



The REAP Record

The Official Publication of the
[Redwood Empire Association of Paralegals](#)
Spring 2009 Newsletter

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REAP

Established in 1981 as a professional and educational organization for legal assistants and paralegals.

REAP
P.O. Box 143
Santa Rosa, CA 95402

[REAP Membership Info.](#)
[Membership Application](#)

REAP is also a member of CAPA, the [California Alliance of Paralegal Associations](#)



President's Message

By [Grace De La Torre](#), CP and REAP President

Hello, members. I hope everyone is enjoying the beautiful spring weather.

Volunteering

This quarter we have formed several new committees. They include the scholarship committee, marketing committee, industry standards committee and the student outreach committee. All of the volunteers on these committees are outstanding members who answered the call to serve their association.

In order for our association to grow and achieve its goals, we need members to volunteer and commit their time to REAP. Donating just an hour or two a month to our association will help REAP prosper. Every President's Message I request that the membership donate their time to our association, please send me an e-mail at gdelatorre@sbcglobal.net and let me know how you can donate your time. Remember- no task is too small.

Giving

In direct response to our Vision Meeting, we have made one of our goals this year to dedicate our time to helping a service organization in our community. At our seminar on April 9, 2009, we received donations from our members to [The Living Room of Sonoma County](#), a daytime drop-in shelter for women and children. I am proud to say that our members contributed numerous items to this organization. Please look to our May seminar to find out how you can continue to contribute to the community. Thank you.

Education/CAPA/Newsletter

Also, I would like to thank our Educational Committee Chairs, Monica Lehre and Anne Goodwin for their efforts this year. The quality of speakers at our educational seminars has been exceptional. To our CAPA representatives, Trudy McQuiddy and Kathy Juarez, thank you for your dedication to our association and the paralegal profession. Every individual has the potential inside of them to make a difference they need only to take the first step. Let's please hear it for our newsletter chair, on another outstanding newsletter. Thank you, Jeff.

Student Outreach Committee (SOC)

As I mentioned above, REAP now has a committee dedicated entirely to student members. The committee members are: Gerie Johnson, Katie Cromwell, Carmen James and Lorraine Dickerson. If you are a student member & would like to join the Student Outreach Committee, or you are interested in receiving information about the services and resources offered by the committee, please contact one of the committee members listed on the [Contact](#) page.



The CAPA Report

By [Trudy McQuiddy](#)

Trudy, a litigation paralegal at Senneff, Freeman & Bluestone, is REAP's CAPA Representative

On February 7-8, 2009, I attended the [CAPA](#) board meeting in Pismo Beach, along with Kathy Juarez, REAP's CAPA Secondary (Kathy also serves as Treasurer for CAPA). In many respects, this was one of the best CAPA meetings I have ever attended, with agenda items focused on how to improve our local associations and provide more benefits to our members. Given the current economic climate, it is more important than ever to reach out to each other and build relationships that can lead to professional growth and opportunities. On the local level, REAP provides these opportunities through our educational seminars and general meetings.

On the state-wide level, you have an excellent opportunity to meet and network with outstanding paralegals from throughout California at CAPA's 21st Educational Conference, hosted by the Orange County Paralegal Association, on June 27, 2009 in Long Beach, California. This conference provides MCLE credit through outstanding seminars on a wide variety of legal topics, including the opportunity for ethics credits. Attached to the newsletter is a flyer describing the conference seminar offerings as well as information on registration and accommodations. At this time, there are several members of REAP who will be in attendance, and we invite you to join us.

REAP is again responsible for coordinating the Opportunity Drawing at the Educational Conference. Attached to this newsletter is a list of prizes that have been donated for the Opportunity Drawing. Tickets are available from me for \$1 each. Should your name be drawn as a winner, I will collect your prize and deliver it to you! Please help support CAPA's efforts by purchasing tickets to this drawing.

As part of its mission CAPA strives to further the paralegal profession throughout California. By having liaisons from CAPA sit on the Executive Committees of three State Bar sections: Law REAP Record – Spring 2009

Practice Management & Technology (Cynthia Mascio, ACP, CAS and member of OCPA), Public Law (Thomas Horlick, LAPA) and Solo & Small Firm (Carolyn Yellis, ACP, OCPA). These liaisons are involved with providing a paralegal perspective to each respective State Bar Section Executive Committee. In fact, at the 2008 State Bar Annual Meeting in Monterey, Carolyn Yellis and Cynthia Mascio presented a program on paralegal utilization as one of the breakout sessions, a great honor!

As a reminder, CAPA provides other benefits to REAP members. You can explore the benefits available to you by visiting www.caparalegal.org, CAPA's website. If you are interested in discounts on products and services, CAPA offers *Working Advantage*. To obtain the identification number to access *Working Advantage*, please feel free to contact me at tmcquiddy@gmail.com. Other benefits available include discounted dental benefits, 1-800-Flowers, and more. You are also eligible to attend programs put on by other CAPA member associations at their association's member rate. The CAPA website has a link to a calendar page where each association posts its upcoming events.

Note: Our newsletter editor, Jeff DiCello, is having his article on the history of attorney's fees awards and paralegal fee recovery published in this quarter's CAPA newsletter. Way to go, Jeff!

About CAPA: [CAPA](#) is a statewide non-profit, mutual benefit corporation dedicated to the advancement of the paralegal profession and the proposition that paralegals gain strength through alliance.

REAP Welcomes New Members

Thirteen new members joined the ranks of REAP since January, according to membership committee chair, [Christina Welch](#).

The new members are: **Marjorie Ansagay, Jaime Baldovino, Leslie Baum, Esther Colombini, Lisa Goben, Sunny Grechko, Gerie Johnson, Robyn Kasper, Michelle Lydon, Nadine Mordus, Krista Sewell, Lisa Furia-Singleton and Carlene Verriere.**



Editor's Corner
**Sometimes It's Hard
to Like Your Clients**

By [Jeff DiCello](#), Editor

As paralegals we all have some degree of contact with clients. Often this contact is routine, i.e. interviewing a personal injury client about her accident; gathering information to fill out a family law client's income and expense declaration; or obtaining documents from a litigation client to comply with a document production request.

During these routine contacts, we often give little thought to whether we like the client.

At other times, clients can be hard to like because they are procrastinators who take forever to provide us with information and documents needed to move the case along. Others may miss a depositions or independent medical examination, causing the paralegal to have to reschedule these critical events.

Personal injury paralegal **Kimala Krchnavi** knows all too well how challenging some clients can be. She recalls a husband-wife couple in a PI case who were "know-it-alls, condescending, rude and uncooperative" to both attorneys and paralegals alike. The key, in such situations, says Krchnavi, is not to take things personally.

Learn to Empathize

Even though she grew tired of the couple's rude calls, Krchnavi was always polite. "I understood that they were suffering, and confused by the legal process of a personal injury case. I agreed with them that many of the discovery questions were unrelated in any way to the case. I continually did my best to keep their case alive and moving toward settlement and not get bogged down by their unending, condescending rudeness." In the end, one of them actually thanked her for being so helpful and considerate.

Trudy McQuiddy, a paralegal at a civil defense firm, had a similar experience. She often has clients who are angry and upset that they have been sued, and are reluctant to provide documents or other information

because, in their opinion, said McQuiddy, "this is just B.S."

McQuiddy has found it useful to listen to the client when they vent their frustrations with the judicial process and to give them feedback that lets them know that she hears their position, and understands that they are frustrated, and angry, and that the firm is doing everything it can to protect their interests, and that they "must do their part, too, or the 'bad guys' will win. "

Don't Pass Judgment

McQuiddy recently had a case where some in the office felt the client was not only disagreeable, but that he had probably done what he was accused of. As a result, she said, "I avoided dealing with him on the telephone, usually trying to have someone else handle his calls." However, while doing document review in the case, she realized the client was not a "bad guy." "As I dug deeper into the case, I actually did a 180-degree turn. I began seeing what really had occurred and I found myself opening up more to the client, talking to him about what I had found in the records." In the end, the client prevailed in the case, and McQuiddy learned a valuable lesson – "wait until all the facts are in before passing judgment. "

*Tips on how to
handle a
difficult client*

When the Client Really Is the "Bad Guy"

Running into clients who are hard to like is a hazard that is particularly prevalent in criminal defense, because frequently our clients actually are the "bad guys." I run into this from time to time in my capacity as a freelance paralegal working for criminal defense attorneys.

For example, recently, I had to draft a motion in a child abuse case. When I read the police report, I was upset about the allegations against the defendant. I questioned briefly whether I would be up to the task. I then found a comment in one of the ABA Model Rules of professional Conduct that said "legal representation should not be denied to people who are unable to afford legal services, or whose cause is controversial or the subject of popular disapproval. "

This is a great reminder that when it comes to clients - likable or not, paralegals must toil diligently in pursuit of what is best for them and their case.

Are Paralegals Key to Law Firm Survival in Economic Downturn?

By Vicki Voisin

Law.com recently featured an article from the [Fulton County Daily Report](#) by Michael Tierney titled **'Billable Rates Now Under Siege Due to Recession.'** To quote Mr. Tierney, "Most firms are hearing, loud and clear, from clients seeking a little billable-hour love during these harsh economic times. For two decades, substantial rate boosts were an annual rite, placing clients in a grin-and-bear-it posture. No longer. Industry observers say clients are requesting -- even demanding -- by letter, fax, e-mail or Ma Bell a smaller tab to smooth their ride through the recession."

Chuck Trense, president and CEO of the Atlanta attorney recruiting and placement firm [Trense Group](#), offers this information, "Billable rate [issues] are an oversimplification of what's going on. Clients are looking for value. At the end of the day, they don't care about the hourly rate. They are concerned about the total cost to get the job done -- and the quality."

Clients are looking for value. At the end of the day, they don't care about the hourly rate. They are concerned about the total cost to get the job done -- and the quality.

Tierney suggests that "One foreseeable cost-saving trend is pushing some duties down the ladder from senior-level associate to a less experienced one. Or, from the less experienced to a paralegal. The firms avoid an actual rate reduction but wind up charging less at the end.

Right on, Mr. Tierney!

An experienced, properly utilized paralegal will provide longevity of profits. Work delegated to a paralegal is limited only by the skills and qualifications as well as the attorney's Rules of Professional Conduct. In most circumstances, an attorney will be able to bill the time of an experienced paralegal at a rate that will generate additional revenue for the firm at a lower cost to REAP Record – Spring 2009

the client.

There are many tasks a paralegal can perform that may take the paralegal the same amount of time as the lawyer. However, with the paralegal's lower hourly rate, the resulting lower fee to the client will surely have an impact during a recession. For instance, if an attorney charges \$200 per hour and that attorney spends three hours interviewing two witnesses, the cost to the client will be \$600. The same task can be performed by a paralegal at a rate of \$90 per hour, resulting in cost of \$270 to the client. Which do you think the client would prefer?

Paralegals also provide continuity for the firm. Associates frequently move from one practice area to another or move on to another firm, or become partners where they develop their own client base. Paralegals often work with one group of partners and the same clients for a long period of time. The

clients develop a high degree of familiarity with the paralegal and also a high degree of confidence. In this way, paralegals strengthen client relationships.

The economic downturn is on the minds of everyone in the legal profession. Firms should take a

long hard look at the benefits of retaining paralegals on their staffs. Clients' demands for lower fees and high quality work will be met by the effective utilization of paralegals. Law firms can only benefit from moving in this direction.

About the author: Vicki Voisin, "The Paralegal Mentor," delivers simple strategies for paralegals and other professionals to create success and satisfaction by achieving goals and determining the direction they will take their careers. Vicki spotlights resources, organizational tips, ethics issues, and other areas of continuing education to help paralegals and others reach their full potential. She publishes a bi-weekly e-zine titled Strategies for Paralegals Seeking Excellence. Visit Vicki's website at: www.paralegalmentor.com



Seminar Reports:

Legal Ethics & Calendaring Presentations Draw Crowds

By [Monica Lehre](#)

Educational Committee Co-Chair

Left: Gayle Mozee addresses the crowd at the ethics seminar on Feb. 26.

Editor's Note: As part of REAP's ongoing effort to facilitate the continuing education of its membership, REAP sponsored two recent seminars on ethics and calendaring. Below are recaps of each seminar, written by REAP's educational committee co-chair, Monica Lehre.

Ethics

On February 26th, Gayle Mozee was REAP's speaker for its annual ethics seminar. Mozee is the Director of Litigation Practice and Support at [Townsend and Townsend and Crew, LLP](#). She teaches at [West Valley College](#) and the [De Anza College](#) Paralegal Programs and is a member of the NALA Certifying Board. She's given numerous seminars on ethics including recently speaking at the CAPA conference.

The seminar was attended by close to 50 paralegals as well as some attorneys. Mozee made the evening interesting by giving examples of actual ethics violations from cases involving attorneys and paralegals and then asking the audience if they could spot the specific ethical violation. She said it was similar to the show "What Not to Wear" but instead she would be asking the audience "What Not to Do." She covered issues of confidentiality, attorney-client privilege, and trust accounts, among other ethical issues.

Keep up on your MCLE.



Don't miss any upcoming seminars. See calendar on [page 9](#).

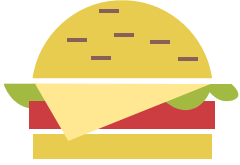
Legal Calendaring



Julie Goren

On April 9th, [Julie A. Goren](#), a Los Angeles attorney, was REAP's speaker for a Calendaring and Procedural Updates Seminar. Goren wrote the first edition of [Litigation By The Numbers](#)® in 1982, a few years after she had become a self-taught legal secretary. Having searched in vain for a book which would take the mystery out of California litigation, she decided to fill the need herself by writing a book which enabled the reader to perform the functions of a litigation secretary simply by following step-by-step instructions. After becoming an attorney in 1987, Goren continues to speak about civil procedure and calendaring to various paralegal and legal secretary associations in California.

REAP advertised this seminar to the Sonoma County Legal Secretaries Association and we were gratified to see so many legal secretaries at the seminar. Goren answered questions about the correct way to calendar and clarified how to deal with tricky calendaring issues.



Monthly Paralegal Lunches

Each month paralegals working in the downtown Santa Rosa area meet informally for lunch. You do not have to be a REAP member to attend. These informal lunches are a great way to meet other members who work near you.

When: The second Tuesday of each month.

Time: Noon to 1:00 PM. We are in and out in one hour so you can get back to work on time.

Where: At a restaurant in the downtown Santa Rosa area. E-mail reminders with the exact location are sent out a few days before the event.

How Much Does It Cost? There's no fixed cost; each member pays his/her own check and decides what to order and spend.



REAP Membership Information

- 1. Voting Member** (dues: \$42.00 per year). Voting members are defined as qualified paralegals by education or valid declaration. REAP membership application: [Click Here](#)
- 2. Associate/Non-Voting Member** (dues: \$30.00 per year). Associate/non-voting members are defined as attorneys, paralegal educators or members of the Sonoma County Bar Association.
- 3. Student Member/Non-Voting Member** (dues: \$20.00 per year). Student/non-voting members are defined as current paralegal students.
- 4. Sustaining/Non-Voting Member** (dues \$50.00 per year). Sustaining/non-voting members are defined as individuals, law firms and companies that endorse and promote the paralegal profession.

Membership Period: REAP's bylaws provide that the REAP membership period is from Jan. 1 to Dec. 31 of each year.

Full Amt. Due: The full amount of dues must be paid when joining REAP, regardless of date of application. First time (new) members joining after Sept. 1 retain their membership for 16 months (until Dec. 31 two years after they join).

Due Date: Renewal memberships are due Jan. 1 and become delinquent on April 1, at which time membership is terminated. If past members reinstate after April 1, they are not treated as new members under this agreement.

Voting Eligibility: Only active members in good standing 45 days before the annual or special meeting shall have been called to order shall be qualified to vote at membership meetings or upon other matters coming to the members for action.

Who Cannot Vote: No active member who is delinquent in the payment of any dues or other assessments shall be qualified to vote. In no event shall student, sustaining or associate members vote.



Paralegal Salary Survey Results Are In

Survey finds pay trending upward despite economic doldrums

By [Jeff DiCello](#), REAP Record Editor

Average paralegal salaries rose 3.5 % in 2008, according to [Legal Assistant Today](#) (LAT) magazine’s annual salary survey, published in the magazine’s April/May 2009 edition.¹

In dollars and cents, the survey results showed that the average reported salary in 2008 rose to \$54, 859 from \$52,979 in 2007. Even though the nation was in a recession in much of the last quarter of last year, salaries rose, in part because of the increased demand for paralegals, according to a legal placement professional cited by the organizers of the survey. In fact, the Bureau of Labor Statistics (BLS) says paralegal jobs are expected to increase 22% by 2016. To read more about the job outlook for paralegals, go to the [BLS website](#).

The West is Tops in Salaries

Paralegals in the western region of the U.S., of which California is a part, earned an average salary of \$60,340, the highest of the four regions surveyed.

Experience Pays

As would be expected, the more experience a paralegal had, the more he or she earned. Survey respondents with less than one year of experience pulled down \$35,000 or less; while those with ten or more years in the trenches earned over \$50,000.

Pay by Specialty/Setting

Corporate paralegals made the most, averaging \$62,336; followed by government paralegals at \$56,615; and law firm paralegals at \$53,937.

Within the law firm setting, the highest average paralegal salary went to those who work in intellectual property (\$71,308); followed by tax law (\$66,500); and commercial law (\$64,080.)


But what about the more common areas of law, such as family, personal injury and probate, trusts and estates? According to the survey, family law paralegals averaged \$45,200; personal injury (defense) paralegals averaged \$47,250; and probate, trusts and estate paralegals earned an average of \$49,236.

Billable Hours Requirements


Many respondents (45.4%) reported no billable hours requirement for their jobs; and no respondent who had a billable hours quota reported a requirement of fewer than 1,000 hours. Here’s a breakdown of the billable hours requirement for those who had quotas:

Yearly Hours	Percentage of Respondents Reporting This Requirement
1,001 to 1,200	3.4%
1,201 to 1,400	7.6%
1,401 to 1,600	26.1%
1,601 to 1,800	18.4%
1,801 to 2,000	3.4%
Over 2,000	0.8%

¹ The survey, which ended in December of last year, was mailed randomly to 1,190 LAT subscribers, and e-mailed to a smaller group of 47 volunteer subscribers. It has an error margin of +/- 6.25%.



Almost 75% of paralegals surveyed said they believed they were paid a fare wage.





Contact Information

REAP Board Members

Name/Office	E-mail Address	Telephone
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Janet Jefferson Vice-President	jjefferson@cfk.com	W: 523-1181
Monica Lehre Secretary	mlehre@empirecollege.com	546-4058 or 217-8117
Ginger Orosco Treasurer/Webmaster	gorosco@obrienlaw.com or webmaster@redwoodparalegals.org	W: 545-7010 ext. 470
Trudy McQuiddy CAPA Primary	tmcquiddy@senefflaw.com	H: 526-9509 W: 526-4250

Area of Law Mentors & REAP Committees

Name/Mentor Area/Chair	E-mail Address	Telephone
Janet Anderson Probate Mentor	janet.anderson@azdgg.com	H: 527-0886 W: 545-4910
Renee Ramsey Family Law Mentor	rramsey@perrylaw.net	546-4677
Rhetta Hinton Litigation/ Discovery Mentor	rhetta@shapirogalvinlaw.com	544-5858
Joni Boucher Computer Legal Research Mentor	joni.boucher@yahoo.com	
Grace De La Torre CLA Exam Mentor	gdelatorre@sbcglobal.net	433-8138
Jeff DiCello Criminal Law Mentor Newsletter Chair	jeffdicello@comcast.net or newsletter@redwoodparalegals.org	537-0475
Monica Lehre & Anne Goodwin Educational Committee Chairs	mlehre@empirecollege.com or annegoodwin@att.net	
Christina Welch Membership Committee	membership@redwoodparalegals.org	
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Gerie Johnson , Chair, Student Outreach Committee (SOC)	geriemichele@hotmail.com	623-4305
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Carmen James , Ranking Member of SOC	c_james83@comcast.net	
Lorraine Dickerson , Ranking Member of SOC	lorrainedickerson@empirecollege.com	



REAP/Legal Community Event Calendar

A listing of upcoming seminars/events in the local legal community

For more information about any event held at or sponsored by the Sonoma County Bar Association, please call 542-1190 or visit the association's [website](#).

Event	Date/Time	Location
The Elimination of Bias and The Importance of Diversity in the Workforce – a Business and Moral Imperative	Fri., April 24, 2009/11:30 AM to 1:00 PM (Luncheon buffet provided)	Fountaingrove Inn 101 Fountaingrove Pkw. Santa Rosa
Construction Defects	Thurs. April 30, 2009/2:45 PM to 6:00 PM	Sonoma Co. Bar Assoc. 37 Old Courthouse Sq. Santa Rosa
Civil Litigation Do's & Don'ts, Part II Expert Witnesses	Thurs. May 7, 2009/11:30 AM to 1:00 PM	Fountaingrove Inn 101 Fountaingrove Pkw. Santa Rosa
Hearsay: What Every Civil & Criminal Attorney Needs to Know about the Hearsay Rule	May 19, 2009/3:45 PM to 7:00 PM	The Glaser Center 547 Mendocino Ave. Santa Rosa
Obtaining Medical Records & Bills in Personal Injury Cases Presented by Kimala Krchnavi, a PI paralegal at Hinton, Cochran & Borba AN OFFICIAL REAP EVENT	Thurs., May 21, 2009/Time TBA	Sonoma Co. Bar Assoc. 37 Old Courthouse Sq. Santa Rosa
CEQA Mid-Year Update (Calif. Environmental Quality Act)	Thurs., June 4, 2009/11:45 AM to 1:00 PM	Sonoma Co. Bar Assoc. 37 Old Courthouse Sq. Santa Rosa
Getting and Keeping Your Legal Job in a Tough Job Market Presented by Ceanne Herndon, Law Office Administrator for O'Brien Watters & Davis AN OFFICIAL REAP EVENT	Thurs., Aug. 6, 2009/Time TBA	Sonoma Co. Bar Assoc. 37 Old Courthouse Sq. Santa Rosa



Helpful Legal Links & Articles

Links collected by Celia C. Elwell, RP

About Celia Elwell: *Celia C. Elwell is an Adjunct Professor of Legal Assistant Education at the University of Oklahoma Law Center. Ms. Elwell is the author of [Practical Legal Writing for Legal Assistants](#).*

Text-Mining Case Law by Dr. Adam Zachary Wyner, Law.com <http://tiny.cc/AlGju>

Data Mining Case Heads to Supreme Court, by Tony Mauro, Law.com
<http://www.law.com/jsp/article.jsp?id=1202429488883>

Flipping “the Bird” is Protected Speech, posted by Robert Ambrogi, Legal Blog Watch
<http://www.law.com/jsp/ihc/PubArticleIHC.jsp?id=1202429349166>

Curious Jurors Google a Mistrial, by Paul Sussman, Law.com
<http://www.law.com/jsp/legaltechnology/pubArticleLT.jsp?id=1202429403630>

Law Prof’s Article on His Jury Experience Leads to Overturned Verdict, by Debra Cassens Weiss, ABA Journal Law News Now <http://tiny.cc/Puxtj>

Depositions: Asserting Control with the “Nonresponsive” Objection, The Trial Practice Tips Weblog
<http://tiny.cc/okeXV>

Background Checks: How Much is Too Much? By Diane Krebs, Law.com
<http://www.law.com/jsp/ihc/PubArticleIHC.jsp?id=1202429478741>

Examples of Bad Legal Writing from the “Legalese Hall of Shame,” The Trial Practice Tips Blog <http://tiny.cc/iiPqj>

ABA’s Economic Recovery Resources, Jim Calloway’s Law Practice Tips Blog
<http://jimcalloway.typepad.com/lawpracticetips/2009/03/abas-economic-recovery-resources.html>

Protecting Corporate Data in Economic Downturn, by Regina A. Gytyla and R. Jason Straight, Law.com
<http://www.law.com/jsp/legaltechnology/pubArticleLT.jsp?id=1202429436198>

How to Bates Stamp Using Acrobat, PDF For Lawyers
<http://www.pdfforallawyers.com/2009/03/how-to-batesstamp-using-acrobat.html>

Digitize Your Letterhead; Simplify Your Life, PDF for Lawyers
<http://www.pdfforallawyers.com/2009/03/digitize-your-letterhead-simplify-your-life.html>

Using PDFs for Legal Research, PDF for Lawyers
<http://www.pdfforallawyers.com/2009/03/using-pdfs-for-legal-research.html>

Create Flowcharts & Diagrams in Google Docs, Digital Inspiration Blog
<http://www.labnol.org/internet/office/create-flowcharts-in-google-docs/8051/>

Free and Low Cost Legal Research Guide, Law Librarian Blog <http://tiny.cc/8Lsy5>

Beware the Pitfalls of Videotaping Your Classes, Legal Writing Prof Blog <http://tiny.cc/UbVdm>

CAPA Flyers

CALIFORNIA ALLIANCE OF
PARALEGAL ASSOCIATIONS
(CAPA) PRESENTS

Strength Through Alliance
The Treasures of Success

CAPA's 21st Annual Educational Conference
Saturday, June 27, 2009
Queen Mary, Long Beach, California

Hosted By
The Orange County
Paralegal Association (OCPA)

*The California Alliance of Paralegal Associations is a
State Bar of California Approved MCLE Provider*

Opportunity Drawing Prizes

California Alliance of Paralegal Associations (CAPA)

CCPA

FPA

ICAP Two 2-Day Passes to Disneyland

KCPA Gift basket with a DVD player, DVD's and a t-shirt with pirates

LAPA iPod

OCPA

REAP Picnic carrier with Sonoma County wines

PASCCO Silicon Valley themed basket with high tech gadgets and items representing Silicon Valley companies

SBPA Nordstrom Gift Card Valued at \$100

SDPA San Diego Vacation Package

SFPA

SPA "Blossom Trail" basket with products from the Central Valley

SVPA Nautical basket with five \$20 gift cards to places such as Target, Starbucks, Chilis, Borders, Outback

VCPA

Drawing to be held on June 27, 2009, at the CAPA 2009 Education Conference in Long Beach. Ticket holders need not be present to win. Ticket Price \$1

