

IN TOUCH

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Hello!

This issue of *In Touch* is being sent to you courtesy of



It is our way of saying that you are important to us and we truly value your business. Please feel free to pass this newsletter on to friends and neighbors. Enjoy!

Funny Bone



Return Policy

Gene had an interview for a big job, and wanted to make the right impression.

He went out and bought a new suit, shirt, shoes, and tie.

Before the interview, he continually checked his appearance to make sure it was perfect.

While meeting with his prospective boss, Gene enthusiastically made a point by leaning his arm on the man's desk for emphasis.

Both his and the interviewer's eyes immediately fixed on the price tag still attached to Gene's sleeve.

Thinking quickly, Gene said, "Well, if I don't get the job, at least I can take the suit back."

Avoiding Workplace Distractions

Work distractions are growing all the time thanks to push notifications, push notifications and emails. The distractions make it hard for workers to get "in the zone" and results in reduced productivity and increased stress, according to experts. However, the good news is there are ways to cut down on workplace distractions in order to do better work and improve wellbeing.



One good tip is to start practicing asynchronous communication. This simply means feeling free to reply to communications such as emails at a time when it suits you. Not only does this increase focus and quality decision making, it also provides more time in which to consider a response to the communication. To make the most of an asynchronous message and avoid unnecessary further communication, ensure initial requests include enough detail, a due date and an alternative path in the event your requirements cannot be met by the recipient. Another good tip is to check everything in batches rather than doing so sporadically during the work day, which can cause a loss of up to 40% in productivity. Check emails, social media, text messages and even instant messages altogether at prescheduled times.

People Management and the Millennial Manager

Many positions of leadership are now occupied by millennials, often having to supervise workers who are many years their senior. New managers often do not receive formal training in people management, leaving many millennial managers feeling overwhelmed or nervous about their new role.



The good news is there are some people management tips that will be crucial to all new managers, One of the most important tips for new managers is to take the time to really get to know their staff. Discover what they like and what they don't like, how they are able to thrive and the management style they prefer as well as what can cause them to become frustrated. It is also a good idea to enquire about their overall career goals for the future. Asking such questions will not only see you gain important insights into your workers and how to get the best from them, but will also demonstrate to the employees that their new manager wants to get to know them. Another good tip is to make use of more inclusive language when discussing staff members and your own position. Avoiding terms such as "boss" and opting for phrases such as "co-workers" can create a culture that is more team-oriented and avoid isolating yourself from your employees.

What Our Customers Say

We are so fortunate to have the best customers in the world! Many of them write to tell us how much they appreciate how well we clean their homes. Here are just a few of the terrific comments that we've received.

Matt is great. He was able to answer all of my questions, get me started with the documents I need and was knowledgeable about my situation. I will be using him for my business needs in the future.

Melissa U.; Google Review

Great to work with such a knowledgeable professional when developing a Trust.

Diane M.; AVVO Review

...Definitely would recommend working with Matt [...] if you are looking for a capable, responsive, and insightful team of lawyers. Overall, 5 stars!

Ryan H.; Google Review

Your Family and Seafood

Seafood is good for you and can be particularly beneficial for children, improving brain and body function and has even been linked to a reduced risk of allergic conditions such as asthma and heart disease.



However, many parents feel ill-equipped to prepare seafood dishes or fearful that their children will not like it and refuse to eat it.

One good tip to add seafood to your family's regular diet is to make it fun.

This can be achieved by taking healthy fish such as salmon or wild cod and putting them into the form of fun foods such as burgers or tacos.

Getting kids who may not be keen on eating seafood to help cook the seafood meal can not only remove their objections, it can also help them to develop a more daring palate and healthier eating habits over the long term and even improve confidence and motor functions. Those new to seafood preparation should start with shrimp, which is versatile and can be served cold or warm as a main course, appetizer or snack aware of what information needs to be learned and what can be ignored.

Tips for Healthy Social Media Use

Most college students in the US spend several hours every day using social media platforms and in an age of constant usage, social media can have a big impact on the identities and experiences of young people, and even on their mental health.



The good news is there are more positive and healthy ways to make use of social media.

One good tip is to ensure that you are supporting a healthy community online. Before joining a community take a look around and see if the people already there have a healthy and positive attitude or if becoming a part of such a community would likely be a source of stress. If it is the latter, the best idea would be to find another online community more suited to your personality.

It is important for people to live in the moment. While videos and photos are important, it is crucial to experiences and connections to be aware of the present moment. Studies show that media usage can change or even reduce the actual memories of events in our lives, so people should avoid too much reliance on such media.

Small Business and HR tips

Reliable staff is a must for the success of any business and human resources is as crucial even for small businesses as it is for larger ones.

One good human resources tip for small businesses is to avoid overtime violations.



Very small business owners often do HR themselves, and in these cases, they need to understand best practices in regards to employment laws.

Employers need to keep in mind state laws, how overtime can accumulate, tracking time for employees who are paid by the hour, ensuring employees are correctly classified and ensuring that employees receive payment for all working time.

Another good tip is to make sure that employee scheduling is as simplified as possible. Manual scheduling can take a lot of time, especially if your employee pool is growing, but a week's schedule can be sorted out quickly and easily with the use of drag and drop scheduling tools such as Homebase.

This software sends schedule changes to team members immediately and can integrate with popular payroll providers with no additional data entry.

About Our Firm

We believe that the traditional law firm model is flawed. It incentivizes lawyers to spend more time on matters (*cough* billable hours *cough*) and constantly focus on the next new client (“one off transactions” are the norm in most legal practices). Isn't it time for a worthwhile, lifetime relationship with your lawyer?

Some of the Services We Offer ...

- ✓ Corporate Formations
- ✓ Outsourced General Counsel
- ✓ Interstate Corporate Moves
- ✓ Asset Protection Planning
- ✓ Mergers & Acquisitions
- ✓ Wills & Trust Planning

Tell a friend! A referral from one of our satisfied clients is the greatest compliment we can receive!



Finance Stretching

Saving money is an important step when it comes to reaching a financial goal, and one way to save is to come up with methods to help you make the money you have go further.

One good tip is simply to begin saving as soon as you can.

Even if you cannot save a lot of money every month, even saving a bit here and there can slowly add up to more than you might think.

The most difficult aspect of saving is simply getting into the habit of doing so.

The modern world offers a number of methods to help people save money, including apps such as Digit and Clarity Money that can ensure money is saved without the need for you to have to think about it all the time.

It is also a good idea to make sure that any money that you are saving is being kept in an account that will generate some interest for you.



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A "GOOD NEWS" NEWSLETTER FULL OF FUN AND INTERESTING FACTS FOR OUR CUSTOMER **APRIL 2021**

Airplane Facts

Airplanes are a commonly accepted form of travel in the world today, but there are a surprising number of trivia facts that the great majority of people are likely to be oblivious to. One such trivia fact concerns the hooks that are found on the wings of airplanes. Those hooks actually contain holes intended to make it easier for ropes to be attached by flight attendants in the event that inflatable slides need to be employed should the airplane have to make an emergency landing in water. If those hooks were not there, the wings would be so slippery and smooth passengers would not be able to get to the inflatable slides. Planes such as the Boeing 777 and 787 actually include secret areas in which staff members, including pilots, can get some sleep during the flight. Unfortunately, medical emergencies do sometimes happen during flights. If there is a chance to save someone's life, the pilot will try to land the plane at the nearest airport to try and get the person emergency medical attention. In the event of a death, flight attendants will take the body to an empty row and have it covered over by a rug.



From the desk of

Matthew Murillo

Well, it's been a busy time. As some of you may know, Mina is no longer with our firm. While we are sad to see her go, we're excited to see her growth as she undertakes the next stage of her career!

We're also excited for the opportunity this presents to continue to create efficiencies in the firm, where we can do so, and continue to develop opportunities to support our client's entrepreneurship goals! Including offering an often requested service – Tax Resolution!

Buy One, Gift One!

With businesses opening back up and schools reopening, in effort to help encourage proper planning, we've decided to offer a "Buy One, Gift One" promotion for our estate plans and business General Counsel plans! Call for details!

B2B Companies and Podcasts

Podcasts offer a unique chance for B2B firms to generate brand advocates and positive leads, but not every B2B brand may need a podcast.



B2B brands uncertain if they should launch a podcast should do some research to see if podcasts are being used by their immediate competitors. If they are, check out those podcasts to see the guests they have on, and how many subscribers, shares and listeners they have to measure their success. Think about ways in which your B2B firm could match or even make improvements to the podcasts being produced by your competitors.

It is also important to keep in mind that podcasts are intended as a medium for communication and not just for promotion. B2B brands who may wish to steer away from honest conversations may want to give podcasts a miss as the final product will make such hesitance obvious to the listener. However, podcasts are a great method for B2B companies to connect with their audience in a very intimate and genuine fashion.