



LEADERSHIP: THE CAPACITY TO TRANSLATE A VISION

Making Great Leaders

At Snellings Law, we take pride in our role as leaders within the community. We are responsive to people's needs and resourceful in providing assistance and service.

Both my law partner, Rocio, and myself are members of the Collin County Bar Association (CCBA), the largest bar association in and around Collin County. Having served as director, treasurer, secretary, vice president, and now president, I have been on the board of directors for six years. Rocio is president of the Collin County Attorney Moms section, and we take pride in the camaraderie and professional networking that the bar provides.

As president of the bar, it is my objective to carry out the mission of the CCBA: Lawyers helping lawyers learn, serve, and grow. That mission was put into place this year and has helped us to move the bar association forward. If a great idea or proposal simply does not support our mission, we scrap it. The bar's vision is to help each member grow their knowledge, skills, and network in order to benefit their families, clients, and community.

With each organization I join, I focus on learning new leadership skills. I've served on several nonprofit boards, including the Brain Injury Network of Dallas, Volunteer McKinney, and the McKinney Rotary Club. With each leadership role, I aim to learn new leadership tactics and skills. Gaining experience and branching out within my network and community is incredibly helpful because I'm able to take away both positive and negative observations as I see how different individuals lead. I am looking forward to a new adventure beginning next month as the 2021-22 Leadership Frisco class begins.



Both Rocio and I read books on leadership. We take it seriously — we discuss it, we practice it, and we get feedback on it. This is one of the many things that has helped us build the culture at Snellings Law. We serve in a culture where we are open to share ideas. Each and every individual feels free to innovate, and everyone works to grow each day.

To most effectively serve our community, I believe we must lead with ownership and be capable of owning our choices; there is no blaming others, and there are no excuses. One of the greatest strengths a leader can possess is the ability to see and acknowledge our faults and weaknesses while still learning from our own mistakes and those of others. We cannot have a fear of making mistakes. Mistakes breed improvement, and with humility, we are capable of being open to other perspectives and ideas.

Great leaders instill in others belief in themselves and a burning desire to accomplish the mission at hand.

“One of the greatest strengths a leader can possess is the ability to admit our faults and weaknesses while still learning from our own mistakes and those of others.”

- Scott Snellings

Remember the ‘McDonald’s Hot Coffee’ Lawsuit? It Was Justified All Along

Back in 1992, an elderly woman named Stella Liebeck sued McDonald’s in what became known as the infamous “hot coffee lawsuit.” The public relations team at McDonald’s has made sure the case is remembered as frivolous, but, like the third-degree burns Stella Liebeck suffered from a cup of McDonald’s coffee, her lawsuit was dead serious.

The facts were simple: Mrs. Liebeck used the drive-thru with her grandson, who was at the wheel. Once the car stopped moving, she placed the cup of coffee she’d just ordered between her legs and tried to add some creamer. The cup tipped over, dumping the contents into her lap, causing third-degree burns over 16% of her body.

She required hospitalization for eight days. Whirlpool debridement of the burns and skin grafts followed. She was at least partially disabled for more than two years, and that’s to say nothing of her pain and suffering.

For all of this damage, Mrs. Liebeck asked McDonald’s for \$20,000 — arguably not even enough to pay her hospital bills.

When McDonald’s refused to pay more than \$800, the case went to court, and it came out that they’d known for at least 10 years

about the dangers their hot coffee represented, with over 700 recorded burns and several lawsuits. But in 1992, their policy was to store coffee at 180–190 degrees F, which is almost the boiling point! Furthermore, McDonald’s higher-ups testified on the stand that no matter what happened, they had no intention of changing their behavior. Unsurprisingly, at the end of the trial, McDonald’s was hit with a \$2.9 million penalty.



Although the penalty was later reduced, McDonald’s still dragged Mrs. Liebeck’s name through the mud in the press, with their version of the story being the one that stuck in the public consciousness. But it wouldn’t change the fact that they had to pay her around \$700,000 at the end of the day — or that their coffee is now being served at a reasonable temperature.

Here Comes the Sun! The Pros and Cons of Home Solar Panels

Solar power has been all over the news, and odds are good that at least one door-to-door salesperson came knocking this summer to sing their praises. Celebrities like Tom Hanks, Brad Pitt, and Pierce Brosnan have invested in solar or installed it on their homes to convert to green energy — but is following in their famous footsteps the right move for your family?

The Pros of Powering Up

The biggest selling point for solar panels is that they’re a quick, easy source of green energy. They can reduce or replace fossil fuels in your home, decrease your family’s carbon footprint, and help fight climate change. They’re also a proven technology dating back to 1954, and individual panels can last 25–30 years before they need



replacing. Switching to solar also increases the independence of the whole U.S. electricity grid, and covering your roof with panels can boost the value of your home by as much as \$15,000.

The Cons No One Talks About

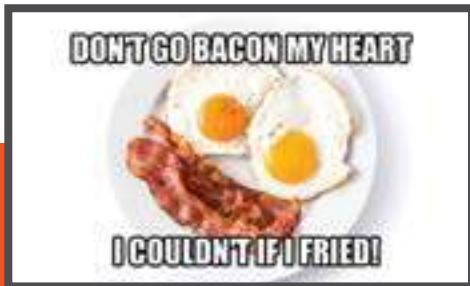
The biggest downside of solar is that it simply doesn’t work for every home. If your roof is consistently shaded by trees or poorly oriented for panels, or you live in a rainy climate, your panels might only generate 10%–25% of their energy potential. If you have the space, ground-installed solar panels may work to avoid some of these issues, but they won’t solve weather problems.

Solar can also be expensive. Installing it will cost you \$15,000–\$20,000 on average. For some homeowners, this investment is offset by lower long-term electricity costs, but it might not be affordable for you or make sense if your electricity bill is already low.

CO2-Saving Alternatives

If you want to dip your toes into the world of solar but can’t afford to power your whole home, you can start small with solar lights for your yard, a solar oven, or a solar-powered water heater. You can even explore wind power! Small wind energy systems cost under \$500 on Amazon.com or at Home Depot and can lower your electricity bill by 50%–90%.

TAKE A *BREAK*



ONE-PAN APPLE CIDER CHICKEN

Inspired by WellPlated.com

Ingredients

- 1 1/2 lbs boneless, skinless chicken thighs
- 1 tsp salt, divided
- 1/2 tsp black pepper, divided
- 1/2 cup apple cider
- 2 tsp Dijon mustard
- 4 tsp olive oil, divided
- 3 sweet apples, cut into 1/2-inch slices
- 2 tsp fresh rosemary, chopped, plus more for garnish

Directions

1. Sprinkle chicken with 1/2 tsp salt and 1/4 tsp pepper. Set aside.
2. In a small bowl, combine apple cider and mustard. Set aside.
3. In a large skillet over medium heat, warm 2 tsp olive oil. When shimmering, add chicken thighs top-side down. Cook for 4 minutes, then flip and cook for 4 more minutes. Transfer to a plate and cover with foil. Wipe the skillet clean.
4. Heat the remaining oil in the skillet, then add sliced apples, remaining salt and pepper, and rosemary. Cook for 5 minutes.
5. Return the chicken to the skillet and add apple cider-mustard mixture. Cook for 5 minutes, then serve sprinkled with rosemary!

WANT TO TRY MINIMALISM? 7 RESOURCES TO HELP YOU GET STARTED

Before they separated, Kim Kardashian and Kanye West owned one of the most extreme minimalist homes in Hollywood. One bright white room held nothing but a massive plush “sculpture” by Isabel Rower. In Architectural Digest’s photos, it looks like a giant octopus made out of pillows, and the six Kardashian-West’s climbing around on it appear straight out of a sci-fi novel.

The Kardashian-West’s extreme minimalism is a symptom of a larger aesthetic trend that caught fire during the pandemic when people stuck in their homes realized they’d prefer to spend time in calm, clutter-free spaces with neutral colors and clean lines. If minimalism has intrigued you and you want to learn more about the decor trend and lifestyle, here are a few places to get started.

Books

- “The Minimalist Home: A Room-by-Room Guide to a Decluttered, Refocused Life” by Joshua Becker — This book will take you through the process of simplifying and decluttering your home (and life!) room by room.
- “Minimalism for Families: Practical Minimalist Living Strategies to Simplify Your Home and Life” by Zoë Kim — This light read teaches the benefits of minimalism and explains how to get the whole family on board.

Documentaries

- “Minimalism: A Documentary About the Important Things” and “The Minimalists: Less Is Now” on Netflix — “Minimalism” and its follow-up explore the minimalist journeys of two people who discovered minimalism as adults and now share its lessons with others.
- “Thrive With Less” on Vimeo — This one-hour documentary follows six students who undertake the challenges of minimalism to find satisfaction in their lives. (Vimeo.com/ThriveWithLess)

YouTube Channels

- CKSPACE — If you want to learn more about celebrity minimalism, digital minimalism, or decluttering, this channel has you covered with its beautifully filmed videos.
- A Small Wardrobe — This channel, run by a former Australian art teacher, is geared toward women and offers minimalist home, wardrobe, and lifestyle advice.
- Matt D’Avella — Matt D’Avella’s famous video “A Day in the Life of a Minimalist” has more than 17 million views on YouTube. On his “Minimalism” playlist, you’ll find minimalist home and habit videos, along with mindset and productivity tips.

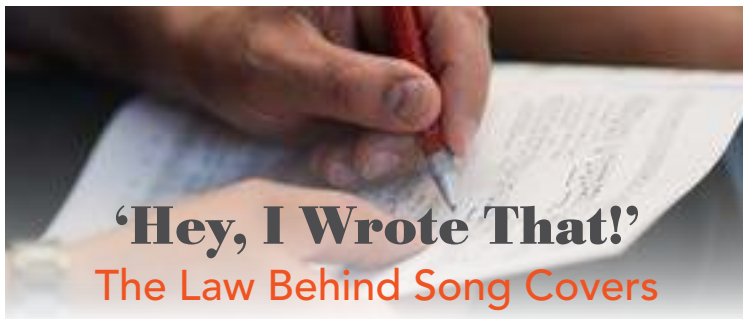
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You might think there's no way to get rich off a cover song — or if you do, it's because you're a famous musician with good attorneys. But neither is the case, and you'd be surprised to hear that patent law approaches cover songs pretty much like it approaches any song — with a flat fee for the songwriter, which in this case is about 10 cents for every copy you sell.

The same is not true for live music, however — in that case, you've got to deal with the tangled world of licensing and other concerns. In fact, a live venue may ask that you not play any covers at all. In the words of Marvin Gaye, "What's going on?"

Here's what's going on: That venue hasn't paid the right fees for the right licensing, and that means they can be fined for basically trying to cheat an artist or songwriter out of their cut.

The good news, though, is that there's no fee to play cover songs when the venue has the right licensing — and no way to play them if it doesn't!

These licensing arrangements are similar to recorded music in that each artist gets the same fee-per-song payouts no matter who they are — but that fee could be higher or lower depending on the agency in question.

Some artists have made lucrative careers from their work as songwriters. You might be thinking of someone like Bob Dylan, who is covered a lot by a lot of different people. But the artist who really maximized his songwriting is Ike Turner — bluesman and R&B legend who also appended his name to so many songs over the years that some question his role in their creation. His wife (and then ex-wife), Tina Turner, performed his songs most famously, but a variety of artists have covered Ike Turner's songs. As late as the mid-'90s, Ike earned hundreds of thousands of dollars from cover credits and samples of his music.

Before the age of digital distribution, the system outlined above kept the business of covering songs — and collecting royalties from the songs performed by others — relatively simple. Now, with the proliferation of new musicians and ways to distribute their music online, that's not the case. It's not hard to see the challenge here, but a solution remains a bit vaguer, at least one that doesn't infringe on people's First and Fourth Amendment rights.

Still, artists can take steps like setting up "trending search" alerts and relax knowing that if someone makes enough money off their songwriting to be worth the trouble, they'll likely hear about it. And a cover song always drives interest in the original, too — never a bad thing for anyone!