

## PRESIDENT'S MESSAGE

By Stephen Williamson



As we head into the full swing of summer there are a number of things I hope everyone keeps in mind. The first is that you can still get sunburned on a cloudy day. Trust me.

The second is that summer colds are common, stubborn and happening all around us. I find it to be good practice to remind staff to stay hydrated, utilize hand sanitizer and take breaks so they don't get worn down. Send those who are sick home – including yourself. We all tend to be the worst perpetrators of this so be sure to set a good example. I hesitate to say this, but try to also decrease your caffeine intake. Sacrilege, I know, but it is in the interest of a healthy workplace and everyone being able to enjoy summer to the fullest.

One of my favorite things about this season, though, is everything ALA has to offer that is soon coming up. July brings our annual Cocktails & Connections Trivia Night – an event which received resounding praise last year which we hope to repeat this year.

## ISSUE XLIX

July/August 2019

With September comes our 12<sup>th</sup> annual Couture for a Cause – an incredible event that has come to touch the lives of so many children in San Diego. Please contact Lauren Bloodworth for more information on sponsorships or participating.

Finally, and as I mentioned at our recent June Diversity Event, ALA National is proposing a bylaw amendment to eliminate the Associate Member category currently in place, and elevate those members to Regular Member status. In doing so, these members will now be able to hold Board positions and vote on proposed bylaw amendments. All active members will be able to vote beginning June 27, 2019. Voting will remain open until 11:59 PM Central on July 17, 2019. There will also be a Town Hall session on Thursday, July 11<sup>th</sup> from 2:00 – 3:00 PM Central. For more information, please follow the links below:

[General Proposal](#)

[Redline version of bylaws](#)

Have a wonderful summer!



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*"Live in the sunshine, swim in the sea, drink the wild air."*

- Ralph Waldo Emerson



**The ALA Job Bank is a great place to post for talented managers and staff!**

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[kadams@watkinsfirm.com](mailto:kadams@watkinsfirm.com)

**Visit the San Diego ALA website to see what's new!**

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



## **Gain more from your membership and get involved in 2019!**

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.

Let's work together to make our Chapter the best it can be!

**STAY CONNECTED &  
Take advantage of the  
resources at  
[SANDIEGOALA.ORG](http://SANDIEGOALA.ORG), and  
stay Connected with ALA!**





## How to #savelikeagirl and Close the Retirement Savings Gap

By ABA RETIREMENT FUNDS PROGRAM

Olympic Gold Medalist, Mia Hamm once said: “my coach said I run like a girl. I said if he ran a little faster, he could too.” With that simple statement she redefined the word “girl” to mean something more encouraging and inspiring than its historical connotation.

When it comes to finances, women have traditionally trailed behind men in retirement readiness, confidence and savings. A recent survey found that only 55% of women are confident about retiring comfortably, compared to 68% of men.<sup>1</sup> There is also, however, data that suggests that women are behaviorally better savers than men. Consider these data points

- Women-owned and -led businesses are the fastest growing new segment<sup>2</sup>
- When it comes to investing, women outperform men<sup>3</sup>
- Women have higher credit ratings than men<sup>3</sup>

If women are poised to be great savers, why are we they still facing roadblocks impacting how and when they can retire? The reason is women still face 5 key obstacles when it comes to saving for retirement. Here we outline those obstacles and provide actionable steps to help redefine what it means to “save like a girl.”

### 1. Pause on Careers Impacting Earnings

In a recent study, 70% of women admitted they would feel anxious about taking a career break. And while a brief stint away from their career to raise a family is typical, the amount of time taken can have a big impact on earnings. It's estimated that women who take more than 3 years out of the workforce miss out on 46% of their earnings potential.<sup>4</sup> The key is to not stress about wanting to take time off and instead, focus on having a plan to help keep you on track financially.

Lost Earnings Based on Time Taken Out of the Workforce<sup>2</sup>

<1 year, 4%



3+ years, 46%



#### Solutions to help:

- **Proactively create a plan for the time you are away.** Think about how long you plan to be out of the workforce, have an understanding of how the time away impacts your financial health and determine how you will make up the gap. Some steps you can take to create your time away plan include, talking to a financial advisor – who can effectively help you create this holistic plan. If you are currently eligible to contribute to a work-sponsored retirement plan, you may also consider increasing your contribution now to make up for the period of time when your income will be reduced.
- **Supercharge your contributions:** If saving for the future is not feasible during your career pause, make a plan to catch-up on savings after. For example, if you normally contribute 6% to your employer-sponsored plan and you plan to take a year

Cont. on Page 4

off of work to care for a loved one, you may want to plan to increase contributions to 10% when you return to work to make up for lost contributions.

- **Stay Connected:** Consider staying involved in your career through networking, social events and volunteering. The Association of Legal Administrators (ALA), The National Association of Minority and Women Owned Law Firms (NAMWOLF), and The American Bar Association (ABA) are just a few of the national associations that can keep legal professionals connected periodically – even while on a career break.

## 2. Reduced Access to a Workplace Retirement Plan

According to a recent retirement study, women (66%) are less likely to be offered a 401(k) or similar plan compared to men (75%).<sup>1</sup> This can in large part be explained by the fact that women are twice as likely as men to work part-time and employers don't typically offer retirement plans for part-time employees. We've also seen a rise of women in the 'Gig Economy', with side jobs like ride share drivers, e-commerce and freelance work - where employer-sponsored plans are not offered.



### Solutions to help:

- Consider your employer's benefits before accepting a part-time position and even consider encouraging your employer to add a retirement plan for its employees.
- If your spouse has access to a workplace retirement plan, consider having them increase their savings rate for both of you during the time you're out of the workforce.

- Talk to a financial professional to see if you are eligible to open and contribute to an Individual Retirement Account (IRA).

## 3. Women still make less

As of 2017, the women to men earnings ratio is approx. \$.81 to \$1.00.<sup>5</sup> And while there are many influences contributing to the gap, there are just as many actions women can take to help improve their own financial situation, while further bridging the gap for women as a whole.

### Solutions to help:

- Know your worth. In a recent study, only 56% of women reported feeling like they were likely or very likely to get a pay raise next year, compared to 68% of men.<sup>5</sup> Consider benchmarking your salary and come up with talking points to discuss a raise with your employer.
- Increase your education: According to the U.S. Department of Education, women make up 56% of students with higher education students and that majority shows no signs of slowing.<sup>6</sup> Keep the pace going and look into tuition reimbursement options offered by your employer to further your education. This focus on education could eventually lead to a promotion or open the door to other opportunities.

## 4. Women are less aggressive investors than men

Generally speaking, women tend to invest more conservatively than men as a perceived way to preserve capital. In addition, most women (62%) say they want some level of advice when it comes to their retirement saving and investment-related decisions.<sup>1</sup>

Cont. on Page 5



## Solutions to help:

- **Speak to a financial professional** – especially one who has a solid awareness of the issues that women face financially. Many workplace retirement plans offer financial advisor services that are included with your plan, or available at a low cost to participants. Your employer can tell you if this is a service they have selected for the plan.
- **Consider asset allocation funds as an investment option;** these are specifically designed and managed according to a long-term investment strategy consisting of a mix of stocks, bonds, and other investments such as retirement date funds.

## 5. Women are living longer

According to the National Center for Health Statistics<sup>5</sup>, the average life expectancy for women in the U.S. is 81 years, compared to 76 years for men. While many factors contribute to this difference, a recent shift to more proactive health measures plays a large role. More women are focused on preventative healthcare and leveraging technology to help manage their health (64% of fitness tracker owners in the U.S. are women). So with those extra years, you'll want to have enough savings to cover your income needs.



## Solutions to help:

- **Save early and often:** Younger women should consider investing as soon as possible, to make the most of returns and consider an investment strategy that

provides for the long-term growth you'll need.

- **Speak to an advisor about your long-term care needs, disability insurance and even how government programs like Medicare and Medicaid play a role.**
- **Consider a future that includes some form of working:** The Bureau of Labor Statistics estimates that seniors will continue to work in retirement, projecting an average 4.5% growth rate for 65- to 74-year-olds staying in the workforce and 6.4% for those 75 and older).<sup>6</sup>

No one's financial picture is the same. One-on-one, personalized help from a financial advisor or retirement professional can help you customize a plan that works for your family, your life, and your goals.

There has never been a better time for women to take charge of their lives, their careers and their financial futures. Women already possess the innate behaviors to exemplify financial success and help close their existing retirement savings gaps. By simply incorporating some of these aforementioned solutions you too can – “save like a girl.”

<sup>1</sup>Transamerica Center for Retirement Studies, Here and Now: How Women Can Take Control of Their Retirement, March 2018

<sup>2</sup>Leading Retirement Solutions White Paper, 2017, Retirement Preparedness of Women Business Owners and Leaders

<sup>3</sup>Money Magazine, The Investing Gap, March 2018 Edition

<sup>4</sup>Center of Talent Innovation, Off Ramps and On-Ramps (revisited June 2010)

<sup>5</sup>Hegewisch, A., Phil, M., & Williams-Baron, E. (2018, March 7). The Gender Wage Gap: 2017 Earnings Differences by Race and Ethnicity. Retrieved from <https://iwpr.org/publications/gender-wage-gap-2017-race-ethnicity/>

<sup>6</sup>U.S. Department of Education, Trends in Education Equity, <https://nces.ed.gov/pubs2000/2000030.pdf>

<sup>7</sup>National Center for Health Statistics

<sup>8</sup>Kochanek, K. D., Murphy, S. L., Xu, J., & Arias, E. (2017, December). Mortality in the United States, 2016. Retrieved from <https://www.cdc.gov/nchs/data/databriefs/db293.pdf>



## MEMBERSHIP NEWS

### MEMBERSHIP REPORT JULY/AUGUST 2019

By Cynthia Barron,  
Vice-President/Membership Chair

Current National Members: 72

Current Chapter Members: 72

#### New Members

Viviane Abraham  
**Duffy Kruspodin, LLP**

#### Prospective Members

May Harris, Founder & Managing Attorney  
**For Purpose Law Group**

Alex Gonzalez, Office Manager  
**King Aminpour**

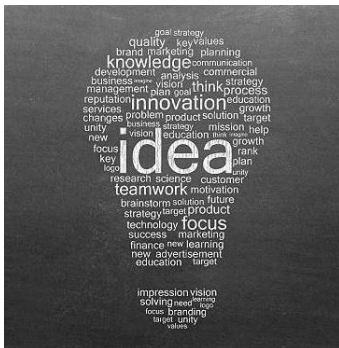
Allison Soares, COO & Partner  
**Vanst Law**

Jennifer Sahm, Office Administrator  
**Sheppard Mullin, North County Office**

Christopher Neff, Office Manager  
**Shinnick & Ryan**

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

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



#### CYNTHIA BARRON

(619) 241-4814

[cbarron@fitzgeraldknaier.com](mailto:cbarron@fitzgeraldknaier.com)

**Visit the San Diego ALA website to see what's new!**

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

# BUSINESS PARTNER SPOTLIGHT



Legal Division



**Abigail Parente**  
Recruiting Manager

Abigail Parente is in her 15<sup>th</sup> year at Eastridge Legal. She is known for excellence and delivering results on contingent searches and temporary projects for highly-skilled legal professionals. Ms. Parente is an adjunct professor at University of California, San Diego Extension where she lectures on resume writing and paralegal career development. She earned a bachelor of arts degree from the University of Scranton and a paralegal certificate and master's degree from the University of San Diego.

**Cassie Galiskis**  
Area Operations Manager, Professional Staffing

Cassie Galiskis just celebrated her 5<sup>th</sup> year anniversary at Eastridge where she supports Eastridge's professional staffing divisions in San Diego and directly leads Eastridge Legal. Prior to joining Eastridge Legal, Cassie was a Supervising Paralegal at a boutique law firm in La Jolla. Cassie earned her bachelor's degree from San Diego State University where she was a coxswain on the rowing team, in addition to her paralegal certificate from the University of San Diego.



**Diondra Doerr**  
Legal Recruiter

Diondra is a Legal Recruiter for Eastridge Legal and partners with law firms and corporate legal departments to provide full cycle legal recruitment. She earned her bachelor's degree with a focus on international relations and world law from San Francisco State University. With a background in customer service and experience as a recruiter, she makes an ideal business partner to assist with any legal staffing needs.

**Jami Bouras**  
Legal Recruiter

Jami is a USD alum, having graduated with both her bachelor's in communication and political science, in addition to her paralegal certificate. After gaining legal experience in a law firm, she is now utilizing her legal experience to assist law firms and legal professionals in finding their ideal employment fit. Jami has already been able to make a great impact for clients and candidates alike and is excited to grow in the legal recruiting profession at Eastridge.





# BUSINESS PARTNER SPOTLIGHT



**Why I joined Innovative Commercial Environments**

**By: Jennifer Spence & DeLinda Forsythe**



DeLinda Forsythe, CEO | Founder  
[delinda@icesd.com](mailto:delinda@icesd.com)

Jennifer Spence, Senior Account Executive  
[jennifer@icesd.com](mailto:jennifer@icesd.com)

Joining ALA several years ago has been a tremendous opportunity to develop relationships and joining Innovative Commercial Environments (ICE) has been a wonderful opportunity to bring the best furniture solutions to ALA partners. A. I was drawn to ICE because they genuinely care about all their stakeholders: employees, clients, local craftsman and all vendor partners. I'm especially pleased with how they give back to the community in a multitude of impactful and meaningful ways. And as a mother of a toddler, I need a flexible schedule which ICE offers in addition to a strong support team.

ICE was started by DeLinda Forsythe, at the time a single mother looking to support her son's educational efforts at Georgetown. The President is also a woman and has been with ICE for 12 years. Not only the leadership but everyone at ICE works collaboratively to provide the highest service while maintaining the delicate balance of work and life obligations. This is not an accident, as ICE consistently incorporates the tenets of Conscious Capitalism, a movement started 10 years ago by the Founder of Whole Foods, John Mackey. The principles are:

1. Your company has a Higher Purpose which include your Core Values
2. You view all Stakeholders as critical to your success and they must be fully integrated into the business
3. All leaders and managers embrace Conscious Leadership
4. The company has an active Conscious Culture

The Conscious Capitalism movement stresses that the true purpose for business is to elevate humanity. It's a simple premise that when you care more about others, create work life balance, support community, make 'raving fans' of your clients, give back thru volunteerism and philanthropy, you fully encircle the guiding principles noted in the book and above.

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# BUSINESS PARTNER SPOTLIGHT



And this policy clearly has been successful for ICE as it's the only San Diego dealership on the Inc. 5000, outperforming every competitor in San Diego for the last 6 years! This kind of stability is important to all stakeholders.

I look forward to serving you!

*Jennifer Spence*

If you want to see more of our work, please visit [www.icesd.com](http://www.icesd.com)

To learn more about Conscious Capitalism, please visit <https://www.consciouscapitalism.org/>

## ICE Projects:

### Wilson Turner Cosmo



### The Niki Group



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**Jerry Gregg**  
Sales Consultant



[jgregg@onelegal.com](mailto:jgregg@onelegal.com)

With 25 years of operational and fulfillment experience in the San Diego legal industry, Jerry delivers local knowledge and practical solutions to solve customers' problems.

**Brooke Greene**  
Customer Success Manager



[bgreene@onelegal.com](mailto:bgreene@onelegal.com)

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ASSOCIATION OF LEGAL ADMINISTRATORS  
SAN DIEGO CHAPTER

**SAVE THE DATES**

Upcoming Monthly Membership Meetings  
RSVP: Kristin DeGroot at [kdegroot@wingertlaw.com](mailto:kdegroot@wingertlaw.com)

**BOARD MEETING...July 9, 2019**

12:00 – 1:30 – THE GUILD HOTEL

**JULY MEMBERSHIP MEETING. . . JULY 16, 2019**

11:45 -1:15 – WESTGATE HOTEL

“How to Decrease Operating Expenses while Becoming More Secure” by Barry Steel

**COCKTAILS & CONNECTIONS. . JULY 25, 2019**

5:30 – 7:15 PM – LA JOLLA COMMONS PARK

4747 EXECUTIVE DR., SAN DIEGO CA 92121 (PARK AREA BY PARKING GARAGE)

**BOARD MEETING...August 13, 2019**

12:00 – 1:30 – THE GUILD HOTEL

**AUGUST MEMBERSHIP MEETING. . . August 20, 2019**

11:45 -1:15 – DOUBLETREE MISSION VALLEY

“Selecting New Legal Software – Are you Ready to Jump the Hurdles?” by Clare Barnes

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Remember - Couture for a Cause is coming soon [www.coutureforacause-sd.org](http://www.coutureforacause-sd.org)

The Natural History Museum, Balboa Park  
Thursday, September 12, 2019  
6:00pm – 9:00pm



# 12<sup>th</sup> Annual COUTURE *for a cause*

San Diego Legal Professionals Unite  
to Support Children in Need

*Benefiting*



**Thursday, September 12, 2019**

**Starting at 6:00 PM**

**Natural History Museum**

Single Ticket: \$55

8-Ticket Bundle: \$400

Door Price: \$65



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For more information on tickets and sponsorship opportunities go to  
[www.coutureforacause-sd.org](http://www.coutureforacause-sd.org)

## A SPECIAL THANKS TO OUR BUSINESS PARTNERS

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Legal Staffing • Project Management • Attorney Search

### Silver Sand Castle



### Bronze Boogie Board



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### Catch the Wave



### Surf's Up



### In-Kind Sponsors





## HEALTH & WELLNESS

Okay, so I read an article entitled “5-minute breathing 'workout' may benefit heart and brain health” and I thought it was worth sharing – especially if you have a partner with sleep apnea who keeps you up all night snoring like a chainsaw (*not my partner, a friend, yeah a friend – tee hee*) ☺

In summary, it talked about a way to reap all the benefits of a workout without having to lift a finger.

Basically, new research introduces a 5-minute technique that might improve blood pressure, lower heart attack risk, boost cognitive ability, and enhance sports performance — all while barely having to move.

The technique is called Inspiratory Muscle Strength Training (IMST). They said "IMST is basically strength-training for the muscles you breathe in with. IMST involves inhaling through a resistive hand-held device called an inspiratory muscle trainer.

A 2016, 6-week trial on the effects of IMST for sleep apnea, revealed that using the device also lowered systolic blood pressure by 12 millimeters of mercury.

Exercising for the same amount of time usually only lowers blood pressure by half that amount, and the benefits seem to exceed those normally achieved with hypertension medication.

The study authors caution that their results are preliminary, and that people interested in the technique should consult their physician first.

Happy Summer Everyone!

The Mandate E-Newsletter questions?  
Interested in advertising?  
Want to contribute an article?

Please contact:  
Monica Reisner, Editor  
[mreisner@daleyheft.com](mailto:mreisner@daleyheft.com)

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[info@sandiegoala.org](mailto:info@sandiegoala.org)

### Editor's Corner

**It's Summer & we all work too hard, let's have a refreshing drink. I made my first mojito at home – YUM!!! How it's done:**

#### Ingredients

3 Mint leaves  
2 oz White rum  
3/4 oz Fresh lime juice  
1/2 oz Simple syrup  
Club soda, to top  
Ice

Lightly muddle mint in a shaker  
Add rum, lime, simple syrup & ice  
Give it a brief shake  
Strain into a highball glass  
Top with the club soda

**CHEERS!!!!**