PRESIDENT’S MESSAGE

I trust this issue of COALA Corner finds you adjusting to the time-change and well on your way to experiencing new beginnings this Spring!

We are thankful for all those who renewed their membership with us on every level.

Our membership continues to grow, and I want to personally express my gratitude for those of you who designated an interest in helping us with the various Chair positions currently open as well as assisting on the committees. We are in the process of contacting you, and look forward to having you join us as we "march" forward through 2019. I hope that each of you will take a moment to express your gratitude to Tamira Lee-Brown for all she has accomplished as Publication Chair. She has created such an amazing quarterly publication full of great information! This publication has surpassed any of our expectations of a newsletter to the membership and we will be forever grateful for this giant leap forward for our organization. A few have offered to assist with future publications and we are hoping to have that lined out and to be in a position to announce that soon.

With the 1st quarter behind us, we are looking forward to our 2nd quarter highlights; Spring Seminar, Law Day, June Awards Luncheon, and of course, our monthly CLE Luncheons. Let’s continue this surge forward! Serving together,

Ethics is knowing the difference between what you have a right to do and what is right to do.

Potter Stewart

NALA CONVENTION REGISTRATION IS OPEN!!

Don’t miss out on a fun event benefitting a wonderful cause.

NALA CONFERENCE & EXPO 2019
JULY 11-13

REGISTRATION NOW OPEN

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MAKE YOUR MEMBERSHIP COUNT

COALA is your organization and we need your help. If you are not already involved, please join a Committee.

Interested in planning content for the quarterly publication and luncheon newsletter or assisting in taking photos of events? Join the Publication Committee.

Interested in providing creative ways to improve the overall quality of membership for COALA members? Join the Membership Committee.

Interested in providing and promoting informative education opportunities for the membership? Join the Education Committee.

Interested in making contacts or do you have contacts who wish to post available career opportunities? Join the Placement Committee.

Interested in assisting with the maintenance of the website? Join the Web Design Committee.

Interested in event planning or creating unique opportunities in order to grow membership? Join the Recruitment Committee.

Interested in managing volunteer opportunities for COALA members and promoting COALA in the Community? Join the Public Relations Committee.

Thank you to the members who have renewed their membership for 2019 and our new members. Help us make 2019 the best year for COALA yet!

For more information about any COALA Committee or leadership position, contact COALA President, Carol Bybee, cbybee@coxinet.net
COALA IN THE COMMUNITY

Cork & Canvas Benefitting Positive Tomorrows

Join Positive Tomorrows for an upbeat evening of live music, delicious appetizers, wine pairings, and a great selection of silent and live auction packages, including one-of-a-kind artwork from students.

Cole’s Garden
1415 NE 63rd Street
Oklahoma City, OK 73111

All proceeds benefit Positive Tomorrows. Tickets are $50 and include unlimited food, drink, and fun.

Must be 21 or older to attend. Must purchase tickets in advance. Learn more and purchase tickets at http://www.positivetomorrows.org/get-involved/cork-canvas/
COALA IN THE COMMUNITY

Lawyers for Learning Reading Program

Act as a “reading buddy” for elementary school students in Oklahoma City Public Schools. The Oklahoma County Bar Association has organized a reading program called Lawyers for Learning.

This is an opportunity to read with a child in our community, that may be behind in reading and/or coming from a home where English is their second language, to help them advance their reading skills in a one-on-one setting. Each reading session lasts approximately one hour and takes place at the school. You have the option of reading as little or as much as you like – weekly, bi-weekly, monthly, or anywhere in between. These students are at a pivotal point in their education as they prepare to qualify for promotion to the 4th grade.

Positive Tomorrows Birthday Party Sponsorship

Help create the most memorable day for a student at Positive Tomorrows by sponsoring their birthday party!

During your sponsorship of a birthday party, you will work with a group of volunteers to provide gifts, cake & refreshments, decorations, and party favors for a child on their birthday. You will also CELEBRATE their birthday with them by actually hosting the party, decorate, sing Happy Birthday, explore goodie bags, or help open presents! The birthday parties take place at the school and require a little over an hour as a time commitment.

This is an amazing opportunity to get involved in your community and make a difference in a child’s life. Contact COALA Public Relations Chair, Kasi O’Brien, kasi.obrien@crowedunlevy.com, if you are interested in sponsoring a birthday party. Visit www.positivetomorrows.org, for more information about Positive Tomorrows.
Autism Oklahoma PieceWalk

The PieceWalk & 5K is the largest single autism awareness event held in Oklahoma. This is a day of joy and celebration for all who love someone with autism. It includes a Resource Fair filled with vendors providing information, samples and fun. Kerry Blackburn, COALA’s NALA Liaison, has a son JJ Blackburn who is autistic. Kerry and JJ participate in the walk every year. If you are interested in participating in the walk and being a part of “Captain JJ’s” team in raising awareness for autism, contact Kerry Blackburn at Kerry.Blackburn@mcafeetaft.com or visit https://piecewalk.org/

If you are aware of additional community activities of interest to the COALA membership or if you would like more information or are interested in volunteering for the opportunities listed, please contact COALA Public Relations Chair, Kasi O’Brien, kasi.obrien@crowedunlevy.com.

Contact Us

COALA
P.O. Box 2146
Oklahoma City, OK 73101

coalaokc@gmail.com
www.coalaokc.org
As your trusted outsourcing partner, Ricoh’s Managed Review Services provides a proven expertise and professionalism, giving you access to licensed, contract attorneys who specialize in the review of Electronically Stored Information (ESI) by using a technology-driven approach to reduce the ESI to an amount that is proportionate to your case.

**Scalable Attorney Coverage**
With legal teams demanding cost predictability, combined with the challenges around maintaining the right number of personnel for each case, it is no longer realistic to have in-house attorneys review masses of documents and charge by the hour. Ricoh will work with you to determine the appropriate number of professional reviewers you need to get your review completed in a timely manner.

**Technology-Driven Approach to Review**
Ricoh’s contract attorneys and Review Project Managers specialize in using advanced technologies to efficiently organize, search and cull down your data to only the most relevant documents in your collection. You can feel confident that not only will we help you find the data you need, but we’ll also help you save on internal review costs. For law firms, those are savings you can pass on to your clients, and use to gain a competitive advantage in the marketplace.

**Fixed Fee Contracts**
Corporate clients demand cost predictability, but requirements may vary from case to case. Depending on your specific needs, we offer fixed fee pricing by the hour, document or gigabyte.

**Your Trusted Partner**
By partnering with Ricoh, you’ll gain access to more than 25 years of legal industry expertise. Our review attorneys will help you comply with court mandates, while also maintaining judicial compliance — all without the need to involve your senior attorneys in the process.

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**Managed Review Center**
Ricoh’s innovative Managed Review center is a modern facility located in St. Louis, MO, where expert review attorneys enjoy working.

Our review professionals are comprised of a combination of permanent and contract reviewers, resulting in a well-rounded level of knowledge and expertise on every project.

**Why Managed Review Services?**
- Licensed contract attorneys and expert project management
- 25+ years of legal industry experience
- Flexible, fixed fee pricing
- Reduced culling burden on senior attorneys
- Increased productivity and cost management

www.ricoh-usa.com
The Speaker at our January Luncheon was Lauren Layman, President of the Oklahoma Homicide Survivors Support Group.

Oklahoma Homicide Survivors Support Group consists of victims who have been impacted by the loss of a loved one from someone else’s actions. The group's mission is to be a meaningful advocate for all victims of violent crime, informing public policy, increasing public understanding and awareness of the impact of violent crime on victims and victims’ families.

Lauren also shared with us her journey to get justice for her great-grandmother’s cold case and how important it is for the victim’s family to have legal and equal rights.

Ms. Layman was also accompanied by Kimberly Moyer, State Director of Marsy’s Law for Oklahoma.

To learn more about the services provided by Oklahoma Homicide Survivors Support Group, check out www.ohssg.com.

To learn more about Marsy’s Law check out www.marsyslaw.us.
Upcoming Events

April 4, 2019
Positive Tomorrows
Cork & Canvas Wine Tasting &
Art Auction

April 12, 2019 Meeting
Anne Lawrence
Oklahoma Child Support Services

April 18, 2019
Cocktails & Conversation
@ Revolución

April 28, 2019
Oklahoma City Memorial Marathon

May 1, 2019
Law Day

May 4, 2019
Autism Oklahoma Peace Walk

May 10, 2019 Meeting
TBA

May 16, 2019 Meeting
Cocktails & Conversation
@ Pearl’s Oyster Bar

Thank you to everyone who joined us for the first Cocktails & Conversation of the new year. We enjoyed a gorgeous Oklahoma sunset, good company, and great conversation.
PIERCING THE CORPORATE VEIL

Written by Melanie Hicks, ACP

Corporations or limited liability companies are created to protect individual shareholders, officers, and members from personal liability with respect to business operations. "Piercing the corporate veil" refers to a situation in which courts put aside limited liability and hold a corporation's shareholders or directors personally liable for the corporation's actions or debts as defined by Cornell Law School, Legal Information Institute, https://www.law.cornell.edu/wex/piercing_the_corporate_veil. Plaintiffs in a civil action may attempt to pierce the corporate veil of a defendant corporation to find additional sources for recovery of monetary damages. It is important to know what activities or failures become red flags with respect to potential claims when working with a corporate client.

One way a corporation’s owners open themselves up to claims, removing the protections of the corporate veil, is failure to observe corporate formalities. It is imperative that corporations conduct annual meetings, board meetings, and shareholder meetings in accordance with their articles of incorporation and operating agreements. Special meetings to approve financial and operating decisions should be documented in writing. Transfer of money between owners and other related entities require documentation as well. When corporate formalities are ignored, an alter ego relationship may be created by intermingling personal and corporate assets including but not limited to bank accounts. The corporation is then acting as an alter ego of the owner or owners and the owner may then be held responsible for the corporation's liabilities.

Absence of corporate records is another area that can be investigated if a party to a lawsuit is attempting to pierce the corporate veil. If an owner loans a corporation money, a promissory note can be executed to recognize the debt and terms of repayment for accounting purposes. When a company hires a service provider, particularly if the service provider is a closely related entity or individual, written service contracts provide a layer of protection to the corporation. Maintaining corporate records is one way to refute a claim of the corporation being an alter ego of the owner.

Fraudulent activities by the owners of a corporation is another act which allows a party to a lawsuit attempt piercing the corporate veil. Diversion of assets and funds by an owner depletes the corporation of the resources for payment of damages upon a determination of liability in a lawsuit. Owners who divert assets to avoid paying a judgment subject themselves to potential liability by the court piercing the corporate veil of protection and holding them personally accountable for the judgment. »
Another issue that leads to piercing the corporate veil is insolvency of the corporation. As corporations become insolvent, owners may divert assets from the company to salvage what they can if the corporation folds or files bankruptcy. Creditors can also pierce the veil if a corporation defaults on repayment of a loan. Bankruptcy courts may inquire of the corporation with respect to transfers and transactions that occur immediately prior to filing a bankruptcy petition. If owners are diverting assets to protect them from creditors, the court may pierce the veil to hold the owners responsible for the debt. If a corporation is inadequately funded to conduct business operations, the owners can also be held responsible for the corporation's obligations.

As paralegals involved in civil litigation, these are several areas to initially investigate if your client wants to ask the court to pierce the corporate veil of a corporation and hold the owners personally responsible for any liability. Understanding the importance of maintaining corporate formalities, maintaining records, identifying fraudulent activity, and avoiding insolvency of corporations is a benefit when working with clients. These issues are also important in preparing discovery requests to a corporation involved in a lawsuit.

Melanie Hicks obtained an Associate Degree in Paralegal Studies in 1994, became certified through NALA in 2010, and obtained her advanced certification in April 2018. Melanie incorporated Paralegal Solutions, LLC in 2008 and currently works for a criminal defense law firm and several real estate attorneys. Melanie is the editor of the newsletter, My Initiis, and maintains the website for LAPWV, has served on NALA’s Professional Development Committee and currently serves on NALA’s Continuing Education Council. 

paralegalsolutionsllc@gmail.com

Reprinted with permission of the National Association of Legal Assistants, Inc. This article originally appeared in the March/April 2019 issue of Facts & Findings. Inquiries should be directed to NALA at nalanet@nala.org.
The Speaker at our February Luncheon was Charlotte Blacklee, Litigation Support Manager at Crowe & Dunlevy, P.C. Charlotte has been with Crowe & Dunlevy since 1994 and has served as Litigation Support Manager since 2002. She works closely with the firm’s attorneys and litigation teams on case management, trial presentation, and the use of electronic evidence at trial.

She has been a member of COALA since 1995 and previously served as President and Board Member. Charlotte also volunteers with the United States District Court for the Western District and serves on several committees with the Oklahoma Bar Association and the Oklahoma County Bar Association concerning issues with electronic discovery and data management.

During our luncheon, Charlotte demonstrated Trial Director for the membership and shared a wealth of information and tips learned from extensive use of the product. Thank you for always being willing to share your knowledge and expertise with COALA.

InData Corporation, the creator of Trial Director, was acquired by Ipro Tech in August 2017. To learn more about Trial Director 360 visit, www.iprotech.com
In lieu of Cocktails & Conversation, COALA hosted a Galentine’s Day celebration on February 14, 2019.
History of Speed Limit Laws in the United States

Written by Cheryl J. Nodarse, ACP

For those of us who routinely travel by car, possibly no other laws affect us quite as often and directly as the speed limit laws. Since long before the Declaration of Independence was written, laws have been on the books regulating how quickly we are allowed to travel the roads of this country.

New York City, the Trailblazer
The earliest known speed regulation was enacted in 1652, when New York City was known as “New Amsterdam.” That decree read, “[N]o wagons, carts or sleighs shall be run, rode or driven at a gallop.” Violators faced a stiff fine of “two pounds Flemish,” which is roughly today’s $150. (http://www.newenglandhistoricalsociety.com/1st-speed-limit-connecticut-cracks-horseless-carriage/)

In 1701, the City of Boston’s board of selectmen (akin to a city council) enacted the following:

Ordered, That no person whatsoever Shall at any time hereafter ride or drive a gallop or other extremace pace within any of the Streets, lanes, or alleys in this Town on penalty of forfeiting three Shillings for every such offence, and it may be lawful for any of the Inhabitants of this Town to make Stop of such horse or Rider until the name of the offender be known in order to prosecution. (Report of the Record Commissioners of the City of Boston, Volume 8, Boston Town Records – 1701, p. 12.)

State of Connecticut Comes in First
Connecticut was the first state to regulate traffic speed. Introduced as a bill that would have limited speeds to 8 mph within city limits and 12 mph otherwise, the law that was ultimately passed allowed for a brisk 12 mph city and 15 mph on country roads. The law required automobiles to slow or come to a complete stop if necessary to avoid scaring animals pulling horse-drawn vehicles. The penalty was harsh: “not more than $200 for each offense” at a time when the average price of a car was under $1,000. (“An Act Regulating the Speed of Motor Vehicles,” May 21, 1901.)

Not to be outdone, New York City quickly enacted the world’s first comprehensive traffic code in 1903. This code was developed by New York native William Phelps Eno, who is also...
credited with the invention of stop signs, the concepts of one-way streets, taxi stands, traffic circles, and pedestrian safety islands. He is also the person who designed the circular traffic pattern around the Arc de Triomphe in Paris, France (https://www.onotrans.org/about-ono/mission-history/).

**Some States Slow to Get Up to Speed**

Unlike the trail-blazing Connecticut, many states were reluctant to regulate speed. As of 1930, a dozen states had no speed limit. Possibly more alarming, 28 states did not require operators to obtain a driver’s license.

**Feds Put the Brakes On**

Due to a serious conflict within the Organization of Petroleum Exporting Countries (OPEC), oil prices increased by 130% in the early 1970s and eventually led to an oil embargo. Long lines at the pump created crisis mode. In response, many states lowered speed limits, and President Richard Nixon signed a national speed limit of 55 mph into law in January 1974 (Emergency Highway Energy Conservation Act, amending 23 U.S.C. 106). While individual states still had the ability to set their own speed limits, the law provided that federal funding for roads could be withheld for those states with limits exceeding the 55 mph benchmark.

The law, enacted to reduce oil consumption, had a welcomed side-benefit of reducing the nation’s traffic fatality rate, which dropped from 4.28 per million miles of travel in 1972 to 3.35 in 1974 and a low of 2.73 in 1983.

**The Federal Government Lets States Take Back the Wheel**

Concerns about fuel availability and cost later subsided, and in 1987 Congress allowed states to increase speed limits on rural interstates to 65 mph. Further removing federal oversight, the National Highway System Designation Act of 1995 – signed into law by President Bill Clinton – repealed the maximum speed limit. 23 U.S.C. §101, et. seq. This returned full control of setting speed limits to the states. Since that time, almost 80% of states have raised the limits to 70 mph and higher on portions of their roads, including rural and urban interstates and limited access roads.

Sadly, the convenience of higher speeds comes at a cost. According to the Insurance Institute for Highway Safety, approximately 22,000 additional deaths have occurred as a result of the higher speeds since the 1995 repeal of the maximum speed limit.

**The Wild – and Fast - West**

Some states have a history of opposing speed limits. Even when federally required to enforce mandatory maximums, states found a work-around by imposing minimal fines for speeding. For example, rogue states of Arizona, Idaho, Montana and Nevada instituted “energy wasting fines” for speeds in excess of 55 mph, and those fines amounted to a paltry $5-$15 per offense.

Since the 1995 repeal, speed limits have crept up in many western states. Because everything is bigger in Texas, the award for the fastest speed limit goes to the SH 130 toll road running in the 91-mile stretch from Austin to Seguin, Texas, where drivers can travel at 85 mph. As of 2016, Texas also held the record for highest average speed for interstates and limited access roads of 78 mph.

**Aloha Means Slow Down?**

In contrast to Texas, Hawaii has a top speed limit of 60 mph, making it the slowest state in the nation. Alaska, too, has generally held to slower speed limits. (And, with the beautiful scenery in those two states, who’s complaining?)

**The Exceptions**

Exceptions are made to general speed limits based on a variety of factors. Many, but not all, states have different maximum speed limits for commercial vehicles such as semis, heavy trucks, and buses. These laws are enacted in the name of safety, even though some studies suggest that large vehicles traveling at slower speeds than the rest of traffic can be a contributor to crashes. Some jurisdictions enforce night speed limits, either for specific stretches of road or as a general application to certain classes of roads. Often the speed limit is reduced near schools during hours before and after school. And, of course, drivers must generally travel at a rate of speed appropriate for weather conditions, a fact of life for those of us in the northern states who must deal with snow and ice for months on end.

**Legal Burden**

In most states, exceeding the imposed speed limit is considered illegal per se, meaning that the act is inherently illegal, and no proof of intent is required. There are a few exceptions. In California, Texas, and Utah, exceeding the speed limit is prima facie evidence of a violation (Cal. Vehicle Code Div. 11 § 23351; Tex. Code § 545.352; Utah Code Annotated § 41-6a-601). The prima facie threshold provides drivers with the ability to defend against a speeding charge by proving their speed was reasonable and prudent. 

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Cheryl J. Nodarse, AGR, Treasurer of NALA, is employed as a paralegal with the Vlahakis Code Law Firm in East Lansing, MI, a firm specializing in municipal and real estate law. She graduated with a B.S. in Sociology from Central Michigan University. Ms. Nodarse is past-president of Great Lakes Paralegal Association, and past-chair of the State Bar of Michigan Paralegal/Legal Assistant Section. She is also a licensed realtor with Vlahakis Homes in Okemos, Michigan. Ms. Nodarse’s service to NALA has spanned many years and several positions, such as contributing author to its publication, Facts & Findings, Region 5 Board of Director, and Continuing Education Council member. E: cnodarse@nala.org
Registration is now open for the 2019 NALA Conference & Expo scheduled for July 11-13. This year’s conference will be held at the luxurious Westin Kierland Resort & Spa located in Phoenix/Scottsdale, Arizona. The 3-day educational event will provide attendees with superior networking opportunities, a chance to earn up to 13 CLE hours, and over 30 session developed to help elevate your paralegal and professional skills. Registration form is attached. For more information, access the Conference Brochure.

CLE OPPORTUNITIES

- Did you know that Certified Paralegals can earn CLE credit if they submit an article for NALA’s Facts & Findings and/or Facts & Findings Digital and it has been approved for publishing?

Certified Paralegals will be awarded three CLE hours for an individually-authored article of at least 1,000 words published in a legal publication in accordance with NALA Facts & Findings Editorial Guidelines. Hours for articles with more than one author will be awarded pro-rata based upon the number of authors and words.

If you would like to submit an article for consideration by the Facts & Findings Editorial Board, send the article, contact information, and an author bio to: editor@nala.org.

- Did you know that NALA Members can earn CLE credit for reading articles in NALA’s Facts & Findings?

One hour of CLE credit will be provided to NALA members for reading five designated articles in a single issue of Facts & Finding and successfully completing a follow-up test on those articles. Articles eligible for CLE credit will be identified in each issue of Facts & Findings and Facts & Findings Digital. No partial credit will be given, articles cannot be combined from different Facts & Findings issues, and CLE credit must be submitted within one year of the publication date. No other publications will be considered. There will be a maximum of 2 article CLE hours granted per year, and a maximum of 5 CLE hours for the 5 year certification period.

For more information about the NALA Conference & Expo or information regarding NALA in general, contact your COALA NALA Liaison, Kerry Blackburn at Kerry.Blackburn@mcafeetaft.com
The Speaker at our March Luncheon was Rachel Pappy, co-owner of Polston Tax. Polston Tax has over 100 employees across four offices in two states.

While working full-time in the tax and accounting field since 1999, Rachel discovered her life path and made the decision to couple her career in accounting with a law degree. She was inspired to become a tax attorney so she could use her knowledge of complex tax laws to help the public navigate the nightmare they faced at the IRS.

Rachel never planned on becoming a tax attorney but felt her purpose was already built into her being. Rachel’s heart to help others started at a young age and continues today.

To learn more about Rachel Pappy and the services provided by Polston Tax, visit www.polstontax.com.
EVERYONE LOVES FREE!!!

Do you want to know how to earn a free lunch at Block 23?

It’s easy!

Simply provide COALA with a lead for a speaker for any of our upcoming scheduled luncheons. If the lead pans out to a scheduled speaker……

TA-DA!! You get a free lunch during a COALA luncheon at Block 23.

For more details, contact COALA First Vice President, Misty Shirley, mshirley@okpublicfinance.com.
The Speakers at our 2019 Spring Seminar covered a variety of topics. We learned about the advocacy efforts of CASA, a general overview of the Oklahoma Medical Marijuana Authority, and employment law.

Kathy North, Director of Recruitment for Court Appointed Special Advocates (CASA) of Oklahoma County provided a presentation on the background of CASA, the intention and purpose of the organization, and the role of CASA in the child welfare system. A CASA acts as the “eyes and ears” of the judge in a child welfare case and works closely with many people affected by the case, including the child or children, the biological family, the foster family, DHS, attorneys, educators, therapists, physicians, tribal representatives, and other interested parties.

We also learned about the procedure to become a CASA. Volunteers go through an extensive screening process that includes background checks, reference reviews, and one-on-one personal interviews. Once volunteers have cleared the screening process, they go through 30 hours of training from a nationally-approved CASA curriculum. There are currently approximately 270 active CASA volunteers in Oklahoma County serving about one-third of the children in DHS custody.

Finally, we learned about the impact that CASA volunteers have on children in the child welfare system and watched a video from the perspective of a CASA child that had not yet been seen outside of the CASA staff. Ms. North took questions regarding how CASA assignments work, how long cases typically take, the nature of the strong relationship between a CASA and their child, the matching process and the considerations taken when matching CASAs to children to prioritize the safety of both the child and the volunteer. For more information regarding CASA, visit okcountycasa.org.

CASA Works!

On average, children who are assigned CASA volunteers spend eight months fewer in foster care and receive more services than those without an advocate.
Melissa Miller, Communications Manager for the Oklahoma Medical Marijuana Authority (OMMA), spoke to COALA members providing information about the organization and scope of OMMA.

The OMMA is a division of the Oklahoma State Department of Health and was established to oversee the medical marijuana program for the State of Oklahoma. Due to the short timeframes put in place, work began on creating the framework for the OMMA even before the passage of State Question 788.

Ms. Miller discussed the organization and scope of the OMMA and the sheer volume and speed with which applications are coming in and being processed. As of March 26, 2019, the OMMA had received over 92,000 license applications, all of which required review within 14 days of receipt. Melissa also highlighted some of the differences between Oklahoma’s medical marijuana program and those of other states, most notably that Oklahoma does not specify a list of qualifying conditions needed to receive a patient license and there is no cap on the number of business licenses that can be issued. She also walked us through the different types of licenses and requirements for each, with the caveat that so far, most of the OMMA’s work is based on emergency agency rules that are not yet fully permanent and may still be changed by the legislature as part of the recently signed “Unity Bill” and future potential legislation and rule-making.

Ms. Miller fielded many questions from interested members about the implications of medical marijuana for employers, special licensing circumstances for minors and incapacitated patients, residency requirements for licensing, and the compliance personnel and staff necessary to work for the entity.

For more information, visit omma.ok.gov.

Special thanks to Affiliate Members: Avansic and Ricoh for donating the raffle prizes.
COALA SPRING SEMINAR 2019 — Q&A

The fascinating questions posted by the medical marijuana presentation continued with a question and answer session facilitated by Allen Hutson, Labor & Employment attorney at Crowe & Dunlevy, P.C.

Mr. Hutson fielded questions about the intersection of federal laws with state medical marijuana laws like Oklahoma’s. He also mentioned there has already been litigation filed regarding the constitutionality of the recently passed “Unity Bill”. We discussed implications for employers who may have employees with medical marijuana licenses, especially those involved in industries where there are safety considerations.

Questions were also posed about general employment issues such as the scope and purpose of non-disclosure/confidentiality agreements that are becoming routine in many industries. Allen enlightened us on some changes that have come about as a result of the #MeToo Movement and Harvey Weinstein scandal, specifically, the amendment put into the 2017 Tax Cuts and Jobs Act that prohibits tax deductions based on settlements related to sexual harassment or abuse, if the settlement is subject to a non-disclosure agreement. Finally, we discussed some limitations on non-disclosure/confidentiality agreements when it comes to disclosing illegal activities and some disclosures are protected by various whistleblower laws.

Special thanks to Allen Hutson for taking the time to conduct the Q&A session.
Uncovering digital evidence can make or break a case. Our legal experts have experience in over 1,400 civil and criminal cases. Some of the services provided from the Alias Forensics' Lab: hard drive and cell phone forensic imaging, email recovery, data processing and timeline analysis. We have a successful track of recovering deleted data from hard drives, cell phones, GPS and tablet devices. Our Forensic Examiners are also certified experts in State and Federal Court.

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- Family Law
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COALA NALA/BAR LIAISON

Meet your COALA NALA/Bar Liaison, Kerry Blackburn.

Kerry is a paralegal at McAfee & Taft, P.C. providing paralegal support for attorneys whose practices are concentrated in energy and oil & gas litigation. Her primary responsibilities, which focus on trial preparation from inception to conclusion, include maintaining litigation files, document management, coordinating and responding to discovery requests, reviewing discovery, scheduling and summarizing depositions, preparing and filing pleadings, docketing, preparing and organizing documents and exhibits for trial, and assisting attorneys at trial.

Kerry holds an associate of applied science degree in paralegal studies from Rose State College and is a past recipient of COALA’s Dianna Peters Memorial Scholarship.

Kerry is a member of the National Association of Legal Assistants and Oklahoma Paralegal Association. Since 2017, she has served on the board of COALA as its NALA/Bar Liaison.

Kerry has enjoyed her time as a Board Member and getting to know other paralegals locally at the monthly COALA luncheons and from around the world while attending the annual NALA Conventions. She also enjoys being involved with COALA and the amazing group of people that help keep the organization running. As the NALA/Bar Liaison, Kerry plans to continue to grow the relationship between NALA and COALA.

COALA MISSION STATEMENT

The Central Oklahoma Association of Legal Assistants (COALA) was formed to provide a forum of communication, support, assistance and continuing education for paralegals, as well as to establish standards and guidelines for proper and effective utilization of paralegals by members of the Bar to provide a higher quality of legal services at a lower cost to the client. Upon its formation, COALA established the following goals and objectives:

- To provide a forum of communication among paralegals;
- To provide a network of support and assistance among paralegals;
- To provide sources of continuing legal education to paralegals and members of the legal community, particularly in the form of seminars and publications;
- To establish standards and guidelines for proper and effective utilization of paralegals by members of the Bar to provide a higher quality of legal services at lower cost to the client;
- To promote the paralegal as an educated and experienced professional; and
- To maintain the high standards of professional responsibility and conduct imposed upon all members of the Bar.
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- Kim Neese, Owner & President

Neese Personnel
405-942-8551 | workwithneese.com
To place a Job Bank ad or for information on a job, contact Marlena Higgins at mhiggins@fellerssnider.com.

For more information about the jobs listed below, visit COALA’S Job Bank at www.coalaokc.org.

PERSONAL INJURY PARALEGAL
Carr & Carr has an opening for a personal injury paralegal. Paralegal certificate preferred, but not required.

EXPERIENCED PARALEGAL
McAlister, McAlister, Baker & Nicholas in Edmond is seeking a paralegal experienced in the areas of estate planning, probate, and trust administration.

FULL-TIME PARALEGAL
Rennie Law Offices in Norman is seeking a paralegal/legal assistant to help run a general practice law firm.

FULL-TIME LEGAL ASSISTANT
Oklahoma State Department of Education is seeking a detail-oriented legal assistant to provide secretarial and administrative assistance to the Assistant General Counsel and General Counsel.

MAKE SURE YOU CHECK OUR ONLINE JOB BANK FOR CURRENT JOB LISTINGS.
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ACROSS

2) Method of dispute resolution outside the court system utilized by disagreeing parties
4) Geographical location within a jurisdiction where a trial should occur
6) One whose interest in the litigation is so essential that litigation without them would be unjust
8) Sworn testimony of a witness prior to trial
9) Pleading filed to initiate litigation
12) Pleading used by a defendant to file a claim against a plaintiff
15) A writ commanding a person designated in it to appear in court under a penalty for failure
16) Series of written questions served by one party to another party which much be answered under oath

DOWN

1) Protection against compulsory disclosure including work product, absolute, and qualified immunity
3) Response to a complaint filed to initiate litigation
5) Power or authority of a particular court to preside over a specific case
7) Assertion which, if proved, can negate most of the plaintiff’s claim
10) Jury selection process where jurors may be challenged for cause or through preemptory challenge
11) Jury decision of winner of a case
13) If a legal matter is decided or dismissed, then it cannot be tried again in any court
14) Proceeding conducted by a neutral party to promote reconciliation, settlement, or compromise between conflicting parties

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