

THE WELTMAN WORD



BUSINESS UPDATE

For my last business update of 2021, I'd like to encourage the marketing of Weltman. I'm not referring to marketing new business or prospective clients (although very important). I'm referring to the marketing of Weltman to family, friends, and acquaintances to improve our culture of excellence. Allow me to explain.

We are all aware of the process of recruiting quality individuals for employment. Weltman is not alone. Turn on the television or listen to the radio and you'll hear plenty of similar reports from the restaurant industry, airline industry, and even the public service industry, that quality individuals are hard to attract. We can debate the various reasons for this situation but the fact remains: it is becoming more difficult!

In my ongoing visits to our Weltman offices and meetings with individual employees, I am so impressed with the quality of our staff, both long-standing employees and our newer employees. Your dedication and hard work are commended and I thank you for your loyalty.

I am now asking each and every one of you to spread the good news of what we have here: a close-knit family of employees who care for each other and for the continued success of our firm. Speaking of successes, through the date of drafting this article, the firm has posted gross revenue of \$49,538,691. That is an increase of 9.7% year-over-year! Our net income through September 30th is in excess of \$7 million! We have great employee benefits including medical, dental, vision, a strong-performing 401k plan, and profit sharing. We recently contributed \$400,000 to employee profit sharing and awarded mid-year salary increases this past year. All of this was done despite the increased challenges within our industry and the stress on our business caused by the pandemic.

We have many great offerings to our employees, but probably the most valued is our sense of family and belonging. We must continue to take pride in what Weltman has to offer and spread the good news to those outside the firm who are looking for employment and those not satisfied with their current employment situation.

You are all great judges of character. If you come across an individual in your family or social circles who possess good qualities let them know what Weltman has to offer. You'll feel good about helping someone begin a rewarding career and helping Weltman continue its successes for years to come.

Thank you for all you do to make Weltman a success!



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Putting the “We” in Weltman

What’s Happening in the Weltman Offices

CLEVELAND

The EEC hosted a ‘90s themed spirit week from August 16th – August 20th.

Monday was Memory Monday, where employees got neon sunglasses and a choice of a fanny pack or visor. Additionally, employees submitted photos of them in the ‘90s. View our staff’s ‘90s photos [here!](#)



Tuesday was Tasty Tuesday, where employees enjoyed retro treats from the ‘90s such as ring pops, fun dip, warheads, and more. Ashley Richmond, pictured here, made cotton candy for the entire office – thank you Ashley!

Wednesday was Win It Wednesday, where employees could play board games such as Connect Four, Battleship, Jenga, M.A.S.H., Uno, and virtual bingo.

Thursday was “That’s my name, don’t wear it out” Thursday where employees tested their trivia knowledge of ‘90s icons.



Pictured left to right: Jonah Hartswick, Emily Henry, Lauren Ferguson, Linda Van, and Bill Ramos.

Finally, on Friday they had their Fresh Friday Picnic, where employees enjoyed burgers, hot dogs, veggies, fruit, cookies, and chips. Employees enjoyed games including cornhole, tie-dyeing handkerchiefs, water balloons, and more! View photos from the picnic [here](#) and enjoy videos overviewing Weltman’s past EEC events/initiatives [here](#).

The CLE office recently participated in Cleveland Corporate Challenge, where they tied for first place in their division. Events included cornhole, obstacle courses, kickball, softball, volleyball, mini golf, and more. View all the photos [here!](#)

On August 26th, members of the EEC and COOP subcommittee volunteered at the Greater Cleveland Food bank where they helped create 520 shelf-stable food boxes for senior citizens in the area.

DUBLIN

On July 28th the DUB office enjoyed flamingo pool floaties for their drinks with a message that said “Thanks for keeping us afloat!”

On September 16th, the Dublin office celebrated National Rock Collection Day by trying to guess how many rocks were in a mason jar. Vickie Flanery won a \$20.00 iTunes Gift Card (to download some rock and roll) by guessing closest to the correct number of 156.

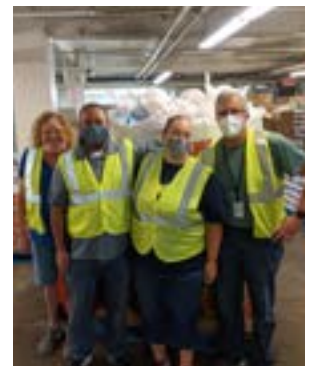
September 22nd was both the first day of fall and National Ice Cream Cone Day! To celebrate, ice cream cones were handed out to all of the Dublin employees and everyone tried to guess the number of ice cream cones in a mason jar. Michelle Hazlett won a \$15.00 United Dairy Farmer Gift Card for guessing closest to the correct number of 16. Much ice cream was consumed and, therefore, a good time was had by all!



CINCINNATI

The CIN office volunteered on August 20th and August 27th at Matthew 25: Ministries, a nonprofit organization that provides food, water, and clothing to anyone in need locally, regionally, and nationally. Volunteers assisted with sorting and packing donations.

In the third quarter, several groups from our office helped at the Freestore Foodbank in downtown Cincinnati.



Pictured left to right: Lori Mayfield, Ricardo Johnstone, Pam Barrie, and Kurt Baumann.

DETROIT

The DET office hosted a picnic on July 23rd. Options included hamburgers, hotdogs, roasted corn, potato salad, salad, drinks, and cookies. Additionally, on August 26th they had a pizza party!

Welcome to Weltman

Name	Title	Office	Hire Date
Emily Gault	Clerical Specialist	PIT	07/02/2021
Precious Turner	Legal Account Resolution Specialist	CIN	07/12/2021
Zinal Bhagat	Business System Analyst IT SR	CLE	07/12/2021
Justin Bratulic	Mail Legal Specialist	CLE	07/12/2021
Samuel Friedman	Suit Auditor	CLE	07/12/2021
Ta'sha Koontz	Clerical Specialist-New Accounts	CLE	07/12/2021
Hannah Kunc	Attorney-Associate	CLE	07/12/2021
Steven Machaevich	Mail Legal Specialist	CLE	07/12/2021
William Maupin	Account Resolution Specialist	CLE	07/12/2021
Karen Paolucci	Clerical Specialist	CLE	07/12/2021
Katie Prosen	Legal Assistant Auditor	CLE	07/12/2021
Kelly Markley	Legal Assistant	CIN	07/19/2021
Stephanie Mason	Legal Account Resolution Specialist	CIN	07/26/2021
Lashawne McIntosh	Legal Account Resolution Specialist	CIN	07/26/2021
Kameron Fisher	Asset Locator	CLE	07/26/2021
Sonya Majeed	Client Services Liaison	CLE	07/26/2021
Michael Scheck	Legal Account Resolution Specialist	CLE	07/26/2021
Kerrell Williams	Business Systems Analyst IT LD	CLE	07/26/2021
Alessandra Gill	Legal Assistant	DET	07/26/2021
Maryann Gibboney	Case Management Specialist	DUB	07/26/2021
Desaray Larson	Mail Legal Specialist	DUB	07/26/2021
Shyanne Myers	Case Management Specialist	DUB	07/26/2021
Tasha Scruggs	Legal Account Resolution Specialist	CIN	08/09/2021
Zachary Kunz	Compliance Audit Analyst	CLE	08/09/2021
Gordon Ross	Case Management Specialist	DUB	08/09/2021
Guy Starrett	Legal Assistant	DUB	08/16/2021
Sarah Kamps	Mail Legal Specialist	CLE	08/23/2021

Welcome to Weltman (cont'd)

Name	Title	Office	Hire Date
Margeaux Wert	Legal Account Resolution Specialist	CLE	08/23/2021
Mark Locke	Clerical Specialist	PIT	09/13/2021
Alexandra Eynon	Mail Legal Specialist	CIN	09/20/2021
John Hooton	Mail Legal Specialist	CIN	09/20/2021
Matthew Corso	Client Support Specialist	CLE	09/20/2021
Cortney Haynes	Mail Legal Specialist	CLE	09/20/2021
Nicholas Melvin	Legal Assistant Auditor	CLE	09/20/2021
Aziza Stiner-Cranfield	Document Management Specialist	CLE	09/20/2021
Shanissa Neal	Case Management Specialist	CLE	09/22/2021

Way to Go Awards

Employee Name	Referred by	Reason
Theresa James	Wendy Patton	<p>Theresa embodied all of Weltman's core values when she took the initiative to dig deeper into three client call monitoring fails received by one of our larger clients. Initial review by the supervisor did not show that a dispute was an option. Theresa took the initiative to further review the calls and submit disputes on three different calls identified by the client to be fails.</p> <p>Theresa was successfully able to get two of the three call fails overturned, which reduced the firm's fail rate and save financial penalties. Theresa's knowledge and expertise on both firm and client call requirements showed her client focus and integrity. Taking this second look at the files displayed teamwork and innovation, which clearly demonstrated that she has passion to excel at her role and represent the firm in the best possible manner.</p> <p>Thank you Theresa - Great Job!</p>
Tori Williams	Katie Myers	<p>Tori demonstrates teamwork by keeping up with our department's high demand of letters. They go out in a very timely manner and they are always correct. It makes my job a lot easier not having to worry if my letter will go out out in a timely manner and gives me time to focus on other things.</p>

Way to Go Awards (cont'd)

Employee Name	Referred by	Reason
Bob Curran & Nathan Duvelius	Allyson Fuller Moore	<p>REDG received a change request to a billing process for their largest client. This would require compilation and monthly reviews of hundreds of line items to convert them to the client's required fields for billing. This issue was introduced to Nathan to determine if he could assist based on his strong technical skills. He was completely open to the opportunity to create a solution. When he had some initial questions, he reached out to IT for that information.</p> <p>At that time, IT offered Bob's services and talents to provide the data and code the report. The report would then distribute monthly without human intervention to save the limited resources for production work and revenue. Bob and Nathan collaborated together and developed the needed report in a short span of time and with perfect form to meet the client's expectations. This was a true example of client focus to get the desired result needed for our client, while also highlighting team work and innovation to get there.</p> <p>Thank you to both Bob and Nathan. We appreciate you both for all you do!</p>
Lorri Skubon	Amy Haas	<p>Lorri demonstrates teamwork and passion every day. Lorri assists as being backup when I am on PTO in completing morning reports. When I was out in July, there was an issue that occurred and Lorri handled the issues on the report along with updating the procedure and made sure I was up to speed of the change when I returned to the office. Lorri is always helpful and detailed. She is always there when I am in need and I am truly appreciative of her. Thank you Lorri for all that you do!</p>
Dustin Grandstaff	Amy Haas	<p>Dustin demonstrated all five core values while on a call with a consumer. The consumer was so appreciative that she sent an email about her experience thanking him for his kindness and support during this process. Previously, the consumer did not have a good experience and when they called back the next day, they spoke with Dustin. Dustin was completely professional, supportive, and most of all kind. Dustin took time to explain the process and answer any questions she had while remaining professional. The consumer was appreciative to Dustin for listening to her situation and helping her come to an agreement on paying her account.</p>
Rockie Graves	Caroline Melendez	<p>Rockie demonstrated teamwork by stepping up to help follow up on files for her co-workers who are out of the office. I asked her to make a call on a co-workers file. She not only made the call, but set a follow up to make sure documentation will be sent back.</p>
Chris Sims	Victoria Gullett	<p>Chris helps me mail documents and handles calls when I have to work from home. He has stepped in and printed/mailed many documents for me to help our department resolve files for our clients. He has also manned the phones (sometimes by himself) when I have had a doctor's appointment or had to leave due to an unexpected doctor's appointment.</p>
Angelique Hunt	Victoria Gullett	<p>Angelique is always willing to go above and beyond with special or rush requests to help us do our job more effectively. Thank you Angelique!</p>

Spotlight: Marketing Team

Some of these faces you may have seen walking around the halls of our Cleveland office. The Weltman marketing team includes senior marketing manager Adina Magda, marketing specialist Madison Cummins, and marketing coordinator Jacki Banas.

Marketing can mean a lot of things – so what exactly do they do?

The marketing team:

- Monitor and update the Weltman [website](#)
- Write, edit, and distribute [publications and blogs](#)
- Create social media content on [Twitter](#), [Facebook](#), and [LinkedIn](#)
- Plan, promote, and execute live [webinars](#)
- Support and promote [conferences and speaking engagements](#)
- Compete for new business by completing RFPs
- Send informative updates and emails to clients, potential clients, and more!

How can you work with them?

- **Follow Weltman on social media!** Once you follow, make sure to like, comment, and share posts on Weltman's [Twitter](#), [Facebook](#), and [LinkedIn](#) to help with engagement and visibility online.
- **If you are an attorney or director:**
 - **Write a blog!** Your knowledge of recent news, alerts, and insights is beneficial to our growth. To read some of our recent blogs, visit our website [here](#). Want to discuss or brainstorm on possible blog topics? Contact WWR-Marketing@Weltman.com.
 - **Are you interested in planning or participating in an informative webinar?** Contact WWR-Marketing@Weltman.com. View past webinars [here](#).
- **Do you have other marketing requests or questions?** Send *any and all* requests to WWR-Marketing@Weltman.com.



Adina Magda just celebrated two years with the firm in early October. She is responsible for developing and executing all the marketing strategies for the firm. Previously to working at Weltman, Adina worked in sales at a Fortune 102 technology company and marketing at one of the largest chambers of commerce in the US. She has a bachelor's degree in business management from Kent State University. Adina is a social butterfly, and in her spare time, she enjoys throwing dinner parties, drinking cold beers with friends while watching football, and spending time with her husband and family.



Madison Cummins has been with Weltman since June, 2021. She grew up in Akron, OH and attended Ohio University to receive a degree in Communications and a certificate in Social Media Marketing. As the marketing specialist, she works on blogs, social media, and other communication efforts for Weltman, all while staying up-to-date on the most current marketing trends. She enjoys traveling and cooking with family and friends in her spare time. Besides marketing, her passion is writing and performing original music in the Akron/Cleveland area.



Jacki Banas joined the firm in June 2020, right in the middle of the pandemic! In her role as marketing coordinator, she supports all aspects of the firm's participation in events, conferences, and webinars. Jacki Banas received a bachelor's degree in marketing from Cleveland State University. In her free time, she enjoys traveling, going to concerts, cooking, and spending time with her boyfriend and two cats.



Open Enrollment

Pre-Recorded Session* Available anytime

Tuesday, 10/26/2021 1:30pm - 2:30pm

Thursday, 10/28/2021 9:00am - 10:00am

Sign up on LAW!

Earn 2 Wellness Points for attending an open enrollment meeting

*If you attend the Pre-Recorded Session, you will have to complete an assessment and get at least 80% to earn the 2 Wellness Points

The ADP portal will be open from
November 8th, 2021 through November 19th, 2021.

If you select you are a non-nicotine user you will earn
3 Wellness Points!

If you have any questions, please reach out to
benefits@weltman.com.

Weltman ▶

Weltman, Weinberg & Reis Co., LPA