

# THE GBA NEWS DOCKET

VOLUME 68, NUMBER 9; MAY 2019



Hon. Teresa H. Vincent,  
*President of the  
Greensboro Bar  
Association*

## IN THIS ISSUE

May Calendar Notes . . . . .	2
New Member . . . . .	2
Volunteer at Potter's House . . . . .	2
Stell: Profile of an Internal Fraudster . . . . .	3
Young Lawyers Section: Connections . . . . .	4
GBA Brings Home Trivia Trophy . . . . .	5
Mix & Mingle Highlights . . . . .	6
Thanks for Supporting The Human Race 2019 . . . . .	7
Fred Lind Receives Caswell Award . . . . .	8
GBA 2019 Annual Picnic . . . . .	9
Life Saving Blood Drive . . . . .	10
2018 NC Pro Bono Honor Society . . . . .	11
Phillips to Receive NCBA Public Service Award . . . . .	11

## Message from the President

Greetings!

It is hard to believe that our meeting year is almost over. As they say, "all good things must come to an end."

I would like for you all to know that it has been a pleasure to serve as your president this meeting year. After the loss of my husband in May of 2018, it was unclear whether my loss would hamper my ability to lead this great organization. As it turns out, the opportunity to serve as your president was just as my late husband and I thought it would be. You see, we discussed whether I should accept the nomination of president once the opportunity was presented. At that time, we knew his prognosis was quite grim. However, given my personality type, we agreed that having this challenge could be cathartic if he transitioned from this earthly life to his heavenly life. As expected, I found my experience to be fulfilling and therapeutic. I truly believe that our talents and abilities are meant to be utilized in serving others.

“ It has been an honor and privilege to create opportunities with the goal of offering great value for your membership. ”

I would be remiss if I did not thank Diane Lowe and an amazing board of Directors, as well as committee chairs and committee members, for their leadership and contributions throughout this meeting year. We made great strides by providing two free Continuing Legal Education sessions in the fall and spring, as well as our Annual C.L.E. Seminar. We raised well over \$20,000.00 for Legal Aid of North Carolina, donated books for the students attending Jones Elementary, served as volunteers for the Potter's House, recognized several members for their accomplishments in the legal profession and/or community, provided opportunities to walk in the Human Race and/or donate blood to the Red Cross, and were triumphant over the High Point Bar Association in the Battle of the Bars Trivia competition. The year was not without challenges. However, we resolved one of our major challenges regarding where to host our lunch meetings by securing the Greensboro Country Club, which is conveniently located to downtown.

In closing, I would like to thank each of you for allowing me the opportunity serve as your president for the 2018-2019 meeting year. It has been an honor and privilege to create opportunities with the goal of offering great value for your membership. I wish our incoming president, Eric Richardson, and his leadership team great success in the upcoming year. I hope you will join us for the final gathering planned for this meeting year. We invite each of you to celebrate the end of our year with food and fellowship at a Greensboro Grasshoppers game scheduled in May 2019.

With Warmest Regards,  
Teresa H. Vincent

You can contribute news or topics of interest to the GBA by contacting Editor Kim Gatling:  
[kgatling@foxrothschild.com](mailto:kgatling@foxrothschild.com)

# MAY CALENDAR NOTES

- May 8 Board Meeting, 4:00 PM,  
Self Help Building
- May 15 YLS Board Meeting, 12:00 PM,  
Fox Rothschild
- May 19 Potter's House, 9:00 AM,  
305 W. Lee Street
- May 19 Picnic at the Ballpark, 1:30 PM,  
First National Bank Field
- May 20 GBA Blood Drive, 10:30 AM-3 PM  
Elon Satellite Location,  
101 W. Friendly Ave.

[Click to keep up with GBA Events Online](#)  
[Click Here for Legal Community Posts](#)

## CONNECT WITH US!



[GBA Young Lawyers Section](#)  
[Greensboro Bar Association](#)

## NEW MEMBER

Approved April 10, 2019

Nicole Sarah Mueller  
Legal Aid of North Carolina  
Endorsed by Edward R. Sharp

# VOLUNTEER AT POTTER'S HOUSE

Volunteers are needed to serve food to the less fortunate at the Urban Ministry's Potter's House.

Shifts are from 9:00 AM to 12:30 PM. This is a great opportunity to give back to the community in the company of fellow members of the bar. We need help on the following Sundays:

May 19

Please email Karen McKeithen Schaede at [kschaede@connorsmorgan.com](mailto:kschaede@connorsmorgan.com) if you are able to help. Write POTTER'S HOUSE in the subject line.



## Shamrock Shredding

Locally-owned and proudly NAID® Certified  
On-Site Document Destruction Company  
offering purges and regular scheduled service.

*Advantages to using Shamrock Shredding  
for all your shredding needs:*

1. Flexibility to customize your service to fit your needs.
2. For your questions, problems or requests, you deal locally with prompt and friendly service.
3. Being local enables us to keep our prices low.

[www.shamrockshredding.com](http://www.shamrockshredding.com) 336-907-7046



## NOTICE

Submissions for consideration for the Greensboro Bar Association Newsletter should be made to Editor Kim Gatling, [kgatling@foxrothschild.com](mailto:kgatling@foxrothschild.com). All written submissions should be made in Word format and should be in complete form, and any photographs should be submitted in jpeg format. Any photographs submitted should contain a caption identifying the person or persons in the photograph and, where applicable, other information necessary to understand the context of the photograph. Submissions made in other formats, including e-mail text submissions, may not be considered for publication.



Camille Stell  
is President of  
Lawyers Mutual  
Consulting & Services.  
Continue this conver-  
sation by contacting  
Camille via [email](#) or  
800.662.8843.

# PROFILE OF AN INTERNAL FRAUDSTER

Today we hear about fraud from every direction. We stay on high alert for scams concerning our work email or fraud on our personal debit or credit cards. For the second time in six months, my bank has sent me a text message alerting me to fraud on my debit card. When I check my online bank statement, I see that my bank has detected the fraudulent activity and they have already reversed the charges by the time I connect with them. The biggest inconvenience is waiting to receive a new debit card after the fact, but this is a small price to pay knowing that my bank is being vigilant about fraud on my behalf.

The Association of Certified Fraud Examiners, the world's largest anti-fraud organization, released their 2018 Report to the Nations. Here are some of their conclusions after examining 2,690 cases of occupational fraud in 125 countries involving 23 industry categories from January 2016 – October 2017:

- Median period of time fraud occurred before being caught – 16 months
- Median amount of loss - \$130,000
- 22% of cases involved losses of \$1 million+
- Tips are by far the most common initial detection method at 40%, compared to 15% by internal audit and 13% by management review. Employees provide over half of the tips.
- Small businesses lost almost twice as much per scheme to fraud - \$200,000 in median loss for businesses with fewer than 100 employees, compared to \$104,000 median loss in businesses with 100+ employees
- Fraudsters who had been with their company longer stole twice as much – employees with more than 5 years tenure took a median of \$200,000, compared to employees with less than 5 years tenure took \$100,000 median
- Internal control weaknesses were responsible for nearly half of frauds
- Companies with anti-fraud controls were associated with lower fraud losses and quicker detection
- Only 4% of perpetrators had a prior fraud conviction
- Over the past 10 years, occupational fraud referrals to prosecution declined 16%. The top reason for non-referral was fear of bad publicity.

- A majority of victims recovered nothing

Unfortunately, law offices are not immune to employee theft. Consider these red flags that could apply to lawyers or staff who are taking money from the firm:

## PERSONAL

- Undergoing known financial difficulties
- Divorce or other major life changing events
- Unexpected change in behavior
- Instability in their life circumstances
- Past employment related problems
- Past legal problems
- Living beyond their means or an excessive lifestyle
- Desire for personal financial gain
- Excessive family or peer pressure for success

## PROFESSIONAL

- Unusually close relationship with vendors or clients
- Serves as primary contact with law firm bank and payroll vendor
- Often makes tasks more difficult than necessary perhaps to obfuscate or reduce transparency
- Overly protective about their workspace
- Prefers to work unsupervised, after regular work hours or frequently takes work home
- Complains about lack of authority or a micro-managing work environment
- Complains about inadequate pay
- Complains about excessive work pressure and stress
- Reluctance to take vacations or extended time away from the office
- Reluctance to delegate or allow assistance from others

## PERSONALITY TRAITS

- Control issues manifested in such ways as an unwillingness to share duties or asking fellow employees not to go through their mail or work product while they are out of the office
- Excessive secrecy or trust issues
- Irritability, suspiciousness or defensiveness
- Confrontational when challenged

Continued on page 8



Nicole Patino  
is President of the  
Greensboro Bar  
Association's Young  
Lawyers Section  
and is an attorney  
with Law Offices of  
Fred T. Hamlet.

[lpatino@vt.edu](mailto:lpatino@vt.edu)

## Young Lawyers Section: Connections

As we wrap up the year, we want to thank those of you who have been faithful in attending the YLS events. We encourage those of you who have been missing to make a return next year and we hope you will bring new attorneys to help them find their roots in the legal community in Greensboro. The year has been eventful for all of us and I have high hopes for next year. We will soon be welcoming in a whole new group of attorneys.

These last couple months have been busy and exciting. Please take note of the events that have passed and those that are to come.

### Trivia night with the HPBA

The Second Annual Bar Association Trivia Battle occurred on Tuesday, April 9, 2018 at WiFi Wine Bar & Shoppe. Thanks to everyone who came out. Greensboro brought home the trophy and it was a team of young lawyers who made it happen! Great job, ladies and gentlemen!

### Young Lawyers Division

NCBA Young Lawyers Division hosted Brews for the Greater Good on April 17, 2019 at Bearded Goat. It was one of the most successful Brews for the Greater Good events so far!

### Swearing-In Ceremony

YLS is pleased to announce that we will be holding a second Swearing-In Ceremony this year for the new attorneys who passed the February Bar! The event will be May 23, 2019, and we will cap it off with the end of the year celebration. The application packets will be available on the YLS Facebook and website when the final details are completed. We hope to see you there! Please inform any young attorneys you know of the event.

### End of Year Celebration

Our annual end of year celebration will be held on May 23, 2019, from 5:00p.m. to 7:00p.m at Horigan's House of Taps. Please come out and celebrate the end of the year with us!

If you want more information about upcoming YLS events or to learn how you can get involved, visit our website at [www.greensboroyls.org](http://www.greensboroyls.org), e-mail us ([info@greensboroyls.org](mailto:info@greensboroyls.org)), or follow us on [Facebook](#) (Greensboro Bar Association's Young Lawyers Section). You can post fun events there, too!



# GBA BRINGS HOME TRIVIA TROPHY

There had been rumblings about who would win the Second Annual Bar Association Trivia Battle. At the High Point Bar Association Meeting, they mentioned at every meeting how they would keep the trophy at home. Greensboro Bar Association members discussed preparations months in advance.

The winning team answered an entire category correctly. Our own Sharon Dunmore was able to assist her team in correctly distinguishing spells and charms from Harry Potter from obscure terms that have appeared in legal opinions over the years. *Mutatis mutandis*, anyone?

Members of the GBA and HPBA worked together to plan a location, to create a budget, and to bring everything together, including a host. Trivia topics included Expecto

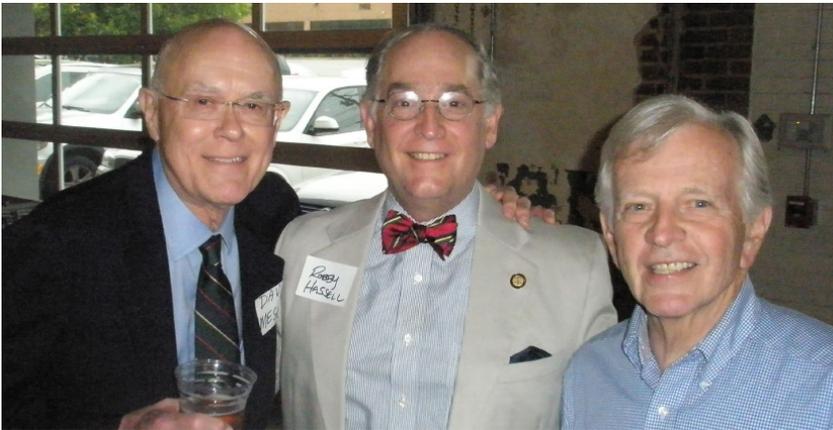
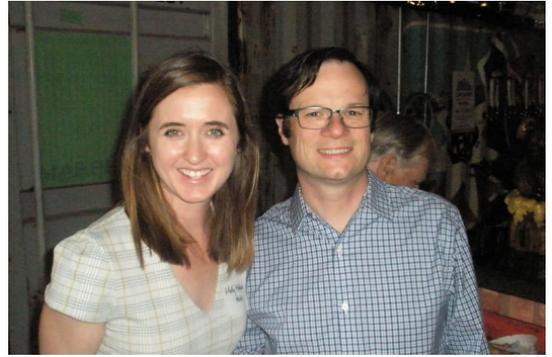
Patronus or Ex Post Facto; general knowledge; famous law school graduates; and Child's Play.

From the platform where the host announced the questions, it was apparent that spirited discussions and debates were taking place. Laughter could be heard over drink orders and, often, over the trivia hostess. Even the staff at WiFi Wine Bar joined in. Jokes were made at the expense of those who didn't attend - all in good fun, of course.

The trophy now resides in Greensboro, thanks to a group of young lawyers. More importantly, however, it was obvious that this event bridged gaps between groups - attorneys and judges, old and young, litigators and transactional attorneys, and GBA and HPBA.



# MIX & MINGLE HIGHLIGHTS



# THANKS FOR SUPPORTING THE HUMAN RACE 2019

The Human Race was a great success with about 22 members participating and many others donating. At present we raised \$2010.00 for non-profits in Greensboro. It is not too late, you can still donate by logging onto [www.thehumanrace5k.org](http://www.thehumanrace5k.org). Thanks to all who participated on Saturday



# FRED LIND RECEIVES CASWELL AWARD

Congratulations to Guilford County Public Defender Fred Lind, who was honored with the prestigious Caswell Award in recognition and appreciation for 45 or more years of dedicated, extended service to the State of North Carolina. The ceremony was held Tuesday, April 2, at the North Carolina Museum of History in Raleigh and honored 21 employees across state agencies and branches. Lind became the assistant public defender in September 1974 and then Guilford County's chief public defender in 2011. Thank you for your service, Fred!



## PROFILE OF AN INTERNAL FRAUDSTER Continued from page 3

- Tells lies, even about unimportant items
- Unreliable
- Cuts corners or bends the rules
- Tends to shift blame and offer excuses

Law firms often fail to see the red flags. Lawyers sometimes delegate tasks that are associated with finances, billing, receivables, ordering supplies and

maintaining bank and payroll company relationships. As a result, there are missed opportunities to detect or prevent fraud. Also, as employers fail to respond to red flags, the fraudster often feels more emboldened to continue the fraud and often in increasing measures. First, the target is the petty cash fund, then payroll or the trust account.

## STEPS TO PREVENT EMPLOYEE FRAUD

- Create a positive work environment that encourages employees to follow established policies and procedures
- Implement internal controls and proper checks and balances
- Screen potential employees carefully – use pre-employment background checks, use a respected recruiting firm, check references
- Educate your employees on trust account guidelines
- Reconcile firm accounts regularly
- Have the firm's financial statements sent directly to managing attorney
- Perform random audits
- Rotate job duties
- Require dual signatures on checks
- Do not allow signature stamps to be used
- Implement mandatory vacation policy
- Offer to assist employees who are experiencing stress or difficult times (programs may be offered through your insurance program such as Employee Assistance Programs or wellness programs)
- Obtain employee dishonesty insurance coverage (Adam Pierce at Lawyers Insurance Agency can assist)
- Trust your instincts

Recognizing red flags and being willing to act on them could save your law firm money and even more importantly, your law license.

*Camille Stell is the President of Lawyers Mutual Consulting & Services. Continue the conversation by connecting with Camille at [camille@lawyersmutualconsulting.com](mailto:camille@lawyersmutualconsulting.com) or 800.662.8843.*

A photograph of a large, multi-story brick building with many windows. Overlaid on the image is a white box with the text "PIEDMONT BUILDING" and "110-114 N Elm St. | Greensboro, NC". At the bottom, there is a red banner that says "OFFICE SPACE AVAILABLE" and a white box with "FOR LEASE" and contact information for Colin Rockson and Elliot Sheridan. The Piedmont Triad logo is also visible.

PIEDMONT BUILDING  
110-114 N Elm St. | Greensboro, NC

**OFFICE SPACE AVAILABLE**

**FOR LEASE**

- Classical, elegant office suites at modest pricing
- Various sized suites available
- Full service building
- 3 Blocks from Courthouse
- 1 Block from Elon Law School
- Elm St. Views available

**Colin Rockson**  
336-707-2070  
crockson@naipt.com

**Elliot Sheridan**  
336-404-8768  
esheridan@naipt.com

**Piedmont Triad**

# GBA 2019 ANNUAL PICNIC

## Save The Date!

Bring your family (kids too!) for an afternoon of food, fun, and BASEBALL!!!

**Sunday, May 19**  
**Gametime: 2:00**

First National Bank Field  
Sunbrella Shade Zone (Field & Terrace Levels)

**All-You-Can-Eat Picnic Buffet from 1:30 to 3:00 p.m.**



[Register Here!](#)

**ROCK & ROLL**  
UP YOUR SLEEVE

**GIVE  
BLOOD**



**American  
Red Cross**



**LIFE SAVING BLOOD DRIVE**  
**GREENSBORO BAR ASSOCIATION**

**Elon Law Satellite Location**

Classroom 106  
101 W. Friendly Ave  
Greensboro, NC 27401

**MONDAY, MAY 20, 2019**

**10:30 AM TO 3:00 PM**

**[CLICK TO SCHEDULE AN APPOINTMENT ONLINE](#)**

redcrossblood.org | 1-800-RED CROSS | 1-800-733-2767

© 2014 The American National Red Cross

# 2018 NC PRO BONO HONOR SOCIETY

Four attorneys from Black, Slaughter & Black have been named to the 2018 North Carolina Pro Bono Honor Society: Emily Meister, Jennifer Ruby, Jim Slaughter, and Harmony Taylor. The Greensboro Bar Association is pleased to recognize their service.

## PHILLIPS TO RECEIVE NCBA PUBLIC SERVICE AWARD

Reid L. Phillips has been selected to receive the 2019 Chief Justice I. Beverly Lake, Jr. Public Service Award at the NCBA Annual Meeting in Asheville. His name was placed in nomination by the Past Presidents' Council and approved unanimously by the NCBA Board of Governors at its spring meeting in Wrightsville Beach. A graduate of the University of North Carolina at Chapel Hill (1974) and

the University of Texas School of Law (1977), Phillips has practiced his entire career with Brooks Pierce, serving as managing partner since 2016. He has provided leadership to the Community Foundation of Greater Greensboro and the LeBauer Park Steering Committee, and in 2015 served as chairman of the War Memorial Commission which oversees the Greensboro Coliseum Complex.



DAVIS FORENSIC GROUP

*Financial Investigation Professionals*



*The Davis Forensic Group  
provides financial investigation  
support to attorneys and their clients.*

### SPECIALTIES

Civil & Criminal Actions

Special Master in North Carolina Business Court

Shareholder Disputes

Examiner in U.S. Bankruptcy Court

Government Financial Investigations

Corporate Internal Investigations

**Bert Davis Jr., CPA, CFE, CFF**

(336) 543-3099 • [bdavis@davisforensic.com](mailto:bdavis@davisforensic.com)

Greensboro • New York

**DavisForensic.com**



GREENSBORO BAR ASSOCIATION  
24th JUDICIAL DISTRICT BAR  
122 North Elm Street, Suite 805

Mail: Post Office Box 1825  
Greensboro, NC 27402

Email: [jd18gba@greensborobar.org](mailto:jd18gba@greensborobar.org)

Phone: 336.378.0300

FAX: 336.378.0688

Website: [www.greensborobar.org](http://www.greensborobar.org)