

The NETWORK

INTEGRATING

KNOWLEDGE

AND

CONNECTIONS

COMPLIANCE



Unpaid Legal Interns, Summer Associates and Contract Attorneys:

.....
The Changing Nature of Professional
Exemption for Overtime Pay



p. 10

Changing the Face of Diversity
& Inclusion in Our Community



p. 12

A Lifetime Experience in Orlando



p. 18

ALASOFLA Adopts-A-School

THE NETWORK IS PUBLISHED QUARTERLY BY

South Florida Chapter,
The Association of Legal
Administrators

EDITOR: Lilly Torres
Pathman Lewis
ltorres@pathmanlewis.com

CREATIVE: Laura Crovo-Lane
lcrovo@netgc.com

THE NETWORK

The Network is published to provide information for the education and benefit of legal administrators, law office managers, managing partners of law firms and others interested in law firm management. Any article or advertising published here or in any prior issue of this newsletter should not be considered to be an endorsement by the South Florida Chapter of the Association of Legal Administrators of the opinions expressed therein or any products(s) advertised. Contributing writers are asked to disclose interests and affiliations that may influence their writing position so that those facts may be obtained upon request.



WHAT YOU LEAVE BEHIND

PRESIDENT'S MESSAGE

JUDITH H. PAWLOSKI, CLM

PETERSON BERNARD

What pearls of my wisdom shall I impart to the Chapter members and Business Partners in this my last President's Message? Does anyone really read this column anyway? Strangely enough, I found out that someone really did and I was quite surprised. In February, Laura Broomell, ALA President-Elect, was visiting our Chapter. At our Miami luncheon, she spoke about leadership and made reference to my President's Message in a previous newsletter. I was astounded. First, I was struggling to remember what I wrote on leadership and, next, I was amazed that she had actually read my article and was drawing reference to it in her presentation. Later, I asked Laura and she confirmed she had read all of my President's Messages. Yikes! What impression had I made on this ALA colleague whom I did not really know? Had I sounded like a Bozo? Or had I come off pithy and knowledgeable?

It made me consider what impression we have on our own employees, partners, fellow ALA members and Business Partners. I recall when I was first offered the position as the "office manager," having worked my way up from receptionist/bookkeeper to legal assistant, one of the partners asked "If you take this position, Judi, do you think the other employees will accept you in this new role?" I remember replying that it was not as important for them to like me, as it would be for them to respect me. We all know that children are like sponges watching and listening to our every word, gesture and how we handle various situations. Well, guess what? So do our employees, our partners, fellow Chapter members, Business Partners and ALA colleagues around the country. Rather than struggle to be someone you are not or to change your image to fit what others expect of you, just be you. Be honest, be humble, be sincere and work hard. If they don't like you, it's ok. Hopefully, they will respect you.

* * *

By the time you read this Message, our Chapter will be in transition to our next Board. I know I leave you in good hands. I can assure you that these members who comprise the Board and the Committees give tirelessly of their time and effort to sustain and build a great ALA Chapter. Remember when you get annoyed with them or they don't return an email quickly or an event does not go off as brilliantly as planned, they are all just volunteers doing the very best they can.

To My Board -

It was my honor serving with you. Thank you all for our support, reminding me to turn on my lights as I drove away from a Board meeting late at night, listening when I vented about a difficult decision and reminding me why I agreed to begin this venture so many years ago.

Special Thanks -

A special word of thanks to the two best friends a gal could have: Viki Allen and Paula Lawson. Without you two, I would still be sitting at the back table of an ALA meeting, not talking to anyone and never approaching a Business Partner. Thanks to your encouragement and what you saw in me, I found my voice. By the way, if you two ever volunteer me for anything again . . . :-)

4



UNPAID LEGAL INTERNS, SUMMER
ASSOCIATES AND CONTRACT
ATTORNEYS: The Changing Nature of
Professional Exemption For Overtime Pay

10



Diversity & Inclusion:

Changing the Face of Diversity
& Inclusion in Our Community

12



Conference Networking

A Lifetime Experience in Orlando

18



ALASOFLA
Adopts-A-School

22



Upcoming
Events



AS A **CLM**,
YOU'LL CREATE A
BRIGHTER FUTURE.

CLMSM
Certified Legal Manager

alanet.org/clm

COMPLIANCE

UNPAID LEGAL INTERNS, SUMMER ASSOCIATES AND CONTRACT ATTORNEYS

The Changing Nature of Professional Exemption For Overtime Pay



Contributed by:
Aaron Tandy, Esq.
Pathman Lewis, LLP

Most if not all law firms are aware that the lawyers and professional staff directly employed by their law firms are not normally eligible for overtime pay. Most firms may well realize that this is the result of an exemption for professional employees set forth directly in the Fair Labor Standards Act ("FLSA"). However, like all exemptions, the Department of Labor and the courts are actively scrutinizing employment arrangements to prevent misclassification and misapplication that would prevent otherwise qualified, eligible personnel from receiving overtime pay – even in law firms and the legal market. Now recent decisions are forcing law firms to consider whether unpaid legal interns, contract attorneys and summer associates are eligible for overtime pay.

The FLSA exemption from guaranteed overtime is for those "employed in a bona fide . . . professional capacity". 29 U.S.C. §213(a)(1). In order for lawyers to qualify for the exemption, the employee must actually be engaged in the "practice of law". 29 C.F.R. §541.304(a)(1) (2015). Applying the FLSA provisions

WHO IS EXEMPT?

The FLSA exemption from guaranteed overtime is for those "employed in a bona fide . . . professional capacity". In order for lawyers to qualify for the exemption, the employee must actually be engaged in the "practice of law"

on overtime pay for unpaid legal interns, summer associates and contract attorneys used to be simple but is now not. Questions now arise whether the unpaid intern is actually an employee entitled to pay; whether the contract attorney's work is actually the practice of law to qualify for an exemption; and whether those summer associates, having no state issued law license, would actually be exempt from the overtime rules.

In years past, law firms might offer unpaid legal intern or clerk positions to college students who were deciding on whether to pursue a legal career. Often the arrangements were mutually beneficial – college students got exposure to law firm practice and law firms got extra pairs of hands to organize files, papers or even law books (when firms still had law libraries). However, as the Second Circuit recognized last year “there are

circumstances in which someone who is labeled an unpaid intern is actually an employee entitled to compensation under the FLSA.” *Glatt v. Fox Searchlight Pictures*, 791 F.3d 376, 382 (2nd Cir. 2015) (establishing a flexible primary beneficiary test to determine whether an intern is entitled to minimum wage and overtime) (amended opinion at 2016 WL 284811). See also *Schumann v. Collier Anesthesia, P.A.*, 803 F.3d 1199 (11th Cir. 2015) (discussing issues in regards to anesthesia assistants). For this reason, many law firms have moved away from providing unpaid intern positions.

Similarly, while more and more law firms are hiring contract attorneys, either directly or through staffing companies, to undertake document review and other tasks that previously were given to law clerks, paralegals or junior associates, questions have arisen as to whether those

contract attorneys would also be eligible to receive overtime for their work. Last year, the Second Circuit reversed an order granting dismissal of a contract attorney's lawsuit claiming entitlement to overtime for document review work. *Lola v. Skadden, Arps, Slate, Meagher & Flom, LLP*, ___ F.3d ___ (2nd Cir. 2015). Determining that the “practice of law” required some application of legal judgment exercised on a client's behalf, and finding that plaintiff had adequately alleged in his complaint that he had not undertaken such judgment, the Second Circuit reversed the dismissal order. This case and others have prompted law firms and legal staffing companies to consider paying overtime to contract attorneys or, alternatively, allowing them to exercise professional judgment in completing assigned tasks.

In all of this, it still remains to address how summer associates

should be treated for purposes of FLSA. For the most part, summer associates more often than not are paid and considered employees during their period of time with the law firm. And they are expected like interns to use the time at the law firm to further their education and, like professionals, to exercise some judgment as a result of their law school education. However, as the Second Circuit found: “[t]he exemption in FLSA specifically relies on the attorney possessing ‘a valid

license . . . permitting the practice of law.’ 29 C.F.R. §541.304(a)(1).” *Lola*, ___ F.3d at ___. Typical summer associates do not possess a law license issued by a state and as such, may actually be entitled to overtime under FLSA if they work more than 40 hours per week. Law firms thinking about the mix of staffing would do well to consider the FLSA implications of bringing on law clerks, contract attorneys and summer associates

and seek guidance from qualified professionals.

Aaron Tandy is a partner in the firm's Commercial Litigation Department, and is head of the firm's Employment Law Section. Mr. Tandy places a special focus on resolution of business torts, regulatory and administrative hearings, employment and HR litigation, and ecommerce and intellectual property disputes, including the gathering and proper use of electronic and social media evidence.

In addition, Mr. Tandy provides counsel to entities looking to comply with federal and state antitrust laws, including the establishment of domestic and international distribution agreements and joint ventures.

www.pathmanlewis.com

LEGAL SEARCH SOLUTIONS
YOUR LEGAL SEARCH PARTNER

Helping Law Firms Run Smoothly Since 1997
Specializing in Direct Hire, Temporary and Temp-to-Hire Placements
Attorneys | Document Review | Paralegals | Legal Secretaries | Support Staff

TopLawJobs.com

| | | |
|-----------------------------------|--------------------------------|-----------------------------------|
| Miami-Dade 305-358-3337 | Broward 954-523-7600 | Palm Beach 561-391-3331 |
|-----------------------------------|--------------------------------|-----------------------------------|

THANK YOU TO OUR 2016 BUSINESS PARTNERS FOR THEIR CONTINUED SUPPORT

[Access](#)

[Affinity Consulting](#)

[Arthur J. Gallagher & Co.](#)

[Bekins of South Florida](#)

[Beltmann Relocation GroupB](#)

[Brown & Brown Insurance](#)

[Commercial Flooring Solutions, Inc. \(CFS\)](#)

[CopyScan, Inc.](#)

[Copytech Solutions](#)

[CORT Workplace Solutions - A Berkshire Hathaway Company](#)

[CSi](#)

[DLE Process Servers, Inc.](#)

[DTI](#)

[The Gourmet Coffee Company](#)

[Harvey Bilt Photography](#)

[Infinisource](#)

[International Data Depository](#)

[IST Management Services](#)

[Kouwenhoven & Associates](#)

[LAN Infotech, LLC](#)

[LawDocsXpress](#)

[Legal Search Solutions](#)

[LexisNexis](#)

[M. Hanson & Co](#)

[My Office Products & Hi Touch Business Services](#)

[NextPointe, Inc.](#)

[Orange Legal](#)

[OTS Legal](#)

[Palindrome Consulting, Inc](#)

[Personnel Management Solutions, Inc.](#)

[Pinetree Benefit Solutions](#)

[Royal Cup, Inc.](#)

[Services on Site](#)

[Solomon Search Group](#)

[Special Counsel](#)

[U.S. Legal Support](#)

[UPS](#)

[Western Digitech, Inc.](#)

Outgoing Editor's Farewell

By Gary Smith, Richard & Richard, P.A.



"Oh, I am fortune's fool!"

William Shakespeare, Romeo and Juliet

Honestly, when I accepted the newsletter editor position in 2010, I did so with some angst. I can't even remember who asked me to head the committee. What I do remember is that even though it wasn't my dream assignment, I was happy to pitch in. And while I may not have been delighted to head the newsletter six years ago, I have come to appreciate my good fortune. This opportunity has made me a better legal administrator. It's provided me with knowledge, friendships and made me a better writer. Special thanks to Laura Crovo-Lane who has always done an amazing job designing and publishing our newsletter.

NextPointe



Call 877-734-1382 to Experience the Next Generation of Office Communications.
www.nextpointe.com



Crystal Clear Voice

Next-generation Cisco phones and hardware ensure you'll experience the best quality voice communications & collaboration.



Loads of Features

Auto-attendant, call-transfer, music on hold, hunt groups, mobile connect and softphones are just a few of the features included.



Unified Messaging

Check your email, fax, and voicemails from one inbox, whether you're on your desk or on the go, thanks to Cisco's Unified Manager.



Saves You Money

Your phones arrive as soon as next day and so does your ROI. And with plans starting at \$29.99, what are you waiting for?



Latest Technology

NextPointe provides the latest in videoconferencing, remote office, and collaboration solutions.



Runs from the Cloud

Say good-bye to expensive PBX equipment and forget about maintenance issues. Just plug your phones to the wall and you're in business!

Changing the Face of Diversity and Inclusion in Our Community

By Felice Solomon, Solomon Search

Solomon Search has been working closely with members of the South Florida Chapter ALA and Miami Carol City Senior High School to introduce an internship program for the students of the school as part of our Diversity and Inclusion Mentoring Program.



For the last year, Solomon Search has been part of the Diversity and Inclusion Committee. Being a part of this committee has given me the ability to take a good hard look at how my company can step up and help our youth secure better futures in the next decade starting with our corporations and law firms. Workplace

inclusion must be addressed and these young men and women need good mentors to help ensure their futures, establish career goals, and bring hope and change to their lives. Without strong mentoring programs in place, the future of these students can be gravely impacted. As community leaders, our goal should be to guide these students in becoming independent and self-sufficient young adults.

As a recruiting company, Solomon Search is devoted to making positive change in our community. We are working with the high school in devising a program whereby students will have an opportunity for summer internships. They will be evaluated and graded by the school. Miami Carol City High School is in the process of constructing the criteria for the program and I hope to be able to entice our administrators to take part in the program.


In addition, Solomon Search is introducing a

\$1,500 scholarship to the school. We believe through mentoring and financial support, like the Solomon Search Scholarship, we can change the outlook of some of our youth facing adversity. We realize the importance to honor uniqueness of each individual and embrace diverse backgrounds, values, and points of view to build a strong, inclusive community and to prepare students for lives in a multicultural society.

The Solomon Search Scholarship is only one way to assist the students of Miami Carol City High School. A mentoring program fostered by the members and law firms of the South Florida Chapter ALA will give great value to the graduating students to pursue a career in the legal community. The phrase, "It takes a village" is exactly what it will take to make positive and constructive change in the South Florida community.

It will take great leadership from our legal community to embrace the challenge to help mentor, educate, and demonstrate that we are willing to embrace diversity and inclusion and make it a living doctrine and not just good thoughts and words.

Please help us in granting some of these student internships for the summer. We look forward to rolling out our program shortly.

Stay tuned... 



A Lifetime Experience in Orlando

By Nilka Gomez, Haber Slade, P.A.

As a member of the ALA South Florida Chapter since 2014, my dream and goal was to attend an ALA conference. In January 2016, I was notified via e-mail that I was approved for a scholarship. This news was like telling me I had won the lotto and it was music to my ears! That same afternoon I made plans to take care of all my firm and personal duties to prepare myself for an upcoming conference. I decided to attend the HR Conference in Orlando, Florida from February 18-20, 2016. It was actually held on my birthday weekend, which was more reason to attend and celebrate success. My first impression when I arrived at the conference was "Ok, I'm here for the next few days with no one I actually know!" I was indeed a bit discouraged, but after listening to the keynote speaker Jeff Tobe, I felt energized and excited to continue attending all the topics. Jeff was extremely enthusiastic, funny and engaging! He even pointed out that the FedEx logo contains an arrow acting as a subliminal message – how

many of you knew that one? Other sessions that day included "Manager 3.0" with Buddy Bush, another superb speaker whose presentation addressed millennials, how to better understand them and how to engage everyone at the workplace. An additional perk was that the speakers made themselves available after the sessions and also gave one the opportunity to contact them for any questions or concerns one may encounter after the conference.

After breaking for lunch, I started talking to different administrators from all over the United States. Although, I must admit the minute I saw Beth Meyers from Shutts, I rushed over to her and said, "Can I sit with you? I have no idea who anyone else is here!" Beth was sitting with two other Shutts administrators, Cathy Zaccardo and Lawanna Voci. I enjoyed my experience throughout the conference as I interacted with these three highly experienced administrators and others, together with knowledgeable business partners. The social sessions of the

conference were also a hit. I was able to ask other administrators how they do things back where they live and get additional ideas, all over a nice glass of wine – how good is that?

As a result, My Managing Partner, David Haber, together with our CFO, Gillian Haber are extremely excited about the new information and proposals I have now planned for the firm.

I am very thankful to the ALA, our business partners and our local chapter for providing us administrators with opportunities like these. As a person that is studying for the CLM exam in May, I was blessed with this opportunity and I will definitely continue to attend conferences throughout the years of my career. I encourage every firm to support their administrators to attend a conference as I feel my knowledge now in HR is extraordinary!

With that said, are we ready for the Los Angeles National Conference? 🇺🇸





ALA
Association of Legal Administrators

Business of Law eLearning Center

Your anytime, anywhere, business of law eLearning solution.

alanet.org/elearning **REGISTER TODAY**

Congratulations!
LISA DASHER
on being selected to the
ALA NATIONAL
Professional Development Committee



*Come On...
Get Happy*

April 21 - Ft. Laud., Timpanos
Sponsor: OTS

May 19 - Miami, Blue Martini/Brickell
Sponsor: Infinisource

July 28 - Ft. Laud., TBD
Sponsor: The Gourmet Coffee

August 22 - Miami, TBD
Sponsor: OTS

November 17 - Ft. Laud., TBD
Sponsor: LAN



Network with friends and business partners



Frustrated with the Lack of Responsiveness and Slow Service from your Current IT Company?

NETWORK SECURITY

Our advanced security systems protect your data and keep your business up and running. From antivirus to firewalls, Attorney's Technical Services offer specialized security solutions for attorneys that prevent malware, data theft and more from wreaking havoc in your business.

FLAT FEE IT

Strategically optimize and protect your IT infrastructure with 24/7/365 proactive monitoring and maintenance. With this flat fee service, you'll bring predictability back to your budget and prevent the downtime that accompanies typical break/fix service contracts.

DISASTER RECOVERY PLANNING

Attorney's Technical Services provide business continuity planning and disaster recovery services for Law firms, that ensure your data is continuously archived (as frequently as every 15 minutes), redundant and ready to restore at a moment's notice, even after a major disaster or server malfunction.

CLOUD COMPUTING

Cloud IT is the future of small and medium sized law firms' technology management. It greatly reduces the cost of setup and IT management overheads, allowing you to focus on your business and not your IT. We offer a variety of solutions leveraging public, private and hybrid cloud solutions.

Ilan Sredni, President
Attorney's Technical Services
A Division of Palindrome Consulting, Inc.



**ATTORNEY'S
TECHSERVICES**

Give us a call and discover how great local IT services and computer support can be!

Call now for immediate support: 305-944-7300



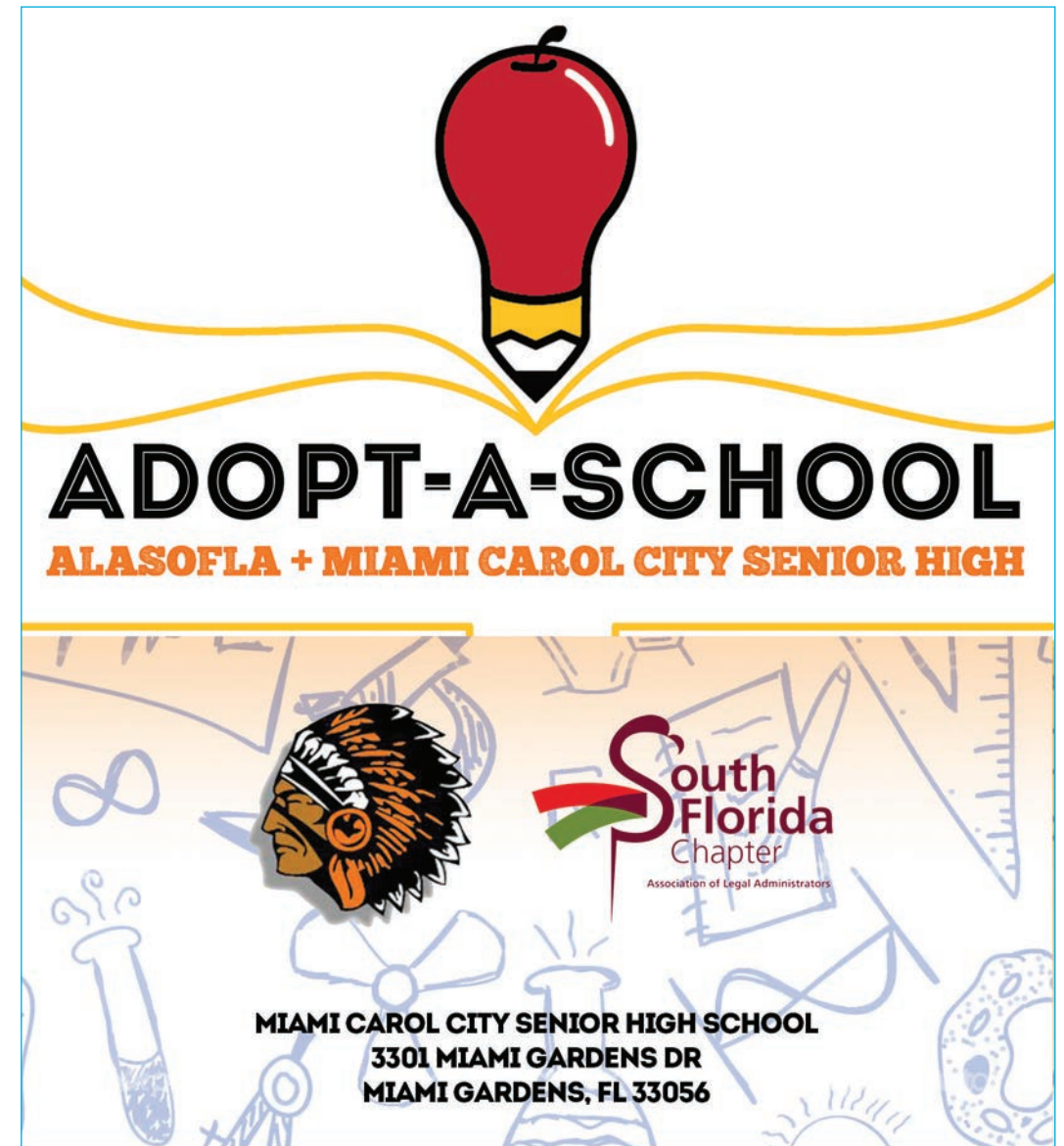
**THE SOUTH FLORIDA CHAPTER
ALA PRESENTS
2016 Great Gatsby Annual Gala
The Biscayne Lady Yacht
January 23, 2016**



ALASOFLA Adopts School As Part of Chapter Mentoring Program

The South Florida Chapter of the ALA partnered with Miami Carol City Senior High School to “Adopt-A-School” as part of a mentoring program spearheaded by our Diversity & Inclusion Committee. A ceremony was held on January 26, 2016 at the high school to introduce our chapter to the Business and Information Technology (B.I.T.) Academy’s student body and outline

the program initiatives. Official proclamations were presented by city officials. The mentoring program provides junior and senior students professional opportunities such as workforce development training, paid internships, sponsored field trips to business organizations in the community, and a deserving student will be awarded a \$1,500 scholarship sponsored by Solomon Search Group.





*Thanks to the outgoing board for their service.
Effective April 2016,
welcome our 2016-2017 board!*

President
President-Elect
VP Membership
Secretary
Treasurer
Director
Director

Marie Colon
Michelle Casares
Kristy Blanco
Adilen Montes
Carole Sheets
Judi Pawloski
Vicki Smith-Bilt

2016
CONFERENCES
SAVE THE DATE



ALA's Business of Law and Specialty Conferences provide access to knowledge, connections and market-ready solutions that transform change into opportunities.



Annual Conference & Expo
May 22 – 25, Los Angeles, CA



Chapter Leadership Institute
July 21 – 23, Fort Worth, TX



Large Firm Principal Administrators Retreat
August 4 – 6, Napa, CA



Law Firm Management Essentials
August 24-26, Chicago, IL



Business of Law Conference – East, Regions 1 & 2
September 8 – 10, Boston, MA



Business of Law Conference – West, Regions 5 & 6
October 6 – 8, Phoenix, AZ



Business of Law Conference – Central, Regions 3 & 4
October 27 – 29, Indianapolis, IN



Corporate Law Department Symposium
TBD



Intellectual Property Conference for Legal Professionals
TBD

alanet.org/events

SOUTH FLORIDA CHAPTER, ALA 2015-2016 BOARD OF DIRECTORS:

| | |
|--|--------------|
| PRESIDENT Judi Pawloski, CLM , Peterson Bernard..... | 954-763-3200 |
| PRESIDENT-ELECT Marie E. Colon , Littler | 305-400-7555 |
| VICE PRESIDENT - MEMBERSHIP Kristine Blanco , Gordon & Rees, LLP | 305-428-5300 |
| SECRETARY Michelle Casares , Litcher Law Firm | 305-933-9970 |
| TREASURER Carole Sheets , Murray, Morin & Herman, P.A. | 305-441-1180 |
| DIRECTORS Paula J. Lawson, CLM , Genovese, Joblove & Battista, P.A. | 305-349-2300 |
| Vicki Smith-Bilt, SPHR, CLM , Greenberg Traurig..... | 305-579-0765 |

COMMITTEES:

AWARDS

[Judi Pawloski, CLM](#)
Peterson Bernard

BUSINESS PARTNER RELATIONS

[Sandra Boriello](#)
Arnstein & Lehr, LLP

CHARITY

[Blanca Aguilera](#)
Rumberger Kirk & Caldwell

CERTIFIED LEGAL MANAGER (CLM)

[Lisa Dasher, CPA, CLM](#)
Wicker, Smith, O'Hara, McCoy & Ford

DIVERSITY & INCLUSION

[Paula J. Lawson, CLM](#)
Genovese, Joblove & Battista, P.A.

LEGAL COMMUNITY RELATIONS

[Victoria Allen, CLM](#)
Rogers, Morris & Ziegler, LLP

MARKETING

[Lourdes Sanders](#)
Broad and Cassel

[Nilka Gomez](#)

Haber Slade, P.A.

NEWSLETTER

[Lilly Torres](#)
Pathman & Lewis, LLP

PLACEMENT-ADMINISTRATORS

[Vicki Smith-Bilt, CLM](#)
Greenberg Traurig

PROGRAMS

[Millie Matias](#)
Greenberg Traurig

REGIONAL COUNCIL

[Judi Pawloski, CLM](#)
Peterson Bernard

[Vicki Smith-Bilt, CLM](#)

Greenberg Traurig

SALARY SURVEY

[Alicia Estrada](#)
Squire Sanders

SCHOLARSHIP

[Arlene Drexler](#)
Stroock & Stroock & Lavan, LLP

SOCIAL LIAISON

[Edgard Delgado](#)
Bercow Radell & Fernandez

[Gary Smith](#)

Richard & Richard, P.A.

SOCIAL MEDIA

[Lourdes Sanders](#)
Broad and Cassel

WEBINARS

Miami: [Vicki Smith-Bilt, CLM](#)
Greenberg Traurig

Coral Gables: [Sonia Hernandez](#)
Daniels Kashtan

Coral Gables: [Edna Barbosa](#)
Kozyak Tropin Throckmorton

Coral Gables: [Peggy Jimenez](#)
Richman Greer

WEBSITE

[Victoria Allen, CLM](#)
Rogers, Morris & Ziegler, LLP

Thursday, April 7, 2016

[Webinar: Managing
Partner/Firm Leader
Integration](#)

3:00-4:00 PM
Daniels Kashtan
4000 Ponce de Leon Blvd.,
Suite 800, Coral Gables

Saturday, April 9, 2016

[Volunteer: Broward
College Paralegal
Program Mock
Interviews](#)

1:00-4:00 PM
Broward College
Central Campus

Wed., April 13, 2016

[Miami Dade Monthly
Lunch Meeting](#)

Workplace Bullying
Speaker: Aaron Tandy,
Pathman Lewis
11:45 - 1:30 PM
Hyatt Regency,
Downtown Miami

Thurs., April 14, 2016

[Broward Monthly Lunch
Meeting](#)

Workplace Bullying
Speaker: Aaron Tandy,
Pathman Lewis
11:45 - 1:30 PM
The Tower Club

Thursday, April 21, 2016

[Happy Hour - Broward](#)

5:30 - 7:30 PM
Timpanos
Ft. Lauderdale

Wednesday, May 11,
2016

[Technology Training &
Luncheon](#)

9:00- 1:30 PM
David Reid, Microsoft Master
Instructor
Tips and Tricks for Word,
Excel, Adobe
Hyatt Regency,
Downtown Miami

Thank you
to our Exclusive Business Partners

South Florida Chapter
Association of Legal Administrators
PLATINUM

OTTS LEGAL
SINCE 1977
OFFICE PRODUCTS & SUPPLIES
an ALL-STATE LEGAL company

INFINISOURCE

LAN Infotech
YOUR TECHNOLOGY IS OUR BUSINESS

The Gourmet Coffee Co.

South Florida Chapter
Association of Legal Administrators
BRONZE 2016