



OUR CORE VALUES DRIVE US FORWARD

WHAT IT MEANS TO ‘TAKE OWNERSHIP’

Core values are important drivers of any business. In our May edition of the newsletter, we introduced you to our six core values — the values we live and work by. These values guide us as we work with clients, our community, and one another. Our core values are:

- **Do What Is Right**
- **Improve Safety**
- **Serve Others**
- **Read, Learn, Grow**
- **Put Family First**
- **Take Ownership**



In this edition, we invited Katy, one of our paralegals, to share what “Take Ownership” means for us as a law firm and for herself ...

I chose to talk about our core value of Take Ownership this month simply because it’s my personal favorite out of our six core values. I feel it’s the most unique. It serves as a foundation for how we work in general and how we work with each other.

It also creates a unique atmosphere at the office — something you don’t often find in other workplaces. That is to say, take ownership means we are encouraged to “take ownership” of not just our firm successes but also any problems or other issues that arise. This means we all learn from and work to solve or prevent problems or issues from happening again.

This mindset encourages each person in the office to own any problem or issue that needs to be solved. No one here blames others for anything ... period. If there is a problem or issue, we are all encouraged to look at ourselves and ask: “What could I have done differently to help prevent or solve the issue at hand?” This also helps each of us to be on the constant lookout for how to improve as a law firm. Instead of just asking Scott or Rocio for answers, we are to propose solutions and put together game plans to solve problems. This provides each of us with a unique ability to really learn and better understand our own positions as well as those of our teammates. It is a great feeling when I can come up with a unique solution to a problem, a better or more efficient way to complete a task, or help a teammate overcome some barrier.

While the office is already a great place to work, this approach fosters an even better team environment. I know I can turn to anyone for help if I need it. It’s cool to see people speak up. There is basically zero fear. When there’s no fear, there’s no anxiety. When there’s no anxiety, it makes the workplace that much better, and we are better able to serve our clients.

I’m glad I get to work with a law firm that cares so deeply about the clients and about the people who make up the law firm. As I continue to learn, I do so in the most supportive environment I could ask for — that any of us could ask for.

-Katy

The Super Benefits of Yoga

June 21 is International Yoga Day, which makes it a great time of year to talk about the unique benefits of yoga — the “superfood” of fitness. As a mixture of exercise and mindfulness, yoga is not only challenging but also has myriad health benefits.

Many people assume yoga is mainly useful for increasing your flexibility. However, it’s also excellent for further developing your strength, mobility, and balance. These can be key benefits for living a healthier lifestyle, whether you’re an athlete or concerned about aging.

Kaitlyn Hochart, a yoga instructor from San Diego, California, writes on Healthline, “During yoga, your body goes through a full range and variety of motion that can counteract aches and pains associated with tension or poor postural habits.” Yoga can help you become more aware of these habits, “[allowing] you to fix these imbalances and improve overall athleticism.”

Many forms of exercise are useful against depression and cardiovascular disease, but in yoga’s case, you don’t have to break a sweat to start benefiting from its stress-relieving properties. “The breathing exercises you practice during yoga can help lower your heart rate and shift your nervous system into a more relaxed state. It also promotes better sleep and increased focus,” Hochart writes.



Multiple studies agree: Yoga can significantly decrease the secretion of cortisol, the primary stress hormone. In one study, 64 women with post-traumatic stress disorder (PTSD) participated in a 10-week program, performing yoga at least once a week. By the end of the 10 weeks, 52% of participants no longer met the criteria for PTSD at all.

As with starting any new hobby or regular exercise, it may help to set clear goals for yourself. By doing yoga regularly, there are several physical improvements you can look forward to, such as:

- Improved range of motion or ease of movement
- A reduction in pain, discomfort, or other symptoms
- An increase in physical strength and endurance
- Less weight fluctuation
- Changes in the way your clothes fit
- Better-quality sleeping habits and increased or stabilized energy levels

One of the best qualities of yoga is that you can be of any age or fitness level. So, pull up a YouTube video, find a soft surface, and give it a try!

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However, more restrictions have come up. In *Miller v. California* (1973), the U.S. Supreme Court found that the First Amendment’s freedom of speech doesn’t apply to obscenity.

How does the court define obscenity? There are three things they’ll take into account:

1. Will the average person (applying contemporary “community standards”) find the work appealing to the overly sexual interests?
2. Does the work depict or describe, in an offensive way, sexual conduct or excretory functions as defined by state law?
3. Does the work, when taken as a whole, lack serious literary, artistic, political, or scientific value?

Certain types of hate speech are legal, so long as they don’t incite violence and cannot be categorized as obscenity as described above. But what about more ordinary political opinions? Can those be legally censored?

The First Amendment’s Boundary

Corporate censorship and censorship by private entities are legal because the First Amendment only applies to government censorship. That’s why when Twitter bans an account or Facebook



deletes a post, these actions don’t count as violations of free speech. Could that change?

According to legal experts, the big question now is how to treat large social media platforms. Clay Calvert, professor of law at the Levin College of Law, asks, “Should we treat them differently and regulate them more closely? Have we reached that stage where we need antitrust litigation, perhaps, and say they have such powerful platforms, they’re like near-monopolies that we should do some trust-busting and break them up?”

Would it be a good idea for the First Amendment to apply to private entities? We’ll leave that to the future debates that are sure to come.

TAKE A BREAK



GRILLED CHICKEN SHAWARMA

Inspired by FeastingAtHome.com

A spice-filled marinade and time do all the work in this recipe that features Middle Eastern flavors.

Ingredients

- 2 tbsp ground coriander
- 2 tsp allspice
- 2 tsp kosher salt
- 8 garlic cloves, minced
- 1/4 tsp cayenne pepper
- 6 tbsp olive oil
- 2 tsp turmeric
- 2 lbs boneless, skinless chicken thighs
- 1 tsp ground ginger
- 1 tsp ground black pepper

Directions

1. To create marinade, whisk all spices with the garlic and olive oil in a medium bowl.
2. Add chicken to the bowl, coat well with marinade, cover, and let sit in the fridge for at least 20 minutes — or up to 48 hours. Strain off excess marinade before cooking.
3. Preheat grill to medium-high heat. Grill thighs for 10–12 minutes on each side, or until a meat thermometer reads 165 F.
4. Serve with rice, vegetables, or pita bread with tzatziki.

ARE GROCERY SUBSCRIPTION BOXES WORTH IT?

June is National Fresh Fruit and Vegetables Month, so let's explore one popular way to get more fresh produce into our lives: subscription-based delivery services like Full Circle and Imperfect Food. Are these services actually worth it? Do they save money and provide what they promise? Here's what the research turned up.

Can they save you time?

The Verdict: Yes, without a doubt. Subscription-based grocery delivery services appeal to consumers because they save time. With somebody else doing your grocery shopping, you don't have to think about when you're making a trip to the grocery store this week. Someone else is doing it for you!

Plus, some services even offer meal kits if you can't decide what to make. There's no argument here — these services definitely save you time.

Can they save you money?

The Verdict: Sometimes, since it depends on your existing shopping habits. If you find yourself making impulsive purchases while strolling down the aisles at the grocery store, then a set (but customizable) weekly list of delivered groceries might be a great way to stick to your budget. Unfortunately, not many grocery subscription-box delivery services offer nonfood items like toilet paper or cleaning products, so you may still have to make a trip to the store every once in a while.

Is the food quality great?

The Verdict: Yes, but it depends on your area. You have a higher chance of getting better grocery items if you buy from an organic grocery box service, like Imperfect Foods or Farm Fresh to You, since these companies work closely with your local farms.

Keep in mind that some services, like Imperfect Foods, are designed to deliver fresh foods that are a little "imperfect" in size, shape, or color to help prevent food waste — but, as a benefit, it's more affordable! However, we've found some services, like Full Circle, will prepackage their boxes from warehouses that may not be local to you, so do a little research before picking one.

All in all, we've been pleasantly surprised to find that these boxes aren't such a bad idea. Consider looking into it if you're tired of the weekly grocery store time crunch!



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Legally Speaking, What Is Censorship?

A Brief Dive Into the First Amendment

The First Amendment has been the centerpiece of a contentious debate about what can legally be posted (and deleted) on social media like Twitter and Facebook. But before we can define "censorship," we need to know what is defined as "free speech." What exactly does the First Amendment say about free speech? What are the boundaries for what people can and cannot do?



The Freedom to Speak — Without Obscenity or Inciting Violence

The First Amendment covers the freedom of speech, press, and religion. It's arguably one of the most fundamental amendments to American democracy, but its interpretations can vary significantly. This is how the full First Amendment reads:

"Congress shall make no law respecting an establishment of religion, or prohibiting the free exercise thereof; or abridging the freedom of speech, or of the press; or the right of the people peaceably to assemble, and to petition the Government for a redress of grievances."

Why is it that the Ku Klux Klan and Westboro Baptist Church have gotten into legal trouble for expressing their opinions? Their groups often promote acts of violence against another group, which violates the "peaceably" qualifier to the people's right to assemble.

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