at lunch, or simply stepping away from the screen to breathe—these small pauses make a

big difference. You can't pour from an empty cup, and you don't have to do it all alone. We are all Angelenos - a community that supports, uplifts, and encourages balance. Take a deep breath. Then take the next step forward: calm, clear, and centered.

As federal agencies make their presence felt all over the City, we encourage all community members to stay informed, know their rights, and share reputable *continued on page 2* 

#### **PRESIDENT'S MESSAGE** - cont. from page 1

resources with those who may be affected. This is a reminder that everyone has legal rights, regardless of immigration status. Please stay safe, informed, and compassionate. In the end, we are all human. We all hope, struggle, dream, and strive to belong. No matter our background, language, status, or title—we share the same fundamental need to be seen, respected, and treated with dignity. Kindness matters. Empathy matters. Taking the time to understand one another matters. The Los Angeles Immigration Resources Guide can be found here https://www.casely.ai/la-immigration-resources.

July continues with exciting events, from continuing legal education workshops to networking events designed to strengthen our community and our profession. On **July 16**, we are hosting a MLCE on "Investigations of Heat Transfer Processes in Thermal Systems." On **July 17**, we are hosting an MCLE on "Moving from Defensive to Supportive Communication." On **July 23**, we are offering a

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#### LAPA REPORTER

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Articles and news items should be directed to LAPA at editor@lapa. org. Inquiries about making a submission should be directed to LAPA at info@lapa.org.

Inquiries about advertising placement, applications, membership materials and address changes should be directed to LAPA at admin@ lapa.org.

Articles will be published as space permits. The Newsletter Committee reserves approval and edit rights on any article submitted.

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free emergency preparedness webinar on "How to Prepare for an Earthquake, Flood, Fire, Winter Storm, or Power Outage." On **August 16**, we are volunteering at the Union Rescue Mission. Also, stay tuned for our Summer Mixer! Please visit our website to sign up for all our events!

Thank you to our dedicated Board, committee members, volunteers, sponsors, and YOU—our members—for your commitment and passion. Every one of you helps make LAPA a powerful force for education, service, and camaraderie. Each and everyone of you are responsible for us being able to deliver value, connection, and impact for paralegals across Los Angeles.

If you're interested in contributing to the LAPA Reporter, we'd love to hear from you! Also, if there's something specific, you'd like to hear from us, don't hesitate to reach out. Thank you for YOUR hard work, YOUR dedication, and YOUR commitment to excellence.

Travis Chow is currently the Paralegal Coordinator at Collins + Collins LLP. Prior to this role, he freelanced at several private practice firms in Southern California. He holds certifications as a Social Media Intelligence Expert and Cyber Intelligence Professional, and he is also a licensed California Realtor and Notary Public. With the support of the Walter T. Shatford and San Gabriel Valley Bar Association Legal Scholarship, he earned a Paralegal Certificate from Pasadena City College, along with an associate degree in Social Behavioral Science, Humanities, and Paralegal Studies. Additionally, he obtained a Paralegal Certificate and a bachelor's degree in Legal Studies from the University of La Verne.

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### CALENDAR OF EVENTS

#### JULY

- LAPA Executive Board Meeting Conf. Call; Contact Travis Chow at president@lapa.org.
- 9 LAPA Board Meeting Contact Travis Chow at president@lapa.org.
- 16- MCLE: LAPA Seminar Investigations of Heat Transfer Processes in Thermal Systems – Online via Zoom; 12:00-1:00 PM; *featuring* Matevz Frajnkovic Ph.D., P.E.; Go to https://www.lapa.org/ event-6214405 for updates, more information & to register.
- 17- MCLE: LAPA Seminar Moving from Defensive to Supportive Communication— Online via Zoom; 12:00-1:00 PM; *featuring Krishna Desai, Esq.;* Go to https://www.lapa.org/event-6231698 for updates, more information & to register.
- 23- LAPA Seminar Free Emergency Preparedness Webinar: How To Prepare for an Earthquake, Flood Fire Winter Storm or Power Outage— Online via Zoom; 12:00-1:00 PM; *featuring Jeff* Edelstein, President SOS Survival Products, Inc.; Go to https:// www.lapa.org/event-6217193 for updates, more information & to register.

### AUGUST

- 6 LAPA Executive Board Meeting Conf. Call; Contact Travis Chow at president@lapa.org.
- 13 LAPA Board Meeting Contact Travis Chow at president@lapa.org.
- 16 Union Rescue Mission Volunteer With Us! Union Rescue Mission, Los Angeles; 10:00 AM -2:00 PM; Go to https://www. lapa.org/event-6178368 for updates, & more information.

### CULTURAL CURRENTS



### On The Town

by Deena Bowman

Looking for an excuse to step away from the daily grind and immerse yourself in the vibrant spirit of our communities? Take a well-deserved break, gather your

friends and/or family, and dive into the rich tapestry of cultural events that await right outside your door!



### **CONNECT THROUGH HELPING**

Starting in July, Los Angeles-based nonprofit **Big Sunday** is kicking off "The Summer List" – projects that help all kinds of people in various ways. Besides opportunities to uplift our communities, Big Sunday is also offering free events, from self-care to special field trips. For more information that includes a calendar list of activities, see https://bigsunday.org/



#### **GET YOUR GROOVE ON**

At the Citadel Outlets, the World's Biggest Boombox will make its grand return and stay all summer long. The functioning, larger-than-life retro stereo will serve up nonstop entertainment, with live DJ sets from iHeartRadio, exciting dance performances, and fun for the whole family. Bring your best moves for the 24x24-foot checkered dance floor and pose for IG-worthy photos inside the massive headphones and DJ booth. The Citadel Outlets are located at 100 Citadel Dr, Commerce, 90040. For more information, see https://www.discoverlosangeles. com/event/2025/06/20/the-world%E2%80%99sbiggest-boombox-returns-to-citadel-outlets

Deena Bowman is a Senior Legal Analyst at the State Compensation Insurance Fund in Glendale, California. Deena earned her paralegal certificate from the University of West Los Angeles, and she was a former Director at Large with LAPA.

### **IMMIGRATION LAW** - cont. from page 1

### THE LEGAL FRAMEWORK: UNDERSTANDING THE SYSTEM

U.S. immigration law is rooted in the Immigration and Nationality Act (INA), a complex federal statute that governs who may enter or remain in the country and under what conditions. Core federal agencies include:

- U.S. Citizenship and Immigration Services (USCIS) oversees benefits applications such as green cards, naturalization, and humanitarian protections.
- Immigration and Customs Enforcement (ICE) leads interior enforcement, detention, and removals.
- Customs and Border Protection (CBP) handles border screening and expedited removals.
- Executive Office for Immigration Review (EOIR) manages immigration court and appeals.

In 2025, these agencies are operating under an expanded enforcement mandate. Detention capacity has increased, and expedited removal proceedings have been broadened. Paralegals must understand not only the statutory structure but also how shifting administrative priorities affect timing, discretion, and risk for noncitizen clients.

### WHERE STATE MEETS FEDERAL: THE CALIFORNIA CONTEXT

California continues to be a national leader in providing legal and community-based support to immigrants. As a sanctuary state, it offers statutory protections against entanglement between local law enforcement and federal immigration agents. Programs such as **One California** deliver publicly funded legal representation in removal proceedings—services in which paralegals play a central role.

State-level protections are increasingly important as federal enforcement expands. Paralegals in California often work across practice areas, including labor, family, and criminal law, where immigration status intersects with clients' legal needs. Familiarity with how these interactions affect eligibility for relief is critical, particularly in cases involving protective orders, U visas, or juvenile petitions.

### **COMMON IMMIGRATION CASE TYPES**

Case Type	Description	Common Forms/ Processes
Family-Based Immigration	U.S. citizens and lawful permanent residents (LPRs) petition for eligible relatives to immigrate to the U.S	I-130, I-485, DS-260
Employment- Based Visas	U.S. employers sponsor foreign nationals for temporary or permanent employment	H-1B, PERM (ETA 9089), I-140
Asylum & Humanitarian Relief	Protection for individuals fleeing persecution or facing specific dangers	I-589, I-918 (U visa), I-914 (T visa), I-360 (VAWA/SIJS)
DACA	Temporary relief from removal and work authorization for certain undocumented individuals brought as children	I-821D, I-765, I-765WS
Removal Defense	Legal representation in removal (deportation) proceedings	EOIR-42B, Bond Motions, I-589, EOIR-33, EOIR-26
Naturalization	The process of becoming a U.S. citizen	N-400, Biometrics, Civics/English Exam, Oath Ceremony

continued on page 5



### 2025 REALITIES: ENFORCEMENT AND LEGAL RESPONSE

Since early 2025, federal immigration enforcement has intensified through executive directives and administrative rules. The result has been a significant rise in workplace raids, detentions, and removal proceedings. Many community organizations and legal aid groups report caseload spikes and are triaging support based on urgency and vulnerability.

Paralegals are integral to this legal response. They are helping prepare bond motions under tight timelines, organizing documentation for cancellation of removal claims, and supporting humanitarian parole requests. In asylum cases, particularly those involving recent entrants, credible fear screenings and defensive applications are now often processed under stricter timeframes.

Staying up to date with real-time agency memos, policy briefings, and circuit-level court rulings is now part of the paralegal workflow in immigration settings.

### THE PARALEGAL'S ROLE IN IMMIGRATION PRACTICE

Paralegals play a vital support role in immigration cases, managing many essential responsibilities under the supervision of an attorney. These may include:

- Preparing forms such as the I-589 (asylum application), I-765 (work authorization), and G-28 (notice of appearance).
- Compiling and organizing supporting documentation for claims involving hardship, persecution, or family relationships.
- Assisting with client intake, drafting client declarations or timelines, and gathering facts for attorney review.
- Handling communication with USCIS, EOIR, or ICE, including case status inquiries and biometrics coordination.
- Assembling hearing packets and filings, often under strict or expedited deadlines.

Beyond procedural tasks, paralegals often serve as consistent points of contact for clients who may be navigating trauma, language barriers, or fear of detention or removal. Compassionate, clientcentered engagement is as vital as accuracy and timeliness in this high-stakes legal environment.

### ETHICS AND UPL: KNOWING THE LINE

With the rising demand for immigration help, paralegals must be especially alert to unauthorized practice of law (UPL) risks. Only licensed attorneys may offer legal advice, determine eligibility for relief, or represent clients in immigration court.

Paralegals must:

- Work under the supervision of an attorney.
- Avoid suggesting strategies or interpreting laws for clients.
- Clearly communicate their role to clients to prevent confusion.

Avoiding UPL is critical for client protection, especially given the vulnerability of many immigrants and the widespread harm caused by non-attorney "notario" fraud.

### SPECIALIZATION AND CONTINUED LEARNING

For paralegals interested in building expertise in immigration, numerous organizations offer training and certification:

- AILA (American Immigration Lawyers Association) offers a dedicated Paralegal Affinity Program with access to webinars, guides, and a national network of immigration professionals.
- Immigrant Legal Resource Center (ILRC) provides toolkits and practice guides tailored for legal staff.
- LAPA, and local law schools frequently host CLEs and specialized immigration law courses.
- Volunteering with legal aid groups and nonprofit immigration clinics offers meaningful experience and exposure to real-world cases.

As Nicholas J. Mireles, Esq., Principal Attorney at The Law Office of Nicholas J. Mireles, APC, Instructor in the UCLA Paralegal Training Program, member of Los Angeles County Bar Association's Immigration Section's Executive Committee, current elected Member of the AILA Board of Governors, and former Chair of the AILA Southern California Chapter, recently shared: *continued on page* 6 66

Just jump in. The law is very complex, and immigration is 10x more complicated, so the only way to really understand it is by doing. The American Immigration Lawyers Association (AILA) is an unbelievable resource for paralegals practicing (or wanting to practice) Immigration Law in 2025. A community of 17,000+ Immigration Attorneys, AILA also offers a Paralegal Affinity Program that can really jump start your career in Immigration. In this fast-paced, ever-changing legal environment, staying on top of everything and building community is the only way we'll survive this neverending attack on the rule of law.

Mireles, who law firms regularly hire to appear on their behalf before USCIS, CBP, and ICE, brings deep insight into the realities of practice and the pathways for paralegals to contribute meaningfully. His call to action underscores the value of both practical experience and community connection.

### STANDING FIRM IN A SHIFTING LANDSCAPE

In this current moment, paralegals are not just support staff, they are essential lifelines in immigration practice. Whether organizing bond evidence, helping reunite families, or shepherding clients through fear and uncertainty, their role has never been more crucial.

While enforcement policy may continue to evolve, the core values of diligence, compassion, and professionalism endure. By staying informed and centered, paralegals can provide structure and hope amid a legal landscape defined by complexity and change.

### **REFERENCES AND RESOURCES**

### **STATUTES AND FEDERAL AUTHORITIES**

- Immigration and Nationality Act (INA). U.S. Citizenship and Immigration Services. https:// www.uscis.gov/laws-and-policy/legislation/ immigration-and-nationality-act
- Title 8 of the U.S. Code Aliens and Nationality. Legal Information Institute, Cornell Law School. https://www.law.cornell.edu/uscode/text/8

- Executive Office for Immigration Review (EOIR) Policy Manual. U.S. Department of Justice. https://www.justice.gov/eoir/eoir-policy-manual
- USCIS Policy Manual. U.S. Citizenship and Immigration Services. https://www.uscis.gov/ policy-manual

### **KEY FEDERAL AGENCIES**

- U.S. Citizenship and Immigration Services (USCIS). https://www.uscis.gov
- Immigration and Customs Enforcement (ICE). https://www.ice.gov
- Customs and Border Protection (CBP). https:// www.cbp.gov
- Department of Homeland Security (DHS). https:// www.dhs.gov

### PROFESSIONAL ORGANIZATIONS AND LEGAL EDUCATION

- American Immigration Lawyers Association (AILA). https://www.aila.org
- Immigrant Legal Resource Center (ILRC). https:// www.ilrc.org
- National Association of Legal Assistants (NALA). https://www.nala.org
- UCLA Extension Paralegal Training Program. https://www.uclaextension.edu/legal/paralegalstudies

### CALIFORNIA-BASED LEGAL AID AND ADVOCACY

- One California Immigration Services Funding Initiative. California Department of Social Services. https://www.cdss.ca.gov/benefitsservices/immigration-services
- California Immigrant Policy Center (CIPC). https:// www.caimmigrant.org
- Legal Aid Foundation of Los Angeles (LAFLA). https://www.lafla.org
- Public Counsel Immigrants' Rights Project. https://publiccounsel.org

Bryan Corbett serves as Litigation Discovery Manager at Abramson Labor Group, where he leads discovery operations in high-volume employment litigation. He holds an MBA from the University of Southern California and a Paralegal Certificate from UCLA Extension. Bryan currently serves on the Board of the Los Angeles Paralegal Association (LAPA) and is Chair of the LAPA Reporter Newsletter Committee.

#### REAL WORLD AI



The Human Advantage: Why Fundamental Skills Remain

### **Crucial in an AI-Driven World**

### by Ivan Zogovic, ACP – LAPA Board Advisor

In my May 2025 article, *From Fundamentals to Future Frontiers*, and Back: Paralegal Skillsets for the AI Age I shared my thoughts on the transformation of the legal industry, its impact on our profession, and the importance of keeping up with the times through wellplanned professional development and continuous learning. Here, I would like to offer my view on the importance of maintaining and improving our core skills to stay competitive in an AI-driven world.

Weallare well-aware of the fact that the legal profession is being reshaped by transformative technologies and changing socio-economic dynamics, creating entirely new or significantly larger fields of legal practice. While this shift presents a considerable challenge, it also offers a significant opportunity. For paralegals who are slow to adapt, these changes might threaten career stability. But for those who are proactive including new entrants, mid-career professionals, and experienced veterans—this evolving landscape provides a unique chance to strengthen and broaden their career prospects by developing specialized expertise in these new and expanding areas.

With that in mind, any discussion about contemporary professional development would be incomplete without acknowledging the profound impact of technology on legal practice. It is crucial to remember that since 2021, California Rule of Professional Conduct 1.1 mandates that attorneys maintain competence in technology relevant to their practice. This reflects the American Bar Association's Model Rules of Professional Conduct, which emphasized technological proficiency as a fundamental aspect of legal competence. While the Rule does not directly apply to paralegals, we work under the direction and supervision of attorneys and therefore need to be aware of this mandate. On top of that, the proliferation of Artificial Intelligence (AI) and Large Language Models (LLM) has understandably sparked concerns about potential job displacement within the legal profession, including paralegal roles, since AI-powered tools, more and more, are streamlining routine tasks such as data extraction, legal research, and even document review.

However, as insightful authors have noted, the true challenge lies not in AI replacing paralegals entirely, but in the distinct advantage gained by paralegals who develop proficiency in utilizing AI tools effectively, thus freeing up our time to concentrate on more intricate and nuanced aspects of legal analysis.

While these technologies offer unparalleled speed and efficiency, it is crucial to recognize that they are tools, not substitutes for the critical thinking and ethical judgment that only an experienced human professional can provide. As paralegals, we must cultivate the technical acumen to leverage these tools effectively while simultaneously maintaining a deep understanding of fundamental legal principles and ethical obligations. This dual expertise ensures that AI serves as a powerful ally, augmenting our capabilities rather than supplanting our essential judgment.

Despite the significant advancements in AI and technology, the human element remains the irreplaceable cornerstone of high-quality legal work. While AI can execute tasks with remarkable speed – studies indicate that certain AI systems can process documents or extract information up to 80 times faster than a human – the nuanced judgment and ethical reasoning underpinning every calculation and data extraction are uniquely human attributes.

Moreover, there are inherent aspects of legal practice where intuition, empathy, and critical analysis are paramount. A paralegal's ability to discern subtle nuances, assess the reliability of information, and make informed judgments based on experience is a capability that even the most sophisticated AI cannot replicate.

Perhaps the most critical, yet often overlooked, aspect of the "human vs. machine" comparison lies in the fact that we work not only in the law business, but also in the people business, some say even in the care-giving business. People who seek legal help come to law offices with problems and worries they *continued on page 8* 



#### IN THE BIZ I



A Paralegal's Guide to Fighting Imposter Syndrome – Q2 2025 Facts & Findings

### by Kelli L. Radnothy – KLR Paralegal

At some point in your paralegal career, you have probably found yourself staring at a case file, waiting for an epiphany, and secretly wondering, "Why did they hire me? Surely, they will discover I am just winging it!" Welcome to the exclusive club of overachievers who are haunted by impostor syndrome. There are no membership fees – just complimentary self-doubt and stress.

You are not alone. Impostor syndrome does not discriminate. It is an equal-opportunity affliction.

Even the most seasoned paralegals have moments when they feel like they are one typo away from being exposed. Fear not! Come explore how to exorcise that impostor syndrome and prioritize your well-being.

### THE PHANTOM IN THE OFFICE

Impostor syndrome is the unwelcome guest at your desk, whispering doubts in your ear as you are about to send an important email or walk into a team meeting. It thrives in silence and secrecy, feeding on your accomplishments like a parasite.

In the high-pressure world of legal work, where perfectionism is practically in the job description, it is no surprise that paralegals are prime targets.

Here is the kicker: impostor syndrome is a liar. It convinces you that your successes are mere luck, your skills are insufficient, and everyone else is a legal superhero while you are just playing dress-up. The truth is that everyone feels this way at some point. Yes, even the star attorney who seems to have it all together. *continued on page* 9

#### **REAL WORLD AI** - cont. from page 7

cannot handle themselves, so just a little display of empathy and understanding, and especially a regular, timely, and clear communication may carry almost the same weight as a sound legal advice. Quite often, paralegals have regular interactions with clients, witnesses, and other parties involved in legal proceedings, so our ability to communicate effectively, build rapport, and handle sensitive information is not only crucial for the success of a case but also for client acquisition, satisfaction, and retention – ultimately contributing to the success of the law firm's business.

Ultimately, the development of our hard and soft skills is an ongoing journey, shaped by experience and continuous learning, and that growth needs to form a symbiotic relationship with technological tools. Al empowers us with enhanced operational capabilities, yet it is our uniquely human insight forged by education, professional experience, and a strong ethical compass—that ultimately directs the responsible and effective application of technology in the legal arena. To survive and strive in our profession in an Al-driven world means embracing continuous learning and benefits that technology and automation provide, while always preserving our uniquely human attributes.

**Disclaimer:** The views expressed in this article are solely the author's and do not necessarily represent the views of the Office of the California Attorney General, the California Department of Justice, and/or its Antitrust Law Section.

Ivan Zogovic works a Senior Legal Analyst for the Antitrust Law Section of the Office of the California Attorney General in Los Angeles. He earned his Certificate in Paralegal Studies at UCLA Extension, and his Bachelor of Laws degree at University of Belgrade, Serbia. In addition, Ivan is NALA Certified and Advanced Certified Paralegal, Certified Litigation Support Professional, Certified eDiscovery Professional, and RelativityOne Review Pro certificate holder. His other notable professional engagements include a legal consultant position at the International Criminal Tribunal (ICTY) in The Hague, the Netherlands, a paralegal position with Parsons Corporation in Pasadena, and a volunteer paralegal position with Public Counsel Law Center and ACLU in Los Angeles. Ivan is a member of the Los Angeles Paralegal Association, its current Advisory Board member, a former Board member, and a former NALA Paralegal Certification Exam Review Course instructor. As a strong believer in the importance of continuous personal and professional development, he also volunteers as alumni and student mentor for UCLA Alumni Association, and UCLA Extension Career Programs.

### SIGNS YOU ARE DEALING WITH IMPOSTOR SYNDROME

Do any of these sound familiar?

- You downplay your achievements or attribute them to luck.
- You are terrified of making mistakes, even small ones.
- You constantly compare yourself to colleagues and feel like you do not measure up.
- You overwork yourself to prove your worth, even when unnecessary.
- You are stuck in a loop of, "If I just get this one thing right, I will feel competent."

If you are nodding along, you may have identified the culprit. Now, it is time to tackle it.

### THE ANTI-IMPOSTOR TOOL KIT

- Talk About It: Impostor syndrome hates the light. Talk to trusted colleagues, mentors, or friends about your feelings. You will likely discover that they have felt the same way at some point. Shared experiences can be incredibly validating and might even lead to a good laugh about how human we are.
- Track Your Wins: Keep a "Brag Book," a running list of your accomplishments. Drafted a flawless motion? Navigated e-Discovery without a hitch? Write it down. These little victories remind you that you are not just capable but crushing it.
- Learn to Say "No:" Overcommitting is a hallmark of impostor syndrome. Saying "no" to tasks that do not align with your priorities is not a sign of weakness. It is a sign of confidence.
- Embrace the Learning Curve: Law is a constantly evolving field, and no one knows everything. Instead of seeing gaps in your knowledge as flaws, treat them as opportunities to grow. Remember, even the most experienced professionals started somewhere.
- Be Kind to Yourself: You are not perfect, and that is okay. Mistakes are inevitable, but they are also invaluable teachers. Be as kind to yourself as you would be to a friend navigating a tough situation.

### WELLNESS MATTERS

Well-being and impostor syndrome go hand in hand. When impostor syndrome takes over, it often leads to burnout, anxiety, and stress – none of which are conducive to a healthy career or life. Incorporating wellness practices can help you stay grounded and keep that nagging voice at bay.

- Set Boundaries: Protect your personal time. When the workday ends, let it end. Netflix does not need citations.
- **Prioritize Physical Health:** Regular exercise, proper nutrition, and adequate sleep are your secret weapons against stress.
- **Practice Mindfulness:** Mindfulness can help you refocus and reduce anxiety through yoga, meditation, or simply taking a few deep breaths.
- Celebrate Wins: When you achieve something, even if it feels small, celebrate it! Treat yourself to something nice, and take a moment to bask in your awesomeness.

### AN ENCOURAGING WORD

Impostor syndrome might never disappear entirely, but you can learn to silence it. You did not get to where you are by accident. Your dedication, skills, and hard work have earned you your place in the legal world. So, the next time that pesky voice starts speaking up, remind it who the boss is: you, the unstoppable paralegal superhero.

Remember, you do not have to go it alone. Lean on your community, invest in your well-being, and look at the big picture. Impostor syndrome does not stand a chance against a confident, well-rounded, selfassured paralegal like you. Embrace the fact that your wellness matters way more than your work!

Kelli Radnothy is a litigation paralegal with over 20 years of experience in the legal industry. She runs her own holistic legal solutions company, consulting with and coaching other legal professionals to enhance the delivery of legal services. Kelli is a Legal Researcher for the Nevada Attorney General's Office and a course developer/instructor for the University of Washington's Paralegal Program. Kelli serves as 2nd Vice President for the Sierra Nevada Association of Paralegals (SNAP) and Treasurer for the Paralegal Division of the State Bar of Nevada. She is passionate about advancing the profession and empowering others to impact their communities. Email: kelli@klrparalegal.com

*From: https://nala.org/a-paralegals-guide-to-fighting-imposter-syndrome-q2-2025-facts-findings/* 

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### **July Crossword Puzzle** Complete the crossword puzzle below and learn some interesting facts for July!



### ACROSS:

- 5. What was the total number of people who signed the **Declaration of Independence?**
- 6. This American president was born on July 4th.
- 7. Which country gave the Statue of Liberty to the United States?
- 8. Every July 4th, what is the most consumed food?
- 9. In 1780, this disillusioned general conspired to help the British capture West Point.

ANSWER KEY FOUND ON PAGE 21

### DOWN:

- 1. On the Declaration of Independence, who had the largest signature?
- 2. Posing as a runaway enslaved person, he infiltrated British forces and worked as a double agent.
- 3. Who is the author of the Pledge of Allegiance?
- 4. She was a famous spying artist who owned a studio in London and supported the rebel cause.
- 5. During World War II, where was the Declaration of Independence stored?



### CALIFORNIA STATE LAW UPDATES



Probate Changes in Maximum Values for Small Estate Set-asides & n of Estates

### **Disposition of Estates Without Administration**

by Gina Rosales – LAPA Treasurer

California has established laws and authorized procedures that allow a successor of a decedent to dispose of a decedent's real or personal property, without procuring letters of administration or waiting for probate – by utilizing an affidavit or declaration under penalty of perjury or by the filing of document or form in a one-hearing court procedure. The following is a summary of the increased thresholds and the form(s) required for each procedure. The California Judicial Council's new values for small estates that are effective for deaths on or after April 1, 2025, are as follows:

### SMALL ESTATE SET-ASIDE UNDER PROBATE CODE SECTIONS 6600-6613

• The Probate Code sections 6602, 6609 amount for setting the estate aside for the Decedent's surviving spouse and minor children increased from \$95,325 to \$107,900. [Although there is no standard form, some counties have their own local form for small estate set-asides, so check with the relevant Superior Court, *i.e. Petition for Small Estate Set-Aside - Riverside County Form RI-PR080*]

### DISPOSITION OF ESTATE WITHOUT ADMINISTRATION UNDER PROBATE CODE SECTIONS 13000-13606

• The Probate Code section 13050(c) property excluded from determining the value of an estate amount of any salary or other compensation owed to the decedent for the personal services from any employment, increased from \$18,450 to \$20,875. Probate Code section 13600, 13601 allows a surviving spouse to collect the compensation owed to a deceased spouse. [Form: Affidavit for Collection of Compensation Owed to Deceased Spouse]

- The Probate Code sections 13100, 13101 amount for transfer of real and personal property (excluding property described in Probate Code sections 13050(c) & 13151) in California increased from \$184,500 to \$208,850. [Form: Affidavit For Collection, Receipt or Transfer of Personal Property

   Although the 13100 Affidavit is not a Judicial Council form, a 13100 Affidavit is widely available online at various sites and many entities and financial institutions have their own 13100 forms. However, for deaths on or after April 1, 2022, JC Form DE-300 Maximum Values for Small Estate Set Aside and Disposition of Estate without Administration is required to be attached to the 13100 Affidavit.]
- The Probate Code section 13200 amount for transfer of real property in California increased from \$61,500 to \$69,625. [Form: Affidavit Re Real Property of Small Value JC Form DE-305]
- Under Probate Code section 13150 et. seq., this is a new procedure for order to determine succession to real property that is the decedent's "primary residence" and whose gross value does not exceed \$750,000. [Form: Petition to Determine Succession to Primary Residence – JC Form DE-310, Order Determining Succession to Primary Residence – JC Form DE-315]

See https://legiscan.com/CA/text/AB2016/id/2910885 or the chaptered bill – AB2016, Chapter 331. Unless otherwise provided by statute after April 1, 2025, these values will next be adjusted April 1, 2028.

In closing, the California Judicial Council's increased maximum small estate values should allow more successors of an estate to utilize the simplified procedures of the disposition of estates without the necessity of a formal administration.

Gina Rosales is a paralegal with over thirty years' experience specializing in probate and trust administration and litigation matters at Loeb & Loeb LLP in Century City.

### THE INSIDE BIZ II



A monthly column where sponsors and/or vendors share helpful hints

### **Coworker with ADHD? Here's** How to Work with

### **Their Strengths**

#### by Chere B. Estrin – CEO Estrin Legal Staffing

Workplaces thrive on diversity, not just in background or experience, but in how people think. One area that's too often misunderstood, misdiagnosed, mishandled? Attention-Deficit/Hyperactivity or Disorder (ADHD).

I recently received an email from a paralegal manager, clearly frustrated. One of her employees seemed to be spiraling: ignoring direction, resisting feedback, and missing deadlines. The employee was already on a Performance Improvement Plan (PIP), and the manager was beginning to wonder if they were sabotaging their own job. "Do people ever behave like this on purpose?" she asked.

At first, I wondered too. But after a few more questions, a pattern emerged. This wasn't willful defiance, it might be ADHD.

### UNDERSTANDING ADHD AT WORK

ADHD is a neurodevelopmental condition that impacts how the brain manages focus, memory, organization, and impulse control. The DSM-5 outlines three primary types:

- Inattentive Type: Difficulty focusing, following through, staying organized
- Hyperactive-Impulsive Type: Fidgeting, interrupting, excessive talking
- Combined Type: A blend of both symptom sets

Common traits among adults with ADHD include:

- Time blindness
- Difficulty prioritizing
- Forgetfulness
- Bursts of hyperfocus followed by burnout
- Restlessness or nervous energy

But here's the crucial part: ADHD is not just a challenge. It can be a powerful *difference*—when you know how to work with it.

### ADHD IN ACTION: STRENGTHS YOU DON'T WANT TO MISS

ADHD brains are wired for innovation, pattern recognition, high-energy problem solving, and unconventional thinking. They often thrive in fast-paced or creative roles, where novelty and pressure spark performance. Many are intuitive communicators, deeply curious, and capable of diving into intense focus when fully engaged.

Take one legal recruiter I worked with. They struggled in rigid roles that demanded daily cold calls and database hygiene but gave them a high-stakes partner-level search with an impossible deadline? They were a force. They filled a long-vacant staff-level position in under two weeks using creative outreach and instinctive talent-matching. ADHD didn't hold them back - it propelled them forward.

### WHEN STANDARD SOLUTIONS DON'T WORK

The employee mentioned earlier? Charismatic, imaginative, great with clients—but inconsistent. We retrained, restructured, gave checklists, but nothing stuck. Eventually, I let them go.

Then I remembered something: they had casually mentioned having ADHD.

I did the research. I restructured the role to better match how their brain worked. I rehired them.

This time, we added daily check-ins, clear written instructions, shorter tasks, and flexible work hours. The result? A 90% turnaround. No more performance spikes and crashes. Just solid, consistent work.

### FROM MANAGEMENT TO PARTNERSHIP

Working with ADHD professionals means moving beyond the idea of "fixing" and instead creating systems that enable their success. This doesn't require massive overhauls-just smarter collaboration and better tools. Here's how to start:

### **FIVE WAYS TO CREATE A SUPPORTIVE** WORK ENVIRONMENT

### **1. Flexible Work Hours**

Many ADHD professionals have fluctuating productivity. Allowing work during high-focus continued on page 13



windows (even if unconventional) can drastically improve performance.

### 2. Low-Distraction Workspaces

Offer noise-canceling headphones, standing desks, soft lighting, or quiet rooms. These adjustments help regulate sensory input and minimize overstimulation.

### 3. Clear, Written Communication

Be specific. Replace vague phrases like "circle back soon" with "please send me a 3-point update by Thursday at 2PM." Ambiguity creates friction; clarity creates flow.

### 4. Regular Micro Check-Ins

Daily or weekly 5-15 minute check-ins help reanchor priorities and spot confusion early. ADHD brains often benefit from external structure and gentle accountability.

### 5. Normalize Neurodiversity

Build team awareness. Create psychological safety around different work styles. А neurodiverse team is a stronger team: when differences are respected, not stigmatized.

### **PRACTICAL TOOLS: STRUCTURING** THE ADHD WORKDAY

Once your environment supports ADHD differences, the next step is workflow. Here are tried-and-true strategies that increase focus and reduce overwhelm:

### 1. Break Work into Clear, Actionable Steps

Use visual task boards, project management apps, or simple checklists. ADHD brains do better with concrete, visible progress markers.

### 2. Use the Eisenhower Box to Prioritize

One of the biggest hurdles for ADHD professionals? Prioritizing tasks when everything feels equally urgent-or equally overwhelming. That's where the **Eisenhower Box** (also called the Eisenhower Matrix) comes in.

This simple 2x2 grid helps sort tasks by *importance* and *urgency*:

	Urgent	Not Urgent
Important	Do First	Schedule It
Not Important	Delegate It	Eliminate or Defer It

### How It Works:

- Do First (Urgent + Important): Immediate, high-impact tasks (e.g., court filings, critical deadlines).
- Schedule It (Important + Not Urgent): Strategic work that builds value over time (e.g., preparing presentations, long-term planning).
- Delegate It (Urgent + Not Important): Timesensitive, lower-value tasks (e.g., document formatting, basic follow-ups).
- Eliminate/Defer (Not Important + Not Urgent): Distractions or busy work (e.g., unnecessary meetings, over-polishing already-approved drafts).

For ADHD professionals, this tool removes emotional decision-making from task prioritization and gives them a structure that balances urgency and impact. It's easy to teach and even easier to apply with Postits, whiteboards, or apps.

### 3. Try the Pomodoro Technique

This method breaks work into manageable sprints:

- 25 minutes of focused work
- 5-minute break
- After four cycles, take a longer break (15–30 minutes)

This rhythm helps maintain energy and attention while preventing burnout-and it delivers regular dopamine rewards, which ADHD brains crave.

### 4. Build Executive Functioning Skills

strategies like Encourage mind-mapping, brainstorming aloud, or outlining tasks verbally. These externalize ideas and reduce mental clutter.

### 5. Incorporate Movement and Fidget Tools

Tools like fidget cubes, standing desks, or simply walking while talking on the phone can help regulate focus. Physical activity stimulates the brain and boosts clarity.

### 6. Anchor with a Daily 15-Minute Sync

One of the most effective tools I've used is a sametime-daily check-in. We review priorities, potential roadblocks, and progress. It's a quick rhythm that creates a strong foundation. No more last-minute fire continued on page 14 drills.



#### LAPA READING CORNER

A recurring column that reviews books focusing on voices and subjects that reflect the diversity of the human experience by Deena Bowman



### Who is Government? The Untold Story of Public Service Edited by Michael Lewis

Michael Lewis's *Who is Government?* is a collection of essays written by his favorite authors for a *Washington* 

*Post* series in 2024. The six writers – Casey Cep, Dave Eggers, John Lanchester, Geraldine Brooks, Sara Vowell, and W. Kamau Bell- interviewed a federal employee doing an interesting job for the government. The stories they found shatter the stereotype of the civil servant, which included a former coal miner who prevented roof falls in underground mines, to a researcher for the FDA who tracked rare infectious diseases and their cures. Each essay is an inspiring ode to public service.

2025, 243 Pages, New York: Riverhead Books, \$30.00, hardcover. Also available for checkout from the Los Angeles Public Library in Book, eBook & eAudiobook.

#### THE INSIDE BIZ II - cont. from page 13

### SUPPORTING ADHD IN REMOTE WORK ENVIRONMENTS

Remote work presents a unique challenge for ADHD professionals. Without external structure, it's easier to drift. Here's how to create stability:

### • Set Clear Deliverables

Always spell out exactly what's due, when, and how it should be delivered. Ambiguity is the enemy of focus.

### • Minimize Digital Distractions

Recommend website blockers, Pomodoro timers, and time-tracking apps. These tools provide guardrails without being intrusive.

### • Design Intentional Workspaces

Encourage employees to set up distraction-free zones with good lighting, ergonomics, and visual organization.

• Schedule Movement Breaks

Encourage standing breaks, walks, or stretching between tasks. A quick physical reset can sharpen mental clarity.

### FINAL THOUGHTS: BUILD A CULTURE, NOT JUST A PROCESS

Working with ADHD professionals isn't about micromanaging. It's about understanding, flexibility, and intentional structure. ADHD doesn't mean

someone can't perform. It means they perform *differently*. And with the right systems in place, "different" can be a competitive advantage.

If we stop trying to force conformity and instead create space for neurodiverse brilliance, we'll unlock more than productivity. We'll build stronger, more resilient teams.

Because the future of work isn't just inclusive.

It's neurodiverse.

And the teams who understand that? They won't just perform.

#### They'll innovate.

Chere Estrin has over 20+ years of experience in the staffing arena, including executive positions in law firms, litigation support companies, and the legal staffing divisions of a \$5billion publicly held corporation. She is CEO of Estrin Legal Staffing, a nationwide staffing organization. Ms. Estrin was founder of the Paralegal Knowledge Institute, an online CLE organization. She publishes the prestigious digital magazine, KNOW, the Magazine for Paralegals, and is the former Editor-in-Chief of Sue, the Magazine for Women Litigators. She is also the author of 10 books about legal careers for attorneys and legal professionals. Ms. Estrin's contributions to the legal industry have been significant, and she continues to play an active role in shaping the future of legal staffing and training. She writes the popular awardwinning blog, The Estrin Report, and has been interviewed by CBS News along with many top publications, such as The Wall Street Journal, Fortune Magazine, Forbes. com, Los Angeles Times, Entrepreneur Magazine, Newsweek, The Chicago Tribune, The Daily Journal, ABA Journal, Above the Law, ALM, Law360 and many others. She has also been a speaker for many prestigious organizations and written hundreds of articles. She has the distinct honor of being a LAPA Lifetime Achievement Award recipient. Chere can be reached at Chere@EstrinLegalStaffing.com.. 🕮



### A Summer of Giving: LAPA & OCPA **Join Forces to Serve Local Communities**

by Martha Izquierdo

This summer, members of the Los Angeles Paralegal Association (LAPA) and the Orange County Paralegal Association (OCPA) have come together in a powerful spirit of service, making a meaningful impact in the lives of those without stable housing and experiencing food insecurity across Southern California.

As LAPA's Pro Bono Chair, I was proud to participate alongside fellow members of both associations in these meaningful volunteer efforts, and I look forward to continuing this important work in upcoming community service efforts.

### OC FOOD BANK – GARDEN GROVE (MAY 31)

On Saturday, May 31, LAPA and OCPA members volunteered at the OC Food Bank in Garden Grove, helping prepare approximately 626 canned food boxes for distribution to families and individuals facing food insecurity throughout the region.

The event was led and organized by Lorena Hughes, OCPA's Pro Bono Chair, whose coordination helped ensure a smooth and productive volunteer experience for all participants.

The OC Food Bank, a program of Community Action Partnership of Orange County, unites communities to end hunger and malnutrition by partnering with over 230 local charities, soup kitchens, and community organizations. Through donated food, USDA commodities, purchased food, and generous support from individuals, the Food Bank supports nonprofit agencies serving low-income families and individuals across Orange County. In a typical year, the Food Bank distributes more than 23 million pounds of food.

Representing LAPA were President Travis Chow, Vice President Isis Curiel, Secretary Don Adove, and member Brianna Vigil, From OCPA, Pro Bono Chair Lorena Hughes, Board Members at Large Crystal Fowler, Allen Sifuentes, and Jeffrey Rodriguez, along with members Jeremy Porter, Cynthia Zhuang, Valerie Dao, and others also participated. Together, their teamwork efficiently packaged hundreds of boxes, bringing hope and nourishment to many local households.

### VILLAGE OF HOPE – TUSTIN (JUNE 21)

On Saturday, June 21, members of LAPA proudly joined forces with OCPA for a meaningful pro bono service event at the Orange County Rescue Mission's Village of Hope campus in Tustin.

The Village of Hope provides transitional and emergency housing for up to 262 unhoused men, women, and children, as well as emergency housing for survivors of human trafficking. In addition to safe shelter, residents-referred to as "students"participate in an in-depth program focused on spiritual and personal growth, while also receiving counseling, job training, medical and dental care, and other wraparound services that support longterm stability and self-sufficiency.

This collaborative volunteer event was led and organized by OCPA's Pro Bono Chair Lorena Hughes, and brought together legal professionals from both associations to support this impactful mission.

From OCPA, President Milady Cambare, Pro Bono Chair Lorena Hughes and Board Member at Large Jeffrey Rodriguez participated, along with OCPA members Tiffany Panlilio, Cynthia Zhuang, Valeria Dao, Noletta Bozhilova, and others. Their enthusiastic involvement helped make the day a great success.

Volunteers were divided into two teams. One group worked in the kitchen, cutting up pineapples, melons, and honeydew melons for upcoming meals. A separate team was dedicated to cleaning and sanitizing the kitchen throughout the day, ensuring the space remained safe and ready for continued service.

Meanwhile, the second team sorted and organized canned food donations in the warehouse-helping to restock the food pantry that serves hundreds of residents each week. continued on page 16 LAPA & OCPA PRO BONO EVENTS RECAP - cont. from page 15













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#### LAPA QUEER PRIDE



### What the Fourth of July Means to the LGBTQ+ Community

by Kevin Cazares, CP – LAPA Newsletter Committee

Each year, Americans gather on the Fourth of July to celebrate the founding of the United States and the principles enshrined in the Declaration of Independence: life, liberty, and the pursuit of happiness. For many in the LGBTQ+ community, however, Independence Day holds a more complex meaning — one that blends pride, reflection, and a continued call to action.

### **CELEBRATING PROGRESS & PARTICIPATION**

For many LGBTQ+ individuals, the Fourth of July is a moment to celebrate hard-won civil rights and growing visibility within American society. In recent decades, the community has achieved significant legal milestones — including marriage equality, anti-discrimination protections in employment, and the ability to serve openly in the military. These gains reflect the core American ideal that all people deserve equal dignity under the law.

As paralegals, we recognize how these victories often result from the dedicated work of legal professionals, community advocates, and courageous clients who demand fairness within our justice system. For LGBTQ+ people, Independence Day can serve as a powerful reminder that they, too, are part of the American story — not only as citizens, but as contributors to its progress.

### **REFLECTING ON INCOMPLETE PROMISES**

At the same time, many in the LGBTQ+ community approach the holiday with measured reflection. While the U.S. promises liberty and justice for all, LGBTQ+ individuals — particularly transgender people and LGBTQ+ people of color — still face disproportionate rates of violence, discrimination, and political backlash. *continued on page 18* 

#### LAPA & OCPA PRO BONO EVENTS RECAP - cont. from page 16

Thanks to the outstanding leadership, coordination, and collaboration from OCPA, the event was a deeply rewarding experience. Every volunteer played an important role in supporting the mission's work with some of Orange County's most vulnerable individuals and families.

LAPA extends heartfelt thanks to OCPA for leading this event and to everyone who generously gave their time and energy to serve the community.

### LOOKING AHEAD: JOIN US AT UNION RESCUE MISSION ON SATURDAY, AUGUST 16

LAPA is excited to announce its next pro bono volunteer opportunity—this time led by the Los Angeles Paralegal Association. On **Saturday, August 16**, from **10:00 AM** – **2:00 PM (PDT)**, volunteers will serve at: **Union Rescue Mission** 545 S. San Pedro Street Los Angeles, CA 90013. Free parking is available in URM's underground secured parking garage.

Volunteers will help prepare and serve lunch in the kitchen for individuals currently sheltered at the Mission. Others may assist with an operational project to support the facility's daily needs.

The Union Rescue Mission (URM) is one of the nation's largest providers of continuous emergency shelter services and one of the few in Los Angeles that supports single men, single women, single mothers with children, single fathers with children, two-parent families, and families with teenage children. URM offers three meals a day, clean clothing, showers, haircuts, medical care, and counseling services, helping guests transition into long-term recovery or connect with other service providers.

We warmly welcome members of LAPA and OCPA, as well as the broader legal community, to join us once again in this important and collaborative day of service. Registration is required. To sign up, please visit **lapa. org/events**. We look forward to seeing you there!

Martha Izquierdo is currently a litigation paralegal at Susman Godfrey LLP. Before that, she worked at the Federal Public Defender's Office, the Los Angeles LGBT Center, and Esperanza Immigrant Rights Project. She earned her Bachelor's Degree in American Literature and Culture from UCLA and just recently received her Paralegal Certificate from Cerritos College. When she's not in the office she enjoys listening to 1970s Brazilian jazz funk or thrift shopping.

#### LAPA QUEER PRIDE - cont. from page 17

The recent U.S. Supreme Court decision in U.S. v. Skrmetti, which upheld Tennessee's ban on genderaffirming care for minors, is one such example. The ruling has been condemned by civil rights advocates and the California Legislative LGBTQ Caucus, which called it a "shameful moment in our nation's history" that undermines both parental rights and equal protection. In contrast, California continues to protect access to evidence-based, life-saving care and remains a state where youth and their families are affirmed and safeguarded.

#### FROM PRIDE TO PATRIOTISM

Notably, Independence Day follows closely on the heels of Pride Month — a time that commemorates the LGBTQ+ rights movement, which began with protest and resistance. Just as the Stonewall uprising of 1969 sparked a nationwide demand for recognition and reform, the Fourth of July offers another occasion to consider the meaning of true independence.

For some LGBTQ+ Americans, the two observances naturally connect: Pride as a demand for equality, and the Fourth as an aspiration for a more inclusive version of patriotism.

### **CALIFORNIA'S LEGAL LEADERSHIP**

California has long stood as a national leader in LGBTQ+rights. The state's LGBTQ Legislative Caucus, the first of its kind in the country, continues to set a precedent through robust legislative packages aimed at safeguarding civil liberties, healthcare access, educational equity, and personal privacy.

In 2025, the Caucus prioritized bills that protect against anti-LGBTQ+ attacks, such as SB 497 (expanding health data privacy protections), AB 82 (enhancing protections for those seeking gender-affirming care), and SB 59 (strengthening confidentiality for gender identity-related legal documents). They also endorsed initiatives like AB 727, which supports youth mental health by adding resources like The Trevor Project hotline to student ID cards.

One particularly important piece of legislation, AB 1955 — the SAFETY Act — seeks to protect LGBTQ+ students from being forcibly "outed" by school personnel. It reaffirms that decisions about when and how to disclose one's identity should rest with the individual, not school policies. It also protects educators who support students' rights under California law,

ensuring safe and inclusive school environments.

As members of the legal profession in California, we are uniquely positioned to witness the powerful intersection of law and lived experience. The Fourth of July is more than a celebration of independence it's an opportunity to reflect on the values that shape our justice system and recommit to advancing equity for all.

For the LGBTQ+ community, especially here in California, the holiday is both a celebration of progress and a reminder that the work of freedom is ongoing. Through our legal work and advocacy, we have the tools — and the responsibility — to help ensure that liberty and justice are not just ideals, but realities, for every person.

Kevin Cazares graduated with a Certificate in Paralegal Studies from the UCLA Extensions Paralegal Training Program, class of 2024. Kevin is a member of LAPA, the National Association of Legal Assistants (NALA) and became a Certified Paralegal through NALA in 2024. He is a Court Appointment Special Advocate (CASA) in Los Angeles County, and holds a certificate in E-Discovery from the National Society for Legal Technology (NST). He recently secured his first Paralegal position at Abramson Labor Group (ALG), a plaintiff's law firm in Burbank, California, specializing in employment law.



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### NALA THE PARALEGAL ASSOCIATION CERTIFICATION NEWS



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**Network for Success** - Build professional connections by engaging with paralegals and other legal practitioners, opening doors for collaboration and career growth.



Your association involvement benefits your career and contributes to the collective success of your profession. Explore opportunities and actively contribute to your community's growth.

Search for a local or state NALA Affiliated Association <u>here</u>. For guidance on getting started, feel free to reach out to cle@nala.org.

NALA has gone green! As of April 22, 2025, NALA no longer automatically mails certificates for recertification. This eco-friendly initiative reflects our commitment to reducing our carbon footprint. If you would still like to receive a printed certificate when you recertify, you may request one on our <u>website</u>.



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### LAPA'S CROSSWORD PUZZLE - cont. from page 10



### ANSWER KEY

### ACROSS

- 5. Fifty-Six
- 6. Calvin Coolidge
- 7. France
- 8. Hot Dogs
- 9. Benedict Arnold

### DOWN

- 1. John Hancock
- 2. James Armistead
- 3. Francis Bellamy
- 4. Patience Wright
- 5. Fort Knox



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### **Child Welfare in Los Angeles County**



As of January 2021, there are 38,243 children/youth in the Los Angeles Child Welfare System.



Most children are in the child welfare system for about 2+ years.

### **Black & Hispanic children encompass**

**81.5%** 

of children/youth in care.

High turnover rates in child welfare professions create gaps in knowledge and care, and limit youths' access to consistent and appropriate supports.





In an overwhelmed system, L.A. County professionals face the daunting task of making complex, life-changing decisions about a child/youth's overall well-being.

### **The Solution? The Essential History Program!**

The Essential History Program aims to help social workers, attorneys and judges make trauma-informed decisions about the young people they serve. Through this program, a CASA volunteer reviews the entirety of a child/youth's case file and produces an objective and comprehensive report that highlights key historical events for the young person while in the system.



- Reduce time youth is in the child welfare system
- Improve outcomes for youth in the areas such as: permanency, mental health, education and social supports
- Ease changes/transitions for service providers
- Reduce burnout and compassion fatigue for child welfare professionals
- Consolidate information to observe data trends in the child welfare system
- Create systematic change towards healthier and equitable systems

continued on next page

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continued from previous page



essentialhistory@casala.org Visit Us! www.casala.org



The Los Angeles Paralegal Association (LAPA) reflects the diverse nature of Southern California, and we strive to be as inclusive as possible. As an organization of legal professionals, we hold the ideals of equality and justice in the highest regard. The injustices experienced by the communities of Black, Indigenous, and People of Color are a stark reminder that equality and justice are ideas that have yet to reach fruition in this country. We, as a nation, must do better. LAPA stands in solidarity with the families and friends of George Floyd, Breonna Taylor, and Ahmaud Arbery. It is our sincerest desire to see justice is done as the law requires for their tragic deaths.

Diversity and inclusion are LAPA's initiative. We hold firm in striving to be more inclusive and diverse to reflect the community that we serve and represent. Moreover, LAPA will continue to steadfastly advocate and create initiatives to prepare and support our paralegals.

Attention LAPA Voting Members

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SATURDAY, AUGUST16, 2025 10AM-2PM

UNION RESCUE MISSION 545 S. SAN PEDRO ST. LOS ANGELES, CA 90013

SIGN UP AT WWW.LAPA.ORG



VOLUNTEER

FRAGILE

FOOD

\*Pre-Registration Required



### "Stand Together, Stand Strong"

### Los Angeles Paralegal Association

# OCTOBER CONFERENCE

October 18, 2025 | 8:30 AM - 3:30 PM

**Sheraton Grand Los Angeles** 711 S. Hope Street, Los Angeles 90017





Resignation is open at lapa.org/newevents

### Members Only Benefits

#### **Regional and Networking Sections**

LAPA has many opportunities for meeting and connecting with your paralegal colleagues and other legal industry professionals. Such opportunities include seminar and networking events based on geographical locations such as Downtown (Los Angeles), South Bay, West L.A., the San Fernando Valley, Santa Clarita, and more. LAPA also provides educational seminars in various legal specialties, including, but not limited to, Litigation, Probate Law, Intellectual Property Law, Corporate Law, Immigration Law, and Ethics. Additionally, with the support of our legal industry partners, LAPA also hosts



other networking and charitable events and mixers. Your participation in LAPA is encouraged, so be sure to reach out to a LAPA Section or Committee Chair, develop your leadership and networking skills, and make LAPA an even better association.

#### Vital Savings

This benefit provides LAPA members a discount program for dental and vision services, long term care, as well as many pharmaceuticals. LAPA has been able to obtain special pricing of Vital Savings discount cards through Aetna. By using the discount cards and Aetna approved providers, LAPA members can save dramatically on the services provided by these professionals. For more information, please visit LAPA's website, www.lapa.org.

#### Working Advantage

LAPA members may join a program that offers discounts up to 60% on tickets, travel, shopping, and more. LAPA helps you save money on items from clothing to theater tickets to flowers. This benefit is available by logging onto the LAPA website "Members Only" section.

#### **United Insurance Partners**

LAPA has teamed with UIP - United Insurance Partners - to bring LAPA members the opportunity to purchase health, dental, and/or vision insurance. When you access UIP through the link provided on the Benefits webpage, you will find an array of insurance products available for you to purchase with companies such as Blue Cross, Aetna, and many other top insurance companies. Please visit LAPA's website, www.lapa.org, for more information.

#### **NALA Affiliation**

LAPA is an affiliated member of the National Association of Legal Assistants. NALA is the nation's leading professional association for paralegals. As a member of an affiliated association, the initiation fee for individual membership in NALA is waived for LAPA members. NALA boasts some of its own benefits. Access its NALA Campus Live for online continuing legal education, self-study courses, and preparation for the CLA/CP Exam. Its annual educational convention in July allows you to expand your network beyond your state's borders as you network with other paralegals from around the country, attend educational institutes and member related activities.

#### Freelance/Contract Paralegal Listing

LAPA provides a "Freelance Paralegals" section on its website to assist LAPA members who are freelance, contract, or independent paralegals, as defined by California Business and Professions Code Section 6450. For a nominal fee of \$60, you can post your contact information on LAPA's website for six months. You can sign up online through the Members Only section of the website.

#### Membership Database

Available only to LAPA members, the Membership Database is a valuable tool in locating other paralegals or legal professionals with whom you have worked or networked. The Membership Database also provides up-to-date contact information as well as members' legal specialties and geographical areas.

#### **Credit Union**

LAPA members are eligible to join Southland Credit Union. Southland Credit Union, with over \$435 million in assets, offers an online presence, a new full-service branch in downtown Los Angeles, an upgraded ATM network and five new proprietary ATMs. Southland Credit Union has expanded its product line by introducing a new high-yielding certificate of deposit, a Rewards Plus program and a market-leading high interest yielding checking account. Southland Credit Union prides itself on outstanding service to its members and has recently earned a 95 percent Member Service satisfaction rating.

#### Lorman Education

LAPA is dedicated to providing efficient and readily-available continuing education opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. LAPA has partnered with Lorman Education to provide continuing education in a variety of topic areas. LAPA members receive a 20% discount on all orders.





## **Bet Tzedek Needs YOUR Help!**

### Intake Services Volunteers Sought

Bet Tzedek's Intake Services volunteers conduct pre-screening assessments in order to determine the appropriate course of action for individuals who call seeking legal assistance. Our volunteers are often the first contact our community has with our organization, and we rely on our volunteers to handle a high volume of calls from a diverse population of individuals with a broad range of needs.

### **Gain Issue Spotting and Client Interview Experience**

Under attorney supervision, volunteers develop foundational legal skills, including learning to spot legal issues; to conduct telephone interviews with potential clients dealing with challenging, stressful situations; determining what information provided by the caller is relevant; and to begin to develop judgment of potential cases in a wide array of legal areas. Volunteering with Intake Services also provides first-hand knowledge of the landscape of legal services available in Los Angeles County and exposure to and understanding of the issues faced by the communities we serve.

**Commitment**: 40+ hours. During the school year, we ask that volunteers commit to working in the Intake Center for 8-10 hours/week for 8-10 weeks. During certain periods, such as winter break, we may be able to accommodate schedules that include a higher number of hours per week for fewer weeks. Work must be completed during normal business hours (M-F, 9am-5pm).

**To Apply**: Email volunteer@bettzedek.org or call (323) 549-5839 with any questions. Spanish language skills are highly preferred, but not required.

### WELCOME NEW & RENEWING LAPA MEMBERS

The following is a listing of legal professionals and paralegal students who joined or renewed their membership in Los Angeles Paralegal Association within the last 30 days. The employer and work telephone number also are included when available. If any information is incorrect, please fax corrections to 866-460-0506, call LAPA at 866-626-LAPA or e-mail updates to info@lapa.org. VOTING

VOTING		
Ericka Allen	Los Angeles City Attorney	ericka.allen@lacity.org
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Peter Fuster	Reisner & King LLP	pdfuster@gmail.com
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### **Save BIG** on your monthly medical premium.

Compare your plan right now. It's fast, easy and free. LAPA has teamed up with UIP – United Insurance Partners to offer you affordable quality insurance that addresses your health care needs in simple, easy to understand terms.

Visit LAPA's Benefits section and see the wide array of quality insurance providers now available to you through this exclusive arrangement with UIP and start saving today.



### http://lapa.healthinsurance.com/hi/ or call Armando at (800) 707-2360

UP United Insurance Partners Specialists in Sponsored Insurance Programs

Insurance products are available to qualified LAPA members through United Agencies and its affiliates including UIP Insurance Services. CA Lic #0252636

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#### **DIRECTORS AT LARGE**

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#### SECTIONS, COMMITTEES & OTHER LAPA INFORMATION

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Westside Section	Tracey Booth	admin@lapa.org

### Save on dental care, and more

The Vital Savings by Aetna<sup>®</sup> dental discount program gives you a way to get the dental care you need *without* insurance.

Save 15 – 50 percent\* on many dental services — from cleanings to root canals, crowns and braces.

#### Also get discounts on:

- LASIK surgery and chiropractic care
- Contact lenses, gym memberships, overthe-counter vitamins and more

**Find out more.** Visit **www.lapa.org** and go to the Member Benefits page.

\*Actual costs and savings may vary by provider and geographic location.

The Vital Savings by Aetna<sup>®</sup> program (the "Program") is not insurance. The Program provides members with access to discounted fees pursuant to schedules negotiated by Aetna Life Insurance Company for the Vital Savings by Aetna discount program. The Program does not make payments directly to the providers participating in the Program. Each member is obligated to pay for all services or products but will receive a discount from the providers who have contracted with the Discount Medical Plan Organization to participate in the Program. Aetna Life Insurance Company, 151 Farmington Avenue, Hartford, CT 06156, is the Discount Medical Plan Organization.

Discount program information is subject to change.

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Los Angeles Paralegal Association P.O. Box 452354 Los Angeles, CA 90045 Telephone (866)626-LAPA Fax (866)460-0506

### LOS ANGELES PARALEGAL ASSOCIATION

### Invites You To

# WRITE FOR OUR NEWSLETTER!

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PARALEGA

Students, paralegals, everyone! We want you to write for the Los Angeles Paralegal Association newsletter! Email admin@lapa.org for more info.

