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Association

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



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By Lori L. Bundy, RMR, CRR, FPR, 2017-2018 President



# Three Events, Two Weekends and a Message from the President

I love a road trip, but even more I love a road trip with friends. So what better way to start the trip to Altamonte Springs for the strategic planning session and FCRA board meeting than to pick up Richard Sciré and Cathy Carpenter along the way? Here's a recap of our fun and eventful journey on the way to our destination.

November 8<sup>th</sup> I leave work and start out to Sarasota, my first stop in our multi-stop adventure-packed weekend. I finally get to visit Twinspiration, and what a beautiful place it is! The view is amazing; just like you see on Facebook when the twins post pictures of their parties or videos for FCRA. Richard is packed and ready (well, almost), and we hop in the car, turn up the '80s music, and start out for Tampa to get Cathy.

It wouldn't be a true court reporting story if there wasn't a job that was running late, but after sitting in Tampa traffic, timing worked out perfectly with Cathy's job. We arrived at her house, said good-bye to the new hubby and Gadget, the dog, and jumped in the car again headed for Altamonte Springs. The fun is just starting.

We arrived at the hotel around 8:00 p.m.; just in time to meet up with Christy Bradshaw, Tracy Finan, and Peggy Casper for

will be my second session that I have been involved in. We talk about the hurdles and opportunities FCRA faces and how to put a plan together to effectively achieve our goals of the association.

William Watson hosted the event this year for FCRA. He was well-organized and kept us on task all day with activities and breakout sessions that focused on the most important issues facing our association. By the end of the day, we had our key issues, things like increasing membership, embracing change, and continuing the fight of achieving certification.

We talked about strategies to increase enrollment in court reporting schools, FAQs on the website to inform the membership of what the board and FCRA is working on, and embracing our future as a profession. William is working on his official report, and I can't wait to share more with you when we receive it. Richard, that sounds like a great idea for another article!

November 10, 9:00 a.m., FCRA board meeting. Usually we have two locations and meet via videoconferencing, but since we had to be together as a group with the strategic planning session, it made sense to hold the board meeting the next day with the full board in attendance at one location. With our heads still spinning from the great ideas we came up with the day before, it's time to buckle down and get some work done in the board meeting.

We worked through the agenda hearing great ideas from Holly Kapacinkas and Donna Kanabay on revamping the FPR, planning another Hill Day for Court Reporting & Captioning Week, renaming the magazine, website updates, among others. Be on the lookout for upcoming events and contests. There's so much going on in FCRA, so don't miss out.

As the day comes to an end, the board meets one last time for dinner. I wish we didn't live all over the state and we could get together more often. The next board meeting will be in January. You can find the date on the website. If you have never sat in on a board meeting, I invite you to come visit and see how the board works for the membership.

Well, I promised you three events in two weekends, and we're up to November 18<sup>th</sup> and another trip up the road. This time it is Cathy Carpenter and myself going to Orlando to host a table at the Florida Parent Educators Association's College Fair. What a great venue to get the word out about court reporting – the homeschooling community! These kids are self-starters and have a knowledge and understanding of technology.

But what was the biggest surprise of the event? The kids thought the concept of court reporting was cool, and they didn't realize we are used in so many different venues. However, the

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dinner. I truly enjoy time with the board members to catch up with what's going on in their lives. There won't be too much time for that the next couple of days with everything that we have planned.

November 9<sup>th</sup>, 9:00 a.m., it's time for the strategic planning session. Every four or five years FCRA goes through the exercise of a strategic planning session to better the association. This



By Richard S. Scire, RPR,  
FCR Online Editor, FCRA Secretary

# Editor's Message

2018 is here! We often tell ourselves that the possibilities are endless but then maybe something is holding us back from living our dreams. We often get that renewed spark in us immediately after a convention and hopefully those embers will ignite a flame as we embark into a new year. Now is time to be reminded about the longevity in goals versus the temporary fixes of resolutions.

I first want to thank and congratulate my new official associate editor, not to mention my twin brother, Michael A. Sciré, RPR, CMRS. Michael worked unofficially as associate editor for the last issue of FCR Online Magazine but it has become official since then. A lot of work and effort goes into this magazine and it has turned into a passion for both of us. As editor of FCR Online, I am often asked how I find stories. While I do face challenges as editor, my new associate editor helps make it easier. Everyone has a story out there. Getting them to put it in writing might be a different issue. Ultimately, the stories are all around us. I encourage everyone to share theirs or at least find the interest to share those of others.

In this issue we welcome back the new column of Becca's Bootcamp by Becca Tebon, who presented at this FCRA Convention this past summer. We also welcome back Todd Persson with his extensive comparison of court reporters, digital recording, and voice recognition. For an extra dose of motivation, my friend, Bonnie Schiavone, accepted my invitation to share her story of triumph and victory as well. Also returning, if you haven't seen the summer issue, is Christine's Corner by Christine Phipps and the continuing stories honoring our past with Donna Kanabay's "The Diamond Vault," as we look ahead toward FCRA's 60th diamond anniversary. We also have a special article from the experience and wisdom of my friend, Kathryn A. Thomas, RDR, CRC, and current president of the Illinois Court Reporters Association.

This past fall, Michael and I had the pleasure of traveling to California with friends (which will be a future article) where we serendipitously stayed at a hotel in San Francisco where a judges conference was taking place. There we met the Honorable Michael Mattice, who had previously written for NCRA's Journal of Court Reporting. He graciously shared his article for this issue of FCR Online and I do hope he will continue to write and share articles with us in the future.

Finally, in my revamp and rejuvenation of this magazine, I am very excited to announce the upcoming name change. With all the changes occurring, a new name seemed like the logical next step. FCR Online has seen several name changes through the years to stay current, as you will learn when you read "The Diamond Vault" articles. This is where YOU come in! I encourage you to start thinking of names of what you want YOUR magazine to be called. While I serve as editor, this is

not my magazine, even though I sometimes like to think it is. A contest is in the works and will soon follow. With every fun contest comes a prize, so please stay tuned and start getting inspired with your suggestions and ideas!

As we say goodbye to 2017 and look forward to what is in store for us in 2018, I want to reflect on the spirit of gratefulness for this profession and association we are in. To all the FCRA members, may your new year be a happy and prosperous one. In the words of my friend and past NCRA president, Stephen Zinone, "Keep Punching!"

## Three Events, Two Weekends and a Message from the President

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mothers were really interested because they are about to have their kids out of the house and will be looking for something to do. Second career!

The idea of working from home intrigued some of the mothers. For others it was hearing about stadium captioning and actually being paid to attend ballgames. I went in with the thought that the kids were going to love hearing about court reporting, which they did, but we came away with having two sets of people to market our skills to.

Now, as I sit on the porch of a cabin in Blue Ridge, Georgia, on Thanksgiving Day and reflect back over the past two weeks, I am truly grateful for this profession. On the 21<sup>st</sup> of November, I celebrated 22 years of being a court reporter. I have been to some interesting places and met some amazing people along the way. I can truly say that I am enjoying my journey.

### FCR Online Deadline Dates

(WINTER) DEC/JAN/FEB/MAR  
Article Submission — November 5  
On-Line Publication — December 12

(SUMMER) APR/MAY/JUNE/JULY  
Article Submission — March 5  
On-Line Publication — April 12

(FALL) AUG/SEPT/OCT/NOV  
Article Submission — July 5  
On-Line Publication — August 12

By Jim Connor, RPR, CRR



## Court Reporter Shortage: What This Means for the Industry and for Reporters

**2**017 has seen the onset of the “war for talent.” Recruiters are struggling to find qualified candidates across all industries. Specifically, jobs that require specialized skill sets are suffering these shortfalls. Registered nurses, pharmacy technicians, software engineers, vocational teachers and many other professionals are in short supply.

Add qualified court reporters to the list. The legal and court reporting industries are facing a looming court reporter shortage. Unless this trend reverses, it could have some serious, negative repercussions for the industry long-term. On the other hand, this market could present many opportunities for both current and prospective court reporters.

**THE SHORTAGE:** In 2013, Ducker Worldwide released a report predicting an impending court reporter shortage. According to the report, the industry will begin feeling the effects of this shortfall in 2018. Projections indicate that the shortage will represent nearly 5,500 qualified reporters. But why would such a lucrative industry experience this kind of shortage?

There are several factors at play:

- Increased demand in the legal field — Despite the steady transition of some courts to digital reporting, increased legal activity has driven the demand for qualified court reporters higher.
- Increased demand in other industries — A growing number of fields (including business, politics, medicine, professional sports, television and many more) require real-time court reporters and transcriptions of conferences, seminars and video.
- Significant retirement rates — The median age of working court reporters is 51 years old. This

is almost ten years older than the median age of workers in all occupations: 42 years old. Additionally, 70% of the court reporting population is 46 years or older. This contributes to significant retirement rates in the industry.

- Low education and enrollment rates — Court reporting schools across the nation have reported a steady decrease in enrollment over the last two decades. The schools attribute this trend to low-awareness and the push toward four-year degree programs.

With high demand, high retirement and low enrollment, there just are not enough reporters to go around. All of these factors contribute to the imminent court reporter shortage, despite the rewarding opportunities the industry offers.

**INDUSTRY IMPACT:** There is an ongoing debate right now between legislators, legal professionals and court reporters as to whether this shortage will have significant impact on the legal industry and the court reporting industry. Many legislators tend to dismiss the concern over the shortage. They argue that the advent of digital recording technology will make court reporting an unnecessary, outdated profession. It is true that many courts are incorporating digital recording and voice recognition technology. But is court reporting really dying out? Will technology save us from the shortage?

The answer is no. As every experienced lawyer (and most experienced judges) recognize: qualified human court reporters continue to be indispensable to the legal process. All too frequently, digital recordings lead to garbled testimony and equipment failures. Without human judgment, digital recordings are unable to detect the nuances of human language with 100% accuracy.

Technological advances provide useful tools for court reporters. However, current digital technology is just too limited and fallacious to be solely relied upon.

**WHAT THIS MEANS FOR REPORTERS:** All this begs the question: What impact will this shortage have on current and prospective court reporters? Current court reporters will experience an increased demand for their services. Court reporting firms and freelance reporters will likely encounter more and more opportunities for business. Some experienced professionals may even find themselves caught up in bidding wars for their expertise. However, as demand rises and professionals retire, court reporting firms and legal firms will find it increasingly difficult to hire qualified, quality reporters.

Prospective court reporters will find themselves entering a lucrative career with boundless opportunity. There are countless benefits to pursuing court reporting:

- Less demanding education requirements — An expensive, four-year college education is not necessary to become a court reporter. While continued education is valuable, most certification programs are two years in duration. There are many online education opportunities as well. Additionally, court reporters are competitively employable right out of school. In terms of education, this translates to high financial reward for less financial risk.
- High earning potential — The earning potential for a court reporter right out of school is an average of \$40,000 nationwide, and this number drastically increases with experience. In fact, reporters who

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## Court Reporter Shortage: What This Means for the Industry and for Reporters

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- invest in continued education and advanced certification typically earn six-figure salaries.
- Freelance options — With the variety of industries in need of court reporters, professionals have the opportunity to create freelance careers. This freelance path can be very rewarding and enables professionals to choose their own hours and create flexible schedules for themselves.
- Stable career, growing demand and increased opportunities — As the Ducker Worldwide report indicates, court reporters are in demand. Young professionals in the field will benefit from the various opportunities of this market. New court reporters will be embarking upon a lucrative and stable career. Low awareness among young prospects contributes greatly to the current court reporter shortage. To help overcome this, the industry would benefit greatly by making itself more visible. If court reporting firms, seasoned reporters and schools more effectively advocate for the benefits of this career path, perhaps awareness and interest will begin to spread. Court reporting can be a fulfilling, lucrative career, and with the current shortage, opportunities for young professionals are boundless.

By Michael A. Sciré, RPR, CMRS, Official Reporter



## A Challenging High

**A**fter reporting for 18 years, I'm always amazed I can still have new and weird experiences in court. Several weeks ago, I reported a case where the charge was trafficking in cannabis. People basically turn their homes, sometimes rented ones, into marijuana grow houses. It's quite an elaborate crime. I've reported many of these cases over the years, but it has been quite a while since one of these cases came up.

In this scenario, as in most of these cases, the marijuana plants that were confiscated as evidence were stored in these huge paper bags. Oftentimes the stench of the marijuana can be smelled in the courtroom. Before you wonder if everyone in the courtroom got high, I can assure you we weren't. It's usually such a mild odor but enough to cause an instant headache at times. The plants are put into paper bags rather than plastic because the plastic causes mold to grow on the plants. When opened, the odor is toxic, both the scent and to the touch. Because they're plants, sitting idle in Property over at the Sheriff's Department for nine months in paper bags without being watered causes the pants to dry out. Most of the leaves fall to the bottom of the bag.

In this particular case, the defense attorney was challenging the weight of the plants. The weight would determine if the amount of marijuana was a trafficking amount or merely possession. The sentence and the degree of felony is vastly different, so even the slightest differentiation of weight could affect the outcome, which is why the defense attorney insisted the State's witness, the crime scene investigator, during direct examination, open each bag, remove the plant, and publish it to the jury. The Court agreed.

One by one, each of the seven bags, the crime scene investigator would remove the plant, place it in a large, clear Sterlite container, publish it to the jury, and put it back into the paper bag with the assistance of the court deputy.

It wasn't until the witness got to the third bag that the defense attorney asked the witness on voir dire to start handling the plants, turning them from side to side, so the jury can see what other metal clips and zip ties were adhered to the plants. She reluctantly contemplated and finally addressed the Judge saying she did not feel comfortable doing so without gloves and a mask and that it's too toxic to handle. The Judge immediately sent the jury out, and after further discussion, agreed it should be published but ordered that masks be distributed to everyone in the courtroom. After about 45 minutes, seven jurors, two defense attorneys, the defendant, the interpreter, two prosecutors, the clerk, two bailiffs, the judge, the witness, three members in the gallery, and the court reporter all received masks to wear.

This was definitely a first for me, reporting with a mask on and deciphering what the witness was saying through a surgical mask. The

trial resumed and we all put on our masks. By the time we got to the sixth plant, a large cloud of green smoke filled the air and was headed right in my direction. It was like something out of a science fiction movie or perhaps it was going to transform into the Wicked Witch of the West from the Wizard of Oz. My mask was already failing me and I was coughing sporadically. I soon stopped writing and began to fan the smoke towards the opposite direction. Even my fanning failed me and I was soon in a cloud of toxic, moldy smoke.

The defense attorney immediately called for a recess and within seconds, the jury was removed from the courtroom, the doors were opened, and I ran out of the courtroom. It was the rare occasion everyone was concerned about the court reporter. The defense attorney saw my eagerness to leave the courtroom and asked if I was okay, to which I replied that I was. Then the witness asked if I was okay. I can hear the state attorneys asking the same, as did the bailiffs. I was fine. There was another reason I was running out of the courtroom

so abruptly. I didn't realize there would be all this concern. I was going up



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By Robin Merker, RPR, FPR

## Student Corner

I've been told that some students hear the Student Corner article as a dictation piece in class. If so, you may be concentrating on your fingering and/or speed and may not truly be listening to the content. So listen up!

When you are ready to sit in, usually your school assists in getting you an internship. But for Florida online students, attending an out-of-state school, FCRA can help you find an agency or reporter to sit in with – so don't hesitate to ask.

And whether you attend an in-state school, or an out-of-state school, we can help you find a mentor. Our mentoring program started back in 2012. Mentors are working reporters who remember what it's like being in school and want to ease your way. A mentor can provide that extra bit of encourage-

ment or hint to get you through your speeds as you get closer to leaving school and can also be a helpful resource when you first start taking jobs out in the field. We do our best to find someone in your area and on the same software as well. So if you want to make a Mentor Match – now's the time. Just contact me at [rmerker@att.net](mailto:rmerker@att.net). As they say on the infomercials: We have mentors standing by!

Remember, practice, practice, practice will get you through!

Until next time,  
Robin

## A Challenging High

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to chambers with the Judge so we could have espresso. When I returned to the courtroom, there had been all this concern about the court reporter, which was very nice, but not necessary.

The trial resumed and we get to the next batch of exhibits, more marijuana. This time they were in plastic bags that had been left open to eliminate some of the mold. Nobody realized those series of bags were open and were about to be published to each individual juror. The witness looked at me and whispered, "These are open." I don't know why she chose to tell me and not the parties or the Judge, so before the first juror could grab it and potentially spill marijuana all over himself, I raised my hand and shouted, "Judge!" After commanding the attention of everyone in the courtroom, I merely pointed to the witness who finally informed the parties that the bags were cut open.

Three days of this trial was enough for me. Once the jury went out, the Judge and I went up to chambers where we sat over coffee and recapped the case. I thought it was finally time to unwind and hopefully not be there late into the evening. Just then the clerk had texted, "There's a question. You have work to do." That's right, they wanted testimony from the trial read back. I got a head start from the Judge to the courtroom. While awaiting the parties to return to the courtroom, I used that time to go through my notes. The Judge always asks and gives us as much time as we need to prepare to read back. The parties arrived within five minutes and I was ready to go.

It was about a half hour worth of reading, approximately 25 pages. It was nearly 7:00 p.m. and I read back like an old pro. As difficult as the defense attorney was throughout this case, he gave me a thumbs up and a giant smile, a rarity for him. It was nice to impress someone in the courtroom.

For some reason whenever I am the court reporter with that Judge, I have to read back. It's gotten to be a running joke. One trial period several months ago I read back every trial that was heard. The Judge even acknowledged "the court reporter testified more than any other witness this week."

Soon after I read back, the jury returned to the courtroom with a verdict. The defendant was found guilty. It was nearly 8:00 p.m. After three long days in court, I was exhausted. As I closed down my computer, I was startled by a soft-spoken voice. It was the lead prosecutor, a new attorney with the State Attorney's Office, who had approached me uttering the words, "Thank you, Michael." I looked up and was greeted with a friendly smile. It was the first time I had worked with her. No matter how hard we work, we often don't hear those words from the attorneys. I am fortunate because all the felony judges in the 12th Judicial Circuit each end their proceedings by thanking the court reporter by name. It was a simple and much appreciated reward for a job well done, until I was able to have a martini anyway.

Michael A. Sciré can be reached at [mscire@jud12.flcourts.org](mailto:mscire@jud12.flcourts.org)

# NCRA Convention Roundup



Florida reporters and captioners were well represented during this year's NCRA Convention in Las Vegas. The convention was held at Planet Hollywood.

## NCSA Meeting

FCRA President Lori Bundy and Richard Sciré, FCRA Secretary and FCR Online Magazine Editor, were this year's representatives at the annual NCSA meeting. NCSA is the National Committee for State Associations. Two representatives from each state are in attendance. Each state gets an opportunity to talk about the issues facing the profession in their state. This year the same state representatives mingled with different states in round table discussions to compare issues in an attempt at learning solutions. Lori Bundy spoke for her table and utilized the opportunity to discuss what is going on in Florida, including FCRA's current efforts toward a state certification.

## Lights, Camera, and No Action!

NCRA's Convention theme this year was Magic at Your Fingertips! The changing of the guards of presidents went perfectly as the illusion of magic made our new NCRA President Christine Willette appear out of box. President Willette then spoke about the importance of hard work and perseverance. The keynote speaker was magician Steve Wyrick. He started to wow the crowd with his motivation through magic. He called FCRA's Christine Phipps and Dave Wenhold to the stage where he began a magic act. As the lights went out and everyone laughed, the motivational

magician announced that was not part of the show. Planet Hollywood, along with several other hotels, had unfortunately lost electricity due to an accident outside the hotel. The lights would remain out for a few hours. When the electricity returned, attendees had to make the decision to return to the keynote speaker or attend the other seminars that were now running simultaneously. Everyone took the mishap in stride and utilized the time as an opportunity to enjoy each other and Vegas.

## NCRA's New Amendments

Three new amendments passed during NCRA's business meeting. An amendment changing the requirements for Retirement Membership status will go into effect at the start of 2018. An amendment was passed to update voting procedures in electronic meetings. The third amendment that passed clarifies the language affecting the Nominating Committee to include the President-elect in appointing committee members. The fourth and final amendment that passed regarded the hiring of a parliamentarian.

## Angels Luncheon

Are you an NCRF Angel yet? One of the perks of you and/or your firm becoming an angel donor is the annual luncheon put on by the National Court Reporters Foundation with your fellow angels. The luncheons are held at or near the hotel hosting the convention and you get your choice of entrée and even a glass of wine or two. NCRF has many angels among FCRA and even some Florida attorneys, too.

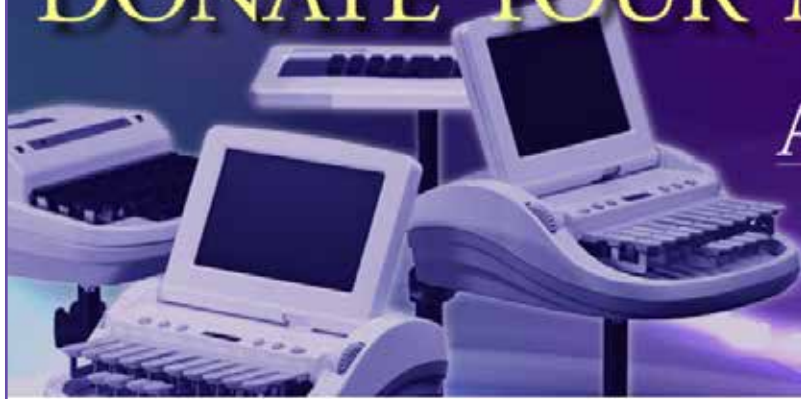


# NCRA Convention Roundup



# DONATE YOUR MACHINE

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Hello

The A to Z Program offers participants the opportunity to learn the basics about court reporting in a six-to-eight week introduction to machine shorthand program.

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There is a great need for **used steno machines, chargers, AC adapters, paper trays, ribbons, tripods, cases**, etc. If you have these items, the A to Z Program is looking for donations and loans to programs in your state or local area.



## Donate or loan your steno machine

You do not need to ship your machine or any other items at this time. You will be contacted when your items are needed. We ask that everything you donate is in good working order and has been cleaned. This is an introduction to our profession, and we'd like the experience to be a positive one.

**Complete this form** and NCRA's Education Department will add your name and items to the database. When needed, you will be contacted by a local A to Z Program leader.

## Are you interested in leading an A to Z Program?

A to Z Program leaders work with small groups of participants as they learn how to write the alphabet and numbers in steno. This program does not follow any particular theory.

Program leaders receive free training materials after completing and submitting a [program leader Memorandum of Understanding \(MOU\)](#). For more information, view the [A to Z webinar](#) and read the [frequently asked questions](#).

If you have comments or questions, please share them with [Cynthia Bruce Andrews](#), NCRA Director of Professional Development Programs.

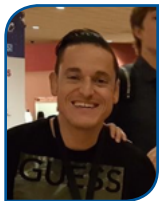
# Kudos & Accolades



## **Congratulations on First Place Dee Boenau, FAPR, RDR, CRR, CRC!**

Dee took first place in the literary speed contest during the NCRA Convention in Las Vegas with only seven errors and scored 99.350 percent.

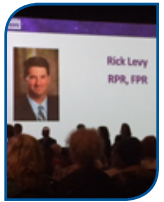
In the realtime contest, she placed number one with 15 errors and a score of 98.476 percent. In the category of testimony, Dee scored 98.899 percent with 12 errors. Her big win was placing first with the overall combined score of 98.688 percent and 27 errors!



## **Congratulations to Anthony Trujillo, RMR, CRR!**

During the speed contest at the NCRA convention, Anthony placed ninth with a score of 97.957 percent and only 22 errors. During the realtime contest at Las Vegas' Planet Hollywood Hotel, Mr. Trujillo placed tenth during the testimony portion of the competition with

only 40 errors at 96.433 percent.



## **Thank you to Rick Levy, RPR, FPR!**

Rick Levy, Past FCRA President and Managing Partner at First Choice Reporting & Video Services, Inc., has completed his term of office on NCRA's Board of Directors. Rick was thanked and acknowledged during the NCRA Convention. Job well done, Mr. Levy. Thank

you for your service!



## **Congratulations to Dave Wenhold, CAE, PLC!**

FCRA's very own Dave Wenhold stepped in as Interim Executive Director & Chief Executive Officer of NCRA. Dave wears many hats for NCRA and FCRA and we are happy he has enough expertise to go around!



## **Congratulations to Christine Phipps, RPR**

FCRA Member and FCR Online Magazine regular contributor of Christine's Corner, and President of Phipps Reporting, Christine Phipps, has completed one year of service on NCRA's Board of Directors and has started her second year. The official proceedings issued during the Premier Session at the NCRA

Convention. Thank you, Ms. Phipps, for your service to our industry and associations!

1913	The Kaizen Company	100.00%	\$4.0m	Business Products & Services
1914	Ovative Group	100.00%	\$13.2m	Advertising & Marketing
1915	Phipps Reporting	100.00%	\$8.4m	Business Products & Services
1916	Integrity Express Logistics	100.00%	\$143.8m	Logistics & Transportation
1917	HAP Investments	100.00%	\$7.2m	Real Estate
1918	Thrive Internet Marketing Agency	100.00%	\$2.2m	Advertising & Marketing
1919	Tribal Tech	100.00%	\$9.7m	Government Services
1920	37th Parallel Properties	100.00%	\$3.1m	Real Estate

## **Congratulations to Phipps Reporting!**

And speaking of Phipps Reporting, an extra congratulations goes to them on their 2017 placement on *Inc.* Magazine's list of 5000 fastest-growing small companies, where they rank 1915! Certain criteria must be met to make it on the list, including revenue guidelines and being privately held, U.S. based, and independent (not subsidiaries or divisions of other companies). As companies grow, it gets more difficult to make the list every year. Only a fraction have made it more than one. This is Phipps Reporting's fourth time placing on the list, which is a feat in itself!



## **Congratulations to NCRA Past President Nancy Varallo, FAPR, RDR, CRR!**

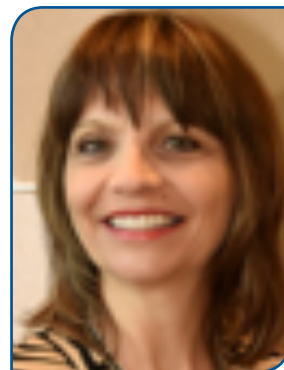
During the 2017 NCRA Convention, Nancy Varallo was named the 2017 NCRA Distinguished Service Award recipient. Ms. Varallo is a 30-year veteran reporter. She was a regular

contributor for *FCR Online Magazine* with her own column, "Ask Nancy." She is also responsible for the creation and inception of the A to Z Program, which FCRA is looking forward to launching soon.

Continued on page 18

# Adventures on Spruce

By Peggy Casper



**A**s court reporters, we know how to work hard and achieve goals. Meeting transcript deadlines rewards us motivationally and financially. Creating new brief forms, keeping up on new rules and procedures, and writing stenographically in our minds even when we're not on the job are all part of our routines. Sometimes, however, it's nice to turn off the computer and go have some fun.

With the intention of having an adventurous spirit, one of my friends, Julie, and I decided that instead of a typical girls' night-out for our birthdays each year we would plan an excursion. Indulge me while I take a slight detour here to tell you my favorite small-world story. Julie lives 10 houses away from me here in Jacksonville. When we happened to meet years ago as I was walking my dog, we discovered that we're both from the same little hometown in Wisconsin called Plymouth, a city whose population today is a whopping 8,529 people. How fitting that, since we both adventured out of Wisconsin, we would choose to discover some of our area's interesting places to celebrate our birthdays and fulfill simple bucket-list items.

In October for Julie's upcoming birthday, the "bucket" was in the form of kayaks. We headed south on I-95 to Port Orange, arriving at a historic rural retreat called Cracker Creek. (Of course, I thought of Paulita, Holly, and my other friends and former coworkers at Volusia Reporting while passing through Daytona.) When we pulled up, we were greeted by Kenny, our tour guide. Our fearless kayaking leader was not the only one to greet us. There were several peacocks proudly staking out their territory.

As we got onto the waterway known as Spruce Creek, it was as if we were in an art gallery viewing an expansive, panoramic painting. The water served as a mirror to the cypress trees lining the banks, elongating the ancient trees' majestic beauty. Red maples, sweet gums, and cabbage palms, which is

Florida's state tree, also added to the reflection. In the brackish areas, giant leather ferns, which are described as living fossils, lined the edge of the water. As Kenny explained, floating on the river is the only way to explore the landscape since poison ivy and thick vegetation make hiking undoable.

As we continued on the journey, we saw several cooter turtles. Since it had been a little cooler in the previous couple days, these reptiles were looking for sun to warm up their shells. Trees hanging out over the water made perfect perches on which the creatures could spend a lazy afternoon. One pair was actually stacked one on top of the other at the end of a

log. Competition was tough for the ideal spot in the sun. Two softshell turtles were also visible as we passed them. Since this species tends to be nervous around humans, it was fortunate that we were able to spot them.

Another treat was that we saw two pair of pileated woodpeckers. These birds are most often seen in pairs, and they mate for life. It was entertaining to see them dancing vertically around the trees as they made their way down the river. Their distinctive red heads and pecking noises made them stand out in the forest.

Do you know how you can tell the difference between bald eagles and other similar birds of prey? As one of our national birds glided above us, Kenny explained that eagles have board-like wings in that they are very straight, whereas other birds have more curvature to their wing span. Another interesting fact is that eagles' heads and tail feathers don't turn white until they are four or five years old.

Kenny found a sandbar to serve as solid ground to have a picnic lunch. The blue heron occupying a space nearby reluctantly relinquished his territory as we slowly approached. We were enjoying our sandwiches when Kenny handed us binoculars and told us where to focus to see the eyes of an alligator poking up from the water in an area we had recently paddled past. Cool! I would have never seen it. Good thing we had a professional with us.

As we floated back down the river, there was another alligator showing off on a log over the water. How great would it have been to get a picture of the four-foot, scaly guy to memorialize the day. Kenny gently pushed my kayak toward him as I got my camera ready. (No worries: I was still a good distance from the imposing gator.) In a swift, paparazzi-evading maneuver, Mr. Alligator slipped into the water. Sorry I can't include the would-be picture here.

We were told that at other times of the year manatee can be seen in the winding river. Although they graze in brackish water, they need to drink fresh water, causing them to swim into Spruce Creek on occasion. That sighting will have to wait for another kayaking adventure since no sea cows graced us with their presence on this trip.

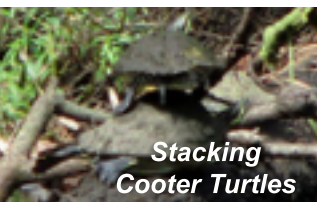
As we paddled up to the bank to end the river tour, we thanked Kenny for sharing with us his knowledge and providing a memorable experience on Spruce Creek.

Filling up our buckets by educating ourselves and experiencing nature can refresh and rejuvenate our minds. May your bucket always be full of adventure, friendship, and a thirst for knowledge.

(For information, visit [www.kayakcentralflorida.com](http://www.kayakcentralflorida.com) or call Jenny at 352-589-7899.)



Softshell Turtle



Stacking  
Cooter Turtles



By Christine Phipps, RPR, FPR, LCR (TN/ NJ)

## Christine's Corner: Guide to Physical and Electronic Document Retention

So as 2017 draws to a quick close, filing cabinets full of documents, unsure of where and if there is an electronic file, the always burning question of what do I save, do I need all this? Having survived Hurricane Irma here in Florida; with front row seats to Hurricane Harvey in Texas, reporters we know standing on roofs waiting to be rescued that lost everything; catastrophic fires in California completely decimating cities, we all have experienced thoughts of what if this were me? What am I going to lose? I know many court reporting friends that were scanning pictures and bagging documents in plastic bags, trying to preserve what they could in case of utter devastation.

So now it's December 2017, we got through all these natural disasters, we have holidays on our minds and travelling, and we will blink and the ball will have dropped announcing 2018. So now it's time to load up on pages and feverishly get back to writing on that machine and editing on your computers or prepping for the next day's captioning event. The following is a guide on what you need to save physically, what documents need to be kept physically elsewhere in a protected environment, and backing up all documents electronically.

### Keep until warranty expires or unable to return or exchange

- **Sales Receipts** (Unless needed for tax purposes, then keep for 3 years)

### What to hold while active

- **Contracts**
- **Insurance Documents**
- **Stock Certificates**
- **Property Records**
- **Stock Records**
- **Records of Pensions and Retirement Plans**
- **Property Tax Records Disputed Bills**  
(Keep the bill until the dispute is resolved)
- **Home Improvement Records**  
(Hold for at least 3 years after the due date for the tax return that includes the income or loss on the asset when it's sold)

### Keep Forever

- **Marriage Licenses**
- **Birth Certificates**
- **Wills**
- **Adoption Papers**
- **Death Certificates**
- **Records of Paid Mortgages**

- \* These documents should be kept in a very safe place, like a safety deposit box.

### What to keep for 1 month

- **ATM Printouts** (When you balance your checkbook each month, throw out the ATM receipts)

### What to keep for 1 year

- **Paycheck Stubs**  
(Rid once you have compared to your W2 & annual social security statement)
- **Utility Bills**  
(Throw out after one year, unless you're using these as a deduction like a home office --then you need to keep them for 3 years after you've filed that tax return)
- **Cancelled Checks**  
(Keep for three years only if needed for tax purposes)
- **Credit Card Receipts**  
(Keep for three years only if needed for tax purposes)
- **Bank Statements**  
(Keep for three years only if needed for tax purposes)
- **Quarterly Investment Statements**  
(Keep until you get your annual statement)

### What to keep for 3 years

- **Income Tax Returns**  
(IRS audits can occur for no reason up to three years after filing a tax return. If you omit 25% of your gross income that goes up to 6 years. If you don't file a tax return at all, there is no statute of limitations.)
- **Medical Bills and Cancelled Insurance Policies**
- **Records of Selling a House**  
(Documentation for Capital Gains Tax)
- **Records of Selling a Stock**  
(Documentation for Capital Gains Tax)
- **Receipts, Cancelled Checks and other Documents that Support Income or a Deduction on your Tax Return**  
(Keep 3 years from the date the return was filed or 2 years from the date the tax was paid -- whichever is later)
- **Annual Investment Statement**  
(Keep 3 years after selling your investment)

### What to keep for 7 years

- **Records of Satisfied Loans**

Continued on page 17

By Michael A. Sciré, RPR, CMRS, Official Reporter

## All Tied Up



**PHOTOGRAPH BY CLIFF ROLES**

*Back Row, Left to Right: Circuit Court Judge Thomas Krug, Deputy Court Clerk Steve Sucevic, Chief Circuit Court Judge Charles Williams, Chief Information Officer Dennis Menendez, Circuit Court Judge Stephen M. Walker, Network Administrator Michael Gostischa, and Pretrial Services Program Director Larry Kitt.*

*Front Row, Left to Right: Pretrial Services Program Director Joshua Karn, IT Technician Brian Bates, Circuit Court Judge Charles E. Roberts, Official Court Reporter Michael Scire, Network Administrator Kevin Billingsley, Circuit Court Judge Lee Haworth, Court Administrator Walt Smith, Circuit Court Judge Frederick Mercurio, County Court Judge David Denkin.*

The gentlemen of the 12th Judicial Circuit Court gathered in Sarasota on Monday, August 28, to celebrate National Bow Tie Day. What is National Bow Tie Day? Once a year, every August 28th, thousands all around the globe come together to celebrate an often under-appreciated accessory that dates back to the 17<sup>th</sup> century — the bow tie. Whether it's a self-tie or pre-tied or you love this style for its retro-cool factor or quirky connotations, National Bow Tie Day is the one day a year when the bow tie reigns supreme. Go to work, go to court, go to the store, do a puzzle, ride a horse — if you're wearing a bow tie, you're celebrating.

Photographer Cliff Roles graciously donated his time and services to photograph the event. Although this is a longstanding tradition, it was the 12<sup>th</sup> Judicial Circuit Court's inaugural event, which I took the liberty of spearheading. All the tie-wearing judges participated with agreement to replace their traditional long neckties for the bow tie for the day. Court Administrator Walt Smith and Chief Information

Officer Dennis Menendez also agreed. With little coaxing, even the I.T. staff obliged to trade in their usual polo shirts in favor of the bow tie and collared dress shirt. I had extra bow ties on hand for those who wanted to participate but forgot to wear theirs. We're like a big family here in the 12<sup>th</sup> Circuit. Laughing, teasing, helping one another straighten his tie, the sense of camaraderie in the room as the gentlemen took their cues from Cliff was evident just how like a family we really are.

All of the judges wore their bow ties all day, as did Walt, Dennis, the I.T. staff, Deputy Clerk of Court Steve Sucevic, and myself too of course. After the photos, bow ties seemed to fill the hallways as we all parted ways to head back to our respective offices and/or courtrooms. Collectively we brought the timeless classic into a more prominent light, even if it was for just one day. I was asked how I got so many people willing to participate. The answer is simple really. All I had to do was ask.





## Christine's Corner: Guide to Physical and Electronic Document Retention

*Continued from page 15*

- Florida Court Reporters' Notes:** Court reporters or persons acting as court reporters for judicial or discovery proceedings shall retain the original notes or electronic records of the proceedings or depositions until the times specified below:

Two (2) years from the date of preparing the transcript: Judicial proceedings, arbitration hearings, and discovery proceedings when an original transcript has been prepared.

Ten (10) years in judicial proceedings in felony cases when a transcript has not been prepared.

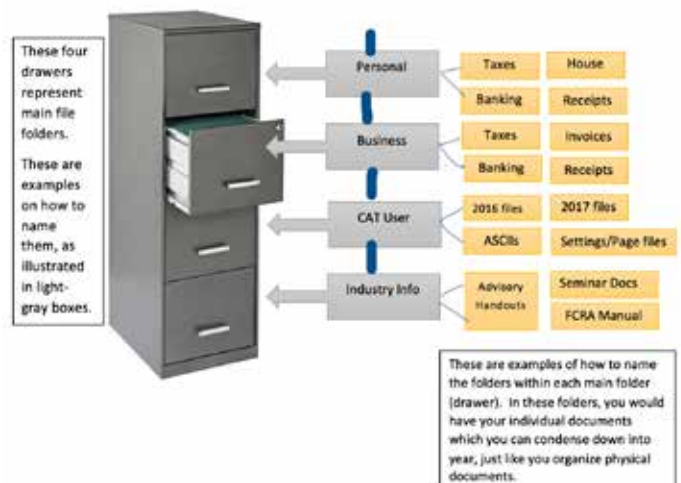
Five (5) years — All other judicial proceedings, arbitration hearings, and discovery proceedings when a transcript has not been prepared.

Take all of your physical documents that pertain to 2017 and store in a plastic box labeled 2017 with a note on the outside when they can be destroyed.

So how does your electronic filing system look – better yet, how should it look? First, think of your “My Documents” folder as a big gray metal filing cabinet.

So now you know the format to save your everyday documents physically and electronically. Remember what we experienced in this state and around the country and take proactive measures to scan all those irreplaceable pictures

in your home, convert old media to a digital format, and back up everything. Storing everything in an organized way in your My Documents folder makes it easy to back up. My recommended best practice is to set up a timed daily backup to the Cloud and also to an external hard drive at home, preferably at a time of night that you would most likely never be working. Happy organizing!



By Donna Kanabay, RMR, CRR, FPR

# The Diamond Vault: The Second Decade of FCRA Part I, 1971-1976



**A**s I begin to recap the next decade, more research and historical material became available when I finally got my hands on some magazines starting in the mid70s. As the years go by, I'm able to gradually fill in gaps until eventually we have a full collection. Until then, all the material I've been able to report on has been gleaned only from the minutes of the board meetings, along with occasional "flashback" articles in magazines. So for the rest of The Diamond Vault series, the decades will be presented as Part 1 and Part 2, each part covering the first and second 5-year period of the decade.

I again repeat my oft-heard plea: if anybody out there has old newsletters from the 60s and 70s, please get with me!

When we left off at the end of The First Decade, Cecil Noel, Jr. was president, having been elected in November, 1970, at our convention in Tampa. Frank Sarli had handed off his editor position to Harriet Stewart, and she served as editor until 1973.

At the April, 1971 board meeting, there had been discussion regarding bills of concern to us that were out there up in Tallahassee, relating to, among other things, doing away with the supplement for officials. (Remember that back then, the courts operated under the Officialship model for all courts, criminal and civil. The Officials received a stipend/supplement from the county in which they served.) Also in relation to Officials, there was an issue in at least one circuit where the county was either not providing office space for the Official and any designated Deputy Officials, or if they did provide space, charging rent!

There was discussion about sales tax, and per the minutes, the sales tax issue was before the court of appeals, so obviously that issue had been on the hot plate for a while up until that point, although there's nothing in the previous minutes about it.

The voluntary CSR was under the Department of Business Regulation, and the relationship with them was not working well from our perspective, and we were making efforts to "return to the supervision of the Secretary of State."

October, 1971 marked our 10th Anniversary convention, held in Naples, with Aetna Adams becoming president. We had reached the official end of our First Decade and the official beginning of our Second Decade.

The unofficial subtitle of this historical series should be "everything old is new again." From the membership chair's report: "The task of attracting new members in an organization, actually, should not be a difficult one. I will be the first to admit, however, that it does take a more

concentrated effort than your chairman for the past year has put forth." Has there ever been a membership chair who can't relate to that?

Back in those days, installation of the new officers was done at the Saturday evening banquet. And the incoming president got roses! (Roses. How come we don't do that anymore??)

Entertainment was provided by the Billie Mendenhall Trio. (Ann Mendenhall's husband. Ann was president of FCRA for the 1998/1999 term.)

One thing is very clear as we entered our Second Decade – and indeed, now, halfway through our Fifth Decade – the issues that we dealt with then are the issues we continue to deal with today: Certification; ER/Digital; public relations with the judiciary and the legal field; getting paid; membership.

Doris Mauldin became president for the 1972/1973 term. (She died in 1988. Her In Memoriam article is in the 1988 September-October magazine.)

Throughout this period, there was a battle with the Department of Business Regulation about the voluntary CSR. The DBR was resistant to our request to move jurisdiction to the Secretary of State, and the Department was placing impossible conditions on how, when, and where testing would be conducted under a proposed mandatory certification, which conditions were so dire that, at a special board meeting, it was concluded by the board that, "Mandatory certification was a good thing for the future but that Florida was not ready for it. Mandatory is a dangerous thing if not handled properly ... this is not the time for mandatory CSR. We need every reporter available."

That, too, continues to be a concern among many firm owners today, and why FCRA has been a strong proponent for a grandfathering provision every time we've made a submission for certification.

The Professional Education Committee reported in 1972 that new schools had opened all over the state and that enrollment was up substantially, which was a relief to the association's above concerns about facing a shortage of reporters.

James Snow was president for the 1973/1974 term. (Died 1977.) Highlights of his term include:

The membership was informed of the new Committee on State Courts. "To be properly prepared to act as liaison between FSRA and those agencies of government and judiciary concerned with court functions." Today's equivalent is the Government Relations Committee.

*Continued on page 19*

# The Diamond Vault: The First Decade of FCRA

Continued from page 18

Membership continued to grow: 33 new members that year! The annual convention had a total of 140 attendees, 78 members, 62 guests, with a projected profit of \$500!

Doris Mauldin suggested having a Florida State Champion Contest.

Jack Besoner moved that we form a "legal and procedural committee" to deal with answering legal questions on reporting and that the committee publish in the Shorthand Notes. (The forerunner of our Ethics Committee and articles?) Motion carried.

After Doris Mauldin's report on the most recent CSR test, Gayl Knaus moved that we approach the State and recommend that the testing be administered under NSRA, having NSRA give the CSR test and adopting CP standards. Motion carried.

1974/1975 president James Swain opened the November Annual Convention held in Montego Bay, Jamaica. (Our association "forefathers" really knew how to live. Roses for the incoming president, and convention in Jamaica!)

There was discussion about NCRA's new RPR designation (replacing the CP – Certificate of Proficiency.) Doris Mauldin moved that FSRA go on record as adopting NSRA's certification of the RPR as the recognized standard of competency in the State of Florida, and that appropriate state agencies be advised of the adoption. Doris explained as her rationale that if a reporter had passed the RPR, that it should be accepted for the state CSR. Motion carried.

Jim Swain moved that the incoming Board be authorized to hire a lobbyist and to assess members as deemed necessary. Motion carried unanimously.

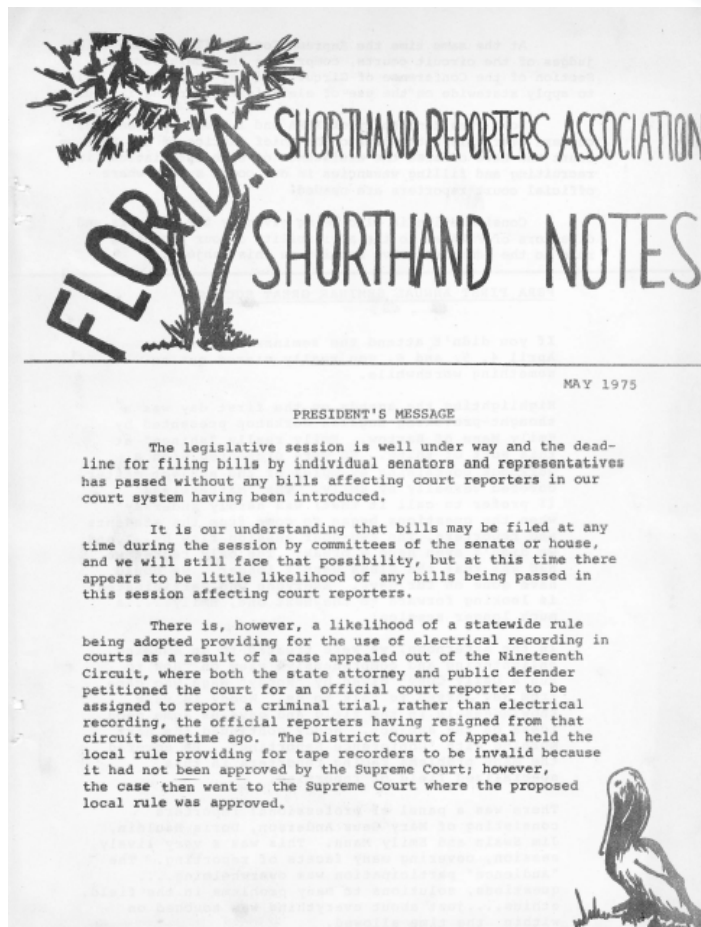
Past President James Snow became editor, and served through 1975.

Everything being relative, so to speak, Gayl Knaus moved that the Bylaws regarding dues be amended to eliminate the phrase "not to exceed \$20 per year," and substitute "the board be allowed to set the dues." Motion carried unanimously, and dues were increased to \$30.

At that time, members were NOT permitted to attend board meetings! Allen Benowitz had requested permission to attend, the board discussed and voted to continue to "follow past policy" and not permit member attendance.

Under President Jim Swain, at the February, 1975 board meeting, the topic of members attending board meetings was re-opened. Joe Troiano was firmly on the side that they should be, as some members were complaining that they wanted to be kept more up to speed on what was going on. President Swain felt that "government in the sunshine" did not apply to associations. It was felt that the Board needed to feel free to toss ideas around without fear of them being taken out of the room and used out of context. Rosie Sclafani moved that the policy remain the same; motion carried.

The Supreme Court issued an order regarding the



Nineteenth Circuit, that ER would be permitted "in the event an official reporter or his deputy is not available." In response, both NSRA and FCRA submitted letters to the Chief Justice protesting the order and suggesting that there are more than enough reporters to cover the courts of the Nineteenth.

In April, we had our first "spring" (Midyear) seminar, in Tampa, with a "thrilling attendance" of 59, and a profit of ... \$34.21.

And finally, your unofficial historian laid hands on a magazine, the May, 1975 issue of Shorthand Notes. (My mother was a noted "packrat," and it was from her stash that I was able to get many of the magazines from the 70s forward. It's still stunning to me when I look at my scan of this particular issue, to see the mailing label addressed to her.)

It's a whopping 29 pages, chock full of information, recaps of the Spring Seminar, and what appears to be a report by an early forerunner of our current Manual/FPR/Ethics Committee, the Committee on Legal and Procedural

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# The Diamond Vault: The First Decade of FCRA

Continued from page 19

## In Memoriam

Doris Mauldin

### "What a Joy She Was"

By Frank Sarli



Most of us walk through life, hoping to leave a significant mark here or there. But Doris Mauldin ran through life with unequalled vitality, with unrelenting enthusiasm, leaving her mark at every turn.

Doris saw the potential in people. She encouraged them to

was employed. One day I came into the office and I heard a reporter say, "Doris can take this job on her own."

In those days, Doris wore her hair in bangs. Those bangs virtually left her face and flew straight up to the ceiling when she heard the news. "Me? Alone?"

see appearing before legislative bodies trying to save it.

FSRA's first student seminar became a reality because of Doris' encouragement. I had had the idea but I wasn't going anywhere with it. Doris said, "Let's do it, Frank. The students are the future of our profession. They need our help, our support, our encouragement." And so we grabbed the ball, ran with it, and it was a success.

Since that time we did many seminars together for reporters, for students, for FSRA, and for NSRA. Doris presented seminars in many states, sharing her knowledge and true love for the profession with thousands of reporters throughout the country.

When Doris worked at Jack Mallicoat's office, her expertise was so apparent that she soon became in charge of training new reporters. No one really knows how many reporters she trained who, because of her patience, her commitment to perfection, are successful reporters today.

After working for Jack for 18 years, Doris opened her own freelance reporting firm in Miami. Later she accepted the appointment as Official District Court Reporter, a position she held for a number of years. She later returned to the freelance field and recently merged

(Continued on page 26)

*"No one really knows how many reporters she trained who, because of her patience, her commitment to perfection, are successful reporters today."*

grab hold of their beliefs, their convictions, and to run with them.

Her love for the reporting profession skyrocketed her to the NSRA Presidency in 1978-79.

On July 20, 1988, I lost a very close and dear friend. After many years of a courageous battle against cancer, Doris died. But she left behind her love and her philosophy: If you love what you are doing, take a stand. Don't stay in the middle of the road. Grab that ball and run with it.

I met Doris over 30 years ago when I was still in reporting school. I remember her first solo reporting assignment. I was a transcriber in Jack Mallicoat's office where Doris

There were nine attorneys on that case. As the years rolled on, and I told that story many times, Doris would jump in and finish it, saying "I didn't know anyone's name. All I could do was write Brown/Brown, Blue/Blue, Green/Green, or whatever color tie or suit they were wearing." She'd laugh harder than those listening. She never minded a story on herself.

*What a joy she was.*

Doris was a Charter member of FSRA. She immediately became active, serving on the Board as our President. She saw the need for and spearheaded a CSR Law. Although we eventually lost the law under Sunset, Doris was there in Tallahas-

# The Diamond Vault: The First Decade of FCRA

Continued from page 20

## In Memoriam (Continued from page 11)

to form the firm of Mauldin, Bryant and Zovluck.

Doris did halt her run and back-track one time. She had gotten her Certificate of Merit early on when there was no written knowledge test requirement. When the WKT became effective, she went back and took that test so her CM would be up to date.

After Doris served as President of NSRA, she dove right back into the ditches, serving on many committees such as the Item Writing Committee, the Building Search Committee, and the Board of the Academy of Professional Reporters, where she served with me for the last four years.

It seemed our professional lives

were constantly intertwined, intermingled. Sometimes we'd laugh about it. "You again? What are we up to this time?"

Now I know it was destiny. It was because, Doris, you had to teach me everything you believed in. You had to encourage me to go forward with my convictions and my beliefs. And now, Doris, you have given me that ball...I hope I can run with it as fast and with as much vigor as you did.

We miss you, but you are not gone. You will be there at every seminar, every BAPR meeting, every FSRA and NSRA function. Your face, framed with bangs, will be visible to everyone.

Rest well, Doris, you deserve it.

Research. (And darned if the current committee doesn't still get some of these same questions!)

May 17, 1975: At the meeting of the Select Committee on Court Reporting, the Public Defender of the Nineteenth ranted about the delays and inaccuracy of transcripts created from ER: "... 8 months since we started ... 20 notices of appeal file ... 2 transcripts received ... both of which have a minimum of 3 inaudibles per page..." and noted that the recorder in one case was not turned on for the afternoon session.

Annual convention, November, 1975, Charles Brandies took the helm for 1975/1976 (died in 1992.) The minutes reported that we had our first speed contest, but they do not tell us who won, and we have no magazine that would recap the convention and tell us who it was. The minutes for the business meeting simply say that Doris Mauldin gave the results of the speed contest with no detail.

Morgan Morey moved that members be permitted to attend Board meetings, and the motion carried. FINALLY, in our 15th year, our Board meetings were open to our members!

As of February, 1976, we have 130 members, and we were shooting for 400.

Shorthand Notes is growing up: Editor Jack Besoner was complimented on the addition of pictures! Jack says he'd like to upgrade from a "newsletter" format to a "booklet" format and needs more advertisers to be able to afford the change. There was discussion on including biographies of outstanding reporters around the state, and thus was born the Who's Who column (from which we've been able to fill in some gaps from the 60s and early 70s.)

# Who's Who



Doris Mauldin was born in Atlanta, Georgia, and educated in public schools in a number of states throughout the eastern part of the United States through junior high school.

At this time Doris' family was transferred to Puerto Rico, and she graduated from a private high school there in Yauco with a scholarship in English. She later attended two years at the University of Puerto Rico.

After some uncertainty about careers open to a graduate with an English major, Doris left school and became a secretary. During two years as a secretary in San Francisco at the San Francisco Employers Council, she continued her education at night at the University of California Extension School in that city.

In San Francisco Doris first learned about the profession of court reporting. One of the functions of the Employers Council was to negotiate employers' disputes with unions, and these sessions were held in the office of the Council and were reported. The daily contact with reporters stimulated her interest in the field, and she moved to Miami in order to live with her family and attend reporting school.

Doris began her reporting training in 1953 at the Pan American Business College in Miami, which became Walsh Business School while she was still a student.

In January 1955 Doris joined the reporting staff of Jack W. Mallicoat in Miami and remained there in the combined freelance and official office for 18 years. On August 1, 1973, she and Noreita Kempe formed a freelance partnership in Miami under the name of Mauldin & Kempe.

Doris became a member of National Shorthand Reporters Association in 1955, and was a charter member of Florida Shorthand Reporters Association in 1961. She became a member of the FSRA Board of Directors at its first annual meeting, and served as a director or officer until she became president in November 1972.

Doris has served at one time or another on nearly all committees of FSRA, and was chairman of the committee which wrote the present CSR bill. Continuing her longstanding interest in standards and reporter training, she presently is a member of the FSRA Professional Education Committee under the chairmanship of Gayl Knous.

Doris is single and lives in Miami with her mother. She likes crafts, needlework, water, fishing, and boats. She has a weekend home in the Keys and is there whenever time permits.

Doris received her Certificate of Proficiency at the NSRA convention in New York in 1957 and her Certificate of Merit in Denver in 1960.

The Supreme Court announces limited permission to allow television cameras in courtrooms.

And since our Articles of Incorporation were signed on April 8, 1961, we will end part 1 of the Second Decade here, in April/May of 1976, marking the end of the first half of the Second Decade.

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# The Diamond Vault: The First Decade of FCRA

Continued from page 21

## REPORT OF MEMBERSHIP COMMITTEE CHAIRMAN FOR 1970-1971 TO THE FLORIDA SHORTHAND REPORTERS ASSOCIATION, INC.

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The task of attracting new members in an organization, actually, should

not be a difficult one. I will be the first to admit, however, that it does take a more concentrated effort than your chairman for the past year has put forth.

During the early part of the year your chairman compiled a sketchy list of court reporters and their addresses taken from the famous "Yellow Pages" of various telephone books throughout the State of Florida. Believe me, my fingers did do a lot of walking. Some of these reporters listed in the telephone directories were already members of the FSRA and some were nonmembers. A copy of the FSRA bulletin was mailed out, I understand, to some of these listed nonmembers, which was instrumental in applications for membership being filed by some of these heretofore members. It has been reported to the undersigned by William W. Powers, executive secretary to FSRA that there have been 15 new applications for membership filed during the year last past. I regret that I do not know how this compares with previous years, for I am a fairly new member myself, but many of you will know whether that is good, bad or mediocre.

One suggestion I would like to make is that the next chairman of the Membership Committee be furnished with an up-to-date list of the names and addresses of the present members and with a list of nonmembers if the same is available or ascertainable. With this information at the fingertips of the chairman, it would be a simple matter to determine who the people are that should be solicited for membership. Such lists should be revised and kept current each year and a copy furnished to the incoming chairman of the Membership Committee each year. It would be interesting to note what results could be obtained if the needed information were available.

Another suggestion would be that the entire membership be furnished with a copy of the by-laws of our organization. It is the feeling of your chairman that the members are entitled to this and the same should be furnished to the members when their applications are approved. At any time revisions are made to the by-laws, such revisions should be furnished to the entire membership. Perhaps this could be accomplished through publication in "Shorthand Notes" which is our official news medium.

I sincerely regret that I cannot be with you in Naples as I had originally planned, but a personal matter requires my presence someplace else on this particular weekend. My best wishes for a successful convention.

Respectfully submitted,

Marian R. Bennett, Chairman  
Membership Committee, FSRA

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# The Diamond Vault: The First Decade of FCRA

Continued from page 22

1972

Location	Courts	ATTENDANCE		TRANSCRIPTS		
		Chambers Hearings	Depositions	Courts	Depositions	Divorce
Miami	\$60 full day 12 per hr after 5 pm	\$25 min.	\$20 minimum \$5 per hr after 1st hr	.90 orig .60 copy	\$1.50 min. (0 & 1) 60¢ copy	\$20
Ft. Lauderdale	\$80 full day \$40 half day	Same	\$20 minimum	1.65 min. (0 & 1) 50¢ copy	Same	\$35 incl. 20 pp
Bradenton	\$60 until 5 pm	\$15 minimum	\$15 minimum \$8 add'l hr.	90¢ orig 45¢ copy	Same	\$15 (10 pp)
Ft. Myers	\$25 half day \$40 all day	\$15 minimum \$5 hour	\$20 minimum	90¢ orig 45¢ copy	Same	\$15 (10 pp)
Orlando	\$45 day		\$10 first hr \$5 each hr. after	1.65 ( ) & 2) 90 - 45	1.20 0 & 1 45¢ cc	
Rockledge (Free lance)	Municipal: \$20 min.	---	\$15 minimum \$20 half da	--	\$1 orig. 45 copy	Dont take
Bartow	\$50 day \$8 per hr after 5 pm	same	\$40 day \$20 minimum	\$1.35 min. (0 & 1) 45¢ cc	same	
Winter Haven	\$50 day \$25 half day	same	\$20 minimum	90¢ orig 45¢ copy	same	
Naples	\$40 basic pay \$15 voir dire \$20 arguments	same	\$15 in office \$20 out (1 hr or less	90¢ orig 40¢ copy	same	\$15 flat
St. Petersburg	\$70 day plus 12.50 per hr after 5 pm	\$20 first hr. 7.50 per hr thereafter \$70 all day	same	1.25 Orig 50¢ copy Appeals: 1.80 0&2	same	\$10 + trans- cript
Fort Pierce	\$15 minimum to \$70 all day	Same	same	\$1.50 min 0 & 1	same	\$15 incl transcpt
Tampa	\$15 minimum 35 all day	Same	Same	80¢ orig 30 copy	\$1.00 orig .50 copy	\$15 incl transcript

FLORIDA SHORTHAND REPORTERS ASSOCIATION  
 MINUTES OF  
 (AS CORRECTED)  
 PAGE 7

# Reporting: Family Law Acronyms and Slang for Court Reporters

If you have been assigned to a family law or domestic relations or juvenile court, get ready for a whole new language! Lawyers and judges in these courts routinely use dozens of acronyms to save time in their conversations and space in their documents. Unfamiliarity with these “acronymized” terms and other family law slang may, for the unprepared court reporter (hereinafter, “CSR”), cause stress that more than offsets the economy in keystrokes.

The problem is two-fold for CSRs. There is a wide variety of terms, and there are no uniform rules of pronunciation. Whereas some acronyms are spelled out, so that “CSR” for example is pronounced “see əss ar,” others are pronounced in ways that resemble a fourth grader’s first venture into reading a foreign language. Thus we have FLAR PL’s (“flar’ pəls”), UIFSA (“ew if ’ sə”), and QDRO ’s (“kwa’ droz”). (Pop quiz: How do you say FUSFSPA? Or UIEDVPOA?)

The following is a list of the acronyms most commonly used on the record in family law courts and a bit of slang. Pronunciations are offered when the acronym is not simply spelled out.

Regrettably for CSRs, this list only addresses some of the slang heard during the average family law calendar because of localized dialect in this legal field and also because practitioners tend to make nouns or verbs at will out of case names. We’ll hear, for example, of pensions that are either Verner-ized<sup>1</sup> or Gillmore-ed,<sup>2</sup> or both, and unmarried couples who Marvin-ize.<sup>3</sup> When spousal support is being discussed, get ready for “Gavron4 orders,” and “Zlatnik, 5 anti-Vomacka<sup>6</sup> language.”

Enjoy!

**AB** assembly bill  
**ADR** alternative dispute resolution  
**AP** account payable  
**AP** alternate payee (of pension benefits)  
**AR** account receivable  
**ATRO** automatic temporary restraining order (or “ah’ tro<sup>-</sup>” [pl. “ah’ tro<sup>-</sup> z”])  
**AVD** alternate (or alternative) valuation date  
**B&P** Business and Professions (Code)  
**BF** biological father (or “bio-dad”)  
**BF** boyfriend (sometimes also “bio-dad”)  
**BFP** bona fi de purchaser  
**BIA** Bureau of Indian Affairs  
**Bifo** bifurcation (“by’ fo<sup>-</sup> h”)  
**BK** bankruptcy  
**BM** birth mother (or “bio-mom”)  
**C** child (sometimes, C1 and/or C2, etc.)  
**CASDI** California state disability insurance (or “kaz’ di”)  
**CASIT** California state income tax (or “kah’ sit”)  
**CCE** child care expense  
**CCP** Code of Civil Procedure  
**Cert** certiorari (or “sərt”)  
**CMC** case management conference  
**COBRA** Consolidated Omnibus Budget Reconciliation Act (or “ko<sup>-</sup>’ brə”)

**COLA** cost of living allowance (or “ko<sup>-</sup>’ lə”)  
**CP** custodial parent (see also NCP, below)  
**CP** community property  
**CPA** certified public accountant  
**CPS** Child Protective Services  
**CRC** California Rules of Court (usually mentioned by the judge)  
**CS** child support  
**DCSS** Department of Child Support Services  
**Depub** depublished (or “di pub’d”)  
**Disso** dissolution (of marriage)  
**DOB** date of birth  
**Docs** documents (“dahks”)  
**DOG** date of grant (of stock options, distinguished from “you dog!”)  
**DOH** date of hire  
**DOM** date of marriage  
**DOR** date of retirement  
**DOS** or **DOMS** date of (marital) separation  
**DOS** date of strike (of stock options, sometimes, “strike date”)  
**DP** domestic partner (see also, RDP)  
**DRO** domestic relations order (or “dro<sup>-</sup>”; these usually relate to pensions)  
**DRTRA** Domestic Relations Tax Reform Act (or “der’ trə”)  
**DV** domestic violence  
**DVPA** Domestic Violence Protection Act  
**DVRO** domestic violence restraining order  
**EC** evidence code (also usually mentioned by the judge)  
**EPO’s** emergency protective orders, or ex parte orders  
**ERISA** Employee Retirement Income Security Act (“ə ris’ ə”)  
**ESOP** employee stock option (or ownership) plan (“ee’ sop”)  
**Eval** evaluation (usual usages: “vo<sup>-</sup> c eval”; “custody eval”)  
**FCCR** family centered case resolution  
**FCCRP** family centered case resolution plan  
**FCS** Family Court Services  
**FDD** final declaration of disclosure  
**FERS** Federal Employees Retirement System  
**FICA** Federal Insurance Contributions Act (“fy’ kə”)  
**FIFO** first in, first out (“fy’ fo<sup>-</sup>”; see also LIFO, below)  
**FIT** federal income tax  
**FLARPL** family law attorneys’ real property lien (“fl ar’ pəl”)  
**FMV** fair market value  
**FPKPA** Federal Parental Kidnapping Protection Act  
**FRV** fair rental value  
**FTB** Franchise Tax Board  
**FUSFSPA** Federal Uniformed Services Former Spouse’s Protection Act (“fuf’ spə”)  
**GF** girlfriend (sometimes aka “BM” or “bio-mom”)  
**GM** grandmother  
**H** husband (sometimes, H1 and/or H2 etc., sometimes formerly known as “BF”)  
**HEW** health, education, and welfare

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# Reporting: Family Law Acronyms and Slang for Court Reporters

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**HH-MLA** head of household, married living apart  
**I&E** Income and Expense Declaration (sometimes “IED” or “FL-150”)  
**ICE** Immigration and Customs Enforcement (“ice”)  
**ICWA** Indian Child Welfare Act (“ick’ wə”)  
**INS** Immigration and Naturalization Service  
**IRA** individual retirement account (“eye’ rə”)  
**IRC** Internal Revenue Code  
**IRMO** in re-marriage of (“er’ mo<sup>-</sup>”)  
**IRS** Internal Revenue Service  
**JT** joint tenancy  
**K** thousand (typical usage: “This house has \$35K of equity in it.”)  
**LIFO** last in, first out (“ly’ fo<sup>-</sup>”; see also FIFO, above)  
**LLC** limited-liability company  
**LTA** living together (or long term) arrangement  
**M** million  
**M** marriage  
**M** mother  
**Mmmm** This cake tastes good. Whose birthday is it?  
**MFJ** married filing jointly  
**MFS** married filing separately  
**MOD** modification (“mahd”)  
**MSA** Marital Settlement Agreement  
**MSC** mandatory settlement conference  
**MSOL** marital standard of living  
**NCP** non-custodial parent  
**Nonpub** non-published  
**NP** natural parent  
**OT** overtime  
**OPM** Office of Personnel Management (federal)  
**OSC** order to show cause  
**P&A** Points and Authorities (sometimes “peez ‘n ayz”)  
**PAS** parental alienation syndrome  
**PAS** preliminary alcohol screening (“pahz”)  
**PC** penal code  
**PDD** preliminary declaration of disclosure  
**PERS** Public Employee Retirement System (“purz”, sometimes “Cal-PERS”)  
**PI** personal injury  
**PI** private investigator  
**PKPA** Parental Kidnapping Prevention Act  
**POPS** Parental Opportunity Program statement (or declaration; usually: “pahps dek”)  
**Preup** prenuptial  
**Psych** psychological (“syke testing” or “do

we need a psych?” or “you need a psych!”)  
**QCP** quasi-community property  
**QDRO** qualified domestic relations order (“kwa’ dro<sup>-</sup>”)  
**QJSA** qualified joint survivor annuity  
**QMCSO** qualified medical child support order (“kwam’ sko<sup>-</sup>”)  
**QPSA** qualified pre-retirement survivor annuity (“kwip’ sə”)  
**QRI** qualified residence interest  
**Quit** Can we quit this quazy stuff and go get a beer?  
**RDP** registered domestic partner  
**REA** Retirement Equity Act (“ri’ ə”)  
**Recomp** recomputation (“ree cahmp”)  
**Refi** refinance (“ree fy”)  
**RFA** request for admissions  
**RFO** request for order  
**RO** restraining order  
**RURESA** Revised Uniform Reciprocal Enforcement of Support Act (“rər ee’ sə”)  
**S & L** savings and loan  
**S & M** (Don’t ask)  
**SB** Senate bill  
**SC** status conference  
**SCRA** Servicemember’s Civil Relief Act  
**S/E** self-employed (compare “1099 earner” and “W-2 employee”)  
**SH** shareholders  
**SL** or **SOL** statute of limitations  
**SIDS** sudden infant death syndrome (“sids”)  
**SLAPP** strategic lawsuits against public participation (“slap,” sometimes “antislap”)  
**SLC** sole legal custody  
**SM** subject matter jurisdiction  
**SOD** statement of decision  
**SP** separate property  
**SPC** sole physical custody  
**SS** spousal support  
**SSI** supplemental security income  
**Stip** stipulation  
**STRS** State Teachers Retirement System (“stərz”)  
**T** trustee (sometimes “tee”)  
**TCT** trial court  
**TS** time-share (either child time-sharing between parents, or a condo in Hawaii)  
**TANF** Temporary Assistance to Needy Families (“tan’ əf”)  
**TILA** or **TLA** Truth in Lending Act (“tee’ lə”)  
**TIN** taxpayer identification number  
**TMC** trial management conference  
**TPR** termination of parental rights  
**TRDP** termination of registered domestic partnership

**TRO** temporary restraining order  
**TSC** trial setting conference  
**TSOD** tentative statement of decision  
**UCCJA** Uniform Child Custody Jurisdiction Act  
**UCCJEA** Uniform Child Custody Jurisdiction Enforcement Act  
**UFTA** Uniform Fraudulent Transfer Act  
**UIEDVPOA** Uniform Interstate Enforcement of Domestic Violence Protection Orders Act  
**UIFSA** Uniform Interstate Family Support Act (“ew if’ sa”)  
**Unpub** unpublished (or “ən pub’d”)  
**UPA** Uniform Parentage Act  
**UPAA** Uniform Premarital Agreement Act  
**URESAs** Uniform Reciprocal Enforcement of Support Act (“ər ee’ sə”)  
**USC** United States Code (distinguished from “fight on, fight on, for USC!”)  
**USCA** United States Code, Annotated  
**USSCT** United States Supreme Court (sometimes “SCOTUS” or “sko<sup>-</sup>’ tēs”)  
**VAWA** Violence Against Women Act (“va’ wə”)  
**VTC** vocational training counselor  
**W** wife (sometimes, W1 and/or W2 etc., sometimes formerly known as “GF”)  
**W-2** IRS form W-2 Wage and Tax Statement (tax records for “W-2 employees”)  
**W&I** Welfare and Institutions (Code, sometimes “WIC”)  
**WD** withdrawal  
**WCAB** Workers’ Compensation Appeals Board  
**WHA** withholding allowance  
**WIP** work in progress

1. *Verner v. Verner* (1978) 77 Cal.App.3d 718 [143 Cal. Rptr. 826]
2. *In re Marriage of Gillmore* (1981) 29 Cal.3d 418 [174 Cal.Rptr. 493; 629 P.2d 1]
3. *Marvin v. Marvin* (1976) 18 Cal.3d 660 [134 Cal.Rptr. 815; 557 P.2d 106]
4. *In re Marriage of Gavron* (1988) 203 Cal.App.3d 705 [250 Cal.Rptr. 148]
5. *In re Marriage of Zlatnik* (1988) 197 Cal.App.3d 1284 [243 Cal.Rptr. 454]
6. *In re Marriage of Vomacka* (1984) 36 Cal.3d 459, 204 Cal.Rptr. 568, 683 P.2d 248

*Please note:* A few of these entries are unique to California, e.g. CASIT – California State Income Tax (or “ka’ sit”). However, most are heard throughout the United States. Also, lawyers and judges in other states have used analogous acronymization techniques, e.g., Massachusetts State Income Tax is known as “MASIT” (“ma’ sit”).

*The Hon. Michael Mattice has been a California Superior Court judge since 2003, and has had supervising family law, all-purpose felony, all-purpose civil, and appellate division assignments.*

By Lisa Migliore Black

# Advice for Paralegals to Maximize the Value of a Court Reporter



***“...any paralegal who has been around the block more than a few times knows that the difference between a talented, professional court reporter and – let’s say – a “less than talented” and unprofessional court reporter...”***

I know that court reporting seems like the simplest of exercises. And at its essence, it is. What could be simpler than capturing a record of legal proceedings? Attorneys and witnesses talk; we type. End of story.

Except that any paralegal who has been around the block more than a few times knows that the difference between a talented, professional court reporter and – let’s say – a “less than talented” and unprofessional court reporter is a large one. When attorneys are unsatisfied or, worse, embarrassed by the poor quality or amateur conduct of a court reporter, a finger gets pointed somewhere. It’s likely right at you. That’s an unpleasant feeling, isn’t it?

I know the opposite is not proportionally true, and that’s unfair. That is to say when court reporters do their jobs perfectly – when they show up on time, don’t make a spectacle of themselves, and turn quality transcripts around in a timely manner – you DON’T get kudos for that. A professional, talented court reporter is the minimum expectation.

I also know that you don’t obsess about these things. The problems of the court reporter only become a problem for you when there are problems with the court reporter.

So let me turn the telescope around for a moment and give you a glimpse through the other end for a moment.

Here are a few pieces of advice for working with a court reporter that not only will keep you from looking BAD, but that have the potential to make you look GOOD.

**Know What We Can Do for You.** We can and do perform miracles when called upon to do so. Rough draft transcripts, overnight transcripts, realtime feeds to tablets or laptops, out-of-town scheduling of depositions, free conference room space in most major cities across the country ... the more you’re aware of our services and capabilities, the more you can draw on our resources not just to meet, but to exceed your expectations.

**Transcript Turn-Around.** There’s an old saying that “lack of planning on YOUR part doesn’t correlate to an emergency on MY part.” Pardon me, but that’s a load of “bravo sierra.”

We’re in a service business. Court reporting firms SHOULD be measured by our ability to make YOUR emergency our own. If you’re holed up in your office all night, sucking down coffee and cold pizza preparing for the next day’s proceedings, our evening will be equally unpleasant in an attempt to help you.

**Communication** A corollary to Item #2, but the more we can have a clear picture of what you have on the horizon, the more capability we have to ensure you get exactly what you need every time. Likewise, the more we know what’s happening next week, the week after, and the week after that, the more flexibility we’ll have when those emergencies pop up to quickly re-allocate resources and meet your last-minute demands. Does your attorney have a brief due the day after a deposition? Let us know that you’ll need an immediate rough draft when you schedule, and we’ll make sure the reporter assigned to your case is able to deliver. Trial starts in two days? No problem. If we know in advance to prepare your final transcript, you won’t have to make a panicked call from the courtroom hallway. The more we understand your firm, your expectations, and the demands of your attorneys, the better position we’ll be in to make you look good.

**Don’t Tolerate Bad Reporters For the Promise of Saving a Few Pennies.** I’m not saying you should tolerate being over charged. In fact, I’m saying you shouldn’t. Digital reporting companies in Kentucky often promise a lower price, but upon closer examination, you’ll find that their overall cost exceeds the cost of an experienced stenographic court reporter. \$3.95 a page sure sounds like a better deal than the page rates that realtime court reporters charge, but this is misleading. If your reporter certifies the transcript on page 100, your bill shouldn’t reflect 120 or 130 pages of charges. Do the math. If you’re paying full page rates for the inclusion of word indexes at the end of the transcript, you are paying more. We provide detailed, line-item invoicing so you always know exactly how much you are paying for each of our services.



By **Todd Persson**

## Court Reporters v. Digital Recording and Voice Recognition: A Comprehensive Breakdown

**“On a long enough timeline, the survival rate for everyone drops to zero.”**

– Chuck Palahniuk

Not a day goes by I don't read some sort of labor force doomsday article with a headline warning of technology, AI, and machines we can't even begin to understand taking over every profession known to man; from folding laundry to performing complex radiographic studies and brain surgery. However, when you get past the scary headlines and read the content, most of these articles point out that while the technology may be there in theory and under extremely controlled laboratory settings, it is nowhere near the level of sophistication needed to perform these jobs in the real world, and would perhaps just cause an increase (ironically) in the production of incompetent automated consumer-complaint chatbots.

Having said that, and being a late Gen-Xer, I grew up with rapid technology growth and recognize when a newly introduced technology is beneficial for all, and conversely, when a new technology is simply a bunch of bells and whistles that does nothing more than complicate something that already exists. I also understand that when a truly innovative technology emerges, it will *create* far more jobs than it will eliminate, and sometimes it will create entire industries. For example, the refrigerator sent many ice and milk deliverymen to the unemployment lines, but created an entire frozen food industry, frozen and refrigerated trucking industry, not to mention the countless jobs in the design and production of millions of refrigerators. Granted this is a very old example, but this same principle can be applied to just about every technology that advances us; and technologies that do not spawn economic, workforce and industry growth that once seemed cutting-edge will end up in the graveyard beside the tombstones of LaserDisk and MySpace. A balanced human reaction to technology is to adapt to the game-changers, but to temporarily marvel, be amused by and then subsequently learn from the ones that failed more often than worked.

### TECHNOLOGY IN THE LEGAL WORLD

Like all industries, the legal industry is being confronted every day with threats of technologies that will replace human beings, and if you read enough articles on LinkedIn, you may even be led to believe that lawyers will be completely replaced by AI in the next few years. But this is obviously not true.

Last month I attended an all-day seminar put on by the Cleveland Metropolitan Bar Association regarding AI and other technologies that are rapidly seeping into the daily operations of mid-sized to gigantic law firms all around the world. The emergence of very basic and simple AI doing the work of entry-level associates in the categorization and organization of millions of pages of discovery documents was discussed, and a very refreshing, optimistic view of this technology's place in the practice of law was the resounding takeaway. Using AI technology to relieve humans of the mundane tasks of sorting and organizing, and instead spending that crucial first few years as an associate *actually practicing law* will only produce more prepared and experienced, enthusiastic lawyers.

### TECHNOLOGY HAS BEEN THREATENING COURT REPORTERS FOR DECADES

The litigation support industry, especially the court reporting industry, has been challenged by emerging technologies since the advent of the tape-recorder. Over the last two decades, Courts of Common Pleas across America have experimented with replacing human court reporters with digital recording equipment to the detriment of not only due process and expediency in appeals, but also to the detriment of the record itself. In fact, many of these courts who have tried the digital recording route have now brought back the human court reporters after quickly realizing that bringing in digital recording equipment as a substitute for a highly skilled court reporter was a giant step backwards in courtroom technology. So why did this happen in the first place? There are two main causes: flawed budgetary studies and misunderstood technology.

Obviously, replacing human court reporters with digital recording equipment would significantly loosen the budgetary constraints placed on countless communities across the country. The problem is, digital recording equipment can't do what court reporters do. Replacing court reporters with recording equipment is analogous to a community replacing all human police officers with simple cameras on every street corner. Sure, this would improve your budget, but what you'd be left with is a lawless, fearful and anxious community. And this is obviously not an apples-to-apples substitution. No one would *ever* think or suggest that an army of cameras can do the job of a human police force. Perhaps this replacement seems so ridiculous because the general public understands the importance of human police officers, the complexities

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# Court Reporters v. Digital Recording and Voice Recognition: A Comprehensive Breakdown

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of their jobs, and realizes that a camera could in no way replace them in keeping our communities safe and lawful.

However, the same thing can't be said for court reporters. We are a relatively small society of professionals, and with the exception of some of our friends and family, most of the general public and even our legislators don't really understand what it is we do or how we do it. In fact, even Hollywood *still* portrays us in modern movies as a simple person sitting in front of a mechanical machine with an endless roll of paper cascading onto the cinematic courtroom floor. We live in a largely pop culture world, so this is how the general public understands our profession. And if this was actually the case, I would agree; isn't there a better way to do this?

But in reality, court reporters use *extremely* sophisticated technology. Even so, not a month goes by where I don't have a witness in a deposition at a break ask me, "Why don't you just record this?" My answer is always, "Recordings can't make a transcript." And they always then say, "What about voice recognition? Why don't you use that?" To that I simply say that technology like that doesn't exist yet to even begin to compete with what we do. The fact of the matter is, our profession and the skill and technology behind it is grossly misunderstood.

In this article, I will attempt to explain in great detail the technology and training of a modern-day court reporter. Then I will provide an extremely comprehensive breakdown of how digital recording and voice recognition technologies as they exist today stack up against our current technology (if at all). Finally, I will end with some thoughts on technology in general that will hopefully give a more optimistic prognosis for our future as working humans, and how we should all react to emerging technologies that begin to enter and threaten whatever industry it is we make our living.

## COURT REPORTING TECHNOLOGY

First, let's set the record straight. Court reporters *do not* dictate from paper notes and then use simple word processing to create a transcript. We *do not* use paper in any way. We *do not* use purely mechanical devices. Instead, the technology we *do* use is incredibly sophisticated, creating an immediate readable record at a 99-percent accuracy rate or above, capturing complex testimony at rates of 225 words per minute and higher.

To put that in perspective: An extremely proficient typist on a traditional QWERTY keyboard will max out at about 110 words per minute; the average human speaks at about 180 words per minute; when you add multiple speakers at once, spoken words per minute can exceed 300 in lightning fast bursts. Because of this, a person trying to capture the spoken word using a traditional QWERTY keyboard will start

to fall behind after about the first 10 seconds of a deposition or trial. Conversely, court reporters capture every word as it is being spoken, including punctuation and speaker identification, over sometimes mind-numbing increments of eight hours or more, never falling behind. So how do we do this?

## MACHINE SHORTHAND

The first six months of a court reporter's training is spent learning a new language. We call this language machine shorthand, or simply "steno." As stated above, a traditional QWERTY keyboard can't capture the spoken word without falling behind almost immediately. To handle the speeds of human speech and conversation, the court reporting machine and machine shorthand were born.

Our modern-day machines are extremely complex computers with hypersensitive keyboards consisting of 22 blank keys and a long blank number bar. The spoken English language is then broken down into combinations of sounds and phrases that the court reporter will capture using keystrokes consisting of thousands of combinations of these blank keys.

The six months spent learning this new language consists of learning keystroke combinations that correspond to sounds of spoken English, and memorizing thousands of keystroke combinations that represent frequently used phrasing in the English language, as well as thousands of brief keystrokes used for commonly used words and complicated medical and industry terms. Our left hand is responsible for capturing the beginning consonant sounds of a word or syllable. Our right hand is responsible for capturing the ending consonant sounds of a word or syllable. Our thumbs are responsible for the middle vowel sounds of any word or syllable. So unlike the QWERTY keyboard, where one letter is typed at a time to form a word, on our machines we type the whole word or phrase at once in a split second. This is very analogous to playing single notes versus chords on a piano keyboard. In addition, we learn keystroke combinations used for all punctuation and speaker identification.

## EAR-HAND COORDINATION

After the new language of machine shorthand is learned by the court reporter in training, the entirety of the next couple years in school will be spent building speed. True speed-building is achieved when the court reporter takes his or her mind out of the process and learns to let their ears communicate directly with their hands. When the conscious mind of the court reporter gets involved and becomes hyper-focused on the words being spoken, he or she will quickly fall behind. Instead, we use the capacity of our conscious

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# Court Reporters v. Digital Recording and Voice Recognition: A Comprehensive Breakdown

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minds to survey what is happening in the room, constantly scanning with our eyes to pick up not only who is speaking at any given time, but to pick up on any body language around the room that would indicate someone else is about to speak at the same time as somebody else. So we need to be ready to use some of that brain capacity for retention until the simultaneous speaking is finished, and then we can go back to letting all the words go directly from ear to hand.

Now, this doesn't mean that we are not listening to the words being spoken. In the court reporting profession, there is a big difference between listening and hearing. We are definitely listening and understanding. However, we are not focusing on each individual word. Rather, what we are "hearing" goes directly from ear to hand with no thought involved. It is this crucial balance of listening and direct ear-to-hand hearing that enables the court reporter to remain calm and collected, and to not rattle or fall behind when conversation becomes stacked or highly contentious.

## COMPUTER-AIDED TRANSCRIPTION (CAT) SOFTWARE

Learning the language of machine shorthand and mastering that language on our court reporting machines is only half of the technology we use in producing incredibly accurate and immediate transcripts. The second half of court reporting technology is computer-aided transcription (CAT) software. Like our machines themselves, CAT software is extremely sophisticated, very expensive, and requires separate training for a court reporter to truly become comfortable with and proficient in all its functions and capabilities.

CAT software is run on a laptop, and that laptop will be communicating with our court reporting machines either wirelessly or through USB, and will be translating the keystrokes of machine shorthand into written English on the laptop screen in real time. But it's not just a bunch of words showing up on the screen in little or no format, like a Word document. CAT software translates into an immediate transcript format with specific spacing, line numbers, timestamping, margins, and automatic punctuation at the ends of questions and answers.

What is actually happening here is the court reporter is instantaneously translating spoken English into machine shorthand in the form of quick keystrokes on the court reporting machine, and then the CAT software is translating those complicated keystrokes of machine shorthand into written English on a screen. There is virtually no delay in the time someone speaks and when the written words show up on the screen. These two levels of translation happen that fast and incredibly accurately.

## REALTIME FEEDS

Another capability of CAT software is sending out feeds

of the realtime transcript to other devices wirelessly and even remotely. The court reporter will connect his or her laptop to a private, secure wifi router, and any attorney or judge can then receive the realtime feed on their own tablet or laptop using a free downloadable app that is compatible with the court reporter's CAT software.

This immediate feed of the court reporter's transcript can also be sent around the world by setting up a remote login for any attorney in a location other than the venue of the proceeding to view the transcript in real time. The court reporter will set this up, and their CAT software will send the feed to the remote hosting cloud server for anyone given login access to follow along with the deposition or trial.

I could go on in further detail of all the functions of CAT

COURT REPORTER v. DIGITAL RECORDING		
CAPABILITY	COURT REPORTER	DIGITAL RECORDING
Capture Testimony at 99% + Accuracy	Yes	Sort of
Handle Multiple Speakers at Once	Yes	No
Identify Speakers	Yes	No
Create an Immediate Draft Transcript	Yes	No
Create Same-Day or Next-Day Final Transcript	Yes	No
Mark Exhibits	Yes	No
Swear Witnesses	Yes	No
Stop a Proceeding For Clarification Due to Accent or Soft-Spoken Witness	Yes	No

software, but we now have a basic understanding of the very sophisticated and complex technologies court reporters use in capturing the spoken word and creating transcripts. More detailed functions will be explained as we delve into the exercise of comparing court reporting technology to both digital recording and voice recognition, the two technologies that have posed the greatest threat to the court reporting profession.

But just how credible are these threats?

## COURT REPORTERS V. DIGITAL RECORDING

To begin the analysis of court reporting versus digital recording technologies, it will be helpful to first introduce a table to provide a quick overview of what each are capable of with respect to making a record of a deposition or trial:

Now, the table above is fairly self-explanatory, and it is quite obvious from a cursory glance that court reporting technology is vastly superior to digital recording. But when we delve further into the analysis, the shortcomings of digital recording become so apparent it is a wonder how such a limited technology could ever have been seen as a threat to court reporters in the first place.

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# Court Reporters v. Digital Recording and Voice Recognition: A Comprehensive Breakdown

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## **A DIGITAL RECORDING HAS ZERO FILTERS**

Unless courtrooms and conference rooms where depositions are held suddenly become professional recording studios with separate equalizers for each microphone and a talented technician running the soundboard at all times, any mic in the room will pick up any sound with absolutely no discrimination or filtration, and all this sound becomes part of the official record.

Because of this, in the table above, digital recording receives a “sort of” rating with respect to capturing testimony at 99% and above accuracy. Instead of a clear answer to a very important passage of testimony, what you may end up with on a record made by digital recording is a cough, a rustling of papers, or any number of extraneous sounds that mics will pick up indiscriminately.

Court reporters, on the other hand, hear in three dimensions and have the ability to filter sounds. We deal with all sorts of noises during any proceeding that shouldn't be part of the record in a very simple way: We don't even hear them. An experienced court reporter has perfected their ear-hand coordination in such a way that the only thing getting through to their hands are the sounds of spoken language. There have been times when I've been in a deposition and the questioning attorney has requested to go off the record for a minute because there were very loud sirens happening outside on the street, and until he said anything about it, I hadn't even noticed them and was having no trouble at all taking down the testimony. As for a cough or a rustling of papers, we don't even notice those types of noises, and they never interfere with the record.

Courts that have brought in recording equipment to replace human court reporters quickly recognized the problem of lack of filters on recording equipment, and during a high-profile criminal trial or extremely complex and drawn-out civil case will bring in a human reporter to be the official record. There is simply too much at stake in many cases on any given day in courtrooms across the country to risk crucial testimony being lost due to faulty equipment or a garbled or unintelligible recording.

## **MULTIPLE SPEAKERS**

Dealing with multiple speakers talking at once is one of the biggest challenges for court reporters, and it is something we really don't encounter until our first job after school. All multi-voice Q&A testing in school, although dictated at very high speeds, is one voice at a time. However, having learned ear-hand coordination in school, we deal with multiple speakers at once by having one voice go directly from ear to hand, and we use retention techniques to handle the other voices, separating them out in our heads until all the testimony has been captured. Speaking at the same time is

part of human conversation and happens at every deposition and every trial, so being able to handle multiple speakers at once is crucial to making a clear and accurate record.

In the same way that recording devices can't filter and differentiate between a cough and a human voice, they also can't separate out multiple voices at once. When more than one person is speaking simultaneously and the proceeding is being digitally recorded, what you get for a record is a cacophonous mess of human voices; completely stacked and unintelligible.

## **SPEAKER IDENTIFICATION**

Even when all participants are speaking one at a time, another crucial aspect of a record is the identification of who exactly is speaking. Now, unless each speaker clearly identifies themselves before they start speaking, a digital recording has no way to perform speaker identification.

Court reporters, however, are trained in speaker identification, and have multiple keystrokes that will immediately identify any number of speakers before they speak. It is one of the first things we learn how to do once we learn machine shorthand, and whenever a record is made by a human court reporter, there will be no question as to who is saying what.

## **CREATING A WRITTEN TRANSCRIPT**

Court reporters produce written transcripts. It's what we do. We produce an immediate realtime transcript as it is happening (think closed-captioning), and we can produce a final, edited and proofread, certified transcript the same day or next day after a proceeding is completed, depending on the length of the proceeding.

A digital recording does not make a transcript. Ever. In fact, when an attorney wants a transcript from a trial that was digitally recorded, they will obtain the digital file from the court and then give it to an independent court reporting firm like us to transcribe it. And because of the usually poor quality of recorded testimony, we charge a premium for this service, and the transcript is most oftentimes riddled with inaudible and unintelligible passages which would not otherwise be there had a live reporter taken down the proceeding in the first place.

I think it must be said here, too, that when I say we produce transcripts, don't think of a huge stack of paper. Hard copy transcripts are rarely ever ordered in today's world. What we do produce are click-searchable, indexed, highly functional digital files with hyperlinks to digital exhibits. Again, a digital recording cannot do any of this.

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# Court Reporters v. Digital Recording and Voice Recognition: A Comprehensive Breakdown

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## HUMAN FACTORS

The rest of the above table deals with some duties of court reporters that a digital recorder obviously can't do, like marking exhibits, immediately reading back, and swearing witnesses. These ancillary job functions are just as important as any other in preserving a complete record of a deposition or trial, and without a human there, they simply can't be done.

It is now very clear that court reporting technology versus digital recording technology is no contest in the creation, production and preservation of an official record of a deposition or trial.

Next up is voice recognition technology. Is this a credible threat?

## COURT REPORTERS V. VOICE RECOGNITION

 <b>COURT REPORTER v. DIGITAL RECORDING</b>		
CAPABILITY	COURT REPORTER	DIGITAL RECORDING
Capture Testimony at 99% + Accuracy	Yes	Sort of
Handle Multiple Speakers at Once	Yes	No
Identify Speakers	Yes	No
Create an Immediate Draft Transcript	Yes	No
Create Same-Day or Next-Day Final Transcript	Yes	No
Mark Exhibits	Yes	No
Swear Witnesses	Yes	No
Stop a Proceeding For Clarification Due to Accent or Soft-Spoken Witness	Yes	No

Again, as you can see from just a cursory review of the above table, voice recognition technology stacks up just as poorly to existing court reporting technology as digital recording does. But before I get into the details of the table, let's discuss two glaring problems with voice recognition that I believe make it highly unlikely it will have a significant role in creating records of depositions or trials at any time in the near future.

## THE INHERENT FLAW

The biggest problem with voice recognition technology is that at its most fundamental level, it relies on digital recording and microphones to make it work. All the same difficulties digital recording ran into due to lack of filters will inevitably show up in the exact same way with voice recognition. Extraneous noises will interfere. Multiple speakers at once will create an unreadable transcript. Speakers will not be identified unless they state who they are before they speak. No matter how sophisticated and accurate the voice recognition technology becomes, this inherent flaw will probably always be there.

## VOICE RECOGNITION DEVELOPMENT IS A BILLION DOLLAR INDUSTRY

Of all the arguments against voice recognition in the court reporting world, perhaps one of the most important is the one I've never really heard anyone talk about. The developers of voice recognition technology are the tech giants of the world. Microsoft, Google, IBM, Apple, Facebook; they all have billions invested in its research and development. Therefore, to get any kind of return on this enormous investment, the reach they have in mind is focused on personal, single-user applications that do not come close to meeting the needs of the relatively miniscule court reporting industry.

We have all seen and most likely used what they have come up with so far, and for the applications it is used in presently it is helpful, but so far from perfect. Most of us have used speech to text to send a text or an email, and sometimes the results are laughable. But in this very informal application, it serves its purpose of hands-free written communication. We have all gotten used to deciphering the mistakes voice recognition makes by using the context of the overall message and even from past experiences where we have seen the same errors. But I invite you to try something. Take out your phone, or if you use Dragon software on your computer, proceed to use the speech to text app you have, but this time have two people talk at the same time and have another person coughing. Check the results of the written record you have. Now extrapolate that over an eight-hour deposition, and you were probably better off recording the deposition with a 40-year-old microphone and a RadioShack tape-recorder and giving that tape to a court reporter to transcribe.

Again, the billions of dollars in R&D being spent on voice recognition presently is mostly for single-user, personal applications. To create a voice recognition software specifically for the court reporting industry that could handle multiple speakers at once, filter extraneous noises, identify speakers before they speak, punctuate without the speaker speaking his or her punctuation, and producing an immediate transcript in the proper format would require billions more in R&D for an industry that wouldn't even come close to generating the necessary return on investment. Even if the software license was \$1,000,000 per court reporter or court to use this software, it would not be worth it for the tech giants to develop this software. Now, over time, and building upon the research and development of others, the technology will improve. But to say it's even close to being a competent substitute for court reporting technology as it exists today is simply not true.

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# Court Reporters v. Digital Recording and Voice Recognition: A Comprehensive Breakdown

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## CREATING A TRANSCRIPT AND HUMAN FACTORS

Just like digital recording technology, voice recognition technology cannot produce a transcript at the same level of accuracy, expediency and formatting that human court reporters can. In addition, voice recognition is not able to on its own swear witnesses, mark exhibits, or stop a proceeding due to a soft-spoken witness. In many of the same ways digital recording does, voice recognition falls incredibly short in matching the expertise and advanced technology currently used by human court reporters.

## THE FUTURE OF THE COURT REPORTING PROFESSION

As courts across the country continue to bring back human court reporters in lieu of experimental digital recording equipment, the future of our industry is bright. Not to mention the fact that in the world of civil litigation, deposition and discovery, which is probably the most lucrative of all the fields a court reporter can work in, human court reporters have never been replaced.

However, due to many of the misconceptions about our field mentioned at the beginning of this article, enrollment is down in court reporting programs all over the country, and in many instances schools and programs have been eliminated completely. With an aging population of currently working court reporters, there will be a shortage of court reporters within the next five years in every city in the United States to meet the needs of the steady or increasing industry of civil litigation. Will this create a crisis in due process and cause a monumental roadblock in the already congested civil dockets of our State Courts? That obviously has yet to be seen. But one thing is certain; court reporters perform an absolutely vital role in our justice system, and as our numbers dwindle and are not replaced by new reporters, the justice system we rely upon and recognize now will not exist.

## “ON A LONG ENOUGH TIMELINE, THE SURVIVAL RATE FOR EVERYONE DROPS TO ZERO”

I chose this quote to open this article to demonstrate that I am not just writing this with a bias toward the field in which I work. Given enough time and human progress, *everything* will

be different and unrecognizable. In 100 or 200 or 300 years from now, probably none of the jobs that exist today will exist as they do now, including court reporters.

This quote is very nihilistic in its “nothing really matters” sentiment, but a little nihilism in the world can keep us grounded and focused on the now. There is an entire industry of prediction that is more often than not wrong, and is ultimately responsible for doomsday headlines we scroll through every day. Technology and AI are a very hot topic right now. But unlike any other time in history, we are being bombarded with articles written about theoretical technology with headlines that read as if the technology is already there.

If a technology is threatening your industry, do some research. Is this technology real or theoretical? Does the new technology do your job better than you do, or is it taking a step backwards? Does this new technology improve upon what you do and will it actually help you do your job better?

I guess a good rule of thumb is to keep your eye on technologies in your industry. If they don't improve upon what it is you do now, dismiss them. If they can improve what you do and make your life easier, implement them. If they threaten to take the place of what you do, do something about it. Adapt and keep up.

As far as the court reporting industry is concerned, on this timeline in the year 2017 and into the foreseeable future, we are the undisputed champions of the capture and preservation of the record in the legal world. Sure, we suffer the blows of theoretical punches year after year, but theoretical punches don't hurt or knock us down. They only make us adapt and become even more prepared for the real punches that will inevitably come our way.

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***In the same way that recording devices can't filter and differentiate between a cough and a human voice, they also can't separate out multiple voices at once. When more than one person is speaking simultaneously and the proceeding is being digitally recorded, what you get for a record is a cacophonous mess of human voices; completely stacked and unintelligible.***





By Michael A. Sciré, RPR, CMRS

## Twinspiration: A Funny Thing Happened on the Way to the Convention

Since this year's NCRA convention fell a weekend later than usual, my twin brother and I decided make a pit stop on the way to Las Vegas. Our destination: Twinsburg, Ohio for the 200th Annual Twins Festival. "Twincennial" as it was termed. We had never been before so we weren't exactly sure what to expect.

Upon arrival into Cleveland-Hopkins International Airport, we were instantly greeted by twins, twins, and more twins. The population of twins multiplied like Gremlins getting caught in the rain. We eventually made our way to Twinsburg, Ohio, where the weekend-long festivities were going to take place. Registration was on Friday evening at the local high school. Immediately upon entering the building, it was like being at the NCRA convention, but multiply it by about 10,000. It was interesting being in a building with so many multiples, all there for the same thing, and we didn't know a single person, or so we thought.

The gymnasium had several thousand people in, also a silent auction, entertainers, and their version of a basket extravaganza. Each set of twins or triplets dress like their sibling counterparts the entire weekend. There Richard and I were roaming the gymnasium and meeting new people from all over the country, and in some cases outside the country, when a group of people walking by stated, "There are the twin court reporters from Sarasota!" Clearly that voice knew us. I looked up with astonishment. It was none other than Alabama court reporters Debbie Isbell and Roy Isbell, a federal official reporter, along with his twin, Ray, who is not a reporter but helps run Debbie's business. We had only met them in person the previous year at the NCRA Convention in Chicago when Richard and I asked if we could sit at their table during the business luncheon.

They had the same idea we did. Since the NCRA convention was held a week later than usual, we all decided to hit the twin festival. They unfortunately weren't going on to the convention in Las Vegas, but that didn't stop Debbie from tagging along with the twins on their excursion. We would run into them several more times during that weekend. It was definitely a great prequel to Vegas. You just never know who you're going to run into. Being twins, as well as court reporters, they were instant family in more ways than one.

Also in attendance during the festival were several colleges, companies, and even the FBI conducting twin studies for which we were paid. This was the first trip ever where we actually made a profit! The FBI conducts face and voice recognition comparison studies, as well as DNA analysis since identical twins have the same DNA, which are instrumental in identification software programs. During the



day of the outdoor festival, after the parade (yes, there is even a twin parade), we met twins Sherri and Sara. They had a rental car and we didn't, so we allowed them to kidnap us on the second day of the festival to venture to a vineyard just outside of Cleveland to see and hear musicians, Alan Darcy and Scott Simon, who we met during the FCRA Convention this past summer when they performed during the President's Party in West Palm Beach. Alan Darcy played his saxophone to a crowd during a wine party event right there at the Ohio winery. Upon the conclusion of the party, fast friendships were made with our new twin friends, the musicians, and their friends. The post-wine party would lead to yet another outing the next day with the same group before the trip met its conclusion and we headed to Vegas.

What started out as a trip merely on the way to Las Vegas, ultimately turned into a pre-party for what was to come in Sin City and one giant adventure and funny thing that happened on the way to the convention.

By Kathryn A. Thomas, RDR, CRC

# The Cadaver Captioner

This article was previously published in the ILCRA newsletter Ad Infinitum.  
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**D**ISCLAIMER ONE: This story is shared with the express permission of the student whom I served.

**DISCLAIMER TWO:** This story includes descriptions of cadavers and their anatomical structures in various states of dissection. Best to not read this over lunch. Put the roast beef sandwich down first.

The 200 - 250 health care students were definitely on edge that morning. A nervous vibe was in the air. They fidgeted en masse, chattered nervously, joked just a little too much among themselves. The summer session of Gross Anatomy had just begun, and after this morning's lecture they were headed down to the lab to experience dissection of a human cadaver for the first time.

Not that I blame them. At the beginning of the term, one of the three-professor team announced that if any student had a loved one die recently who may have donated their body, please let the teachers know ... so they don't assign you to a recognizable cadaver.

Wear old clothes or scrubs. No open-toed shoes. No taking pictures. No treating the cadaver with disrespect.

Class from here on out would consist of two parts: The lecture which would last approximately 90 minutes to two and a half hours, immediately followed by lab time which would last around two hours.

My job was to provide CART for one individual, so the lecture was the technologically simple part. I obtained a copy of the syllabus -- which was thicker than my CAT software user's manual -- and since I'd done a solid anatomy class a few semesters earlier, prep wasn't too difficult. I just needed to remind myself how to write some of these terms like buc-

copharyngeal and pampiniform plexus. And adjust my ears to the professors' accents -- two had strong foreign accents, but one was local. The local guy, however, would take around an hour and a half to lecture while the out-of-town teachers would take two and a half hours, same page count. So I did a lot of briefing, and since I'd trained for the Guinness speed contest the summer before, that reserve speed did me well.

Providing CART for the lab was a little trickier. The class was split into small groups, and each small group was further split in two. Each half of the group would dissect on alternating days, with the small group coming together at the end of lab time so they could teach each other what they've found.

The lab room was open, but divided into several sections. Each subsection was divided by a concrete wall, with a center aisle between the subsections. There were three or four cadavers per subsection, with four to five students per cadaver. The only room for me to sit was beside our cadaver against the wall, and it was impossible to hear my group's conversation among the 25 or so student groups.

**Solution:** Have a wireless microphone on the stand at the end of the cadaver table, and I listen in on headphones.

And once we got that installed and I'm plugged in to the audio, 25 electric bone saws went off in unison as they began dissecting the top of the skull.

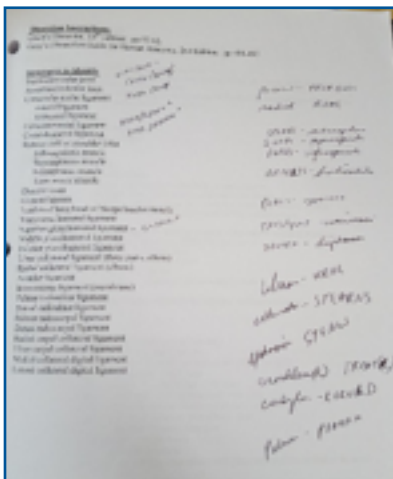
Not much I could do in that situation! And by the way, when using a bone saw, be sure to wash your face and mouth before you leave. Bone dust gets everywhere. The teachers warned us about that, thankfully.

Here was a benefit of captioning in the lab -- I could wear ratty sneakers, old jeans, and a T-shirt to class, because it did get messy in there. Not my group, but in another group I saw a young woman cut into a structure, and it squirted back in her mouth! The teachers assured us that the cadavers were sterilized and preserved, so there was no danger of infection or disease in case things like that happened. It was still pretty gross, though.

Now, being that everyone was standing and there wasn't much room available, how do I deliver captions? I sure don't want to hand him an iPad -- his hands were busy, and I do NOT want to have to clean it up afterwards! We kicked around the idea of using Google Glass, but they were too expensive.

**Solution:** Each workstation had their own flatscreen computer mounted on the wall beside them, on which their tasks were displayed. I sent the captions via Text on Top to our group's flatscreen computer, just a couple lines so they

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By Becca Tebon

# Becca's Bootcamp: How to Successfully Lose Weight & Old Habits in the New Year

**T**he average person gains 11 pounds for every diet they go on. Even worse, when they lose weight, they lose muscle and fat. When they regain weight, they gain back all fat. And since muscle burns seven times as many calories as fat, their metabolism is slower than when they started the diet. The cruel fact is that they then need even less calories to maintain their weight.

Haven't you known someone who was very overweight and said they don't eat that much? They may not be lying. They have just damaged their metabolism by yo-yo dieting.

The key to losing weight and keeping it off are two simple things. First, automatically reduce your appetite not by white knuckling it and starving yourself but fixing the out-of-whack hormones and brain chemistry that drive hunger and overeating.

The second is to automatically increase your metabolism so you burn more calories all day long. Unfortunately, most diets do the opposite – increase hunger and slow metabolism.

Here are the five reasons most diets fail and how to succeed.

## 1. You use willpower instead of science to control your appetite

There is a science of hunger. Unfortunately, most diets (eating less) will trigger hunger. You can only hold your breath for so long. You can only starve yourself for so long. Powerful ancient mechanisms compensate and protect us from starvation (even if it is self induced). Our hunger dramatically increases, our cravings ramp up and our metabolism slows way down to conserve energy. Eating certain foods (low fat, higher carb or sugary foods) actually increases hunger and slows metabolism.

### Success Principle: Appetite

- Eat enough to satisfy your appetite (but only real whole fresh food).
- Eat protein for breakfast and avoid eating 3 hours before bed.
- Compose your meals to balance blood sugar and lower insulin. Combine protein, fat and low-glycemic, non-starchy carbs (vegetables, fruit, small amounts (less than half a cup of grains and beans) at each meal. Fat and protein and fiber slow insulin spikes.

## 2. You focus on calories (eating less and exercising more)

The mantra of calories in/calories out, of energy balance as the key to weight loss, is quickly entering the scientific

dustbin. In my last blog on Automatic Weight Loss, I reviewed the science behind that fact that all calories are not created equally.

Some calories make you fat, some calories make you thin. What we now know is that any foods that spike insulin (sugar, flour and even excess grains, fruit and beans) trigger a shift in your metabolism. What does insulin do? It drives all the fuel in your blood from the food you just ate into your hungry fat cells (visceral or belly fat).

Then, your body thinks you are starving even though you just ate a giant bagel or sucked down a Big Gulp. And remember, two things happen when your body thinks you are starving – you increase hunger and slow metabolism.

Have you ever eaten a big meal, then, an hour later, felt hungry again and needed to go raid the fridge or eat something sweet? That's why.

### Success Principles: Calories

- Focus on very low-glycemic foods as the staples of your diet. Nuts, seeds, chicken, fish, grass fed meats, low-glycemic veggies (greens, salad fixings, etc.)
- Use grains and beans sparingly (not more than a half cup once a day each).
- Use sugar as a drug – in very small doses. And all sugar is the same. If you have to ask "is \_\_\_\_\_ OK?" It isn't.
- Don't use artificial sweeteners – they trigger sweet receptors, hunger and slow metabolism leading to obesity and type 2 diabetes.

## 3. You eat a low-fat diet

Most people still believe we should avoid egg yolks and that eating a low-fat diet will help them lose weight. The old idea that fat has 9 calories per gram and carbs 4 calories per gram led to the mistaken idea that if we cut out fat, we would lose weight.

Well, look what's happened to America in the last 30 years, where low fat has been the rage and the method for weight loss. We are fatter than ever (70 percent of us are overweight), and now, 1 in 2 Americans has pre-diabetes or type 2 diabetes.

Harvard scientist Walter Willet reviewed all the science on low fat and weight loss and found that it is not eating fat that makes you fat but sugar. A recent study by David Jenkins found that a low-carb (26%), high-fat (43%) vegan diet was

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# Becca's Bootcamp: How to Successfully Lose Weight & Old Habits in the New Year

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more effective for weight loss and reducing cardiovascular risk factors than a vegan low-fat diet. The high-fat group lost 4 more pounds and dropped their cholesterol 10 more points by eating high fat. They called it Eco-Atkins!

Other studies show that by eating more fat and less carbs you can increase your metabolism by 300 calories a day (eating the same total calories a day). That's like getting the benefit of running for an hour a day without getting off the couch. You could call it "The Butt Diet." Sit on your butt and lose 1 pound every 11 days.

## Success Principles: Fat

• Don't fear fat. It actually makes you feel full, speeds up your metabolism and helps you lose weight.

- Eat good fats at every meal.
- Eat vegetable fats, such as avocado, nuts, seeds, coconut butter or oil
- Eat clean animal fats (organic eggs with the yolk, chicken, grass-fed meats) and fish with omega 3 fats (sardines, herring, wild salmon, black cod).

## 4. You have hidden reasons and need medical help

There are reasons beyond your diet or amount of exercise that affect your weight and metabolism. Your body is a system and many things affect metabolism.

The biggest hidden causes of weight gain or resistance to weight loss are the things that cause inflammation. And inflammation from anything that triggers weight gain by worsening insulin resistance.

What causes inflammation? Hidden food allergies or sensitivities. Gluten and dairy are the most common culprits. But don't switch to gluten-free or dairy-free options. Gluten-free cakes and cookies are still cake and cookies. They are still very high in sugar and refined carbs and flours. Just try soy yogurt with the sweeteners. You wouldn't eat it!

Gut Problems. The microbiome – the 100 trillion bacteria in your gut – play an enormous role in metabolism and health. If you have bad bugs (from eating refined, high-sugar, carb, low-fiber diet or taking antibiotics, acid blockers) they can either trigger inflammation or alter how your food is broken down and absorbed. Fecal transplants from a thin to an obese person will change their metabolism. What's next? Poop transplants for weight loss. Maybe!

Try my at-home 11 Day Detox to flush fat, toxins, parasites, reboot metabolism and get you off the sugar and carb cycle!

Toxins. Science has discovered that common environmental chemicals (pesticides, household cleaners, make up, pollution and heavy metals) can be "obesogens." Chemicals that make you fat. In animal studies, giving rats a toxin caused weight gain even if they ate the same amount of calories and exercised the same.

## Success Principles: Find Hidden Causes of Weight Gain

- Not eliminating calories but getting rid of inflammatory foods. Start with gluten and dairy. 100 percent for 3 weeks.
- Fix your gut. Avoid gut-busting drugs (acid blockers, antibiotics and anti-inflammatories). Starve the bad bugs by eating a low-glycemic, low-fermentation (starch) diet. Take probiotics. See a Functional Medicine doctor to get help if you don't success on your own.
- Detox your body and your life. Reduce exposure to environmental and common chemicals. See the resources at the Environmental Working Group to reduce exposures in skin-care products, household products and the food you eat (meat and veggies). And the NRDC resource for eating fish without mercury. Eat two cups of cruciferous veggies a day (broccoli family). You may need help from a Functional Medicine doctor to do a medically supervised detoxification program.

## 5. You don't have a plan.

Health is not something that happens to you. It is something you have to plan, like a vacation or your retirement! Most of us fail because we don't "design our health." We don't set up the conditions for automatic success.

Find what works for you but don't expect health to happen. You have to plan for it!

The science of health and weight loss is not a mystery. But old ideas die hard. If you look out for these five ways that diets fail and focus on the principles of success then you will build habits and practices that work. Health and weight loss are not a struggle. It's not rocket science, just science!

## Cyber Monday is gone. I created "Tantalizing Tuesday" Just For You! The wait is over for real HEALTHY weight loss!

I want to thank you for the warm greetings and reception at the 2017 FCRA! I want to assure you, if you pre-purchased my up and coming book, NOURISH, that you will be receiving it shortly. It is a LONGER (MUCHO) process than I imagined. I am so grateful for those who already pre-purchased it. Along with the first chapter, you will receive an extra token of my appreciation. It is written so you master a new habit each month — a 12 month transformation. It is also used in unison with my 12-week transformation for those who want to take a deeper dive and coaching, more support and a personalized food plan.

If you have any questions, please email me directly ... I am at your "Bec & Call" (get it? LOL)

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# Becca's Bootcamp: How to Successfully Lose Weight & Old Habits in the New Year

*Continued from page 36*

To a Healthy, Happy & Prosperous Holiday Season!  
DREAM BIG ... but take even bigger action to shift! —  
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50% OFF THE CELEBRITY DETOX. FOOD & JUICE  
DETOX. HEALTHY WEIGHT LOSS.

GET RID OF SUGAR & CARB CRAVINGS, drop pounds  
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DO IT NOW and again in 3 months!

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- 11 Day Coaching Program (USA only, extra shipping for Alaska & Hawaii)
- 34 page guidebook (protocols and recipes)
- Get my recipes for soup & spa water recipes to flush & cleanse your body
- Compete Detox with 6 different juices to help your body detox (18 bottles)
- Herbs to release caked on colon gunk, parasites & colon mucus build-up
- BONUS: Internal cleaning tools for your mindset and awareness
- Coaching with my exclusive, proprietary FITprint Decode & discover the GAPS in your life and lifestyle and how to shift and manifest. To be discussed and strategized during your personalized coaching sessions.
- The Art Of Creating Your Life By Design & On Purpose
- Empowering Self Worth

ORDER YOUR DETOX NOW and share with a friend!

CELEBRITY (Juice) DETOX  
Drop 5-12 pounds in less than 2 weeks—GUARANTEED!

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Space is limited: Sleeps 30

# The Cadaver Captioner

*Continued from page 34*

could see their assignments. Sometimes, though, a student would complain about a teacher or the assignment, which kind of gave me pause because sometimes the teacher was JUST OVER THERE and I wouldn't want to get the student in trouble, but you know what? Our group darn well knew I was captioning, so that's a risk they take in complaining. Nobody did get in trouble for captioned complaints anyway.

After a few days of dissection, the students were much more at ease and began to relax. The electric bone saws were shut off, and each group removed the brain from the head. My student even brought the whole brain over to me so I could see it too!

And it launched me into a bit of philosophical thinking... We THINK with that three-pound organ. Inside that handful of gray matter is where ideas are formed and problems are solved. I wonder what that brain came up with when it was alive. I wonder if there were stories not written down or songs not fully composed. We didn't know anything about who he was before he died; all we knew about each cadaver was sex, age at death, and cause of death.

One day one of the teachers discovered our cadaver had a perfect textbook example of -- some tendon or ligament or something; I don't remember -- so she had ALL the groups crowd around our table, which squished me against the wall. I still had room to write, but one student stood with her hands behind her back, still grasping tweezers that were ... dripping. And not with water. As she stood with her back to me, the people-juice drips got closer and closer to my laptop, until I nudged her in the knee with my foot and got her to get it away from my gear!

Thankfully I'm not too squeamish when it comes to the dissected human body, but there was a moment when it did get to me. They were dissecting the buttocks and thighs, and it wasn't gross because, ewww, butt; it was gross because it looked like meat. It looked like pot roast. Yes, I did have to excuse myself quickly. And then informed my consumer that he should feel privileged, because I'd never vomited during any class before, and this was the first time! (And it was the last time. So far.) When lab was done and I was headed back to the car, I texted my husband and explained that by no means were we having any supper that even REMOTELY looked like meat.

This was a heck of a class. The students worked hard every day for the summer. There was a lot of studying and a lot of effort, but they came through. And so did I! This semester I found out gross anatomy may be in my future yet again, but it'll even be easier this time, since I've been through it before.

This time I know to not look up from my laptop when they dissect the thighs.

By Donn LeVie, Jr.



## Develop Your Professional Brand to Capitalize on Emerging Opportunities

**W**ith the economy on the upswing and the job picture improving, it's a great time to reassess your career goals, determine if a job change or a new career is around the corner and rethink how your peers and hiring managers perceive you as a professional in the marketplace. The times, they are a-changin'.

In 1982, best-selling author John Naisbitt wrote in "Megatrends" about society being in a "time of parenthesis" — the time between eras, a time of change and questioning; a re-conceptualizing not just of society but also culture. Certainly the recent recession — the worst since the Great Depression of 1929 — created another period of change and questioning for citizens of this globe — but it also created opportunity for many.

When I worked for Intel Corporation, one of the key strategies that contributed to the company's success and ability to withstand the onslaught of economic downturns in the semiconductor industry during the years 2001 through 2004 was its strategy to accelerate product development when all its competitors were cutting back on R&D budgets.

Intel understood that, eventually, the recession in its sector would end, and rather than ramp up product development when the bad times were fading in the rear-view mirror, they were poised to take advantage of the improved market by launching new products at the first sign that the economic recovery was a trend and not just a single data point.

The recent recession has only magnified the rapid changes already underway in global demographics, economics and technology. These paradigm shifts are influencing the restructuring of domestic and international corporations and their allocations of all forms of capital. One of the important strategic and tactical shifts is in the workforce arena — the effects of which reverberate through the entire employment chain. Hiring managers now seek candidates who have quantified their achievements as problem solvers and "game changers" — those who've tackled challenges in mature and emerging economies.

Creating and promoting your professional brand will help you take advantage of opportunities you can't even see yet. My work in software development and microprocessor design support within different target markets has taught me that building brand value involves two important components: making others aware of the brand in question and creating a brand image that generates positive associations.

The same principles apply in the workforce arena regardless of your situation. If you're looking for permanent or contract employment, wanting to move up the rungs in the

company you work for or promoting your own business and seeking clients, here's your task:

**Create positive associations** among your quantified accomplishments, professional skills, knowledge, and experience and the people with a need for that expertise.

Others will enhance and polish your brand based on your perceived professional and personal reputation as a court reporter. So, take the initiative and give them the right components.

Here are a few ways to get your name embedded in the "associative models" of others: Write articles for peer-reviewed journals in your profession; give presentations or workshops at GCCRA meetings and conferences and with other related associations; network with other professionals in the court-reporting field; use social media (blogs, YouTube, Twitter, Facebook, LinkedIn etc.) to expand your circles of influence. (Be sure you have something valuable to say; the virtual world is already overflowing with mindless blather.); or write a book on court reporting principles and issues.

Intel offered me a job back in 2000 based on a single phone call — and I wasn't even looking for a job. The hiring manager who phoned read my paper recently published in a peer-reviewed journal, saw my articles in management newsletters and had heard me speak at several national conferences in the industry. So, he contacted me to see if I'd be interested in a management position with the company.

He told me over the phone, "I've read your articles and papers for a couple of years, and have heard you speak at conferences ... it's as though I feel I know you already." Without knowing it, I'd created brand awareness in this hiring manager's mind, which enhanced my brand equity. I went on to enjoy a successful six-year career with Intel from that one phone call.

A positive brand image helps solidify your position in any job or career opportunity. It can differentiate your expertise from your competition and move it toward "preferred candidate" status. A positive brand image can command a higher salary and encourage hiring managers to seek you out.

### Elements of Your Professional Brand

There are three important elements to building a brand image that determine how hiring managers will respond to you (the product): Favorability, strength, and uniqueness of your offering.

*Continued on page 39*

# Develop Your Professional Brand to Capitalize on Emerging Opportunities

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- **Favorability** relates to how strong your interpersonal skills have been honed; it's the "likeability factor" hiring managers seek. They want to know if you'll be a good personality fit for the team and can integrate with the corporate culture.
- **Strength** addresses the degree of development of the requisite and optional skills you possess and how well those skills can be utilized on current and future projects.
- **Uniqueness of your offering** is directed at the question: What is it about you that differentiates you from other candidates for the position? What is it that separates you from the competition? The more unique it is (and more value it is perceived to have), the stronger your brand image.
- Unique brand associations fall into two major categories: attributes and benefits.
- **Attributes** relate to your technical/non-technical/managerial performance on the job.

**Benefits** are the specific brand features you project and provide that hiring managers value. Benefits can be: (1) *functional*, which represent those features you possess; (2) *experiential*, which are linked to your technical expertise and your fit on the team or group; and (3) *symbolic*, which relate to the hiring manager's self-concept and even higher order needs, such as social, self-esteem, or even how he or she sees her standing in the organization. Don't underestimate the importance of symbolic benefits tied to your brand. If bringing someone onboard with a strong brand like yours enhances the hiring manager's self-worth or self-esteem, you're as good as hired.

## Veterans and Family Members Share Stories at Hard-of-Hearing Project Event



Left to right: Marylyn Howe is interviewed by Carol Menton while Liz Speer and Sheri Smargon write.

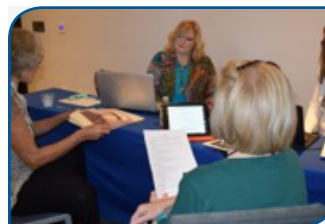
The National Court Reporters Foundation (NCRF) hosted a fourth Hard-of-Hearing Heroes Project initiative on Oct.

13 at the Association of Late Deafened Adults (ALDA) annual conference held in Orlando, Fla. The interviews will be transcribed and submitted to the Library of Congress for its Veterans History Project (VHP).

Volunteer court reporters, captioners, and interviewers captured seven new interviews of U.S. war veterans, including the story of Maj. Gen. Charles W. Sweeney, the only American Air Force pilot to fly on both the Hiroshima and Nagasaki atomic missions during World War II. Sweeney's story was shared by his daughter, Marylyn Howe, of Savannah, Ga.

Howe shared how her father's career as a pilot evolved in the U.S. Air Force, that he had earned a Silver Star for his service, and that he also wrote a book called *War's End* about his experience on the last atomic mission. Now out of print, Howe said the book will be updated with photos and other materials and reprinted in 2018. She also noted that her late father was instrumental in founding the Massachusetts State Air Guard and was actively involved in helping to establish such volunteer groups throughout all states.

Left to right: Cheri Frady shows a picture of her husband



while Laura Landerman writes. Marylyn Howe interviewed Frady, and Georgia Rodriguez also wrote.

"It is very meaningful that veterans with hearing loss are being recognized and able to share their stories," said Howe,

an audiologist who has worked with veterans suffering hearing loss. "Many people don't realize the hearing problems related to service and what a significant impact it can have on lives." Howe also serves as co-chair of ALDA's Publicity Committee.

Howe provided a copy of her father's book that will be included with the final transcript in the Library of Congress.

Howe's husband, Brian, a retired U.S. Marine Corps captain and pilot who suffers hearing loss from long-term exposure to jet engines, shared his story about his service in Vietnam. He also volunteered to interview U.S. Army veteran Ron Walker, SP4, from Merry Hill, N.C. During his interview, Walker shared that he earned the Purple Heart Award and two Bronze Stars for his service in Vietnam.

Cheri Frady, St. Petersburg, Fla., the widow of Teairlton Frady, who served as a sergeant in the U.S. Marine Corps during the Vietnam War, shared letters he wrote home as well as a number of entries from his journals. These materials will

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# Veterans and Family Members Share Stories at Hard-of-Hearing Project Event

Continued from page 39

be submitted to the Library of Congress with the final transcript. Frady also shared that her late husband was a Native American Onondaga and that he suffered health-related issues caused in part by his exposure to the powerful herbicide and defoliant Agent Orange used during the war.

Other veterans interviewed included: Paul Morris, Clearwater, Fla., U.S. Army SP4, who served between the Korean and Vietnam wars; Harvey Rothman, Kissimmee, Fla., U.S. Army, SP4, who served in Vietnam; Gary Talley, Petersburg, Va., U.S. Navy, PN3, who served on the U.S.S. John F. Kennedy (CV-67)

*Left to right: Brian Howe interviews while Michelle Pulido Stubben writes Ron Walker's story, seated next to Irene Walker.*



“It is an honor for me to do this. My son is a U.S. Marine, and I am proud of all of our servicemen,” said Nancy Rivera, RPR, a freelancer from Valrico, Fla., who volunteered

to take down a veteran's story at the event. “I was touched by the first time I did this. It hits home for me. I like to hear their stories and the emotion. It means a lot to them, and it means a lot to me.” Rivera noted that this was the first time she had participated in a live VHP event. The first time she volunteered for a VHP event was online.

“This was the first time I participated in one of these events, and I had no idea what to expect,” said Laura Landerman, RMR, CRR, a freelancer from Altamonte Springs, Fla. “Most reporters don't provide realtime or captioning, and since I can do both, I volunteered. I would do it again. I liked that I could provide captions to aid the interviewer,” she added.

Nancy Rivera writes while Liz Speer interviews Harvey Rothman



Liz Speer, FAPR, RMR, CRR, CRC, a freelancer from Apopka, Fla., who volunteered to transcribe as well as interview, said participating in the event was especially meaningful to her because her own father had served in the U.S.

military.

“The timing was just right. I lost my dad two months ago. He served in two wars, and he would have loved to have been interviewed. That's the primary reason I volunteered. It's also exciting to read those stories already down and know they are at the Library of Congress,” she added.

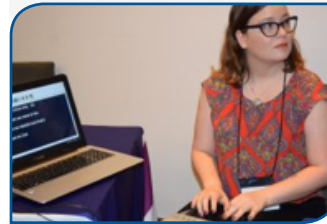
Other volunteer reporters and captioners included: Michelle Pulido Stubben, Orlando, Fla.; Georgia Rodriguez, RPR, freelancer, Jacksonville, Fla.; Sheri Smargon, RDR, CRR, CRC, broadcast captioner, Riverview, Fla.

Other volunteer interviewers included: Carol Menton, case manager for Metro North/Northeast Massachusetts Commis-

sion for the Deaf and Hard of Hearing, in Boston, Mass., and an ALDA member; Larry Littleton, Oahu, Hawaii, a member of the ALDA Publicity Committee.

NCRA and NCRF were also present on the ALDA expo floor, where NCRA members volunteered by providing captioning and CART demonstrations and answering questions from attendees about their services. Volunteers at the booth included: Jamie Chancellor, CRC, broadcast captioner, Orlando, Fla.; Amie First, RDR, CRR, CRC, CPE, CART captioner, Orlando, Fla.; Maria Rodriguez, RPR, freelancer, Tampa, Fla.

*Jamie Chancellor demonstrates captioning at the NCRA booth at the ALDA expo*



Other NCRA members attending the ALDA conference included Pat Graves, FAPR, RDR, CRR, CRC, a CART captioner and agency owner from Monument, Colo., who chairs ALDA's CART committee; and committee members

Tess Crowder, RPR, CRR, CRC, a CART captioner and agency owner from Tampa, Fla.; Anthony Trujillo, RMR, CRR, a freelance captioner from Kissimmee, Fla.; and Rita Meyer, RDR, CRR, CRC, a CART captioner from Orlando, Fla.

NCRF's Hard-of-Hearing Heroes Project initiative specifically seeks to interview veterans with hearing loss with the help of CART captioning. Hearing loss is among the most common service-related injuries due to constant exposure to loud noises in training and in combat, and it tends to worsen over time. In addition to preserving these veterans' stories for the VHP, the Hard-of-Hearing Heroes Project introduces CART captioning, which is a service that may benefit these veterans in their daily lives.

NCRF launched the Hard-of-Hearing Heroes Project at the Hearing Loss Association of America's headquarters in Bethesda, Md., in February, where five veterans with varying degrees of hearing loss chronicled their service experiences. In June, seven veterans were interviewed during the 2017 Hearing Loss Association of America's Convention in Salt Lake City, Utah.

NCRA members have been listening and taking down veterans' stories since NCRF partnered with the Library of Congress in 2003 to have court reporters transcribe veterans' stories from their collection of now more than 100,000. In 2007, members were asked to preserve the stories of veterans who hadn't yet recorded their histories through personal interviews and VHP Days. To date, NCRF has submitted more than 4,100 transcripts to the Library of Congress.

NCRF's Hard-of-Hearing Heroes initiative is supported by an Innovation Grant from the American Society of Association Executives Foundation. For more information, please visit [NCRA.org/NCRF](http://NCRA.org/NCRF), or contact April Weiner, Foundation Manager, at [aweiner@ncra.org](mailto:aweiner@ncra.org).



# Cyber Monday Preparedness Plan



By Christine Phipps, RPR, FPR, LCR (NJ/TN)  
Phipps Reporting, Inc.

As working reporters, Cyber Monday shopping may not be as simple for you as opening up your laptop as you don't know whether you will be able to sit home in your pajamas on this day, so preparation and planning for quickly scoring the best Cyber Monday bargains — and making sure they're actually bargains — requires a little bit of virtual legwork.

These four tips are sure to help you land the holiday deals you really want on Cyber Monday.

## 1. Price tracking



Online retailers brag about their low prices, but how do you know you're really getting the best possible bargain? Instead of checking every website to compare prices, set up price trackers in advance of Cyber Monday to get deal alerts.

Two great sites for this are [www.Shoptagr.com](http://www.Shoptagr.com) and [www.Covvet.com](http://www.Covvet.com), both add a button to your browser that allows you to save items you find while you are shopping online. Once you have saved the item, you

will get email alerts when the item goes on sale. Covvet also shows you a listing of the other items people are "covveting," which is great if you're looking for gift ideas.

On the downside, neither site works with every online store, but they do work with hundreds of the most popular. So set one or both of these up; then head to your favorite online stores to make a virtual shopping list of items you want to buy. Come Cyber Monday, you'll get an email if any prices drop, so you'll know your Cyber Monday buys are deals instead of everyday prices.

## 2. Price comparisons in real-time

Browser add-on programs search for the lowest price on items as you browse, so price information is always fresh.

I have used [InvisibleHand](#) for years, it's a browser add-on program that works with Firefox, Chrome or Safari to tell you



about the lowest prices as you shop. When you install InvisibleHand, it will pop up a small bar at the top of your browser to tell you if there's a better price at another store for the item you're looking at or if you've already got the best price. Invisible Hand supports almost 700 retailers and almost 600 airlines.

## 3. Review Cyber Monday sales sections in advance



In your hunt for deals, start with these Cyber Monday sale pages, which will list the biggest sales:

- ✓ [Amazon](#)
- ✓ [Walmart](#)
- ✓ [Target](#)
- ✓ [Best Buy](#)
- ✓ [Toys R Us](#)
- ✓ [GameStop](#)
- ✓ [Overstock](#)

If you don't feel like digging through every retailer's sites to find the best deals, check [cybermonday.com](#), which aggregates the best deals on the Internet.

## 4. Ensure you are getting a good deal

Don't get caught up in the Cyber Monday shopping frenzy. Retailers often bump up regular prices on items before the holiday sales season to make their new, low prices seem like a better deal. Check the manufacturer's site to find the suggested retail price and see if the item is available on Amazon; you can use a price history tracker to see what the item has been selling for over the last few months.



For a price history tool, use [camelcamelcamel.com](#). Simply plug the Amazon web address of an item into camelcamelcamel.com to check out the price history of that product. Or get [the Camel browser add-on](#) for Firefox, Chrome or Safari.

Cyber Monday Shopping Tip: Be sure you consider extra costs like shipping and taxes, which vary from site to site and can make what may seem like the lowest price a lot less of a bargain. Sites like [FreeShipping.org](#) and [RetailMeNot.com](#) make it easy to find extra coupons and free shipping codes.

Good luck and happy holiday shopping!

## HISTORY

### AS IT WAS TWENTY YEARS AGO

*Written By James Scovell*

(Reprinted in part from the May 15, 1962 Symposium)

Over the years, some say twenty-five years, attempts have been made to form a Florida shorthand reporters' organization, and all have foundered, I am told, on the rocks of local animosities, suspicion, irresponsible control procedures, and, it must appear, lack of knowhow to achieve the common goals.

It came about that in the spring of 1961 a relatively newcomer to the State of Florida, who had not yet had time to have acquired the prejudicial barnacles just described, set about to inquire why Florida reporters were practically unorganized. Some of the old-timers told him why, and told him an attempt to organize them would be wasted time and effort and expense. Nevertheless, said person undertook himself to prepare Articles of Incorporation setting forth in considerable detail the purposes of the Association and other material required by law and the Articles were approved by the Secretary of State of the State of Florida in May of 1961.

The next step was to secure members, and, again, said person undertook the work of propaganda in a search for membership. Bulletin after bulletin was written up and sent to the reporters known to the organizers throughout the State of Florida. The organizing officers and directors (whose names may be found in the original Articles of Incorporation) worked long and hard as a unit to distribute this literature. The first responses were slow, and revealed a curious interest, but some were enthusiastic from the beginning, and that was a wonderful stimulus. The organizers were all members of the official set-up of reporters in St. Petersburg, and they found it necessary to assure the field of their unselfish interest by promising that at the first organization meeting the membership would take over "lock, stock, and barrel," and that they merely acted in what is known in legal parlance as "dummies." These things are pointed out as of historical interest because it is believed to set a pattern which had not been followed in the past and might be a guide to the formation of similar organizations elsewhere.

During this process an enthusiastic group of about ten Florida reporters attended the National Reporters Association in Philadelphia convention July-August, 1961. Up to this time no money had been asked for dues or any other purpose, but the annual Meeting and Convention held at the Cherry Plaza Hotel as attended by upward of eighty members, all rarin' to go, and all of them paid \$10.00 dues for the first year and until the end of 1962. Frank Sarli, the official reporter at Orlando, and his staff received the thanks of all for the excellent arrangements and delightful sojourn which was accomplished.

The meeting was presided over by the person who had initiated the organization, and while some mutterings and criticism and mistrust inherent in such a personal venture oozed to the surface, a free and untrammelled election of officers and directors was held, the organizers, submerging or being submerged as the members chose the persons who they felt were most competent. The meeting ended on a high note of satisfaction and enthusiasm and the call was already out for the next regular Convention-Meeting in Tampa in January of 1962, the 27<sup>th</sup>-29<sup>th</sup> of that month.

The Tampa meeting was no less successful. The President Clifford Gaffney, of Fort Pierce, proved to be exceptionally competent at this stage of organization, and under his chairmanship, with full discussion, a set of By-Laws was adopted. Before we go on we must again compliment Frank Newman and Art Clum, two of the original incorporating officers, and Nat Friedman, Tampa official reporter, and his staff, for fine arrangements and excellent taste in selecting the luxuriant International Motel for that sojourn. The members were not getting acquainted with one another, and the germ of a nostalgia for future meetings with their fellows was planted. Everybody was working together.

Nevertheless, growing pains developed. The president appointed committees to control the various departments of activity, and these are at work and no doubt accomplishing much, as are the officers and directors, but liaison and communication among the officers, directors, committees, and the individual members is difficult, and the results are partially seen in the paucity of news to find its way to this journal which is the organ for keeping everyone informed of everything. We know these bugs will be eliminated before the next issue prior to our second Annual Meeting in the fall.

To this end, we call upon the officers and directors, the committees, and the individual members to communicate their reports of progress and accomplishment, as well as items of general and local interest, so that THE SYMPOSIUM may in turn disseminate all these things through its field of circulation in order that every member may be better prepared to advance the purposes for which this Association is formed.

The next meeting will again be held in convention style, this time in Miami, that most important center of our activities, in the hotel Deauville at Miami Beach, June 1<sup>st</sup> to 3<sup>rd</sup>, 1962, and although we could venture to predict its grand success, the reports on that convention-meeting must await the event.

# The Diamond Vault: The First Decade

(A look back FCRA's rich history as we head to the 60<sup>th</sup> Anniversary)

## Who's Who

### Edward C. Lawrence, 1968-1969 President



EDWARD C. LAWRENCE

Ed was born in St. Louis, Missouri, on September 4, 1931, and educated there in public schools. He became exposed to Stenotype in his junior year in high school after deciding to drop Gregg shorthand because of subject load and difficulty in making acceptable outlines because of being left-handed. His commercial teacher had written a thesis on Stenotype machine and still had the theory and practice books to 150 wpm as well as a very old machine, which he gave to Ed to pursue, which Ed did as time permitted, without much progress. The same day Ed began his first day of senior year of school, he also began a night course in Stenograph. The end of the school year found Ed a graduate of Jennings High School, and also the Stenograph course, attaining a speed of 180 wpm. Ed was only 17 at the time, and the only positions open to him were secretarial – and very few of those.

After a summer of secretarial work, Ed entered Northeast Missouri State Teachers College in Kirksville, Missouri, on a full scholarship. After one semester, he decided he'd rather be a shorthand reporter than a teacher so he returned to S. Louis only to find he was still too young to be accepted on the staffs of reporting offices.

Two more years of secretarial work followed, plus six months' study with Bernice M. Jackson Reporting School in St. Louis. Ed completed the course to 200 wpm and was ready to begin reporting on her staff when greetings from the U.S. Army arrived. He spent two years at Camp Chaffee, Arkansas, as verbatim reporter of general courts martial on the staff of Judge Advocate General.

Ed was honorably discharged from the Army in June of 1954 and joined the staff of Feldman and Boyle in St.

Louis. He served in the capacity of secretary-treasurer of the St. Louis Shorthand Reporters Assn., and briefly as president. He was in the process of forming a partnership to be called Boyle, Hoffman & Lawrence in St. Louis when he made a visit to Fort Lauderdale in January and while there talked with Fred Niederluecke and subsequently Eddie Gilbert. On April 2, 1959, he joined the staff of Gilbert Reporting Service, which employment continues.

Ed is single and lives in a home on the Intercoastal Waterway in Fort Lauderdale. The hobbies, which induced the move to Florida (swimming, lifesaving and water safety instructor, skin and scuba diving, tennis, and photography) are indulged in less and less and have given way to reporting... reporting... reporting... and serving as president of Broward Reporting Service, Inc.

Ed holds the NSRA Certificate of Proficiency and the Jury Charge portion of the Certificate of Merit. He reads, writes, and speaks French fluently, and spent most of a 21-day European vacation in France this summer learning more about two more hobbies – preparation of French cuisine and the study of French wines.

Ed has worked hard for FSRA as Executive Secretary until November of 1967, at which time he became President-Elect, and assumed the office of President of FSRA in November of 1968. Since that time he has served as a consultant on the President's Advisory Board

Our hat is tipped to one of FSRA's most outstanding men. Thank you, Ed, for your service to FSRA.

# The Diamond Vault: The First Decade

(A look back to FCRA's rich history as we head to the 60<sup>th</sup> Anniversary)

## Who's Who

### Taylor Reese, 1964-1966 President



Taylor says his idea of a full life is to span the breach between obscurity and oblivion, taking as long as possible, and enjoying every stop along the way.

If you take him at his word – and we do – obscurity would be Lewiston, North Carolina. February 27, 1923. This sleepy southern hamlet was home until his graduation from high school in 1940. Scholastically, the third highest in his class, Taylor laughs and says, "Of course, there were only twelve of us, but it was better than being third from the bottom. It put me in the upper 25 percent."

And what were some of the stops in between before we became aware of him as one of the handful of reporters who helped found FSRA in St. Petersburg and Orlando in 1961: Business college in Norfolk, Virginia, a clerical position with the Navy Department, service in the United States Air Force during World War II; an unsuccessful marriage; a fling at an acting career in New York City, where he says, "The only thing that stopped me was talent – a lack of it."

And though Florida had not been his only station while in the Air Force, it had been the most memorable one, so he came back for a stint with the Veterans Administration in St. Petersburg, and then an interlude of buying animals, birds, and snakes for a U.S. zoo while he lived in Columbia, South America. (Yes, he speaks Spanish, he says, but with the same talent he has for the stage.)

Taylor was in search of something that is plain, but he still had not found his way to court reporting. There was even an ill-fated business. (Can you imagine him as a painting contractor?) The business had high hopes, high ideals, and low profits. He was to handle the office, another partner the sales, and the third one was to supervise the labor. Their ONE job required the manual labor of all three partners – no other labor force – and

that's when he decided to look for something that required more brain and less brawn.

Court reporting was accidental good fortune – the job had found the man or the man had found the job. He became a transcriber for the office of Freeland and Chertok in 1952, later worked for G.C. Mosley and Associates, and in the interim studied court reporting with one of Florida's most loved and respected teachers, Miss Mary Lathrop, at the Walsh School of Business Science in Miami.

His first reporting job, after passing the 225 wpm test given by the school, was as a deputy official in the Dade County Circuit Court with Jack Mallicoat, whose rigid tutelage – and now appreciated mania for perfection – carried through to his own office when Taylor started the firm of Taylor Reese and Associates in 1961.

Today he is semi-retired. The office was sold to the senior man in January of 1971. He has always liked reporting conventions and still does them as long as the job or the locale is interesting – his most recent being at the Hotel del Coronado, the famous old wood structure on the Pacific ocean in southern California. He says he also takes interesting in- and out-of-the-country depositions and court assignments when called upon, the most recent being a doctor's deposition on the island of Roatan just off the coast of Spanish Honduras.

Along with being one of the "activists" that helped get FSRA rolling back in 1961, he has served our profession manifold: on the FSRA Board and as its President for two years (during which time the Florida CSR law was enacted); six years on the NSRA Board becoming Florida's first National president; on various committees as well as Parliamentarian for both the

*Continued from previous page...*

Florida and National associations; currently a member of the FSRA and NSRA President's Advisory Boards; holds the

CSR and RPR certificates; has passed the 240 wpm Jury Charge and 260 wpm Q & A portions of the Merit given by National, and was chosen this year by National as one of the twelve to be honored as a fellow of the Academy of Professional Reporters.

He is a private pilot and owned his own planes for 15 years, but sold the last one and quit flying when he noted that six out of the eight buddies he started flying with had lost their lives in private crashes, along with three instructors. It was at this time that he decided to concentrate on some of his other hobbies: fishing, golfing, and astrology. While he lives in Miami, he has a cottage high in the North Carolina mountains and spends a great deal of time when he is not fulfilling assignments around the country.

Is that all? Not by a long shot. He's a superb cook – especially desserts. He was co-ghostwriter on a book of astrological predictions published in 1975 dealing with the political and economic future of the United States and 70 other countries through 1980. He is currently working on a second book. It will be an astrological approach to gambling – horses, dogs, sports, casinos, and even the market.

He says at 53, by all statistical records, he is closer to oblivion than obscurity, but here we must not take his word, because from where we sit, he has never been obscure, and from the looks of him and the pace he sets for himself as he hits all the stops along the way, he is still a long way from oblivion.

(Reprinted from FSRA's Symposium)

In memoriam: Taylor Reese, RPR (Ret.)  
April 29, 2015 by NCRA

Taylor Reese, at the age of 92, passed away peacefully on March 27. Taylor was born and raised on a farm in Eastern North Carolina. After graduating from high school, he went to college in Norfolk, Va., where he worked for the Navy until Pearl Harbor. Following an Honorable Discharge from the U. S. Army Air Corps, he also attended college in Florida and became a court reporter. He worked for the largest firm in Miami for several years before he went into business for himself. The firm was known as Taylor Reese & Associates.

In his professional career as a court reporter, he rose through the ranks of both the Florida and the National Court Reporter Associations, from board member to president of both, until he reached the highest achievement in his profession.

In 1989, he retired from reporting and began writing humor, poetry, and memoirs. In collaboration with his lifelong friend of more than 70 years, Jack Pyle, they were co-authors of two almanac books, as well as

partners in real estate. Together, they participated in bookstore signings and events, and spoke at libraries and garden clubs throughout the Southeast.

Taylor was an active member of the Writers Guild of Western North Carolina, the Appalachian Authors Guild, and High Country Writers. In the words of Mr. Pyle: "Taylor was the human being I trusted in all things more than anyone else in the world. He was a man of integrity and honesty. He loved his profession. Even at his advanced age, he said often, 'If ever I had to go back to work again, I'd be a court reporter.'"

My relationship with Taylor goes back to 1961, when he and three other reporters left Jack Mallicoat's office in Miami to open their own firms. After graduating in NYC from Interboro Institute of Business's court reporting program, I was in one of Charlie Foster's night school speed classes, when he received a call from NSRA speed champion Bill Cohen that Mallicoat was in town recruiting reporters. Charlie said, "Benowitz, you're 19, with no real ties; go on down there for the job." I interviewed with Jack the next evening and was hired. If it were not for Taylor's creating an open position — fate, be it — I would not be writing this memorial on his behalf, much less having had the personal and professional opportunities that came to be as a court reporter in Miami and worldwide, with all the wonderful friends, clients, associates, and contemporaries in "the field." Sweet fate repeated itself when, eight years ago my wife and I purchased a vacation log home in Burnsville, N.C., where we spend five months a year, we learned Taylor and Jack Pyle were neighbors 10 minutes away, and we have been able to spend time as friends in his remaining years.

Taylor Reese desired to depart this phase of his life with no frills. He simply wanted to be cremated, have his ashes sent to his niece — the sister of the late Frank Tayloe — who lives in Suffolk, Va. He asked only to have those ashes scattered on his parents' graves.

H. Allen Benowitz, RMR (Ret.)  
Miami, Fla.



When Bonnie Schiavone was just 30 years old, she was diagnosed with breast cancer. The news is tough enough, but imagine getting it while living on another continent with a one- and two-year old. Still, even in New Zealand, without American insurance, Bonnie considered it a gift. “It made me appreciate life more and made me realize how important it is to focus on the good and positive things and live every day as fully as you can,” she says. “And find joy and humor and laughs in life.” She is a three-time, 27-year Survivor/Thriver!

Though it may sound odd, she always had an inkling that she would one day be diagnosed with breast cancer. In junior high, she wrote a book report about it and had interviewed survivors. It was almost like a premonition.

Before her treatment—for the first and subsequent two cancers—Bonnie was thin. She had some of her pregnancy weight, as her children were one and two, but the tamoxifen made her gain, and a cyst necessitated a hysterectomy, adding the hormonal changes to the weight-gain mix. She lost weight on “two programs, but they didn’t teach me habits, and I gained it right back,” And she didn’t feel the pressing need, as she felt happy.

Until she saw the pictures. “I was at an event, and a photographer was taking a picture, and I said, ‘Please don’t! I’m fat!’” But he took it anyway, and it mortified me. I didn’t realize I looked as big as I was!”

In 2008, Bonnie lost 35 lbs. in three months—then another eight in transition. (The best part is that she has kept it off for nine years.) That’s when she decided to pay it forward. “It’s an amazing blessing to be able to have a career where it doesn’t feel like work, to be able to help people reach goals they never thought possible, to help someone who’d lost health, regain it.”

She has helped hundreds of clients achieve Optimal Health and it would be her pleasure to help you or a loved one lose weight, reduce or eliminate medications and create Lifelong Health Transformation one healthy habit at a time.

One amazing part is that her services are FREE! Bonnie can be reached at 941-404-5683.

This is Bonnie Schiavone.

*Up till the age of 30, I was always slender and never had a weight issue. It wasn’t until I was diagnosed with cancer at 30 years old that everything changed. With all the medications I was on and having a hysterectomy at the age of 34, my weight began to get out of control. It was frustrating carrying those extra pounds and not being able to lose weight and keep it off. I tried MANY different programs but nothing truly worked. I would lose but then gain it right back. At the age of 49, I made the decision that I wanted to be in the best shape of my life when I turned 50! I finally found a program that totally worked for me and I lost 47 lbs. The best part is that I have kept it off now for 9 ½ years. Through the program I learned Habits of Health that I have incorporated into my life and changed my eating and lifestyle habits. Once I lost the weight, I had so many people that wanted to know how I did it, that I decided to pay it forward and become a health coach. The ability to support my clients on their health journey has been such a blessing in my life.*



*I have helped hundreds of clients achieve Optimal Health and it would be my pleasure to help you or a loved one lose weight, reduce or eliminate medications and create Lifelong Health Transformation one healthy habit at a time.*

*One amazing part is that my services are FREE. During the program you will have a lot of support! I can be reached at 941-404-5683. [bonnie@thinkhealthnow.com](mailto:bonnie@thinkhealthnow.com)*



# 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

Submit by Email

Billing Address: *(If different from above)*

Print Form

Account #: \_\_\_\_\_ Exp Date: \_\_\_\_\_

\_\_\_\_\_  
Cardholder's Name / Signature