

MALA MOMENTS

June 2019 Edition

A publication of the Montana Association of Legal Assistants*Paralegals an affiliate of the National Association of Legal Assistants*Paralegals



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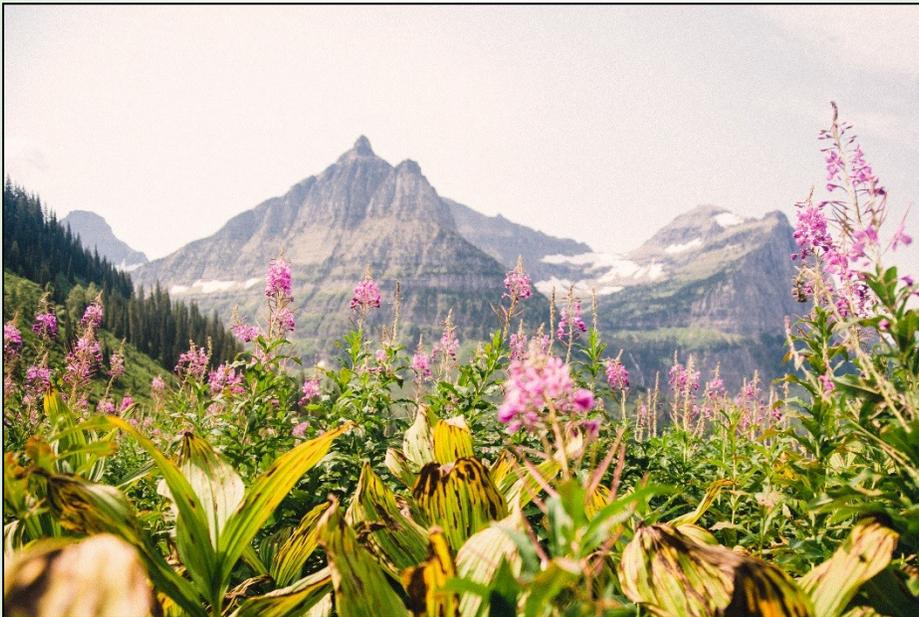




President's Message

By Alisia Duganz, CP

As I look out my window at the rain falling this morning, it's difficult to tell if it's spring or summer. Regardless, I am very much looking forward to warmer weather, tending to my garden, and spending time outside with family in this beautiful place we call home.



These first few months as MALA president have been such an amazing and busy time. It's truly staggering to see how much work and care goes into every little thing that happens to make this organization run.

I am looking forward to attending the NALA conference in Arizona next month, and hope to make some great new connections while learning new skills and ideas to continue to grow in this amazing profession.

Our June Brownbag Seminar regarding the use of cell phone records in criminal cases is coming up on June 19. As a huge fan of the podcast Serial (and most true crime podcasts), I'm excited to learn more about this fascinating topic. If you haven't done so already, please register to attend!

Alisia Duganz, CP
President

NOTICE OF MALA'S QUARTERLY BUSINESS MEETING

Friday, June 21, 2019

12:00 pm

Telephonic Only

Please join my meeting from your computer, tablet or smartphone.

<https://global.gotomeeting.com/join/712456765>

You can also dial in using your phone.

United States: [+1 \(786\) 535-3211](tel:+17865353211)

Access Code: 712-456-765

Joining from a video-conferencing room or system?

Depending on your device, dial:

712456765@67.217.95.2 or 67.217.95.2##712456765

New to GoToMeeting? Get the app now and be ready when your first meeting starts:

<https://global.gotomeeting.com/install/712456765>



If you are unable to attend, be sure to complete and send in a Proxy Voting Form.

(Page **)

Upcoming Seminars

June 19, 2019:

Call Detail Records

Jordan Kilby, Esq.

July 17, 2019:

Summary Judgment

Bob Baldwin, Esq.

August 21, 2019:

Notary Law Changes

Lori Hamm

September 18, 2019:

TBA

October 4, 2019:

CP Review Course

Fairmont Hot Springs

See our website or your email for more information!

2019 Annual Meeting Sponsors

A huge THANK YOU to all the amazing law firms and companies who continue to sponsor MALA each and every year:

Gold Plus –\$150

Kasting, Kauffman & Mersen, P.C.

Gold—\$100

Mike's Print & Copy

Rocky Mountain Law Partners, P.C.

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Blackfoot

Milodragovich, Dale & Steinbrenner, P.C.

Axelberg Mediation & Arbitration, PLLC

Axilon Law Group, PLLC

Goetz, Baldwin & Geddes, PC

Wall, McLean & Gallaher, PLLC

Red Rhino Reporting, LLC

Lesofski Court Reporting

Bjornson Jones Mungas, PLLC

Jackson Law Firm, PC

Silver-\$75

Bronze-\$50

Collection Bureau Services, Inc.

Berg Lilly, PC

If you or your firm would like to sponsor MALA's 2020 Annual Meeting and Seminar and help MALA celebrate 28 years of its dedication to promoting educational, professional and ethical standards including CLE seminars, CP/ACP testing preparation and mentoring programs for paralegals and legal assistants in Montana, please send a check to: MALA, ATTN: 2020Annual Meeting, P.O. Box 9016, Missoula, MT 59807-9016.

Vice President Report

By Helen Hauerwas



Vice President Report – Helen Hauerwas

Current Membership Numbers:

Active Members: 119

Associate Members: 9

Student Members: 1

Total: **129**

Thank you for your patience with me while I figure out my duties as the Vice President. I am excited to serve in this role for MALA. I believe I have accounted for all the information you submitted to MALA in regard to your membership status. However, if you submitted information to MALA and later received emails that your membership lapsed please contact me and we will get it worked out.

We have quite a few members that have not sent in the Renewal forms or CLE Report. As a reminder, see the requirements as stated in Article IV of the Bylaws:

MALA's fiscal year shall be April 1 to March 31st. For each fiscal year, each member must complete ten (10) credit hours of continuing legal education.

With the exception of first-year members, each member must complete at least three (3) credit hours of legal ethics within a three (3)-year period of their membership and every three (3) years thereafter.

Each member must present proof of the required credit hours of continuing legal education and ethics attained during the last fiscal year (April 1 to March 31) to the Membership Committee.

If any member fails to provide proof of completion of the required credit hours during the prior fiscal year, he/she is not in compliance with MALA's bylaws and will have a three (3)-month grace period (until July 1 of that fiscal year) to complete the required credit hours. If proof of compliance is not provided prior to July 1 of that fiscal year, the individual will be notified that he/she no longer qualifies for MALA membership.

Any former member whose MALA membership was revoked for failure to comply with the continuing education requirements listed above must provide proof of completion of said requirements before he/she can reapply for membership.

First-year members are given a grace period to meet this continuing education requirement that extends one (1) year from the date of their acceptance for membership and from that date until the beginning of MALA's next fiscal year (April 1).

If you have any questions you can email me at helen@bjornsonlaw.com or send an email to mala@malanet.org.



Treasurer's Report

March 2019—May 2019

By Terry Hale, ACP

Montana Association of Legal Assistants

STATEMENT OF ACTIVITY

March - May, 2019

	TOTAL
Revenue	
CLE	0.00
2019/03 Annual Meeting	130.78
2019/05 - May	35.00
Total CLE	165.78
Library	320.00
Membership Dues	2,940.29
Sponsorship	400.00
Total Revenue	\$3,826.07
GROSS PROFIT	\$3,826.07
Expenditures	
CP Scholarship	250.00
GoTo Meeting	71.18
MALA Annual Meeting - 2019	0.00
Hotel Conference Room	2,919.98
Meals and Entertainment	221.76
Officer Travel Expenses	229.88
Promotional Gifts	232.99
Speaker Gifts	148.99
Total MALA Annual Meeting - 2019	3,753.60
NALA Convention	0.00
NALA Convention - 2019 Airfare	633.00
NALA Convention - 2019 Registration Fees	1,090.00
Total NALA Convention	1,723.00
Postage	4.44
Wild Apricot	151.65
Total Expenditures	\$5,953.87
NET OPERATING REVENUE	\$ -2,127.80
Other Revenue	
Interest Earned	6.70
Total Other Revenue	\$6.70
NET OTHER REVENUE	\$6.70
NET REVENUE	\$ -2,121.10

Montana Association of Legal Assistants

STATEMENT OF FINANCIAL POSITION

As of May 31, 2019

	TOTAL
ASSETS	
Current Assets	
Bank Accounts	
MT Assoc of Legal Assistants Checking (XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX king)	3,262.02
MT Assoc of Legal Assistants Savings (XXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXXX ings)	17,751.28
Total Bank Accounts	\$21,013.30
Total Current Assets	\$21,013.30
TOTAL ASSETS	\$21,013.30
LIABILITIES AND EQUITY	
Liabilities	
Total Liabilities	
Equity	
Opening Balance Equity	21,626.90
Retained Earnings	-707.03
Net Revenue	93.43
Total Equity	\$21,013.30
TOTAL LIABILITIES AND EQUITY	\$21,013.30



MALA's Quarterly Meeting Minutes
By Velvet Truzzolino

MALA ANNUAL BUSINESS MEETING
Friday, March 23, 2019—12:45 PM
Gran Tree Inn
Bozeman, MT



Officers:

- President – Terry Hale, ACP
- Vice President – Heather Bienvenue, CP
- Secretary – Amanda Hewitt
- Treasurer – Stephanie Spokas
- NALA Liaison – Becky Henderson, ACP
- Montana State Bar Liaison—Olga Bobko—Absent
- Parliamentarian—Velvet Truzzolino

1. Call to Order – 12:57 PM

2. Officer Reports/ Discussion:

Vice President - 161 Active Members, 47 Members Present, 13 Proxies

Parliamentarian –Per Bylaws, we have quorum.

Secretary – December 17, 2018 Meeting Minutes were published in the newsletter. No corrections to minutes. Motion made to approve minutes as published. Second. No objections. Motion Carried.

Treasurer – Report published in Newsletter. As of 2/28/2019, we have \$5,389.82 in checking and \$17,744.58 in savings. Members are welcome to ask any questions regarding our financials.

Montana State Bar Liaison – Nothing new to report.

3. Standing and Special Committee Reports:

Standing/Seminar Committee – We had a huge success for our CP Review Course in October. We earned over \$3,600.00 from that seminar. Our monthly Brown Bag CLE's were well attended.

MALA Library – We record all of seminars so you are able to rent those. Contact Jill if you would like to check out any of those.

NALA Liaison – NALA Convention will be in July in Arizona. Information regarding registration was published in the last newsletter. NALA Convention 2020 will be held in Atlantic City. NALA Awards deadlines are due May 1st.

Professional Development Committee – Recognition of all ACP and CPs. Alisia discussed the benefits of obtaining your ACP and/or CP. Reach out to Alisia if you have questions or need any help with anything. MALA offers scholarships to help finance your CP and/or ACP exam costs. Amanda will receive a scholarship this year. NALA Making a Difference Award goes to Heather Bienvenue and Stephanie Spokas. Heather also received her ACP this year for Criminal Litigation.

4. Old Business

We have updated our membership application to include the associate membership and student membership categories. Those are non-voting memberships and free to join.

We have purchased 2 of the new NALA CP Exam books. They are currently being used, but will be accessible through our library.

5. New Business:

Voting ballots were handed out to MALA's Voting Members and collected. Becky and Jill will count ballots.

Reminder that if you renew your membership online, you will still need to submit a CLE report.

Voting to approve Bylaws with the new membership categories -The new Bylaws were published in the newsletter. No questions regarding the language or changes to the Bylaws. Motion made to approve the Bylaws as published. Second. Motion carried.

A CPA and non-profit attorney have advised that MALA become a 501(c)(6). We have started that process, but will need to vote on the filing cost for that application. No discussion, questions or concerns. Motion made to approve 501(c)(3) status and cost of application. Second. Motion Carried.

MALA would like to hire a CPA to handle tax filing going forward. The first year Nicole will charge a \$500.00 fee and a \$200.00 fee for the subsequent years. Motion made to hire CPA going forward. Second. Motion Carried.

2019-2020 Annual Budget - Stephanie had to step down as Treasurer due to health concerns, so Terry has stepped in to complete this budget. Terry reviews/explains the budget. No questions, concerns or discussions. Motion made to approve budget as proposed. Second. Motion Carried.

Upcoming Seminars:

Brown Bag CLE:

May 15th – Craig Buehler, Family Law

June 19th – Jordan Kilby, Cell Phone Technology

We've had some CLE suggestions on Stress Management and Notary rules. We're going to get working on setting those up. If there are any topics that you're interested in let us know.

5. Announcements:

Happy Birthday to Barbara Bessy, ACP.

Thank you to the board and committee members from the Terry the outgoing President.

New Officers:

President – Alisia Duganz

Vice President – Helen Hauerwas

Secretary – Velvet Truzzolino

Treasurer – Terry Hale

NALA Liaison – Amanda Hewitt

Thank you to Terry Hale from MALA and the board.

Donation baskets were given away.

6. Discussions:

No additional discussions.

7. Motion made to adjourn meeting. Second. Adjourned at 1:45 PM



NALA NEWS

*By Amanda Hewitt
NALA Liaison*

Dear MALA members,

NALA's 2019 Conference & Expo is just around the corner. This year's convention will take place on July 11th – 13th at the Westin Keirland Resort & Spa in Scottsdale, AZ.

Please find details on the conference and registration info at <https://www.nala.org/conferences/nala-conference-expo>.

Please reach out to me if you have any questions.

Amanda Hewitt
NALA Liaison



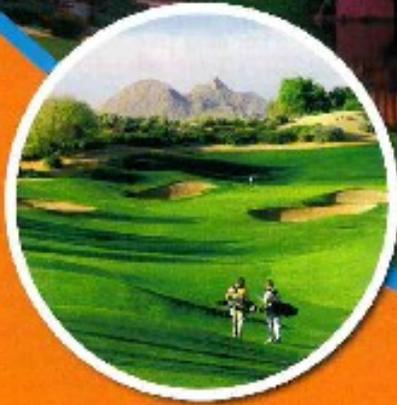
Established in 1976, the CLA /CP (Certified Legal Assistant/Certified Paralegal) program has enabled the profession to develop a strong and responsive self-regulatory program offering a nationwide credential for all paralegals. Today over 15,000 paralegals have achieved this esteemed credential.



THE WESTIN KIERLAND

RESORT & SPA

PHOENIX-SCOTTSDALE



2019 NALA CONFERENCE & EXPO

Join us in Arizona on July 11-13 and be a part of our 3-day education event. We hope to see you at the nation's largest paralegal conference!



ACCREDITED

Certified Paralegal Program Receives Accreditation from the National Commission for Certifying Agencies (NCCA)

On April 30, 2014, The National Commission for Certifying Agencies (NCCA) granted accreditation to the NALA Certified Paralegal program for demonstrating compliance with the NCCA Standards for the Accreditation of Certification Programs.

NCCA is the accrediting body of the Institute for Credentialing Excellence. The NCCA Standards were created to ensure certification programs adhere to modern standards of practice for the certification industry.

The NALA Certified Paralegal program joins an elite group of more than 120 organizations representing over 270 certification programs that have received and maintained NCCA accreditation.

More information on the NCCA is available online at www.credentialingexcellence.org/NCCA.

Information describing the Certified Paralegal program is available at www.nala.org/certification.aspx.



**THE ASSOCIATION OF
LEGAL ASSISTANTS • PARALEGALS**

PARALEGAL

Job Description



"Series of interruptions that are constantly being interrupted by more interruptions"

NALA



Advanced Certified Paralegal

**Advance your paralegal skills with
our specialized self-study courses.**

- ▶ Learn at your own pace, with one year to complete the course.
- ▶ You can take the exams as many times as you need to, until you pass.
- ▶ Self-Study courses include a PDF e-Book.
- ▶ The new interactive format includes many activities to engage learning.

ACP AREAS INCLUDE:

BUSINESS ORGANIZATIONS

CRIMINAL LITIGATION

DISCOVERY

E-DISCOVERY

FAMILY LAW

LAND USE

REAL ESTATE PRINCIPLES

TRIAL PRACTICE

To see a full list of courses available, visit www.nala.org.

THE PUZZLED PARALEGAL

		2		5	9	7		
			3				2	
9	8							5
3				1			4	
	5		9	2				
					7			
			7					1
								3
6	2		8		4			



Home / In-Depth Reporting / Technology has not replaced need for paralegals

LAW PRACTICE

Technology has not replaced need for paralegals

BY MARC DAVIS

FEBRUARY 1, 2018, 1:15 AM CST (/MAGAZINE/ISSUE/2018/02/)



Five years ago, it seemed like the paralegal industry was about to become obsolete. A January 2013 Associated Press report claimed that an increasing number of lawyers were using computer software and technology to do the work paralegals once did.

The report hit the paralegal industry like a sucker punch. The market had been red hot—the Bureau of Labor Statistics had previously predicted an 18 percent growth in paralegal jobs through 2020. In 2014, however, the bureau revised its projections, forecasting an 8 percent growth from 2014 to 2024.

The bureau then adjusted that figure to a 15 percent growth from 2016 to 2026—a decrease of 3 percentage points from its original projection.

So was the AP report about lawyers relying more on technology much ado about nothing? Not necessarily. While solo and small-firm lawyers have increasingly turned to technology, they haven't completely turned their backs on hiring paralegals.

"In the past, with the big firm I was with, I used paralegals to issue subpoenas for documents, to organize them, file them electronically," says Deborah G. Cole, a Chicago-based solo practitioner who specializes in commercial litigation and employment law and is among the growing number of lawyers who perform the work paralegals typically do. "Now I do it all myself, including documents searches; I know exactly what I'm looking for."



Cole doesn't use a secretary or office administrator either. She uses computer software to handle the usual tasks, including case management. "Still, I have a manageable caseload," she says.

A major benefit of not using a paralegal, Cole points out, is the significant cost savings for solos and small firms. "Depending on the case, by my using software rather than a paralegal, I can save anywhere from \$50,000 to \$100,000," she says.

Despite reports of the slow disappearance, "there will always be a need for paralegals," says solo attorney Megan Zavieh, who has offices in Alpharetta, Georgia, and the San Francisco Bay Area and specializes in defending lawyers who face ethics

Megan Zavieh. Photo courtesy of Megan Zavieh.

investigations and state bar prosecution.

HELP ON TAP

Zavieh performs the work of paralegals, but on occasion she hires one on a per-need basis. The work, facilitated by technology, that she or a paralegal might do includes scheduling, creating tables of contents and documents, and preparing client intake forms and files.

But technology can't provide the human touch, Zavieh says. "A large part of my job is being a counselor to my clients. I listen, I understand their stress [and] they can vent on to me," she says.

Attorney Jill Vereb tells a similar story. Although she never wanted to be overwhelmed by paperwork, she declined to hire a paralegal or a secretary. Vereb, who runs a solo family law practice in Sugar Land, Texas, does all the work a paralegal might do.

"I do all the document research," she says, by way of example. "When I do that myself, I'm less likely to miss something important that might be missed by a paralegal."

By using a software program that converts PDFs, emails and other documents into searchable versions, she's able to bypass much of the tedious work of reviewing what she describes as reams and reams of paper. "I enter a search word and it streamlines the process," she says. "But when I'm superbusy, I may hire a paralegal on a temporary basis."

By contrast, paralegals are part of attorney Luis Salazar's legal team. But he doesn't use as many as he did before. He is head of a small firm in Coral Gables, Florida, specializing in corporate compliance law, bankruptcy law and complex commercial litigation.

"Paralegals can't appear in court as representatives of a client, but they're with me in court when I'm litigating a case," he says. "They're familiar with the documents I might need and the exhibits. If I ask for something, they snap it up right away and give it to me."

At one time, Salazar used nine paralegals. Now, however, he's got just three.

"Maybe demand for entry-level paralegals is declining," says Amy McCormack, co-president of Chicago-based McCormack Schreiber Legal Search. "But the market for trained paralegals is strong."

This article was published in the February 2018 issue of the ABA Journal with the title "Holding Steady: Although more lawyers are performing the work of paralegals, job prospects for trained assistants seem good."



MEMBER SPOTLIGHT



Samantha Seidensticker— is a native Montanan. She spent her early years growing up on the Seidensticker family homestead in Twin Bridges, MT. After graduating from Kremilin-Gidford High in 1989, Samantha moved to Long Island, NY and worked as a nanny for 2 years. Samantha returned to Havre, MT in 1991 and began her college education at MSU-Northern where she took classes to obtain a Business Administration degree. While working toward her business degree Samantha worked for MSU-Northern's Nursing Program as an administrative assistant.

In 1999, Samantha moved to Reno, NV, with her two children. Samantha resided in Reno, NV from 1999 to 2007 where she worked for Skagen Designs, a watch design company for two years. After leaving Skagen Designs, Samantha worked for Advance Tabco, a stainless steel foodservice equipment manufacturer. Samantha also worked for MDA, coordinating and over-

seeing non-profit fundraising events. Her two children attended grade school and junior high school in Reno, NV.

In 2007, Samantha jumped on an opportunity to move home to Montana. She received a job in Dillon, MT, working at Max A. Hansen & Associates. She enjoyed her job very much and her experiences at Max A. Hansen & Associates were influential in her decision to pursue a job in the legal field. Upon the high school graduation of her children, Samantha put her paralegal education plan into motion.

In 2011 after moving to Missoula, Samantha enrolled in classes at the Missoula College. In addition to her studies, Samantha was employed with the Missoula College Nursing Program, and volunteered with the YWCA and the Missoula Self Help Law Center. After obtaining her degree in Paralegal Studies, Samantha received a job with ASUM Legal Services as the office manager where she could continue working for the University and work in a law office.

ASUM Legal Services provides low cost legal assistance to eligible students of the University of Montana ASUM Legal Services is comprised of two attorneys (Jessie Lundberg and Lou Villemez), one legal secretary (Samantha Seidensticker), as well as law school student interns working under the supervision of licensed attorneys.

Samantha is a proud mother of her two biological children and two grandchildren. Samantha has seven step children, and 4 step-grandchildren. Samantha enjoys camping, and going on family adventures with her children and grandchildren. Samantha enjoys gardening, yard sales/2nd hand shops and repurposing furniture. Samantha is a true Montanan and loves everything about her home state. No matter where life has taken her, she knows her heart's home is in Montana.

Watermelon Lemonade Slush



Ingredients:

- 1 Cup Cubed seeded watermelon
- 1 1/4 Cups water
- 3 Tlb. Sweetened Strawberry Lemonade drink mix

Directions:

1. Place the watermelon pieces onto a plastic-wrapped baking sheet, and freeze until solid, about 45 minutes.
2. Place the frozen watermelon, water, and strawberry lemonade drink mix in a blender; blend until slushy.

RECIPE

CORNER

Growing Paralegal Work in Corporate World

Real estate paralegals must know the step-by-step procedure for completing successful foreclosures and judicial foreclosures and be prepared to bring their special expertise to many practice areas that they might not anticipate. If one files for bankruptcy, real estate is almost always affected. Corporate law is often involved in real estate transactions, and since the land is what we are talking about here, probate law looms large in real estate practice, as old generations transfer power and wealth to new generations. Litigation often involves real estate because it is one of the world's chief forms of wealth.

The Traditional Setting Still Employs Seven Out of Ten Paralegals

This fact should tell us that there are lots of different paralegals out there in law firms (<https://www.lawcrossing.com/article/4904/The-Important-Role-of-Different-Paralegals-in-the-Legal-Field/>) who do not fall under Litigation, Real Estate, and Bankruptcy practice areas. These were chosen simply to paint a picture of complex activity done by thoroughly qualified and fully occupied professional paralegals. Thousands of paralegals work under various practice area (<https://www.lawcrossing.com/article/900014493/Areas-of-Practice/>) specialty names.

Perhaps the first one, which in many ways is more challenging than any other, is the general practice. This means that you must be prepared to study up on areas you have not handled before. Once these specialty areas

are fully absorbed into the conscious and subconscious they can get much easier than they might first appear, but the generalist paralegal "hath a continual challenge": facing what comes through the door next. Most general practice areas are simply short ways of saying, "We handle about five practice areas, plus, Mr. Client, if you get a D.U.I., we will represent you."

There are also numerous other practice areas:

- Domestic Paralegals
- Bilingual Generalist Paralegals
- Workers' Comp Paralegals
- Personal Injury Paralegals
- Insurance Defense Paralegals
- Water Law Paralegals
- Antitrust Paralegals
- Immigration and Naturalization Paralegals
- Entertainment Law Paralegals
- Civil Rights Paralegals
- Employment Law Paralegals
- Environmental Paralegals
- Product Liability Paralegals
- Lender Liability Paralegals
- Securities Paralegals
- Corporate Paralegals
- Criminal Paralegals
- Commercial Paralegals

The list goes on. If there is an area of law, there can be a paralegal attached to that area who is deeply involved to the full occupation of that paralegal's time. Paralegals practice in several areas over a period of time and do tend toward specialization as opportunity pushes one toward one practice or another. While you are developing a breadth of practice area experience in your progress from entry-level status

(<https://www.lawcrossing.com/job-description/6216/Entry-Level-Paralegal-Jobs/>), various chances to focus on a specialty area will most likely present themselves to you. The beauty of the paralegal world is that you are never completely pigeon holed unless you desire to focus in on a special practice area. Whether by choice or circumstance a specialty can gain you more pay, a sense of authority, and a higher perceived value among your peers and coworkers. The best pay in the largest cities goes to the paralegals who are virtual "authorities" in their practice area.

An overall career formula . . . may be to get wide experience as you begin and also work toward a specialty as opportunities arise.

In-House Counsel

A new association is rising up to represent a growing number of paralegals who populate the halls of Corporate America. Corporations must have counsel, and small companies may have an attorney on retainer. In this situation, the paralegal deals with the company as a client and bills time. As companies grow, they continue this relationship with an attorney or switch to a larger law firm that can provide a full array of services. There may be a team of paralegals and attorneys that handle the XYZ corporation's legal matters: employment law matters, intellectual property matters, contract and vendor matters, and corporate matters.

Eventually the company sees a real need to hire an attorney (<https://www.lawcrossing.com/attorney-jobs.php>) to work with both the officers and executives and deal with outside counsel. Sometimes the in-house counsel office remains small-the attorney has a secretary and maybe a paralegal. The meetings (small matters of representation and corporate activities) stay in-house, and then larger litigated or complex matters go to the outside counsel. This is the point where many companies are, in terms of their legal support. The inside attorney, a full-

time employee of the corporation, and sometimes a vice president handle all legal matters and then determine what goes outside.

Corporate counsel legal assistants It really does not matter what service the company performs or product it makes: you, as a paralegal, could be working for a company in any state that has hired an attorney who is full-time, in-house corporate counsel (<https://www.lawcrossing.com/jobs/jt-attorney-q-in-house-counsel-jobs.html>). As these positions become more and more numerous, the quality of paralegal work in this area increasingly attains its own identity.

Corporate law, employment law, intellectual property, and other matters increasingly fall to in-house support. A paralegal who works for an interstate gas company says she loves the job because of the "predictable variety and the travel." She says, "I travel just enough to keep things interesting, but not so much that it gets tedious." Corporate counsel paralegals are a growing army out there; and with a national association (the American Corporate Legal Assistants Association), the use of paralegals in this area will grow even more and benefit from the identity that the association creates.

Why is paralegal work in the corporate world growing?

More and more accountants and executives in corporate America are concluding that they can hire attorneys and paralegals as employees. From a career point of view, a paralegal has an opportunity to be a corporate employee (<https://www.lawcrossing.com/job-description/6203/Corporate-Paralegal-Jobs/>), getting benefits and the chance to be promoted within the corporation. The trend toward larger in-house counsel staffs (bringing in greater numbers of legal support to handle large litigation matters) means that the paralegal will become even more viable. That viability will increase because the billing system of

the firm is not in force. If a paralegal can do a job and is trained for it, the paralegal will probably be given the responsibility, in view of the fact that the paralegal will still be supervised by in-house counsel. There will not be an economic incentive to give the work to the attorney.

A few specific growth areas are also contributing to the growth of paralegal employment (<https://www.lawcrossing.com/jobs/jt-legal-staff-q-paralegal-jobs.html>) within corporations.

Growth in Insurance A large and successful national insurance company is building an addition onto one of their regional headquarters. Why? Their litigation department will be housed there. Insurance companies across the country are concluding that instead of "farming out" their litigation matters to large firms, they can hire a firm, make them full-time employees, and keep them busy. The insurance company would no longer scrutinize large bills with hourly fees; it cuts paychecks to attorneys and paralegals who are their own employees.

In addition, trained paralegals are applying for and getting positions with titles like "policy service representative," for which they are being trained for several months. One paralegal exclaimed to me, "I am having to learn about the insurance laws for seven different states in our region.

And after that, I have to be ready to train our agents concerning their policies in all these different states!" Insurance is a field that promises great growth for people trained as paralegals. The paralegal status will continue to benefit them (<https://www.lawcrossing.com/article/900009788/The-Benefits-of-Being-a-Paralegal/>) all the way through the promotions in their career as insurance professionals.

Montana Court Reporters Association

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President:



Alisia Duganz, CP grew up in Southern Oregon. She moved to Montana in 2007 to attend the University of Montana School of Journalism, graduating with honors in 2011. After a stint as a small-town journalist, Alisia moved to Bozeman to work as an intern at the Goetz Law Firm. Alisia quickly discovered her passion for the legal field and decided to become a paralegal. Alisia is now a certified paralegal. She loves trial work and has assisted on several jury trials, specializing in electronic courtroom presentation. Alisia is routinely asked to speak at continuing education seminars about trial preparation, trial presentation and case management from the paralegal perspective. Alisia sits on the Professional Development Committee of the Montana Association of Legal Assistants & Paralegals and is a member of NALA and the Paralegal Section of the Montana State Bar Association. Alisia is a presenter for MALA during CP Review Course and MALA's Annual Seminar. Alisia lives in Bozeman with her husband Patrick and her five-year-old son Grayson. Her hobbies include teaching yoga at a local studio once a week and tending to her many indoor plants (aka "the jungle").

Vice President:



Helen Hauerwas specializes in tax, estate planning and probate matters. Helen has a Bachelor's Degree in Business Administration from the University of Montana with an emphasis in Accounting and Finance. Prior to joining Bjornson Jones Mungas, Helen was a paralegal with Reely Law Firm and Garlington, Lohn and Robinson. Helen also was a tax preparer for over 10 years. She has more than 14 years of experience in probate and estate administration and more than 19 years in accounting, finance and tax. Helen has served on the MALA Board as a past Treasurer and has served as a member of the MALA Membership Committee.

Secretary:



Velvet Truzzolino is an insurance defense litigation paralegal at the law firm of Milodragovich, Dale & Steinbrenner, P.C. She has been working in the legal field as a paralegal, legal assistant and Notary Public for 14 years. Her career in the legal field began when she enrolled in the A.B.A. approved Paralegal Studies program at the Missoula College of Technology in 2000. Upon earning her A.A.S. degree in 2003, Velvet became a member of MALA and worked as a civil litigation paralegal. Aspiring to enhance her education, Velvet returned to school in 2005. While attending college at the University of Montana, Velvet interned at A.S.U.M. Legal Services which gave her a diverse array of experience in the legal system. While working with law students, she performed paralegal and secretarial duties in civil litigation, family law, criminal law, name changes and land-

lord/tenant matters. Upon graduation in 2008, Velvet earned a B.A.S. degree from the University of Montana emphasizing in Communications, Political Science and Philosophy. She then worked for a personal injury, social security and workers' compensation firm before finding her true passion seven years ago - using her impressive organizational skills to juggle a busy defense litigation schedule at the Milodragovich law firm. Velvet was born in Butte, Montana and is proud of her family's tradition of Truzzolino Tamales, although she leaves the cooking to her Uncle John in Butte. When Velvet is not working hard at the office, she is a busy single mom raising her two children, volunteering her time to local service organizations and enjoying the company of her friends and family.

Treasurer:



Terry Hale, ACP, is a Criminal Investigator with the State of Montana Public Defender's Office in Missoula, Montana who has over 24 years of legal experience in a multitude of practice areas. Ms. Hale has been a member of MALA since 1996 where she has served as President, Vice-President, NALA Liaison, and on all committees and is the outgoing President. Ms. Hale has been a member of NALA since 2002 where she served on the NALA Board of Directors as Region 8 Director from 2009-2013, NALA's 2006-2007 CEC Committee and as the 2007-2008 Chair of NALA Campus LIVE! She serves as a member of the UM – Missoula Paralegal Advisory Board. In 1996, she received her AAS Degree in paralegal studies and in 2014 her BAS in Sociology with an emphasis in Criminology. Ms. Hale received her CP designation from NALA in 2006, Trial Practice ACP designation in 2007 and Criminal Litigation ACP designation in 2015. Ms.

Hale received recognition over the years for her professional accomplishments including two NALA Making a Difference Awards, a NALA Affiliate Award, and a West Educational Publishing Award. She was an adjunct faculty member of the UM – Missoula College where she taught Law Office Management and classes on writing resumes, cover letters and professional portfolios. Ms. Hale has been a speaker for MALA, NALA, the State Bar of Montana and other paralegal organizations on a variety of topics including judgment and analytical ability, communications, team building and leadership, criminal and civil litigation, ethics, trial preparation, cover letters, resumes and professional portfolios, stress management and being profitable paralegal. She is a published author in NALA's magazines *Facts & Findings* and *Career Chronicle*. Ms. Hale is the Treasurer for the VFW Post 209 Auxiliary and XSports4Vets. She loves spending time with her husband Steve, four amazing children, four beautiful granddaughters, two handsome grandsons and in her spare time she enjoys baking, gardening, teaching yoga and anything outdoors.

NALA Liaison:



Amanda Hewitt is from Bermerton, WA, and attended high school in Dillon, MT. She has been a MALA member since 2015 and a State Bar member since 2016. She graduated with an Associate Degree in Paralegal Studies in 2014. After an internship at Milodragovich, Dale & Steinbrenner in 2014, she began working as a paralegal with Browning, Kaleczyc, Berry & Hoven. Amanda currently handles mostly transactional work. She also has experience in civil litigation, family law, workers comp, environmental law, estate planning, and probate. She enjoys spending time with her son. Together they enjoy outdoor adventures like hiking and kayaking. Amanda also enjoys sports, reading and cooking. Amanda has served on many MALA committees and is the current Secretary.



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MEMBERSHIP RENEWAL FORM

Please submit this form with membership renewal dues for FY April 1, 2019- March 31, 2020 in the following amounts:

Online: \$26.00

Check/Mail-in: \$30.00

You must also complete and submit the CLE Activity Report to:

MONTANA ASSOCIATION OF LEGAL ASSISTANTS
ATTN: Membership Chairman
P.O. Box 9016
Missoula, Montana 59807-9016

MEMBER NAME: _____

EMPLOYER: _____

ADDRESS: _____

TELEPHONE: (Home) _____

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Please indicate where you would prefer to have MALA correspondence directed:

Home: ____ or Work: ____ (please check one).

Date

Member Signature



Montana Association of Legal Assistants/Paralegals

CLE Activity Report

Proof of continuing legal education (CLE) must be submitted to retain membership in the Montana Association of Legal Assistants*Paralegals (MALA), as outlined in Article IV of the MALA Bylaws. Please submit this CLE Activity Report with your membership renewal dues. A minimum of ten (10) CLE credits are required for 2018-2019.

CLE ACTIVITIES ATTENDED DURING OR TO BE APPLIED TO THE 2018-2019 REPORTING PERIOD:

Date/ Location	Course Title	Total Credits Earned			Sponsor
		Interac- tive	*Other	Ethics	

***IMPORTANT: "Other" credits are limited to 4.0 per year. These include audio/video, teaching/preparation, on-line self study, and in-house courses.**

1. Totals (add amounts from the Interactive, Other & Ethics Columns): _____
2. Plus carry-over credits from last year's Affidavit: _____
3. Total of lines 1 and 2 _____
4. Less ten credits for current year requirement -10.00
5. Remainder to be carried over to next reporting year _____
(the maximum carry-over credits allowed is 20.00)

Pursuant to §1-6-105, MCA, I declare under penalty of perjury that the foregoing is true and correct.

Date

Member Signature



Volunteers needed!!!

If it weren't for the dedication of our members, Officers and Committee members, MALA would not be making a difference in providing continuing education for paralegals, legal assistants and attorneys; providing professional development opportunities for paralegals to advance their careers, or the general education and promotion of the paralegal profession. Be sure to volunteer on a committee in 2019-20 and keep MALA going strong into the future.

Want to know more about MALA?

MALA

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DESIGNATION OF PROXY

I, _____ an active MALA member, hereby appoint
_____, an active MALA member, to serve
as my proxyholder at the MALA Quarterly Business Meeting on Friday, June 21,
2019.

Dated this _____ day of June, 2019.

Signature

Email to:

Samantha Seidensticker
Parliamentarian
Sam.seidensticker@mso.umt.edu

or

mala@malanet.org

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