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PHOTO BY @FIRSTSTATE.DRONE

### Exciting Times Ahead for the First State Chapter in 2025!

As we embark on the new year 2025, there's a palpable sense of excitement and anticipation within our First State Chapter. This year promises to be filled with enriching educational sessions, a delightful Past Presidents Happy Hour, and the much-anticipated ALA National Conference. Our members have so much to look forward to as we continue to grow and thrive together.

Reflecting on the fantastic start to the year, we were inspired by *Betsy Renzo of DELREC*, who shared their impactful work within the local community and their efforts in mentoring Delaware students. This presentation set a positive tone for the year, highlighting the importance of community engagement and support.

We also had an informative *Labor & Employment update on Delaware's Paid Family Medical Leave*, ensuring our members are well-informed about the latest developments. Our *annual March Madness Business Partners event* was a resounding success, with everyone enjoying the friendly competition of our hoops contest.

Additionally, we are thrilled to welcome a couple of new business partners to our chapter, further strengthening our community and expanding our network of support.

With so much to look forward to, 2025 is shaping up to be an incredible year for the First State Chapter!

*Enjoy! First State Chapter Board Members*



# First State Chapter Board Members and Committee Chairs

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## First State Chapter's Website:

[www.firststateala.org](http://www.firststateala.org)

## Spring 2025 Edition Editors:

Angela Pedicone-Baker & Page Chase



## Editorial Board

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Denise Frawley  
Kellie Snyder-Roncace

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ROCKWOOD PARK & MUSEUM  
PHOTO BY: ANGELA PEDICONE-BAKER

## A Message from our President:

April showers bring May flowers...and just like that, we're in Spring! As the weather begins to warm, we have much to look forward to: longer days, flowers blooming, and hopefully some time to get away and recharge.

The Board is looking forward to offering some great educational sessions in the coming months, as well as new and exciting social events. Please keep an eye out for calendar invites over the next several weeks.

We are looking forward to seeing and connecting with our wonderful chapter members and business partners soon. Everyone, be well!

*Best, Christina*



CHRISTINA OADDAMS	FIRST STATE CHAPTER PRESIDENT
<a href="http://www.firststateala.org">www.firststateala.org</a>	

*Reminder*

We've launched an exclusive email list serv for valued members. Enhance communication and stay informed about updates, events, and opportunities by emailing **[chaptermembers@firststateala.org](mailto:chaptermembers@firststateala.org)**.

Remember to whitelist this email to avoid missing any communications.

Stay Updated: Get timely notifications about events and announcements.

Engage and Connect: Join discussions and connect with fellow members.

Thank you for being an integral part of our community. We look forward to staying connected and fostering a more engaged and informed membership!





## STAY CONNECTED WITH US!

Don't miss out on our latest updates, events, and exclusive content!

Follow us on social media:

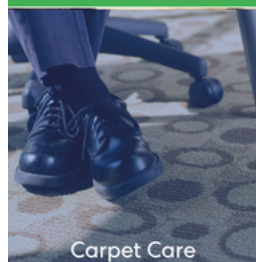


Instagram: [@firststateala](https://www.instagram.com/@firststateala)



Facebook: [First State Chapter of the Association of Legal Administrators](https://www.facebook.com/FirstStateChapteroftheAssociationofLegalAdministrators)

You can also find us at our website:  
[firststateala.org](http://firststateala.org)



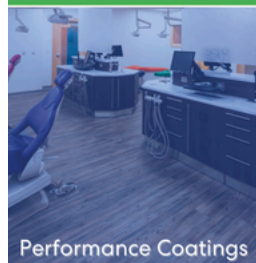
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## Business Partner Spotlight

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**Mike Nelson** is the Managing Partner at DFDR Consulting LLC, doing business as **CYBIR**. Since founding the company in 2012, Mike has been at the helm, leading the digital forensics team and overseeing the day-to-day business operations.

Before establishing CYBIR, Mike spent 5.5 years in Managed Services IT, where he also supported and eventually led the Digital Forensics division. He holds a B.S. in Computer and Information Sciences with a concentration in Network Security and Computer Forensics from the University of Delaware.

He is also an active member of several professional organizations, including the Entrepreneur's Organization (EO), High Technology Crime Investigation Association (HTCIA), and the International Association of Computer Investigative Specialists (IACIS).

Mike takes pride in starting CYBIR at the age of 26 and evolving the company over the past thirteen years to meet the growing technology needs of their clients.

CYBIR specializes in Digital Forensics, Incident Response, and eDiscovery processing and hosting. Their strong digital forensics practice, rooted in managed services IT, sets them apart from the competition. By understanding the daily technology demands of businesses and how end users interact with data, CYBIR efficiently preserves data and uncovers evidence during investigations.

Mike highlights the increasing data footprint and focus on privacy as critical trends. Companies generate vast amounts of data stored locally, in the cloud, and on mobile devices. As privacy concerns grow, customized forensic solutions are necessary to address the evolving technology landscape and ensure data security, availability, and authenticity.

CYBIR's approach to working with law firms emphasizes confidentiality, compliance, and precision. Law firms require meticulous processes to ensure evidence integrity and chain of custody, often working under tight deadlines. CYBIR collaborates closely with legal teams, providing technical accuracy and strategic guidance on data handling, review, and production.

Mike supports the Association of Legal Administrators (ALA) because he believes in the power of strong partnerships and collaboration. The ALA's focus on education and professional development aligns with CYBIR's commitment to supporting the organizations they work with regularly.

Mike Nelson's leadership and expertise have been instrumental in CYBIR's success, making them a trusted partner in the digital forensics and cybersecurity industry.

### Mike's extensive list of certifications includes:

- |   |   |
|---|---|
| • AccessData Certified Examiner (ACE)         | • Certified Information Systems Security Professional (CISSP) |
| • AccessData Mobile Examiner (AME)            | • EnCase Certified Examiner (EnCE)                            |
| • Certified Computer Examiner (CCE)           | • Everlaw Litigation Support Manager Certified                |
| • Cellebrite Certified Mobile Examiner (CCME) | • Offensive Security Certified Professional (OSCP)            |
| • Certified Data Recovery Professional (CDRP) | • Offensive Security Wireless Professional (OSWP)             |
| • Certified Ethical Hacker (CEH)              | • Security+   |
| • Certified Forensic Computer Examiner (CFCE) | • Summation Certified Administrator                           |



**Michael M. Nelson**  
Managing Partner

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# Celebrating New Beginnings and Cherished Partnerships: Welcome to Our New Business Partners!

We are thrilled to extend a warm welcome to our new business partners!

At the First State Chapter ALA, our mission is to foster a collaborative and innovative community that drives success for all our members. We are excited to introduce our new partners and celebrate the continued support of our long-term partners.

- **Office Environments**: Specializing in creating functional and inspiring workspaces, Office Environments joins us to enhance our community's productivity and creativity.
- **CYBIR**: A leader in cybersecurity solutions, CYBIR is committed to protecting our members' digital assets and ensuring a secure business environment.
- **FORMCRAFT**: Known for their innovative design and construction services, FORMCRAFT aims to bring cutting-edge solutions to our community's infrastructure needs.
- **Sovana Bistro**: A culinary gem, Sovana Bistro offers exceptional dining experiences and joins us to enrich our community's social and networking events.
- **Santora SPA Group**: Known for providing comprehensive accounting, auditing, tax planning, and consulting services to businesses, nonprofits, and individuals in Delaware. They are recognized for their expertise, personalized client relationships, and proactive approach to helping clients achieve their financial goals.

We are deeply grateful for the unwavering support of our long-term partners, including:

- **Parcels**
- **USI**
- **Assured Partners**
- **EDiS**
- **MilliCare**
- **Just Legal**
- **Reliable**
- **Hilyards**
- **Brown & Brown Insurance**
- **Tech Solutions Inc.**
- **Contemporary Staffing Solutions**
- **Tonic**
- **CloudScale 365**
- **DLS Discovery**
- **Belfit, Lyons, & Shuman, PA**
- **Gunnip & Company LLP**



Your contributions have been instrumental in our growth and success.

Be on the lookout each month for business partner spotlights featuring both new and long-term partners. Each spotlight will highlight the company and their representative, giving you an opportunity to learn more about their contributions and expertise.

We encourage you to learn more about our partners by visiting their websites or following them on social media. Their expertise and services can greatly benefit our community. If your business is interested in joining our chapter and becoming part of our growing community, we invite you to reach out and explore the opportunities we offer. A heartfelt thank you to all our partners for their support.

We look forward to many more years of fruitful collaborations and shared success.



## Announcements

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The First State Chapter is delighted to announce that, with the recent changes regarding the previous winner, we have awarded **Lisa D. Moore**, Human Resources Director / Firm Administrator at Maron Marvel Bradley Anderson & Tardy LLC, the First State Chapter ALA National Scholarship to this year's ALA 2025 Annual Conference and Expo.

The event will be held from May 18-21 in Nashville, where Lisa will join us for thought-provoking presentations and interactive discussions with the legal management community. There will be ample opportunities to network and explore the latest offerings from our business partners. Don't miss the chance to hear from top-notch speakers, participate in engaging educational sessions, and meet knowledgeable and helpful exhibitors during the event.

Additionally, this is a wonderful opportunity for Lisa to experience Nashville while connecting with legal professionals from across the country. We look forward to hearing about her insights, discoveries, and connections during the conference. Her presence will undoubtedly enhance the ALA community and contribute to its collective success.

**Congratulations and the First State Chapter wishes Lisa an inspiring and fulfilling journey!**



**First State Chapter**  
Delaware  
A Chapter of the Association of Legal Administrators

**ALA 2025 Annual  
Conference & Expo**

**MAY 18-21**



**Music City Center  
Nashville, Tennessee**



# Congratulations



We are thrilled to announce that **Sueann Hall** from **Just Legal** is now a proud *Mimi*!

Her daughter Megan gave birth to a beautiful baby girl, Camden Rose, on March 21, 2025. Camden weighed in at 7 lbs 15 oz and measured 20.5 inches long.

**WELCOME TO THE WORLD, CAMDEN ROSE!**



# Upcoming Event Reminders

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## The Risk of AI in Law Firms

April 28, 2025

Our education co-chairs are diligently preparing for an insightful session in April on "The Risk of AI in Law Firms."

This virtual event will feature a representative from ALAS (Attorneys' Liability Assurance Society) in Chicago, who will provide valuable perspectives on the potential risks and implications of AI in the legal industry. ALAS is known for its expertise in professional liability insurance and risk management for law firms, making their insights particularly relevant and beneficial.

**Be on the lookout for further information and invite via email!**



## ALA National Conference

May 18 -21, 2025

Join us for engaging presentations and discussions with your legal management community. Network, explore offerings from business partners, hear from top speakers, attend educational sessions, and meet helpful exhibitors. Don't miss out!

For more information, shoot us an email at [ala@mcievents.com](mailto:ala@mcievents.com) or call +1-972-349-5828. We're here to help you make the most of your experience!

**Music City Center  
Nashville, Tennessee**



**PRESENTED BY  
JONATHAN SEGAL**  
PARTNER AT  
DUANE MORRIS

## DEI under the Legal Microscope

June 4, 2025

BREAKFAST/ NETWORKING SESSION  
8:30AM - 9:00AM

PRESENTATION  
9:00AM - 10:00AM

Inclusion of diverse talent is vital for a law firm's success. However, DEI programs face increased scrutiny due to recent Supreme Court decisions, executive orders, and anti-DEI activism.

This program offers a legal framework to assess your DEI program's legal exposure, highlighting unlawful and high-risk practices, and suggesting alternatives. It also provides steps for auditing exposure and corrective actions.

**Morris, Nichols, Arsht & Tunnell LLP**  
1201 N Market St.  
Wilmington, DE 19801



## Upcoming National Certification

# education



## Mental Health First Aid Certification

Registration Is Open for ALA's 2025 Mental Health First Aid Certification Programs

### **Back by Popular Demand!**

ALA is thrilled to bring you another opportunity to make a real difference in your workplace. Equip yourself with the tools to identify, understand and respond to mental health challenges and substance use disorders with the Mental Health First Aid (MHFA) course, brought to you in partnership with the National Council for Mental Wellbeing.

This dynamic program will:

- Introduce key risk factors and warning signs of mental health challenges.
- Build a deeper understanding of how mental health impacts your team and community.
- Teach you practical, actionable ways to provide support during a crisis or challenge.

### **Why Take MHFA?**

By completing this program, you'll gain the skills to foster a happier, more empathetic and compassionate workplace — and you'll be a resource your peers can count on when they need it most. Click below to explore the full program, including the schedule, speakers, registration details, fees and more! The interactive course is comprised of two hours of self-paced content and one 6.5-hour Zoom session led by industry experts.

The one-day training course will be offered on various Fridays throughout the year:

- Friday, June 6, 2025
- Friday, August 15, 2025
- Friday, November 14, 2025

If you earned your certification in 2022, it's time to renew and ensure your credentials stay current! Don't forget to register today to maintain your certification.

Spots are limited to 30 participants per session, so don't wait — secure your place today!

[To Register Click Here](#)



## Upcoming Local Events



### 20TH ANNUAL CITY RESTAURANT WEEK – WILMINGTON, DE

PRESENTED BY: OUT & ABOUT MAGAZINE

DATES: MARCH 31 – APRIL 5, 2025

**Details:** Enjoy a week of prix-fixe dining at Wilmington's premier restaurants, featuring creative cuisine from Asian to French to Italian. Lunch is priced at \$20, and dinner at \$35 or \$55 (plus gratuity).

**Highlights:**

- Unique Dining Experience: All participating restaurants are owner-operated, ensuring a personal touch.
- Fresh Spring Menus: A great opportunity to try new dishes and restaurants within the community.

**Quotes from Local Restaurateurs:**

- Dan Butler, Piccolina Toscana: "CRW is a reminder that this city has remarkable dining options in close proximity to one another."
- Sergio Pelligrino, Café Mezzanotte: "The event promotes the fine dining scene in Wilmington and introduces Café Mezzanotte to potential new patrons."

**Note:** Reservations are strongly suggested.

For more information, visit: [City Restaurant Week](#)




### LIVE MUSIC THURSDAYS PRESENTED BY: DE.CO

Price: FREE

Time: 6:00 PM to 9:00 PM

Recurrence: Recurring weekly on Thursday

 DE.CO  
111 W. 10th St.,  
Wilmington, DE 19801



# FirstStateChapter

DELAWARE

*A Chapter of the Association of Legal Administrators*

## Scholarship Opportunity

### Scholarship Eligibility Criteria

The scholarship is open to students who are interested in attending the Fall 2025 Paralegal Certificate program.

- Cumulative grade point average of at least 3.5 for most recent academic program.
- Demonstrated leadership ability.
- Participation in extracurricular activities.
- Performance of community service.

### Supplemental Materials Required for Application

In addition to the application form, the following information and/or materials are required to qualify for consideration:

- An Official transcript.
- An Essay describing how this scholarship will enhance your current or future legal career (500 words maximum).
- Two letters of recommendation. Please include contact information, relationship to reference and how long you have known them.
- A Resume.

[for more information and to apply click here](#)

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## Interested in becoming a CLM?



The First State Chapter encourages and promotes ALA's Certified Legal Manager (CLM) Program.

To learn more about CLM please visit [ALA's National Website](#).

Are you an ALA member that has questions or needs help? Please utilize the [ALA Online Community](#) for resources to support you.

Don't forget to check out the ALA's [Legal Management Magazine](#) to stay up to date on trends in our industry.





The First State Chapter of the Association of Legal Administrators recently had the pleasure of welcoming Betsy Renzo, the Executive Director of the Delaware Law-Related Education Center (DELREC). During her visit, Betsy provided an insightful presentation on DELREC's impactful work within the local community and highlighted numerous opportunities for law firms to build meaningful partnerships aimed at mentoring Delaware students on their journey towards a legal career.

### **DELREC'S MISSION AND PROGRAMS**

Betsy Renzo began by outlining DELREC's renewed mission to increase diversity within Delaware's Bench and Bar, starting with K-12 students. The organization's methodology focuses on two main objectives: increasing knowledge of the law for all Delaware K-12 students and eliminating barriers to careers in law. This mission is supported by a variety of programs designed to inspire and prepare a diverse group of students to pursue careers in law.

One of the key programs discussed was the First Generation Law Student Program, which provides mentorship and resources to students who are the first in their families to consider a legal career. Additionally, DELREC offers internships for rising 8th and 9th graders with the courts, high school students in legal nonprofit rotations, and college students who have the opportunity to lunch with a lawyer.

### **THE PROGRAM OUTLINES SEVERAL INTERNSHIP OPPORTUNITIES:**

- Rising 8th and 9th Graders: Internships with the courts in all counties.
- High School Students: Legal nonprofit rotations.
- College Students: Opportunities to have lunch with a lawyer and gain insights into the legal profession.

### **BUILDING PARTNERSHIPS WITH LAW FIRMS**

Betsy emphasized the importance of partnerships between law firms and schools to foster long-term relationships and provide students with practical legal experiences. She shared the success of last year's pilot program, where law firms partnered with schools to conduct workshops and activities for students at various grade levels. These activities ranged from reading books about laws for K-2 students to career panels, field trips to courthouses, and mock trials for older students.

Workshops conducted by attorneys covered a wide range of topics, including arguing like a lawyer, knowing your rights, dignity rights, and the Innocence Project. These workshops are designed to empower students with knowledge of the law and inspire them to consider legal careers.

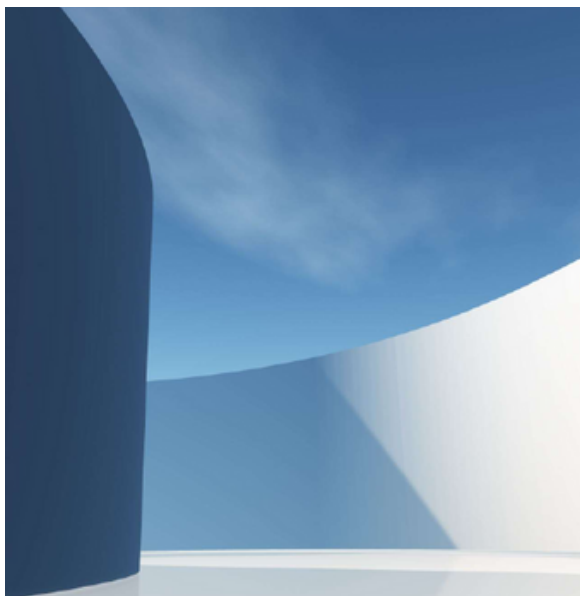
### **COMMUNITY INVOLVEMENT AND FUTURE OPPORTUNITIES**

Betsy encouraged members of the First State Chapter to get involved with DELREC's initiatives. She highlighted several ways to contribute, such as volunteering an hour each year, sponsoring or attending First Generation Happy Hours, partnering with local schools, having lunch with students interested in law, and helping with curriculum development.

The presentation concluded with a call to action, inviting law firms to join DELREC in their mission to create a more inclusive legal profession. By partnering with DELREC, law firms can play a crucial role in mentoring the next generation of legal professionals and ensuring that Delaware's legal community reflects the diversity of its population.

FOR MORE INFORMATION ON  
HOW TO GET INVOLVED, VISIT  
DELREC'S WEBSITE AT  
[WWW.DELREC.ORG](http://WWW.DELREC.ORG) OR CONTACT  
BETSY RENZO DIRECTLY AT  
[BRENZO@DELREC.ORG](mailto:BRENZO@DELREC.ORG)





### Labor & Employment Update (including updates on Delaware Paid Family Medical Leave) - ALA First State Chapter

Date: February 24, 2025

#### Key Dates:

- May 11, 2022: Delaware Paid Leave signed into law.
- July 11, 2023: Regulations for Delaware Paid Leave went into effect.
- March 11, 2024: Second round of PFML regulations becomes effective.
- September 2024 - December 1, 2024: Employers can set up accounts using Delaware LaborFirst.
- January 1, 2025: Payroll deductions begin for employers in the State's plan.
- April 30, 2025: First due date for PFML contributions.
- January 1, 2026: Employees can begin submitting claim applications for payment.

#### Program Benefits:

- Provides up to 80% of an employee's wages (up to \$900 per week) for:
  - Parental Leave: Up to 12 weeks per year for care of a new child.
  - Family Caregiving: Up to 6 weeks every 24 months for a family member with a serious health condition.
  - Personal Health: Up to 6 weeks every 24 months for personal serious health conditions or injuries.
  - Military Deployment: Up to 6 weeks every 24 months to assist loved ones on overseas military deployment.
- Employees are limited to a maximum of 12 weeks of total, combined leave per year.
- Funded by less than 1% of an employee's weekly salary.
- Employers can require employees to contribute up to 50% of the cost.

#### Eligibility:

- Employers:
  - Must employ employees working anywhere in Delaware.
  - Employers with 10 to 24 employees: Parental leave.
  - Employers with 25 or more employees: Parental, family caregiving, and medical leave.
  - Excludes employers with less than 10 employees, the federal government, and businesses closed for 30 consecutive days or more per year.
- Employees:
  - Must be employed for at least one year and at least 1,250 hours with a single employer.
  - Service hours requirement follows FMLA standards.

#### Application Process:

- Employers can set up accounts using Delaware LaborFirst.
- Employees can submit claims starting January 1, 2026.
- Medical documentation required for leave based on serious health conditions.
- Intermittent or reduced leave schedules allowed when medically necessary.

#### Protections:

- Employers cannot interfere with, restrain, or deny the exercise of rights protected under the program.
- Retaliation against employees for exercising their rights is prohibited.
- Employees are entitled to job protection and benefits continuation during leave.

#### Presentation Material Provided By:

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500 Delaware Avenue, Suite 1500  
Wilmington, DE 19801-1494  
Phone: 302.888.5210 | Fax: 302.571.1750  
[morrisjames.com](http://morrisjames.com) | [ABritton@morrisjames.com](mailto:ABritton@morrisjames.com)

#### Commentary Provided By:

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Delaware Department of Labor  
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(302) 338-8430

General Questions  
24/7/365 Call Center: (302) 761-8375  
Email: [PFML@Delaware.gov](mailto:PFML@Delaware.gov)  
[DE.gov/PaidLeave](http://DE.gov/PaidLeave) (for information about the program)  
[DE.gov/LaborFirst](http://DE.gov/LaborFirst) (for technical information)

### MARCH MADDNESS BUSINESS PARTNER EVENT



The First State Chapter of Legal Administrators recently held its annual March Madness Business Partner Event, a celebration of community, collaboration, and friendly competition. This year's event was graciously hosted at The Queen in Wilmington, thanks to the generous donation from Buccini Pollin Group (BPG). The venue, known for its vibrant atmosphere and historical significance, provided the perfect backdrop for an evening of networking and fun.

Allison Wier, Director of Events at BPG, helped in making the event memorable. She offered insightful tours of the full venue, showcasing its unique features and history. Additionally, BPG donated a variety of tickets for prizes, adding an extra layer of excitement to the evening.

The event featured raffles and the highly anticipated annual basketball game. Participants competed enthusiastically, aiming for the top scores. Rich Kenny of Tech Solutions emerged as the champion, securing the first prize for the highest score. Angela Pedicone-Baker of DLA Piper followed closely, earning the second prize for her impressive performance. In a lighthearted twist, Pam Motter of Office Environments was recognized for her efforts with a prize for the lowest score, adding a touch of humor to the competitive spirit.

We would like to extend our heartfelt thanks to everyone who attended, especially our business partners. Your presence made the event a great success and provided a wonderful opportunity to network and mingle. We can't wait for the next great event and look forward to seeing you all there!







# FirstStateChapter

DELAWARE

A Chapter of the Association of Legal Administrators

## BUSINESS PARTNERS

### CAESAR RODNEY LEVEL

Parcels is a leading provider of high-quality support services to the legal and corporate community. The one driving force behind the company is simple: the client comes first. Incorporated in 1980, Parcels is owned and operated by James A. and Maureen Cauley Johnson, Delawareans with deep ties to the community.

The company's objective has always been to grow the organization and its reputation through extraordinary service to the client, through the recruitment and retention of exceptional cross-trained staff, and through prudent financial management. The focus has always been on expansion of services that are useful and cost-effective to our clients rather than on increasing the number of locations.

Although Parcels' clients are from diverse segments of the corporate world, it specializes in serving the legal community in Delaware. Established first as a Courier service to law firms, Parcels kept a fine ear tuned to the needs of its clients; it built relationships with the major law firms and with the courts, and it developed a deep, integrated staff with expertise in the services it offered. Parcels, with its wide range of peripheral services, allows law professionals to do what they do best - the practice of law.



230 North Market Street  
PO Box 27  
Wilmington, DE 19899

**Executive Vice President:**

**Vito DiMaio** - [vdimaio@parcelsinc.com](mailto:vdimaio@parcelsinc.com)

**Direct Dial:** (302)254-7255

**Director:**

**Joe Semet** - [jsemet@parcelsinc.com](mailto:jsemet@parcelsinc.com)

**Direct Dial:** (302)254-2116

### BRANDYWINE BLUE LEVEL





# FirstStateChapter<sup>DELAWARE</sup>

A Chapter of the Association of Legal Administrators

## CHRISTIANA LEVEL

