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Florida

REPORTER



OFFICIAL PUBLICATION OF THE FLORIDA COURT REPORTERS ASSOCIATION DECEMBER/JANUARY/FEBRUARY/MARCH 2018-2019



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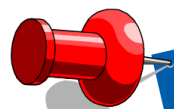
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By Sharon Velazco, RPR, FPR, CLR,
2018-2019 President

Forever Shine Bright Like a Diamond



Well, since the theme of this year's convention is diamonds, let me start by saying it's an honor and a privilege to be in the midst of such a treasure trove of accomplished individuals and to serve with such a priceless, dedicated board. I'm in awe of others who've stood where I am now standing and would like to recognize the past presidents who continue to work behind the scenes tirelessly for FCRA. You consistently demonstrate your passionate commitment to our vocation and inspire all of us.

I'm also inspired by everyone I see. Because of your attendance at the convention and your participation in FCRA, for which we're so grateful, I know I speak for the whole board when I say we were all so happy to be with you and to serve with you in our goal of advancing our profession. When it finally hit me at the convention last year that I was going to be the next president, I knew exactly what our theme would be: Diamonds. Not only because it's my favorite stone, but I thought it was appropriate to use the metaphor of diamonds to stress your importance as court reporters. You are invaluable. The stones in my tiara may not have value like real diamonds, but you do.

I love the adage, diamonds are forever. You can reshape them or reset them, but they're still diamonds. And looking out at all of you, I am dazzled by your collective brilliance. On the Mohs Hardness Scale, which is the standard by which all minerals and stones are measured, the diamond sets the bar for its ability to withstand pressure under duress. The most brilliant of diamonds are those that are formed under extreme pressure at the highest temperatures. All of you reading this shine so brightly because of

what you've been through and who you are, court reporters. I know that each of you has experienced the intense heat of a fiery cross-examination or struggled with a witness or attorney who just cannot be heard because of the room's ambiance, interruptions by others, or the simple fact that the witness is soft-spoken. You go through those situations every day. You demonstrate your immeasurable worth because in the fire of your expedites and your dailies and the general difficulty in dealing with your constant pressures, you take the stress without cracking, and you get that transcript out!

Where the beauty and value of a diamond is largely based on the four C's of cut, clarity, carat, weight and color, the value of the court reporter can also be measured in four C's: Our character, our competence, our conviction, and the way we care for our profession.

Our character is the sum total of who we are and the qualities we bring to what we do. Every day the challenges we face help to shape us into brilliant gemstones and help to carve the facets that make us shine so brightly. Some of us may be princess-cut or marquise while others are the more traditional solitaire. Our value is further enhanced by our willingness to evolve and be reshaped, and this reshaping is usually done through our experiences. There is nothing like walking into two-week trial about chemical dumping and being told right then and there, "Oh, by the way, we need this right away, and can you get it to us, like, right after lunch?" Somehow, though, through panic and perseverance, you get it done -- mostly panic -- and you've added yet another facet to your life as a court reporter.

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**By Richard S. Scire, RPR,
The Florida Reporter Editor, FCRA Vice President**

My Publisher's Hat

Alexander Hamilton said, "I never expect to see a perfect work from an imperfect man." If Mr. Hamilton read the last issue of *The Florida Reporter*, he might have either been proud by the mistakes or eaten his own words. None of us is perfect but that doesn't mean we shouldn't strive for perfection. After all, isn't it our attention to detail as reporters and captioners that makes us as great as we are?

In this issue you will get to read ALL of Madam President's "President's Message" that was inadvertently missing from the summer issue. While I read through all the articles before they are sent to the publisher, I am only looking at the overall layout and thus missed the errors, which I now recognize are blatant. I am not at all blaming the publisher. I am ultimately the editor and the fault therein lies with me.

That is why for this issue, I decided to take on the role of publisher. It is quite time consuming so I can't say that I have a huge future in publishing to replace our publishing company but it's my extra concerted effort to avoid mistakes. As one of my favorite judges always tells jurors, "Wherever a human is required, mistakes are bound to happen." I love when Judge Haworth says that. It's a reminder that all of us are fallible even though we strive for perfection.

Also in this issue, we have another installment of Donna Kanabay's "The Diamond Vault" series. I hope you all have been enjoying them as much as I have. There is so much good and not-so-good history in our association. I especially enjoy learning about the people who paved our way to the present as we take that information to prepare for the future. While I'm remembering quotes, it was George Santayana,

who was a philosopher, essayist, poet, and novelist, who stated, "Those who cannot remember the past are condemned to repeat it."

On the cover of this winter edition of *The Florida Reporter* are the reporters who made it to this year's NCRA's Annual Convention in New Orleans. NCRA's convention theme was "Unmask Your Potential," and that theme continues with this issue. You can read more about that in an article I have written.

Also, please be inspired by Becca Tebon's column, "Becca's Bootcamp." Ms. Tebon loves writing for us since she presented at our 2017 convention. With all the holiday partying and food, the new year brings a new time to set goals and motivation to unmask our potential.

What a busy year it has been! The FCRA Board has been hard at work this year for its members. It's been a year that, for me, has felt busier than ever. Serving as your secretary and now vice president, editor, going to NCRA's Legislative Boot Camp in Washington D. C. earlier this year, as well as attending and participating in the FCRA and NCRA conventions and participating in FCRA's strategic planning session, and now delving into publishing and the committee work I do for FCRA and NCRF all so I can better serve our association and profession, it's a wonder I have time to go to court or do transcripts or have the time I was able to find to help some of my local charities. It's a lot of work but it is always rewarding.

On behalf of the entire FCRA Board of Directors, we wish you a happy and healthy holiday season and new year ahead. We look forward to a productive 2019 and wish you the very best at unmasking your potential.

Forever Shine Bright Like a Diamond

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The second C in determining our worth would be our competence. We demonstrate and maintain our competence by staying current with our equipment and software training, attending seminars and conventions such as this, and constantly working towards certifications. I've tried for my CRR, still don't have it, and I admire people like the contest winners because you all amaze me, and I want to be where you are. Probably next week. We should all pursue the elite skill of realtime reporting. Even if you're just real-timing for yourself, your editing time is reduced, your pages will get out faster -- students -- and your income is going to be increased -- students. And being a realtime reporter shows a willingness to stay relevant in the legal community.

But it's not just the legal community. We should bear in mind our worth to society as a whole. We've become even more valuable as other avenues have opened up for our capabilities. We are able to shine in settings like CART where our talents can influence lives and change destinies, whether it be captioning for large audiences, such as a stadium or a church, or on an individual level like in a classroom setting. Court reporters make the difference in elevating deaf and hard-of-hearing students to their chosen careers where otherwise they would be limited by their inability to participate in their mainstream learning environment. Our dedication to helping those students results in the graduation of more doctors, engineers, scientists, and other professionals. This is perhaps one of the most important, although song-less-sung accomplishments, knowing that you have made the world a better place for the wave of brilliant minds that now have the opportunity to make a difference in our world because of you, the court reporters.

Because we are competent, we can embrace technology and all it has to offer. Our

own skillset of keeping the record has been augmented by the advances in technology, and it's important to appreciate that we will always be able to ensure that progress to our own benefit. Our intelligence sets us apart from mostly automated attempts of maintaining a record. Using our human, God-given intellect, we have the ability to instantly interpret the nuances of sound and render them into words so that even the most difficult of scientific testimony and accents can be discerned at that moment in their proper context and instantly made into a readable, usable record. So, yes, the world is involving, but we are transforming with it. There may be other means of recording proceedings, but unlike the proverbial Chicken Little who lamented "The sky is falling, the sky is falling," we must focus on our own potential and not be distracted by whatever other methodologies are entering the market. Daily, we demonstrate our ability to keep up with changing times.

The third C in determining our worth as court reporters is our conviction. Our determination to keep a perfect record is what sets us apart. As Anita Paul would say, "We are excellent court reporters, albeit not perfect. However, it is that constant striving for perfection that makes us excellent court reporters." Our conviction shapes us and is best demonstrated by the performance of our job to the utmost of our ability, treating each transcript as if it were about our own personal case. There's something to be said about you're only as good as your last transcript. That little maxim will keep you on your toes! My toes have been pinched a lot.

Finally, I believe the most important C for determining our value is caring. You show you care by giving back, by visiting a school, whether it's a college, a high school honors English class, or even an elementary school.

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Forever Shine Bright Like a Diamond

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The initial admiration of seeing what we do leaves a lasting mark on impressionable young minds and gives them just one more option when they are considering their future.

You also show you care for our profession by remaining positive, especially on social media. It is only by positive self-promotion that we can further enhance the value and worth of what we do in the eyes of others. When we celebrate each other, it benefits the whole profession. Whatever flaws or imperfections there may be are dulled in the light of our overall accomplishments, and nothing is as brilliant as when we unite and band together, much like the diamonds in my gavel.

Another way you show you care is by mentoring. I remember my first contact with court reporters. I was a young 25-year-old, and I worked in a law firm. I would see these incredibly well-dressed professionals come into our office. They would bring suitcases, but they'd only stay for, like, an hour or so. And then later, as I was writing their checks, I was amazed at how much money these people made. It was more than I made in a week. And I'm thinking I can do that. I didn't exactly know what you did, but when I wrote your checks, I knew I could do that. So I was intrigued, and I started harassing, better said stalking, every court reporter that came in. Thank goodness those reporters were patient and more than willing to take the time to answer my questions. Their mentoring helped me get through school and help me even today. So whether you're mentoring a student, a newbie, or someone in an online court reporting forum, be assured that you are making a difference.

I am sure that each of you remembers the mentors who have been instrumental in your life, other court reporters you wish to emulate. You,

my peers, are who I admire, and I wish to emulate your devotion to our profession.

So by using our character, our competence, our conviction, and our caring for our profession, we will sparkle in our setting, wherever that setting and whatever that setting may be. I encourage you to consider those four C's to do your best and shine brightly like the diamonds you are. Focus on your constant betterment. Get involved with your -- our -- organization. Volunteer to serve on a committee for FCRA. There is a place for you, and your assistance is not only requested, it is needed. With your help, we will be strong and stand united as we move into our future and show the world that court reporters, like diamonds, are forever.

The Florida Reporter Deadline Dates

(WINTER) DEC/JAN/FEB/MAR
Article Submission – November 5
Online Publication – December 12

(SUMMER) APR/MAY/JUNE/JULY
Article Submission – March 5
Online Publication – April 12

(FALL) AUG/SEPT/OCT/NOVEMBER
Article Submission – July 5
Online Publication – August 12



By Amy Yarbrough, FPR
President Elect

Trial Ready in Jacksonville

On the fourth floor of Florida Coastal School of Law in Jacksonville there are floor-to-ceiling waterfront windows overlooking gorgeous sunsets. Paired with the mock courtroom, it is a charming and vibrant space for a happy hour and seminar.

Partnering with the Northeast Florida Paralegal Association, FCRA recently invited Judge Eric Roberson of the Fourth Circuit in Duval County to speak to a group of court reporters and paralegals during our "Be Trial Ready" event. His advice to reporters was to advocate for ourselves as necessary during jury selection or otherwise so that we maximize our ability to get a clean record. Hesitant to speak up during the proceedings? Talk to the judge beforehand or during a break.



Another thing to speak up about: case citations. Even if it's Smith v. Jones and not hard to spell, still ask for the cite to be put on the record. It assists the judge in making rulings later when researching case law.

His most important point to reporters was that he loves, loves, loves, loves, loves realtime. For long and complicated questions followed by objections, being able to read a question back makes ruling on the objection more efficient and allows more thoughtfulness. There is a lot going



on during a trial, and having a live record is beyond helpful to judges.

Judge Roberson's judicial assistant, Sarah, was kind enough to cohost the seminar and speak on how paralegals can be more efficient. We learned about the administrative side of scheduling, juries, our courthouse resources, and there were lots of questions from paralegals about binders.

At the end of the evening swag bags were distributed. They were overflowing with creative and fun gifts and supplies.

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**By Richard S. Sciré, RPR,
The Florida Reporter Editor, FCRA Vice President**

Unmask Your Potential

It's been 20 years since I started as a reporter. My anniversary date was November 9th. The day came and went and I almost missed it. Career anniversaries are important to remember. If we don't remember the dates, we can get complacent and not grow or recognize when we have challenged ourselves and how we succeeded. When we're in court reporting school, we remember dates because of how long it took us to get to the next speed group. We beat ourselves up unnecessarily. How many of us though reflect on important dates in our career to know the impact of how far we have come or get motivated to where we want to be? Part of taking that time to recognize and honor the dates come from attending conventions. This year at the NCRA Convention in New Orleans, as I gathered the Florida reporters for the cover of this issue, I started to reflect on how I met each individual on the cover. Some I know better than others, but they are all equally important to me. Why? Because I enjoy learning from and looking up to them.

As I notice the 20 years have gone by quickly, I also remember the other people who have gotten me to where I am today. I am specifically remembering Douglas Metzger, whom I worked for right out of school. Doug was a nurturer. He took you under his wing and taught you the things for what school couldn't prepare you. I wish I could have the chance to thank him personally, but somehow I believe he's looking down on me and knows how grateful I am. After three years, I went to work for Vincent Lucente. Vinnie is where I discovered I had a backbone. I worked for him for three years and am honored to call him and all of his amazing reporters my friends.

From there, I became an official reporter, where I have spent the last 15 years. Mary Baber would become my next mentor. Just when I thought I had nothing more to learn, I quickly realized I have plenty left to learn. Really, we never stop learning. Albert Einstein said, "Once you stop learning, you start dying."

Things have certainly changed over the years. While we don't always like or can accept change easily, if things hadn't changed in one way or another, I wouldn't have discovered my own potential when I strived for better. That is why we go to conventions and get certifications.

But unmasking your potential shouldn't just come from looking back. It should mostly come from looking forward. When you look forward, you can set goals and put plans in place. You can also see what obstacles are ahead. Especially at this time of year, when people think about making resolutions, it is the goals that make us want to improve ourselves. From there, we must take action. I remember being a messy writer. My poor scopists must have hated me. Luckily they never complained when they could have. If it weren't for the actions I took to improve, I never would have become the realtime reporter I am today. I remember thinking the first time I had a full day of trial and only three or four untranslates. I thought it must have been a fluke until it happened again. Why did it keep happening? Because I had been working toward that goal, I didn't even realize I set for myself to be a cleaner writer.

So, now, as I look forward, I wonder what my next goals will be. While I am a clean writer and even enjoy CART work when it comes my

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Unmask Your Potential

way, I still haven't passed the CRR like I want to. (Those darn nerves get me every time!) Perhaps that should be my next goal to conquer those nerves and finally get those initials after my name. Even the speed champions will tell you they didn't get there without hard work and practice.

Unmasking your potential doesn't have to just happen at the steno machine, however. My twin brother and I embarked on several endeavors this past year. Admittedly, we sometimes spread ourselves thin. But feeling and knowing you can do something is a powerful driving force that will lead to success. We're proud of the work we have done for FCRA, as well for as NCRF and the committees we are on. The projects that are not work-related have been

extraordinary too. If it weren't for taking a few chances based on the potential others saw in us, we never would have had the opportunities we had recently, not to mention the success that has followed.

Now what can you do to unmask your potential? People tend to only think about it when they feel they have something to overcome. Start by letting go of fear and thinking about what mask you are wearing and what potential you have hiding behind it. Only you have the power to succeed for yourself in all you do. Just think of the potential you will expose when you took the mask off. You just might be better suited for a superhero cape.

FLORIDA AT THE NCRA CONVENTION PHOTO GALLERY



STUDENT CORNER:



THE QUALITIES OF AN EXCEPTIONAL INSTRUCTOR

By Aurora Joslyn, CRI, FPI

Teaching is hard work, and some teachers never grow to be anything better than mediocre. They do the bare minimum required and very little more. Exceptional educators, however, work tirelessly to create a challenging, nurturing environment for their students. Experience has taught me that great teaching seems to have less to do with our knowledge and skills than with our attitude toward our students, our subject, and our work. So what makes a teacher exceptional? Let's examine the characteristics of an outstanding teacher.

"A teacher affects
eternity; he can
never tell where his
influence stops."

- Henry B. Adams

RESPECT – Great teachers respect students and sets high expectations for all. In a great teacher's classroom, each person's ideas and opinions are valued. Students feel safe to express their feelings and learn to respect and listen to others. This teacher creates a welcoming learning environment for all students. Effective teachers focus on shared decision-making and teamwork as well as on community building. Great teachers maintain professionalism in all areas – from personal appearance to organizational skills and preparedness for each day. Their communication skills are exemplary, whether they are speaking with an administrator, one of their students, or a colleague. The respect that great teachers receive because of their professional manner is obvious to those around them.

COMPASSION – A great teacher must care. A great teacher is warm, accessible, enthusiastic, and caring. This person is approachable, not only to students, but to everyone on campus. This is the teacher to whom students know they can go with any problems or concerns or even to share a funny story. Great teachers possess good listening skills and take time out of their way-too-busy schedules for anyone who needs them. If this teacher is having a bad day, no one ever knows – the teacher leaves personal baggage outside the school doors.

PATIENCE – Exceptional teachers know when to stand back and allow students the time and freedom to figure something out on their own. Because it means loosening control and letting the students lead, this can be one of the most difficult plateaus for a teacher to reach. Many take years to get there. Some never do.

FLEXIBILITY – A great teacher can shift gears and is flexible when a lesson isn't working. This teacher assesses their teaching throughout the lessons and finds new ways to present material to make sure that every student understands the key concepts. Demonstrating the flexibility to experiment with new teaching methods is integral to providing students with a well-rounded education in the 21st century.

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STUDENT CORNER:

THE QUALITIES OF AN EXCEPTIONAL INSTRUCTOR

INSPIRATION – A great teacher has their own love of learning and inspires students with their passion for education and for the course material. They constantly renew themselves as professionals on their quest to provide students with the highest quality of education possible. This teacher has no fear of learning new teaching strategies or incorporating new technologies into lessons, and always seems to be the one who is willing to share what they've learned with colleagues.

While teaching is a gift that seems to come quite naturally for some, others have to work overtime to achieve great teacher status. With the right combination of respect, compassion, patience, flexibility, and inspiration, an exceptional teacher can make a lasting impact on a student's education. And the payoff is enormous – for both the teacher and the students.

Aurora Joslyn is an NCRA associate member from Hollywood, FL. This article was written as part of the requirements for NCRA's Certified Reporting Instructor course and first appeared in the Journal of Court Reporting



NCRA Convention Happenings

Florida was once again well represented at the NCRA Convention. This year's NCSA (National Committee for State Associations) meeting was represented by FCRA President Sharon Velazco and President Elect Amy Yarbrough.

FCRA Vice President Richard Sciré and Director at Large Michael Sciré serve on the committee for NCRF (National Court Reporters Foundation). They dressed as angels to create

awareness for the foundation's Angel Donor Program. This was the first year donations could be texted. During the masquerade party alone the goal to raise \$5,000 during the course of the party was met when they reached \$10,000 by the end of the party. To learn more about NCRF and the Angels Program, go to www.ncra.org/ncrf.

Congratulations to Christine Phipps, who was sworn in as NCRA's Vice President for the 2018-2019 year!



By Michael A. Sciré, RPR, CMRS
Director at Large, Associate Editor

TWINSPIRATION: Heads Up!

As Richard and I embarked on our adventure heading to the NCRA annual convention, we always ask ourselves as we head to the airport what adventures await us. The possibilities are usually unknown, yet endless. This time was no different.

We arrived at Sarasota-Bradenton International Airport at 5:30 for a 6:45 a.m. flight to New Orleans. Fortunately we live close to the airport and security usually doesn't take very long. At that hour, however, all that was on my mind was dosing off once I got on the plane, which we both inevitably did. Once the plane took off, I was wide awake. So Richard and I each ordered a Bloody Mary, a staple for traveling, to commemorate our trip. I then pulled up the game Heads Up through the app on my iPhone. For those of you not familiar with it, your phone will give you a word or phrase or a proper noun, you hold it over your forehead to keep from seeing the word, and the person directly across from you has to get you to guess what the word is. Kind of like *The 25,000 Pyramid* only more fast-paced and more fun.

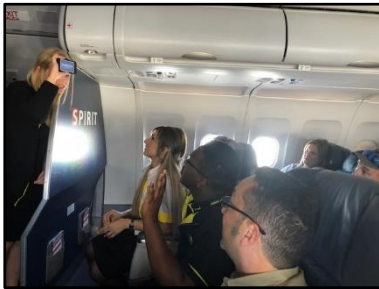
Richard and I were sitting in the very first row of the plane, so it was no surprise that we would catch the attention of one of the flight attendants. Once we did, he began to start guessing the answers as he would walk back and forth with beverages for the other passengers. Then another flight attendant took notice. Within ten minutes, all four flight attendants aboard the plane were playing with us. The attention began to spread like wildfire and the entire front half of the plane joined in on the fun. By the time we landed, that plane ride was one giant party. People would clap for one another and cheer each other on. Imagine walking out of a depo with that kind of fanfare! Only one gentleman a few rows back looked

like maybe he wasn't enjoying himself. We didn't care though. Everyone else was having a blast.

After landing and getting our luggage, we headed straight for the hotel, unpacked our bags, and before we got too caught up in preconvention obligations, which weren't starting until the next day, we quickly ventured out to explore what NOLA has to offer. My first experience there ten years ago wasn't the best, but I was determined to turn that around, and that I did.

Our first stop was The Carousel Bar & Lounge at Hotel Monteleone in the French Quarter. It's a bar that looks just like a carousel, rotating and all. It was a very fun vibe with friendly people and great food and drinks. We were only there for about a half hour when this couple came in and took the seats next to us. The gentleman said hello and said he believed we were on his flight. At that moment we recognized him as the gentleman on the plane whom we thought wasn't enjoying our antics. His girlfriend confirmed she was playing Heads Up along with the front half of the plane. We, of course, started laughing. Richard went on to apologize for what we thought perhaps was disrupting, especially at 7:00 in the morning. He shot those claims down by saying how he only kept staring at us because he was fascinated how we managed to get the entire front half of the plane to play this game. He then asked us what brought us to New Orleans. We told him about NCRF. He and his girlfriend took down our information and wound up making a generous donation to the foundation.

The convention overall was one great and successful weekend. More importantly, it was fun! Whether we attend conventions because we need our CEUs or because we want to make a purchase in the exhibit hall, or we just want to go and see our fellow reporters and friends, the bottom line is we should have fun along the way. After all, life is the party with which we were all invited. But it's up to you to have a good time.



BECCA'S BOOT CAMP:

SHIFT HAPPENS!!

175 POSITIVE ACTIONS
FOR A HAPPIER & HEALTHIER YOU

By Becca Tebon, CHHC, CPT, Mom & God's Girl



Oh, yeah, baby shift happens!! Sometimes it occurs in a blink of an eye. One moment everything is status quo (which may not really meet your ideal life goals) and the next moment we are surprised (hopefully pleasantly) and we must learn to navigate a new course. Shift happens.

Sometimes we are forced into a transition. Hopefully this doesn't pertain to you, but we all know people it has happened to — a doctor told you to lose weight due to bad report on your blood workup or EKG or worse, you have been diagnosed with heart disease, diabetes or cancer and were told you must change the way you are eating or must consider drastic measures!!!

Perhaps the shift falls into a different category altogether. I have found, after coaching nearly 3,000 people either in my personal Life Transformation practice, speaking at a retreat or in a corporate wellness setting, the same 50 main lifestyle archetypes and situations unfolded time and time again. My clients were caught in what I call a "habit trap." Every day they did the same things and wished things were different. You too? Have you been punishing yourself feeling helpless in the pursuit of something? If you examine many of the activities of your day, you'll see they can actually be categorized as either good or bad habits you've developed over the years.

Some of them were developed in childhood through lessons and instructions from your parents — like tying your shoes, brushing your teeth before bed, and combing your hair. Other habits are created through our general life experiences, our work, influences from friends and peers, and social expectations. Even bad habits can be picked up from the influence of

others. We start smoking so we can fit in with our friends. We watch too much TV because our parents did. We spend too much time on Facebook because we are seeking to connect.

Once the behavior is repeated enough, we create new neural pathways in our brains to make the habit automatic — and very difficult to break.

For the same reasons, good habits are hard to form. We have to reverse and engineer the process, mindfully adopting new behaviors and repeating them enough that they become automatic and our brains adapt. Fortunately, you can learn the skills of habit creation and use them to upgrade our life in a variety of areas.

I have compiled an ultimate list of 175 positive actions you can pursue for a better you. Here are a few. I'd love to hear your ideas of things you'd like to do better or add to your life. You can email me here, with subject, "Please send the 175 GOOD HABIT LIST to me" Beccafitology@gmail.com.

If you are one of my people that keep wanting to start working out but can't find the time or something you actually like to do, I'd like to invite you to my ALL NEW ONLINE FITNESS CLUB! What's so great about it? The workouts are under 17 minutes, their ultra-effective in helping you trim and tone, and there are over 20,000 combinations so you will never be bored!

YUP! You all get a free monthly meal planner, awesome healthy and easy to prepare recipes, and if you're one of the first 100 to join, you'll get a FREE BOOTY & BODY BAND (value \$24). There are a variety of plans, so choose the one that works best for you, starting at the price of two cups of Starbucks coffees a month.

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BECCA'S BOOT CAMP:

SHIFT HAPPENS!!

175 POSITIVE ACTIONS

FOR A HAPPIER & HEALTHIER YOU

Continued from page 14

Fitness Habits

1. Take a walk every day.
2. If you sit much of the day, stand up from your desk every 30 minutes and do 5 minutes of movement.
3. Stretch for 7 minutes first thing in the morning or after your shower.
4. Practice 10 minutes a day of aerobic exercise, like running, jumping jacks, dancing, or swimming.
5. Practice 10 minutes a day of muscle-strengthening activities, working different muscle groups each day.
6. Park your car farther away from entrances to work or stores.
7. Take the stairs instead of the elevator.
8. Run or jump on a rebounder for 17 minutes a day. It's really fun and great for your overall health — cleanses your lymphatic system!
9. Find a running buddy and begin running every other day, starting with a walk/run if you are new to running.
10. Take a fun exercise class like Zumba or Jazzercise or join www.Fitness17Club.com
11. Join a community sports team, like softball, basketball, soccer, or volleyball.
12. Find an outdoor habit you enjoy like biking, hiking, or inline skating.
13. Perform a specific number of sit-ups and/or push-ups every morning before your shower.
14. Walk or jog in place while watching TV, rather than sitting.
15. Have sex regularly. Regular sex relieves stress, boosts immunity, burns 85 or more calories (per 30 minutes), improves cardiovascular health, reduces pain, lowers the risk of prostate cancer, and helps you sleep.

Healthy Eating Habits

16. Drink an 8 ounce glass of water first thing in the morning.
17. Keep a full water bottle on your desk and drink water throughout the day.

18. Substitute one unhealthy food choice for a healthy food (liveboldandbloom.com/08/health/take-control-of-your-health-eat-real-food) (i.e.: instead of snacking on chips, eat carrots with hummus).
19. Add one additional serving of vegetables to one of your daily meals.
20. Increase dark green leafy vegetables in your diet like kale, spinach, Swiss chard, and mustard greens.
21. Drink a cup of green or white tea every day.
22. Eat smaller meals more frequently throughout the day. Having six smaller meals rather than three large ones a day will help you manage hunger and manage your weight.
23. Substitute a lean protein like chicken or fish for red meat once a week.
24. Substitute fruit for a high calorie, sugary dessert.
25. Clean out your pantry and get rid of all processed snacks.
26. Go to the grocery store on a full stomach only.
27. Eat breakfast every day, including a combination of complex carbohydrates, fiber, protein, and a small amount of fat.
28. Reduce your serving portions at lunch or dinner by half. Sit for 15 minutes before adding more food to your plate to see if you're still hungry.
29. Once or twice a week, eat a 100% plant-based dinner.
30. Switch from white, bleached breads and grains (pasta, rice) to whole grains.
31. Begin a practice of eating more mindfully and slowly. Take twice as long to eat your meal.
32. Reduce the amount of alcohol you drink. Consider having it only on weekends.
33. Cook with healthy oils like olive oil or coconut oil rather than butter.
34. Choose air popped popcorn (stay away from microwave popcorn) as an evening snack rather than chips or sweets.

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BECCA'S BOOT CAMP:

SHIFT HAPPENS!!

175 POSITIVE ACTIONS
FOR A HAPPIER & HEALTHIER YOU

Continued from page 15

Thinking Habits

35. Practice awareness of your negative thoughts during the day.
36. Once you are aware of your negative thought patterns, practice interrupting the thoughts and thinking or doing something positive.
37. Take 5 minutes a day to contemplate everything you are grateful for.
38. Write down positive affirmations about the way you want your day or a particular situation to unfold and say them out loud to yourself in the morning.
39. Spend five minutes mentally reliving a happy memory.
40. Challenge your mental assumptions about people or expected outcomes.
41. Practice a mental mind shift where you accept you are capable of far more than you previously believed.
42. Review any recent or past failures or mistakes for a few minutes a day, and think about what you learned from them and how you can apply what you learned.
43. Mentally challenge yourself during a project or task to push yourself just beyond your comfort zone or a bit longer when you want to quit.
44. Take up a mentally challenging hobby like crossword puzzles, Sudoku, or other brain games to keep your brain active.
45. Memorize a poem or piece of prose every day.
46. Every day, substitute positive and uplifting reading material, TV shows, and other media for negative, depressing mental input.
47. During a daily task or work project, stop before proceeding and ponder a new, more creative way to approach or implement the work.
48. Spend 5-10 minutes a day just imagining and daydreaming about something positive you want to do.

49. When you must make a decision, practice giving yourself a time limit for contemplation and research, and then decide, even if you aren't completely sure.

50. When you make a decision during the day, use critical thinking skills using self-examination, review of possible outcomes, and consideration of alternatives.

Spiritual/Emotional Habits

Love Relationship Habits

Personal Growth Habits

Productivity Habits

Career Habits

Self-Confidence Habits

Friendship Habits

Personal Habits

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Becca Tebon is a Lifestyle Transformer, Sought after Health & Lifestyle Speaker, Healthy Habit Hacker & Sticky Note Lover.
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BENEFITS	FREE	1 Months	3 Months	6 Months	1 Year
150 Different Workouts		✓	✓	✓	✓
Workout Tips	Monday on Facebook	✓	✓	✓	✓
Monthly Menu Plan	buy separately	✓	✓	✓	✓
Private FB Page	N/A	✓	✓	✓	✓
LIVE GROUP HEALTH COACHING	9.97	✓	✓	✓	✓
Monthly Challenges	N/A	✓	✓	✓	✓
BLOG POSTS Access to over 1,000	Limited	✓	✓	✓	✓
WEBSITE DISCOUNTS	via email specials	via email specials	✓	✓	✓
ONE FREE WORKOUT BAND Value \$20	N/A	N/A	N/A	N/A	Get FREE Band (\$24 value)
COST	FREE	9.97	19.97	39.97	BEST VALUE: \$59.97

By Todd L. Persson



THE BENEFITS OF SEVEN CALENDAR DAY STANDARD DELIVERY AND EXHIBIT BUNDLED TRANSCRIPTS

When you are working with court reporting firms and have ordered a transcript after a deposition, it is obviously important to you and your clients that the testimony is captured completely and accurately. Without a motion or a stipulation among counsel, you only get one shot per witness in discovery, so that transcript better be nothing short of near perfect. However, there are two other significant factors to consider when hiring court reporters: What is the standard delivery time, and what file types are you receiving with your standard order?

Now, standard delivery times and file types vary from firm to firm, and this can significantly affect the total cost to you, depending on when you need the transcript and what transcript formats you find most beneficial. In this article, I will discuss the benefits of the 7 calendar day standard delivery and the Exhibit Bundled PDF Transcript, along with a brief video at the end that highlights the functionality of exhibit bundled transcripts.

4 Benefits of the 7 Calendar Day Standard Delivery

As a court reporter with 15 years of experience, the most common standard delivery time I have seen in the industry is "8 to 10 days." But wait; even that is a little misleading, because usually that means business days. So more often than not, if the firm you are working with operates on an 8 to 10 day standard delivery schedule, you are not seeing that transcript for two weeks; and if you need it any sooner than that, you will start to pay expedited rates.

However, there are other options out there. Some court reporters and firms actually do operate on a 7 *calendar day* standard delivery schedule. I personally have been working within this structure for the past 12 years, and there are several obvious benefits.

You have your transcript in a week

When discovery moves into the deposition phase, depositions are often scheduled in bunches and quite frequently close in time to one another. Knowing that you will have your transcripts within one week of taking your depositions *without starting to pay expedited rates* is a great benefit to you and your clients. This short turnaround allows you to review transcripts before the next depositions in the case, which is particularly helpful when you reach the expert deposition phase of discovery. Finding dates where all counsel in a case are available to attend depositions can be tricky enough. Having to wait around for transcripts should not delay or complicate the deposition scheduling process even further.

Keep everybody organized

7 calendar days means exactly that. If you take a deposition on a Monday, you have your transcript the next Monday; take the depo on Tuesday, you have your transcript the next Tuesday...and so on. When working with reporters who work on a 7 calendar day standard delivery schedule, there's no need to open up a calendar and count business days around weekends and holidays to figure out exactly when you will be receiving your transcripts, making scheduling for everybody much simpler and more organized. This is also beneficial for the reporter, as he or she always knows exactly when their transcripts are due.

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THE BENEFITS OF SEVEN CALENDAR DAY STANDARD DELIVERY AND EXHIBIT BUNDLED TRANSCRIPTS

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Cut down on expedited costs

As stated earlier, depositions are often scheduled in bunches, and review of previous transcripts prior to subsequent depositions is extremely helpful and may cause you to alter your deposition outline. If you are working with reporters and firms operating on an 8 to 10 business day delivery schedule, you will be paying an expedited page rate if you want your transcripts for review prior to depositions scheduled the next week. These extra costs can be avoided by working with reporters who operate on the more efficient 7 calendar day delivery schedule, allowing you to be more prepared for your next depositions without expedited charges.

Streamline the entire discovery process

Discovery in complex litigation doesn't have to be unnecessarily drawn out due to litigation support. If you are taking many video depositions in a complex case and ordering transcript synced videos, court reporting firms that operate on the 7 calendar day delivery schedule for transcripts will most likely apply this schedule to all the litigation support services they offer, including delivery of digital or hard copy videos and transcript synced videos. So if you're looking for a more streamlined and organized discovery process, inquire about standard delivery times and seek out litigation support who operate on a more efficient standard delivery schedule.

About the Author: Todd L. Persson has been serving the Cleveland legal community as a court reporter since 2002 and is a Co-Founder of Cleveland-based litigation support firm Cleveland Reporting Partners, LLC. He has spoken on the future of court reporting and technology on the Stenographers World Radio national podcast, has had blogs featured nationally by the National Court Reporters Association and the American Translators Association, and has contributed content to the Cleveland Metropolitan Bar Journal.

WORDSEARCH: COURTROOM TERMS

U	S	V	F	R	M	Y	T	S	R	V	D	H	H	A	I	P	Y	P	J
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W	P	U	E	I	I	S	L	N	U	Z	N	L	M	L	M	R	E	D	R
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EVIDENCE
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EXPERT
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JURISPRUDENCE
JURY
LAWYER
OBJECTION
OVERRULED
REALTIME
RELEVANCE
ROBE
SENTENCE
STENOGRAPHER
SUSTAINED
TESTIMONY
TRIAL
VENIRE
VERDICT



Fixer Upper – Court Reporting Edition

I am a total home makeover TV show junkie. From *Fixer Upper* to *Home Town*, *Flip or Flop Nashville* or *Good Bones* to *Property Brothers*, you name a home improvement/makeover show, and it's going on my Netflix and Hulu list pronto! Promise! I love watching them take drab to fab. It gives me all the feels to watch the transformation and creativity in both the architecture and the design. I love watching them knock down walls and open up floor plans. I love watching the design elements come together with all the colors and textures. I love watching the reveals, where they show the before and after shots. And I sit in awe each and every time at how drastic each transformation is. Even the simplest makeovers have inspiring results. It makes me feel like I could take on a total gut job and full renovation of my own home in a weekend. Are you with me?

Okay. Well, maybe that's a little ambitious. But these shows do make you feel like you could have the same results. And it all happens in 30 minutes to an hour, right? Yeah, right! It sometimes takes months for those transformations to happen "before our very eyes," and a lot of hard work, dedication, and sometimes a few bumps in the road.

So compare that to court reporting. Maybe you've been reporting for 20 years (or longer) like me. Maybe you are a student. Maybe you just entered the work force. Wherever you are in your court reporting journey, I can promise you we can all benefit from a little professional makeover from time to time. I recently completed an online course to transition to CART/Captioning that felt much like my very own transformation TV show. It was hard! Probably the hardest thing, professionally, I have done since court reporting school. (And I even passed the RPR when it was all or none. No passing it in legs!) The course was challenging! It took a lot of my time and energy. I had to be determined and dedicated to get my practice time in to complete the assignments each week, in addition to working and being a wife and a mom. I spent many nights and weekends practicing diligently.

I had to take that old writing that had become drab and sloppy and turn it into something much prettier. I had to address some stacking issues that I didn't even know I had by learning to write differently. But the end result....I passed the course! And the outcome was just as satisfying as watching the reveal on the home makeover shows.

Did I hit a few bumps in the road along the journey? I sure did. Did I have to rewire my brain and teach myself to write some things differently? You bet. Was that hard? Um....yeah! Was I upset when some of my assignments that I turned in were less than the desirable result I had hoped for? Of course I was.... because we are all perfectionists, right?

BUT is my realtime better as a result? Heck, yeah! Did I learn to be a better reporter? Most definitely! Much like on the TV shows, is there still work to be done when the cameras aren't rolling? Yep, I'm still a work in progress. There will always be something new I can learn and a fresh coat of paint that can be applied. It's really about lifelong learning.

Am I glad I did it? 1000%! I love watching my realtime even more now than before. I get all the feels when I see something translate that I know wouldn't have translated a year ago. It's so pretty!

Don't get bored and stagnant in your reporting. If your jobs aren't challenging you, challenge yourself. Make the time for a little professional makeover. It doesn't have to be a total remodel. Maybe it's just a coat of paint, some upcycled furniture, a new backsplash, new flooring, or some updated landscaping – whatever a makeover looks like to you.

Will it be hard? Probably. Will there be stuff that goes on behind the scenes that never makes it to the air? Most definitely. But the end result will be something beautiful....that you did yourself. And it will be something that you are proud of. Just don't be stagnant. And don't be afraid. Try something new. Have fun with it.



THE MENTORING PROCESS

Essential for New Fast-Tracking Leaders

By Donn LeVie Jr.
Donn LeVie Jr. STRATEGIES

What do Mark Zuckerberg, Charles Schwab, Bill Gates, and Oprah Winfrey have in common? Besides being mentors themselves, they each had a mentor who served as a trusted counselor to them. Zuckerberg was fortunate to have Steve Jobs as his mentor; Bill Gates has Warren Buffet; Charles Schwab had Andrew Carnegie; and Oprah had the poet Maya Angelou as her mentor. Many other famous people cite family members, professional acquaintances, and friends who provided valuable guidance, encouragement, and wisdom that propelled their success.

Having a Mentor Can Be a Fast Track to a Successful Career

When I began working as a cooperative education student at the NOAA oceanographic lab prior to graduation, my first mentor was the lab director who volunteered for the role. During my first week, he gave me a handful of journal articles to read that were written by researchers who worked at the lab. When I finished that assignment a week later, he asked me, "Based on what you've read, how do you now see your position contributing to the success of the work being done here?"

The assignment forced me to do a deeper dive on what was expected of me working in the lab and as a member of the scientific party during NOAA research expeditions in the world's oceans. That assignment gave me a much greater appreciation for the outcome of the research as well firing up my eagerness to succeed. In fact, the NOAA lab promised me a full-time position six months before I graduated in 1978.

Shortly after being hired, two leading scientists at the lab took me under their wing, sharing the details of their research projects and including me as a member in their respective scientific research expeditions in the Atlantic and Indian oceans as the Gulf of Mexico. Those

experiences not only further boosted my interest with the work I was doing but opened doors for me a few years later when I moved to the oil and gas exploration field. In 1982, while working at Phillips Petroleum, that NOAA lab director provided a necessary recommendation for me when I became one of 5,000 original applicants for NASA's Space Shuttle Program as a mission specialist.

Mentoring Then and Now

Mentoring relationships today have evolved to align with a dynamic workplace environment. The definition of mentoring has changed from having more rigid boundaries, guidelines, and expectations of both parties, to one where mentoring is now tailored to the specific individual and/or organization needs. Such arrangements are typically shorter in duration (from a few hours up to twelve months) compared to lengthy, more formal and longer associations prior to the digital age. Mentoring relationships today are also more task- and specialty-oriented to address current and near-future needs. Mentoring relationships in the past focused on helping with a mentee's overall career objectives, which required the longer-term relationship.

In many instances, mentoring relationships today are less formal, such as "just-in-time" mentoring associations that may last only hours for some specific outcome and may more resemble coaching than actual mentoring. In fact, the trend today is to merge coaching and mentoring, often incorporating a Socratic questioning methodology by mentors rather than the old-school "leading by the hand" method. The Socratic method builds critical thinking skills to reflect on, evaluate, and judge assumptions underlying a mentee's thoughts and actions. (See "Six Types of Socratic Questions" at tinyurl.com/y75uqjo8).

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THE MENTORING PROCESS

Essential for New Fast-Tracking Leaders

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Who Can Serve as a Mentor?

Anyone with expertise, skills, knowledge, and experience to share with others and a willingness to serve as a trusted advisor to others can be a mentor. Manager-employee and employee-to-employee (peer to peer) are common mentor-mentee arrangements. Higher level mentoring-type arrangements between C-suite executives and other high-level professionals often are elevated to a more involved “advocate-protégé” relationship.

Mentor-Mentee Communication: Keys for Successful Matchups

Mentoring works best for both parties through phone and in-person conversations as often there's more to the message in vocal intonations and facial expressions and gestures that email just can't convey. It's best to use email only for transferring data or information. Respect each other's workloads and schedules because it's a two-party commitment to each other.

Other important considerations for successful mentor-mentee matchups include:

- Reserving the necessary blocks of time for meetings and commit to them
- Defining clear objectives and realistic, attainable goals where feedback is needed
- Mentoring means providing sound advice based on expertise and experience, not personal opinion.

“Reverse Mentoring” Opportunities on the Rise

One area of mentoring that has seen significant interest lately is that of “reverse mentoring.” This approach involves younger employees who are more familiar with digital technology and social media applications mentoring more senior executive who are deficient in those areas. Reverse mentoring arrangements often meet less frequently, generally once a month for up to one year. The mutual benefit is obvious: Mentors gain access to senior executives while mentees become more proficient with digital technology and social media for promoting the company's brand.

Be Prepared for Entering a Mentor-Mentee Relationship

As requests come in for mentoring, one question that every mentor asks is: How do I decide who to mentor? This is a critically important question for potential mentors because of the time and effort commitment required. Other considerations include:

- How motivated is the mentee to move his or her career forward?
- How large is the gap from where they are now to where they want to be? (Generally, the wider the gap, the less effort required by the mentor.)
- Am I the best person available to help this individual with his/her request?
- What is it the mentee wants to learn? What specifically about my experience or expertise does he or she believe can help them? (Asked directly of mentee to determine whether the relationship will be a good fit with the mentor experience/expertise.)

It's a good idea to first ensure that potential mentees are sufficiently motivated and have a clear understanding of what they want from the mentoring arrangement before agreeing to engage in the mentor-mentee relationship.

What If Your Mentor Isn't Available?

Remember that mentoring is a relationship, and relationships develop organically and naturally over time. Workloads and home schedule conflicts are the bane of twenty-first century living. The timing of your mentoring request is just as important as selecting the right mentor for your development. If the mentor you have in mind isn't available, check in with him or her from time to time; offer to help in some way. Have coffee or lunch together occasionally to get out of the office for an hour. Nurture that connection and you'll likely find it evolve into a mentoring relationship.

Positioning / Influence Strategist, C-Suite Catalyst, and Success Expeditor Donn LeVie Jr speaks to association conferences and corporations on Presence-Driven Leadership for fast-tracking leaders and managers. He has 30 years experience in management and leadership positions for Fortune 100 companies, federal government, academia, and is the author of several popular positioning and influence strategy books that have won the International Book Award and Global eBook Award for 2012 and 2016. For more information, visit <http://www.donnleviejrstrategies.com>.

The Diamond Vault

The History of FCRA The Third Decade, Part II 1986-1991



By Donna M. Kanabay, donna@kanabay.com

As I reflected on last issue's installment of this series, I recalled that I ended by wondering if the upheaval would continue, or if we had swung to the opposite end of the spectrum with roses and warm fuzzies. I'm happy to report that we hit a comfortable middle note and got back down to the business of being an association, with big dreams and hopes, new and exciting projects, and a lot of hard work.

We open Part 2 of our Third Decade in the spring of 1986, at our Spring Seminar in Orlando, where President Paula Laws charged the board with working to increase membership from 458 to a goal of 650. Over the following years, we met and exceeded that goal, and ended The Third Decade with a membership of over 700.

Further, the association had recovered financially and did well for the next few years, but started to go into the negative later in the period.

The April 1986 board meeting discussed concern about an ad for a reporting school that was appearing in the magazine, and a member had written a letter to the editor expressing concern about the ad. As a result, the board decided that the editor would screen ads before allowing publication.

Meanwhile, a pilot program for CAT was progressing, with systems being installed in courtrooms in Pensacola and Sarasota. Training was completed and the systems were expected to go "live" shortly. The Judicial Council planned to visit the experimental courtroom in Sarasota.

Reimbursement for board members' travel and lodging expenses at seminars and board meetings continued to be a point of contention, with the decision bouncing back and forth over

time as to who would be reimbursed for what events.

The Appellate Rules were being addressed by the Florida Bar, and the board voted to ask the Bar to include a provision that payment in full is required when notified that the transcript is finished. Indeed, when the amended rule was created, financial provisions in our favor were included.

In her President's Message in the May-June 1986 magazine, President Laws expressed concern about the "reporter shortage." (File that in the "everything old is new again" category!)

NSRA President Runfola had floated the balloon of NSRA changing its name to NCRA, and President Laws discussed the possibility of FSRA following suit. NSRA did change their name, and we did the same in 1991.

Also in the May-June Shorthand Notes was a recap of the February tribute dinner to Frank Sarli. Frank was truly one of the giants of FSRA, and the magazine published a list of his contributions and accomplishments, with the notation that "*The list of achievements has been cut short so that it will fit in the magazine.*" In 1987 the association formed a scholarship program for reporting students, and in 1988 the scholarship was renamed the Frank Sarli Scholarship Award.

Please visit the link below to view several articles about this legend of our association.

https://www.dropbox.com/sh/nyh0hri164f7zsc/ACvWhjflQZyF1sqaX_39akya?dl=0

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The Diamond Vault

The History of FCRA The Third Decade, Part II 1986-1991

ASSOCIATION
BUSINESS

In another "why we do what we do" moment, the board voted that the full convention registration packet would include a ticket to the President's Dinner. Until then, the dinner was an extra.

ER and video were viewed as becoming more and more of a threat, and FSRA attended many meetings, even providing realtime for Judges Conferences and meetings of the Judicial Council.

Another of the rocks of the association, Arlene Sommers, became an NSRA Fellow.

We began a series of "information exchanges" in 1986-87 and had gained about 40 new members from them.

At the 1986 Annual Convention, held in Orlando, the finance committee reported that our net worth tripled in the previous year. Lillian Balboni was awarded the EMDSA. The 2nd Annual Fundraising Auction raised \$4,100. Rus Weathers became our president for 1986-87. (Rus died in 2017.) In his first President's Message in the magazine, he opened the column with, *"We have been our own worst enemies, both in our association and in our profession."*

In the January-February 1987 Shorthand Notes, Judy Everman wrote about her efforts to get clarification regarding the telephonic oath. Her work in this regard led to the Attorney General Opinion that we all rely on to this day.

The board voted to explore hiring a lobbyist, earmarking \$5,000 in the budget, to address not only our certification efforts, but the service tax issue that had surfaced again.

The March-April 1987 Shorthand Notes had an article about converting files from CAT to ASCII to word processing, and I had to chuckle a bit to myself as I read it. Because before there was Word, before there was WordPerfect, there was WordStar, which was the word processing

program incorporated into my first CAT program in 1985! I still remember some of the commends!

The same article had an amusing anecdote from a reporter who was in a hotel room one night having to print daily copy on a dot matrix, and she muffled the sound with a pillow so as not to disturb other guests.

FSRA sponsored a cocktail party at the 1987 NSRA convention to honor NSRA Fellows Joe Troiano and Arlene Sommers.



In April 1987, former Florida Supreme Court Justice Fred Karl was hired as our lobbyist.

At the board meeting, there was a sacrilegious discussion of changing the Emily Mann Distinguished Service Award from a statuette to a plaque. Oh, the horror!

Remembering that this era was still the infancy of the personal computer, it's amusing to see that the board had been exploring buying a computer for our management company to use for association business, and the idea was tanked due to the expense.

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The Diamond Vault

The History of FCRA The Third Decade, Part II 1986-1991

At the June 1987 board meeting, Immediate Past President Paula Laws objected to the minutes of the previous board meeting because they didn't reflect that President Weathers "wouldn't let her speak." (We have no idea what the issue was because, of course, the minutes don't reflect the discussion.) Just a little bump in the otherwise smooth road; nothing to be concerned about.

The Florida Bar decided to file a lawsuit about the service tax. FSRA opted to adopt a wait-and-see attitude rather than expend funds to join in the suit.

The 17th Circuit converted to using word processing software for transcription of their electronic recordings, thereby saving copying costs of typewritten transcripts. (I wonder if they used WordStar!)

The September-October 1987 issue of the magazine had an interesting article on the state of VRT (Voice Recognition Technology.) It's always fascinating to see these articles with the benefit of hindsight of where we are now compared to where we were then. *"These systems are especially useful in hands-busy/eyes-busy situations, where employees can speak to a computer without having to pause and write or use a keyboard."* *"When we first developed our products, we queried the marketplace ... how many words do you need to run your everyday business applications? The answer was 60 words or less."*

At the 1987 Annual Convention, held in Naples, FSRA reported a net profit of \$8,294.90. Honorary Memberships were awarded to Taylor Reese, Art Clum, Ed Gilbert, Donald Bell, Cecil Noel, Gayl Varallo and Emily Mann. We also held our first student/reporter luncheon.

We had dropped the speed contest for a few years, but restarted it at this convention, with

it being held at the same time as the business meeting, leading to some complaints. Back in those days, the business meeting took place as a separate, parallel meeting, not at the luncheon as we do now. That changed at the Annual Convention in 1990, in Daytona Beach, moving the business meeting to be held during the luncheon, and so it continues to this day.

Arlene Sommers received the EMDSA, and President Bill Hague took the gavel for 1987-88. His President's Message opened with, *"There is no greater honor that a man can receive than the recognition of his peers."*

Michael Wierzbicki attained the first CMR (Certified Managing Reporter) in Florida.

In January of 1988, FSRA hosted a Student-Teacher panel in Tampa, to an overflow crowd of 160.

The next big issue to impact us in Tallahassee was a movement to eliminate criminal depositions. A great deal of time and resources were spent battling this in the ensuing years. The pros and cons flew back and forth, and the Orlando Sentinel even published an article stating that eliminating criminal depositions would clog the courts. (In the end, only misdemeanor depositions were eliminated.)

In April of 1988, Hillsborough County held its third Mock Trial Competition. For the first time, "live" reporters (students) participated, five of them, from the Bay Area Academy.

With the March-April 1988 issue of Shorthand Notes, Robin Wierzbicki took over from Marie Splane as editor.

It was time to find a new management company, and Bill and Tina Kautter were among the companies presenting a proposal. They were selected, and they continue as our management company to this day!

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The Diamond Vault

The History of FCRA The Third Decade, Part II 1986-1991

ASSOCIATION
BUSINESS

We had started holding "One Day Seminars" around the state for the past few years, and they were well attended.

At the 1988 NSRA Annual Convention in Minneapolis, FSRA Past President Paula Laws was installed on the NSRA board and awarded fellowship. Florida was well represented, with 40 reporters attending. We sponsored a booth showcasing FSRA and Florida, as the 1989 NSRA convention was going to be in Orlando.



Bill Hague and Rus Weathers showcasing Florida at the NSRA Annual Convention

In his final President's Message in the September-October 1988 Shorthand Notes, President Hague says he's not leaving, he's just making room for a "better-looking president." (Peggy Belflower.) Also in that issue of the magazine, Frank Sarli remembered Past President Doris Mauldin, president in 1972-73.

At the October 1988 preconvention board meeting, President Hague suggested that the board appoint a historian. Appointing a historian seems to have been an every-ten-years tradition. It first surfaced in November of 1968, when the executive secretary was appointed to be historian for the length of their term. It came up again in 1978, 10 years later, and Freida

Sclafani Williams was appointed. And here now, another 10 years later, it surfaces again. Eventually, in 1990, Helen Bennett was chosen, after a several-months search for volunteers.

President Hague also suggested creating a "Legion of Merit," to be comprised of all past presidents as well as others who have contributed substantially. (If this happened, which I don't know yet if it did or not, it was probably a forerunner of the President's Advisory presidents.)

The Annual convention was held in Ft. Lauderdale. We were now 686 members strong, an increase of 15% over the previous year. The first of the new scholarships were awarded to two students, Mary Foster from Sarasota Vo-Tech, and Joan Ocker, from Sheridan Vo-Tech. President's Awards were presented to Peggy Belflower, Linda Miller Dyer, Paula Laws, Rus Weathers, Robin Wierzbicki and Linda Wolfe. Rosie Sclafani received the EMDSA. Peggy Belflower became president for the 1988-89 term.

In another throwback to "why we do what we do," Judy Everman wrote her article in the November-December 1988 Shorthand Notes on the case law allowing attorneys to designate fewer copies on appellate transcripts.

On December 8, 1989, the Academy of Florida Trial Lawyers thanked FSRA for its support by presenting us with a copy of the limited edition of the original Florida Constitution. The original document had been discovered in an attic in Fernandina Beach. The writing was so faded it had to be hand-traced. From that, a plate was made, and a limited number of prints were produced prior to the plate being destroyed.

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The Diamond Vault

The History of FCRA
The Third Decade, Part II
1986-1991



*President Peggy Belflower receiving limited edition
Florida Constitution*

The board started exploring the possibility of building a CIC (Computer-Integrated Courtroom) in a circuit somewhere in Florida, and funds were allocated to begin researching possible locations and grant requests. This continued for several years, with West Palm eventually being selected, but grants were repeatedly denied, and by the end of this decade, we don't know yet if it ever got off the ground. Perhaps we'll find out in the next decade!

Meanwhile, over the previous couple of years, we had worked on forming and implementing a Pro Bono Program, and it was fully implemented by the spring of 1989.

Judy Everman reported on an amendment to Rule 2.070(h) clarifying that court reporters are officers of the court in all legal proceedings.

And in a personal tug on the heart, the March-April 1989 magazine lists Thomas Wesley Hughes as attaining his CM. (Now RMR.) Thomas

was president of FSRA in 2007-08 and received the EMDSA posthumously upon his untimely death in 2013. He was a beloved member and is deeply missed to this day. His memorial tribute can be seen here:

<https://www.dropbox.com/s/t5orvb8vzu36m2h/2013%2001%20Thomas%20Hughes%20Memorial%20Posthumous%20EMDSA.mpg?dl=0>

Official reporters began lobbying for a raise from the annual salary of \$5400. Freida Sclafani Williams reported that that is what the salary for officials was in 1954! A task force was appointed to begin exploring options.

We hired a new lobbying firm, Gold and Fox, with Roberta Fox taking the lead in our efforts.

There had been discussion by the board of abolishing the position of secretary, and that idea was eventually discarded.

FSRA formed a new corporation to act as an affiliate to handle some of our endeavors and fundraising, ACERT, (Affiliated Corporation for Education, Research and Technology.) The board of FSRA would also be the board of ACERT.

In the fall of 1989, the long-awaited first edition of the Florida Manual is finished!\

The 1989 Annual Convention was held in Jacksonville. We held the "First Annual Spelling Bee," and Liz Starkweather took first place, with Pam Roach the First Runner-Up. There was a Past Presidents Brunch, where past presidents were invited to tell tall tales on each other. It's a shame there is no record of what was, I'm sure, a memorable, raucous event!

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The Diamond Vault

The History of FCRA The Third Decade, Part II 1986-1991

ASSOCIATION
BUSINESS

Deborah Harris from Sheridan Vo-Tech received the Frank Sarli Scholarship Award. A dues increase was approved, Paula Laws received the EMDSA, and Linda Miller Dyer became the 1989-90 president.

The following article appeared in the December 11, 1989, issue of the *Daytona Beach News-Journal*:



News-Journal photo by Michael Takash

Special recognition

Local attorneys who are among those who donated time to provide legal service to the needy pose during an awards banquet by the Volunteers Lawyers Project Thursday honoring them for their dedication. Standing, from left, are Michael O'Neill, Bruce Hochstetler, Jefferson Clark, and the judges who presented the awards, C. Welborn Daniel, chief judge of the 5th District Court of Appeal, and C. McFerrin Smith, chief circuit judge. Seated, from left, are attorneys Diego Handel and Hal Spence, and official Volusia County court reporters Phillip Narup and George Vouvakis, who also were honored.

In the January 1990 board meeting, it was reported that, while the association had been carrying a negative balance for the past couple of years, we were back in the black with a net worth of \$6,514.03.

The State Court Administrators office had put on a seminar on videotape in the courtroom. NSRA's Marty Block gave a rebuttal presentation, which was realtimed onto a large screen by Jack Boenau.

Effective January 1, the ELF (Elimination of Legal-Sized Forms) program took effect, which meant that all court filings must be on letter-sized paper. (Who wasn't delighted not to have to buy two kinds of paper for their copy machines for legal-sized exhibits!)

WESH Channel 2 in Orlando went live with captions provided by Peggy Belflower, Bill Howell and Rita Meyer.

In March of 1990, FSRA, in conjunction with sponsorship and assistance by NSRA, held a "Roundup Membership Telethon," with a western theme. The photos from this fun and successful event can be viewed in this Dropbox folder. The effort "rounded up" 56 new members/renewals.

<https://www.dropbox.com/sh/40io3udikevwb3/AACJce5SF7aWXEnnaOFQBnZva?dl=0>

In August of 1990, an article was published in the Miami Herald, showcasing CART use in a deposition.

At the 1990 Annual Convention in Daytona Beach, Student Renee Farrar from Ward Stone College in Miami received the Frank Sarli Scholarship Award. And in a "first and only," there were two EMDSA recipients: Peggy Belflower and Rus Weathers. Meritorious Service Award was given to Phill Narup; the President's Award to Bonnie Weathers.

The very first Arlene P. Sommers Award For Excellence in Education was presented to, who else, Emily Mann.

Dennis Miracle won the speed contest, and Liz Starkweather (Speers) became our president for the 1990-91 term. In her presidential term, Liz had the honor of celebrating FSRA's 30th Anniversary in 1991 at the Spring Conference in Lake Buena Vista.

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The Diamond Vault

The History of FCRA
The Third Decade, Part II
1986-1991

ASSOCIATION
BUSINESS

CAPTIONING FOR THE COURT

Court reporter H. Allen Benowitz, of H. Allen Benowitz & Associates Inc., Miami, right, used a state-of-the-art, high-speed version of closed captioning to enable Peter Gravina, left, who is deaf, to be deposed. Gravina, a plaintiff in a Dade Circuit asbestos suit, read the questions & comments made by his attorney & defense lawyer Patricia A. Seitz. The questions and comments appeared on monitors within seconds of their being asked.



(This article appeared in the "Miami Review" on Tuesday, August 28, 1990. Reprinted with permission of the "Miami Review")

But before we get to the 30th Anniversary, there's more important business to conduct, including that FSRA's finances are in terrible shape. Association expenses had increased 26% in the previous two years, and Phill Narup reported that the board has not been following the finance committee's recommendations.

Meanwhile, Orange County was exploring putting video in their courtrooms, and it was determined that it would cost FSRA between \$20,000 and \$30,000 to combat the effort.

The 1990 Annual Convention was the site of the memorable Pie Throwing Contest. We have more than 200 photos of this event, a record that has never been broken. The contest raised \$3,631. Just a few of these photos can also be viewed here:

<https://www.dropbox.com/sh/qt1qcoyfshjbkae/AACyPwZGS1L6tkV8kvguk348a?dl=0>

As we wind down our recap of Part 2 of The Second Decade, newly appointed Historian Helen Bennett reflected that "Being appointed

Historian was a position the board wanted fulfilled, but one with no defined goals." She sent letters to past presidents, asking if they had anything to contribute, and received tremendous response. One past president had even saved past unpaid bar bills. There was mention of a "traveling display and FSRA History Booklet." She closed her column in the July-August 1990 magazine with these words. "I think as we examine the history of FSRA and reporting in the last three decades, we will become humble, knowing how far our leaders have taken us."

I feel you, Helen. I Feel You.

Again, please visit the Dropbox folders to view the many "extras" that I wanted to share with you but couldn't in the magazine for space reasons. There, you can also see the Video Scrapbooks that we created for our 50th Anniversary in 2011, and that I post as each of these columns are published.

<https://www.dropbox.com/sh/9a7glgi2rmbstza/AABALiWtXA5MR12L9k1b3NB9a?dl=0>



Mark Your Calendar

FCRA 2019 Annual Convention

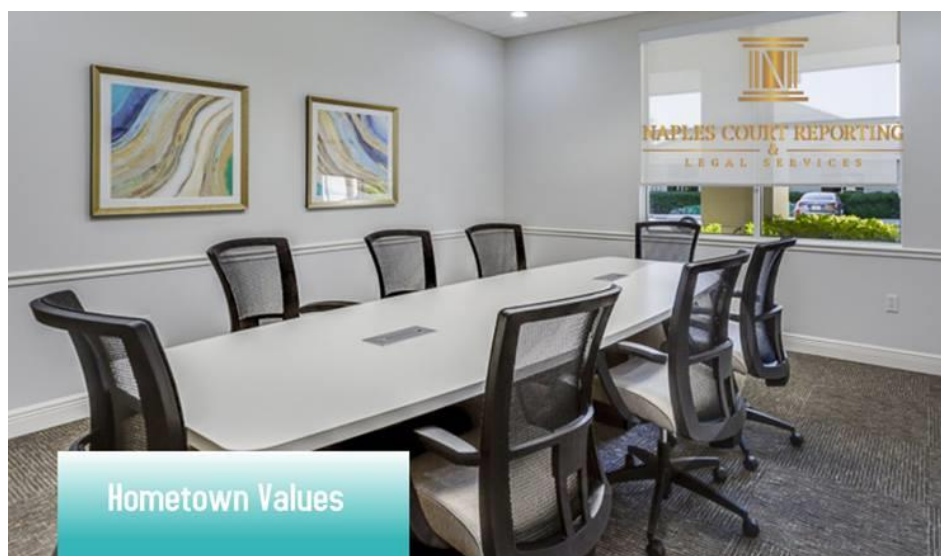
June 28-30, 2019
Naples Grande Beach Resort



By Lori L. Bundy, RMR, CRR, FPR,
Immediate Past President



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So I've been quiet about things going on in my life lately, but it's time to make things Facebook official. A few months ago I decided that being an official wasn't a good fit in my life anymore. I love the people I worked with, but I missed the freelance world of court reporting. It may seem crazy to some people, but I love not having a set schedule or knowing what I'm doing week to week. I love going to different places every day and meeting new people. I love being a court reporter!

I knew that I didn't want to go back to traveling all over the state and being away from my family, so my husband, Kevin, and I started praying about opportunities. I love to see God work when you start praying about every decision and for doors to start to open. Lots of paths I tried to take ended up being shut doors, but the lessons I learned out of it were just walking me towards my new venture that God has blessed me with.

The Word says that we plan our paths, but God orders our

steps. His ways are not our ways, that's for sure! I thank the Lord for the people He has put in my path and for the outpouring of support I have been given. This post would be too long if I tagged every single person, but please know that I do appreciate each and every one of you!!

So without waiting any longer, I'm so excited to announce the opening of [Naples Court Reporting & Legal Services](#)!!! Kevin has worked so hard on our new office, and the remodel has turned out so beautiful!! Please check out the pictures below and make sure to "LIKE" our Facebook page. I absolutely love this profession!

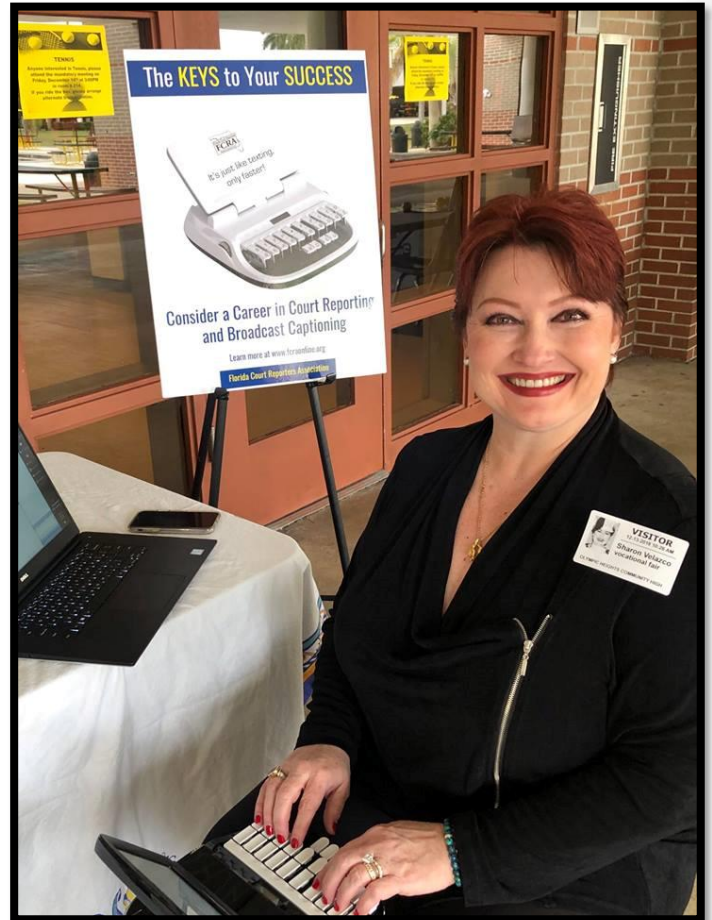
The KEYS to Your SUCCESS

A Career Day Campaign

Co-Chair of the FCRA Schools Committee Lance Steinbeisser and FCRA President Sharon Velazco attended the Career Fair at Olympia Heights High School! Interest was sparked and teachers were engaged! There were requests by two teachers for a court reporter to come to their class at a later date to do a more detailed presentation!

If YOU are interested in doing an in-class demonstration, FCRA will supply you with the materials necessary to aid you in your session. This applies to members AND nonmembers. You will also receive .25 CEU credits (NCRA and FCRA), as well as a \$50 one-time discount on your membership. We just request that you take a selfie with your class so we may post it for posterity!

Please contact headquarters or one of your board members for further details! Together we can make a difference!





MEMBERSHIP APPLICATION

Florida Court Reporters Association

*Name (Please print) _____ NCRA # _____ NVRA # _____

*Company _____ ☐ Owner ☐ Co-owner ☐ Manager

*Mailing Address _____ Website: _____

*City/State/Zip _____

*Telephone: Home (____) _____ Office (____) _____ FAX (____) _____

CHECK ONE: ☐ OK to publish home phone number in directory. ☐ DO NOT publish home phone number.

*Email address _____ Secondary Email Address _____

*METHOD OF REPORTING: ☐ Stenographic ☐ Voicewriter ☐ Gregg ☐ Pittman ☐ Other _____

*TYPE OF REPORTER: ☐ Freelance ☐ Official ☐ Deputy Official ☐ Federal ☐ Teacher ☐ Student ☐ Other _____

*DESIG: ☐ CSR (List State(s) other than FL) _____ ☐ FAPR ☐ FPR ☐ RPR ☐ RDR ☐ CMRS ☐ RMR ☐ CLVS ☐ CRI ☐ CRR ☐ CPE

*Asterisk indicates required information.

I make application for Membership as a: (CHECK ONE)

☐ **PARTICIPATING MEMBER**\$300.00

Open to anyone engaged in active practice of official or general court reporting by either stenographic or voicewriter method. (Please indicate method above.) **PAYMENT PLAN AVAILABLE**

☐ *Pre-Authorized Payment Plan Attached
(Participating Members Only)

☐ **STUDENT MEMBER**\$35.00

Open to any student of shorthand reporting who is endorsed by a court reporting training program instructor or director.

☐ **RETIRED MEMBER**\$45.00

Open to any participating member in good standing who has retired from the active practice of shorthand reporting.

☐ **ASSOCIATE MEMBER**\$90.00

This category is open to the following (please check one):

- ☐ Teachers of shorthand reporting
- ☐ Individuals officially connected with a school or college conducting shorthand reporting course - School Name & Location _____
- ☐ Non-member individuals retired from active shorthand reporting
- ☐ Non-reporters professionally associated with or employed by a member of FCRA whose application is endorsed by a participating member in good standing (*please print sponsoring member's name below where requested*) _____
- ☐ Anyone qualifying for Participating membership, but residing outside of Florida - State of Residence _____

☐ **VENDOR MEMBER**\$500.00

Open to any firm or corporation engaged in selling products or services to FCRA members.

PRO BONO: Are you interested in donating time to the Pro Bono Program?

☐ Yes ☐ No

FLORIDA MANUAL: The guide to court reporting in Florida — sample forms, guidelines, and rules of court. Cost for members: \$75.00. Subscription to updates: \$25.00.

MEMBERSHIP DIRECTORY: Searchable geographical and alphabetical members' listing in Member's Only section of our website.

The dues year is November 1 through October 31. Annual dues must accompany application. Those joining in August, September, or October of a given year will be paid through October 31 of the following year. Dues payments are deductible by members as an ordinary and necessary business expense. In accordance with Section 6033(e) (2)(A) of the Internal Revenue Code, as amended, members of the FCRA are hereby notified that an estimated 10% of your FCRA dues will be allocated to lobbying and political activities, and therefore is not deductible as a business expense.

For Administrative Use Only

Date Rec'd _____ Ref # _____ Amount _____

Date Approved _____ Computer _____

I hereby make application for membership in the Florida Court Reporters Association and pledge myself, if accepted, to abide by the requirements of the Bylaws and Code of Professional Responsibility of the Association as they are now and as they may be amended in the future.

I understand that all applications are subject to review and approval by FCRA. All applicants must be sponsored by an FCRA member in good standing per FCRA bylaws.

Signature of Applicant _____

Date _____

Name of Sponsoring Member (Please print or type) _____

How did you hear about FCRA? Code: _____ Other: _____

PAYMENT ENCLOSED FOR:

TOTAL ENCLOSED: \$ _____

☐ Check # _____ ☐ MasterCard ☐ VISA ☐ AmEx

Account # _____

Exp. Date: _____

CVV: _____

Amount to charge: \$ _____

Authorized Signature _____

Billing Address: ☐ Same as above

Address: _____

City/St/Zip: _____

***Participating Members selecting the pre-authorized payment plan option will need to sign and complete the payment section of the pre-authorized payment plan form.**

Make check payable to FCRA and mail to FCRA Headquarters, 222 S. Westmonte Dr, Ste 101, Altamonte Springs, FL 32714
Telephone 407-774-7880 • FAX 407-774-6440 (for charge payments only) • www.fcraonline.org



Pre-Authorized Payment Plan Form

Participating Membership Only

Please complete and return payment plan form and membership application to:

FCRA Headquarters
222 S. Westmonte Dr, Suite 101
Altamonte Springs, FL 32714
Fax: 407-774-6440

The FCRA payment plan is available only through submission of this form and is not available online.

INSTALLMENTS: Plan is payable by credit card only. Check payments will not be accepted.
All payments will be automatically processed as outlined below.

First Payment	Processed upon receipt of this form	\$100.00
Second Payment	Processed 30 days after first payment	\$110.00
Third/Final Payment	Processed 60 days after first payment	\$110.00

Member Name: _____

Member Address: _____

City, State, Zip Code: _____

Terms of the Agreement: I hereby authorize FCRA to process the fees for my participating membership in three credit card transactions. All transactions will be processed to the credit card provided on this form. The first payment in the amount of \$100.00 will be processed upon receipt. The second installment in the amount of \$110.00 will be automatically processed 30 days following the first payment. The third and final installment in the amount of \$110.00 will be automatically processed 60 days following the first payment. Check payments will not be accepted under this agreement. I understand there will be NO REFUNDS for any installment (partial payment) processed under this agreement. I also understand that FCRA membership will not be considered active until all three plan payments have been processed successfully. The full amount paid under this plan for my FCRA Participating membership dues will be \$320.00 which includes a \$20 administrative fee for processing multiple payments.

☐ Please enroll me in the payment plan. I have included credit card information for all three installments below. I fully understand and agree to the Terms of the Agreement as stated above.

Signature

Payment Method:

☐ Master Card ☐ Visa ☐ American Express

Billing Address: *(If different from above)*

Account #: _____ Exp Date: _____

Cardholder's Name / Signature

Submit by Email

Print Form