

The Letter the *Washington Post* Refused to Print *by Ben Glass*

Here's a letter I wrote recently to the Washington Post after 23,000 people applied for 800 new jobs at Wal-Mart's opening in Washington, D.C.

They didn't publish it, so I'll share it with our readers. The message to my kids while sitting around the dinner table has always been that it is THEIR job to make themselves valuable to an employer. I've also told them over and over again that my free internship job I had in law school was one of the best learning experiences I ever had. Now the government makes such things illegal. It's one of the dumbest things the government could ever do. As you can see from my letter (below), I think minimum wage laws should be abolished. I'd love to hear from you either way.

Here's the letter the Washington Post refused to print:

Dear Editor,

Minimum wage laws should be abolished as they prevent a willing employer and a potential employee from legally entering into a contract for employment at a wage they both agree on. Even a very low-skilled employee can be given a chance to acquire new skills and move up the economic ladder when an employer is willing to hire them for an entry-level position at a wage they agree on.

Assuming that such laws are not repealed, however, raising the minimum wage will only keep more of the least skilled out of any employment.

Wal-Mart had 23,000 people apply for 800 jobs, and Wal-Mart was presumably not paying anywhere near the \$10.10 per hour being proposed by President Obama as necessary to "address income equality." According to Wal-Mart Senior Vice President Henry Jordan, Wal-Mart did as any rational employer would do and hired only the "best of the best" for the 800 positions. Why would the least skilled of the 23,000 have any chance at all?

Raising the minimum wage would attract an even larger pool of applicants with skill and experience, thus giving those with the least skill even less of a chance of any employment whatsoever.

One more thing: between Wal-Mart and Uncle Joe running the small hardware store down the street, which business is more likely to be able to survive increases in the minimum wage? Minimum wage laws not only kill job opportunity for the least skilled all around, they kill businesses.

Ben Glass

Want to learn more about success? I'll give you a free copy of my book *Carry Your Own Leash*. Email staff@benglasslaw.com with the subject line **Carry Your Own Leash** along with your mailing address and we'll send one your way.

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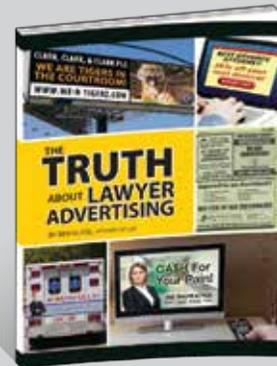
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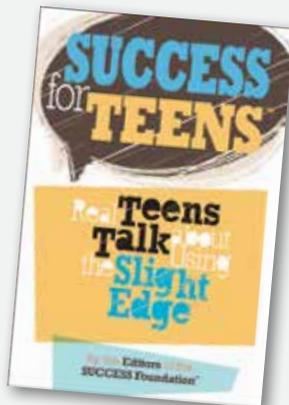
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We're Giving Away a FREE Book that Could Change Your Teen's Life

You know me, I never endorse something unless I've tried it for myself and I really believe in it.

I consider myself a bit of a connoisseur when it comes to "success" literature—books like *Think and Grow Rich* by Napoleon Hill or, more recently, *The One Thing* by Gary Keller. The teenage years are crucial for developing the right mindset and work ethic. These habits can stick for the rest of your life. Take a moment and actually ask yourself: How many bad habits do you still have from that age? What would you say to your younger self if you had the chance?



That's what this book *Success for Teens: Real Teens Talk about Using the Slight Edge* is all about. Based on the national bestseller *The Slight Edge* by Jeff Olson, this version contains all the same principles, but is written for teens and bolstered with audio interviews and real life stories from teens who have had serious success using the book. I'm a huge fan of the original work. It walks you, step by step, through how to actually make long-term, positive changes in your life.

Success is not about how lucky you are, what family you come from, what neighborhood you live in, or whether you're good looking. The difference is the small choices you make on a day-to-day basis. Every day, every hour, every moment of your life, you face a simple choice to take a positive action or a negative one. Over time, these actions determine the life you lead.

What else does *Success for Teens* teach? It teaches that your circumstances are not you. You can't always control what happens to you, but you can choose how you react to things when they happen. If you stop blaming other people or other forces outside your control, you can take back the power in your life.

The book also teaches (and this is essential for teens) that there is no such thing as failure. Success is *built* on failure. No exceptions. As humans, we tend to avoid failure at all costs, but, instead, it should be embraced as a learning tool. No failure is wasted if you learn from it.

Success is about planning, taking action, and being a continuous learner. If your dreams only exist in the land of "someday," they'll never happen. There is only today. The choices you make shape who you are and what you will become. Time is actually *on* your side when you flip your thinking and approach your dreams with *The Slight Edge* system.

This can all be accomplished by taking small steps each day. The first step always looks harder than it actually is. Once you've taken that step, know that the second step is as important as the first. These simple, habitual decisions have a ripple effect that influences your entire life and the lives of those around you, for good or for bad. Think about it: reading just 10 pages a day means you read over a dozen books a year. It's the same with learning an instrument or tackling weight loss. You won't see much change after a week, but a few months down the road, you will be stunned by the difference.

Here's one story from the book: Taylor wanted to get a soccer scholarship for college. Anyone who takes soccer seriously can tell you it's a lot of running. "I thought maybe I could get away with not doing it," Taylor says, "but I realized I needed to do my part in order to make a difference. On the days I didn't feel like running, I would make myself put on my tennis shoes, go outside, and do it. Even if I had to start slow, I realized I was trying instead of sitting at home. Once you see yourself getting faster, the easier it gets." She got that scholarship, by the way. ■

Want a free copy of the book *Success for Teens: Real Teens Talk about Using the Slight Edge*, or the audio version on CD? Just ask us! Email us at staff@benglasslaw.com with the subject line **Success for Teens**. Make sure you include your mailing address so we know where to send it.

BGL's Best Bites MINT CHOCOLATE BROWNIES



Make this simple mint chocolate brownie recipe for your sweetheart!

Prep Time: 10 minutes
Cook Time: 25 minutes
Total Time: 35 minutes

Ingredients:

- 1 19.8 oz. (family size) brownie mix (big enough for a 13 x 9 pan)
- 1/2 cup oil
- 1/4 cup water
- 2 large eggs
- 1 package Andes candy mints

Preparation:

Preheat oven to 350 degrees. Spray a 13 x 9 pan with cooking spray.

Beat brownie mix, oil, water and eggs with a wooden spoon or spatula until smooth, about 50 strokes. Pour into prepared pan. Bake 23-28 minutes until a knife inserted two inches from the edge of the brownies comes out clean.

Remove brownies from oven. Top with unwrapped Andes candy mints. Wait 2 minutes. Use a knife or spatula to spread mints over brownies to form a thin frosting. Let mint chocolate brownies cool completely.

Makes 24–36 mint chocolate brownies.

What's the Difference Between an Assisted Living Facility, a Nursing Home, and a Retirement Community?

Deciding between a nursing home, an assisted living facility, or a retirement community can be emotionally draining. You want the absolute best care for your loved one. These days, there are several living options for seniors on a wide range of family budgets. You should educate yourself about the different types of long-term care in Virginia so that you can know which is the best option for your unique situation.



Here are the fundamental long-term care vocabulary terms and their definitions:

Nursing Homes

Nursing homes provide long-term care for chronically ill patients. In Virginia, the term “nursing home” is often used interchangeably with “long-term care facility.” This type of care includes everything from help with daily living needs (food, medicine, hygiene) to more advanced physical therapy, such as rehabilitation after a heart attack or fall. Nursing home care is also common for patients with Alzheimer’s or other special needs. Trained help is on call 24 hours, but as I cover in another article, the level of training required might surprise you.

Nursing homes are perfect for people who need skilled care around the clock. If your parent is suffering from dementia or another mental condition that requires constant care, this is the type of care you will be looking at. Essentially, any situation in which an elderly person cannot physically care for himself or herself on a day-to-day basis requires nursing home level care.

Assisted Living Facilities

This level of care is less hands-on than a nursing home. Your parent

will not have a nurse in his or her room around the clock (not even a nursing home can offer that), but staff will be there to remind them about daily tasks like taking medication. Seniors in assisted living facilities might liken it to a hotel: certain things are taken care of for them, like housekeeping, meal times, medication schedules, and activities, but they still have the freedom to live their lives as they would if they were living on their own.

Assisted living is like a personal aide, not a 24-hour nurse. It functions as a comfortable intermediate between full-time care and maximum freedom. Care is there when seniors need it, but not hovering over their shoulders and micromanaging their lives (which would be proper in a nursing home environment). Assisted living facilities should be taken on a case-by-case basis when analyzing your needs; some can provide more hands-on help and skilled care than others, so pay attention to your family’s particular needs to make sure they are covered.

Retirement Communities

On the other end of the spectrum from nursing homes is retirement communities. Here, seniors are free to manage their own homes and live

their lives as they see fit. This is an ideal situation for folks who can generally take care of themselves on a day-to-day basis. A retirement community is simply meant to provide specialized housing and activities to cater to a senior community’s needs. These can also be called retirement centers or retirement villages. The type of care is centered around personal freedom and the opportunity to live with other seniors in a community that is familiar with their needs.

Be aware, knowing what to look for when choosing which type of care is right for you is a whole ‘nother beast altogether, which I cover fully in my new book *A Family’s Guide to Choosing the Right Virginia Nursing Home for Your Loved One*, but now you have the fundamentals in place for differentiating between types of care, and what is meant by these important terms and definitions in the world of elderly care. ■



Want a free copy of the book? Call us, or email staff@benglasslaw.com with the subject line **Nursing Home Book** along with your mailing address, and we’ll get one over to you.

Reminder About Our Firm’s Communication Policy

Our promise to you is that while we are working on your case, we don’t take inbound phone calls, faxes or emails. Ben Glass takes no inbound unscheduled phone calls whatsoever. It makes him much more productive and helps get your case resolved faster. You can always call the office at 703-544-7876, and schedule an in-person or phone appointment, usually within 24-48 hours. This is a lot better than the endless game of “phone tag” played by most businesses today. Remember, too, that email is “quick,” but is checked no more than twice a day. Replies are then scheduled into the calendar. So if it’s really important, don’t email—call the office instead.

This publication is intended to educate the general public about personal injury, medical malpractice, and small business issues. It is not intended to be legal advice. Every case is different. The information in this newsletter may be freely copied and distributed as long as the newsletter is copied in its entirety.

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Mairim is a very valuable member of the BGL and GLM teams, and her fellow employees have only stellar things to say about her.

Employee Spotlight of the Month: Mairim Bartholomew

Mairim Bartholomew has a wealth of experience in both the legal and marketing worlds.

She joined Ben Glass Law (BGL) in 2003, but actually started her career as a court reporter. After being a court reporter for many years, she took a break from the workforce to focus on raising her children. When her children grew a bit older, Mairim was recruited by her best friend, Terry (Ben Glass's sister and former assistant) to help do mailings for BGL. She eventually started taking on more responsibilities, and when Ben inaugurated Great Legal Marketing (GLM), she was made Executive Director of Client Services for that company. The rest, as they say, is history!

Mairim has proven herself to be a very valuable member of the BGL and GLM teams, and her fellow employees have only stellar things to say about her.

Charley Mann, Marketing Director for GLM, shared that "Mairim and I have had fun trading recipes and dog stories back and forth over my years at BenGlassLaw, and she has always been a super person. She has always been really helpful to the 'young-uns' who have joined us over the years, and I'm really glad to know that she has my back."

Cheryl Lanham, our Personal Injury Paralegal and Executive Assistant to Ben Glass, speaks fondly of Mairim: "She has been very helpful to me when I need assistance in mailing packages, has always backed me up answering phones, and was there for me as a friend when I lost my grandchild. Mairim is very friendly, always there to help even when she may be busy and just a great person to be around."

Attorney James Abrenio enthused, "Mairim has been a pleasure to work with since day 1. She always has a great attitude, is clearly focused on her job, and is truly reliable. You can tell that she really enjoys her job and I never hear her speak a negative word, even when you can tell she has a great deal going on. You can tell she has a deep sense of ownership of her work, which makes her the kind of person I want to work with. Ben couldn't be luckier to have her on his side."

Mairim seamlessly brings together the creative forces behind Great Legal Marketing and the legal expertise of Ben Glass Law and we are so fortunate to have her here with us! ■