

PLEADINGS

Issue No. 251

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April 2011

ARE YOU CHALLENGED OR OVERWORKED?

Breaking points are subjective. Some people are just hard-wired to handle certain stressors better than others. Take ultra-marathoners, for example. They run 100-kilometer races while many runners are happy to finish a 10k. When it comes to work, we all have that co-worker who will put in an extra 20 hours a week like it's no big deal, while many of us struggle through a regular workweek.

Because everyone's tolerance for stress is different, it can be tough to draw a clear line between rising to a challenge at work and being overworked. For example, while your superstar co-worker may have time to put in an extra 20 hours a week, you may have a family at home that requires your attention, and may not be able to handle as many overtime hours without feeling like you're at your wits' end.

Though breaking points may be different for everyone, certain gauges can help you establish a boundary between stepping up to the plate at work and stepping into the dangerous territory of being overworked.

Examine the emotional effect

If your workload is affecting your emotional health, chances are you're overworked. Employees who worry about not getting work finished and keeping up a fast pace can feel like they are drowning in their workload, a feeling that manifests itself in chronic stress and anxiety.

"[Being] overworked is about the gap between the tasks you are currently doing and what you are expected to be doing," according to Louis Barajas, author of "Overworked, Overwhelmed, Underpaid." "It can also mean that you are working too many hours. When you are asked to do more than you think you should, to do tasks beyond your capabilities or work more hours than your mind and body can take, you can quickly burn out. The stress also creates a lot of tension in personal and work relationships." If you find yourself unable to sleep because of work stress, or if you are feeling so strained that you take it out on the people you love, it's time to re-evaluate your workload.

However, Barajas says, not everyone experiences burnout from working long hours. Those who enjoy the type of work they do and believe that they are making a worthwhile contribution to society have fewer times when they feel overworked, and may be able to work longer hours without a negative emotional impact, than those who don't find satisfaction in their job.

"If you are doing work that has purpose or meaning, you tend to see the work as justified because of the vision of the 'end in mind.' For example, when President Barack Obama was running for election, a lot of his volunteers were working almost 100 hours a week. They had tremendous energy and felt that their time and effort would eventually change the history of America," he says.

If you're starting to feel like you are overworked, evaluate whether it's due to longer hours and increased workload, or whether it's time to consider other, more fulfilling career options.

Examine the physical effect

One of the key indicators that you're being overworked, and not merely challenged, is if work-related stress begins to take a toll on your physical health.

"Being overworked can manifest into different types of physical symptoms," Barajas says. "You get sick a lot, your immune system weakens, you can get depressed, you can get insomnia. All these symptoms can cause more fatigue-related errors at work or in your personal life."

According to the Mayo Clinic, other physical symptoms may include headache, neck pain, lower back pain, depression, changes to appetite and chronic fatigue. If you experience any of these physical symptoms, it's time to talk to your supervisor about adjusting your workload.

Assess whether the heavy workload is permanent

All jobs have ebbs and flows -- periods of heavy workloads and periods of not-so-heavy workloads. Accountants, for example, may work far more hours during tax season than they do during the rest of the year. If your job is cyclical, or you are assigned to a high-

stress project that is temporary, you may have no other option than to rise to the challenge.

"Unfortunately, there are times when you do need to suck it up and do the extra work," Barajas says. "But you should suck it up temporarily. You need to create a plan to move forward and free yourself from the tyranny of work that creates such dysfunction in your life." Feeling like your workload is constantly insurmountable and like you can't seem to get ahead means that you're at risk for being overworked.

Discuss it with your supervisor

If you're still unclear as to how serious your work stress is, address the problem with your supervisor. Tell your boss how you are feeling in an objective way, taking care not to come off as "whiny" or like you're complaining, which will make you seem immature and like less of a team player, especially if the whole office is feeling overworked.

Instead, Barajas advises, "Don't be part of the problem, be part of the solution. If the bosses will listen to you, offer constructive advice as to how you can make the work more efficient and tolerable."

If your boss is elusive, or doesn't take your concerns seriously, look into whether your company has an employee assistance program. Often such programs offer therapy, counseling and support to employees who are having workplace issues. If your company doesn't offer an EAP, it may be time to evaluate whether your job is worth the potential risks to your well-being.

*By Kaitlin Madden, CareerBuilder.com,
September 2010*

TAKE AN UN-NAP

Problem: Even though rest is how your body rebuilds, there's virtually no time or space to do it at work. But we really need rest -- much of the population is sleep-deprived. It's even more severely rest-deprived, which fouls up mood, performance and health.

If you do too much at once, you'll feel overwhelmed. If you do the same thing too much over and over, you'll get exhausted. Taking breaks is often the only way to prevent the error that being tired and unrested can cause, yet it's hard

for most workers to rest -- and still be efficient -- at work.

You have to have the right kinds of breaks.

Solution: You probably can't take naps at work -- about half of Fortune 500 corporations will fire you or reprimand you if you nap on the job. Instead, take an UnNap Nap using the paradoxical relaxation technique.

UnNap Naps can be taken in a very short time, one to three minutes, though you can certainly take longer ones.

Where and when you can take an UnNap Nap: Anywhere, any time

What it is: It's all about paying attention to muscle tension -- that's it.

Why it is "paradoxical" relaxation? Because you rest and relax by not relaxing -- thus the paradox.

How to take an UnNap:

1. Sit in a comfortable place (try this first when you're not at work).
2. Start with any muscle in the head that feels tight. Can't find one? If you're looking at a screen all day, the middle of your forehead should feel tight; others find that some spot on their neck is always a bit tight.
3. Put one hand over your closed eyes (if asked at work, you can say you have a little headache you're trying to fix).
4. With your other hand, point at the muscle that's a bit tense in order to focus on it; put your hand back.
5. Continue to focus all your attention on the tense muscle. Feel it. Sense it. Don't relax it or tense it. Just focus on it. You can also visualize the muscle. Muscles work like a set of teeth in a comb -- when they're tense, they bunch up; when relaxed, they pull away from each other.
6. Sense that muscle and its tension for 30 seconds.
7. Pull your hand away from your eyes and open them. Now, think about how the muscle feels. Does it feel relaxed? What about the rest of your body?

Here's where the paradox comes in -- with all your attention focused on one spot, the rest of the body relaxes.

Now, sense other muscles on your face or head that are tense. Choose one. For the next 15 seconds, just sense that muscle alone. Feel it with your complete attention. Continue until you feel more relaxed.

To make the UnNap Nap as close to a nap as possible, do a mental scan of the body, focusing on different muscle groups one at a time, stopping at any that are feeling tense. Go down the body muscle by muscle. Sense each muscle group for 15 seconds. Go from head to toe. After awhile, you'll be able to easily pick them out, especially if you work at a desk.

When you feel fully relaxed, notice your attention level. You should feel more relaxed and focused. You can use the UnNap Nap to relax anywhere, any time, and with practice it can be done in 15 seconds or less. It can be used to:

- Improve concentration quickly
- Relieve stress almost anywhere, any time
- Help you nap or fall asleep when you have the time
- Help teach you active rest -- the many different techniques to power you up when you're exhausted or calm you when you're stressed.
- Help you relax and de-stress in the middle of an exam -- academic, medical, whatever. Rest rebuilds and revives the body. Active rest helps you direct that rebuilding, so it goes more the way you want it -- making you more productive, more alert, more relaxed -- and often looking and feeling younger, too.

From CareerBuilder.com

NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS

The Board did not meet in April. The next Board meeting will be May 3, 2011, at 12 noon at Miller Canfield.

THE COMMITTEES THAT FORM NALS OF GREATER KALAMAZOO Need You!!! Please sign up for the 2011-2012 year.

Certification – Is anyone interested in sitting for one of the certification exams?

Christmas Charity Project – Do you have a charity you would like us to give to this year?

Court Observance Day/Week (2nd week in October) – Advertise, plan a Seminar, etc.

Historian -- One or two people to take pictures and keep a scrapbook.

Law Day -- May 1 – coordinate with the Kalamazoo Bar Association or plan an event.

Legal Professional of the Year – Committee of 3 for next spring to select a local outstanding legal support professional to honor for their professionalism and commitment to the profession.

Membership – Come up with ideas to help our organization grow; send out materials to both new and prospective new members; plan incentives and fun activities for current members. Cindy Comer, Chair

Newsletter (Pleadings are sent out monthly) -- Nancy Thomas, Chair

Programs – Obtain speakers for our monthly chapter meetings. If you have ideas or would like to hear about something new, here is your chance. We welcome your input!

Public Relations/Marketing – notify the Gazette about upcoming activities / events

Reservations – Pick where monthly meetings will be held.

Scales of Justice Award – Nominate an individual or group who has shown their commitment to the legal profession and support of our group.

Scholarship -- Pam Wilcox, Chair

Summer Fun Activity –

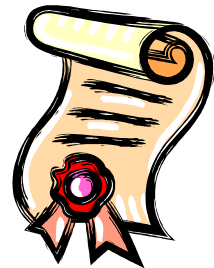
Ways and Means - Nancy Thomas (Koeze Nuts)
Chris English (collect updates for the Attorney Directories)

Welcoming Committee – Help us make sure *everyone* feels welcome at monthly meetings.

Please let me know what committee(s) you would be willing to assist with. ***Working together we can continue to make NALS of Greater Kalamazoo one of the strongest chapters in the State of Michigan.***

Diane Berry – 226-8860 or diberry@plunkettcooney.com

LEGAL PROFESSIONAL OF THE YEAR



Attention Members:

It's time to nominate the legal professionals who are exceptional and deserving of this year's NALS of Greater Kalamazoo "Legal Professional of the Year" Award.

To qualify, a candidate must have five years or more of legal experience, be conscientious, hardworking, community-spirited, and, in general, a "legal professional". If you would like to nominate someone for this outstanding award, please complete the nomination form below and forward it to:

Kim L. Snow, PP, PLS
Law Offices of Frederick J. Taylor
1210 West Milham Avenue, Suite 202
Portage, MI 49024
E-mail: ksnowpls@aol.com

All nominations must be received on or before April 30, 2011. The nominees will be furnished with an application to be completed and submitted no later than May 31, 2011. The LPY Committee will review the applications, and an applicant will be chosen to receive the 2011 Legal Professional of the Year Award.

*Note: Prior winners are not eligible. Prior LPY Award winners are:

- | | | |
|-------------------------|--------------------------|---------------------|
| Pamela S. Wilcox | Jo Spaulding | Brenda Parker |
| Nancy Lane Johnson | Cecilia O'Dea Rankin | Chris Voissem, PLS |
| Nancy Thomas, PLS | Evelyn Rasmussen, PLS | Elaine Krause |
| Kim Snow, PP, PLS | Margaret L. Bristol, PLS | Cynthia Comer, PP |
| Jamie Henby | Patricia Connor, PP, PLS | Diane Y. Berry, PLS |
| Rebecca L. Cornwell, PP | Colleen VanSickle | Lynn Brookman, PLS |
| | | Susan Collins |

Nomination for Legal Professional of the Year

NALS of Greater Kalamazoo

I hereby submit the following nominee for the 2011 Legal Professional of the Year:

Name _____

Employer _____

Signature _____

(Optional)

WELCOME, KATHIE AMIRANTE!

We are pleased to welcome NALS President Kathie Amirante, PP, PLS, to our April 26, 2011, general membership meeting. How fortunate for us in Michigan that Kathie is representing all of our members as president of the national association! Kathie works with the Kitch Drutchas firm in Okemos, and she has served at all levels of the association. Let's have a good turn-out to welcome Kathie to our corner of NALS!



NALS NEWS

Region 3 Retreat: The Region 3 meeting will be held in West Michigan at the Spring Lake Holiday Inn on June 10 and 11, 2011. NALS of Michigan will also hold its summer board meeting on Friday, June 10, in conjunction with Region 3. **Early-bird registration has been extended to May 1.** Cost for the Region 3 portion of this meeting is \$90; cost for the NALS of Michigan portion is \$20. Therefore, if you plan to attend both, the total registration fee is \$110. Payment can be made by one check for the total, payable to Region 3. Hotel accommodations are at the Holiday Inn, 940 West Savidge Street, Spring Lake, Michigan, phone: 888-407-6675; room rates are \$109.95 plus tax. (*Note: The NALS of Greater Kalamazoo Board of Directors may approve registration fee costs to this meeting.*)

NALS Officer Elections: NALS is "going green" by using all electronic voting for the national officers. That means no more paper ballots will be mailed. Be sure your current e-mail address is registered with the NALS Resource Center. If changes have to be made, you can go to the NALS website and update your information. Or call or e-mail Sandra Bates at bates@nals.org and she can assist you.



Member Spotlight: Did you notice our own Nancy Gideon was in the "Member Spotlight" in the March 2011 edition of the NALS Docket? If not, check it out at nals.com. Congratulations, Nancy, on a "glowing" article!!



Attorney Dan Grow spoke at the March 22, 2011, general membership meeting on the Michigan Medical Marijuana Act. Dan is plaintiff's counsel in the (so far) landmark *Casias v Wal-Mart* case.

NALS OF GREATER KALAMAZOO TREASURER'S REPORT

March 1, 2011 through March 31, 2011

Fifth Third Bank General Checking Account

Beginning Balance **\$1,557.73**

Disbursements

Susan Collins (Scales of Justice Award supplies)	71.38
Sandy Lavendar (NALS of MI Presidents gift)	25.00
NALS of MI (Annual Mtg program ad)	70.00
Miller Canfield (Fenb Pleadings postage)	13.42
NALS of MI Annual Mtg Registrations for (C. Comer, N. Thomas, P. Wilcox, D. Berry K. Hutchins, C. VanSickle)	690.00
Colleen VanSickle (March Gen mtg @ TGI Fridays)	252.67

Total Disbursements **\$(1,122.47)**

Deposits

February General Membership Mtg	20.00
March General Membership Mtg	172.00
March 50/50 drawing	13.00
Membership	10.00
transfer from Scholarship for Annual Mtg registrations	690.00

Total Deposits **\$905.00**

Ending Balance **\$1,340.26**

Fifth Third Bank Savings Account - Scholarship Fund

Beginning Balance **\$11,605.95**

transfer to General Checking (NALS of MI Annual Mtg registration fees)	-690.00
interest March	+ .49

Ending Balance **\$10,916.44**

Fifth Third Bank Savings Account - General

Beginning Balance **\$3,732.67**

Interest March	+.16
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Ending Balance **\$3,732.83**

NALS of Greater Kalamazoo
Minutes of General Membership Meeting
Held March 22, 2011

The NALS of Greater Kalamazoo Chapter met on March 22, 2011, at TGI Fridays. The March 2011 edition of the *Pleadings* provided all members prior notice of the meeting. Nine members were present at the meeting and 6 guests, including our speaker for the evening, Attorney Daniel Grow.

After dinner, Attorney Grow gave his update on the Michigan Medical Marijuana Act. After the presentation by Attorney Grow, the general membership meeting was called to order.

- I. **Call to Order:** Nancy Thomas called the meeting to order at 8:10 p.m. President Staudacher and Vice President Collins were both unable to attend the meeting.
- II. **Minutes:** Diane Berry made a motion to approve the February 2011 General Membership meeting minutes as published in the *Pleadings*. Chris English seconded the motion. The motion carried and the Minutes were unanimously approved.
- III. **Treasurer's Report:** Joyce Coker made a motion to approve the February 2011 Treasurer's Report as published in the *Pleadings*, subject to audit. Kim Snow seconded the motion. The motion carried and the Treasurer's Report was unanimously approved, subject to audit.
- IV. **Pending Business:**
 - A. 2011-2012 Officer Nominations. Nancy Thomas read the slate of candidates for officers as submitted in the *Pleadings*. There were no nominations from the floor. Chris English made a motion to elect the following officers to the positions stated beside their names, and Tami Carl seconded the motion:

President:	Diane Berry, PLS
Vice President:	Cynthia Comer, PP
Treasurer:	Colleen VanSickle
Recording Secretary:	Tami Carl
Corresponding Secretary:	Joyce Coker
Director:	Nancy Thomas, PLS
Parliamentarian:	Nancy Thomas, PLS
Alternate Director:	Diane Berry, PLS

The Motion carried and the officers were unanimously elected to their offices. The officers will be sworn into their respective offices at the next General Membership meeting on April 26, 2011, to be held at The Beacon Club, and the officers will take over their respective offices effective May 2, 2011.

- B. Attorney Directories. Chris English reported that she continues to work on the directories and will be contacting the printer in the near future.

V. **New Business:**

- A. NALS Annual Meeting. The next business to come before the meeting was that of electing delegates and alternates for the upcoming NALS of Michigan Annual meeting which will be held on April 29 and 30 at Crystal Mountain.. Cindy Comer, Diane Berry, Colleen VanSickle, Pam Wilcox and Nancy Thomas had all expressed interest in attending. It was noted that Kathleen Hutchins might also be interested. Upon motion made by Tami Carl, seconded by Diane Berry, and unanimously approved, Cindy, Diane and Colleen were elected as delegates to the meeting, with Pam, Nancy and Kathleen being elected as alternates.

Tami Carl also made a motion that the Chapter pay the registration fees for the delegates and alternates to attend the meeting, and Colleen VanSickle seconded the motion. The Motion carried and was unanimously passed. Diane Berry agreed to contact Crystal Mountain about lodging. Registrations are due by March 31st and hotel reservations are due by March 29th.

Nancy Thomas reported that our Chapter will have a basket for the 50/50 raffle at the state annual meeting. The theme will be blueberries. All members were encouraged to donate to the basket.

- B. NALS News. Nancy Thomas reminded everyone again that she has NALS of Michigan raffle tickets for the 50th annual meeting and conference raffle available for anyone who wishes to purchase or sell them for the Chapter. Tickets are \$5 each or 5 for \$20. The money needs to be returned to Nancy before the annual meeting which is the last weekend in April.
- C. Legal Professional of the Year. Kim Snow reminded everyone that she is accepting nominations for the LPY award. Nominations are due by the end of April. The presentation (if any) will be made at the June meeting,

VI. **Announcements:**

- A. The next general membership meeting will be held on **April 26, 2011**, at The Beacon Club. Nancy will be asking Kathie Amirante to speak and will confirm that as soon as possible.¹
- B. The next Board Meeting will be held on **April 5, 2011** at noon, at Miller Canfield.

- VII. **Adjournment:** No further business to come before the general membership, the meeting was adjourned at 8:20 p.m.

Submitted by Recording Secretary Tami Carl

¹ As of the typing of these Minutes, it is confirmed that Kathie Amirante has agreed to attend our April meeting at the Beacon Club for the installation of the 2011-12 officers.



engage
inspire
enhance
promote

**2011 REGION 3
RETREAT
AND
NALs OF MICHIGAN
SUMMER MEETING**

“WISH UPON A STAR”

**HOLIDAY INN
GRAND HAVEN-SPRING LAKE
MICHIGAN**

June 10-11, 2011



ATTENDING JUNE 10 SEMINAR? ADD:	
<input type="radio"/> Member	\$20
<input type="radio"/> Student	\$15
<input type="radio"/> Non-member	\$30
EARLY BIRD (postmarked before May 1, 2011)	
<input type="radio"/> Member	\$90
<input type="radio"/> Non-member	\$140
REGULAR (postmarked before May 27, 2011)	
<input type="radio"/> Member	\$100
<input type="radio"/> Student	\$70
<input type="radio"/> Non-member	\$150
LATE (received after May 27, 2011)	
<input type="radio"/> Member	\$130
<input type="radio"/> Student	\$100
<input type="radio"/> Non-member	\$180
TOTAL REMITTANCE ENCLOSED	

Member Number _____
 Last Name _____
 First Name _____
 Address _____
 City _____ State _____ Zip _____
 Home Phone _____
 Business Phone _____
 Fax Number _____
 E-Mail _____

Badge Name _____
 Certifications _____
 NALS Office Held _____

COMPLETE AND MAIL WITH PAYMENT TO:

**Barbara A. Stone, PP, PLS
4500 Christiansen Road
Lansing, MI 48910-5288**

First Time Attending Region 3 Retreat? Yes No

MAKE CHECK PAYABLE TO: NALS Region 3
CANCELLATIONS: Cancellations received by May 13, 2011, will be fully refunded. Cancellations received from May 13 – May 27 will be refunded less a \$50 handling fee.
NO REFUNDS AFTER May 27, 2011
DIRECT REGISTRATION QUESTIONS TO: Barbara A. Stone, PP, PLS, NALS Region 3 Director, region3@nals.org

Region 3 Retreat 2011

“Wish Upon a Star”

Friday, June 10, 2011

11:30 a.m. - 2:30 p.m.	NALS of Michigan Executive Committee Meeting		
2:45 p.m. - 4:45 p.m.	Seminar: “e-Mail Etiquette” (\$20 - provided by NALS of MI)		2.00
5:00 p.m. - 6:30 p.m.	NALS of Michigan Board of Directors' Meeting		
6:00 p.m. - 6:30 p.m.	Registration		
6:30 p.m. - 9:00 p.m.	Welcome Party with Dinner; Region 3 Meeting		

Saturday, June 11, 2011

8:00 a.m. - 8:30 a.m.	Registration		
8:30 a.m. - 9:30 a.m.	Opening Keynote Speaker - Kevin S. Cole, Esq.		1.00
9:30 a.m. - 9:45 a.m.	Break		
9:45 a.m. - 11:00 a.m.	Track I - Entertainment Law	Track II - Intellectual Property (Branding)	1.25
11:00 a.m. - 12:00 p.m.	Track I - Windows 7	Track II - Business Legal Structures/Business Enterprises	1.00
12:00 p.m. - 1:15 p.m.	Lunch		
1:15 p.m. - 2:15 p.m.	Track I - The Drive to Succeed	Track II - Franchise Law	1.00
2:15 p.m. - 3:30 p.m.	Track I - Air, Sea & Space Law	Track II - Antitrust Law	1.25
3:30 p.m. - 3:45 p.m.	Break		
3:45 p.m. - 4:30 p.m.	The Voice of Leadership – Kathleen R. Amirante PP, PLS – NALS President		0.75
4:30 p.m. - 5:00 p.m.	Drawings, closing announcements, etc.		
		Total CLE available per person	8.25

Hotel Accommodations



940 W. Savidge Street
Spring Lake, MI 49456
888-407-6675 reservations
<http://www.higrandhaven.com/>

Hotel reservations must be made directly with the hotel. Be sure to tell them you are with NALS Region 3. Room rates are \$109.95 plus tax.



NALS OF GREATER KALAMAZOO

“The Association for Legal Professionals”

www.nalsofgreaterkalamazoo.org

www.nalsofmichigan.org

www.nals.org

Tuesday, April 26, 2011

**Beacon Club
5830 Portage Road**

5:30 p.m. – networking

6:00 p.m. – dinner

**Program:
Kathie Amirante, PP PLS
NALS President**

Installation of Officers

Menu Selections – All \$20

Steak au Poivre

(Filet mignon finished with a bourbon-peppercorn sauce)

Chicken Kalamazoo

(Pan-seared chicken breast finished with garlic cream sauce with artichoke hearts, mushrooms and asparagus)

Mediterranean Salmon

(Finished with a kalamata olive and cucumber salsa, feta and cucumber dill sauce)

Roasted Vegetable Risotto

(Roasted red peppers, asparagus, sweet corn and mushrooms with parmesan, baby spinach and bleu cheese)

Prices include pre-dressed house salad, fresh baked rolls, baked potato, coffee, tea, or pop, tax, and gratuity.



PLEASE NOTE OUR RESERVATION PROCEDURE: Please reply to the email address below with “NALS reservation” in your subject line. Please give your selection in the body of the email, as well as the names and selections of any guests. Please give your payment to Colleen VanSickle at the meeting. Phone reservations will also be accepted—email is preferred. Thank you!

Please email your selection to Chris English at: englishc@millerjohnson.com by **Friday, April 22, 2011.**

ONCE RESERVATIONS HAVE BEEN CALLED IN (on February 21, 2010), YOU WILL BE RESPONSIBLE FOR PAYMENT FOR YOUR ORDER IF YOU CANCEL AND DO NOT FIND A REPLACEMENT. Please call Chris at 226.2975 with any questions.

2010-2011 Officers

Janice Staudacher, PLS, President
Phone: 207-5263

Susan Collins, Vice President
Phone: 343-1500

Tami L. Carl, Recording Secretary
Phone: 226-2966

Jennifer N. Bayer, Corresponding Secretary
Phone: 226-2970

Colleen VanSickle, Treasurer
Phone: 385-4602

Nancy Thomas, PLS, Director
Phone: 381-7030

Christine English, PLS, Parliamentarian
Phone: 226-2975

Nancy Thomas, PLS, *Pleadings* Editor
thomasn@millercanfield.com
Phone: 381-7030

CALENDAR

Next Board Meeting

Tuesday, May 3, 2011

12 noon

Miller, Canfield, Paddock & Stone
(File Exchange w/New Officers)

Next General Membership Meeting:

Tuesday, April 26, 2011

5:30 p.m.

Beacon Club

NALS President Kathie Amirante, PP, PLS

April 29-30, 2011

NALS of Michigan

50th Annual Meeting

Crystal Mountain Resort



NALS of Greater Kalamazoo
P.O. Box 50221
Kalamazoo MI 49005