



# National Conference of Bankruptcy Clerks

Issue #1

February 2017

## IMPACT Newsletter

*Dedicated to the professional development of its members*



### President's Message

By: M. Regina Thomas, NCBC President

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### The NCBC IMPACT

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**M. Regina Thomas**  
President

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are always welcome.

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I hope everyone enjoyed the holidays – it's hard to believe they have come and gone! But, 2017 is here and your NCBC officers, board and committees are working hard to deliver some exciting programs and events.

#### **February 2017 – Member Appreciation Week**

It's time to renew your NCBC Membership! We are thankful for the support of our members and hope that you have renewed by January 27, 2017 so you are eligible to fully participate in the Member Appreciation Week (MAW) activities the week of February 6-10, 2017. A big THANK YOU to Sabrina Palacio-Garcia, the Membership Committee, Circuit Liaisons and Local Representatives for all the hard work in planning the MAW events. If a colleague is not a NCBC member, now is the time to encourage them to join!

#### **April 2017 – Human Resources Forum**

In response to last year's member survey Question 8 "What professional development information would you like to see NCBC provide?" there were many responses about training opportunities other than the annual education conference. We heard you loud and clear! I am excited to announce that the NCBC is partnering with the Tennessee Western Bankruptcy Court to co-sponsor the Human Resources Forum the week of April 24 in Chicago. Information about this training opportunity has been sent to the clerks and HR contacts at the courts. Hopefully many of you can participate in this program. We hope to have other training opportunities in the future that focus on other areas of professional development.

#### **July 2017 – Annual Education Conference**

The District of Colorado Bankruptcy Court, led by NCBC Past-President Ken Gardner, are busy planning this summer's education conference. The NCBC Board and staff will meet in Denver the first week of February for its mid-year business meeting. There will be much more information about the conference in the next issue of *Impact* so stay tuned!

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## President's Message (Continued)

### Mary Schott – NCBC Treasurer

At the end of November, it was announced that Mary Schott, Clerk of Court, District of Nevada, was approved as the new treasurer for NCBC. Mary assumed this new role upon the retirement of Ken Hirz. Want to know more about Mary? Read "There's Something About Mary" in this edition of *Impact*!

I look forward to seeing many of you at the HR Forum and, soon after, in Denver for the 2017 Education Conference! The NCBC is here for its members – let us know what you think!

THANK YOU  
FOR YOUR  
SUPPORT!

## There's Something About Mary...

An Interview by Gina Thomas



...Mary Schott, that is! Let's get to know the new NCBC Treasurer:

### Tell us a little about yourself and why the NCBC is important to you.

I was born and raised in Las Vegas and have worked for the Nevada Bankruptcy Court for about 30 years and been a member of NCBC during most of that time. I decided that my life is finally at a point where I have time to be able contribute to NCBC. I have observed how NCBC has evolved over the years. NCBC has been influential in staffing for the Clerk's offices through various initiatives and programs. When Ken Hirz retired, the position of Treasurer became available. I am great with accounting and felt this would be a good time to give back to this organization that has made a positive impact on the bankruptcy community.

### Can you tell us a little bit about your family?

My dad and mom are in good health and live approximately 5 minutes from me. I have a younger sister married with three wonderful children I spoil regularly. My husband has been my best friend for over 32 years.

### Do you have any pets at home?

Max is a 16-year-old Desert Tortoise. We built a habitat (aka the Four Seasons) for him in our backyard.

### Do you like to read and, if so what is the last book you read?

I love reading and usually read several books at the same time. I am currently reading two books: *Crazy Sexy Kitchen* by Kris Carr with Chef Chad Sarno and *Nemesis* by Catherine Coulter.

### What is your favorite television program?

My favorite shows at the moment are *The Blacklist* and *The Expanse*.

### Do you have a movie(s) that you never tire of watching?

*World War Z*, *Lord of the Ring Trilogy* and *Underworld*.

### What is your favorite food?

Mexican.

### What is the one thing you have always wanted to do?

Go to New Zealand for the *Lord of Rings* tour.

### If you were alone on an isolated island, what are the five things you would like with you?

1. Laptop
2. Solar power generator
3. Satellite phone
4. Emergency locating transmitter
5. Water

### Can you name one thing you feared when you were a child?

Bugs and I still have issues with the bigger bugs.

### Can you remember one of your most embarrassing moments?

In 6th grade, I fainted during the Christmas program in front of the entire congregation. I wasn't feeling well but wanted to be in the program. It turned out I had walking pneumonia.

### Who is the person you admire and why?

My dad - we have always been close, even during my teen years. When I was growing up, Dad always had time to talk or work on projects with me, no matter how busy he was. He is an honorable man with a wonderful sense of humor. Whenever I seek advice, he always listens, ask questions, offers opinions and helps me figure out the best solution. No matter what we are doing, we have an awesome time.

# National Conference of Bankruptcy Clerks'

## Membership Appreciation Week

### February 6—February 10, 2017

NCBC wouldn't be where it is today without the ongoing support of its members. As a continued token of our appreciation, we will hold our fourth Member Appreciation Week in February. A strong membership makes a strong organization and we continue to be grateful for all the support and enthusiasm our membership brings to the NCBC. The week will feature gift card give-a-ways and paid membership raffles. In addition, all members will receive a thank you gift from NCBC.

The week's activities will include a local court raffle; Denver fun facts sheet contest, NCBC scavenger hunt, word search contest and word scramble. All members whose dues are current as of January 27th will be eligible to participate in the weeks activities. **Beginning Monday February 6th, daily emails will be sent with contest and activity information.**

The winners of the raffle and contests will be announced by Friday, March 13th. All winners will be featured in the Impact Newsletter. NCBC board members and NCBC Membership Committee members are not eligible to win. Please expect prizes to arrive in March. Should you have any questions, please do not hesitate to contact Sabrina Palacio-Garcia, membership chair at [Sabrina\\_Palacio-Garcia@cacb.uscourts.gov](mailto:Sabrina_Palacio-Garcia@cacb.uscourts.gov).

#### **Daily contest and activities to be held during Member Appreciation Week**

##### ***Monday, February 6th: Local Court Raffle***

Local Representatives around the country will hold a raffle selecting a NCBC member winner in each Court. **Local Representatives will receive additional information regarding the raffle later this week from their Circuit Liaisons.**

**Entry deadline:** Members whose NCBC dues are current as of January 27th, 2017 will be automatically entered in all local court raffles. NCBC board members and NCBC Membership Committee members are not eligible to win.

**Selection of the Winner:** The winner will be selected in a random drawing by local representatives.

**Prize:** The winner will receive a gift card.

##### ***Tuesday, February 7th: Denver, Colorado Fun Facts***

To successfully complete the Denver, Colorado Fun Facts activity, provide the correct answers in the body of an email. The email with your responses should be sent to [ncbc\\_maw\\_responses@ncmb.uscourts.gov](mailto:ncbc_maw_responses@ncmb.uscourts.gov). In the subject of the email please type **Denver, Colorado Fun Facts**.

**Entry deadline:** Entries must be received by 10 p.m. Pacific Daylight Savings Time on Tuesday, February 7th.

**Eligibility restrictions:** Members whose NCBC dues are current as of January 27th, 2017 are eligible to participate. NCBC board members and NCBC Membership Committee members are not eligible to win.

**Selection of the Winner:** The winner will be selected in a random drawing from all eligible entries that contain the correct answers to all questions in the Denver, Colorado Fun Facts. We will notify the winner by email or phone.

**Prize:** The winner will receive a gift card and a one-year paid NCBC membership.

##### ***Wednesday, February 8th: Word Scramble***

To successfully complete the word scramble, review the words scrambled and provide the unscrambled words. Send an email with your responses to [ncbc\\_maw\\_responses@ncmb.uscourts.gov](mailto:ncbc_maw_responses@ncmb.uscourts.gov). In the subject of the email please type **Word Scramble**.

**Entry deadline:** Entries must be received by 10 p.m. Pacific Daylight Savings Time on Wednesday, February 8th.

**Eligibility restrictions:** Members whose NCBC dues are current as of January 27th, 2017 are eligible to participate. NCBC board members and NCBC Membership Committee members are not eligible to win.

**Selection of the Winner:** The winner will be selected in a random drawing from all eligible entries that contain the correct answers. We will notify the winner by email or phone.

**Prize:** The winner will receive a gift card and a one-year paid NCBC membership.

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## Membership Appreciation Week (Continued)

### Thursday, February 9th: Word Search

Successfully find the words in the word search worksheet. Once you have all your answers, attach and send the worksheet to [ncbc\\_maw\\_responses@ncmb.uscourts.gov](mailto:ncbc_maw_responses@ncmb.uscourts.gov). In the subject of the email please type **Word Search**.

**Entry deadline:** Entries must be received by 10 p.m. Pacific Daylight Savings Time on Thursday, February 9th.

**Eligibility restrictions:** Members whose NCBC dues are current as of January 27th, 2017 are eligible to participate. NCBC board members and NCBC Membership Committee members are not eligible to win.

**Selection of the Winner:** The winner will be selected in a random drawing from all eligible entries submitted. Eligible entries will consist of those worksheets with the correctly found 19 words. We will notify the winner by email or phone.

**Prize:** The winner will receive a gift card and a one-year paid NCBC membership.

### Friday, February 10th: NCBC Website Scavenger Hunt

To successfully complete the website scavenger hunt contest, you will need to visit the NCBC website to determine the answers to five questions. Provide correct answers in the body of an email and send it to [ncbc\\_maw\\_responses@ncmb.uscourts.gov](mailto:ncbc_maw_responses@ncmb.uscourts.gov). In the subject of the email please type **Website Scavenger Hunt**.

**Entry deadline:** Entries must be received by 10 p.m. Pacific Daylight Savings Time on Friday, February 10th.

**Eligibility restrictions:** Members whose NCBC dues are current as of January 27th, 2017 are eligible to participate. NCBC board members and NCBC Membership Committee members are not eligible to win.

**Selection of the Winner:** The winner will be selected in a random drawing from all eligible entries submitted. Eligible entries will consist of those worksheets with the correct answers. We will notify the winner by email or phone.

**Prize:** The winner will receive a gift card and a one-year paid NCBC membership.

**2017  
Member  
Appreciation  
Week**

In recognition of all  
our members and their  
continued support

**February 6-  
February 10**

To participate, membership  
dues must be current by

**January 27, 2017**

National Conference of Bankruptcy Clerks

Join us in NCBC's 4th annual  
Member Appreciation Week!

We will hold contests and raffles through the week.  
Prizes include gift cards and paid memberships!!

*All members in good standing will also get a  
small token of appreciation from the NCBC.*



## Requesting Educators with Altitude

By: Teresa Underwood

The Education Committee is inviting seasoned court trainers to serve as facilitators for the 2017 NCBC Conference in Denver, Colorado from July 17-20, 2017. The 2017 conference theme is, "Education with Altitude," therefore, we're looking forward to providing dynamic training to conference participants in areas that include, but are not limited to, team building, leadership, communication, court technology, security awareness, human resources, and social media. If you are a seasoned trainer/speaker, and you are planning to attend the 2017 Conference, please take a moment to submit a course proposal by visiting the NCBC website at <http://www.ncbcweb.com/home> and entering your course ideas on the *Call for Presenters* page. We hope that you will consider *Educating with Altitude*, and as always, we look forward to sharing a fun-filled time with you at the conference!

## Local Court Spotlight

### United States Bankruptcy Court, District of Delaware



**Chief Judge:** Brendan L. Shannon

**Clerk of the Court:** Una O'Boyle

**Divisions:** 1

**Authorized Judgeships:** 1 permanent, 5 temporary

**Number of Employees:** 68

**NCBC Local Representative:** Leslie Murin, Laurie Capp



**Local Innovations:** The District of Delaware has a comparatively heavy bankruptcy case load, especially when considering Chapter 11 cases, and more so when “Mega Cases” (i.e., involving \$100 million in assets and at least 1,000 creditors) are factored into consideration. While we embrace opportunities to achieve efficiencies through implementation of new procedures and automated processes, we pursue these opportunities with a balanced approach. While we strive for efficiency, we must ensure that diminished quality is not an unanticipated consequence of new innovations. Further, when analyzing potential quality impacts, we consider more than just that which may have an impact on the docket. We also consider it in the context of the level of service we provide to our internal and external customers; so that we continue to provide the level of service to which our customers have become accustomed.

In the first quarter of 2012, we rolled out the CM/ECF supporting Case Management Assist application developed by Oklahoma Western Bankruptcy Court. In the fall of 2012, our court worked with North Carolina Middle Bankruptcy Court to implement ePOC - the electronic filing of proofs of claim. During our interaction on this process, we were also introduced to ADI (Auto-Docketing Interface) by Joe Markley, Director of Automation at NCMB. We began working with him to setup several events to assist in the efficiency of case administration. We implemented six events during 2013 and have continued to add to our ADI events inventory up through last year. ADI continues to be a valuable tool for our court, and additional uses for ADI are regularly assessed. North Carolina Middle Bankruptcy Court also developed eFinCert, which our court adopted in late 2013. This program allows debtor education providers to notify the court directly when a debtor has fulfilled their financial management course requirements. We are currently in the process of testing the ADI Autoclose feature within CM/ECF for our consumer cases, and will begin full implementation shortly. We are also in the early stages of implementing CHAP, the calendaring program developed by the Utah Bankruptcy Court as a replacement for vCal. The implementation of these automated practices has improved the efficiency of our Court during a period of painful austerity throughout the entire national Bankruptcy Court system. The austerity was no less painful in the District of Delaware, however, the efficiencies we were able to achieve through technology allowed us to continue to administer our caseload seamlessly even after a significant number of budget-driven personnel losses.

## NCBC Scholarship Article

By: Erica Adams-Williams, NCBC Scholarship Recipient

I am a Judicial Support Specialist/ ECRO for the Texas Northern Division and I started my career with the Bankruptcy Court in November 2014. In these two years, I have become very active with NCBC by becoming the local representative and being assigned a mentor through the NCBC Mentor Program.

I want to say thank you to the scholarship committee for awarding me the NCBC scholarship as I take classes at MSU for the Judicial Administration Program. I grew up in Michigan and received my Bachelor's degree from Michigan State University, so the opportunity to continue my education at MSU was a win-win for me. Taking these online classes has really enhanced my education about court operations and I plan on using this knowledge in my current position. These classes gave me more insight on how to be more effective and efficient on a day-to-day basis.



## MSU Winter 2017 Happenings

By: Catharine M. White, Academic and Student Services Administrator  
Michigan State University || Judicial Administration Program

### New Credit Card Option for Noncredit Certificate Program Fees

In order to better aid our student population, the Michigan State University Judicial Administration Noncredit Program now accepts online credit card payments. Below is the link to the online credit card payment portal. With the ability to accept credit cards, students can make payments whenever necessary and with their preferred form of payment. Application fees, course contact hour fees, and capstone experience project fees may now be paid for by credit cards. The program accepts Visa, MasterCard, American Express and Discover. Credit card payments will not be accepted by mail, phone, fax or email.

[http://commerce.cashnet.com/msu\\_3637](http://commerce.cashnet.com/msu_3637)

The Michigan State University Judicial Administration Noncredit Program will continue to accept checks, money orders, and cashier's checks. Please contact Cathy White ([gamperca@msu.edu](mailto:gamperca@msu.edu)) for additional information.

### MSU Noncredit Certificate Courses @ the 2017 NCBC Conference

For students who are just joining the MSU program or those continuing their studies, **Information Technology Management** for 6.0 contact hours and **Human Resources Management** for 7.0 contact hours will be offered at the 2017 NCBC conference in Denver, Colorado.

### Master of Science Degree in Judicial Administration Summer 2017 Enrollment Information

Potential Master of Science Degree students who wish to start in the summer of 2017 must submit their completed application packages by **March 22, 2017**.

### Remaining 2016-2017 Interactive Online Noncredit Certificate Courses

The MSU Judicial Administration Program is again offering students the option of enrolling in instructor-led courses as a means of completing their required coursework toward the Judicial Administration Non-Credit certificate. In these courses, a program graduate, with a specialty in a given area, facilitates discussions with students throughout the duration of the online course. Students have the opportunity to exchange ideas, share thoughts, ask questions and provide feedback with their court colleagues. Students are responsible for reading the online course material, participating in discussion groups and completing the final course evaluation. The schedule of remaining 2016-2017 interactive courses appears below:

#### **Leadership (Core)**

January 30th—February 12th, 2017

6 Contact Hours

Course Fees: \$72.00

#### **Essential Components of Courts (Elective)**

February 13th—February 26th, 2017

5 Contact Hours

Course Fees: \$60.00

#### **Information Technology Management (Core)**

February 27th—March 19th, 2017

6 Contact Hours

Course Fees: \$72.00

#### **Human Resources Management (Core)**

March 20th—April 2nd, 2017

7 Contact Hours

Course Fees: \$84.00

### More Information

For more information about the MSU/JA program, please visit the program's website at <http://judicialadministration.msu.edu>. If you have any questions about building your education portfolio, please contact Cathy White at [gamperca@msu.edu](mailto:gamperca@msu.edu).

# Michigan State University Judicial Administration Program

## Alumni Spotlight: Velda Coleman

By: Heather Burse

The MSU Alumni Spotlight is a new feature of the IMPACT that allows NCBC members across the nation to get to know graduates of the MSU Judicial Administration Program. If you would like to be featured in a future MSU Alumni Spotlight, please contact [Heather Burse](#) or [Cathy White](#). In this issue, we talk to MSU Alum Velda Coleman.



**Name:** Velda Coleman

**Title:** Courtroom Services Team Leader

**Court:** Illinois Northern Bankruptcy Court

**MSU Program:** Judicial Administration Non-Credit Certificate

**Graduation Date:** August 2015, Recognized at the 2015 NCBC Conference in St. Louis, MO



### How has your participation in the MSU program impacted your career?

- ◆ My participation in the MSU program offered me different perspectives of the Courts in general, and my role as a team leader, specifically. I now have the additional resources of both literature and people to reference for various concepts and issues which may arise. This has assisted in my growth as a leader.

### What other benefits has the program brought into your life?

- ◆ One benefit is the new appreciation of "certificate" programs. I had to be just as diligent to earn this certificate as I was when studying for my Master's degree. I now encourage others to participate in MSU and FCLP, as there are personal and professional benefits in the long run.

### What was the time commitment for your program? How did you integrate that into your lifestyle?

- ◆ Because of my schedule, I completed the program over a period of several years and made efforts to incorporate theories and concepts in my current position. This helped me to absorb the materials offered in class.

### What format (or formats) did you use to complete your program? What did you like best about each one?

- ◆ Classes were offered at NCBC, and eventually online with instructor or online self-study. I took advantage of each of the mediums, depending on timing. When I was able to attend NCBC, I attended the classes offered during the conference. The advantage and disadvantage of conference classes were:
  - ◆ Advantage: face-to-face with the instructor and classmates
  - ◆ Disadvantage: could not participate in other seminars at NCBC
- ◆ Online with instructor:
  - ◆ Advantage: perspectives, comments and feedback from instructor and classmates; access any time of day during the two to three week class time; structured syllabus
  - ◆ Disadvantage: as with any electronic communication we have to be mindful of tone, which is difficult to gauge at times
- ◆ Online self-study:
  - ◆ Advantage: work on my own time at my own pace
  - ◆ Disadvantage: I sometimes procrastinated and did not have someone right there to give me a boost

### What tips or ideas can you share about finding a work/life balance that is conducive to achieving success in this program?

- ◆ This is a difficult question. The only thing I can say is "do you." By that I mean what worked for me, my personality and my way of learning is for me and may not be feasible for someone else. Set your own goals and if adjustments are needed, then adjust. It's not a race. It's about you, for you. Use what you learn when appropriate, and then learn some more as concepts and theories change as well as the culture of your workplace. You must have the flexibility to bend and blend so that it works for you.

### Are there any last thoughts or maybe a piece of advice you'd like to share with us?

- ◆ When deciding on a final project, try to find something you are passionate about. Whether it's something you believe needs to be changed in the workplace or something you desire to learn more about personally. Passion makes the research and writing easier as it is from the heart. After graduating from the program, I re-read my paper, "The Impact of Positive Power on Employee Performance." During a team meeting in early 2016, I presented my long term (3 to 5 years) leader's goal: to create a team environment reflective of the 3 c's - confidence, clarity, and collaboration. I stayed focused on this and during subsequent meetings I asked individual team members to present their perspective and/or ideas on how to achieve one of these. Because of this, I honestly believe we are growing as a team. We even won two contests in late 2016 which required teamwork. Prior to that, I can't tell you when or if we ever won anything as a team.

### Do you have any ideas for getting the word out about the MSU JA Program?

- ◆ I believe that when these accomplishments are also recognized at the local level (i.e. announced at your Court's town meeting or recognition ceremony) it inspires at least one more person to participate on some level, knowing that it can be achieved.



# Geolocation: Here I am! Come Get Me!

## From: Administrative Office of the U.S. Courts

*Geolocation* is the mobile device feature that pinpoints your location using GPS technology. Related, *geotagging* provides information about your whereabouts when a picture or video clip of you is taken. The convenience provided by Google Maps, Uber/Lyft, and other apps that rely on knowing where you are is enjoyed by billions worldwide, but, as with any technology, it's important to consider the potential risks.



### But first, why do we do this?

Apps use geolocation to let you know when a friend is in the vicinity—and, similarly, to let others know when you're around. With geolocation, you can find out what restaurants are nearby, how far away they are, and even get step-by-step directions. Facebook, Foursquare, and Swarm allow (and incentivize) users to “check-in” to locations they visit—letting the world know they're at a concert or enjoying that new restaurant everyone's been buzzing about. Mobile games are also increasingly leveraging geolocation technology to create an immersive experience for players, dynamically engaging them as they move about physical space. And, while a picture says a thousand words, sharing a picture or video you've taken with your smartphone or digital camera may be “saying” more than you think. Embedded within the digital image could be information identifying precisely where you were and when—your *geo-tag*. These seemingly innocuous actions help us feel connected to the world, people, and events around us.

### Sounds fun, why worry?

This may be harmless information to share much of the time, but consider this: could someone learn where your house is? Could someone discover that you're out of town? And could someone figure out where you're hiking alone? Yes, yes, and yes. There's a very real risk associated with allowing this data to be captured and shared. Participating in playful “checking-in” activities leaves a digital trail of your behavior, giving away a record of your interests, activities, and areas of operation; e.g., every morning you stop at a local coffeehouse as you walk to the courthouse—and may even reveal a pattern that can be used to predict your future activities.

The explosively popular *Pokémon Go*, in which users hunt for cartoon monsters encountered in specific locations in the real world, provides a cautionary tale. After only a few days on the market, this game was specifically used to cause harm—taking advantage of the fact that players focused on the game are unlikely to be paying particularly close attention to their surroundings. Real monsters were able to exploit this system, luring unsuspecting players to secluded areas and robbing them at gunpoint.

### Bottom line—take care before you share.

Although sharing your location information can enhance your mobile app experience, balance the benefits you may receive with the potential risks. Consider the following precautions when using these services:

- **Disable unwanted geolocation services.** Be sure to check the privacy settings for each of your apps that uses geolocation (and geotagging), and disable any location broadcasts you don't want—there's no need to provide the public with your own personal homing beacon.
- **Think twice before allowing access.** When you start a mobile app or visit a website that you haven't already allowed to access your location information, you will usually get a pop-up: “This app wants to access to your location. Allow?” Make a smart decision based on where you are and what might be done with your location information. After all, once you share it, *how* it's used is pretty much out of your control.
- **Opt-out of checking-in.** If there's no compelling reason to check-in to a location—don't.
- **Delay posting to social media.** Wait until you get home to post about your activities or share photos to your social media accounts, especially if you'll be away from home for an extended time.

Contact your local IT staff with any questions you may have regarding the implications of geolocation and geotagging services and how to manage them on your mobile devices.



# How Long it will Take to Double your Money

By: James De La Torre, CRPC

Happy New Year! 2017 is certainly gearing up to be interesting. Last November we elected a new president and if one thing is certain, the future is totally unpredictable. As an investor you should never lose site of this simple yet very important fact. As I observed the coverage of the presidential election many fears were brought up on what the election of a President Trump would do to the financial markets and our economy. This was also true of what was said and reported back in late June right before the Brexit vote. As Britain was deciding whether or not to leave the European Union, the uncertainty was met with an onslaught of strong opinions regarding the impact. In both of these cases, by in large the experts got it wrong.

When I listened and watched these experts, I am reminded of a saying my father used “Don’t believe anything you hear, and only half of what you see.” This saying is as true today as it was back in the days when I was just starting out. This is equally true when it comes to making investments and decisions that can affect the outcome of your investments. Since the overall objective of most investment programs is to make money, we should take a few moments and remind ourselves on how we do that. Before making any investment decision, one of the key elements you face is working out the real rate of return on your investment.

Compound interest is critical to investment growth. Whether your financial portfolio consists solely of a deposit account at your local bank or a series of highly leveraged investments, your rate of return is dramatically improved by the compounding factor.

With simple interest, interest is paid just on the principal. With compound interest, the return that you receive on your initial investment is automatically reinvested. In other words, you receive interest on the interest.

## But just how quickly does your money grow?

The easiest way to work that out is by using what's known as the “Rule of 72.” Quite simply, the “Rule of 72” enables you to determine how long it will take for the money you've invested on a compound interest basis to double. You divide 72 by the interest rate to get the answer.

**For example**, if you invest \$10,000 at 10 percent compound interest, then the “Rule of 72” states that in 7.2 years you will have \$20,000. You divide 72 by 10 percent to get the time it takes for your money to double. The “Rule of 72” is a rule of thumb that gives approximate results. It is most accurate for hypothetical rates between 5 and 20 percent.

While compound interest is a great ally to an investor, inflation is one of the greatest enemies. The “Rule of 72” can also highlight the damage that inflation can do to your money. Inflation simply means that over time as cost of living increases, your investments need to grow in order to keep pace with the increasing cost of living expenses.

Let’s say you decide not to invest your \$10,000 but hide it under your mattress instead. Assuming an inflation rate of 4.5 percent, in 16 years your \$10,000 will have lost half of its value.

The real rate of return is the key to how quickly the value of your investment will grow. If you are receiving 10 percent interest on an investment but inflation is running at 4 percent, then your real rate of return is 6 percent. In such a scenario, it will take your money 12 years to double in value.

The “Rule of 72” is a quick and easy way to determine the value of compound interest over time. By taking the real rate of return into consideration (nominal interest less inflation), you can see how soon a particular investment will double the value of your money.

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The Rule of 72 is a mathematical concept, and the hypothetical return illustrated is not representative of a specific investment. Also note that the principal and yield of securities will fluctuate with changes in market conditions so that the shares, when sold, may be worth more or less than their original cost. The Rule of 72 does not include adjustments for income or taxation. The Rule of 72 is intended to be a planning tool you can use while a great resource it does have its limits. For instance it only assumes that interest is compounded annually; therefore, since not all investments are measured the same way, actual results will vary.



*James De La Torre has conducted federal benefit and financial planning seminars in all of the country. He is a key note speaker at federal conferences and works with federal professional organizations on ways to improve the communication of federal benefits to their membership. Jim has appeared as a guest on “Fed Talk” on the Federal News Radio network, discussing the gaps in federal benefits and the financial impacts employees face. Jim holds a Charter Retirement Planning Counselor’s (CRPC) designation from the College of Financial Planning and is a member of the Financial Planning Association. Please direct questions or comments directly to James at [jdelatorre@fedadvantage.com](mailto:jdelatorre@fedadvantage.com).*

## NCBC Member Spotlight:

Jeff Peirce, NJB



The NCBC Member Spotlight is a new feature coming to the IMPACT that allows NCBC members across the nation to get to know one another. If you would like to be featured in a future NCBC Member Spotlight, please contact a member of the Editorial Staff. In this issue, we meet NCBC Member Jeff Peirce!

**Name:** Jeff Peirce

**Position:** Case Administrator Specialist - Team Leader

**Court:** District of New Jersey at Camden, New Jersey

### **How long have you been with the Federal Judiciary?**

A long time! Long enough to see the transition from paper docketing to BANCAP and then CM/ECF. We've come a long way with technology. I can remember the days when a fax machine seemed like something from the future!

### **How long have you been a member of the NCBC and how do you get involved?**

I'm a proud lifetime member of the NCBC and enjoy serving our organization in several capacities. I'm the Circuit Liaison for the Third Circuit, a position I have held for around five years. I'm also on the membership and benefits committees. In 2017 I've rejoined the editorial committee of the IMPACT newsletter. I'm also currently enrolled in the MSU Judicial Administration Program.

### **What is your favorite NCBC Conference experience?**

They've all been great but the one that really stands out is New Orleans in 2011. A close second is Baltimore in 2013 because it was the smallest conference and it was much easier to get to interact with my fellow NCBC members.

### **How would you like to be more involved with the NCBC in the future?**

As much as I can! I love this organization and the opportunities it provides our members. I'm looking forward to seeing everyone in Denver in July!

## NCBC Scholarship Article

By: Justin Olmos,

2016 NCBC Scholarship Recipient

The 2016 NCBC conference in Washington, D.C. was an amazing experience. It was my first time visiting Washington DC and I have to say it was better than I expected. The city is richly embedded with such great history and culture. In the evenings after the amazing break-out sessions I made sure to visit as many monuments and historical landmarks as I could. Of all the monuments I was able to visit, I have to say the visit that resonated with me the most was the visit I paid to the George Washington Masonic National Memorial.

I would like to take this opportunity to thank the scholarship program for the tuition assistance that was provided. I am very grateful to have been selected as a recipient. It was such a joy to learn from the breakout sessions, engage with seasoned Judiciary professionals and discuss best practices. One of the breakout sessions I really enjoyed attending was, "Eight Steps to Excellent Presentations" facilitated by Julie Linkins. The workshop presented such great ideas for the attendees to better learn how to work on and enhance their public speaking as well as impromptu speaking skills. The information and education I gained at the conference overall afforded me the opportunity to become a more valuable and knowledgeable asset to the Court. It was such a rewarding experience and also provided the forum to further build upon relationships with fellow clerks across the nation. I am thankful I was given the opportunity to participate at the conference.

## 2017 Pay Tables Released

From: Administrative Office of the U.S. Courts

On December 27, 2016, President Barack Obama signed an Executive Order authorizing a pay adjustment of 2.1 percent for federal employees in 2017. Consistent with Judicial Conference policy, biweekly court employees will receive the same pay adjustment, effective January 9, 2017, which will be reflected in employee's January 27, 2017 paycheck.



The pay tables, along with information on locality pay adjustments and other materials, are available in the [Compensation section of JNet](#).

# Announcing the Launch of the Federal Judicial Center's Executive Education Web Page

The Federal Judicial Center is pleased to announce the launch of an [Executive Education web page](http://fjc.dcn/content/312046/executive-education-overview) (<http://fjc.dcn/content/312046/executive-education-overview>) on [FJC.dcn](http://fjc.dcn/) (<http://fjc.dcn/>). This web page will serve as the at-a-glance location for all updates on leadership and management education for chief judges, court unit executives, and deputy court unit executives across the judiciary.

On-going efforts in providing a comprehensive competency-based curricula for these executive audiences will also be posted on the Executive Education web page. Programming, resources, and learning activities are and will continue to be designed to help participants enhance and expand their mastery of the relevant [leadership competencies](http://fjc.dcn/content/316840/competencies) (<http://fjc.dcn/content/316840/competencies>).

Center staff continue to partner with the executive education [Advisory Committee](http://fjc.dcn/content/313313/executive-education-how) (<http://fjc.dcn/content/313313/executive-education-how>) and specific program planning committees to design and develop leadership education to judiciary executives. These advisors assist the Center in setting and prioritizing goals, assisting with and determining the learning needs of the relevant audience(s), and recommending delivery methods for programming.

The [Executive Education web page](http://fjc.dcn/content/312046/executive-education-overview) (<http://fjc.dcn/content/312046/executive-education-overview>) also includes detailed information on:

- Updates and announcements on current and upcoming education and training programs;
- Membership in the Advisory Committee and a charter outlining the mission and responsibilities of the committee;
- The competency framework for the respective executive audiences;
- Planning committees for chief judge, court unit executive, and deputy court unit executive programs; and
- FJC staff contacts for executive education programming.

To provide feedback on existing executive education programs, ideas for future executive education programming, or consideration for the Executive Education Advisory Committee or a planning committee, please contact Senior Education Specialist Garbo Cheung-Jasik at 202-502-4103 or [gcheung-jasik@fjc.gov](mailto:gcheung-jasik@fjc.gov) or Assistant Division Director for Executive Education Lori Murphy at 202-502-4109 or [lmurphy@fjc.gov](mailto:lmurphy@fjc.gov).

## My Week at NCBC

By: Josie Hunt, 2016 NCBC Scholarship Recipient

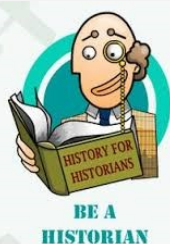


It had been 2 years since my last National Conference of Bankruptcy Clerks (NCBC) and I can say the annual conference continues to provide information-packed sessions that not only help those starting their career with the courts but seasoned veterans, too. The conference also provides opportunities to share what respective courts have been doing to enhance their productivity. I was happy to share what we have accomplished in Los Angeles. I helped man the table highlighting our Talent Management program, which allowed me to meet other clerks and provide them information about this wonderful program.

In general, attending the conference was an invaluable informative experience. But the highlight of the conference for me was reconnecting with my high school friend, Cathy Bowen Thomas, from the Middle District of Georgia, who has worked for the courts as long as I have. We were able to meet up and attend a session together. At the end we agreed to keep in touch and continue to share procedural processes and upcoming happenings in our respective courts with one another. I would also like to add that as a member of the NCBC I was selected to receive available scholarship money to go towards my MSU Certificate or to offset my registration fee. If you're looking to attend the conference in Denver this year, I strongly suggest you apply!! Rocking Mountain High, here I come!!



## NCBC Historian Position Open!



NCBC is seeking candidates to fill this position for a three-year term. Here is a description of the position:

The Historian maintains all historical records of the NCBC. The responsibilities of the Historian include:

- Documenting of NBC activities - taking and retaining photos, videos and collecting items of historical value.
- Retaining copies of the *Impact* newsletter, flyers, programs, letters of acknowledgment, and newspaper articles.
- Reporting to the NCBC Board on a periodic basis.
- Displaying items of historical interest at the annual conference.
- Providing materials for the Impact.
- Responding to requests for historical records and information.
- Recording oral histories.
- Creating a digitized record of historical documents

Please watch for an email with more details about this position.

## What do you Want to Showcase in Denver, Colorado?

By: The Information Sharing Committee

Can you believe that 2017 is here and the annual conference is only five months away! With that said, the Information Sharing Committee is eager to see what courts have developed and want to exhibit at this year's conference in Denver.

One of the strengths of the bankruptcy courts is that we are an imaginative bunch and have been leading the charge in creating and collaborating on new and innovative projects, programs, and ideas for many years. Each year at the conference, time is carved out to permit our innovative colleagues to share their dozens of good ideas. If your court has such an initiative, consider participating at the Information Sharing Session in July. You may indicate your interest by completing this [survey](#).

Should you have any questions, please email a member of the Information Sharing Committee: [Sandi Brask](#), [Mike Mellentine](#), or [Josh Wiker](#).

We look forward to helping your court showcase your ideas at this year's Information Sharing Session.

## NCBC Scholarship Article

By: Veronica Magno, 2016 NCBC Scholarship Recipient



I was thrilled to have the opportunity to attend last year's joint NCBC/FCCA Conference in Washington, D.C. There are definitely many things to do and see in Washington, D.C., but that was not even the most exciting part for me. It was the fact that this year's conference was going to be a joint conference! I was looking forward to meeting and networking with new people from the FCCA and seeing familiar faces from the NCBC.

My attendance at the 2016 NCBC/FCCA Conference has provided me with many benefits. I enjoyed taking the MSU courses ("Resources, Budget, and Finance" and "Essential Components of Courts") and the break-out sessions, but the part I enjoyed the most was this year's plenary speaker. The keynote speaker, Barbara Braunstein, was fantastic! Her presentation was about the power of positive thinking and seeing the best in all

situations. She touched on issues we can relate to at work and our personal lives. She gave us some hot tips, including "start out your day positively – no matter what!", "praise and compliment others freely and often!", "give others the benefit of the doubt!" and my favorite, "celebrate your successes!" which I try to do no matter how big or small it is. Overall, the conference was educational and a very valuable experience for me. I would like to thank the NCBC Scholarship Committee for giving me the opportunity to attend the conference.



# Social Media: Hello, World? Goodbye, Privacy?

From: Administrative Office of the U.S. Courts



Social media is an enriching resource, both personally and professionally. And, living in a hyper-connected world is exciting. Making travel plans, locating an old friend, or weighing in on social issues can be done with a tap of the keyboard.

Unfortunately, as the saying goes, there are no free lunches and maintaining your privacy in this world of easy access requires a good deal of conscious effort. So, if you're one of the billions<sup>1</sup> of social media users out there, you're already familiar with the rewards. However, you may not be fully aware of the risks posed by others – and yourself.

## Social media: the new phishin' hole

Phishing is an attempt to acquire sensitive information, such as your login name, password, and credit card details, by masquerading as a trustworthy company or organization. Phishing attacks,<sup>2</sup> once limited to email, are increasingly launched through social media.<sup>3</sup> It's easy to get lulled into a sense of false security while interacting online with friends and colleagues, but this seemingly-safe environment is only a change of scenery for many of the same threats. Malware, scammers, and impostors abound on social media, so it's important to retain your healthy skepticism in this environment. Follow this simple advice to protect yourself when using social media:

**Beware of scams.**<sup>4</sup> Scammers lay traps with enticing phishing links – don't click on them! Never install software to unlock a "deal," no matter how good it seems. Software purporting to do one thing could easily be a virus, intent on causing harm. Ignore urgings to share a particular post in exchange for a (never to materialize) reward. Also, avoid participating in contests and those "fun" surveys that collect information from you in exchange for revealing some playful insight.<sup>5</sup> Is the answer to "Which wild animal best represents you?" really worth your privacy? And, lastly, keep your ID and password private. Never provide your login credentials to anyone. This is true for all of your accounts, social media or otherwise.

**Scrutinize friend requests.** Be very careful about accepting friend requests from people you don't know. A hacker may pose as a friend or friend-of-a-friend to fool you into sharing personal or professional information. Having mutual friends is not a reliable indicator because many people automatically accept friend requests. Things to consider: how elaborate is the requestor's profile? If it was recently created, has little backstory, or is sparse on photos and other postings, it's quite possible that the "friend" issuing the request is not authentic.

**Lock-down privacy settings.** Being selective with friendship requests may not matter much if your privacy settings aren't properly configured. Check your privacy settings to be sure you're only sharing information and posts with your friends and not publicly broadcasting your updates. Inattention to this crucial detail makes your social media presence an open book for anyone with an Internet connection.

**Keep an eye out for profile clones.** What's more, cyber criminals could snatch *your* profile picture (and other photos and identifying information) to create a duplicate account that appears to be you! They use this account to try to fool your contacts into, for example, providing personal information (for identity theft purposes), clicking on phishing links, or sending "emergency" cash.<sup>6</sup> You can check to see if anyone else is using your profile photo (or any of your photos) by using Google's "search by image."<sup>7</sup>

## When in doubt, leave it out

As a member of the Judiciary, you're well-aware of the importance of professional and personal propriety. Social media, for better or worse, empowers its users to broadcast their opinions, stray musings, and photographs far and wide. Aside from exercising discretion over what you share from your personal life, be aware of the importance of refraining from posting judiciary-related information. Commenting on cases before the court is clearly inappropriate, but also be careful not to reveal judges' travel schedules or to expose non-public areas of the courthouse using your mad photography skills.

(Continued on Next Page)

# Social Media: Hello, World? Goodbye, Privacy?

(Continued)

## Don't get hacked!

If the social networking accounts of the tech-savvy, like Mark Zuckerberg, the founder and CEO of Facebook, can get hacked,<sup>8</sup> it can happen to anyone. Protect every account with a strong password – ideally a different password for each site.<sup>9</sup> Double-down on your account security by enrolling in two-factor authentication<sup>10</sup> wherever it is available – now supported by Facebook, Twitter, LinkedIn, Instagram, and Google. In addition to the password, logging into these accounts will require approval from you via your registered mobile phone – just as was recently implemented for remote access to the judiciary's private network.

For more information about social media security, see the brochure [\*Social Networking: Seven Security Pitfalls to Avoid\*](#). Judiciary employees also should be aware of and comply with local policies regarding the use of social media. Contact your local IT department with any questions.

<sup>1</sup> Statista: [\*Number of social network users worldwide from 2010 to 2019 \(in billions\)\*](#)

<sup>2</sup> Security Tip: [\*Phishing: Don't Get Hooked!\*](#)

<sup>3</sup> Symantec: [\*2014 Internet Security Threat Report\*](#), pp. 64-68.

<sup>4</sup> CNN Money: [\*Top 5 social media scams to avoid\*](#)

<sup>5</sup> ACLU: [\*Quiz: What Do Facebook Quizzes Know About You?\*](#)

<sup>6</sup> Fox5 News Video Report: [\*Facebook cloning scam targets potential victims with simple friend request\*](#).

<sup>7</sup> Google: [\*Inside Search - Search by image\*](#).

<sup>8</sup> Wall Street Journal: [\*Mark Zuckerberg's Twitter and Pinterest Accounts Hacked\*](#). Notably, his Facebook account was not hacked.

<sup>9</sup> Security Brochure: [\*Taking the Guesswork Out of Managing Multiple Passwords\*](#).

<sup>10</sup> Security Tip: [\*Double Down on Security: Protect the Way You Connect\*](#).

## OPM Data Breach Update: Service Provider Change

From: Administrative Office of the U.S. Courts

In a [Nov. 30 memo](#), AO Director Jim Duff highlighted new information from the Office of Personnel Management (OPM) regarding a change in the service provider for the credit monitoring and identity protection services for individuals affected by the two data breaches in 2015.

Significantly, individuals affected by either breach will continue to be covered by identity restoration and identity theft insurance and need not do anything more to continue that service.

Those affected by the personnel records breach, who have been only covered by the Winvale/CSID service will need to enroll in the ID/Experts (MYIDCare) service. Those employees will receive additional information needed to enroll in the ID/Experts (MYIDCare) service from OPM by mail in the near future. Those who were affected by the background investigation breach are already enrolled in the ID/Experts (MYIDCare) service and do not need to re-enroll in that service.

The Director's memo provides additional information regarding the change, as well as [a link to further information](#) on OPM's website.

We will continue to highlight new information about this change as it becomes available.

## Editor's note

By: Jan Zari



Happy 2017, NCBC Members! It is hard to believe, but here we are at the start of another exciting new year here at the NCBC! This new year has already brought about many new and exciting changes.

On behalf of the Editorial Committee, I hope you've enjoyed reading about our new NCBC Treasurer, Ms. Mary Schott, and all of our other features in this jam-packed edition of the *Impact!* This year, we welcome Jeff Peirce and Leslie Murin on board to the Editorial Committee, joined by returning members Meredith Klassen, Jennifer Mahar, Dailin Pena, Shawna Taylor, and Monica Yepes. We are looking forward to hearing from YOU so please feel free to share your stories, accomplishments, innovations, and all the great things you are doing at your court! We want to tell your story! As always, if you have any questions, comments, or suggestions, or would like submit an article for the next issue of the *Impact*, please feel free to contact me at [Jan\\_Zari@cacb.uscourts.gov](mailto:Jan_Zari@cacb.uscourts.gov).