



STARK COUNTY BAR JOURNAL

VOLUME 29 ■ NUMBER 5

MAY, 2023

Past President's Dinner April 27, 2023 - LaPizzaria



Front L to R: Hon. Taryn L. Heath (2014-2015); Hon. John R. Milligan (1986-1987); Ronald W. Dougherty (1983-1984); Hon. Chryssa N. Hartnett (2018-2019)

Middle L to R: Richard S. Milligan (1996-1997); Thomas P. Moushey (1995-1996); Michael A. Ogline (2003-2004); Dennis J. Fox (1992-1993); Hon. C. Roland Centrone (2015-2016); Angela T. Vagotis (Current Second Vice-President); Ralph F. Dublikar (2002-2003); Andrea M. Scassa (Current Secretary)

Back L to R: Jennifer L. Lile (2017-2018); David L. Dingwell (2012-2013); Stephan P. Babik (Current President); J. Fred Stergios (1993-1994)

2023 Law Week Programs

"Cornerstones of Democracy: Civics, Civility, and Collaboration"

THURSDAY, APRIL 20, 2023
12:30 P.M.-2:30 P.M.
TELEVIEWED ASK-A-LAWYER
Washington High School

MONDAY, MAY 1, 2023
9:00 A.M.-12:00 Noon
MOOT COURT COMPETITION
Fifth District Court of Appeals

MONDAY, MAY 1, 2023
12:00 Noon-3:00 P.M.
OHIO JUSTICE BUS
Mission BBQ Restaurant
4490 Everhard Rd., Canton, OH

WEDNESDAY, MAY 3, 2023
11:00 A.M.-11:30 A.M.
LAW DAY AWARDS CEREMONY
Kent State University
at Stark's Conference Center

WEDNESDAY, MAY 3, 2023
11:45 A.M.-1:00 P.M.
LAW DAY LUNCHEON
Awards will be Presented to the
ProBono and Liberty Bell Winners.
Keynote Speaker will be
Ohio Attorney General
Dave Yost

WEDNESDAY, MAY 3, 2023
1:15 P.M.-4:30 P.M.
"CORNERSTONES OF DEMOCRACY:
CIVICS, CIVILITY, AND
COLLABORATION"
CLE Seminar - 3.00 CLE Credit Hours
THURSDAY, MAY 4, 2023
8:30 A.M.-12:00 Noon
TOUR DE COURTS
Downtown Canton

SCBA May 2023 Office Schedule

May 1 st - 5 th	2023 LAW WEEK
May 4 th	12:00 NOON Community Involvement Committee Meeting
May 8 th	4:00 PM Disputed Fee Committee Meeting
May 9 th	12:00 NOON Elder Law Committee Meeting
May 10 th	12:00 NOON Family Law Committee Meeting
May 12 th	12:00 NOON Scholarship Committee Meeting
May 16 th	3:45 PM Grievance Committee Meeting
May 17 th	4:00 PM Executive Committee Meeting
May 17 th	4:45 PM Kendal Tavern Social
May 22 nd	4:00 PM Annual Election Ballot Counting
May 25 th	12:00 NOON Military & Veterans Affairs Committee Meeting
May 29 th	Office Closed in Observance of Memorial Day

Elder Law Committee Meeting

TUESDAY, May 9, 2023 • 12:00 Noon
Live Interactive Webinar

Karen Elliott from the Alzheimer's Association will be the speaker. She will speak on effective communication strategies for clients with dementia.

NOTARY EDUCATION CLASS & TESTING

Classes and Testing offered every 2nd & 4th Tuesday
Stark County Bar Association Office
By Appointment Only

1 Hour Renewal Education Class • 9:00 AM – 10:00 AM

3 Hour New Notary Public Education Class
12:00 Noon – 3:00 PM

TESTING 3:00 PM - 4:00 PM

Online classes and testing
available at our website: www.StarkCtyBar.com

2023 CLE Seminars

May 3, 2023	2023 Law Day Seminar Kent State University at Stark's Conference Center See Pg. 4
June 16, 2023	"Justice For All: Protecting The Elderly & Disabled" First Christian Church, Canton, OH See Pg. 8
June 28, 2023	Installation Luncheon & 2023 Professional Conduct Seminar DoubleTree by Hilton Canton Downtown See Pg. 7

Upcoming CLE

July 14, 2023	2023 Criminal Law Video Replay SCBA Conference Room Details in next issue.
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CLE Self-Study Rule Changes

Effective January 1, 2023, the Supreme Court of Ohio adopted rule changes that will permanently remove the CLE self-study caps for attorneys.



On-Line CLE

Take advantage of the Stark County Bar Association's **SELF-STUDY** courses through our website:
www.StarkCtyBar.com



Reminder: A - LI
Complete your CLE by Dec. 31, 2023

THE STARK COUNTY BAR ASSOCIATION



THE BAR JOURNAL

Official Publication of the Stark County Bar Association

FOUNDED IN 1900

Suite 400, Courtyard Centre
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Tina McCort, Executive Director & Editor
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The Bar Journal is published monthly for all bar members. Free to members, \$20.00 per year to others.

All communications and editorial material should be directed to the Bar Association office by the fifteenth day of the month preceding publication.

Opinions and positions expressed in the signed material are those of the author and may not necessarily reflect those of the Stark County Bar Association, its officers, staff or board of editors.

From Our President

The Annual SCBA Election, Law Day, and finishing things off with a Happy Hour

On April 11, 2023, the Stark County Bar Association held its Annual Members' Meeting. While the title of that meeting might initially lead you to believe it is widely promoted and well attended, the former is true while the latter is not. Historically, this meeting is sparsely attended, but that does not detract from its importance. The Annual Members' Meeting is where the Nominating Committee makes its report as to candidate recommendations for the upcoming election of Officers and Members of the Executive Committee of the Stark County Bar Association, which will take place on **May 22, 2023**.

For over 123 years, our Association has been able to endure and thrive because members are willing to answer the call to serve as an Officer or Member of the Executive Committee of our Association. This year is no exception and I am happy to report that we have an impressive slate of candidates, to wit:



Stephan P. Babik

President, Stark County Bar Association

OFFICERS

- President Honorable Frank Forchione
- 1st Vice President Angela T. Vagotis
- 2nd Vice President Andrea M. Scassa
- Secretary Beverly Proctor-Donald
- Treasurer Gust Callas

Executive Committee (alphabetical order):

- | | |
|---------------------------|--------------------------|
| • Melinda S. Cooper | • Melissa Voros Pitinii |
| • Julie A. Geiser Everett | • Chrysanthé E. Vassiles |
| • Matthew P. Kreitzer | • Marcus Wainwright |
| • Emilie K. Pidgeon | • Stacey Zipay |

Last year, for the first time, the Stark County Bar Association conducted its annual election electronically using the ElectionBuddy platform. ElectionBuddy proved to be very efficient and easily audited and tabulated. The ability to cast a ballot electronically, with a few clicks, as opposed to the paper and mail ballots also drove participation numbers up. For these reasons, this year, we will once again be using the ElectionBuddy platform for delivery and casting of ballots. As before, if you currently receive a hard copy of the Bar Journal, you will receive a paper ballot. Additionally, if you would prefer to receive a paper ballot in lieu of a ballot via ElectionBuddy, please contact the Bar Office. Regardless of how you receive a ballot, please take the time to vote!

In other news from around our Association, on April 20, 2023, the Stark County Bar Association and its Law Day Committee kicked off the 2023 Law Day events by holding the Televised Ask-A-Lawyer Program at Massillon Washington High School. Fielding student questions at the event were Law Day Chair Todd Evans, Vice-Chair Richard Kuhn, Judge Elum, Judge Fichter, SCBA Secretary Magistrate Andrea Scassa, and me. To say the questions ran the gamut of various areas of law would be an understatement. From copyright law, to immigration, to a host of criminal law questions, the panel did a fantastic job of answering student questions.



As Law Day moves into full swing, I wanted to take a minute to thank all of our members who volunteer and work to make the Law Day events a success each year. Certainly prior to becoming President of the SCBA, I had no idea how much time and effort goes into these events and how many of our members volunteer to assist. Thank you!

Finally, as a quick reminder, on Wednesday, May 17, 2023 at 4:45 p.m., the roving, nomadic, and/or pop-up happy hour event will take place at the Kendal Tavern located at 705 Wales Road NE, Massillon, Ohio 44646. Our gracious hosts for the informal event will be Judge Elum, Judge Fichter, Magistrate Scassa,

and Magistrate Kuhn. It won't be an official affair and there's no agenda, but if you have time and are interested, please plan to attend.



Change of Addresses

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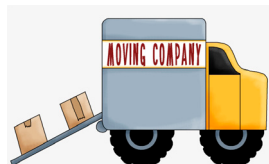
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New SCBA Member

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FAX: 330-489-2610
elise.hamilton@cantonohio.gov

Move Recently?



We want to know where you are!
E-mail Paulie at: scbareferral@starkctybar.com
with all change of RESIDENCE and BUSINESS
address information.

SELF CARE IS NOT SELFISH!

9 WAYS LAWYERS CAN PRACTICE SELF-CARE

By Scott R. Mote, Executive Director of the Ohio Lawyers Assistance Program

Self-care is a basic human necessity. It means taking care of all parts of yourself: accepting your flaws and weaknesses, and taking charge of your emotional, mental and physical well-being. Practicing self-care does not mean you are selfish or narcissistic. It means that you are taking the steps to be the best you to live a healthy and meaningful life.

Lawyers are responsible for helping others solve problems, but it is very important that you learn how to take care of yourself first. To be the best you, you need to make self-care a priority. It is essential for building resilience around stress in your life and helps you cope with anxiety, burnout, stress and depression. Below are nine ways you can start to practice self-care.

Be kind to yourself

Have you heard it? The negative thought that pops into your head when you make a mistake, when you say the wrong words, when you wake up in the morning, when you are late? It might tell you that you are stupid, that you are ugly, that you are not good at your job. Learn to recognize these thoughts and challenge them. Replace them with something positive. For example, if you double-booked meetings, and the voice tells you that you are unorganized and a failure, tell yourself that you will do a better job of keeping your calendar up to date. If you wake up in the morning and look in the mirror and the voice tells you that you are ugly and old, squash it. Tell yourself that you look pretty good for your age! Just as we start to believe our negative thoughts, if you replace them with positive affirmations, you will start to believe them.

Eat a balanced diet

A person who eats mostly refined (processed) foods, ingests more than 45 teaspoons of sugar a day, and eats more than 45% of calories from fat is more likely to suffer health problems than a person who eats mostly fruits, vegetables, whole grains, proteins and legumes. Health issues include a higher risk of heart attack, diabetes, arthritis, sleep disorder, depression, cancer, doctor visits, allergies, gout ... the list goes on. Those who choose to eat healthy have better confidence, live longer, have fewer accidents and a higher energy level.

The focus of a healthy diet should be four key ingredients daily: protein, good fats, complex

carbohydrates and water. You should also invest in a good multi-vitamin.

Exercise regularly

Multiple studies have shown that people who exercise regularly (five times a week for at least 30 minutes) have:

- More energy.
- Sharper memory.
- Improved mood.
- Better concentration.
- Stronger resilience.
- Higher self-esteem and self-confidence.
- Better sleep.
- Less depression.
- Less anxiety.
- Less stress.

An ideal week of adequate exercise is three cardiovascular workouts for 45 minutes and weight training twice a week. Examples of cardio include walking, jogging, swimming, bicycling and hiking.

If you cannot find time to exercise, break it up throughout the day into smaller intervals to equal a total of 30 minutes, as long as your heart rate increases each time. Take the stairs, walk or go to the gym during your lunch break, park your car farther away from the entrance – these small steps can add up. Better yet, invite a colleague to join you on your fitness journey. Having a buddy can increase your chances of committing to exercise.

Get quality sleep

Adequate sleep is another important part of self-care. We all have days where we are sleepy, but beware of fatigue, a mental or physical state of extreme tiredness and lack of energy. Have you ever experienced times where you try desperately to stay awake, but you still find your head dropping and eyelids shutting with no control? You might nod off for a second or a minute, or just have an overall feeling of being tired. This is an example of fatigue. Symptoms of fatigue include trouble concentrating, making decisions, problem-solving, listening and relating to others, which are all requirements of being a good lawyer.

A lack of sleep can result in a greater chance of feeling burned out, an increased chance of heart attack, high blood pressure, stroke and obesity.

(continued on page 10)



Stark County Bar Association **2023 LAW DAY SEMINAR**

"Cornerstones of Democracy: Civics, Civility, and Collaboration"

Wednesday, May 3, 2023

Kent State University At Stark's Conference Center

COURTROOM CIVILITY & COLLABORATION

A VIEW FROM THE JUDGES OF THE STARK COUNTY COMMON PLEAS COURT

The Honorable Kristin G. Farmer
The Honorable Frank G. Forchione
The Honorable Chryssa N. Hartnett
The Honorable Natalie R. Haupt
The Honorable Taryn L. Heath

12:45 P.M. REGISTRATION

1:15 P.M. COLLABORATION IN DISCOVERY DISPUTES; CIVILITY DURING
PRETRIAL HEARINGS; COLLABORATION IN TRIAL PREPARATION; AND
CIVILITY IN DISPOSITIVE MOTIONS AND OTHER MOTION PRACTICES

2:30 P.M. BREAK

2:45 P.M. COLLABORATION & CIVILITY IN MEDIATION; CIVILITY IN JURY &
BENCH TRIALS; AND UNCIVIL TACTICS & COMMON MISTAKES

4:00 P.M. POST-COVID PROTOCOLS & COURTROOM TECHNOLOGY

4:30 P.M. ADJOURN



2023 LAW DAY SEMINAR

LUNCH & SEMINAR:

*Members: \$141.00 Associate Members: \$126.00 Non-Members: \$216.00

SEMINAR ONLY:

*Members: \$132.00 Associate Members: \$117.00 Non-Members: \$207.00

Name: _____ Atty. Reg. No. _____

Address: _____

Email: _____

***PLEASE NOTE:** If you are currently a member of any local bar association, you may attend at our members' price.

Do you prefer to receive the seminar materials via Email or Hard Copy on the day of the seminar? Circle One.

Please mail checks to: Stark County Bar Association
116 Cleveland Avenue, N.W., Suite 400, Canton, Ohio 44702-1728

NO REFUNDS UNLESS RESERVATION CANCELLATION IS RECEIVED 24 HOURS IN ADVANCE OF SEMINAR.

Application have been approved for 2.5 Hours Professional Conduct and .5 General CLE Credit Hours.

Stark County Bar Association **2023 LAW DAY LUNCHEON**

Wednesday, May 3, 2023 - 11:45 A.M.

KENT STATE UNIVERSITY AT STARK'S CONFERENCE CENTER



The Law Week theme this year is “Cornerstones of Democracy: Civics, Civility, and Collaboration”. Our program at the Law Day Luncheon will feature Keynote Speaker Ohio Attorney General Dave Yost.

The luncheon is open to the public and the Bar Association cordially invites your staff, fellow attorneys, family members and friends to attend the luncheon.

Tickets will be \$26.00 per person. Please note that the luncheon will begin promptly at 11:45 A.M. We cannot reserve tables other than for the award recipients so it is suggested that you arrive early.

We will be recognizing the recipients of the Liberty Bell Award as well as the winners of the Moot Court Competition, Digital Media Contest, Essay and Poster contests. Please join us as we honor these deserving award winners.

Call the Bar Office for your reservation at 330-453-0685.

We look forward to seeing you on May 3rd.

Todd Evans, Chairman
Law Day Committee



2023 Law Day Luncheon
Wednesday, May 3, 2023 – 11:45 A.M.
Kent State University at Stark's Conference Center
\$26.00 per Person

Number of Reservations: _____ Total Enclosed: _____

Name (s): _____

Address: _____

Please mail: Stark County Bar Association
400 Courtyard Centre • 116 Cleveland Ave., N.W. • Canton, OH 44702
Phone: 330-453-0685

2023-2024 Nominees

*Officers & Executive Committee
Annual Election • Monday, May 22, 2023*



PRESIDENT

☐ Honorable Frank Forchione



FIRST VICE PRESIDENT

☐ Angela T. Vagotis



SECOND VICE PRESIDENT

☐ Andrea M. Scassa



SECRETARY

☐ Beverly Proctor-Donald



TREASURER

☐ Gust Callas

Executive Committee



☐ Melinda S. Cooper



☐ Julie A. Geiser Everett



☐ Matthew P. Kreitzer



☐ Emilie K. Pidgeon



☐ Melissa Voros Pitinii



☐ Chrysanthé E. Vassiles



☐ Marcus Wainwright



☐ Stacey Zipay



Stark County Bar Association

INSTALLATION LUNCHEON &

2023 PROFESSIONAL CONDUCT SEMINAR

Wednesday, June 28, 2023

DoubleTree by Hilton Canton Downtown
320 Market Avenue South, Canton, OH 44702

- 11:45 A.M. **INSTALLATION LUNCHEON**
Honorable Frank G. Forchione, President-Elect, Officers
and Newly Elected Executive Committee Members
- 12:45 P.M. **SEMINAR REGISTRATION**
- 1:15 P.M. **ACCESS TO JUSTICE & FAIRNESS**
Honorable Kristin G. Farmer, *Stark County Common Pleas Court*
- 2:05 P.M. **ETHICS**
Peter T. Cahoon, Esq., *Plakas Mannos*
Maria Klutinoty Edwards, Esq., *Plakas Mannos*
- 2:55 P.M. **BREAK**
- 3:10 P.M. **PROFESSIONALISM**
James M. Williams, Esq., *Krugliak, Wilkins, Griffiths & Dougherty Co., LPA*
- 4:00 P.M. **ADJOURN**



Installation Luncheon & 2023 Professional Conduct Seminar

☐ Luncheon Only \$25.00 ☐ Herb-Roasted Chicken ☐ Baked Cod ☐ Cavatappi Pasta

☐ Luncheon & Seminar:

*Members: \$100.00 Associate Members: \$87.50 Non-Members: \$162.50

Name: _____ Atty. Reg. No. _____

Address: _____

Email: _____

Do you prefer to receive the seminar materials via Email or Hard Copy on the day of the seminar? Circle One.

RESERVATION DEADLINE: JUNE 23, 2023

***PLEASE NOTE:** If you are currently a member of any local bar association, you may attend at our members' price.

Please mail checks to: Stark County Bar Association
116 Cleveland Avenue, N.W., Suite 400, Canton, Ohio 44702-1728

NO REFUNDS UNLESS RESERVATION CANCELLATION IS RECEIVED 24 HOURS IN ADVANCE OF SEMINAR.
Application will be submitted for 2.50 Professional Conduct CLE Credit Hours.



Stark County Bar Association
and
Stark County Probate Court – Judge Dixie Park
and

Stark Multi Disciplinary Advocacy/Protective Resources Team (SMART)
Present

12TH ANNUAL “JUSTICE FOR ALL: PROTECTING THE ELDERLY AND DISABLED”

Friday, June 16, 2023

First Christian Church • 6900 Market Avenue North, Canton, OH 44721

- 8:15 A.M. REGISTRATION & CONTINENTAL BREAKFAST
- 9:00 A.M. COMMUNICATING WITH OLDER ADULTS AND UNDERSTANDING THE SCOPE AND COMPLEXITY OF COGNITIVE FUNCTIONING AND ITS IMPACT ON THE RISK OF EXPLOITATION AND ABUSE
Dr. Karen P. White, PsyD., ABPP (Geropsychology)
- 10:00 A.M. BREAK
- 10:15 A.M. FIGHTING BACK AGAINST ELDER FRAUD: TOP SCAMS FOR 2023
Brian McDonough, Esq., Assistant U.S. Attorney, Northern District of Ohio
- 11:30 A.M. PROTECTING INDIVIDUALS WITH INTELLECTUAL AND DEVELOPMENTAL DISABILITIES
Scott Phillips, Assistant Deputy Director, Ohio Department of Developmental Disabilities (DOOD)
- 12:30 P.M. LUNCH
- 1:15 P.M. PANEL DISCUSSION
Dr. Karen P. White; Brian McDonough, Esq.; Scott Phillips;
Kyle L. Stone, Esq., Stark County Prosecutor
- 2:30 P.M. ADJOURN



“Justice for All: Protecting the Elderly and Disabled”

*Members: \$135.00 Associate Members: \$112.50 Non-Members: \$247.50

Name: _____ Atty. Reg. No. _____

Address: _____

Email: _____

*PLEASE NOTE: If you are currently a member of any local bar association, you may attend at our members' price.

RESERVATION DEADLINE: JUNE 13, 2023

Please mail checks to: Stark County Bar Association
116 Cleveland Avenue, N.W., Suite 400, Canton, Ohio 44702-1728

NO REFUNDS UNLESS RESERVATION CANCELLATION IS RECEIVED 24 HOURS IN ADVANCE OF SEMINAR.

Application will be submitted for 4.50 General CLE Credit Hours
and 4.50 Credit Hours of Guardian Continuing Education by the Stark County Probate Court.

Data Encryption: Keeping Client Information Secure

Technology is rapidly changing and reshaping the legal sphere. Each innovation brings about different ethical considerations. Programs like Zoom, Google Drive, and Gmail can create potential ethical problems. While these technological advancements provide an easier process to transmit, and store materials, it is pertinent to ensure that sensitive materials are well protected. One way to protect client data is to use programs that use data encryption. Data encryption translates data from plaintext to ciphertext.¹ This process scrambles sensitive information and makes it indecipherable to unauthorized users.

It is important to consider how online data is protected. Video conferencing platforms like Zoom and Microsoft Teams have become frequently used for numerous remote work practices. While these programs are popular and heavily used, it is important to use them responsibly and understand the ethical obligations that come with using them. All Zoom meetings require specific management in order to create a secure meeting.

Each meeting should be held in a private physical space, and headphones should be used to ensure that others are unable to see or hear the conversation. If using a public WiFi connection, make sure to use a VPN to add an extra measure of security. Zoom meetings are recorded and stored in Zoom Cloud.² This is one of the many default settings that can be changed.

Zoom also offers end-to-end encryption for meetings.³ This feature automatically disables multiple features, such as, cloud recording, live streaming, join before host, and live transcription.⁴ Although enabling end-to-end encryption can end useful features, for one-on-one sessions this creates a more secure system.

Google Drive is a popular cloud storage option. With the use of Gmail, it seems practical to also utilize their cloud storage. However, it is important to ensure that you are using Google Workspace rather than a personal Google account.

On February 28th, 2023, Google expanded its data privacy to have client-side encryption for Gmail and Google Calendar.⁵ Google's client-side encryption is controlled on the client's browser before data is transmitted or stored by Google's cloud-based storage. The user has direct control over the encryption keys and the identity provider used to access the keys.⁶

While no program is entirely safe, it is still important

to ensure that you are taking maximum precautions to protect your client's information and complying with ABA Model Rule 1.6. As technology changes it is important to understand what can be done to protect data.

The Law Library has compiled steps on how to turn on the encryption features in Zoom, Google Drive, and Gmail:

Zoom end-to-end encryption⁴

Sign in to the Zoom web portal as an admin with the ability to edit account settings.

Click **Account Management > Account Setting**.

Click the **Meeting tab**.

In Security, enable **Allow use of end-to-end encryption**.

To make this feature mandatory for all users, click **Lock** to confirm the setting.

Under **Default encryption type**, select **Enhanced encryption or End-to-end encryption**.

Click **save**.

Single User

Sign in to the Zoom web portal.

Click **Settings**.

Click the **Meeting tab**.

In Security, enable **Allow use of end-to-end encryption**.

Under Default encryption type, select **Enhanced encryption or End-to-end encryption**.

Click **save**.

Google Workspace client-side encryption⁷

Sign in to **admin.google.com**, this account should have super administrative privileges.

Go to **Security > Access and data control > Client-side encryption**.

In **Apps**, click the service you want to turn client-side encryption on for.

Select a group or unit you want to turn client-side encryption on for.

Confirm your selection.

If the settings for the parent organization have been changed, click **Override** to keep the settings.

If **Override** was already set choose between **Inherit** (reverting to the same setting as its parent) or **Save** (saving the new setting even if the parent setting changed).

By Kasey Brown
Stark County Law Library
kcbrown@starkcountyohio.gov

Footnotes

¹"What Is Encryption? Data Encryption Defined" IBM. Accessed 5 April. 2023. Available at: <https://www.ibm.com/topics/encryption>

²"Cloud Recording in Zoom Rooms" Zoom Support. Last Updated 9 February. 2023. Accessed 6 April. 2023. Available at: <https://support.zoom.us/hc/en-us/articles/206185446-Cloud-Recording-in-Zoom-Rooms>

³Aver, Hugh. "How Zoom Moved Toward End-to-End Encryption" Kaspersky. 13 July. 2021. Accessed 6 April. 2023. Available at: <https://usa.kaspersky.com/blog/rsa2021-zoom-end-to-end-encryption/25012/>

⁴"End-to-End (E2EE) Encryption for Meetings" Zoom Support. Last Updated 21 December. 2022. Accessed 6 April. 2023 Available at: <https://support.zoom.us/hc/en-us/articles/360048660871-End-to-end-E2EE-encryption-for-meetings>

⁵"Google Workspace Expands Data Privacy to Gmail and Calendar with Client-side Encryption" Google Workspace. 28 February. 2023. Accessed 6 April. 2023. Available at: <https://workspace.google.com/blog/product-announcements/gmail-and-calendar-client-side-encryption>

⁶"About Client-side Encryption" Google Workspace Admin Help. Accessed 7 April. 2023. Available at: <https://support.google.com/a/answer/10741897?hl=en>

⁷"Turn Client-side Encryption On or Off" Google Workspace Admin Help. Accessed April. 2023. Available at: <https://support.google.com/a/answer/10745596?hl=en>

The good news is that those who already incorporate a healthy diet and exercise into their daily schedules tend to find that sleep comes easier for them.

To get at least eight hours of sleep, try to build a habit of going to bed at the same time every night and waking up at the same time every day. This consistency stimulates the body's sleep-wake cycle. If you have trouble falling asleep, some supplements like over-the-counter melatonin have been shown to help (but always consult with your doctor first).

Meditate

Meditation is a practice that focuses your mind on a particular object, thought or activity. The benefits of meditation are plenty. It can reduce stress, control anxiety, enhance self-awareness, lengthen your attention span and improve sleep.

Go outside

When you stay inside all day, work long hours and hardly take any breaks, you shut yourself out of your natural habitat—nature. A study found that people who moved from a city to a rural area saw a reduction in depression, and people who moved away from a rural area into a city saw an increase in depression. Another study had depressed people who lived in cities take a nature walk and found that their mood was five times better than the mood improvement of non-depressed people. Our bodies are made to move, and we know that exercise significantly reduces depression. But when scientists compared people who run on treadmills in a gym with people who run in nature, they discovered that there is a higher reduction in depression for those who run in nature. When you are faced with a natural landscape, you get a sense that you and your concerns are very small, and that the world is so much larger than you are. This helps you see the bigger ways you are connected to everything around you. Life is not just about going to the office and building up your retirement account. It's so much more than that! So get outdoors, exercise and enjoy the view. Your mood will thank you for it.

Be grateful

Instead of focusing on the things we don't have or the challenges in our lives, it is important to make gratitude a part of our regular health routine. Many studies have shown that displaying gratitude helps us become healthier, happier and more successful. Showing or practicing gratitude can be done in several ways: say thank you to someone; write a hand-written thank-you note; keep a gratitude journal; thank yourself.

Take breaks from electronics

Although technology addiction is not yet listed in the Diagnostic and Statistical Manual (DSM–5), the book that clinicians and psychiatrists in the United States use to diagnose disorders and mental illnesses, many experts believe that spending too much time online can lead to problems, such as stress, anxiety, sleep disorders and depression.

If you are feeling stressed or anxious, it might be time for a digital detox—committing to refraining from technology for a specific amount of time. It does not mean that you have to totally disengage from your devices—that would be impossible. We all have work to do, and we most likely need technology to do it. A digital detox could be for a weekend, a couple days or even a couple hours a day. Some people who detox create schedules or timeframes for when they will use technology. This might seem impossible to do for some people, but it can and should be done, especially if your technology time is getting in the way of your other responsibilities.

Live in the present

Living in the present, or mindfulness, is not just a popular phrase. It's an evidence-backed lifestyle that psychologists recommend for those struggling with anxiety. Being in the present moment, or the "here and now," means that you are aware and mindful of what is happening at this very moment. You are not distracted by events from the past and you are not worrying about the future. You are centered in the here and now. All of your attention is focused on the present moment. This helps relieve stress and anxiety.

As you focus more on self-care, try to build a self-care plan. You can do this by accessing your needs and considering your stressors. Once you identify these, you can devise self-care strategies to address them. Remember to take small steps and schedule time for self-care. Your body, mind and co-workers will thank you for it.

If you or another legal professional you know needs help, contact the Ohio Lawyers Assistance Program. OLAP is a confidential program that helps legal professionals cope with the stresses of the profession. OLAP has saved lives, careers, marriages and families. All inquiries are confidential. (800) 348-4343 / ohiolap.org



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VACANCY #23-13

Location: Cleveland, Ohio

Classification: JSP-12 to JSP-13

Posted: April 5, 2023

Status: Full-time temporary

Salary Range: \$86,520-\$133,747

Closing Date: Open Until Filled

Position Overview

The U.S. District Court for the Northern District of Ohio is accepting applications for a Term Law Clerk to U.S. District Judge Pamela A. Barker, located in Cleveland, Ohio. The ideal start date for this law clerk appointment is September 11, 2023. This position is anticipated to be a one-year term with potential for extension at the discretion of the successful applicant and Judge Barker.

How to Apply:

Applicants must submit ONE PDF document containing the following to:

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- Letter of interest
- Current Resume
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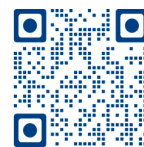
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