

PRESIDENT'S MESSAGE

by Anna Rushworth



What an honor it is to be given the opportunity to serve as your Chapter President for the 2015-2016 term. I am looking forward to getting better acquainted with all of you, and to ensure that as a Chapter, we are

meeting your professional and personal expectations. I am very excited about the talent and positive energy springing forward in our membership ranks. I have no doubt that this will be a year of innovation, education, partnerships, good will, and support of the community.

At the Leadership Dinner a few weeks ago, I defined that the theme for the upcoming year is *The Spirit of Aloha* and that the Chapter recognize how each member and business partner is important to every other member for a collective existence. We also discussed the integration of work and family as we recognize the challenges of juggling our professional and personal responsibilities.

As my first initiative for the coming year, I ask for a commitment from each and every member to do just one more thing for the Chapter that you didn't do last year. That might be to attend an additional membership meeting, or volunteer on a committee, or share your expertise with a newer member. Ben Franklin once said: *You tell me and I forget. You teach me and I remember. You involve me and I learn.*

Secondly, I ask that each and every member put our Business Partners first. We have lost a few business partners over the years because they did not feel the relationship was reciprocal. Therefore, I would ask that you contact them before all other vendors. They support us in style and all they ask is that we give them a fair shake.

Other initiatives for the year are to move our Diversity program to the front burner. Our diversity event entitled *Putting It All Together*, with guest speaker, Mauricio Velasquez, MBA, scheduled for June 18th at 5:00 p.m. at the Westgate Hotel, will be a dynamic presentation designed to break down the barriers and obstacles to implementing a successful diversity program for our firms and chapter.

Finally, I desire to further our efforts on giving back to the community. In addition to our continued support of *Couture for a Cause* and *Project Leap*, my goal for this year is to double both our attendance and support of *Stand Up for Kids* through our 5K event. The good we do for others, in addition to all of our excellent education and networking programs, will make this a year to remember.

Thank you again for your trust and support of the Chapter and its leaders. Please feel free to reach out to me or any of the Board Members with any questions or suggestions you may have.

Got CLM?

If you are interested in becoming a CLM, you may want to consider joining a CLM Study Group, or checking out study materials from our library. Please contact our San Diego Chapter Librarian, [Gerald Hester](#) for materials. For more information on eligibility and test dates, [click here](#).

ISSUE XXXIV

May/June 2015

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"If you could kick the person in the pants responsible for most of your trouble, you wouldn't sit for a month."

- Teddy Roosevelt

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tmcquain@mpplaw.com

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Happy Anniversary



Lesley Scherer CLM, administrator at Incorvaia & Associates, APC in Del Mar, is celebrating her 30th Anniversary with ALA this year. After graduating from San Diego State University, she worked in the hotel and construction industries before starting her career as a legal secretary at Higgs Fletcher & Mack in the early 70's. She then moved to LA and worked at the law firm of Manatt Phelps & Rothenberg in Century City. She and her husband then moved back to San Diego where she worked at Dorazio, Barnhorst & Goldsmith (yes, that's Jan Goldsmith, current San Diego City Attorney). Howard Barnhorst gave her the opportunity to become the firm's administrator in 1985 and that's when she joined ALA and has never looked back.

Lesley's first chapter volunteer position was as Editor of The Mandate which she named back in 1985. Those were the days when The Mandate was practically hand prepared! She then went on to hold multiple committee and board positions, serving as President in 1991-1992. In 2003 she sat for and passed the CLM exam.

In addition to her current position, Lesley and her husband have formed a non-profit 501(c)(3) organization called Agape Project International USA. They take teams of people on medical mission trips to Kenya twice a year. Lesley will be taking her 8th and 9th trips in 2015. She says that these trips have been the most rewarding thing she has done in her life. For information on their non-profit, please see their website at www.agapekenya.org.

Lesley credits ALA and supportive managing partners with giving her the confidence to excel in her career and to step out and expand her horizons. She has formed many long-term friendships with fellow administrators

and encourages every ALA member to "get involved." Lesley also recommends attending as many regional and national educational conferences as you can; they are indispensable in helping you do your best job.

Gain more from your membership and get involved in 2015!

Dear Chapter Members:

Do you want more out of your membership? Would you like to network with like minds? How many times have you been faced with an issue where "no one else understands" and you could use a group of peers to consult?

Then take the opportunity to get involved in the SD Chapter in whatever capacity you are comfortable:

- Are you good behind a camera? Consider taking photos at our meetings and events, or share the fun with another member.
- Do you thrive on community involvement? Look into our Community Connections efforts, Couture for a Cause and Project LEAP, our program for high school students.
- Maybe you have great ideas for increasing membership in the Chapter? Join the Membership Committee and help lead our Peer Connections program.
- Are you organized and task oriented? We need help with CLM materials, Bylaws/Ethics, Historian tasks, as well as the Salary Survey.

The 2015 – 2016 Chapter term starts on April 1, 2015, but planning is paramount. I would love to see more of you involved. I have included a brief description of each committee, and the ALA Membership Handbook has a more detailed one, or just ask me or another current Board member.

Let's work together to make our Chapter the best it can be! Please complete the information below and return it to me at mmenzer@allenmatkins.com, or give me a call at 619-233-1155.

All my best,

Monica Menzer
Past President 2014-2015



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Association of Legal Administrators

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www.alanet.org/twitter

www.alanet.org

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to knowledge, resources and networking

THE MANDATE



Gain more from your membership and get involved in 2015!

Name _____ Firm: _____

Phone No. _____ Email _____

I'm interested in volunteering for the following committee(s) (you are not beholden to all you select):

- ___ **Chapter Audit** – perform audit of Chapter finances once a term.
- ___ **Chapter Library / CLM Materials** – maintain materials to loan to members; organize CLM study program?
- ___ **Bar / Professional Association Liaison** – Chapter's connection to other legal organizations.
- ___ **Bylaws / Ethics** – maintain and update Chapter Bylaws, as necessary.
- ___ **Communications** – provide efficient and effective communication to Chapter members, including the "Month-at-a-Glance."
- ___ **Community Connections / Project LEAP** – charitable Chapter efforts; Couture for a Cause; work with local high schools to create programs promoting opportunities in the legal profession.
- ___ **Diversity Committee** – plan annual diversity presentation; promote diversity within the Chapter.
- ___ **Education** – work with President Elect on planning Chapter education activities/speakers.
- ___ **Handbook** – maintain and update membership handbook.
- ___ **Historian** – maintain Chapter memorabilia.
- ___ **Invitations** – design and create options for invitations for BP luncheon, MP luncheon, Leadership Dinner, and other Chapter events.
- ___ **Legal Resource Fair** – Chapter annual Business Partner resource fair in February.
- ___ **Meetings Coordinator / Hospitality** – assist Meetings Chair to coordinate Chapter meetings.
- Receive RSVP's; maintain name badges; and/or welcome attendees.
- ___ **Membership** – team up with the Vice President/Membership Chair to bring in new members and maintain current membership.
- ___ **The Mandate (Chapter Newsletter)** – with Editor-in-Chief produce bi-monthly newsletter.
- ___ **Photographer** – photograph Chapter meetings, events, and other functions.
- ___ **Public and Media Relations** – represent the Chapter in publicizing and promoting events.
- ___ **Salary Survey** – implement annual Chapter salary survey.
- ___ **Academic Scholarship** – selection process to promote and award an academic scholarship to two deserving students.
- ___ **Social Media** – assist Social Media Chair in promoting Chapter LinkedIn, Facebook, and Twitter pages.
- ___ **Business Partner Relations** – work with Director of BP Relations in promoting, managing and maintaining vendor relations.
- ___ **I'd like to help another way:** _____



TIMEKEEPING FOR EXEMPT EMPLOYEES

BY JOHN E. THOMPSON

Should an employer keep records of the time worked by employees who qualify for a federal Fair Labor Standards Act minimum-wage and/or overtime exemption?

At the risk of giving the proverbial "lawyer's answer", it depends.

Is Timekeeping *Mandatory*?

First, it is necessary to know whether timekeeping is *required* for some reason under the particular exemption being relied upon. If the employee is exempt only from the FLSA's overtime requirement, for example, then an accurate record of all his or her hours worked is still necessary in order to ensure compliance with that law's minimum-wage provision.

It might also be that such a record is essential for purposes of determining whether the applicable exemption *itself* is being properly maintained. As an illustration, consider the FLSA's Section 7(i) [overtime exception](#) for commission-paid employees of a retail or service establishment, which requires that a worker's regular hourly rate of pay for an overtime workweek must be more than 1.5 times the FLSA's minimum wage. Without accurate hours-worked information, an employer cannot know for sure whether this condition has been met. Consequently, the [recordkeeping requirements](#) for Section 7(i) incorporate by reference the general FLSA timekeeping obligation at 29 C.F.R. § [516.2\(a\)\(7\)](#).

Is Timekeeping *Desirable*?

If timekeeping is not obligatory, then the question becomes one of what other goal(s) would be achieved by having exempt employees record their worktime.

For instance, one consideration might have to do with the federal Family and Medical Leave Act. If an employer does not keep accurate records of the hours worked by exempt employees, then, in any dispute about whether such an employee has met the FMLA's 1,250-hour threshold, it will be the employer's burden to demonstrate that the employee failed to do so. 29 C.F.R. § [825.110\(c\)\(3\)](#).

Some employers require exempt-employee timekeeping in order to monitor attendance, that is, to know whether the employee worked his or her full schedule. This purpose might also be adequately served by an attendance sheet calling for entering checkmarks or some other short attendance-focused entry, instead of by detailed timekeeping.

Others are motivated by a desire to have a record of hours worked if there is ever a dispute about whether the person actually met the applicable exemption requirements. Keep in mind that how valuable these records will be when it matters will depend on their *accuracy*, which necessitates management's rigorously and consistently enforcing its timekeeping policy for these employees. Moreover, having such records will not lessen the importance of making wise, well-founded exemption decisions in the first place.

The Bottom Line

As this shows, there is no single, all-encompassing answer to whether an employer "should" keep records of exempt employees' worktime.

Instead, management must first take stock of all of the relevant considerations (including other applicable laws besides just the FLSA). It must then evaluate whether and how its aims will be accomplished by whatever timekeeping practice it is considering.

John E. Thompson - Fisher & Phillips, LLP
<http://www.wage-hour.net/post/2015/05/19/Timekeeping-For-Exempt-Employees.aspx>

The USD Paralegal Alumni
Association & the ALA
invite you to...



Cocktails
&
Conversations

...an evening of networking, food, and drinks!



Event Details:

When: Friday, June 5th, 5:30-9:00 pm

Where: Stone Brewing, Liberty Station
2816 Historic Decatur Rd., #116

RSVP: USDsandiego.kintera.org/howtoadvance

Registration Required by **June 1st** — Space is limited!



ALA CHAPTER MEMBERS:
*Earn TWO points toward the
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GO GREEN AND SAVE WATER!

- Installing an aerator on the kitchen faucet will reduce water flow to less than 1 gallon per minute
- If you can, use a dishwasher! Dishwashers typically use less water than washing dishes by hand – But only run it when it's full!
- Plant drought-resistant trees and plants and save 30-60 gallons each time you water 1,000 sq. ft.
- Install a water efficient clothes washer and save up to 16 gallons/load!

For more drought reducing tips – visit www.saveourwater.com or www.waterfootprint.org

PUTTING IT ALL TOGETHER



DATE

June 18, 2015

TIME:

5:00-5:30 p.m. Registration & Cocktails
5:30-7:00 p.m. Program
7:00 p.m. Cocktail Reception

LOCATION:

The Westgate Hotel, 1055 Second Ave., 3rd Fl., San Diego
*Hosted parking for members only

SPEAKER:

Mauricio Velasquez, MBA
President & CEO of The Diversity Grp.

PROGRAM:

Affecting Change in Your Firms

- What undermines long term success.
- How to ask the tough questions.
- How can you affect change in your firm.

SUMMARY:

Speaker will discuss barriers and obstacles to implementing successful programs. He'll share ideas and tips on how to implement and measure results. Learn more about how your Firm is doing and what you can do to help it achieve the desired results.

CREDITS:

1.25 CLM Cert Org. Dev / Re-Cert Comm & Org Management
1.25 MCLE for Elimination of Bias

Mauricio Velasquez, MBA is the President of The Diversity Training Group (DTG) in Herndon, Virginia.



Mauricio serves as a Diversity and Inclusion strategist, consultant, trainer, sexual harassment prevention trainer, respectful workplace/toxic employee trainer, employee engagement/trust trainer, executive coach, mentoring trainer, expert witness and assists organizations with multicultural marketing, selling and customer service.



MEMBERSHIP REPORT
APRIL 2015
By Shaila Schaible

MEMBERSHIP NEWS

New Members

Michael A. Staab
Office Administrator
Jones Day

Prospective Members Cont.

Linda E. Holman
Legal Administrator
Attorney Sidekick

Current National Members: 110
Current Chapter Members: 106



Know someone who should be a member of ALA? Refer them to Shaila and earn points toward great prizes!

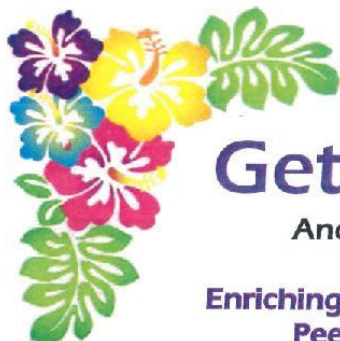
For more information and to participate in the program, please contact:

SHAILA SCHAIBLE

(619) 236-1551
schaible@higgslaw.com

Or visit the San Diego ALA website to see what's new!

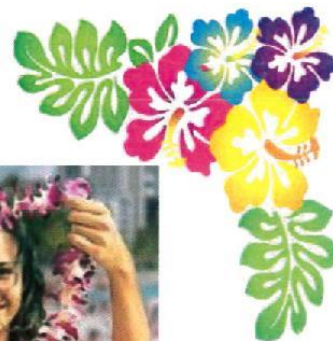
<http://www.sandiegoala.org/>



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And Get All This:

Enriching education sessions
Peer networking
Keep up with legal trends
Professional growth
Business Partner connections
New friends & FUN!



Awaken your spirit of Aloha and join us for an exciting year ahead!

Earn Aloha Points by attending events and referring new members.
 Every point is worth one ticket that will be entered into several drawings for fabulous prizes
 on the following dates:

TWO Fall Conference Scholarships w/stipend – drawing on 7/21/15

Aloha Points will accumulate from April 1 to June 30 (must be present to win)

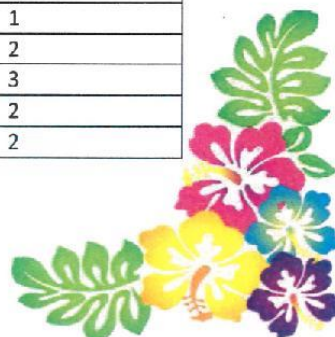
Tablet and other prizes – drawing at the Holiday Luncheon, 12/8/15

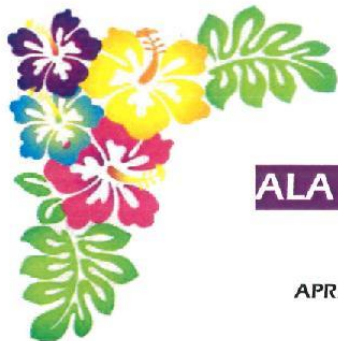
Aloha Points will accumulate from April 1 to November 30 (don't have to be present)

ACTIVITIES TO EARN POINTS	ALOHA POINTS EARNED
Renew Your Membership	2
Join as a New Member	3
Refer a New Member	3
Attend a Regular Monthly Membership Meeting	1
Attend a Monthly Board Meeting	2
Attend the Diversity Meeting	2
Attend the Annual Conference	3
Attend Cocktails and Connections	3
Attend the Business Partner Appreciation Luncheon	2
Attend Couture for a Cause Event	2
Attend the Managing Partner Luncheon	1
Bring your Managing Partner to MP Luncheon	1
Attend a Chapter Social	1
Sign up with the Peer Connection Program	2
Attend the Business of Law Conference in the Fall	3
Volunteer on a Committee	2
Participate in the 5K Run	2



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ALA SAN DIEGO 2015/2016 CALENDAR

APRIL 10	LEADERSHIP RETREAT Courtyard by Marriott, downtown
APRIL 21	LEADERSHIP DINNER The Prado in Balboa Park
MAY 12	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by First Legal Network</i>
MAY 17-20	ALA NATIONAL CONFERENCE Nashville, TN
JUNE 18	DIVERSITY EVENT The Westgate Hotel <i>Sponsored by UPS</i>
JULY 21	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Legal Staff</i>
JULY 30	COCKTAILS & CONNECTIONS Location TBD
AUGUST 18	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Nationwide</i>
AUGUST 27	NEW MEMBER SOCIAL Morton's Restaurant <i>Sponsored by Morton's</i>
SEPT 15	BUSINESS PARTNER APPRECIATION LUNCHEON The Doubletree Mission Valley
SEPT 24	COUTURE FOR A CAUSE San Diego Hall of Champions
OCTOBER 20	MANAGING PARTNER LUNCHEON Morton's Restaurant downtown
OCTOBER 22-24	BUSINESS OF LAW CONFERENCE Las Vegas, NV
NOVEMBER 17	MEMBERSHIP MEETING The Westin Gaslamp <i>Sponsored by Peterson Reporting</i>
DECEMBER 8	HOLIDAY LUNCHEON The Westgate Hotel <i>Sponsored by Exclusively Legal</i>
JANUARY 12	MEMBERSHIP MEETING The Westgate Hotel <i>Sponsored by Robert Half Legal</i>
FEBRUARY 9	LABOR LAW UPDATE / LEGAL RESOURCE FAIR Sheraton Mission Valley
MARCH 22	LEADERSHIP DINNER The Prado in Balboa Park
BOARD MEETINGS	4/10/15; 5/5/15; 6/9/15; 7/14/15; 8/11/15; 9/8/15; 10/13/15; 11/10/15; 1/5/16; 2/2/16; 3/8/16. Locations TBD



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ASSOCIATION OF LEGAL ADMINISTRATORS SAN DIEGO CHAPTER

SAVE THE DATES

Upcoming Monthly Membership Meetings

RSVP: Kathy Culver at kculver@ssvwlaw.com

May 2015

May 12

Topic: *Succession Planning – Is your Firm Financially Prepared?*

Speaker: Paula Barnes, CPA/Managing Principal B2

Time: 11:45 – 1:15 p.m.

Location: The Westgate Hotel – Riviera Room, 3rd Floor

May 2015

May 17 - 20

Annual Conference

Music City Center, Nashville, TN

June 2015

June 18

Chapter Diversity Event

Topic: *Affecting Change in Your Firms*

Speaker: Mauricio Velasquez, MBA

Time: 5:00 to 7:00 p.m.

Location: The Westgate Hotel - Riviera Room/Terrace, 3rd Floor

July 2015

July 21

Topic: *Cyber Privacy Liability*

Speaker: Kelley Wilks - Ahern

Time: 12:00 to 1:00 p.m.

Location: The Westgate Hotel – Regency Room , 2nd Floor



Bringing San Diego legal professionals together to benefit children in need, the San Diego Chapter of the Association of Legal Administrators, in partnership with the San Diego Paralegal Association, the San Diego Legal Secretaries Association, the Mother Attorney Mentoring Association, the Legal Marketing Association of Southern California, and the San Diego La Raza Lawyers Association, is proud to host COUTURE FOR A CAUSE. The event will feature models from throughout the legal community and a surprise guest as Master or Mistress of Ceremonies. Complimentary hors d'oeuvres, cash bar and a silent auction full of fabulous items, are all part of the pre-fashion show festivities.

COUTURE *for a cause*

San Diego Legal Professionals Unite
to Support Children in Need

Proceeds from the evening's fashion show gala will benefit two charities: Voices for Children, working to ensure that abused, neglected and abandoned children who have become dependents of the San Diego County Court will have a safe and permanent home; and STAR/PAL, empowering underserved youth to build a safer and more prosperous community by engaging with law enforcement and collaborative partners. Tickets and/or sponsorships can be purchased online at www.coutureforacause-sd.org or by contacting Henry Angelino at angelino@higgslaw.com. Tickets are \$50 each or a bundle of eight for \$350. Never been to Couture for a Cause, just ask one of the ALA members on the C4C Committee how much fun and rewarding it is. Committee members from ALA are Henry Angelino, Angela Landeros, Tammie McQuain, and Monica Menzer.





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Spirit of



**Meet with a Chapter Business Partner and be entered into a
drawing to win a \$200 Southwest Airlines Gift Card!**

**In return for their substantial financial support of our Chapter,
our valued Business Partners would like a few minutes of your time.**



**Meet with a Chapter Business Partner who is not a current supplier to
your firm between May 13 and December 5, 2015. Send Wendy Connor
an email about the meeting. You'll be entered to win – it's easy!**

**Drawings will be held at the Holiday Luncheon.
(Winner need not be present to win.)**

EDITOR'S NOTE

Coffee: The Hero We Deserve

By: Stephen Williamson

We've all felt it: the burning eyes, the cramped wrists, the sore back from being hunched over a keyboard. Not to mention the crippling fatigue that sets in as you look out at the bright blue sky and fantasize about the beach that is so close, yet so far away. And it's only Monday morning.

You need a pick-me-up. Something to snap you awake so you can bear-hug the afternoon into submission. And because you're a red-blooded American, that *something* is going to be a cup of coffee.

Just imagine it. A hot cup of coffee sitting on the desk next to you, enticing you with its aroma. Calling out to you like a Siren's song. Demanding your attention so it can impart its mystic properties.

Now, some of you may be thinking, "But Stephen, I don't like coffee. I much prefer tea or water." Prepare to be amazed at all the reasons you are wrong.

1. Coffee eases the pain of working at a desk. Studies have shown that the caffeine levels in coffee ease pain in the neck, shoulders, forearms and wrists. Other than keeping you alive, can your precious water do that? It may, but for the sake of my argument it does not.

2. Coffee improves group productivity. Researchers at MIT found that employees who take coffee breaks together are more productive. They discovered that when coffee breaks were scheduled so that co-workers could take them at the same time, the performance of the entire group improved. Feel free to cite this article when the Partners confront you on the increase in absences.
3. A cup o' Joe may be a life saver for older workers. The US National Institute of Health found that people in their 50's and 60's who drink 3+ cups of coffee per day have a 10% lower risk of illness compared to those who don't drink coffee at all. This holds true for those who drink decaf! The study did not address the potential increase for unstoppable body tremors, but why not live a little dangerously?

Compelling evidence aside, are any of these reasons hard science? No. Is there plenty of information out there which refutes these claims? Absolutely. But coffee is wonderful and delicious so I will choose to believe these studies are true until I have a heart attack from caffeine overdose at age 50.

Stephen is the Office Manager for
Sullivan Law Firm, APC.
swilliamson@sullivan-lawyers.com



BOARD & MEMBERSHIP

MAY BOARD MEETING . . . MAY 5, 2015
12:30 – 1:30 HIGGS FLETCHER & MACK

MAY MEMBERSHIP MEETING . . . MAY 12, 2015
PARTNER SUCCESSION PLANNING – IS YOUR FIRM FINANCIALLY PREPARED?
11:45 – 1:15 AT THE WESTGATE HOTEL

USD PARALEGAL ALUMNI ASSOCIATION . . . JUN 5, 2015
COCKTAILS AND CONVERSATIONS
5:50 – 9:00 AT STONE BREWING, LIBERTY STATION

JUNE BOARD MEETING . . . JUN 9, 2015
12:30 – 1:30 HIGGS FLETCHER & MACK

DIVERSITY EVENT . . . JUN 18, 2015
AFFECTING CHANGE IN YOUR FIRMS
5:00 – 7:00 AT THE WESTGATE HOTEL

A SPECIAL THANKS TO OUR BUSINESS PARTNERS!



THE MANDATE



Please congratulate our
2015/2016 BOARD OF DIRECTORS!

President	Anna Rushworth	619/236-1551
President Elect - Education Chair	Tammie McQuain	619/819-2433
Vice President - Membership Chair	Shailla Schaible	619/236-1551
Treasurer	Brenda Winter	619/525-7626
Secretary	Karen Lemmon	619/255-6540
Director - Business Partner Relations	Wendy Connor	619/525-1300
Director - Bank Statement Auditor	Cynthia Barron	619/241-4814
Director at Large	Stephen Williamson	858/451-9390
Past President	Monica Menzer	619/233-1155

AHERN INSURANCE BROKERAGE



And our

2015/2016 COMMITTEE CHAIRS/MEMBERS

Academic Scholarship Chair	Carrie Merzbacher	858/942-2897
Business Partner Relation Chair	Wendy Connor	619/525-1300
Bylaws/Historian Chair	Patti Groff	619/233-4777
Chapter Audit Chair	Beverly Driscoll	619/232-3122
Chapter Awards/LRF/Prof. Association Liaison	Monica Menzer	619/233-1155
Chapter Library/CLM Materials Chair	Gerald Hester	619/515-3292
Communications Chair (MyEmma/MAAG)	Carol McCabe	619/209-3000
Community Connections Chair (C4C)	Henry Angelino	619/696-1410
	Angela Landeros	619/699-8338
	Tammie McQuain	619/819-2433
	Monica Menzer	619/233-1155
Diversity Chair	Marina Field	619/233-8591
Education Chair	Tammie McQuain	619/819-2433
Employment Job Bank	Tammie McQuain	619/819-2433
Handbook/Mailing Chair	Darcella Blecker	858/369-7280
Meeting Coordinator	Monica Menzer	619/233-1155
Hospitality Chair	Michael Steiner	619/488-8824
	Sandra Carillo	619/231-4844
	Wendy Connor	619/525-1300
Invitations Chair	Wendy Connor	619/525-1300
Membership Chair	Shailla Schaible	619/236-1551
Peer Connections Chair	Karen Lemmon	619/255-6450
Newsletter Editor	Stephen Williamson	858/451-9390
Photographer & RSVP's	Kathy Culver	619/239-7200
Project LEAP Chair	Ginger Boss	619/234-1776
Media and Public Relations Chair	Carol McCabe	619/209-3000
Salary Survey Chair	Shailla Schaible	858/755-8500
	Janet Grant	619/232-8377
Social Media	Tonya Neal	858/314-1200
WebMaster	Matt Chaffee	619/232-0441
5K 4 Kids Chair	Stephen Williamson	858/451-9390
	Carol McCabe	619/209-3000
	Wendy Connor	619/525-1300



Your connection
to knowledge, resources and networking



NEW BUSINESS PARTNER DIRECTORY!

2015/2016 BUSINESS PARTNER SPONSORS
THANKS FOR YOUR SUPPORT!

Please check the Chapter's Business Partner Directory *first* when you're shopping for a product or service for your firm. Not only are our Business Partners committed to delivering the highest quality products and services, they are also committed to furthering the goals of ALA San Diego by providing the funding we need for the outstanding educational and networking events and scholarship opportunities we value as members.

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