

ADAPTING TO AN EVER-EVOLVING WORLD

Why Continuous Learning Is Crucial for Workers' Compensation Attorneys

If you didn't already know, September marks Self-Improvement Month, a time meant to remind us of the importance of continual personal and professional development. As life progresses and we enter new phases, adapting and growing becomes essential, especially for anyone practicing law like myself. As a workers' compensation attorney and business owner, I've experienced firsthand how embracing lifelong learning isn't just helpful — it's critical for moving forward and avoiding falling behind.

Life is like cycling: You keep pedaling to maintain momentum and balance. In my profession, where regulations and client needs constantly change, standing still could mean falling behind. Unfortunately, the world of workers' compensation often experiences countless changes based on shifts in government policy, regulations, and procedural updates. Keeping up with these changes isn't easy, but it is essential to effectively represent my clients.

When I started in the legal profession, everything was done in person. Now, many of our interactions and transactions have moved online. For me, this shift meant I either needed to sink, float, learn new skills, or fall behind. I've always thought that lawyers may excel in their field, but they don't make for the best businesspeople. When I launched my firm, I knew I had to approach it with a well-rounded perspective.

To make matters even more complicated, Ohio's workers' compensation landscape has seen drastic changes. The number of manufacturing jobs—and subsequently, the number of claims—has plummeted to about 25% of what it was when I began. Additionally, the challenges have only grown with an aging cohort of health care providers and fewer newcomers willing to engage with workers' compensation cases.

These obstacles meant I needed to learn skills I never expected to need when I first became a lawyer. I can no longer rely only on word-of-mouth; I also have to market myself, be it through managing websites, crafting exceptional newsletters like this one, or producing videos.

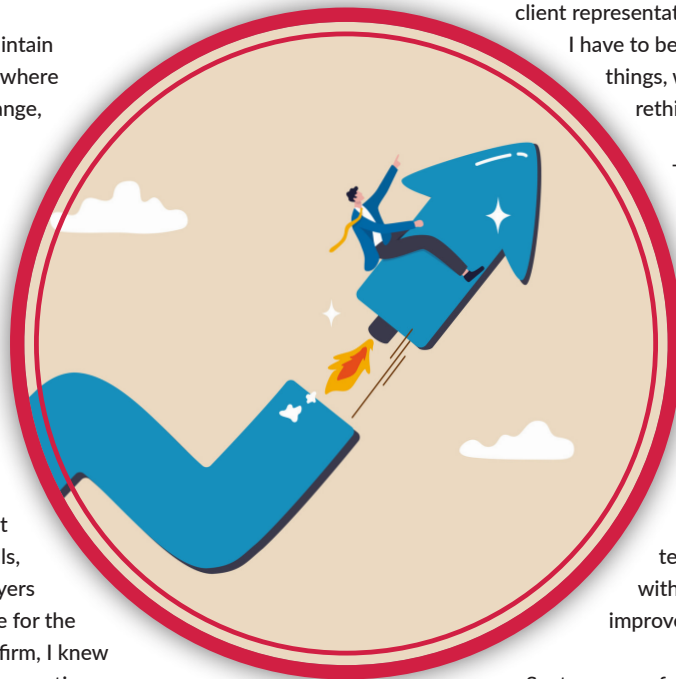
The challenge doesn't stop at marketing. Finding dedicated office staff has also become increasingly complex, adding more to my plate as I juggle client representation with running a business. With all this, I have to be open to new ideas and ways of doing things, whether diving into mastermind groups or rethinking my advertising strategies.

The key takeaway I've embraced is that to succeed, you need to enjoy learning new things and be able to use experiences in fresh new ways. It's exciting, maddening, but ultimately fulfilling.

Through all these changes and challenges, my goal remains to do my best for those who need my help. Being a continual learner has made me a better attorney, more resilient, and more proactive. Whether adapting to new technologies or finding fresh ways to connect with potential clients, I'm committed to this improvement journey.

So, to anyone feeling overwhelmed by the pace of change, remember that embracing lifelong learning can turn those challenges into opportunities. Let's keep pushing forward, one lesson at a time.

-Jim Monast



SKIP THE SPLURGE, SECURE THE FUTURE

HOW TO PRIORITIZE LONG-TERM FINANCIAL GOALS

Living within your means can be a delightful challenge where you learn how to make the most of what you have (not on your credit card). The secret power move? Shifting your mindset from immediate gratification to long-term fulfillment. Here's how you can enjoy dancing to the beat of your own financial drum without being swayed by the flash and dazzle of everyone else's spending habits.

EMBRACE YOUR UNIQUE FINANCIAL JOURNEY.

It's time to embrace your financial path. No two financial journeys are alike, so why waste time comparing your fiscal plot twists with someone else's blockbuster budget? Instead, focus on your own financial goals — like building a robust retirement nest egg or investing in assets that grow over time — so you can create a personalized plan that brings you long-term happiness and security.

BUDGET WITH YOUR 'FUTURE YOU' IN MIND.

Instead of viewing budgeting as a bummer, think of it as planning a bright future for yourself. You're the boss; every dollar you save is a building block for your future empire, so spend wisely! A good rule of thumb is to take your monthly income and *only spend 50% on essentials and 30% on lifestyle, then put 20% toward your savings or paying off debt*. This isn't about cutting out fun; it's about increasing your future fun fund!

SET GOALS THAT MAKE YOUR 'FUTURE YOU' PROUD.

When setting goals, think about what will make your future self thank you. Instead of splurging on the latest designer bag or a fast car, consider how satisfying it will be to reach financial freedom. Whether it's being mortgage-free by 50 or having a healthy investment portfolio, these goals can motivate you to stick to your budget with purpose.



SAVOR THE SIMPLE JOYS.

While saving for the future, remember to enjoy today *responsibly*. Embrace the joy in low-cost pleasures like reading a great book, exploring nature, or spending time with loved ones. These activities enrich your life without deflating your wallet.

Living within your means doesn't mean denying yourself all of life's pleasures — it means making wise choices now to enjoy even greater pleasures later. Let's all start nurturing our future financial well-being!

The Long-Term Impact of Workplace Injuries

HOW WORKERS' COMPENSATION SUPPORTS RECOVERY

All it takes is one workplace injury to cause a chronic condition with lifelong consequences. Workplace injuries can lead to many chronic conditions that affect workers immediately and impose long-term health and financial burdens. Understanding workers' compensation coverage is vital for ensuring affected workers receive the justice they deserve.

COMMON CHRONIC CONDITIONS FROM WORKPLACE INJURIES

Whether a slip and fall or vehicle collision, workplace injuries can cause injuries that persist long after the initial incident. Common examples include:

- **Musculoskeletal Disorders:** Prolonged physical strain or accidents can lead to chronic back pain, arthritis, nerve damage, and joint disorders, which may require ongoing medical treatment.
- **Repetitive Strain Injuries (RSIs):** Tasks involving repetitive motion can cause conditions like carpal tunnel syndrome or tendinitis, which might require surgical interventions and long-term rehabilitation.
- **Psychological Conditions:** Traumatic workplace incidents can lead to psychological issues such as anxiety or post-traumatic stress disorder (PTSD), which can severely affect a person's ability to function normally in daily activities and at work.

These conditions often require continuous medical treatment, leading to substantial health care expenses and lost wages.

ROLE OF WORKERS' COMPENSATION

Workers' compensation plays a pivotal role in providing financial relief and medical benefits to employees who suffer from injuries or illnesses related to their jobs. This insurance coverage ensures workers are not left to handle the financial repercussions of workplace accidents alone. It covers medical expenses linked to the injury and provides wage replacement benefits if the worker cannot work.

NAVIGATING WORKERS' COMPENSATION CLAIMS

Filing for workers' compensation can be challenging, particularly for chronic conditions where symptoms develop over time and may not be immediately linked to a specific workplace incident. Proving these conditions are work-related is important and often requires detailed documentation. Experienced workers' compensation attorneys are invaluable in this process, helping to gather the evidence, representing the worker's interests in hearings, and negotiating with insurance companies to make sure the worker receives all entitled benefits.

This legal support is essential in protecting workers' rights and securing their financial and medical future. If you or someone you know needs help with their workers' compensation case, contact our team at **614-515-2595** to get started.

PROM NIGHT PITCH

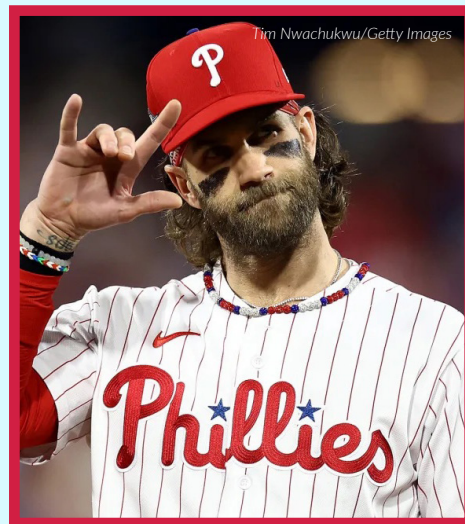
BRYCE HARPER STEPS UP TO THE PLATE FOR A FAN'S BIG NIGHT

Can you imagine opening your front door to find a Major League Baseball star ready to help with a “promposal”? That’s precisely what happened to Giulia Leonetti, a student at Haddonfield Memorial High School in New Jersey, thanks to a bit of help from her classmate Jake Portella and none other than Philadelphia Phillies star Bryce Harper!

According to “TODAY,” Portella had been racking his brain for a unique way to ask Giulia to prom. Knowing her love for the Phillies, he wanted to incorporate the team into his prom proposal. “I was thinking of something Phillies-themed because she loves the Phillies so much,” he explained to MLB.com. Little did Leonetti know, Portella was plotting something that would blow a typical prom proposal out of the water.

In a twist of fate and a dash of hometown advantage, Portella knew that some Phillies players lived nearby. So, he took a chance and knocked on Bryce Harper’s door to see if the slugger might lend a hand. To Portella’s surprise, not only did Harper take down his email to keep in touch, but he also spontaneously suggested they just go ahead and do the promposal right then and there!

The viral video shows Harper and Portella standing at Leonetti’s door. When she opens it and sees Harper, her reaction is priceless. Harper doesn’t waste a moment, saying, “Jake wants to ask you to prom, so I thought I’d help him out.” Overwhelmed, Leonetti can only cover her mouth in shock before eagerly accepting Portella’s prom invitation.



Leonetti was starstruck, to say the least. “I just — oh my god. Bryce Harper. That was the only thing going through my head,” she recalled, still in disbelief. “I was just absolutely freaking out.”

The story behind Harper’s involvement? Simple. “Just helping a brother out, man,” Harper said after a game. It turns out that sometimes the stars align just right for a truly unforgettable promposal.

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ANSWER



EATS WITH ELLIE

BAKED SAUSAGE WITH APPLES AND FENNEL

This comforting dish, packed with seasonal flavors, is perfect when the weather starts to get chilly.

INGREDIENTS

- 2 apples
- 1 fennel bulb
- 8 raw, flavored sausages
- 2 red onions cut into wedges
- 1 tsp fennel seeds
- 2 tbsp fresh oregano leaves
- 2 tbsp olive oil
- 2 tsp honey
- 2–3 oz dry white wine

DIRECTIONS

1. Preheat oven to 400 F.
2. Cut apples into six wedges and slice off any core, leaving the skin on. Place in a roasting pan.
3. Slice fennel in half and remove the core. Chop and add to pan along with sausages and onion wedges.
4. Using a pestle and mortar, break up fennel seeds and sprinkle over the pan. Add oregano.
5. Next, drizzle oil, honey, and wine over the ingredients, then toss all together.
6. Roast for 40 minutes, tossing occasionally until sausages are golden and fruit and veggies are tender.

Inspired by GoodHousekeeping.com

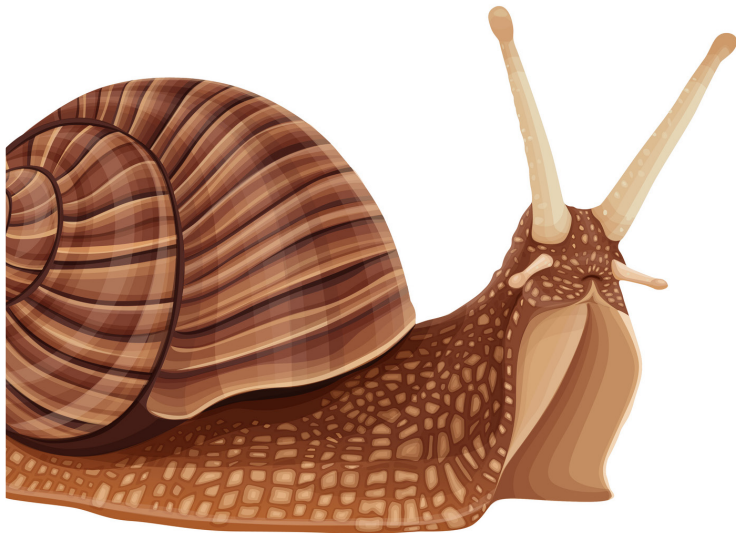
INSIDE THIS ISSUE

- 1** 2 Keys to Staying Afloat: Lifelong Learning and Self-Improvement
- 2** Avoid Impulse Buys With This Smart Budgeting Mindset
- Chronic Workplace Injuries and How to Secure Fair Compensation
- 3** MLB Star Helps Teen Score the Perfect Date
- Baked Sausage With Apples and Fennel
- 4** Bizarre Jobs That Time Forgot

UNMASKING SOME OF HISTORY'S WORST JOBS

CAREERS YOU'LL BE GLAD ARE EXTINCT

Many past careers weren't glamorous, and some are the worst professions in history. Let's look at four foul jobs that no longer exist (and we couldn't be more thrilled about it).



PURPLE DYE MAKERS

Back in ancient times, the hue of the royals was made by crushing thousands of snails, extracting their glands, and then heating the material being dyed in a pot full of brine for 10 days in an incredibly odorous process!

DRIPPING MEN

A dripping man back in Victorian England would go to homes and businesses to collect their fat drippings to sell to the public.

CHILDBED LINEN WAREHOUSE KEEPERS

According to an 1842 book of trades, a job involved supplying, collecting, and cleaning bed linens specifically used for birth.

HONEY DIPPERS, TOSHERS, AND PUREFINDERS

Honey dippers collected waste from homes, toshers scavenged sewers for valuable items to sell, and purefinders collected dog poop (to be used in the process of tanning leathers).

An interesting question to ponder: Which jobs of our era will be considered weird history in the future?