

MARCH 2019



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FROM THE DESKS OF RAZUMICH + DELAMATER

Man, that Colts comment from last month didn't age well, did it? One of the hazards of writing these notes to be topical.

Now that we're in March we can turn our attention to basketball, baseball, warmer temperatures (although with questionable regularity in Indiana), longer daylight hours, and the start of convention season. Here at the office, we are continuing our efforts to provide each of you with the best possible representation, which is exactly what your cases deserve. We're down a team member, but I'm proud of our remaining team members for stepping up and helping us not miss a beat.

If you're one of the lucky ones getting a tax return this month, why not consider contacting us to discuss whether you or someone you know qualifies for an expungement of their record? We speak with a lot of people in January-February about expungements, but not as many people follow through like they should. Cleaning up your past prevents it from holding you back, and is more affordable than you might think. Case evaluations with our office are always free, and we're happy to help.

Take care, and we'll talk again next month.



*- JOHN RAZUMICH
AND JOE DELAMATER*



THE WILD WORLD OF MARCH MADNESS A LOOK AT ICONIC TOURNAMENT MOMENTS

Every spring, millions of Americans fill out March Madness brackets. According to outplacement firm Challenger, Gray & Christmas, about 20 percent of workers will fill out a bracket this year, and the drop in productivity during the first week of the NCAA Tournament will cost companies roughly \$4 billion. Needless to say, March Madness is a nationwide phenomenon.

The tournament's status can be chalked up to the ease of filling out a bracket and good old-fashioned school pride, but March Madness has also become famous for having the highest occurrence of heart-stopping moments of any major American sporting event. Over the years, we've seen Cinderella stories, buzzer beaters, and otherworldly performances. Every year, the tournament serves something unexpected and wonderful. It's those moments that make March Madness what it is. Here are a few of the most memorable.

BIRD VS. MAGIC 1 (1979)

Author Chuck Klosterman described the rivalry between Larry Bird and Magic Johnson as "a conflict that dwarfs Dante." While their battle grew to legendary proportions during their respective NBA careers, Bird and Magic first faced off before either entered the NBA.

During the 1978-79 season, Larry Bird led the lowly Indiana State Sycamores to an undefeated regular season record. They stormed through the tournament and met Magic Johnson and the Michigan State Spartans in the final.

Bird managed a double-double in the game, scoring 19 points and grabbing 13 rebounds, but Magic was the stand-out performer and MVP. He finished with 24 points and a title. Over

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the ensuing years, Bird's Celtics and Magic's Lakers would trade shots in an epic tussle for NBA supremacy, but it all started here.

N.C. STATE'S LAST-SECOND UPSET (1983)

March Madness is known for underdog stories, and few are more inspirational than N.C. State's shocking upset of Houston in the 1983 title game. Houston, known as Phi Slamma Jamma for their above-the-rim playstyle, was on a 26-game winning streak and heavily favored to make mincemeat of the Wolfpack. But that's not what happened.

With the game tied and time expiring, N.C. State's Dereck Whittenburg had the ball near the top of the key. He heaved up a prayer of a shot that came down well short of the basket. However, his teammate Lorenzo Charles caught the ball as if the errant shot were a perfectly placed alley-oop. He slammed the ball, time expired, and the entire stadium went wild. Jim Valvano, N.C. State's coach, was so overcome that he ran around the court in utter disbelief.

CHRIS WEBBER'S TIMEOUT (1993)

Michigan's Fab Five (Chris Webber, Jalen Rose, Juwan Howard, Jimmy King, and Ray Jackson) are the most famous recruiting class in college basketball history. They transformed the sport by injecting a healthy dose of what we know today as "swag."

After reaching the finals of the tournament as freshmen — an unheard-of achievement at the time — the Wolverines were expected to romp to a title in 1993. Everything went according to plan until the final when Chris Webber committed basketball's most famous blunder.

Down by two points with 20 seconds left, Webber secured a rebound and headed up the court. The North Carolina defense smartly used a trap defense to funnel him into the corner. Panicked and out of real estate, Webber signaled for a timeout. The problem was that Michigan didn't have any. As an automatic technical foul, Webber's gaffe secured North Carolina's victory.

KRIS JENKINS FTW (2016)

The most stunning moment in recent tournament history came from Villanova's forward Kris Jenkins and his team. The Philadelphia-area school had not won a title in more than 20 years when they made the championship game in 2016. Their duel with North Carolina in that game was one for the ages — a back-and-forth affair that was tied 74-74 before the final possession. The ball came to Jenkins, who chucked a deep three as time expired, and the buzzer sounded as the ball went through the rim.

"When I get it," Jenkins told reporters after the game, "it's going up. I always think it's going in, and this was no different." It was no different, except for the fact that most shots aren't destined to be remembered for decades.

Which moments from this year will end up leaving an indelible imprint on the sport? You'll have to tune in to find out.



CELEBRATING EMPLOYEE APPRECIATION DAY

buy lunch for the whole office, or give their workers part of the day off. Other ways to celebrate on that day, month, or throughout the year include:

- Organizing an after-work gathering
- Buying surprise snacks for the entire office
- Practicing flexibility in the office
- Giving thank-you cards to your staff
- Creating an encouraging environment
- Praising team efforts and accomplishments
- Celebrating birthdays
- Giving rewards
- Recognizing team and individual achievements publicly

Employees are the backbone of any business, big or small. If you're looking for a way to give thanks to your hardworking staff, there's no better time than now. Employee Appreciation Day is a non-official holiday that takes place on the first Friday of March. However, this holiday doesn't have to be confined to a single day, nor does it have to be expensive.

HISTORY

In 1995, the idea came to Dr. Bob Nelson — also known as the "Guru of Thank You" — and he put it into action. Dr. Nelson is a founding Recognition Professionals International board member, head of Workman Publishing, and author of "1,001 Ways to Reward Employees." His goal was to create and bolster the bond between employee and employer in all industries.

OBSERVING EMPLOYEE APPRECIATION DAY

An employer can use many different methods to give thanks to their employees. To celebrate, employers across the country throw office parties,

THE IMPORTANCE OF APPRECIATION

No matter where they work, employees want to be treated like human beings. When they've reached a personal or professional goal or they accomplish a feat for their team, they want to be recognized. And when that recognition is given, employees feel proud of their work and valued as individuals within the company. It doesn't take much effort to give that praise, and when you do, it affects the whole company in a positive way.

Taking the time to value people for the work they do will create a happier and more productive workplace. Let this year's Employee Appreciation Day be the first day of many to celebrate the efforts of hardworking employees.

ARE YOU READY FOR FIDO?

How to Decide if Your Family Can Care for a Pet

While we don't know exactly why humans keep pets, one fact is certain: Millions of people love them. In fact, nearly 70 percent of households in the U.S. have a pet. But no matter what you see on your favorite dog Instagram accounts, keeping a pet isn't endless playtime. Ask yourself the following questions before buying or adopting a furry companion.

DO YOU KNOW WHAT YOU'RE GETTING INTO?

Owning a pet can change your lifestyle. To start, you will have to consider the animal's well-being when hosting events or taking vacations. You will also have to make room in your budget for pet-related expenses. Additionally, some animals can live for upward of two decades. Discuss how responsibilities will change as a pet ages and what your future will look like before making the commitment.

DOES AN ANIMAL FIT YOUR LIFESTYLE?

When choosing a pet for your family, gather research from animal experts and other pet owners. Calculate the cost of owning a pet, and evaluate how that animal will fit into your lifestyle. For example, dogs are one of the most high-maintenance and expensive animals to own, but they tend to be more involved in family life than a cat or a hamster. That said, your home's size and location may make it better suited for a smaller pet, as many larger animals require more square footage and plenty of outdoor space.

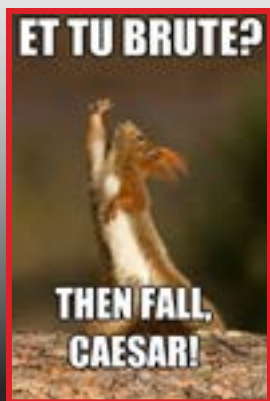
IS YOUR FAMILY READY?

Every family is different, and it's important to have an honest discussion about the implications of owning a pet. If you have kids, consider how much they will be able to contribute to such a responsibility. Another factor to consider is how much free time you have to spend with your pet; some animals require more attention than others. To avoid major conflict down the road, discuss care and responsibility plans as a family before welcoming an animal into your home.

Keeping a pet can be a source of joy for your family, but it can also be a source of stress. Before making any major choice, talk to your family members and consider what owning a pet would mean for all of you.



TAKE A BREAK!



EVERYTHING POPCORN

Everything is the best bagel flavor. This is not a matter of debate. Sprinkle the seasoning on popcorn for a delicious snack that will have people asking, "What does this remind me of?"

Ingredients

- 3/4 cup popcorn kernels
- 2 tablespoons flaky sea salt
- 1 teaspoon black sesame seeds
- 2 teaspoons white sesame seeds
- 2 teaspoons granulated garlic
- 2 teaspoons granulated onion
- 1/3 cup canola oil
- 4 tablespoons unsalted butter, melted

Directions

1. In a small skillet over medium heat, toast sesame seeds. Shake skillet often and cook until white seeds are golden and fragrant, about 2 minutes. Transfer to a small bowl and add garlic, onion, and salt.
2. In a large saucepan, combine corn kernels and oil. Cook over medium-high heat, covered, until corn kernels start to pop. Once popping, continue cooking and shaking the pan intermittently until popping ceases, about 3-5 minutes.
3. Transfer popcorn to a large mixing bowl. Pour in butter and toss to coat. Finally, add seasoning, toss again, and serve.

Inspired by Food & Wine magazine



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AN INSIDE JOB

THE CURIOUS CASE OF THE DISAPPEARING FLAGS

Theft is a serious matter, made even more grave when the victims are fallen war heroes. Such was the situation that stumped police in Hudson, New York, in 2012.

The crime was first committed in July of the previous year. Flags had been placed around the graves of soldiers in Cedar Park Cemetery — only to go missing right around Independence Day. Veterans groups and locals were outraged and mystified by the crime. Some worried that a hate group was to blame, as the missing flags had adorned the graves of Jewish soldiers. Veterans worked to replace the flags, one by one, and right the wrong. No culprit was found, and the community moved on — until the following July, when the mystery repeated itself.

Like the year before, flags were placed on veterans' graves in honor of Independence Day, and again, they went missing sometime in the night, this time taken from the graves of African American Civil War soldiers. Cemetery caretaker and veteran Vincent Wallace was appalled, as was the rest of his community. "I just can't comprehend the mindset that would allow someone to do this," Wallace said.

Determined to find out who was to blame, police put up surveillance cameras and recorded the goings-on in the cemetery. As they watched the tapes, sure enough, they saw one of the culprits sitting atop a gravestone with an empty flagpole in front of him. It was a groundhog.

Apparently, the wooden flagpoles attract groundhogs, something other groundskeepers have experienced as well.

"I'm glad we don't have someone who has taken it upon themselves to desecrate the stones and the flags in front of them," said Hudson mayor Bill Hallenbeck. "We can all rest a little easier knowing that it was a critter and not a human defacing our flags, especially those of the veterans," added Hudson's police commissioner.

Turns out Punxsutawney Phil has some very naughty cousins — ones who aren't subject to the law.

