

Welcome to the **SUHRE &** ASSOCIATES, LLC **NEWSLETTER**



Well, it's December, and that means it's time for us to reflect on the past year and what a year it was! The firm welcomed a few new team members in 2020 and executed on several new initiatives. To wish 2020 a friendly farewell, we're recapping the highlights for you.

"I'll Drive" Campaign Success

We are committed to keeping the roads safe during the holidays that may involve drinking. You drink. We drive. You win. This campaign was designed to give people the opportunity to not get behind the wheel if they're impaired. Our goal is to always protect our clients' rights – but we also believe in treatment and prevention. We kicked off 2020 with a NYE and St. Patrick's Day campaign offering a free Uber ride home valid on specific dates. We are grateful for the partnerships we made at participating establishments in Ohio and Kentucky. We look forward to relaunching (post COVID-19 shutdown) in 2021.

Implementing Ways to Better Serve YOU

At the start of March, news of the coronavirus making its way to the United States was evident. By mid-March, the office transitioned everyone in-office to a work from home setup. With (mostly) everyone in the world at home or quarantined, we chose to come together and communicate frequently as a team. In fact, we had daily Zoom meetings and still conduct those today. We realized that in order to better serve you, we (as a firm) needed to collaborate and focus on how and when to effectively communicate as a team. As a result, we implemented new projects including transitioning all of our data over to a new CRM platform designed to nurture and grow the business.

Hello, Newsletter

Starting a print and e-newsletter was on the "list" of goals for 2020. It was clear when life as we knew it slowed down in March, April and May that it was the perfect time to execute. Within a few weeks (yes, you read that correctly) – we vetted printing companies, developed content and sent out our very first newsletter! While this is still a work in progress, we are proud of this piece of work and thank you for joining us for the ride. We would love your feedback on the newsletter. Email us at newsletter@suhrelaw.com.

Prioritizing, Protocols and Performance

Joe Suhre, owner and principal attorney of Suhre & Associates, is a member of an exclusive entrepreneurial group that spearheads much of our video content and works closely with Joe and our staff on ways to grow the business. Between Joe attending weekend workshops and the team participating in professional development training days, we have (and will continue) prioritizing the plans on the horizon. We also placed a focus on internal protocols and streamlining how and why we communicate the way we do. Each member of the team has had the opportunity to define their own goals and evaluate their performance. We believe that this is what continues to drive us, motivate us and keep us ahead of the curve.

We hope that you can look back at 2020 and see growth, not just the pandemic. While many will remember 2020 as a year of tragedy, sadness and change – we want to encourage you to focus on the ways you pivoted against the odds and became a better you. Until next year.

**Offices Located in: Cincinnati, Columbus, Dayton, Akron, Louisville,
Lexington, Northern Kentucky and Indianapolis**

Staff Spotlight

Allyson Lyle, administrative assistant, has been with our firm for almost a year. She has served on many projects and tasks but primarily focuses on providing support for our team and ensuring the firm is operating efficiently.

Who inspires you and why?

My significant other inspires me because he's helped me through my anxiety disorder, inspiring me to be more confident and to focus on the positives in life, instead of dwelling on the negatives and what-ifs. He has inspired me to do my best in life and to never give up on myself. He inspires me because he practices the same lessons he teaches me and I strive to follow his great example.

What was the best concert you ever attended?

Sadly, I haven't attended a concert yet. But I have always wanted to see Eminem in concert. I don't know that I have a favorite song from him (I love pretty much all of his songs), but the song that I connect with the most is "Not Afraid".

Where's your favorite place in the world?

My favorite place is my bed, snuggled between my significant other and my dog. Or Hocking Hills.

What's your favorite movie? And why?

Birds of Prey: And the Fantabulous Emancipation of One Harley Quinn - I just love Margot Robbie's portrayal of Harley Quinn. Harley Quinn is one of my favorite characters for many reasons, including her being a badass, out-going woman.

What is something that most people don't know about you?

Most people don't know that I'm loud and extremely talkative. They typically think I'm shy and quiet. But most people don't get to see the other side of me until I become more comfortable around them.

Do you have a favorite family tradition?

Every year for Christmas, my mom and I would always make cookies together while we listened to Christmas music. I love baking and I always cherish spending time with my mom. Having moved away from her, we've still tried to carry on that tradition by having my mom come down and baking cookies together to take to our family event.

What do you enjoy doing outside of work?

Outside of work I enjoy reading, baking, hiking, and working on cars with my significant other.

What's your favorite recipe?

Cheesy slow cooker potato soup served in bread bowls. Stay tuned for the recipe in a future newsletter!

Have you picked up a new hobby or TV show since COVID-19 shut down in March?

I've been watching How to Get Away with Murder on Netflix.

SPREAD THE HOLIDAY CHEER

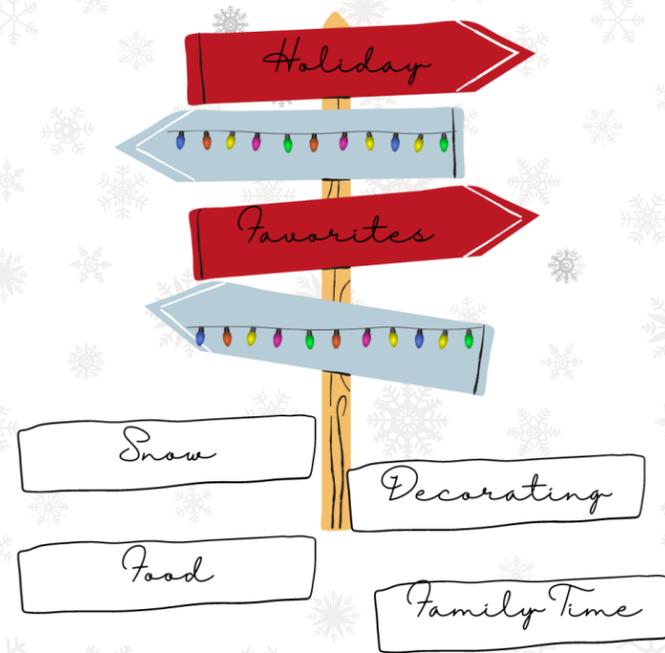
Amber, intake specialist, has served locally around the holidays for over 10 years. The program started in 1988 alongside her grandmother. It started with churches in the Avondale area (a neighborhood in Cincinnati, Ohio) including Zion Baptist Church, Carmel Presbyterian Church, Phillips Memorial CME Church and St. Andrews Church. Their goal of this giving back program is to help feed and clothe families who struggle throughout the year.



These churches partnered with a church in West Chester, Ohio (St. John's) and started putting together Christmas boxes. These boxes are filled with everything from non-perishable goods, toiletries and clothes. Over the years, Amber and other volunteers have helped many families during the Christmas season. How are you giving back this season? A little goes a long way.

We asked the team to share some of their favorite traditions during the holidays.

What are you looking forward to this holiday season?



Q: How do I choose the right attorney for me?

A: When you're charged with a crime or DUI, you have to decide who is going to be the best defense lawyer to put on your side. If you have access to the internet, you can easily search for what type of lawyer you're looking for, but with so many options, how do you choose? You want to look at the experience level of the lawyer that you're going to have represent you. Be sure they are skilled in the area in which you need help with. Trust us, you don't want any attorney to handle a DUI case. And lastly, read what other clients, attorneys and colleagues have to say about the attorney or firm you're considering.

Safety Tip: Hanging Christmas Lights 101

Christmas lights are an important part of many people's Christmas celebration. They're festive, beautiful, and often remind us of our childhood. But – sorry to be the Grinch here – they can also be the source of legal claims. There are a few things that need to be considered whether you're putting up your own lights or hiring a company to do it for you.

If you're installing your own lights, make sure that you are using UL certified lighting sets that are in good repair. If you're hanging them from the gutter or anywhere above ground level, be sure that they are adequately secured to the house. If they fall on someone and cause an injury – you could be held responsible. Electricity and the outdoors can prove to be a fatal combination. Lights should only be plugged into GFCI circuits using UL rated outdoor extension cords. This is also a good time to make sure that you have adequate homeowner's insurance and that the policy is up to date.

Hiring someone to install the lights also has its own potential issues. You should always ask for proof of liability insurance and worker's compensation insurance from anyone who is performing work on your property. It's not enough to simply ask them if they have coverage, you will want to ask for a copy of the declarations page or certificate of insurance. It is also a good idea to call the insurance company to verify the policy is still in effect. Providing this type of proof to you should never be an issue for a reputable company. The guy with the extension ladder and pickup truck that offers to install your lights for \$75 may be a different story. It would be best to avoid that person anyway.

A few common sense safety precautions along with a few 'legal precautions' can insure that your holiday season is fun, safe, and litigation free!

Recipe Roundup

Soft Christmas Cookies

Ingredients

- 3 ¾ cups all-purpose flour
- 1 teaspoon baking powder
- ½ teaspoon
- 1 cup butter, softened
- 1 ½ cups white sugar
- 2 eggs
- 2 teaspoons vanilla extract
- ½ teaspoon salt

Instructions

Sift flour, baking powder and salt together. Set aside.

In a large bowl, mix together butter and sugar until light and fluffy. Add in eggs one at a time, then stir in vanilla. Gradually add in sifted ingredients until fully absorbed. Cover dough and chill for 2 hours.

Preheat oven to 400 degrees. Grease cookie sheet. On a clean, floured surface, roll out small portions of chilled dough. Cut out shapes using cookie cutters.

Bake 6-8 minutes in preheated oven. Remove from cookie sheet to cool on wire racks. Decorate with festive frosting and toppings of choice!

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HOLIDAY TRIVIA

"Miracle on 34th Street" centers on what real life department store?

- A. DILLARD'S
- B. MACY'S
- C. NORDSTROM
- D. NEIMAN MARCUS



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