



A Monthly Publication of BENGlassLaw
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YOU'RE NOT ALONE



By Krista Glass,
HR Director

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May is Mental Health Awareness Month. In researching this article, I was surprised to learn that it was founded in 1949, because it feels like we've only been talking about mental health publicly for the last decade or two.

Bringing awareness to mental health means a lot to me. In 2018, I had a near death experience during childbirth. At the time I didn't realize how that trauma would affect my future. Like most people who experience mental health issues, it can sneak up on you. It's not a broken leg that happens in an instant and can be seen by everyone around you. I suffered for weeks wondering "what is going on with me". I was in denial and at the time I didn't know anyone who had personally gone through this. I hid it from my family and friends and acted like nothing had changed.

Five months later, I was finally diagnosed with postpartum depression (that's a problem for another article!). As a mom and HR professional, I love solving problems. I decided that my PPD needed to be fixed immediately and I was on a mission to solve the heck out of my "problem." Easier said than done. I went to my doctor who prescribed medicine, I started to see a therapist, and I ordered a bunch of books. While navigating all of this and motherhood, I was diagnosed with anxiety (yippee!). Turns out I've had that for years and didn't realize it, but it totally makes sense when I reflect back.

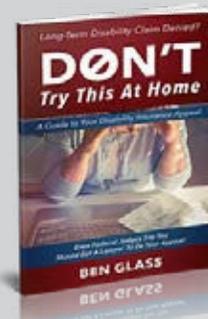
I don't know if I have found a secret sauce to managing anxiety, but I can't say that I haven't tried. Right now, for me, therapy and exercise has helped with my anxiety. As another coping mechanism, I took to social media with my issues and found a lot of my friends and family have also experienced similar life events and now I have a great support system. As a mom who experienced postpartum and continues to manage anxiety, I like to reach out to my friends whenever I see a symptom that I've experienced and let them know I'm here. For anyone reading this, know that you're not alone and that you should never give up on yourself. ■



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GIFT GUIDE TO **Mother's Day**

Being a busy mom of two boys, I always look forward to Mother's Day. A day I can take off from all of my duties; mom, planner, scheduler, carpooler, and my favorite that my husband has titled — Chief Purchasing Officer of the family. The big question my husband always asks is, "what do you want and what should we do?". Every one of my mom friends has a different take on what their ideal Mother's Day would look like. Some moms want to spend the day alone and others want to celebrate with their family. It can be difficult to figure out exactly what would be ideal. Lucky for you, I am here to help you plan the perfect Mother's Day for the special mom in your life.

The Social Mom:

- Brunch (either low key at home or out) followed by a trip to her favorite winery/brewery.
- Becoming a member of your local winery/brewery not only gets you your favorite drinks throughout the year, it also is an excuse to visit!
- Anything for entertaining -- from wine glasses to decorative plates and platters.
- Stanley cups are all the rage these days and I have to say they live up to the hype. If you can snag one for your special lady, I am sure that she will agree.

The Mom Who Has It All (usually grandmas):

- Start to take notes of little hints she may drop during the year of something she may want to do or something she wants but won't buy herself. I know this won't help for this year, but I use my Notes app to jot down ideas all year for everyone. It has really helped for those more difficult people to buy for.
- She may be more particular with a physical gift so a gift card to an activity may be the way to go.
- Something sentimental like a calendar with pictures of her grandkids, or an electronic picture frame you can send pictures to, so grandma never misses a moment. I bought one for my parents for Christmas and they always love getting new updates.
- There are books that you can fill in about what you love about your mom. I think this would go over well with any type of mom!



Last Mother's Day on our family outing to Stone Tower Winery.

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Inside The Mind of Lisa Derco

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Gift Guide to Mother's Day

The Health and Beauty Mom:

- A silk pillowcase and eye mask. My friend got me hooked and now I have to fight my boys for my pillow.
- A gift certificate for her favorite spa or nail salon.
- Take a look at her health products and see what she uses. Chances are they make a kit with their top sellers.
- Capri Blue has the most amazing scent called Volcano. Their products are a treat that any mom will enjoy.

The New Mom:

- A necklace with her child's name or initials on it or a ring with their birthstone. I wear both of mine daily!
- Allowing her time for the little things she has likely been unable to do for herself. Give her time to shower and do her hair, take a nap, have a HOT cup of coffee and a HOT meal.
- A photo album documenting the first year of being a mom.

Whatever you end up doing, just be sure to put thought and love into it. Honestly, I just want a day to feel special and not make any decisions about what we are doing! I do most of the social planning and organizing for our family so one activity that I can just sit back and enjoy is perfect for me. Happy Mother's Day to all of the amazing moms out there. We do hard work, but it is so worth it! ■

BGL's Best Bites:

THE PERFECT MAKE-AHEAD BREAKFAST CASSEROLE

This easy breakfast casserole recipe is perfect for a busy schedule. Make it ahead of time, and reheat in the microwave for a few seconds each morning as you're heading out the door!



Ingredients:

- 2 lbs pork sausage
- 12 eggs
- 1 cup sour cream
- ¼ cup milk
- Salt and pepper
- 4 green onions
- ½ green bell pepper (diced)
- ½ red bell pepper (diced)
- 2 cups shredded cheddar cheese

Directions:

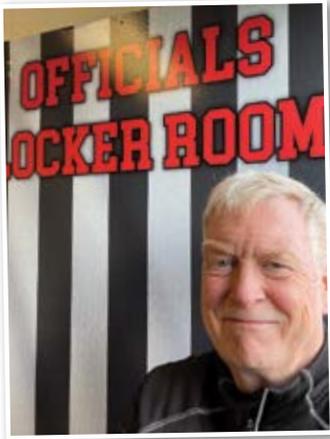
- 1 Preheat oven to 350 degrees. Spray a 9x13" pan with cooking spray.
- 2 Combine the eggs, sour cream, milk, cheese and salt and pepper in a large bowl. Mix on low speed with electric mixers, just until combined.
- 3 Heat a large skillet over medium heat. Add sausage and cook until browned, breaking it into small pieces with a wooden spoon as it cooks. Drain most of the grease and add the sausage to the bowl with the egg mixture.
- 4 Add the bell peppers and onion to the same skillet the sausage was cooked in and sauté for 2- 3 minutes. Add to the bowl with the eggs and stir everything to combine.
- 5 Pour mixture into greased 9x13" pan and bake for 35-50 minutes or until the edges are set and the center is just barely jiggly.

Leftover egg casserole can be stored in the fridge and enjoyed within 3-4 days.

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, ERISA disability, 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.



Loudoun County schools treat referees best, with a locker room at almost every stadium!

Adults Matter a LOT to Teens' Lives

"Stick to our principles" shouted the coach from the sidelines in a Northern Virginia High School early season soccer scrimmage.

Over and over, he shouted "stick to our principles" to his team as they faced pressure and adversity.

This guy is my hero.

This is what I saw, but first, the set up:

In Virginia, all high school sports officials do pre-season games for free (think about that next time you are at your kiddo's scrimmage). Most early season games are just terrible - weather-wise. On that particular evening, the schools had stacked up three scrimmage games (which again, we do for free) back-to-back.

With the first kick off at 5:00PM and an arrival time to the field at about 4:20, this means I left my house at about 3:50, and got back home at around 10:15 at night.

It was worth it.

These were two largely Hispanic schools, and they are local rivals. Game one was girls, followed by boys JV, and then varsity.

Oh, and did I tell you that it poured during the girls' game, which meant that we were largely running around in wet clothes and declining temperatures for several hours. My wife Sandi says I'm crazy...some nights I agree.

It was worth it.

The coaches/leaders made it worth it. They were

invested in the kids. It's just something that you can tell from listening in on their sideline conversations.

"Stick to our Principles."

What I saw was neither coach getting overly excited about the individual incidents in the game. See, the season is longer than the game and life is longer than any season. These kids are obviously being taught to not whine about adversity (either referee calls or teammate mistakes) but to just get on with the game. They played hard but with a great deal of respect for each other and the adults in the game.

These kids did not panic when incidents turned against them. They had something to wrap their thinking around: our principles.

So, what does any of this have to do with you? A lot.

First, nothing is ever as bad as it first looks. When adversity strikes, take a breath and take it in. Be an observer of your life.

Next, having a "theory of your life" (aka a principle-driven life) helps with decision-making. Most of us spend way too much time either running around with people who don't really matter to our lives or, worse, paying way too much attention to what people say and do on social media. Choose your friends wisely and don't be afraid to say "bye" to those who don't fill up your life.

If you thought deeply about how you want to live your life and then became deliberate about living that life, you'd eliminate a lot of the nonsense getting in your way. ■

Inside The Mind of Ben Glass

In addition to running his own practice AND a separate business that teaches lawyers how to grow great businesses, Ben also coaches other small biz owners on how to start and grow a business that leads to your perfect life. Ben has a limited number of slots available for coaching non-lawyers in 2023. If interested, reach out to Ben at ben@benglasslaw.com. If you are a lawyer, check out GreatLegalMarketing.com

SMALL BUSINESS TIP OF THE MONTH WHO ARE YOU NOT FOR?



RELAXED DINING, NO FORMAL NIGHTS

WHAT VIKING IS NOT
We do not try to be all things to all people

With each voyage, our focus is on delivering meaningful experiences to you. Therefore, Viking also stands apart because of all that we do not do.

- No children under 18
- No casinos
- No nickel and diming
- No charge for Wi-Fi*
- No charge for beer & wine at lunch & dinner
- No umbrella drinks
- No photography sales
- No art auctions
- No inside staterooms
- No smoking
- No waiting in lines
- No formal nights, butlers or white gloves

*Connection speed may vary

12 Discover more at Viking.com/Rivers

In business, knowing who you are **NOT for** is a critical advertising message to communicate.

I'm showing you a page from the Viking 2024 & 2025 River Cruise brochure. Want to go on a family trip with the kids? Our company is not for you. Casino life on the big ship your dream? Look elsewhere.

Viking knows they won't be the perfect cruise line for everyone, and they don't want to waste your time. ■

Is Your Employer's Long Term Disability Policy Any Good?

An attorney who worked a very stressful job at Mitre developed serious cardiac issues that all of his doctors felt were related to stress. They basically told him, "You can keep working if you want, but the stress will kill you." The defense doctor had a real BS line and said that "we doctors tell all our patients to lower their stress levels, but we don't really believe it helps".

Mitre thought they bought a good "own occupation" policy for their highest-level attorneys. According to the insurance company lawyers, they didn't. The lawyers argued that this was a "basic" policy and that as long as the claimant could work anywhere in the country like ANY type of lawyer (writing wills, drafting contracts from home), they didn't have to pay him.

The best time to look at your company's long-term disability insurance policy is NOT after someone makes a claim.

This guy thought he was protected (and he SHOULD have been protected) and according to the judge's opinion, he didn't have a great policy to work with. ■



The Freedom That You're Looking For

The freedom that you're looking for probably does NOT come from a certain dollar amount.

"If I could just make an extra \$100,000" is probably not the answer.

What you're really looking for is the ability to take vacation once a quarter instead of once a year. The ability to make it home for dinner. The ability to make it to every single one of your kids sporting events without checking your work email.

Yes - you may need a number.

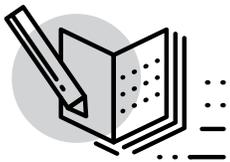
Yes - you may need some passive income.

Yes - you may need to grow your business to a place where you can hire three more people and take a step back.

But identifying your ACTUAL GOAL first is the important part. If you want to hear more about that, I released a banger of a podcast episode today at Time Freedom for Lawyers. Mike Ayala talks about quitting a job where he was working 100 hours a week, starting an HVAC company, and growing it to a multi-million-dollar exit.



How Mike Ayala Went From 100 Hour Workweeks to Financial Freedom



Life goes by in a flash when you aren't intentional.

At our last EOS meeting, our implementor asked us to share three things from the last 90 days:

1. Your business "best"
2. Your personal "best"
3. A story of someone you helped.

First was easy... just pick the largest settlement.

Second took a little more work and a glance at my calendar to remember that I'd been lucky enough to ski in Tahoe with a group of hard charging entrepreneurs.

Third was almost impossible. Best I could come up with was the seven-year-old whose batting stance I'd coached a few days prior.

Have I helped other people in the last 90 days? Of course.

But I'm off my routine of journaling, habit tracking, and reflection.

So for the next 90 days, I'm recommitting to that. BTW – if you're in the market, the *Best Self Journal* is my go-to – it's great for easy prompts for daily, weekly, and monthly reflection.

Give this a listen

I've had the privilege over the last several months to interview a whole bunch of highly successful people on my podcast, Time Freedom for Lawyers. My podcast is titled "for lawyers," but only because you're supposed to aim for a niche. Most of what I talk about has broad application to anyone who is

working on becoming a better version of themselves.

This conversation with Aaron West, who runs The West Experience, a

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How to Set Goals Like an 8 Figure Entrepreneur | Aaron West

Inside The Mind of Brian Glass

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Give this a listen

real estate team in Modesto, California, is one of my favorites. He is a goal setting and achievement expert. You do not have to be a lawyer to get a ton of value from this one.

Aaron and I hit:

- Building a business in a way that allows you the option to extract yourself from the day to day.
- Why most of us have a screwed-up relationship with money and how to fix that

- How going "an inch wide and a mile deep" is the key to growing your wealth to eight figures and beyond
- How to make sure that being a hard charging, high achiever does lead not you to being out of alignment with your spouse and wreck your marriage

I'm biased, but I think these 58-minutes are amazing. Sharing because there is something for everyone in here and I hope it helps you out.

Spring Break Thoughts

Back from an awesome family vacation in the Smokey mountains.

This is the first vacation I can remember where I wasn't mentally tabulating what we'd spent the whole time.

Not because we stuck to a budget or did less... we did everything there was to do. And not because I made substantially more money last year or this year than I used to. I've made good money for a while, and it never seemed to matter. "More" was never "enough."

Instead, I've begun to unf@ck my relationship with money.

You see, I used to follow all of the personal finance gurus who told you to spend less and save more. Every bonus, every raise went straight to savings and every dollar spent on vacation was a dollar that wasn't saved.

The biggest change is that I'm no longer using money as a tool to be able to exit work. I'm not saving to "retire early," thinking that if I just build a big enough pile, I can quit working and live off of the pile forever. Instead, I'm using it as a tool to build the kind of life I want to live (including the kind of work that I get to do).

When you build the kind of life and work that you want, you don't dream about retiring away from it.

It's taken work to get here mentally. But it's a fun place to be.

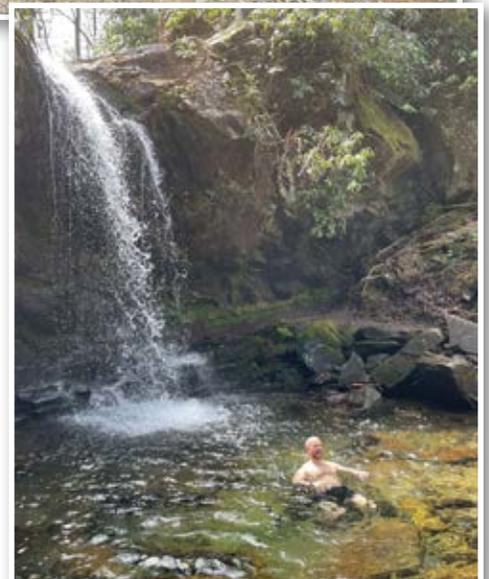


Also, life is too short to hike to the waterfall and not jump in.

How long will you sit on the sidelines?

You were born to wring every last drop out of this life.

Even when the water is 50 degrees. ■



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Enjoying the Cherry Blossoms

Last month was a beautiful time in DC for Cherry Blossoms! Our very own Director of Client Onboarding, Jenny, has a personal tradition of riding her bike to see the cherry blossoms every year and took these beautiful pictures of the blooms. "I always visit my favorite tree next to the Tidal Basin near the Jefferson Memorial," says Jenny.

What's the history of DC's Cherry Blossoms?

The Cherry Blossom Festival, which runs every year from March to April and attracts hundreds of thousands of people to DC, commemorates the gift of approximately 3,000 cherry trees from the Mayor of Tokyo to the United States in 1912. The gift celebrates the friendship between the Japanese and American people. ■



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