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President's Message

A new year of PANO has begun (and HOPEFULLY, you have turned in your renewal application)!

As I reflected on starting a new season with PANO, I began reminiscing on my previous years involved with the organization. The faces and personalities that have shaped and molded this **GREAT** association. The many friendships that have been formed and the colleagues who have moved on. The ups and downs experienced mirror a roller coaster ride like everything in life.

But, change is looming on the horizon for PANO. Please remember that change is not inherently bad. Sometimes it is a choice that is necessary even though it may not be easy.

That is why I invite everyone to mark your calendar and plan to attend a Special Meeting on November 5 at noon as the PANO Board makes a presentation.

In the meantime, I hope to see everyone (virtually) at our first meeting on September 23rd!



Membership Meeting

TOPIC: ULPs & Grievances

Speaker: Aaron Weare

Date: Tuesday, Sept. 23

Time: Noon- 1 pm

Location: Virtual—Teams



Meeting Link:

Email lirobison@mpcorp.com

by September 19



APPLICATIONS ATTACHED

***** Pay 3 different ways *****



MEMBER Meeting Dates

Virtual—Teams Meeting

Noon - 1pm

October 28, 2025

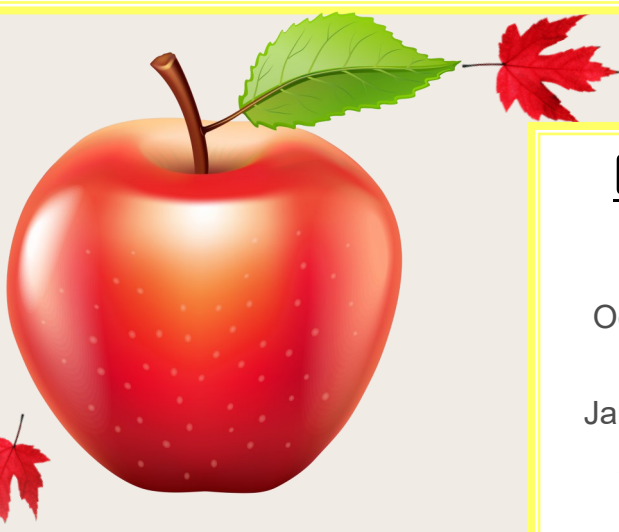
November 18, 2025

January 27, 2026

February 24, 2026

March 24, 2026

April 28, 2026



BOARD MEETING DATES

Virtual TEAMS Meeting

October 01, 2025

November 05, 2025

January 07, 2026

March 04, 2025

April 01, 2026

May 06, 2026

Mission Statement

1. Promote the utilization of paralegals.
2. Provide continuing legal education & opportunities for professional development to paralegals
3. Address ethical and professional issues affecting the paralegal profession
4. Offer leadership, mentoring and networking opportunities

Job Opportunities

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

Articles



Paralegal Overview

Overall Score 4.8 / 10

#15 in Best Social Services Jobs



Rebuilding
Your
Routine



WEBSITE: www.panonet.org

Password: NWparalegal2020



N **AFFILIATED**
ASSOCIATION



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INTERESTING
FACTS ABOUT
SEPTEMBER

THEFACTSITE.COM



A white card with the words "Thank You" written in a black cursive font. The card is placed on a rustic wooden surface. Surrounding the card and the bottom half of the image are numerous autumn leaves in shades of yellow, orange, and red.

Thank You

Sustaining Members

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

2025-26 Board

POSITION	NAME & ADDRESS	CONTACT INFO
President Newsletter / Website	Lisa Robison, Marathon Petroleum Company LP 539 S. Main Street — Findlay, OH 45840	Phone: 419-421-2541 Email: lirobison@mpcorp.com
Vice President	Marian Buntain, Marathon Petroleum Company 539 S. Main Street—Findlay, OH 45840	Phone: 419-421-3345 Email: mabuntain@mpcorp.com
Secretary Membership	Emily Nickoli, Semro Henry Ltd.	Phone: 419-517-7377
Treasurer	Caitlin Stieber, Hylant 811 Madison Ave.—Toledo, OH 43604	Phone: 419-724-3473 Email: Caitlin.stieber@hylant.com
Trustee at Large	Dawn Kaucher, Eastman & Smith LTD. PO Box 10032—Toledo, OH 43699	Phone: 419-247-1764 Email: dmkaucher@eastmansmith.com
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HAPPY fall