

Law Office of
Sativa Boatman-Sloan, LLC
 & **417 ELDER LAW**

NEWSLETTER



Volume 5

Oct-Dec 2016

CELEBRATING 20 YEARS IN LAW

This October marks my 20th year practicing law. That's certainly a milestone and reason for celebration, which is why I would love to celebrate with you at the open house I'm hosting this month.

This particular work anniversary has prompted me to think about all the experience I've gained and relationships I've developed over the last 20 years. My passion is to help families and small business owners; I'm thankful to have a practice where I can do that every day. I love to teach people about their options and empower them to make the best decisions for their lives.

Although my independent practice has only been open since 2014, I am by no means new to the practice of law. I worked for other law firms and businesses for 18 years before taking the leap to open my own office more than two years ago.

I recognized at a young age that I have a strong drive and ambition to achieve success in everything I set out to accomplish. During high school, I had the opportunity to job shadow at an attorney's office. While law was the only profession that seemed to be a natural fit for me even as a teen, it wasn't my first career direction.

At Truman State University I earned my undergraduate degree in Speech Communication. Most of my work consisted of analyzing speeches and the way people wrote and spoke. I kept my future options open for the possibilities of broadcasting or other communication careers.

As my studies continued, I decided to take the LSAT just to see if I should seriously consider law as a career; after all, it had been in the back of my mind since high school. With the test results in hand, practicing law was clearly in my future.

After completing my degree at St. Louis University School of Law in 1996, I spent many years working in the St. Louis area. With my communication degree and writing experience, I excelled in the details involved with multi-million-dollar real estate contracts. Although highly successful, I realized my true passion is helping families secure their businesses and assets for the future.

In 2004, I returned to my hometown of Springfield, Missouri, to continue practicing law. Although my professional life can be demanding, I am proud of the work I do and find happiness in knowing I can make a difference in my clients' lives. In our free time, my husband and I enjoy being active in the local community.

Thanks to your referrals, the Law Office of Sativa Boatman-Sloan, LLC & 417 Elder Law is rapidly growing and helping more people secure their futures and make their lives easier. Word-of-mouth referrals are special because you have placed your trust and confidence in me and my team so that we may help your friends and family.

As a special thank you, please join me in celebrating my 20-year anniversary of practicing law by attending my Open House from 2-6 p.m. on Thursday, October 27, 2016.

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The choice of a lawyer is an important decision and should not be based solely upon advertisements.

DATES TO REMEMBER

Here are a few dates to jot on your calendar. Some well-known, others sometimes forgotten.



October
National
Breast Cancer
Awareness Month

•
October 21
Back to the
Future Day

•
October 27
Anniversary
Celebration &
Open House
2-6 p.m.

•
November 4
Love Your
Lawyer Day

•
November 11
Veterans' Day

•
November 15
Entrepreneurs' Day

•
November 29
Giving Tuesday

•
December 17
Wright Brothers Day

WHY PEOPLE DELAY ESTATE PLANNING

As you go about your busy schedule, estate planning may not be your top priority. In the back of your mind, you know it is important to start the conversation. Maybe you think you have plenty of time for that later or you aren't quite sure where you want to be financially, but you continue to put off seeking the advice of an attorney who is experienced in estate planning.

The best time for estate planning is when you are healthy and can make decisions based on facts, not your emotions or time constraints. For those of you who have had to deal with a parent or loved one's estate that resulted in probate court, you certainly know the stress that it puts on the family.

Whether you have had a lifetime to accumulate your assets and want to pass them on to your family, or you feel you are not quite where you want to be financially, your assets still need to be protected.

Discussing finances and family dynamics is very personal and can be intimidating. Developing trust with an estate planning attorney will provide you with the peace of mind that your affairs are in order. Your attorney will provide you the

information and alternatives you need so you can make the best decisions for you or your family.

Sometimes life happens and you are faced with a family crisis. For example, a loved one needs long-term care, but does not have an estate plan. It is not too late to seek help. An attorney experienced in elder law can research the alternatives and assist you so you are able to make the best decisions.

If you are postponing estate planning because you fear attorney costs, you may want to consider starting with the basics rather than a comprehensive estate package. Your personal estate package can be developed within your timeline. It is important to get started!

Our philosophy at the Law Offices of Sativa Boatman-Sloan, LLC and 417 Elder Law is to inspire, educate, and motivate you to control your future by empowering you to make the best decisions for your family so that you have peace of mind. We discuss your options so you can choose the right path for you. You'll find the investment to be reasonable in proportion to the experience and guidance that a well-rounded elder law attorney can give.

KICKING OFF THE SEASON OF GIVING

Celebrated on the Tuesday following Thanksgiving, Giving Tuesday kicks off the charitable season. This is the time when we focus on our holiday and end-of-year giving.

You can help others with the gift of your time or with donations. One of the best ways you can get involved is right in your own community. Choose the cause(s) that you are passionate about. Your efforts, no matter the size of your donation, make a world of difference.



WHO MADE OUR THANKSGIVING TRADITION POSSIBLE?

Soon we'll celebrate Thanksgiving. One of the real reasons to give thanks is because gratitude is the beginning of prosperity. Being grateful is something we should do every day because we are blessed with so much in this magnificent country.

If you begin researching the true origin of Thanksgiving, you'll find as many different ideas as there are colors in the rainbow. Regardless of its origin, you may know the fact that Thanksgiving was declared a national holiday by Abraham Lincoln in 1863. He proclaimed a national day of "Thanksgiving and praise to our beneficent Father who dwelleth in the Heavens." It was declared that Thanksgiving would be the last Thursday in November.

But did you know that without the tenacity of a woman by the name of Sarah Josepha Hale, we may not have our national day of Thanksgiving? Also known as the Godmother of Thanksgiving, Sarah used her influence as editor of *Godey's Lady's Book*, the most widely-read magazine in the 19th century, to campaign for the need to observe a holiday of giving thanks in all states.

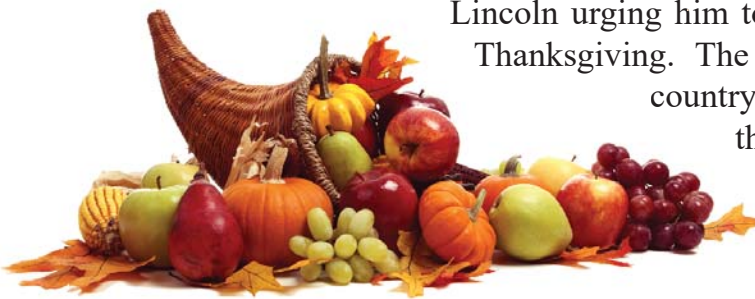
She campaigned for 20 years. Although some states did observe a day of giving thanks, it wasn't official until Sarah wrote a letter on September 28, 1863, to President Abraham

Lincoln urging him to issue a proclamation for a day of National Thanksgiving. The timing was perfect. At a time when our

country was divided by war, she reasoned, "Thus the great Union Festival of America would be

established." Five days later, on October 3,

Lincoln issued his proclamation that made the last Thursday in November a national day of Thanksgiving.



EFFECTIVE DECEMBER 1ST, FINAL OVERTIME RULE ENFORCED

As a small business owner, you should be aware of the new overtime rules that come into effect as of December 1, 2016. These are the most significant changes to salary exemptions since 2004.

While you may have an employee on salary now, that does not necessarily mean you should automatically move them to an hourly position. The final rule does not affect the duties test for executive, administrative, and professional employees; however, compensation may need to increase.

Don't let the new ruling confuse or scare you. Be sure you are current with all the new regulations. The Department of Labor's document with guidance on the changes may be found at:

www.dol.gov/whd/overtime/final2016/general-guidance.pdf

The Law Office of Sativa Boatman-Sloan, LLC & 417 Elder Law is here to keep you informed of changes in the law which could have an impact on your business.

PLAN AHEAD AND KEEP EMPLOYEES MOTIVATED

The holiday season comes around the same time every year, so don't let it sneak up on you. Plan ahead and be flexible.

Meet with your staff now and go over everyone's scheduling needs so you can make sure your office doesn't end up shorthanded. You don't want your employees to burn out trying to cover for someone else and still do their own work. Consider flexible hours or even working remotely to keep up with production and allow your employees to accommodate their holiday obligations.

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ADDRESS CORRECTION REQUESTED

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Cordially Invite You to Attend Our

**20TH ANNIVERSARY CELEBRATION
& OPEN HOUSE**

*Thursday, October 27, 2016
2:00 - 6:00 pm*

**4650 S. National, Building C4
Springfield, Missouri 65810**