LAPA October Conference Reviews

Innovation Through Education
by Terry L. Wright, ACP – LAPA Member

LAPA was honored to present its 39th Annual October Conference on October 10, 2015, at the Omni Hotel to over 250 attendees. This year’s Conference theme was “Innovation Through Education,” and breakout sessions included Maritime, eDiscovery, Health Care, Legal Research, Litigation (introduction continued on page 11

President’s Message
See You at the LAPA Fall Mixer/Planning Meeting!
by Bobby T. Rimas – LAPA President

There will be something for almost everyone at the upcoming November 12th LAPA combined Fall Mixer and Planning Meeting at the Los Angeles Athletic Club in Downtown Los Angeles! Whether you are an experienced paralegal, a student paralegal, legal service provider, or other professional, the networking opportunities will be plentiful for you! This is one of several LAPA events where you can truly expand your network and get involved with various LAPA committees which can provide leadership development. There will also be great giveaways for LAPA members that includes the possibility to win a free registration for an upcoming LAPA MCLE seminar. continued on page 9
A LAPA Member on the Move: Mr. Alexander Hoch

Alexander “Alex” Hoch, the 2014 Student Member Scholarship Recipient and Volunteer Member of the Year, recently began employment as an in-house paralegal with a Sherman Oaks-based tech company that specializes in providing billing solutions to mobile application and PC game developers. Alex’s responsibilities include corporate governance and compliance issues associated with the company’s international holdings, transactional work, and employment related concerns. Furthermore, he was recently presented with an offer to engage in freelance work with a State Assembly campaign which will allow him to leverage his political compliance experience. In an October 2015 e-mail addressed to the LAPA Board of Directors, Alex indicated that he “…felt the urge to express (his) gratitude to … the board for (its) support as I transitioned into the profession. I can’t express how much I appreciate the encouragement and recognition that you have bestowed upon me and I’m sure that they have, in no small way, led me to my current situation.”

Alex Hoch received a Bachelor’s Degree in Government from California State University, Sacramento and interned with the Schwarzenegger Administration prior to obtaining his ABA-approved certificate in paralegal studies from West Los Angeles College in December of 2014.

Congratulations, Alex Hoch! May this new paralegal position be a wonderful journey into the paralegal profession!

Congratulations New NALA Certified Paralegals!

Ivan Zogovic, ACP (Trial Practice)
LAPA CP Review Course Instructor

Jennifer A. Croad, ACP (Contracts Administration/Contracts Management)

Victoria A. Barry, ACP (Discovery and Trial Practice)
LAPA CP Review Course Instructor

Kai Ellis, ACP (Discovery and E-Discovery)
LAPA Board Director, LAPA NALA Liaison

Michelle Tabb, ACP (E-Discovery)
LAPA Board Director, LAPA Vice President of Membership & Policy
CALENDAR OF EVENTS

NOVEMBER
3 - LAPA Board Meeting — Burke, Williams & Sorensen, LLP, DTLA, Contact Bobby Rimas at bobby.rimas@alumni.ucla.edu.
5 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
7 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
12 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
12 - LAPA Fall Mixer/Planning Meeting — Los Angeles Athletic Club, downtown Los Angeles; Contact Bobby Rimas at bobby.rimas@alumni.ucla.edu, see page 23.
14 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
17 - LAPA Executive Committee Meeting — 6 p.m., Contact Bobby Rimas at bobby.rimas@alumni.ucla.edu.
19 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
21 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.

DECEMBER
1 - LAPA Board Meeting — Alston & Bird, DTLA, Contact Donna Reznick-Goodich at Donna.Reznick-Goodich@alston.com.
3 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
5 - LAPA CP Review Course — National University (near LAX); see page 22 for contact and other information.
8 - LAPA / WIE Holiday Benefit Gala — Double Tree by Hilton, downtown LA; contact Tammi Loveland at tloveland@hotmail.com see ad on page 24.
15 - LAPA Executive Committee Meeting — 6 p.m., Contact Bobby Rimas at bobby.rimas@alumni.ucla.edu.

BOOK REVIEW
by Christine Langteau

The Sleepy Lagoon Murder Case: Race Discrimination and Mexican American Rights

by Mark A. Weitz

This year marks the 20th anniversary of the verdict in the “trial of the century” involving O.J. Simpson, the murder of his ex-wife Nicole Simpson, and her friend Ron Goldman. After watching several news stories reminiscing about the events and outcome of this notorious case I was reminded of another infamous Los Angeles area case, the murder of Jose Diaz in 1942, (People v Zammora). Dubbed The “Sleepy Lagoon Murder” because of the proximity of Diaz to a reservoir by the same name, this landmark case is discussed in The Sleepy Lagoon Murder Case which offers a disturbing view of America’s legal system at the time and Angelinos’ underlying attitudes toward Mexican immigrants and the “zoot suiters.”

Jose Diaz was the son of Mexican American immigrants and had attended a birthday party for friend Eleanor Coronado on the night of August 1, 1942. The party got rowdy especially after some boys from neighboring city Downey and members of the 38th street gang arrived. A short but intense fight broke out between the various groups and afterward searches were made for anyone injured. Diaz was found the next morning near a small pond barely conscious with his pockets turned out. He died later from a cerebral concussion at the hospital. In response the LAPD rounded up 600 people mostly for vague suspicions of robbery, weapons possession, and assault. Of this group 24 mostly juveniles were charged with Diaz’ murder. Weitz writes “the police became proactive, and that aggressive stance toward crime prevention came with a system of racial profiling that in turn brought a new harshness to the way the police dealt

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The 2015 LAPA Lifetime Achievement Award Goes to Andrea Mitchell!

During a wonderful lunch at LAPA's 39th Annual LAPA October Conference that took place at the Omni Los Angeles Hotel, LAPA member Marcia McRill proudly presented Andrea Mitchell with the 2015 LAPA Lifetime Achievement Award. A current and longtime LAPA member, Andrea has served LAPA in various roles such as a LAPA Board Member, South Bay Section Co-Chair, Nominations & Elections Committee Co-Chair, October Conference Co-Chair, and Holiday Benefit Gala Committee Member, and the list goes on.

More specifically, Andrea served as a LAPA Board Member from 2007 through 2011. Andrea has also chaired the LAPA Corporate/Real Estate and South Bay Sections for several years and organized and hosted many seminars at various locations in Los Angeles. She has been involved with several LAPA October Conference Committees and in 2011, served as the LAPA October Conference Committee Co-Chair, which turned out to be one of the most successful LAPA conferences. In her role within LAPA’s Nominations and Elections Committee, she has been coordinating the annual election of the LAPA Board of Directors. From 2014 to present, she serves as LAPA’s newsletter co-editor and more recently, has committed to be involved in LAPA’s Mentor/Mentee Program.

Andrea has always been one to lend a hand to others when possible. She has been a supporter of the LAPA Team at Public Counsel’s Run for Justice. At the Public Counsel Run for Justice event, monies raised by the LAPA Team (and others) go towards Public Counsel, the nation’s largest public interest law firm specializing in delivering pro bono legal services to low-income communities.

Andrea has also served on several LAPA Holiday Benefit Gala Committees. For these reasons and more, Andrea is truly deserving of the 2015 LAPA Lifetime Achievement Award.

Andrea has over 30 years of experience working in law firms in the Los Angeles area, and from 1997 to present, is a paralegal at Hansen, Jacobson, Teller, Hoberman, Newman, et. al. in Beverly Hills where she is responsible for the continuous corporate maintenance of a very large number of active entities. She received her Bachelor’s Degree from the University of California, Los Angeles (UCLA) and a Corporate Paralegal Certificate and Real Estate Paralegal Certificate from the University of West Los Angeles.

Congratulations, Andrea Mitchell! 🎉
A Perfect Polymath

by Elisabeth Patmore Sillars

Early April isn’t generally considered tourist season in southwestern Pennsylvania, so when I was researching places for Paul and me to stay in the general area of Frank Lloyd Wright’s Fallingwater and Kentuck Knob houses for our 2012 trip back East, I kept running into problems with the better-known local inns and resort facilities not being open that early in the year. Being a dogged sort, I kept looking, casting my net a wee bit farther afield, and at last stumbled by remarkable good fortune upon something called Polymath Park.

I haven’t yet figured out why it ended up with that name; according to an October 2013 article by Laurel Davidson in Pittsburgh Magazine, the original idea was for a compound of some 24 “Usonian” homes (à la Frank Lloyd Wright’s “Kentuck Knob,” mentioned in my last column) to be constructed on a 130-acre property in Acme, approximately 30 miles from Fallingwater and Kentuck Knob. Peter Berndtson, the Wright apprentice architect involved with the project, apparently wanted to call the proposed complex “Tree Tops and Mountain Circles,” which thankfully didn’t happen.

There are so far only a few houses in the Polymath Park Resort. The first two were designed and built about a quarter of a mile apart from each other in the 1960’s by Berndtson as summer homes for the Balter and Blum families (again, prominent Pittsburgh business people). A third, more modern house with some Wright-influenced features, which was a wedding gift to a son of the Blum’s, sits a short distance down the road from the Balter and Blum houses, and currently functions as a restaurant called Tree Tops (which wasn’t open when we were there).

The fourth house in Polymath Park is a prefab Usonian home designed by and purchased from Wright in 1957 by Mr. Donald Duncan in Lisle, Illinois, which was rescued from demolition after Mr. Duncan’s death in 2002, taken completely apart, and the pieces (everything!) moved to Johnstown, Pennsylvania, in four trailers, where they sat for a year.

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The Perfect eDiscovery Project: 5 Essential Rules for a Great Project Outcome
by Eric De Leon, Senior Project Manager at E-STET

As technology continues to evolve and data continues to grow exponentially, intricate eDiscovery projects associated with complex legal issues will continue to pose challenges. Here is what you can do to limit the headaches on the front end and come out winning on the backend:

1. HAVE A PLAN
Prior to the project commencing, it is critical that a plan is in place. With eDiscovery projects, time is always a big obstacle and cutting corners can become second nature. Most dive in head first, and feel the effects down the line with missed deadlines, faulty workflows and the need to redo things because of errors. This can all be avoided if you set aside a few hours to plan.

2. DOCUMENT EVERYTHING WITH EMAIL COMMUNICATION AND REPORTING
As tedious as this may sound, keeping a comprehensive audit trail will assist with identifying what has been done and what still remains to be completed. It is very important that all project stakeholders are kept abreast of the project status at all times. To accomplish this, memorialize all meeting notes and phone conversations via email. Also, keep detailed reports of (i) data collected and processed, (ii) filtered document counts, (iii) review statistics and (iv) data produced. Thorough reporting will allow you to make implications for use in planning next steps.

If you have access to a central repository/database for the project, definitely use it. E-STET for example offers LIVE which is a project management tool.

Our state legislature is well aware that the undocumented sector of the workforce is susceptible to exploitation. When legislators passed Assembly Bill 263, a bill to protect immigrant workers against retaliation from their employers, they cited a report by the National Employment Law Project to highlight that, “most undocumented immigrants work in traditionally low-wage occupations such as agriculture, construction, manufacturing, and service industries, where workers face the greatest risk for exploitation. Undocumented workers are far more likely to experience violations of wage and hour laws.” Though undocumented workers are more vulnerable, they are not without legal recourse.

Federally, the Fair Labor Standards Act (“FLSA”) establishes the national minimum wage, overtime, and record keeping standards for employees in the private sector and in government. The United States Department of Labor is the federal agency

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Jonathan Dang Receives the 2015 LAPA Volunteer of the Year Award

On Saturday, October 10th, Los Angeles Paralegal Association (LAPA) President Bobby T. Rimas presented Jonathan Dang with the 2015 Volunteer of the Year Award at LAPA’s 39th Annual October Conference at the Omni Los Angeles Hotel in downtown L.A. Mr. Rimas indicated that “Mr. Dang has dedicated much of his time in such events as the 2015 LAPA Spring Career Conference, the LAPA Pro Bono Fair, MCLE sessions, and the Paralegal Day Mixer. He has also written several articles for the LAPA newsletter, The Reporter, ranging from topics such as his professional experience, interviewing tips, and event summaries. Whenever asked to help at LAPA events, he always makes it a point to smile, have a positive demeanor, and make people feel welcome. For these reasons and more, Jonathan Dang is very deserving of this award.”

The ideal nominee for LAPA Volunteer of the Year exemplifies the traditions and ideals of the LAPA: a passion for service, dedication to serving the legal community, and leadership skills.

Jonathan Dang is a recent graduate of the University of La Verne’s Legal Studies Department. Prior to that, he attended Mt. San Antonio Community College and graduated with an Associate’s Degree in Paralegal Studies. Jonathan’s experience includes interning at the Los Angeles District Attorney’s Office and the 25th District State Senator Carol Liu’s Office. Jonathan also has an extensive military background with 8 years of dedicated service to the U.S Marine Corps.

Congratulations to Jonathan Dang!

Why Attorneys Can No Longer Just Back Up Their Data

by Ali Din, SVP & CMO at dinCloud

Many attorneys are known for keeping multiple copies of their data, but this usually takes the form of several copies on different cloud providers. However, if cloud infrastructure is not set up with the needed security controls in place, law firms and their clients may be susceptible to vulnerabilities. Law firms should review enterprise-grade storage and compliance for the security of their clients’ sensitive data.

ADDRESSING SECURITY IN THE CLOUD

Attorneys have begun to understand the importance of security when dealing with client information. They use a diverse portfolio of cloud-based storage focused on consumer services, including Box, Mozy, Google Drive, etc. While dumping data into multiple cloud providers can mitigate risk, it doesn’t ensure the highest level of security. As technology is rapidly evolving, so are the techniques and steps law firms can take to properly store and secure client data. Law firms can take more precautions to protect client data and properly secure information in the cloud.

SECURITY MEASURES TO TAKE

How can law firms ensure that their cloud storage provider is backing up data reliably, continuously, and to a secure offsite location?

Law firms should ask questions about where their data are stored and the security measures in place.
with minorities, most of whom were Mexican or Mexican Americans.” A media frenzy imbued with racial bias, including portrayal of a predisposition to violence, ensued and the defendants were placed on trial for being in the wrong place at the wrong time.

Weitz provides several chapters detailing the events of the trial presided over by Judge Charles Fricke, clearly prejudiced but a criminal evidence authority. Six lawyers represented the defendants but they could not consult with their clients or even sit with them in the courtroom. The jury lacked anyone of Latino descent and without separate trials for the defendants, had difficulty separating statements and evidence. Witnesses refused to testify and false confessions had been coerced by law enforcement. The boys were not allowed to change clothes wearing the same zoot suits that they had been arrested in. As a result of these appalling proceedings guilty verdicts were returned for seventeen of the defendants, nine for murder. However, out of 6,000 pages of trial testimony not one word tied any of the defendants to the murder of Jose Diaz. Judge Fricke “openly admitted that the fate of these young men had been reduced to a matter of time and convenience.” His courtroom had suppressed fundamental fairness.

After the boys were locked away Weitz describes the efforts of Russian immigrant Alice Greenfield’s commitment to the Sleepy Lagoon Defense Fund, raising money, and efforts to appeal the sentences led by attorneys George Shibley and Ben Margolis. After these and other courageous efforts brought injustice to light, on October 23, 1944 the case against the boys was dismissed for lack of evidence in Judge Clement Nye’s courtroom.

Weitz wraps up his engrossing book with a brief recap of what happened to the defendants and others involved in the trial and appeal. Diaz’ killer was never found but one theory mentions two young men who left the party with Diaz and did not return, who might have been motivated by Diaz’ recent paycheck. The Zammora case was the largest mass trial in California history. The appellate opinion continued on page 16
LAPA is pleased to have Mr. Mitch Rufca as LAPA’s Fall Mixer/Planning Meeting keynote speaker. Mitch has over 14 years of recruiting experience. His experience has ranged from aerospace to engineering, with the last 4 years focused on growing his company, Rufca Recruiting Services LLC, as they focus on administrative, legal, and technical support to law firms and Fortune 500 companies.

Mitch Rufca has worked in almost every aspect of recruiting. He also is an Adjunct Professor at Loyola Marymount University where he teaches classes regarding professional recruiting to undergraduate students as part of the College of Business Administration. Mitch is a board member of the Los Angeles Chapter of the National Human Resources Association, where he founded their existing mentorship program. Mitch frequently speaks to different associations about job search strategies and resume preparation, and has published articles in the Los Angeles Paralegal Association and Orange County Paralegal Association publications. Mitch has a Bachelor of Science degree from Indiana University, and a Masters in Business Administration earned from Pepperdine University.

A special “thank you” goes out to the sponsors of the upcoming LAPA Fall Mixer/Planning Meeting: Harbor Litigation, Express Network, and Rufca Recruiting Services.

As a reminder, understanding the importance of networking at LAPA can be viewed in many perspectives due to the various results we all share; networking is not just about knowing those who have the ability to hire (or get you hired); it is also about finding those individuals that know the “tricks of the trade.” Networking with others can expose you to new ideas and perspectives and make you aware of upcoming legal trends, practices, or legislation that can be to your benefit. By sharing and building on their acumen, you can be spared some stress and possibly get up to speed while acclimating or advancing in a new specialty.

I hope to see you at LAPA’s Fall Mixer/Planning Meeting where you can network, learn about various LAPA committees and leadership positions, and find out about other opportunities that are yours for the taking!
Artificial Intelligence (AI) technology brings a sophisticated level of machine learning and statistical algorithms to e-Discovery, enabling you to conceptually understand your data sets. It also can steer you toward surrounding issues and similar ideas and concepts found in the data. And thanks to cloud computing, AI is also becoming more and more affordable.

Leading judges are building a strong case for AI in e-Discovery. In March 2015, Magistrate Judge Andrew J. Peck issued a positive opinion about the use of AI in discovery. *Rio Tinto v. Vale* is a fraud case where the parties agreed to predictive coding during e-Discovery.

Judge Peck cited the ongoing interest in the e-Discovery community regarding “cases and protocols,” reviewed recent opinions, and stated “it is now black letter law that where the producing party wants to utilize (AI) for document review, courts will permit it.”

The Court also noted, however, that where parties have sought to force producing parties to use AI-assisted review, the courts have, so far, refused.

The level of transparency required of parties with respect to seed sets, when using computer-assisted coding remains an open issue. Judge Peck “highly” recommended counsel at least discuss transparency, but concluded that parties can insure “review was done appropriately by other means,” including statistical estimation of recall, and sampling.

Finally, Judge Peck stressed that AI-assisted reviews should be subject to the same standards as manual review or the use of keywords. Holding it to a stricter standard “discourages parties from using (AI) for fear of spending more in motion practice than the savings from using (AI) for review.”

**AI WITH HARBOR LITIGATION**

Harbor Litigation Solutions is leading the way in providing customizable, virtual, efficient and cost-effective AI. We assist legal teams to efficiently and defensibly cull data sets and identify relevant documents for confidentiality and responsiveness review.

We provide you with the analytic tools for you to understand your unstructured data sets and visualize the issues, concepts and ideas found in them. This in turn allows legal teams to strategize review and best represent clients – all at a significantly lower cost than traditional manual review.

Analytics tools can help legal teams to identify relevant documents early on in the e-Discovery process for better strategic decisions. In addition, analytics can provide visualizations that help litigators get a better ‘feel’ for the corpus of the data. These tools also allow teams to control costs by culling the data prior to the expensive review and production phases.

Harbor’s customized ECA workflows include analytic tools that allow legal teams to better understand their data, defensibly reduce data sets, and lower review costs. In many matters, basic analytics like keyword search and de-duplication can quickly clarify collected sets. In more complex data sets, advanced options such as data visualization, near-duplicate detection, sampling, email threading, clustering and conceptual searching can allow legal teams to rapidly focus their efforts on truly relevant data.

For example:

- **EMAIL THREADING** Analytics organizes emails that were part of a single conversation, and automatically defines inclusive documents in a thread.
- **NEAR-DUPLICATE DETECTION** With analytics tools to identify duplicate and near-duplicate documents, teams can quickly locate similar documents.
- **CONCEPT SEARCHING** Analytics draws relationships from a collection based on intersecting ideas and concepts. Researchers can feed relevant concepts into their search engine to find similar documents.
- **CATEGORIZATION** Researchers can train the software by identifying small sets of important documents and feeding the results to the analytics software.
Express Network Receives the 2015 LAPA Sponsor of the Year Award

LAPA Director Chrissy Davie and LAPA October Conference Committee Member Marianne Toghia presented the LAPA Sponsor of the Year Award to Express Network, Legal Support Network LLC at the Omni Los Angeles Hotel during LAPA's 39th Annual October Conference. There to accept the award on behalf of Express Network was Ezra Mann.

The LAPA Sponsor of the Year Award recognizes an organization that has assisted LAPA with meeting its mission with developing and strengthening the paralegal profession. Before Ezra Mann accepted the award in front of a crowd of over 250 attendees, Ms. Davie and Ms. Toghia indicated that “Express Network, over the past year, has been a generous supporter of several events, including last year’s and this year’s LAPA October Conference. In January 2015, they sponsored the Legal Research MCLE Seminar at the L.A. Law Library, as well as the Paralegal Day Mixer this past June at the DoubleTree by Hilton, adding to the list of events they have generously supported.”

Express Network provides complete legal support services to the many law firms in California and throughout the nation. They have an experienced staff that specializes in a variety of services including: court services, service of process, messenger, unlawful detainer, collection, writ, levy, and reprographic services. According to Express Network’s website, they are “dedicated to putting the client’s needs first and holding the highest standard of service within the industry.” When considering services such as those listed above, please remember Express Network. You can visit their website at http://expressnetworkas.com/.

Congratulations to Express Network!

LAPA October Conference Reviews - continued from page 1

& advanced), Probate (advanced), Real Estate (introduction & advanced), Bankruptcy, Contract, Corporate / Transactional, Employment (advanced), Family Law, and Intellectual Property Law, as well as two Ethics sessions, and a Professional Development (CLA/ACP) informational session.

Exhibitors such as 4 Corners Deposition, Abraham Lincoln University, Case Forensics, CCROLA, CSULA, DTI, Express Network, First Legal Network, Harbor Litigation, Hills Staffing Service, LA Law Library, Loyola Law School, Mabel Ussery Family Trust, Matura Farrington Staffing Service, NALA, National University, O’Connors, Omni Hotels, Parasec, Registered Agent Solutions, Inc., Rufca Recruiting, Second Image, Southland Credit Union, Special Counsel, Taylor Morse, The LaRoche Team (Keller Williams Realty), UCLA, and Williams Data Management were all present to support LAPA at the Conference.

LAPA was honored to acknowledge Express Network as Sponsor of the Year, Alston & Bird as Law Firm of the Year, Jonathan Dang as Volunteer of the Year, and Andrea Mitchell with LAPA’s Lifetime Achievement award. Tyler Courtney was the recipient of LAPA's Scholarship Award this year. Congratulations to the awardees! A new speed mentoring session was offered before the lunch break and was well received by many paralegal students eager to learn and gather information from LAPA’s panel of seasoned paralegals.

Thank you to all the exhibitors and speakers who took time out of their busy weekends to come out and support LAPA! Thank you also to those of you who attended and those who provided volunteer services. At the end of the day, it was apparent that the attendees enjoyed the Conference this year, took advantage of an excellent opportunity to network,
TRAVEL LOG - continued from page 5

Luckily, the current owner of the Polymath Park houses also owns a construction company, and took it upon himself to clear a plot of land within the Park, on which his firm thereafter painstakingly reassembled the Duncan house.

Which is the long and roundabout (but hopefully interesting) story of how Paul and I ended up spending two magical nights in the Blum house. I think the way it was set up at the time was that we rented one of the three bedrooms, which gave us the non-exclusive use of the kitchen, living room etc., and we turned out to be the only people using the house for those two nights. I’m not sure if that “suite” arrangement is still available. According to the Park’s website, it looks as though the basic rental rates include up to three (!) people, with a nominal added daily charge for each additional person up to the maximum of six which the house can accommodate, but it’s not clear to me whether more than one “group” is permitted to stay there at a time. If we were able to go back, I would definitely want to discuss that issue with someone on the staff.

We loved pretty much everything about the Blum house. The peace and quiet of the Laurel Highlands was restorative, particularly after the hustle and bustle of D.C. The view beyond the large meadow was uplifting. The pond to one side of the house was charming, surrounded by trees. The cherry tree was even blooming!

And the house worked well inside and out. Radiant heat in the floors. A huge, welcoming stone fireplace and classic built-in cabinetry. The usual Wright skylights and expansive windows bringing in light. As usual, we'd bought and brought more supplies than the kitchen needed, but we're sort of used to that: better safe than sorry. (Travel Tip: what even the best of these places seem to lack are seasonings.)

So dinner the night we arrived from D.C. was relaxed and fun while we got acquainted with the house, and breakfast was most enjoyable, looking out over our domain. It seemed natural and extremely appropriate that we’d be spending the coming day visiting Kentuck Knob and Fallingwater, both of them beautiful homes set in differing but equally gorgeous countryside, smugly knowing that we had our own Usonian to return to at the end of it, for another most satisfactory night of restful sleep in our little house in the woods.

What we didn’t know, couldn’t have known, was that it would be gently snowing when we awoke! It was such a special treat, like leaping out of bed Christmas morning, into that muffled extra silence of a fresh snowfall. As we hurriedly dressed and

continued on page 14
War Rooms at the Omni Los Angeles Hotel

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In recent years, our state leaders are increasing anti-retaliation protections for immigrant workers who speak up against discrimination, harassment, unsafe conditions, or other legal violations. It’s too soon to tell whether these laws will inspire the confidence in workers to more readily seek to right the wrongs committed against them. For now, we can do our part to inform immigrant communities that belong to, work with, or serve to stand up to employers who violate the law by filing claims either through government agencies or the courts. The key lesson: regardless of immigration status, a person has the right to demand payment, and to be paid, for all the time he or she works.

Ana Graciela Nájera Mendoza is an Associate at Alexander Krakow + Glick LLP, a plaintiff-side employment law firm in Santa Monica, California. A native Spanish speaker, she has worked with clients from diverse backgrounds and is dedicated to representing all clients in the pursuit of their constitutional and statutory rights. She has represented employees across a broad spectrum of industries in vindicating their labor and employment claims, including restaurant workers, police officers, hotel workers, professors, factory workers, and human resources executives. She has also worked on impact litigation involving voting rights, First Amendment issues, education policy, and immigrants’ rights. Ana currently serves on the board of the Mexican American Bar Association. She is also a member of the California Employment Lawyers Association’s Immigrant Employee Rights Committee.

TRAVEL LOG - continued from page 12

stepped outside, a family of deer carefully made their way around the edges of the meadow, stepping high, and vanished.

After breakfast and an hour or so playing in the snow (with our cameras), we regretfully packed up our belongings and drove over to the Duncan house for our tour. As it happened, there was an event scheduled at the Balter house, so we weren’t able to see that one, but I’m comfortable with the idea that we picked the right house for us, and would happily return (maybe during leaf-peeping season?).

In any event, as we drove away, heading towards Niagara Falls, I realized that I was quickly developing an unexpected fondness for the landscape of Pennsylvania, of which there would be plenty more examples to enjoy during the course of our trip, even some in our next stop, Erie, as will soon be apparent in my upcoming column.

For now, happy traveling!

PEANUT GALLERY III - continued from page 10

• CLUSTERING Users can automatically sort documents into clusters of related documents, allowing high-level topic views.

• KEYWORD EXPANSION Analytics aids traditional keyword searches by returning a list of terms that are conceptually related to known keywords.

In our next article (ECA and Analytics) we will explore what Analytics can do for you...
The Los Angeles Paralegal Association Thanks the Following Exhibitors / Sponsors / Advertisers at the LAPA October Conference:

4 Corners Deposition
Abraham Lincoln University
Case Forensics
Coalition of Court Reporters Los Angeles - CCROLA
California State University, Los Angeles
DTI
Express Network
First Legal Network
Harbor Litigation
Jhill Staffing Services
L.A. Law Library
Loyola Law School
Mabel Ussery Family Trust
Matura Farrington Staffing Service
NALA
National University
O’Connor’s (Jones McClure Publishing)
Omni Hotels - Grand War Room
Parasec
Registered Agent Solutions, Inc, - Rasi
Rufca Recruiting Services
Second Image
Southland Credit Union
Special Counsel
Taylor Morse
The LaRoche Team - Keller Williams Realty
UCLA Paralegal Training Program
Williams Data Management
and took away some additional knowledge. Please visit LAPA’s website at http://www.lapa.org/ for upcoming events. Please also join your colleagues and like LAPA on LinkedIn and Facebook. We hope to see each of you next year to celebrate LAPA’s 40th Annual October Conference. 🎉

Navigating Through the Challenges of Health Care Law

LAPA was pleased to offer health care law as a new MCLE topic at its 39th Annual October Conference. We were honored to have Suzan Vida Konell, MBA, JD, Senior Counsel of Dignity Health present a morning breakout session on “Navigating Through the Challenges of Health Care Law.”

Ms. Konell was well received by the attendees, very engaging, and participants were anxious to hear about the new MCLE topics relating to health care law. She spoke on areas such as Health Information Portability and Accountability Act (“HIPAA”), Medicare Fraud and Abuse, Stark Law, regulatory matters, medical staff issues, patient care issues, and physician and non-physician contracting matters. She fielded many questions from those in attendance and several attendees stayed behind to speak with her one-on-one and ask additional questions relating to health care law.

LAPA strives to reach its members to develop, strengthen, and advance the paralegal profession through continuing education. Should you have additional topics that you would like to see presented at future MCLE seminars, please don’t hesitate to notify LAPA or one of its board members. 🎈

Expanding Internationally – Key Considerations When Setting Up Foreign Companies

On October 10, 2015, Los Angeles Paralegal Association (LAPA) held its 39th Annual October Conference at the Omni Hotel in downtown Los Angeles. The Conference was a great success due to the outstanding speakers that presented the MCLE seminars. One of the speakers was Daniel K. Robyn, Esq. of Baker & McKenzie. Mr. Robyn’s expertise is in global corporate restructuring for public and private companies, including post-acquisition planning and integrations, spin-off transactions, and tax restructurings, foreign direct investment, and domestic and international commercial contracts involving sales, marketing, and distribution. He spoke about the key considerations from a corporate perspective with regard to high-level tax and employment issues U.S. companies frequently encountered when “going abroad,” the difference of branching versus incorporating an entirely new company, the ramifications and benefits of doing so, and the key players (i.e., tax accountants, tax attorneys). His detailed diagram was helpful to the attendees. He was able to present this complex area of law in such a way that the attendees were able to understand. He was “engaging” and his presentation was “amazing” as quoted by the attendees.

Daniel Robyn is a Partner at Baker & McKenzie in San Francisco. He is admitted to practice law in California and in Germany and completed his German legal traineeship in Baker & McKenzie’s Düsseldorf office. He has authored numerous articles on U.S. transactional and litigation matters and co-authored a handbook on contract law, enforcement of rights, and secured transactions in foreign trade. 🎈 photos of event continued on page 17

Are you looking for a job? If so, please be sure to view LAPA’s Career Center webpage and consider submitting your resume! http://p.ca.la.associationcareernetwork.com/Common/HomePage.aspx

BOOK REVIEW - continued from page 8

provided a clearer definition of right to counsel thus eradicating mass trials. Furthermore, due to judge Fricke’s behavior, the case warned judges that codes of judicial conduct should be strictly followed in the future. Weitz’ journey through this disreputable and decidedly L.A. case leaves us with his insight - “court cases do more than reflect our legal system; they also provide insight into who we are as a people and a nation.” 🎈

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LAPA OCTOBER CONFERENCE REVIEWS - continued from page 17
LAPA OCTOBER CONFERENCE REVIEWS - continued from page 18
Members Only Benefits

Regional and Networking Sections
LAPA has many opportunities for meeting and connecting with your paralegal colleagues and other legal industry professionals. Such opportunities include seminar and networking events based on geographical locations such as Downtown (Los Angeles), South Bay, West L.A., the San Fernando Valley, Santa Clarita, and more. LAPA also provides educational seminars in various legal specialties, including, but not limited to, Litigation, Probate Law, Intellectual Property Law, Corporate Law, Immigration Law, and Ethics. Additionally, with the support of our legal industry partners, LAPA also hosts other networking and charitable events and mixers. Your participation in LAPA is encouraged, so be sure to reach out to a LAPA Section or Committee Chair, develop your leadership and networking skills, and make LAPA an even better association.

Vital Savings
This benefit provides LAPA members a discount program for dental and vision services, long term care, as well as many pharmaceuticals. LAPA has been able to obtain special pricing of Vital Savings discount cards through Aetna. By using the discount cards and Aetna approved providers, LAPA members can save dramatically on the services provided by these professionals. For more information, please visit LAPA’s website, www.lapa.org.

Working Advantage
LAPA members may join a program that offers discounts up to 60% on tickets, travel, shopping, and more. LAPA helps you save money on items from clothing to theater tickets to flowers. This benefit is available by logging onto the LAPA website “Members Only” section.

United Insurance Partners
LAPA has teamed with UIP - United Insurance Partners - to bring LAPA members the opportunity to purchase health, dental, and/or vision insurance. When you access UIP through the link provided on the Benefits webpage, you will find an array of insurance products available for you to purchase with companies such as Blue Cross, Aetna, and many other top insurance companies. Please visit LAPA’s website, www.lapa.org, for more information.

NALA Affiliation
LAPA is an affiliated member of the National Association of Legal Assistants. NALA is the nation’s leading professional association for paralegals. As a member of an affiliated association, the initiation fee for individual membership in NALA is waived for LAPA members. NALA boasts some of its own benefits. Access its NALA Campus Live for online continuing legal education, self-study courses, and preparation for the CLA/CP Exam. Its annual educational convention in July allows you to expand your network beyond your state’s borders as you network with other paralegals from around the country, attend educational institutes and member related activities.

Freelance/Contract Paralegal Listing
LAPA provides a “Freelance Paralegals” section on its website to assist LAPA members who are freelance, contract, or independent paralegals, as defined by California Business and Professions Code Section 6450. For a nominal fee of $60, you can post your contact information on LAPA’s website for six months. You can sign up online through the Members Only section of the website.

Membership Database
Available only to LAPA members, the Membership Database is a valuable tool in locating other paralegals or legal professionals with whom you have worked or networked. The Membership Database also provides up-to-date contact information as well as members’ legal specialties and geographical areas.

Credit Union
LAPA members are eligible to join Southland Credit Union. Southland Credit Union, with over $435 million in assets, offers an online presence, a new full-service branch in downtown Los Angeles, an upgraded ATM network and five new proprietary ATMs. Southland Credit Union has expanded its product line by introducing a new high-yielding certificate of deposit, a Rewards Plus program and a market-leading high interest yielding checking account. Southland Credit Union prides itself on outstanding service to its members and has recently earned a 95 percent Member Service satisfaction rating.

Lorman Education
LAPA is dedicated to providing efficient and readily-available continuing education opportunities that meet the needs of our members and enhance their skills, knowledge, and competencies. LAPA has partnered with Lorman Education to provide continuing education in a variety of topic areas. LAPA members receive a 20% discount on all orders.
Los Angeles Paralegal Association is pleased to offer the Working Advantage discount program. Save up to 60% on tickets, travel, shopping and more!

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If you are interested in making a difference, please be sure to visit [www.LAPA.org](http://www.LAPA.org) to connect with LAPA Chairs or Co-Chairs of committees and sections. Being involved with a LAPA committee or section is a great way to network, develop leadership skills, and ensure that 2015 is even a better year for LAPA!

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LAPA has teamed up with UIP – United Insurance Partners to offer you affordable quality insurance that addresses your health care needs in simple, easy to understand terms.

Visit LAPA’s Benefits section and see the wide array of quality insurance providers now available to you through this exclusive arrangement with UIP and start saving today.

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The Los Angeles Paralegal Association
Please visit [www.lapa.org](http://www.lapa.org) for detailed information about LAPA membership benefits.
### 2015 FALL CLASS SCHEDULE

#### WEEK 1
- **11/05** 7-9 p.m.  NALA Introduction/Ethics
- **11/07** 9-11 a.m.  Contracts

#### WEEK 2
- **11/12** 7-9 p.m.  Business Organizations
- **11/14** 9 a.m.-1 p.m.  Substantive Law

#### WEEK 3
- **11/19** 7-9 p.m.  Civil Litigation
- **11/21** 9-11 a.m.  Communications
  - 11 a.m.-1 p.m.  Legal Terminology & Human Relations

#### WEEK 4
- **12/03** 7-9 p.m.  Legal Research
- **12/05** 9 a.m.-12 p.m.  Judgment & Analytical Ability I & II
  - 12-2 p.m.  Study Guide/Mock Exam Review

### CLASSES SUBJECT TO CHANGE WITHOUT NOTICE

**WHERE:**
National University
Los Angeles Campus (near LAX)
5245 Pacific Concourse Drive
Los Angeles, CA 90045-6905
Phone: 310.662.2000
www.nu.edu

**REQUIRED TEXT:**
*Virginia Koerselman Newman*

**AVAILABLE FROM:**
www.nala.org  www.amazon.com
www.cengage.com/community/paralegal

**RECOMMENDED TEXT:**
*CP Study Guide and Mock Examination, 5th Ed.*
*The Bluebook-A Uniform System of Citation*
*The Elements of Style, 4th Ed.*, Strunk and White

**QUESTIONS:**
Kai Ellis, ACP at 213.233.9668
kai.ellis@mclolaw.com

To register for individual classes, please contact LAPA administrator Tracey Booth at 866.626.LAPA

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### Study Course Designed to Prepare Paralegals for the 2016 Certified Paralegal (CP) Exam

**WHEN:**  Thursdays & Saturdays
November 5, 7, 12, 14, 19, 21,
December 3, 5

**COST:**
- **$125.00** Members
- **$175.00** Non-Members
- **$20.00** Per Individual Class (Members)
- **$25.00** Per Individual Class (Non-Members)

**REGISTRATION FORM**

Name: ____________________________________________

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City/State/Zip: ____________________________________________

Business Phone: ____________________________________________

Home Phone: ____________________________________________

E-mail: ____________________________________________

- [ ] LAPA Member: $125.00  [ ] Non-Member: $175.00
- [ ] Check  [ ] Visa  [ ] Mastercard  [ ] Am Ex

Credit Card #: ____________________________________________

Expiration Date: ____________________________________________

Card Holder Name: ____________________________________________

Signature: ____________________________________________

Register on-line at lapa.org, or return a completed Registration Form and payment, which can be made by check or money order payable to “LAPA,” or by credit card. Mail to:

LAPA/NU, CP Review
P.O. Box 71708
Los Angeles, CA 90071

**IMPORTANT:** You must also register for the CP exam through NALA.
Applications may be obtained by contacting NALA at: NALA, 1516 S. Boston,
#200, Tulsa, OK 74119 (918.587.6828; fax 918.582.6772; www.nala.org).
LAPA NEEDS YOUR IDEAS!
YOU ARE INVITED TO THE LAPA
FALL MIXER & PLANNING MEETING

We can use help at whatever level you’re willing to give. Now is the time to share your ideas and get involved! This is an opportunity for members to learn about ways to work with LAPA and make a difference. Consider joining a Standing Committee: Marketing, Membership, Website, Newsletter Committee, or Pro Bono & Community Services. Or maybe you have ideas for a committee in your legal specialty or geographic area. With your help, LAPA will be an even better association for all its members!

$20.00 FOR LAPA MEMBERS
(IF REGISTERED BY THURSDAY, NOVEMBER 5, 2015)
$40.00 FOR NON-MEMBERS
AND LATE REGISTRATION

- HELP PLAN NETWORKING EVENTS:
  MEET PARALEGALS WHO WORK IN
  VARIOUS LEGAL SPECIALTIES
  AS WELL AS OTHER LEGAL
  PROFESSIONALS.

- HAVE A CAUSE DEAR TO YOUR HEART?
  SHARE IT WITH THE PRO BONO &
  COMMUNITY SERVICES COMMITTEE.

THURSDAY
NOVEMBER 12, 2015
6:00 P.M. - 8:30 P.M.
LOS ANGELES ATHLETIC CLUB
431 WEST 7TH STREET
LOS ANGELES
CALIFORNIA 90014

Please RSVP by Thursday, November 5th by registering for this event at www.lapa.org.
For any questions, please contact LAPA President Bobby T. Rimas at bobby.rimas@alumni.ucla.edu.

PARKING: $7.00
APPETIZERS TO BE SERVED / NO-HOST BAR

Please RSVP by Thursday, November 5th by registering for this event at www.lapa.org.
For any questions, please contact LAPA President Bobby T. Rimas at bobby.rimas@alumni.ucla.edu.
TUESDAY, DECEMBER 8, 2015 | 6:30 P.M. TO 9:00 P.M.
DOUBLETREE BY HILTON, 120 S LOS ANGELES STREET, LOS ANGELES, CALIFORNIA 90012

TICKETS
Buy your tickets online at LAPA.org or call (800) 626-527
Before 11/20 - $25 LAPA Student Members
   $35 Members & Non-Members
After 11/20 - $35 LAPA Student Members
   $45 Members & Non-Members
At Door $55 (limited number of walk-ins will be admitted)
Registration closes 12/1
NO REFUNDS

TICKET PRICE INCLUDES...
• $50 in gaming chips
• Heavy appetizers
   No Host Bar
• Additional chips available for purchase

Parking: $10 for self-parking onsite or $15 for valet
Donate a new or gently used, clean heavy coat OR new extra long twin sheet set & receive $100 in extra chips
Donate a new blanket and receive $50 in extra chips

Turn in your winning chips for a chance to win some great prizes!

ITEMS COLLECTED WILL BE DONATED TO
SOJOURN WOMEN’S SHELTER

The Los Angeles Paralegal Association &
The LA Chapter of Women in E-Discovery invite you to the

Holiday Benefit Gala
& Casino Night

For Questions or to Donate a Prize, Contact us at hbg@lapa.org or la@womeninediscovery.org

LAPA is a tax-exempt organization under IRC section 501(c)(6) | Women’s Sojourn Shelter is a tax-exempt organization under IRC Section 501(c)(3)
Join the LAPA Team at PUBLIC COUNSEL’S

2016 RUN FOR JUSTICE

Please join the Los Angeles Paralegal Association (LAPA) Pro Bono & Community Services Committee and its supporters at Public Counsel’s “Run for Justice” in conjunction with the ASICS LA Marathon’s LA Big 5K on Saturday, February 13th at Dodger Stadium! This event will raise funds for Public Counsel, the nation's largest public interest law firm specializing in delivering pro bono legal services to low-income communities. At this event, you can network with paralegals, attorneys, and other legal professionals from some of the largest law firms in Los Angeles. To find out detailed information on how to officially register for the LAPA Team, or if you would like to help the LAPA Team raise funds for Public Counsel’s pro bono programs, please e-mail Maria Teresa Bravo at maria.bravo3@gmail.com and Bobby Rimas at Bobby.Rimas@alumni.ucla.edu.
platform that retains all project knowledge and documentation in one location.

3. BE PROACTIVE

For the most part, eDiscovery projects are very fast paced. Although there is “up-time” and “down-time” for almost every project, the one thing that should remain constant is how proactive you are. On a regular basis, revisit your plan and address outstanding tasks. “Follow up” and “follow through” are both vital to project success. Being proactive means identifying loose ends and making sure that they are addressed OR anticipating issues that may arise and addressing them before they materialize. Being proactive will ensure smooth sailing every time.

4. MANAGE EXPECTATIONS

The accuracy of information can make or break a project. Every stakeholder in the project has different expectations and will require different information. Understanding a stakeholder’s expectations will assist in managing those expectations. It is important to note that meeting expectations are important because they build trust. Once expectations cannot be met and trust is broken, well we all know what happens next.

5. TAKE A STEP BACK, REFLECT AND LEARN

Once the project is complete, do a quick case study to understand what worked well and what did not. Remember, the goal is to “work smarter not harder” and analyzing the project will assist with that goal. Learning from mistakes made in one project and avoiding those mistakes down the line means progress towards mastering the skill of eDiscovery project management.
EXECUTIVE COMMITTEE

<table>
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