



The Law Offices of Marc L. Shapiro, P.A.

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UNLOCKING POTENTIAL

THE IMPACT OF ATTITUDE ON EMPLOYEE TRAINING

With the third week of August being National Management Training Week, I wanted to discuss how our firm approaches training and employee development. I study the topic fairly frequently, usually through audiobooks while in the car or elsewhere. Henry Ford famously said, "The only thing worse than training your employees and having them leave is not training them and having them stay." I agree completely, so we invest heavily in training our employees.



Professional Instruction

Recently, author and researcher Cy Wakeman came to our firm for a training conference with about two dozen of our staff. The group training revolved around lessons in her book, "The Reality-Based Rules of the Workplace," and provided our employees with a road map to increase their value and career success by focusing on what they *can* control. I'm also a fan of her other books, including "Reality-Based Leadership," which is about ditching drama in the workplace and leading more effectively by focusing on reality and accountability, and "No Ego," which is about fostering an environment of accountability and engagement. All her books contain valuable lessons and information for both business owners and employees, making her particularly suited to educate our staff. To be the best, you have to learn from the best.

"You can teach your employees new skills, but you can't teach them to have a positive attitude, mindset, and work ethic. You can't teach hungry."

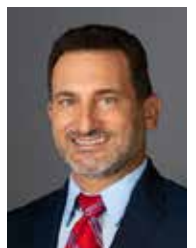
Office Optimization

Attorneys and managers use entirely different skill sets. If you have an office with a few employees, you may be able to administrate it yourself. When your firm grows in size, it can become overwhelming. That is why I previously had an office manager and now have an office administrator *and* manager. Having staff dedicated to measuring performance and nurturing a healthy and productive work environment helps our firm run more smoothly. They create job descriptions and help measure KPIs, or key performance indicators, and other metrics to help determine our employees' performance. Another part of this effort involves our employee self-assessments, which we do every June. This allows us to learn their desires, whether they want more compensation, experience, *room* to earn that experience, or time off. Knowing this helps us better motivate and reward our employees and set goals for them with tangible awards for meeting or surpassing them.

Attitude Trumps Skill Set

If I were to give myself any advice when I was first starting out, it would be to hire the best employees, regardless of the cost. Many business owners fall into the trap of hiring employees at a bargain rate. But it's never really a bargain — if you don't properly compensate your talent, you will not get the best of the best. This could either be because they are incapable of the quality of work desired or because they won't have the proper motivation to give you their best every day. I have also found that hiring for a positive attitude, mindset, and cultural fit is more important than a skill set. You can teach your employees new skills, but you can't teach them to have a positive attitude, mindset, and work ethic. You can't teach *hungry*.

Marc L. Shapiro



America's Wackiest Traffic Laws

Steer Clear of These Oddities on Your Next Road Trip



As you buckle up and hit the road across the U.S., you might want to brush up on more than just your driving skills — some local traffic laws are as quirky as the attractions dotting the country. From the bizarre to the downright hilarious, cruise through four of the weirdest traffic laws that could have you scratching your head or chuckling all the way to your next stop.

California's Speedy Ghost Cars

Head to California, where no vehicle without a driver may exceed 60 mph. Yes, even those futuristic self-driving cars have to obey the speed limits. It's an interesting precaution against our potential AI driver's need for speed and flipping into joyride mode.

Denver's Color Coordinated Sundays

In Denver, Colorado, black cars are banned on Sundays. The origin of this law is murky, but it adds an extra layer of consideration for your Sunday drive. You'd better pick a different color for a leisurely weekend cruise.

Oklahoma's Driving Distractions

Finally, put down the comic books if you're driving through Oklahoma. It's illegal to read them while driving, which sounds reasonable enough considering the focus required to operate a vehicle safely. Save Spider-

Man and Superman for later, and keep your eyes on the road!

Drunk Driving ... by Association?

Strangely enough, in Texas, any driver who is within arm's reach of alcohol while driving is breaking the law, and this includes a passenger's bloodstream! So, Texas drivers must think twice before offering their tipsy buddies a ride home. As for Virginia, drunk passengers can also receive a DUI if they're riding with an intoxicated driver! So, always call an Uber if you and your buddy have had a drink or two.

Whether born from safety concerns or legislative sessions that got wildly out of hand, these rules add a dose of humor to road-tripping across the U.S. Remember these oddities as you navigate the highways and byways — they're not just funny anecdotes but actual laws that could impact your journey!

PROVEN SERVICE

OUR EXPERTISE AND COMPASSION SHINE

"Marc Shapiro and his team provided a seamless experience during a very difficult time. Kati, in particular, was exceptional throughout the entire process. She is knowledgeable, prompt, and kind. She provided frequent updates on my case and answered all my questions. Kelsea was also very informative and helpful. I highly recommend this firm."

-Kelly B.

"I highly recommend The Law Offices of Marc Shapiro. They provide excellent, thorough, and professional service. They always explained the entire process to me, called me, and kept me informed of any details and decisions about my case. Look no further!"

-Maria M.

"I am writing this to express my most sincere thanks for the professional representation of the Marc Shapiro law firm. I especially would like to recommend C. Randall Austin for his thoughtful approach to my situation. It has been a very difficult time for me, and through it all, he has remained composed and shown empathy and patience to explain and take all the time I needed to get through this."

-Laura Z.

"This is an amazing firm to work with. They always get back to you with information and updates. I couldn't have asked for a better attorney. His staff is competent and very knowledgeable. Marc is an amazing man who makes you feel you're part of the family. Thank you, Marc, for everything you do and have done for our family."

-Daniel C.



THE 14-DAY RULE

WHAT FLORIDA'S MOTORISTS NEED TO KNOW

Many rules apply to Florida's motorists — some you are likely familiar with — and others you should be familiar with, which set us apart from many other states. One of these is crucial for anyone involved in a car accident in our state: the so-called "14-day rule." With that in mind, here are a couple of rules Florida's drivers need to know.

No-Fault State

Florida is a no-fault automobile insurance state, meaning motorists must have Personal Injury Protection (PIP) insurance to pay accident-related damages, regardless of who is at fault in that accident. Florida's Department of Highway Safety and Motor Vehicles requires drivers to have a minimum of \$10,000 in PIP and \$10,000 in Property Damage Liability, or PDL, insurance, which covers vehicle and property repairs in the event they are considered at fault. As a rule, we recommend our clients



purchase more than the minimum required amount of PIP insurance, as their damages may be significantly higher than that amount.

The 14-Day Rule

Being a no-fault state means medical expenses arising from injuries are treated differently in Florida than in many other states. According to Florida Statute 627 § 736, those involved in a motor vehicle accident have 14 days to seek medical attention after an accident, and PIP can cover 80% of accident-related medical expenses. If you fail to receive medical treatment within the mandated time frame, you may be unable to receive compensation that otherwise would be owed to you through your PIP insurance coverage. This is why we implore you, if you are in a car accident — even if you don't believe you have suffered any significant injuries — to seek medical treatment *within two weeks* of that collision. You never know what difficulties may arise in the weeks, months, and years ahead.



Not Your Average Chocolate Cake

Ingredients

- 2 cups all-purpose flour
- 1 tsp baking soda
- 1/2 tsp salt
- 2/3 cup unsweetened cocoa powder
- 3/4 cup butter, softened
- 2 cups granulated sugar
- 3 large eggs
- 2 tsp vanilla extract
- 1 1/2 cups buttermilk

Directions

1. Preheat oven to 350 F and grease and flour two 9-inch round cake pans.
2. In a medium bowl, combine flour, baking soda, salt, and cocoa powder. Set aside.
3. In a large bowl, beat butter and sugar until light and fluffy.
4. Add eggs, one at a time, beating until blended; then add vanilla extract.
5. Gradually add dry ingredients to wet ingredients, alternating with buttermilk, beginning and ending with dry ingredients; mix until blended.
6. Divide batter evenly between prepared pans.
7. Bake for 25–30 minutes or until a toothpick inserted into the center comes out clean.
8. Cool in pans, then invert onto a plate. If desired, frost and stack the cakes for a double layer!

Word Search

F Z J C K H L N S K O S O W L
Q I S G J S H Y D N A H N P S
Y M V B Y N E R I N I C H C D
B I D X R G F P D O S W K Z E
M U S T A R D C M I E A T T X
O Q T O M M A C F T N D B K H
Q E B P L S H N B A O O R L X
F S W Q T Y O L O C L P Y Y A
A N Z L E O M Q S A E E S Y F
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M Q B P E L A T G P S X G T S
E J R G N E Z U C C H I N I Q
D B H G N Y B U N Z P D X A W

VACATION
MUSTARD
MOON
SANDCASTLE

SCHOOL
BACKPACK
ZUCCHINI
MELON

OLYMPICS
BEES
PEACH
TWINS



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EXPLORING THE FARMERS MARKET

Enjoyable Activities for the Whole Family

This time of year, we harvest fruits and vegetables in abundance, and farmers markets across the country are brimming with locally grown goods. Taking advantage of these wonderful events where local farmers and artisans sell the fruits of their labor is a great way to support local small businesses and explore all your area has to offer. Moreover, it is a perfect opportunity to share some wholesome fun with your family, as there are activities and attractions at farmers markets suitable for all ages.

Learning Firsthand

Your local farmers are a treasure trove of agricultural know-how. Many farmers will happily talk with you or your children about their favorite crop, what's in season, and their recommendations for recipes that incorporate their produce. It's a great way to grow your kids' social skills and get them interested in gardening and farming.



Scavenging for Samples

There is no shortage of variety regarding the fruits and vegetables offered at farmers markets. Engaging your family in a scavenger hunt to discover various produce among the local farmers' stands is a great way to broaden their minds and keep them entertained. Plenty of farmers will offer you and your kids samples of their wares, allowing you to try before you buy.

Homeward Bound

After enjoying the farmers market, you may want to take what you learned home. Starting a small garden and growing starter plants with your kids is a great way to bond and create lasting memories. Growing and caring for plants and vegetables is a wonderful experience for children and helps them connect more with nature. Do yourself and your family a favor: Explore the farmers market and discover the flavor of your local area.