

Volume 6 / Issue 1 / Spring 2013



■ 2013 – 2014 Session is Underway

New Faces and a new outlook.



■ <u>13 Is Our Lucky Number</u> Keys to increasing membership in 2013.



■ <u>Harassment Prevention</u>

Know the rules and educate your staff.



■ <u>Tahoe – October 4 – 6</u> Save the date!



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2013 CONFERENCE

October 4-6, 2013 Harrah's Tahoe

Borg Process Servers, Inc. _ Back page

DGR Legal

IRBsearch 10

PROSERVE

Torri's Legal Services 11

Washington Pre-Trial Services, Inc. ___ 13

President's Message	_ 1
Capitol Report	_ 3
Shining a Light on Process	
Server Assault	_ 5
Growin' in 2013	_ 6
Harassment Prevention Training.	
It's the Law. Are You in Compliance	
with AB1825	_ 7
Legislative Update	10
Assembly Bill AB2364 Central Service	

12

13

Locations for Writs

Advertising Committee Report

Technology Committee Report



President's Message

MICHAEL KERN

2013 CALSPRO PRESIDENT

s we embark on the new year, CALSPro is in full swing on several of the following projects: First, by continuing to increase your value of membership legislatively; Second, by exploring a potential partnership with an e-filing company to allow an equal access portal to all participating California courts; Third, the migration, development and completion of the much anticipated job quote feature, which will provide a positive return to the membership and the association by connecting our members to the general public.

In our ever continuing pursuit to provide our membership with added benefits, our committees have been actively pursuing a partnership with an e-filing company that can support our members' needs. The potentially advantageous details of the e-filing portal will be built on three platforms based on the member's price point participation. Level one will provide the basic essentials to connect through an e-filing filing portal. Level two will add the company logo and information through your website for branding recognition. Level three will incorporate the company website branding, as well the integration

of your company billing software, which will streamline the process of manual data entry.

In our efforts to continuously increase the value of being a member of our association, we will be introducing a job quote feature for the CALSPro website. The board of directors approved the data migration and development of the new job quote platform last December. The CALSPro board believes that by introducing this enhanced feature, it will drive more potential business to our members, as well as provide added monetary value to the association by way of additional county listings. This feature is currently being developed to connect our company members to, the general public, who are seeking our members' services.

As many of you are aware, the California court system is facing its biggest challenge to date, due to the budget shortfall in 2013. CALSPro is seeking input from its members to forward any information regarding courthouse closures and or reduced hours of operation. This information will be used to update our membership of the constant changes that are happening. I am asking

for members to send any information to the CALSPro central office. We will gather the information and make it available on the CALSPro website.

Your membership with CALSPro holds great value and provides you with protection from adverse legislation as well as educational opportunities. We are constantly looking for ways to better our association and exceed your expectations. I encourage each of you to step up and serve on a committee and invest in your future.

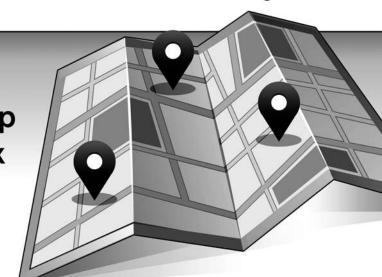
Respectfully,

Michael Kern \



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CAPITOL REPORT

MICHAEL D. BELOTE, ESQ.

CALIFORNIA ADVOCATES, INC.



New Session, New Mood

fter convening briefly in December to swear in new members, the Legislature effectively began the 2013-2014 two-year session on January 7. The changes in mood are palpable, and are actually quite positive. Contributing to the changes are the following:

- New Members: The combination of redistricting and term limits resulted in greater changes to the composition of the legislature than perhaps ever before. In the Assembly, 38 of the 80 members are brand-new. With one new Senator in the 40-member house, this means that 39 of 120 legislators have never served before. For reasons discussed below, these members are bringing fresh energy and vitality.
- Changes in Term Limits: Important changes were enacted last year in California's term limit law. Instead of maximum tenure of three two-year terms in the Assembly, and two four-year terms in the Senate, members may now serve up to 12 years in either house. This is an enormously beneficial change, as Assembly members may now serve up to twice as long as before, with Senators serving up to 50% longer. Already this reform is working: almost to the person, new members indicate that they will begin slowly and thoughtfully, as they no longer are facing a short six-year clock in their Assembly careers. The term limits change should also slow down the constant fundraising and electioneering so prevalent under the old system.
- **Top-Two Primary:** November was the first general election under California's new "top-two primary" system, wherein primary election voters were permitted to vote for the candidate of their choice, regardless of party, with the top two vote getters advancing to the general election. This meant that in heavily Democratic districts, the general election could feature a Democrat against a Democrat, with the opposite in very Republican areas. The idea was to promote more moderate candidates, since individuals could appeal to voters of the opposite party in primary elections. While the system is not popular with party leaders, and while some experts disagree, the new system appears to be having the desired result: in several areas more moderate candidates defeated those who were either more liberal, or more conservative, depending upon the area.
- Improving While **Economy:** improvement in the state's economy certainly varies by region, and will not lead to overnight prosperity, many economic indicators are up, including improving car sales, increasing real estate values, stronger tax receipts, and more. Thus, legislators elected in November will be the first in a number of years who have not been asked to vote for a state budget containing deep cuts. Regardless of party, no legislator is ever eager to vote for a proposed budget with deep cuts to schools and other programs, so the prospect of a

truly balanced budget clearly provides a psychological lift.

The various changes are reflected in legislative output already in 2013. The bill introduction deadline for 2013 occurred on Friday, February 22, and fewer bills were introduced than in previous years. Perhaps as notably, far more were "spot bills", legislative parlance for bills which propose no substantive change in the law at this point, but instead are placeholders for legislators while they decide how to proceed.

Still, 2189 new bills is a hefty number, and nearly two-dozen are of interest to CALSPro. Among them are AB 233 dealing with wage garnishments, AB 268 relating to patient records, AB 1167 dealing with levies, AB 1291 on privacy of personal information, AB 1356, a spot bill on summons', SB 551 on writs, and SB 588 on fees for copying medical records.

The CALSPro Legislative Committee will meet on March 16 to discuss these and other bills. Rest assured that the association is vigilant in Sacramento to monitor and weigh in on bills affecting process and photocopying. While some of the bills are bad, at least the general mood in Sacramento is looking up.

CALSPRO PRESS 3 SPRING 2013

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Shining a Light on Process Server Assault by Mark Schwartz

by Mark Schwartz Assault Advisor



ast year, Serve-Now began promoting a new program in order to shine a "global light" and in so doing, promote awareness of assault on process servers. The program, "PAAPRS", which stands for "Promoting Assault Awareness and Protective Regulations for Process Servers," also includes advice and tips from industry professionals and veterans (including yours truly), and is endorsed by NAPPS, other state process server associations, and most recently (December, 2012), CALSPro.

As you'll see when you visit the site (http://www.serve-now.com/resources/paaprs), there is an assault reporting capability, embedded code for a badge that you can then put on your website, a national map of process server assaults, assault prevention tips, and more.

At the December, 2012 Board meeting, the following recommendations were unanimously adopted:

- 1. Endorse the campaign and add our logo to the PAAPRS page.
- 2. Display the PAAPRS badge on our site so that we too start promoting the campaign among our membership.

- 3. Prepare our own video which should discuss things we've done and what we intend to do.
- 4. Provide our data to Serve-Now so that it can be added to the "Map of Server Assaults" visible on the campaign's home page.
- 5. Ask our members for suggestions as to how the site/campaign can be improved.
- 6. Promote the campaign to members of the California law enforcement community via our relationships in Sacramento.
- Continue to provide support and advice to our members if they are assaulted and, as part of that advice, encourage them to report the assault via the PAAPRS campaign.
- 8. Continue our own reporting/ logging of incidents.

For those of you who've been following my writings, you know we've been working for some time on trying to figure out the best way to raise awareness about this obviously important issue. We've already

5

accomplished items 1, 2 and 4! Items 7 and 8 are still being done, and regarding item 6, we thought a two pronged approach would be best: 1) An "awareness letter" to California District Attorneys and perhaps City Attorneys as well, and 2) A boilerplate letter that can be sent to a specific law enforcement personnel (such as the arresting officer and the DA handling the case) after an assault against one of our members has occurred. This letter could contain the facts of the case as well as other information that we want to highlight.

So, here's where you come in (item 5) fellow member! What feedback do you have about these ideas? Do you think PAAPRS is a step in the right direction? What, if anything, do you think should be changed or added?

Please email me at *mschwartz@onelegal*. *com* and let you know what you think!



Growin' in 2013

by Larry Kirlin

Membership Committee Chairman

ecruiting and retaining members has never been easy and current trends pose new challenges. Among them are the rise of the Internet and social media, making it easier for people to connect without an association's help. Continued hardship in the economy is prompting people to think about the return on their dues investment before joining or renewing. Even with these challenges, CALSPro has maintained its importance in our industry.

This year, our President, Mike Kern, has given the membership committee the goal of increasing our roster by 100 members. While this goal may seem lofty, it is realistic. A survey of 650 associations reveals that 57% are on a growth trend since 2009. The membership numbers at CALSPro

have been flat for the past few years. That means we are overdue for growth.

The survey shows that associations with the highest renewal rates have the most active members. Membership activities include:

- Attended annual conference,
- Attended at least one professional development meeting (i.e., CCPS seminar),
- Acquire or maintain a certification with the organization
- Attend at least one webinar
- Purchase a non-dues product (i.e. enhanced web listing)

CALSPro is hitting it hard on all five bullet points. Our annual conferences are great. Our CCPS seminars and certification are highly regarded, well attended and a webinar class is in development. Finally, our website and advertising options are being developed to drive more business to our members.

It is starting to sound like '13 is our lucky number!

WWW.CALSPRO.ORG/BLOG/







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Harassment Prevention Training. It's the Law. Are You in Compliance with AB1825?

by Clifford Jacobs

Education Committee Chairman

ssembly Bill 1825 (Government Code 12950.1) sponsored by Assemblywoman Sarah Reyes which mandates sexual harassment prevention training every two years in California was signed into Law by Governor Arnold Schwarzenegger on September 29, 2004. The impetus behind the Bill was that Assemblywoman Reyes recognized that the current laws prohibiting sexual harassment did not do enough to eliminate the problem. The Department of Fair Employment and Housing reported 4,231 sexual harassment cases for the 2002-2003 fiscal year; comprising 22 percent of all cases filed with the department during that period. The cases are very costly to defend, and many employers having both small and large companies have found it wise to minimize their sexual harassment exposure by providing the training not only to their supervisory and management team as required by law, but to all of their employees.

The statute states that at least once every two years, each supervisory employee in CA is mandated to undergo at least 2 hours of classroom or other effective interactive education and training regarding the recognition, prevention and correction of sexual harassment. **2013 is a compliance year!**

The interpretation of the language of the statute is subjective; but Section12950.1 (c) clearly states:

"For purposes of this section only, "employer" means any person regularly employing 50 or more persons or regularly receiving the services of 50 or more persons providing service pursuant to a contract, or any person acting as an agent of an employer, directly or indirectly, the state, or any political or civil subdivision of the state, and cities."

Some have interpreted "persons providing service pursuant to a contract' to mean independent contractors. If this is accurate, then one might be inclined to believe that in addition to your regular employees, if you receive proofs of service, or affidavits from enough independent contractor process servers to make the total 50 or more, you are required to comply. Conversely, one might consider the fact that the Fair Employment and Housing Act (FEHA) has other "minimum employee" requirements which count only actual employees in California, and not those providing service pursuant to a contract. Was the particular phrasing provided as a way to avoid having to decide if someone working for you is an independent contractor or an employee? Regardless, I recommend that you seek guidance from an HR or legal professional, and base your course of action on that guidance.

The specific group targeted by GC Section 12950.1, supervisory employees, is defined by the FEHA in GC Section 12926 (r) as:

(r) "Supervisor" means any individual having the authority, in the interest of the employer, to hire, transfer, suspend, lay off, recall, promote, discharge, assign, reward, or discipline other employees, or the responsibility to direct them, or to adjust their grievances, or effectively to recommend that action, if, in connection with the foregoing, the exercise of that authority is not of a merely routine or clerical nature, but requires the use of independent judgment.

Managers (and above in most cases) fall under the supervisory definition, and should be in compliance. While the manager is benefitting from the training itself, the employer is benefitting from the reduced potential liability. The Equal Employment Opportunity Commission (EEOC) has stated that that an employer should ensure that its supervisors and

Continued on page 8

managers understand their responsibilities under the organization's anti-harassment policy and complaint procedure; and that periodic training is one means to that end.

CALSPro provides an inexpensive (\$25) online resource for providing the training and education. There is a quiz included, and a certificate is provided upon successful completion of the program which meets the requirement set forth by the statute. To get to this course, simply go to www.CALSPro.org, and at the top "EDUCATION" tab there is a dropdown for Online Programs. Click it, and then click on the link provided. You can also copy and paste the following link into your address bar: http://www.myeglearn.com/CALSPro/

Then click on "Harassment Prevention" along the left hand side, and you will be taken to a list of related courses, the first of which is:

Preventing Harassment and Illegal Discrimination for **Supervisors** [California] - AB1825 Compliant [Updated for 2013]

Harassment and discrimination costly to organizations. Everyone is affected by the negative consequences of a workplace that allows harassing and discriminatory behavior. This e-learning course is designed to inform managers and supervisors of their legal obligations and their critical role in ensuring a harassmentfree workplace. We'll discuss the laws that govern discrimination, harassment and retaliation; define these behaviors; outline the obligations of employers and employees; and describe the role of the supervisor in preventing harassment and discrimination. The course includes a test and certificate and the cost is **\$25.00.** The estimated program length is two hours.

There is also a one hour program available for your non-supervisory employees for \$20. The old adages "an ounce of prevention is worth a pound of cure" or "penny wise, pound (dollar) foolish" jump to the forefront of my mind when considering the value of the knowledge obtained via the training coupled with reducing potential liability.

CALSPro New Member Log

Welcome!



Orange County Process Management - 01/15/2013 Company Member

K & J Services - 01/23/2013

USA Express Legal & Investigative

Services, Inc. 1 - 02/08/2012

Shinkowsky Investigations - 01/15/2013

Powerhouse Process Services, LLC - 02/11/2013

Joe Jones - 01/03/2013

Julie Odefey - 02/11/2013

Juan Escobar - 02/11/2013

Michelle Vargas - 02/11/2013

By The Book Attorney Service - 01/03/2013

Eric Walton - 01/03/2013 Maria Oung - 02/11/2013 ISD Corporation - 02/11/2013

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Company Member

Associate Member

Associate Member

Individual Member

Individual Member

Individual Member

Individual Member

Company Company

Individual Member

Individual Member

Vendor Member

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TECHNOLOGY COMMITTEE REPORT

by Kraig Vorsatz, Technology Committee Chairman

Expansion Of E-Filing in the California Superior Court



■he California court system is the largest in the nation, currently having more than 2,000 judicial officers, 19,000 court employees, and nearly 10 million active cases. It serves over 38 million people. Our court system budget has been severely cut over the past several years prompting drastic measures such as the shortening of filing window hours, reduction of court staff, and court branch closures in many counties. Although E-filing has been operational in some Superior Courts in California for over a decade, it now appears to be gaining traction as an efficiency that the court system sorely needs to offset these severe budgetary cuts. California Rules of Court 2.250 through 2.261 are the governing code sections for electronic filing. Documents are filed electronically through an Electronic Filing Service Provider (EFSP) directly into the court, ending up in the court's internal case management system. This allows the court to process documents more economically by drastically reducing the processing time to a fraction of what was expended for the physical data entry and scanning of paper documents. Millions of dollars will be saved over time.

Orange County, with the passing and enactment of AB 2073, has now surged forward as a champion of E-filing by mandating electronic filing. Orange County Superior Court Local Rule 352 states in part, "Pursuant to Code of Civil Procedure Section 1010.6, documents filed in all limited, unlimited, and complex civil actions on or after January 1, 2013 must be filed electronically unless the

Court excuses parties from doing so." As such, paper documents are generally no longer accepted for hand filing at the clerk's office. The following counties currently offer some type of E-filing; and as you will notice in many of these counties, only a select case type or document type are accommodated. These are fast changing times, and we suggest that you check with the court directly at the time of the intended filing for the most up to date E-filing information.

Alameda County - Case Management Conference Statements

Contra Costa County – Complex Civil

Los Angeles County – Small Claims

Sacramento County - Small Claims and Unlawful Detainers

San Diego County - Complex Civil

San Francisco County - Asbestos & Complex Civil

San Joaquin County - Small Claims

Santa Clara County - Complex Civil

9

Shasta County - Certain select Civil Cases

Ventura County - Civil, Family Law, Small Claims

CALSPRO PRESS

Spring 2013



LEGISLATIVE UPDATE

by Steve Janney

Legislative Committee Chairman

he Legislative Committee met on December 08, 2012 in San Jose to discuss the Legislative agenda for the coming year. The current Legislative Committee consists of myself, Chad Barger as vice-chair, Michael Kern, Cliff Jacobs and Mike Hylan. There were another 14 members of CALSPro who attended this meeting.

Much of our initial discussion focused on the just completed elections and the

impact of Proposition 30's passage on the courts. There was hope expressed that court funding might be restored. However, this does not appear to be the case. Governor Brown's "State of the State" did not specifically address the court system and several courts are continuing with staff reductions and court closures.

Discussion continued focusing on potential issues for the future. A significant issue for our profession is the continued discussion on "tax reform" and the inclusion of some type of sales tax on services. This is a significant issue, not only for providers of legal support, but for several other associations and professions. We will continue to monitor this issue closely and look to build alliances to address this question when appropriate.

Another significant issue is the inclusion of process servers in legislation directed towards debt buyers. Debt buyers have significant responsibilities as they attempt to obtain judgment and then collect on these accounts. We do not want to have these responsibilities placed on registered process servers who are only acting in their capacity as registered process servers. Any type of legislation introduced regarding this issue will be closely monitored.

A proactive legislative agenda was discussed and the following was agreed upon.

1. The issue of the obstruction of a process server carrying out legal and required responsibilities will be reviewed. Andy

Continued on page 11



Estin provided legislation and information introduced in Florida. Mike Belote will review and make suggestions.

- 2. We will attempt to amend CCP 415.21 to include "unannounced access to a gated community for a reasonable period of time for the purpose of performing lawful service of process...". The committee instructed Mr. Belote to add this to an Omnibus Bill or whatever means he deems appropriate.
- 3. We will investigate the removal of the designation of a writ to a specific county and replace with the designation "To any Sheriff or Constable in the State of California." We will develop a pros and cons document detailing how this would affect our profession. Tony Klein will write the pros and Ted Dietz the cons.
- 4. We will attempt to codify language relating to the service of an OSC to be consistent and understandable. Brett Peters will draft language.

A long term project was begun relating to the Statewide Licensing of Process Servers. A sub-committee consisting of Cliff Jacobs, Tony Klein and Mike Hylan was formed to address this issue. Issues would include testing logistics and who would be responsible, would this type of licensing be good for the public and who would administer this program.

Service of Writs on Financial Institutions

Effective January 01, 2013 financial institutions with more than 9 branches may designate a central location for the service of writs. That website is www.dfi. ca.gov. It is my understanding that this only applies to writs and not other types of documents such as summons, complaints, subpoenas, etc.

If a financial institution with more than 9 branches does not designate a central location, then any branch becomes a central location.

A writ served at the "central location" liens any account statewide in that financial institution. But also, it is the only location that the financial institution is required to honor the writ.

A financial institution can change the central location's designation and this website should probably be checked often as you cannot assume the location will remain constant.

Submitting a question or concern to the Legislative Committee

When submitting a question or concern regarding a court procedure or policy, please attempt to get something in writing from the court detailing the situation. If courts are rejecting a certain type of document, please obtain a Reject Slip from the court. If a new procedure is being implemented, obtain a copy of the procedure.

Forward questions and concerns along with back-up to **Steve Janney** at *steve@ janneyandjanney.com*.





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Assembly Bill AB 2364 Central Service Locations For Writs

s a result of AB 2364, writs are now to be served upon a central service location established by the financial institution. If a financial institution opts out, then every branch is considered a central service location. Wells Fargo, as of this writing, has not established a central service location, so you may still serve any Wells Fargo branch with a writ. The list of

central service locations is maintained by the State of California Department of Financial Institutions (www.dfi.ca.gov). The list should be reviewed frequently, so that you may provide your clients with the most current information.





CALSPro Advertising Committee Report

by Robert Porambo

Advertising Committee Chairman

was very excited to be appointed to this committee by our president, and I am committed to carrying on the good work that preceded me. The previous committee chair had a very productive year with lots of momentum and I can assure you I will continue to keep this Committee a viable and important part of our association.

One of my main goals is to complete the job post component on our website where not only our members can post jobs, but the legal community can post as well. This will greatly enhance your membership in CALSPro by bringing more work to your office, and this is another example of the value-added approach to membership benefits in our organization.

We have a new vendor sponsor program that bundles all available items for one discounted price and we're continuing the enhanced logo program along with the banner ad program. These are great opportunities to increase your company's visibility throughout the CALSPro website.

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