

THE SLG ADVISOR

NOV
2023

MONDAY MORNING MAGIC

Rediscover Your Passion for Work

I write my monthly newsletter articles at least 6–8 weeks in advance. So, as I sit here writing my Thanksgiving edition, I have my toes firmly planted in the warm sand, listening to the crashing waves on a beautiful Sunday afternoon on Plum Island Beach with my wife. She saw I was working and commented that, unlike many other people she knows, I “don’t dread Sunday night thinking of work on Monday.” And she is 100% right!

I am one of the few blessed people I know who doesn’t dread Mondays. By Sunday night, I’m looking forward to Monday morning. If you think I’m crazy, you have lots of company. Liz reminded me how blessed I am to feel this way, and I couldn’t agree with her more. There are many people out there who despise their jobs and dread going to work at the beginning of every week. So, in the spirit of Thanksgiving, I want to share the gratitude I’m currently experiencing as I look forward to starting the workday bright and early tomorrow morning.

I am thankful that my work means so much that I don’t need a vacation (or a retirement) from it. It makes me energized and happy to engage in my work. However, it wasn’t always that way; it’s taken decades of toiling at tasks I did not enjoy to finally get where I am now. Don’t get me wrong, I have days from hell like everyone else, but they are fewer and farther apart than ever. To me, they are just rainy days, and those rainy days help us appreciate the sunshine.

So, to what do I owe this “whistle while you work” existence that can undoubtedly be annoying to some? It’s freedom! The freedom to build a law practice as I envision it and do work I believe is worthwhile. It’s the freedom to hire people I genuinely love to see every day and share



a common vision with me (that’s why we hire them). It’s the freedom to do things my way.

In many ways, finding enjoyment at work starts by flipping your perspective. This is rarely an easy thing to do and takes a conscious effort. Take time to appreciate the good things during work, and don’t dwell on the negatives.

Continued on Pg. 3 ...

'The Spirit of Kaizen'

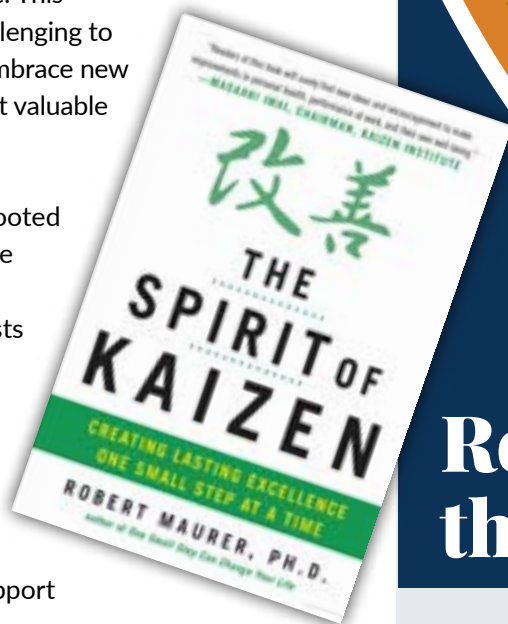
by Robert Maurer

I recently read a great book that helped me better understand the stressors my team may be experiencing as Spada Law Group grows rapidly. In "The Spirit of Kaizen," author Robert Maurer delves into how our brains handle change. Maurer explains that our brains are hardwired to resist change because change often feels threatening and triggers our natural fear response. This resistance to change can make it challenging to break out of our comfort zone and embrace new habits or goals. I've seen it in my most valuable and seasoned team members.

However, Maurer offers a solution rooted in the principles of kaizen, a Japanese business philosophy focused on continuous improvement. He suggests that by making small changes that don't trigger our fear response, we can bypass our brain's resistance to change. When we take these tiny steps, our brain doesn't perceive them as threatening, and we can create new neural pathways that support our desired changes.

Maurer also discusses how our brains are wired to seek immediate rewards and avoid delayed gratification, hindering our ability to work towards long-term goals. Kaizen helps address this by breaking down big goals into smaller, more immediately achievable milestones, providing a sense of accomplishment along the way.

The book highlights how understanding how our brains work in the face of change can empower us to navigate change more effectively. By employing the kaizen approach, we can rewire our brains to be more accepting of change and, ultimately, achieve lasting personal and professional improvements. I plan to utilize the concepts of kaizen as we move to bigger offices, increase staff, and continue to grow in 2024, and I encourage you to read "The Spirit of Kaizen" yourself!



Lights, Camera, Action!

BE THE STAR OF YOUR OWN COMMERCIAL

Have you ever dreamed of seeing yourself on television? Is acting in your blood, but you never got a chance to put your chops to the test? Well, we have some exciting news to share with you. We want to feature you in one of our upcoming commercials! We're reaching out to our wonderful former clients with an exciting opportunity that's a bit different from the usual injury lawyer TV commercials.

At Spada Law Group, we believe in authenticity. Instead of scripted testimonials, we want to showcase real people (the photo on the right is of real clients who were wonderful!) sharing their real stories – just like you did with us! Your experiences can be a source of inspiration and guidance for others who may be in search of legal representation after an accident.

We're inviting you to join us for our next TV commercial shoot, where you can tell your story and help those who might find themselves in similar situations. Your

Review of the Month



"Len and his team have a great reputation, so they were the first ones I went to after my car was totaled in an accident. Not only did I get more than expected for my car, but also the genuine care and professionalism that the entire team showed throughout left me without any doubts that I was in good hands. Joan recommended a physical therapist who would work with my insurance and kept me in the loop with any progress on my case. I would definitely recommend Spada Law to anyone looking to be treated as more than just a case number on a legal file. This team cares about their community members, and it shows in their results."

-Christina R.

Camera, Action!

FOR OUR NEXT COMMERCIAL!

words can significantly impact someone's life by assuring them they're not alone on their journey to recovery. Think about how different your life would be if you never contacted us and took the necessary steps to put yourself in a better position for the future. Now, you can encourage, influence, and inspire others to get the help they need with your personal story.

If this opportunity sounds appealing to you, please call Mikeyla at 617.889.5000. We would be delighted to have you as part of our next campaign, which we are sure will inspire and help others. We are a different brand of law firm, one where authenticity and genuine care for our clients is reflected in all we do, including our advertising. This opportunity only comes once every few years, so you don't want to miss it!



... continued from Cover

Chances are you had a passion for your job when you first started. Rediscover that passion, and you'll find much more enjoyment in work. You might not develop a love of Monday mornings like me, but you will feel better about yourself and your work.

I'll be 59 in April, but because of my work and team members, I feel younger, more alive, and more full of purpose than ever before. I sincerely hope that as you gather with family to celebrate Thanksgiving, you can find something in your life that you are truly thankful for and savor that blessing over some great food and the love of family.

Happy Thanksgiving from all of us here at Spada Law Group!

-Len Spada

Maple-Glazed Salmon

Inspired by TasteOfHome.com

While everyone is enjoying a large, perfectly baked turkey in a few weeks, those attending Thanksgiving at the Spada household will be trying something new. Len hates turkey! Instead, his loved ones will enjoy this maple-glazed salmon recipe. Try this recipe the next time you're feeling adventurous or wish to replace your traditional Thanksgiving turkey.

INGREDIENTS

- 1 salmon filet for each guest
- ¼ cup packed brown sugar
- ¼ cup maple syrup
- 3 tbsp reduced-sodium soy sauce
- 1 tbsp Dijon mustard
- ¼ tsp pepper

DIRECTIONS

1. Preheat oven to 425 F.
2. In a small bowl, combine brown sugar, syrup, soy sauce, mustard, and pepper.
3. Place salmon filets in a baking pan and cover with the maple mixture.
4. Cover and bake for 10 minutes, then uncover and bake for an additional 8-10 minutes.

111 Everett Ave., #1F
Chelsea, MA 02150

INSIDE

Escape the Sunday Night Blues

'The Spirit of Kaizen' by Robert Maurer

Want to Appear in Our Next Commercial?

Testimonial

This Month's Recipe: Maple-Glazed Salmon

Did the FBI Really 'Steal' \$86 Million?



Scan to follow us on social media!



Hang On — The FBI Robbed a Bank?

THE STORY BEHIND A MIND-BLOWING CALIFORNIA RAID

"This was the largest armed robbery in United States history, and it was committed by the FBI." That jaw-dropping statement came from Robert Frommer, an attorney representing several hundred people whose safe deposit boxes were emptied during an FBI raid in 2021.

The story is wild from start to finish. On that fateful day in March, armed FBI agents stormed a California strip mall and burst into a U.S. Private Vaults bank branch. They searched 1,400 safe deposit boxes and confiscated the contents of many of them — making off with roughly \$86 million, plus valuable collectibles like coins, gold, and jewelry.

Why would the agency do this? Well, after a two-year investigation, the

FBI suspected U.S. Private Vaults was catering to drug dealers and other criminals hiding cash in Los Angeles. So, the agency obtained a warrant and raided the bank to look for proof.

And apparently, they found it. After the raid, U.S. Private Vaults pleaded guilty to conspiracy to launder drug money and closed its doors for good. However, that wasn't the end of the saga.

Remember attorney Robert Frommer? Roughly 400 people who kept their money at U.S. Private Vaults hired him to get the contents of their safe deposit boxes back from the FBI. They said they weren't criminals and wanted their money back.

One of those people was Joseph Ruiz, who lost \$57,000 in savings during the FBI raid. He filed a lawsuit, claiming the raid was unconstitutional. When the FBI accused Ruiz of making his money

through illegal drug sales, Ruiz showed proof of his income, and in August 2021, the FBI agreed to return his funds.

However, not every U.S. Private Vaults customer has been so lucky. In September 2022, a judge ruled that the FBI raid was legal under civil forfeiture laws and dismissed the depositors' class-action lawsuit. An FBI spokesperson also said the agency was putting a process in place to return items to innocent owners, but as of March 2023, at least one person still claimed she hadn't gotten her money back — even though she wasn't criminally charged.

If this story ever becomes a Hollywood movie, we'll be first in line at the box office.

