

THE SLG ADVISOR

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BECOMING MORE ACCOUNTABLE IN 2023

By Hiring a Business Coach

We're entering yet another new year, and many of us will use this opportunity to build plans to ensure that 2023 is successful. That success looks different for each of us. Some may want to strive for personal goals like getting in shape or eating healthier, while others will focus on improving aspects of their professional lives. For the past few months, I've been thinking about my vision for 2023 and where I want to grow, and it all comes back to the idea of accountability.

Do I hold myself accountable? Do I ask myself if I am living up to a standard of excellence in all facets of my life? Do I even have a standard for how I live my life? How can I hold myself accountable for the growth and performance of Spada Law Group when I do not have a boss or manager to whom I must answer to? Tough questions, no doubt, but questions that have been on my mind and have prompted me to take action as we head into 2023.

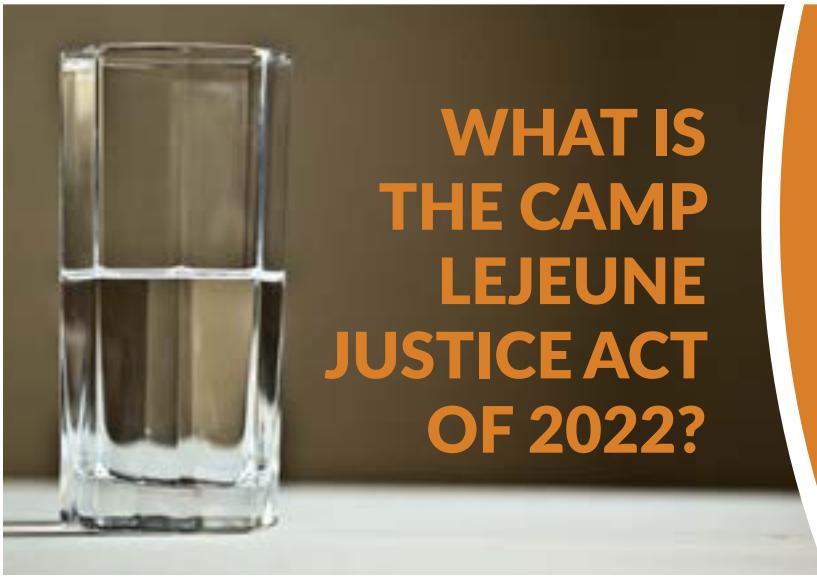
I have come to believe that if you don't hold yourself accountable for achieving set goals, you can fool yourself into thinking you are progressing when all you might be doing is stagnating. I can simply move the imaginary goalpost to make myself believe I scored a touchdown when in reality, I haven't even reached the 50-yard line yet. I am determined not to kid myself like that. I plan to hold myself and all team members here at Spada Law Group accountable for clearly defined, achievable individual goals. This will ensure that we continue

to deliver amazing client service while expanding our capacity to help more people. But how am I going to do that? Well, I hired a coach to help me.

I have always been dismissive and critical of "life coaches." I just never thought anyone other than a loved one or family member was qualified to give me "life coaching." I still feel that way to a large extent, and I apologize to anyone reading this who believes differently. It's just my opinion. A "business coach," however, is what I sought and retained for 2023. I am an excellent lawyer, but I sure could use some help navigating the "business" of running a bustling law firm. Our success as lawyers has put us in a position to grow rapidly, and what was once a small and easy-to-manage law practice has morphed into a very big business. A business that, if not run professionally, could jeopardize what I have passionately built over the last 25 years. So, a coach has been brought in to help hold me accountable for running the business well.

2022 was a fantastic year for us. We grew by a whopping 50%, and we anticipate more of this type of growth in 2023. However, growth at the expense of quality service is unacceptable to me. I have no interest in growing just for the sake of getting bigger. My challenge moving forward is to grow at a pace that is sustainable and which permits us to continue to deliver amazing client service. That is hard to do without

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WHAT IS THE CAMP LEJEUNE JUSTICE ACT OF 2022?

Does it Apply to Me?

If you've recently turned on the TV to watch cable or flipped on the radio while heading to work, you've probably noticed a commercial or two talking about Camp Lejeune and the Camp Lejeune Justice Act of 2022. Camp Lejeune is the location of one of the worst water contamination instances in American history. The Camp Lejeune Justice Act of 2022, passed in August, allowed those affected to file a claim against the federal government for the damages they and their families sustained. Victims were previously prohibited from pursuing claims against the federal government.

Between 1953 and 1987, the water at Camp Lejeune was contaminated with toxic chemicals such as perchloroethylene (PCE), trichloroethylene, vinyl chloride, benzene, and more. These dangerous chemicals have been linked to various cancers, including lung, brain, leukemia, thyroid, esophageal, breast, bladder, liver, and kidney cancer. Congenital disorders, Parkinson's disease, cardiac defects, and neurobehavioral disorders have also been linked to the toxic water at Camp Lejeune. In 1985, the maximum PCE level in Lejeune's water was 215 parts per billion; the Environmental Protection Agency (EPA) deems anything over 5 parts per billion to be unsafe for consumption or use.

The Camp Lejeune Justice Act of 2022 allows those affected to seek compensation, but there are certain restrictions on who qualifies. Only those exposed to Camp Lejeune drinking water for at least 30 days between August 1, 1953, and December 31, 1987, are eligible to file a claim. They will also need to prove that Camp Lejeune water caused the illness or injuries, which will require the testimony of a medical professional.

If you or a loved one believes you were harmed by the drinking water at Camp Lejeune give us a call immediately. We will help you assess your claim and ensure you get answers to your questions.

STAY SAFE ON THE ROAD BY UTILIZING WINTER TIRES

We are in the throes of winter now, and January is often the snowiest month we experience all year. If you regularly drive in our area, you already know how dangerous winter weather can be on the roads. Snow, ice, and sleet all increase the risk of accidents. While the key to avoiding accidents in winter conditions is to drive safely and responsibly, sometimes that's not enough to prevent a collision. For those situations, it can help if your car is outfitted with winter or snow tires.

If you've never used winter tires before, you're not alone. When you buy a car from a lot, they come equipped with standard all-season tires. These tires provide a calm and comfortable ride and can handle whatever weather conditions are thrown your way. While these tires will likely get you through the winter, making the change to winter tires will allow you to tackle winter conditions in a much safer manner.

Winter tires are specially designed to perform significantly

Review of the Month



"I contacted Spada Law Group after my daughter was involved in a serious accident. Len and Robyn could not have been more helpful. From beginning to end, they were informative, quick to respond to any and all questions, and very sensitive with my daughter regarding her injuries. They were always available to help with anything we needed. Would highly recommend."

-Beth M.

THE ROADS THIS WINTER

better in cold winter weather. When the roads are cold, the tread of all-season tires becomes harder, making it more difficult for them to grip the road. Winter tires are more flexible and can grip the road easier. Winter tires are also designed with a unique tread that pushes snow outward instead of letting it build up, which provides better traction. They can even help improve your steering and braking in unpleasant conditions. Have you ever experienced hydroplaning when driving through standing water? Winter tires offer a huge hydroplaning reduction.

It's best to put winter tires on when you first head into winter and to take them off by April. Winter tires last just as long as all-season tires, with an expected life of 40,000 miles. That means they would last the average American eight to nine years if added and removed at the recommended time.

If you want to drive safer this season, look into buying winter tires for your vehicle. You'll be amazed at how much of a difference they can make.



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someone coaching you properly! Suddenly, we have had to decide quickly how many new people to hire, when to hire them, for what roles we must hire, where to look for top-tier talent, where to acquire larger office space, how to collect and analyze data to help us make these decisions, and how to manage finances properly to sustain growth. The list of business decisions to be managed is head-spinning, and all of this must be handled behind the scenes while our clients continue to be vigorously and compassionately represented in their injury cases. You see why a coach might help?

The new year provides us with the perfect opportunity to create plans to ensure that we see growth and improvement in our lives. I'm committed to utilizing a business coach this year to help me provide impeccable service and representation to my clients while we continue to grow. What do you plan to change for the better this year? Now is the time to put some plans into action.

-Len Spada

Mediterranean Flatbread

During the winter season, we often like to cook warm, quick, and delicious dishes. I absolutely love eating flatbreads during this time of year. Whether you make your own dough or buy the bread premade, you can't go wrong with a delicious flatbread. Here's one of my favorite recipes.

INGREDIENTS

- 1 naan
- Small handful of spinach
- 1 marinated artichoke, sliced
- 2 tbsp sliced black olives
- 1/4 cup grated mozzarella cheese
- 1-2 sun-dried tomatoes, sliced
- Balsamic glaze
- Za'atar for seasoning

DIRECTIONS

1. Preheat oven to 400 F.
2. Spread spinach over naan.
3. Top with a mixture of artichokes, olives, cheese, and tomatoes.
4. Bake for about 10 minutes or until the spinach has wilted and the cheese has melted.
5. Garnish with za'atar and a drizzle of balsamic glaze.

111 Everett Ave., #1F
Chelsea, MA 02150

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All About Knocker-Ups: England's Human Alarm Clocks



Scan to follow us on social media!



Before Alarm Clocks, Knocker-Ups Helped People

HOW THESE EARLY MORNING HEROES ROUSED THE SLEEPING

Until the 1940s, alarm clocks were a luxury few people in the English working class could afford. Unfortunately, some of these devices could be unreliable and caused people to miss appointments or oversleep. This ultimately gave birth to “knocker-ups,” the human alarm clocks people hired to wake them up.

Being a knocker-up became popular during the Industrial Revolution, especially in cities where technical innovation boomed, and many citizens were due at factory jobs before the sun came up. In some towns, residents set slate boards against their outside walls to write their weekly work schedule; this way, any knocker-up would know when to wake them. These boards became so common that people referred to them as “knocky-up boards” or “wake-up slates.

Knocker-ups were paid a few pence each week to wake their clients before work, and each knocker-up generally had a route full of clients to wake at different times. The thing is, they didn't just stand at the door and knock. Knocker-ups became famous for using poles to tap on clients' second-story bedroom windows. Some even attached soft hammers or rattles to the ends of the rods to create a more startling sound when they tapped.

Typically, this job was taken on by older men who were past their working age or women who needed income to support their families. Police officers also considered this a good side job to earn extra money. Many of them simply completed their morning patrol, then stopped by to wake clients living along their regular routes.



However, the most famous knocker-up, and allegedly the last to exist, is Mrs. Molly Moore. Her mother was a knocker-up, and Molly continued her legacy after she passed. This mother-daughter duo became known for their unique knocking methods; instead of long poles, the two used a rubber tube as a make-shift pea shooter and pelted clients' windows with dried peas.

Whatever the method, a knocker-up wouldn't leave until their client came out the door and headed on their way to work.

While history may have long forgotten about these early-morning heroes, their reliability and commitment are what ultimately allowed thousands of employees to make it to work on time.