

PLEADINGS

Issue No. 252

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SOLUTIONS TO LOST PRODUCTIVITY

Reports indicate that companies throw away billions of dollars annually in lost productivity. The average worker admits to wasting more than two hours each workday, on everything from making personal phone calls to socializing with co-workers to simply "spacing out."

The cost to U.S. businesses: up to \$759 billion per year.

Employers have taken notice and are cracking down on disengaged workers. While most workers don't purposely put off their priorities, those who frequently mismanage time should be aware that their actions -- or lack thereof -- could cost them choice assignments, promotions or even their jobs.

Here are five of the most common productivity killers in the workplace and tips for avoiding them:

Chronic tardiness

Why it's a problem: The old adage "Better late than never" doesn't hold water in the workplace. If you're always the last one into the office, colleagues and managers may question your professionalism and be upset by your lack of respect for the team, even if you're staying late to compensate. After all, they might not be aware of your night-owl tendencies.

Equally problematic, you may be frazzled and unfocused when you finally get to your desk.

The solution:

While everyone is tempted to hit the "snooze" button in the morning, tardiness is a major bad habit. Luckily, it's easily remedied. To overcome this problem, determine when you have to be out the door to make it into work on time. Then aim to leave five to 10 minutes before your "must-leave" time.

Carpooling with someone else who works in your office may

also help you become more punctual. Be sure to build extra time into your commute for unexpected delays.

Cyberslacking

Why it's a problem: The "harmless" 15 minutes you spend here and there surfing the Web and e-mailing friends adds up over the course of a full workday. In fact, research by Robert Half International indicates that, on average, employees spend nearly an hour a day on personal Internet use while at the office.

According to Websense, Inc., this could cost American corporations more than \$178 billion annually in lost productivity. You're also leaving an electronic trail of your non-work activities that might come back to haunt you.

The solution:

If you're a celebrity-gossip junkie or sports score-checking fanatic, break yourself of the habit of scanning the Internet while working on projects.

Although taking the occasional mental break to look up something online is part of modern-day work life, save the majority of your in-depth news and blog reading for home. You'll stay focused and get more quality work accomplished.

And don't forget that your office computer is actually the employer's equipment. What you do on that computer is, in fact, the company's business.

Post-lunch lethargy

Why it's a problem: You feel fatigued and your productivity dips immediately after lunch. Plus, the boss likely notices your sluggishness and the resulting lack of output. In a recent Robert Half International survey, executives said noon to 2 p.m. is one of the least productive times of the day for employees.

The solution:

Eat for energy. Healthy, wholesome lunches -- not a candy bar, soda and bag of chips -- can help you combat the dreaded mid-day slump and aid attentiveness the entire afternoon. If you feel your energy draining, head outside or take a walk around the office to get your blood flowing again.

Distraction attraction

Why it's a problem: When you're easily sidetracked by chatty co-workers, latte runs and excessive snack breaks, you're more likely to miss deadlines and scramble to finish projects.

The solution:

While it's beneficial to your career and overall well-being to have good relationships with your co-workers, job duties should never take a backseat to socializing. Complete your work first, then take some time to chitchat. Your cube mate will be around for awhile; your deadline won't.

Errand-running

Why it's a problem: Successfully balancing personal and professional commitments is important, but doing so does not mean using work hours to run private errands. Allowing personal obligations and tasks to consistently interfere with your job is a surefire way to damage your career.

The solution:

It's simple: Focus on work when you're at work. Save the shopping, pharmacy trips and dry-cleaning runs for your off-hours. Whenever possible, schedule routine dental or medical appointments before or after work, or ask for permission to take a long lunch break instead of trying to squeeze in an appointment.

If you have extenuating circumstances, such as issues involving childcare or an elderly parent, discuss the situation with your manager. The two of you may be able to work out a more flexible schedule.

Production and concentration are keys to professional success. While we all occasionally get sidetracked, the aforementioned tips will help you get back on task, stay motivated and

engaged, and prepare for success.

*By Robert Half International, for
CareerBuilder.com*

NALS OF GREATER KALAMAZOO BOARD OF DIRECTORS May 3, 2011

The Board approved the Minutes of the March 1, 2011 Board meeting, and approved the March 2011 Treasurer's Report, subject to audit. (The Board did not meet in April.) With the installation of the new officers at the recent general membership meeting, some of the officer responsibilities and duties were discussed for the benefit of the new officers. Nancy Thomas gave a report on the recent NALS of Michigan annual meeting. The Chapter made \$207 between the blueberry basket and the 50/50 raffle. Discussion was also held on the attorney directories, several committee matters, and topics and agendas for upcoming NALS general membership meetings. The Chapter has a few committees that still need chairs for the 2011-2012 year. The next general membership meeting is scheduled for May 24. Cathy Metzler from Miller Johnson will be speaking on estate planning matters. The next Board meeting is scheduled for June 7 at Miller Canfield at noon.

NALS OF MICHIGAN DIRECTOR'S REPORT

By Nancy Thomas, PLS



On April 29-30, 2011, I attended the NALS of Michigan 50th Annual Meeting and Educational Conference held at Crystal Mountain Resort in Thompsonville. Also attending from our chapter were: Diane Berry, Colleen VanSickle, Pam Wilcox, Kathleen Hutchins, and Cindy Comer. Because it turned out to be cheaper in the long run, the six of us stayed in one of the "town homes" available in the resort. The accommodations were very nice, with each of us having our own bed, with three bathrooms, as well as a nice living room, fireplace, and full kitchen. There were 84 full registrants total for the meeting, and 6 partial registrants.

Friday's agenda started with leadership training given by Sandy Lavender, Jan VandenBerg, and Terri Garber, NALS of Michigan officers. That was followed by an informative and very interactive session on ethics given by Joshua Sheffer, an attorney from Suttons Bay. The exhibitors' luncheon followed, with Donna Snider of Network Reporting, long-time NALS exhibitor, as the speaker. After lunch, we were treated to an interesting panel discussion on Michigan's Medical Marijuana Act. Finally, we concluded the day with visiting the exhibitors at a "Night of Networking" event. Since we were celebrating our 50th annual meeting, chapters were invited to bring their history books, and it was fun looking through those, especially at some of the members in their "younger" days!! Saturday opened with the business meeting, selection of the scholarship recipient, approval of next year's budget, and election of officers. There were several contested officer races, and it was an interesting election. In the end, these are the 2011-2012 NALS of Michigan officers elected by the delegates:

President	Sandy Lavender, NALS of Detroit
President-Elect	Jan VandenBerg, NALS of Northern Michigan
Membership Director	Teresa Garber, NALS of West Michigan
Marketing Director	Vicki Ballinger, NALS of Lansing
Certification Director	Renee Stout, NALS of Grand Traverse
Treasurer	Abby Lockner, NALS of Lansing
Executive Secretary	Lynn Philp, NALS of West Michigan

Terri Garber presented NALS of Greater Kalamazoo with the third place "finish" in the Amazing Race membership campaign. A \$50 donation will be made in our chapter name to the scholarship fund. Second place went to NALS of Lansing and first place went to NALS of Detroit. Good job, Susan Collins, and all members!

Saturday also featured the Certification Luncheon, where we honored those who achieved their ALS, PLS, and PP certifications this past year. Our luncheon speaker was Sharon Smith, PLS, of Lansing, NALS past president. Chapter finance tables were set up Saturday, and our table this year featured a 50/50 raffle and a blueberry basket raffle. We made a total of \$207 on both raffles (we had no expenses for the blueberry basket).

Saturday concluded with the banquet featuring installation of the 2011-2012 officers, awarding of the scholarship and Legal Professional of the Year, and passing of the gavel from Beverly

Bishop, 2010-2011 president, to Sandy Lavender, 2011-2012 president. Becky Quimby from Grand Rapids was selected as the Legal Professional of the Year. Pam Wilcox served on the state scholarship committee and presented the award to NALS of Grand Traverse member, Patricia Buttermore. This award will enable Patricia to complete her paralegal studies at Northwestern Community College this year, as the school is phasing out that program and this is the last year it is being offered. We were also fortunate to have Kathie Amirante of Lansing, this year's NALS president, with us for the weekend.

The NALS of Michigan raffle winners were: 1st prize to Kay Rushton of Flint (1 night stay at Crystal Mountain); 2nd prize to Donna Dodd of Dowagiac (\$50); and 3rd prize to Joe Eldred of Battle Creek (\$100). Thanks to all of our members who sold and/or purchased tickets to support the state association's annual fundraiser, which resulted in a \$2,700 profit.

UPCOMING EVENTS

Region 3: June 10-11, 2011, Holiday Inn, Grand Haven/Spring Lake, Michigan. NALS of Michigan will also hold its summer board meeting in conjunction with this meeting. Education topics are e-mail etiquette, entertainment law, air and space law, franchise, antitrust, business enterprises, and Windows 7. Barb Stone, Region 3 Director, is trying to follow the "education track" module that NALS is using with its annual forums. Room rates for the hotel are \$109.95 plus tax.



NALS 2011 Annual Forum: October 13-16, 2011, Cincinnati, Ohio. The NALS 2011 annual forum will be held at the Hyatt Regency. Room rates are \$115 per night. More details are available on the NALS web site, including the "education tracks" being offered. Cincinnati is an easy 5-hour drive for most of us, so perhaps more people from Kalamazoo can attend. Kathie Amirante announced that the 2012 meeting will be held in Portland, Oregon, and 2013 in Atlanta, Georgia.

Next year's NALS of Michigan annual meeting will be held in Detroit. The 2013 meeting selection was put off until the June 2011 director's meeting. If anyone has questions or concerns about our state association, please feel free to contact me.

CORRESPONDING SECRETARY'S REPORT By Joyce Coker

Happy Birthday to those members celebrating May birthdays:



Joyce Coker	5/6
Susan M. Siferd	5/21
Nancy Gideon	5/27

Kathleen Hutchins and Diane Berry manning our finance table with our raffle items at the NALS of Michigan 50th Annual Meeting. Kathleen kindly donated a couple of her "crafty" towels for the blueberry-themed basket.



NALS President Kathie Amirante installed our chapter's 2011-2012 officers at the April 26, 2011, general membership meeting held at the Beacon Club.

NALS of Greater Kalamazoo newly-installed 2011-2012 officers.



NALS OF GREATER KALAMAZOO TREASURER'S REPORT

April 1, 2011 through April 30, 2011

Fifth Third Bank General Checking Account

Beginning Balance **\$1,340.26**

Disbursements

Susan Collins (Presidents gift)	50.00
Miller Canfield (March Pleadings postage)	11.59
Beacon Club (April General Mtg)	260.00
Region 3 Reg (Nancy Thomas, Diane Berry)	220.00

Total Disbursements **\$(541.59)**

Deposits

March General Membership Mtg	74.50
April General Membership Mtg	200.00
April 50/50 drawing	13.00
Membership	120.00
transfer from Scholarship for Region 3 Mtg reg	220.00

Total Deposits **\$627.50**

Ending Balance **\$1,426.17**

Fifth Third Bank Savings Account - Scholarship Fund

Beginning Balance **\$10,916.44**

transfer to General Checking (NALS of MI Annual Mtg registration fees)	- 220.00
interest March	+ .45

Ending Balance **\$10,696.89**

Fifth Third Bank Savings Account - General

Beginning Balance **\$3,732.83**

Interest March	+.15
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Ending Balance **\$3,732.98**

**NALS of Greater Kalamazoo
Minutes of General Membership Meeting
Held April 26, 2011**

NALS of Greater Kalamazoo met on April 26, 2011, at The Beacon Club. The April 2011 edition of the *Pleadings* provided all members prior notice of the meeting. Eleven members were present at the meeting and 2 guests, including our speaker for the evening, Kathie Amirante, and her traveling companion, Carole Schneider of the Lansing Chapter of NALS.

After dinner, at 7:00 p.m., Nancy Thomas introduced Kathie Amirante, PP, PLS – NALS 2011-2012 President. Kathie then installed the following new officers:

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

As each officer was installed they were given a pen by Kathie “to leave our mark on this Chapter of NALS in 2011.”

Immediately after the installation of officers, the General Membership meeting was called to order.

- I. **Call to Order:** President, Diane Berry.
- II. **Minutes:** Joyce Coker made a motion to approve the March 2011 General Membership meeting minutes as published in the *Pleadings*. Nancy Thomas seconded the motion. The motion carried and the Minutes were unanimously approved.
- III. **Treasurer’s Report:** Nancy Thomas made a motion to approve the March 2011 Treasurer’s Report as published in the *Pleadings*, subject to audit. Susan Collins seconded the motion. The motion carried and the Treasurer’s Report was unanimously approved, subject to audit.
- IV. **Committee Reports:**
 - A. LPY Committee Report: Kim Snow reported that the deadline for nominations is April 30. She reported that she had received one nomination to date.
 - B. Speakers/Programs. Chris English reported that she would be stepping down. Kathleen Hutchins and Tami Carl volunteered to co-chair the speakers / programs / reservations committee for the next year. A short discussion was held with regard to upcoming meetings. It was decided that Attorney Cathy Metzler would be asked to speak on Estate Planning at our May 24 General Membership meeting. Our June membership meeting will be the LPY award, presenting of our

scholarship awards, and hopefully a short presentation by an educational speaker. July and August will be summer lunch meetings with no speakers.

- C. Scholarship Committee. Deb Koppers, Susan Collins, Pam Wilcox, and Nancy Thomas participated in selecting this year's scholarship winners.
- D. Newsletter. Nancy Thomas agreed to continue to chair this committee.
- E. Scales of Justice Award. Susan Collins, Kim Snow and Tami Carl all agreed to continue with this committee next year.
- F. Historian. Colleen VanSickle agreed to be the chapter's Historian.
- G. Summer Activity. A short discussion held on this subject with ideas for a summer outing.

V. **Pending Business:**

- A. NALS News. Nancy Thomas asked for a motion to pay for the registration fees of \$220 for the upcoming NALS Region 3 meeting out of the Chapter's scholarship funds. Kathleen Hutchins made the motion, Colleen VanSickle seconded the motion, and the motion was unanimously carried. Finalization of plans for the NALS of Michigan annual meeting was discussed, including travel arrangements. Delegate votes were discussed. Those in attendance all agreed that the delegates could use their own judgment on those issues. Nancy reported that the raffle basket was ready to go. Kathleen Hutchins had donated two hand-crafted blueberry towels for the basket.
- B. Attorney Directories. Chris English reported that she spoke with the printer and he informed her that the cost for printing the new directories would not be much more than the last time. Chris continues to work hard on the directories and will be working over the weekend on the project.

VI. **New Business:**

There was no new business.

VII. **Announcements:**

- A. The next general membership meeting will be held on **May 24, 2011**. The location and speaker will be announced in the *Pleadings*.
- B. The next Board Meeting will be held on **May 3, 2011** at noon, at Miller Canfield.

VIII. **Adjournment:** No further business to come before the general membership, the meeting was adjourned.

Submitted by Recording Secretary Tami Carl

In Flanders Fields

By: Lieutenant Colonel John McCrae, MD (1872-1918)
Canadian Army

IN FLANDERS FIELDS the poppies blow
Between the crosses row on row,
That mark our place; and in the sky
The larks, still bravely singing, fly
Scarce heard amid the guns below.

We are the Dead. Short days ago
We lived, felt dawn, saw sunset glow,
Loved and were loved, and now we lie
In Flanders fields.

Take up our quarrel with the foe:
To you from failing hands we throw
The torch; be yours to hold it high.
If ye break faith with us who die
We shall not sleep, though poppies grow
In Flanders fields.



Although he had been a doctor for years and had served in the South African War, it was impossible to get used to the suffering, the screams, and the blood, and Major John McCrae had seen and heard enough in his dressing station to last him a lifetime. As a surgeon attached to the 1st Field Artillery Brigade, Major McCrae, who had joined the McGill faculty in 1900 after graduating from the University of Toronto, had spent seventeen days treating injured men -- Canadians, British, Indians, French, and Germans -- in the Ypres Salient in the spring of 1915.

It had been an ordeal that he had hardly thought possible. McCrae later wrote of it: "I wish I could embody on paper some of the varied sensations of that seventeen days... Seventeen days of Hades! At the end of the first day if anyone had told us we had to spend seventeen days there, we would have folded our hands and said it could not have been done."

One death particularly affected McCrae. A young friend and former student, Lieut. Alexis Helmer of Ottawa, had been killed by a shell burst on 2 May 1915. Lieutenant Helmer was buried later that day in the little cemetery outside McCrae's dressing station, and McCrae had performed the funeral ceremony in the absence of the chaplain. The next day, sitting on the back of an ambulance parked near the dressing station beside the Canal de l'Yser, just a few hundred yards north of Ypres, McCrae vented his anguish by composing a poem. The major was no stranger to

writing, having authored several medical texts besides dabbling in poetry. In the nearby cemetery, McCrae could see the wild poppies that sprang up in the ditches in that part of Europe, and he spent twenty minutes of precious rest time scribbling fifteen lines of verse in a notebook.

A young soldier watched him write it. Cyril Allinson, a twenty-two year old sergeant-major, was delivering mail that day when he spotted McCrae. The major looked up as Allinson approached, then went on writing while the sergeant-major stood there quietly. "His face was very tired but calm as we wrote," Allinson recalled. "He looked around from time to time, his eyes straying to Helmer's grave."

When McCrae finished five minutes later, he took his mail from Allinson and, without saying a word, handed his pad to the young NCO. Allinson was moved by what he read: "The poem was an exact description of the scene in front of us both. He used the word blow in that line because the poppies actually were being blown that morning by a gentle east wind. It never occurred to me at that time that it would ever be published. It seemed to me just an exact description of the scene." In fact, it was very nearly not published. Dissatisfied with it, McCrae tossed the poem away, but a fellow officer retrieved it and sent it to newspapers in England. The Spectator, in London, rejected it, but Punch published it on 8 December 1915.



IT'S BACK AGAIN!

This year the Region 3 Retreat will be held June 10-11, 2011, at the Holiday Inn in Spring Lake/Grand Haven, Michigan, and there will be a Chinese auction. If you are unable to attend, you can still donate an item for the auction.

Due to your generosity last year, we raised \$870 for the NALS Foundation!

We are collecting donations of cash, jewelry, etc., for the auction. The PREMIUM PRIZE will be this gold garnet and diamond ring, generously donated by the NALS Foundation.



If you plan to bring an auction item, please let Dolores know by June 1, 2011. You can email her at Dolores.oliver@accidentfund.com

We thank you in advance for your assistance in making this auction a success and we look forward to seeing you at the Retreat.

Safe travels,

Carole Schneider, PP, PLS
Chinese Auction Co-Chair

Dolores Oliver, PLS
Chinese Auction Co-Chair

Region 3 Is The Place To Be!



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, May 24, 2011

**Main Street Pub
5462 Gull Road, Kalamazoo, MI**

Telephone: 344-7247

5:30 p.m. – networking

6:00 p.m. – dinner

Program:

Attorney Catherine Metzler

Miller Johnson Law Offices

Topic: Estate Planning Matters

Menu Selections

Pecan Chicken Salad - \$13.25

Grilled Salmon - \$20.00

(includes pre-dressed salad, rice pilaf and vegetable of the day)

Sesame Chicken Stir Fry - \$16.50

(includes rice & pre-dressed salad)

Portabella Alfredo - \$15.00

(includes pre-dressed salad)



Meat Loaf - \$15.00

(includes mashed potatoes, gravy and pre-dressed salad)

All prices include non-alcoholic drink, 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 **Tami Carl** at: carlt@millerjohnson.com by **Friday, May 20, 2011.**

NOTE: ONCE RESERVATIONS HAVE BEEN CALLED IN, YOU WILL BE RESPONSIBLE FOR PAYMENT FOR YOUR ORDER IF YOU CANCEL AND DO NOT FIND A REPLACEMENT. Please call Tami at 226.2966 with any questions.

2011-2012 Officers

Diane Berry, PLS, President
Phone: 226-8860

Cindy Comer, PP, Vice President
Phone: 337-8185

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

Joyce Coker, Corresponding Secretary
Phone: 226-2975

Colleen VanSickle, Treasurer
Phone: 385-4602

Nancy Thomas, PLS, Director
Phone: 381-7030

Nancy Thomas, PLS, Parliamentarian
Phone: 381-7030

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

CALENDAR

Next Board Meeting
Tuesday, June 7, 2011

12 noon
Miller, Canfield, Paddock & Stone

Next General Membership Meeting:

Tuesday, May 24, 2011

5:30 p.m.

Main Street Pub—Gull Road
Program: Estate Planning

June 10-11, 2011

NALS of Michigan
Seminar & Board Meeting
Region 3 Meeting
Holiday Inn, Grand Haven



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