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## “The Magazine”

FALL 2019

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# DOC WALKER'S PROVIEW



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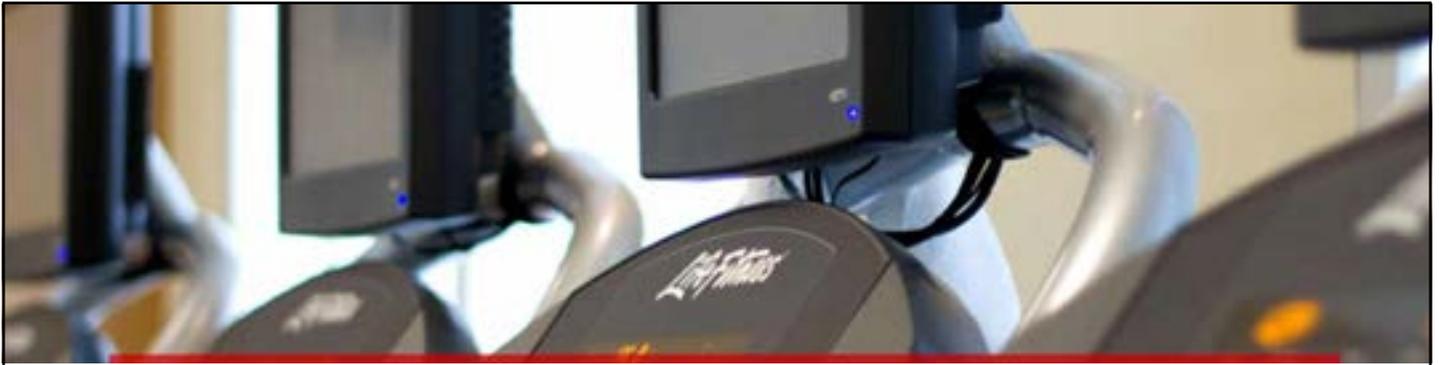
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# Editor's NOTE

Generosity and acts of kindness is what I will bring to the New Year. This is what brings communities and people together perhaps more than anything else when times and things are challenging.

My wish and hope for this New Year is that we ALL practice "treating others the way we want to be treated". Being grateful for what we have, and sharing what we have with those less fortunate.

Merry Christmas, Happy Holidays and Happy New Year!

– Annette Byrd

*Editor – ProView: The Magazine*



**Generosity and acts  
of kindness is what  
I will bring to the  
New Year.**





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Welcome to the 19th edition of ProView "The Magazine". ProView started as an interview show designed to bring the viewer or listener inside the day to day life of a professional, college or high school athlete, coach, administrator or broadcaster. Mike and I grew up with sports playing a major role in how we viewed the world, and we wanted to give the athletic community a larger voice in mainstream society. We realized how many untold stories were being missed and how we could help bridge the gap between sports figures, fans and the business community.

I believe the best part of any business is the people that represent it. As we enter our 18th year of production we are blessed to be surrounded by true professionals! Editor **Annette Byrd** and Designer **George Holton** get another gold star for making Mike look and sound good in the "Byrd's EyeView". Events Coordinator **Tracy Snow** pulled off the same magic trick as Byrd did a great job as MC of the PVNE's. Sales professional **Fred Robinson** continues to expand ProView throughout the DMV. The ProView "look" is a result of the Director of print media **Alan Sciulli**, Producer **Steve McMillan, Steve Solomon, Terry Cornwell** and Webmaster **Aldunate Enzo**, The ProView "Sound" is provided by Avanti Entertainment's **Erich Benton**.

We would like to give all of you a "Fun Bunch High Five" for supporting ProView by watching every Tuesday night on **YOUTUBE** and listening to ProView Saturday mornings on **The Team 980** and **95.9 FM**. The "ProView Business Networking Events" provide the social environment as well as the chance for customers to see feel and touch their products.

ProView's "Lunch with a Pro" has climbed up the charts to #1. Former Washington Bullets World Champion Kevin Grevey was guest #25. Basketball Hall of Famer **John Thompson** and Former Georgetown head coach John Thompson III were our guest #26. Former Spurs NBA World Champion **Tony Massenburg** entertained the crowd at **CHIMA Brazilian Steakhouse** as guest #27. The staff and management at Chima in Tysons were fantastic! Great food and service topped off with a cigar friendly patio thanks to *Anthony Washington* and *Kamalu cigars by Davtian*. Our partnerships with The Brass Tap, Chima Brazilian Steakhouse, Crystal City Sports Pub, Bentley/Rolls Royce of Tyson's, and DC Prime Steakhouse is a delight.

The very best part of ProView is our partnerships with the charities we support. We host the ProView Celebrity Golf Classic at Lansdowne Golf Resort in Leesburg Virginia to benefit the **National Kidney Foundation**. **Devotion to Children** Cards 4 Kids Texas Holdem Poker Tournament, **Easter Seals, Every Child Fed** and **The Diamond Dream Foundation** provides us the chance to make a difference in the lives of others and have a great time in the process!

Let's make 2020 our best year ever! **PV**

All the Best,

"Doc"

Doc Walker

# Doc

GET TO KNOW



## Are You A Grinder?

**GRIND:** To perform repetitive actions over and over in order to attain a goal.

If you find a path with **NO** obstacles, it probably doesn't lead anywhere.

Difficult roads often lead to Beautiful Destinations. A setback is a setup for a comeback! **"Willie Jolley"**

No one is coming to save you. This life is 100% your *responsibility*.

## How Competitive Are You?

**Grinders** know how to fight through pain and discomfort. They train mentally and physically to out work the competition, it's life's version of *tug of war!* Are you built to tap out or dig in and beat the competition?

Sometimes you have to UNFOLLOW people in real life. Negative people are like weeds in a garden they take on the composition of the plants and suck the nutrients from the roots, before you know it, they've killed the flowers and taken over! Handle your work environment, stay focused and follow your game plan for success!

**Coach George Raveling** said it best, if you're going to change a person's behavior and their

performance, the first thing you have to do is *change the way they think!*

If it were easy everybody could do it. **Les Brown** was right when he said "You don't get what you wish for. *You get what you work for!* And when things go wrong *Don't go with them!*"

When things get tough always remember FAITH doesn't get you around trouble it gets you through it.

I'm convinced the key to long-term success is the ability of a company's leadership to set, share, and achieve team goals that inspire and engage everyone who participates in creating them.

You can have anything in life. If you'll just help other people get what they want. **"Jim Rome"**

**Grinding** is a state of mind the harder you grind the harder it is to give up! How bad do you want it? What are you willing to do in order to be the best you can be? **Ben Franklin** said WELL DONE IS BETTER THAN WELL SAID.

**Walker Consulting Group LCC specializes in corporate teambuilding, sales training, marketing, and corporate video production. Email [rick@docwalker.com](mailto:rick@docwalker.com) PV**



**David Davtian** – Founder and Owner, started his cigar business in 2003 as a retailer and International Distributor. He spent 7 years in the Dominican Republic, Nicaragua, Cuba and Honduras to learn the art and science of tobacco and cigar production. Mr. Davtian is highly regarded in the cigar society and has been serving the Armenian Cigar Association as President since 2006.



After significant years of field experience, David Davtian established and launched the DAVTIAN brand in the Dominican Republic in 2011. Using premium and selected tobacco for their cigars, the DAVTIAN brand became very popular soon after in the European and Asian market. In 2018 the brand was introduced to the US and Canadian markets. DAVTIAN Brand is associated with exceptional quality control and meticulously hand-crafted. And in keeping with this highest quality of production, DAVTIAN has become the most sought-after boutique brands among cigar connoisseurs.

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# KAMALU



**Experience the God of Thunder**

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**Kamalu Cigars**

Kamalu, "God of Thunder" in Igbo, is the name of my premium cigar born as a result of a vivid dream. I dreamed of a thunderstorm with a purple sky, and golden thunder bolts. I was smoking a full bodied yet smooth cigar. I could taste every bit of its flavor and felt relaxed as the golden thunderbolts were crackling over my head. In the background, I heard what sounded like African singing or chanting. They were singing "Kamalu-Kamalu-Kamalu".



## PRODUCTION

At Davtian our expectations of the quality of a cigar is only exceeded by that of our customers. While the Davtian cigars have a traditional beginning, our quality control process is a crucial part of production at Davtian, and we ensure consistency, reliability, and the high quality premium cigar that has become synonymous to the Davtian brand.



# Warrior Centric Healthcare Foundation Seeks to Join Forces with YOU to Improve Veteran Health and Healthcare



After committing their lives to our country, military veterans leave service with a host of potentially debilitating health conditions and often find the civilian healthcare community is frustratingly unprepared to diagnose, treat, manage and prevent further service related disease, illness, injury. While the VA healthcare system sees about 7 million Veteran patients a year, that leaves 13 million in the civilian healthcare system.

To address these health disparities and healthcare inequities, Warrior Centric Healthcare Foundation (WCHF) wants to partner with YOU to deliver on our promise to Veterans that we will, "...care for those who have borne the battle..." adapted from the words Abraham Lincoln. To realize this promise, WCHF needs individuals, businesses, faith-based and other community based organizations to join and support WCHF efforts to expand the development and distribution of "boots on the ground", forums and eLearning modules regarding the illnesses, injuries and diseases experienced by Veterans. These "boots on the ground" workshops, forums and eLearning modules are designed to enable ALL of us to give back to the men, women, and families who have served our nation. Veterans, their families and those who inhabit the communities where they live, work, play and pray should have access to information that is as accurate and reliable as that used by medical professionals.





Health issues for veterans are not only PTSD and traumatic brain injury, but autoimmune disorders, hearing loss, lung disorders, chemical exposure related heart and skin problems, musculoskeletal injuries, and a host of other potential problems, many that remain unknown for years after discharge or retirement,” said Dr. Evelyn L. Lewis, Chairman WCHF, and a Veteran who served in the US Navy for 25 years. “Each of our country’s conflicts has its own ‘Agent Orange.’ For Iraq and Afghanistan, it’s going to be respiratory issues from burn pits. For other conflicts involving our nation it was the freezing climate, depleted uranium or contaminants from burning oil fields and Veterans and their families need to understand what those things are, how they impact their health, and what they need to do to be prepared when seeking healthcare,” Lewis said.

Veterans often hear the phrase “Thank you for your service” but the words often leave them feeling awkward and disconnected in their interactions with civilians and the medical professionals touting it. Warrior Centric Healthcare Foundation has taken these words and operationalized them by advocating for equitable healthcare for veterans and their families. WCHF envisions a world in which veterans and their families live healthy and well lives undiminished by their service related health concerns. With passion and purpose we amplify the veteran community voice in the battle for health and wellness; develop, gather and disseminate information and education regarding veterans’ health, healthcare and wellness to veterans, their families and communities that facilitates and enhances their understanding of their unique health and wellness needs.

Veterans or family members with concerns or questions about their health or the healthcare they are receiving from civilian medical facilities can go to the Warrior Centric Healthcare Foundation website to access webinars, other informational content and to DONATE. Warrior Centric Healthcare Foundation, a non-profit, was established in 2013 by military veterans with expertise in healthcare, for the express purpose of addressing systemic inequities regarding access to and quality of care for veterans and their families. While based in Rockville, MD the Foundation has a national footprint. Join forces with WCHF, volunteer, donate, sponsor a Veteran Health Forum in your community, faith-based organization, small business or corporation. **PV**



Warrior Centric Healthcare Foundation is a non-profit 501c3 charitable entity established in 2013 by military veterans with expertise in healthcare, for the express purpose of addressing systemic inequities regarding access to and quality of care for veterans and their families.

**Contact Dr. Evelyn Lewis  
240-793-4252**



Thanks for a fantastic 2019 NKF Konica Minolta Golf Classic  
Hosted by Doc Walker's **Proview!**





# INTRODUCING GROW IVERSON

**On Monday, October 7th,  
The Shops At Iverson  
celebrated with partners  
and community constituents  
for the ribbon cutting  
ceremony of Iverson's  
new community garden,  
Grow Iverson.**



# Grow Iverson

Grow Iverson is an exciting new community garden and gathering space located at the rear of The Shops At Iverson in Hillcrest Heights, Prince George's County, Maryland. The idea was conceived by a coalition of partners as an inclusive space to support community development through growing, learning, and sharing. A new outdoor pavilion serves as center stage for community gatherings. Along with places to grow food and flowers, the garden also includes spaces for children to play and young people to socialize and express themselves. There is a reflective, quiet space for healing and contemplation.

Founded in the idea of reuse and reinvestment, this initiative is part of a wider strategy to reimagine the mall as a transformative hub for the whole community.

## GET INVOLVED!

Contact:

**Elaine Jackson**

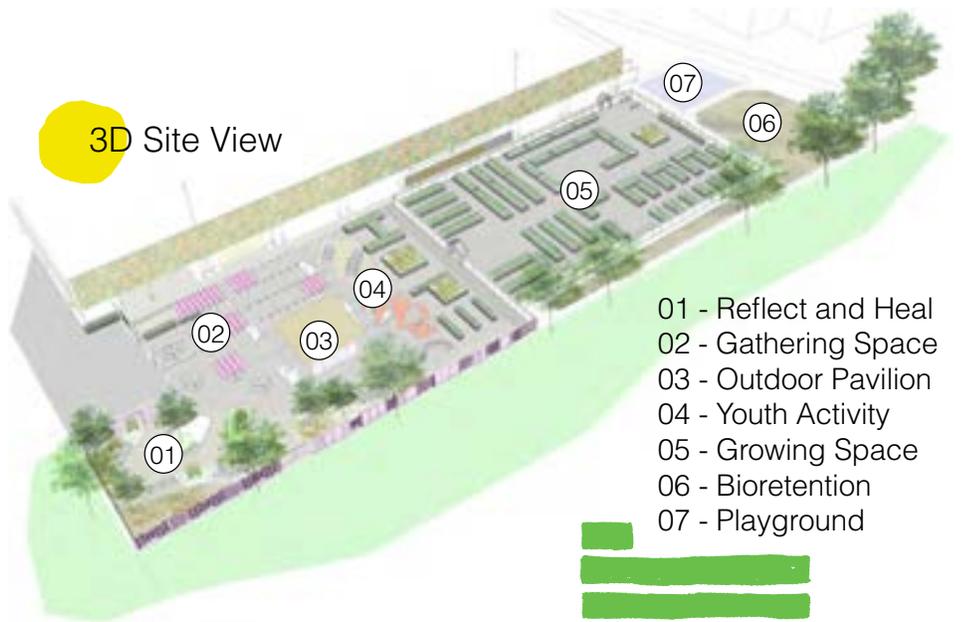
*Community Relations Manager*  
The Shops at Iverson

elaine@shopiverson.com

Thanks to our current partners:



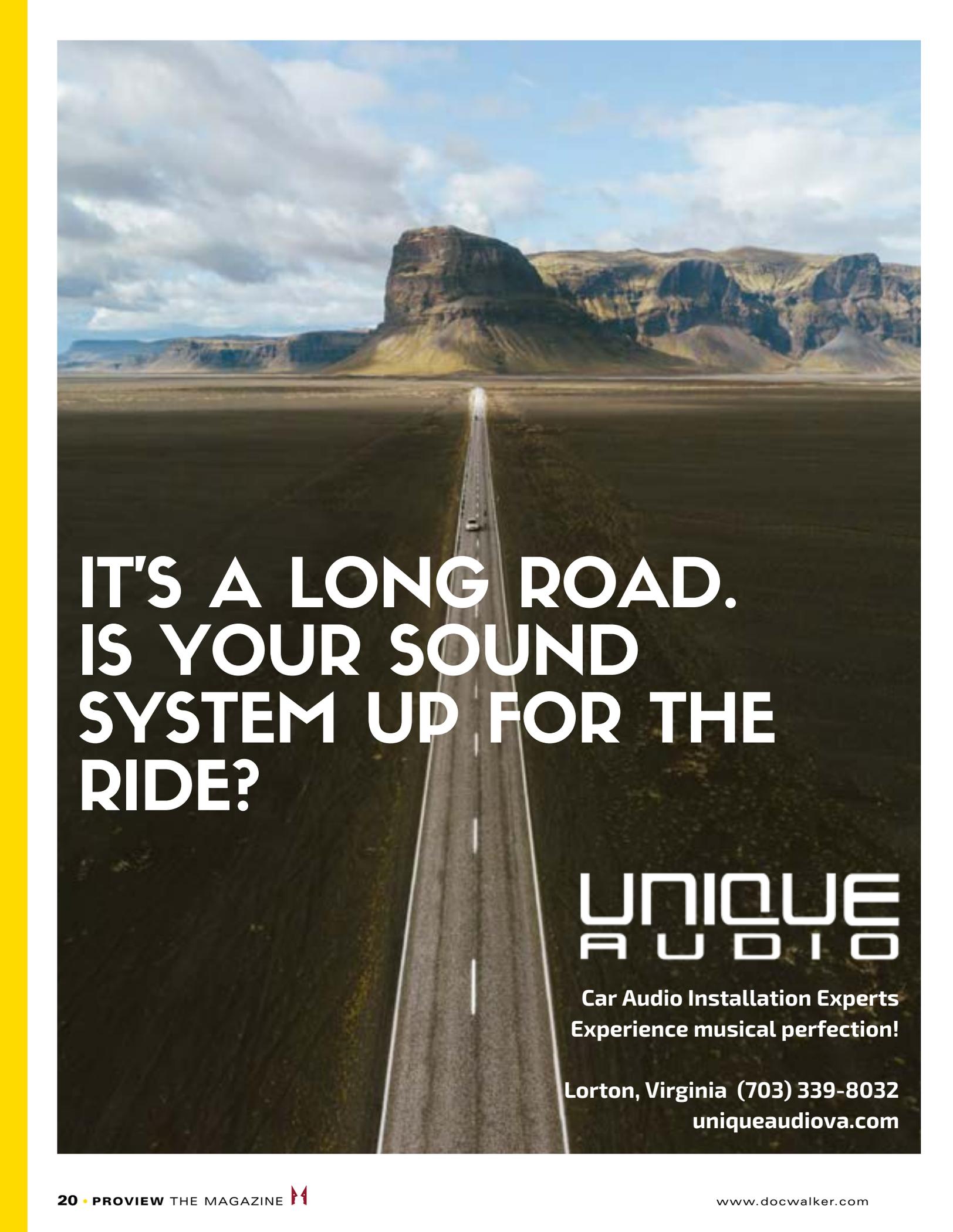
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To this day, LGC SECURITY is still committed to the same standard of excellence in everything we do; from offering the best security / event staff on the market, to the everyday personalized service and support that, our customers have come to expect from our dedicated team. We strive to stay ahead of changes in our market to ensure that our clients have what they need to stay safe.

If for any reason, you do not feel like you are getting the best – call me or email directly. I will personally ensure your needs are met with haste.

*Traveon Smith*

Owner & CEO  
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# Here, I protect you and society.

As a Plaintiff's Attorney, what would I look at if I were taking a case for a family whose loved one was killed or permanently maimed by a distracted driver, who was driving for your company?

As a Plaintiff's trial attorney, I am addressing you as to why it is imperative that you have a practice and a culture in place, along with a company policy, that BANS cell phone and smart phone use while driving.

It is a well established law that every employer can be responsible for the negligent acts of its employees who are operating within the course and scope of their employment at the time of the incident.

Your company, regardless of policies and training, will likely be liable if an employee is negligent while on company time.

**Even if you are not liable,** your company will be named as a defendant in the lawsuit and thus required to spend money to defend.

## Your GOALS should be to:

A. Educate, train and prevent employees from causing injury

or death from Distracted Driving (CULTURE & PRACTICE)  
It is GOOD BUSINESS

B. Promote safety for public relations purposes  
It is GOOD BUSINESS

## Questions to Consider:

1. Would you send your employee out on a work-related mission if he or she had been drinking? Or using drugs? Or was doing either of those while driving? **NO.** Driving While Distracted is no different than DUI, and in fact, it is worse. - 6x worse!
2. Would you allow the use of drugs or alcohol to be discretionary during work? **NO.**
3. Why then would you not have the same ZERO TOLERANCE for cell phone or hand-held device use while operating a vehicle?
4. Why would you allow, or even direct, the use of cell phones or hand-held devices while operating a vehicle?

**This could lead to direct employer liability.**

5. Why would you not have ZERO TOLERANCE?

**Not having a policy** MAKES FOR VERY DAMAGING EVIDENCE AGAINST YOUR COMPANY.

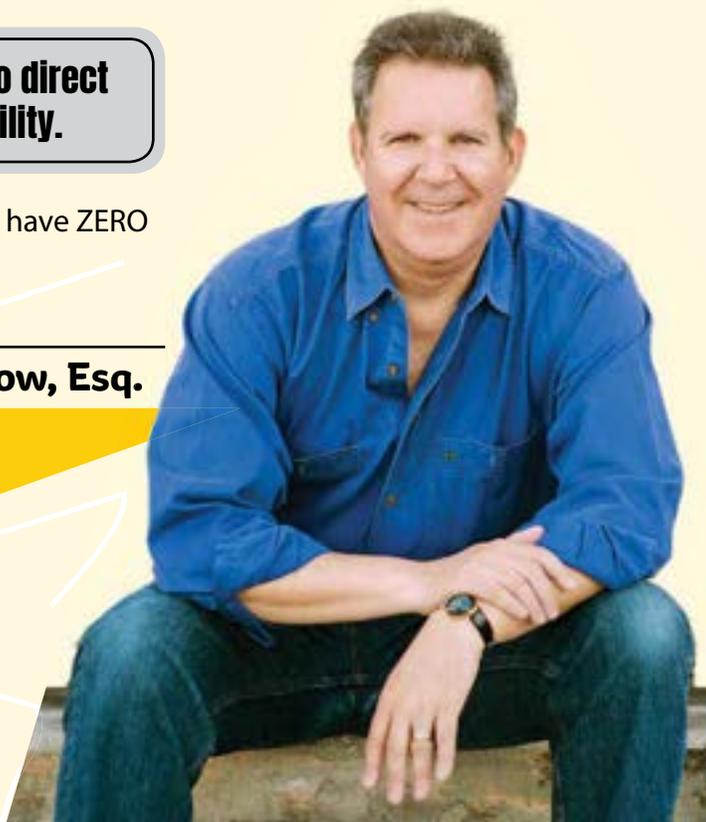
**Not having a policy** could increase a verdict's amount because of your egregious conduct and your willful disregard of a known hazard!

**Not having a policy** could mean punitive damages -- willful and wanton conduct -- could be awarded against you. Willful and wanton conduct = conscious disregard of another's rights, or reckless indifference to consequences with the defendant aware that his conduct would probably cause injury.

How will I (when suing you) find out if there was usage of a hand-held device such as a smart phone, cell phone, and whether your company had a policy in force?

1. Litigation
2. Discovery – subpoena cell phone records (texting shows up on some), cell phone towers, internet service provider documents.

**Paul A. Samakow, Esq.**





3. Depositions – of the driver, occupants, and corporate managers, supervisors and even corporate officers and owners.

Why is all of this important to you, as a business (notwithstanding the danger to citizens)?

1. Do you have enough insurance?
2. Does it cover punitive damages?
3. Will your insurance cover you or your company if you were required to have a Distracted Driving policy, and training, and did not?
4. If you do not have enough insurance, can your company withstand a multi-million dollar hit?

## What makes business sense?

Have **ZERO TOLERANCE** for Distracted Driving.

If not, I have you and your business painted into a corner, when I ask you this question: “Why did you not have a **ZERO TOLERANCE** practice banning cell phone usage while operating your company trucks?”

I don’t care what your answer is, because I have you either way (the best kinds of questions).

***Because you are admitting one of the following:***

- A. You knew better, but didn’t care enough to change.
- B. You admit you did not recognize the risk and hazard, which flies in the face of all of the publicity and knowledge out there in the world now (and you look uninformed and negligent). So I ask the jury to educate you.

Do you have a contrary policy?

I hope not...

***Example:***

*If a supervisor requires the employee to follow text or email updates while driving and/or to respond to them while driving, knowing the employee is behind the wheel.*

### **Paul A. Samakow, Esq.**

I am available to assist you with the formation of your company policy.

Contact me at: [paul@samakowlaw.com](mailto:paul@samakowlaw.com)

# The End is Coming!

The End (of the year) is Coming!  
Is your business ready?

Amazingly, 2019 is almost over. The holiday season is upon us. Soon a certain red-suited and white bearded individual will be making lists and checking them twice. Are you doing the same in your business? You should.

Whether your business is in start-up mode or has been around for years – even decades – you need to review all aspects of its operations annually. Yes, I know. Annual reviews are as fondly anticipated as a root canal without anesthesia. But like the annual dental cleaning, business reviews are necessary for your business's health. Treating a business like crock pot cooking – fix it and forget it - isn't the best approach.

The law is a living breathing dragon that changes daily. An employee agreement template you had drafted as little as a year ago may be horribly outdated. There are changes the Federal overtime law, the Fair Labor Standards Act ("FLSA"), effective January 1, 2020. What? Didn't know the FLSA was changing? Not knowing about a change in the law is a HUGE problem. Take a deep breath and let's talk.

Are your company documents up to date? Does it have all its needed licenses? When's the last time you checked? I recommend my clients review their compliance documents on at least an annual basis. Plan, do and review every aspect of your business. Here's the list of what you should review before 2020 arrives.

## Corporate Compliance

- Are your meeting minutes up to date?
- Have you paid your registration fees?
- Are there any licenses you need to renew?
- If you have business partners, do you have an agreement with buy/sell provisions?



## Your mission statement and values

- Do you have one?
- Did the company act consistent with its values?
- Did your company's culture fully support its mission and values?
- What can you do in the upcoming year to support these goals?

## Delivery

- How did you serve your clients?
- How did you serve your field of business?
- How did you serve your greater community?
- What are your service goals and benchmarks for the next year?

## Client or Teaming Agreements

- Is there a signed agreement for every client and business relationship?
- When was the last time the agreements were updated?
- Do they have "out clauses"?
- Are there any relationships that need to be ended or renegotiated?

## Company policies

- Are they compliant with current law?
- Do they cover all the topics they need to?
- Do you have job descriptions? Are they still accurate?
- Do you have standard operating procedures?

## Expenses

- Where is the money going?
- Is there a more efficient or productive way to use the money?
- Is every dollar spent working for your business?

## Employee function and workload

- Are your independent contractors really employees?
- Do you have too many or too few employees?
- How are they performing?
- Should employees be let go or repositioned?

## Marketing

- What was the return on investment for each marketing strategy?
- What marketing activities need to stop or start?
- Is your branding appropriate?
- Where do you sit in the marketplace compared to your competition?
- What's your marketing strategy for 2020?

## Sales

- Did you meet your goals?
- What percentage of leads are you closing?
- What is each client worth to you on average?
- Who is responsible for each part of the sales process?
- What are the sales goals for 2020?

## Taxes

- Are you compliant?
- Are you leveraging your legitimate deductions?
- Can you benefit from tax planning for the next year? (this is almost always a "yes")

## Your Advisory Team

- Do you have one?
- Did you use them in 2019?
- If so, what for?
- If not, why not?
- Should you build out the team/ Do you have the right or critical players on it? **PV**



Even if you've never done an annual review before now's the time to start. Let's start 2020 off strong. If you need advice related to your business's annual review, or would like assistance with any other business matter, please contact Nancy at N D Greene PC at

Email: [ndg@ndglaw.com](mailto:ndg@ndglaw.com)

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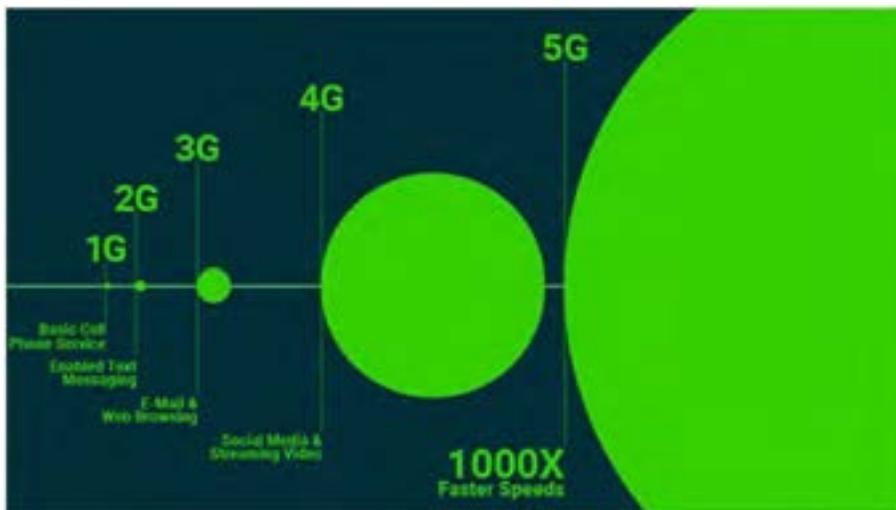


# 5G Wireless

## What's It All About?

BY MARK H. PARR

Since the utilization of wireless for a myriad of purposes; TV, Radio, Radar, Cellular, WiFi™, etc., we've occupied radio frequency (RF) spectrum from 0Hz (Hertz) to 6GHz (Gigahertz). I promise not to get too technical, but background is required to understand this topic.



Essentially, most of our use of RF has been in the that range. While carriers and others are marketing different things as 5G, it is not from the original conception. 5G is millimeter wave (mmWave) which means it is a very small wavelength. The promise of 5G is to provide low latency (a very fast connection), broadband (1 Gbs – Giga bit per second) and multiple simultaneous connections; e.g., thousands of people in a stadium. This will greatly improve download and upload speeds exponentially.

New RF bands will be deployed in 70-80GHz, 220-230GHz. Those two bands

alone equal 20GHz combine which is over three times the spectrum we've use since the beginning and there's more spectrum to follow. Because the wavelength is so small it can handle much more data. Therefore, the combination of greater bandwidth and the ability to push more data through will allow for new and innovative uses.

As stated, 5G is a smaller signal and therefore doesn't travel nearly as far or penetrate structures very well. To solve this problem, wireless carriers will utilize existing infrastructure; traffic lights, utility poles, street signs and other low-level structures. Devices known as Small Cells will be mounted to the aforementioned and provide the short-range coverage needed. Indoor systems for large buildings will be covered internally with similar equipment but designed to fit a buildings interior. Homes will install access point type equipment and be connected to a home server (computer) to process data quickly. Buildings will do this as well. Previously it was stated low latency. In order to achieve this, servers need to be closely available to avoid the delay caused by lengthy cables to get from one point to another. As an example, if you are in Washington D.C. and attempt to download a movie from Silicon Valley,, it's not going to be as fast as 5G can provide. Therefore, wireless carriers and third party companies are building smaller data centers that are localized to overcome this technical requirement.



What's all the hoopla about? 5G technology will open doors to improve the way we live. Ultra-reliable low latency (URLL), a part of the 5G protocol, will play a role in improved medical treatment and care. Expect more precise surgery, remote surgery, therapy, recovery while at home via monitoring. I urge you to go to search NYUWireless to see the interesting aspects of medicine. For example, experiments are underway to treat people with brain issues. Since the technology can be so small, doctors can attached small probes on the brain and control brain waves for individuals such as Parkinson's. Since 5G is so fast, when a tremor or twitch is evident the medical devices can react and re-direct the brain to act normally. Really interesting possibilities.

Imagine you're in your office and decide to make a certain meal when you get home. Applications will be written so you can bring up your recipe book and compare that to what's in your house. Making pasta and meatballs, the app will let you know what you don't have and still need. Why not order online and have Amazon/ Whole Foods, for example, deliver the ingredients before you get home. RFID (RF Identification) tags which have reduced in costs can be attached to anything with the exception of non-container fluids. You can track anything in your house; food, furniture, etc.

Smart cities will evolve whereas utility companies can more efficiently control devices, receive and analyze data and immediately response. Autonomous vehicles will need this quick connection to share data with city infrastructure and other cars. As the city instantaneously gathers data and vehicles are communicating with the city and other cars, traffic efficiency will improve, lowering fuel consumption, shortening transit times and more.

The IOT (Internet of Things) will play an important role as this too will require fast connections. Schools, police, fire, EMS will have fast access to more data and provide better education, safer communities and overall city efficiency. What if you can track your child at school; did they make it there, are they attending classes. What in the case of an active shooter; police could remotely lock down, given certain protocols of operation. We would know where everyone is; potentially even the threat.

As my grandmother would say; "The days we're living in!". We're at the early stages of 5G and it's going to be exciting, notably for our children as this is a game-changer. 6G is already being developed and that will spin your head! **PV**



#### **ABOUT THE AUTHOR**

With more than 34 years of experience, Mark Parr is an industry leader in wireless and wire-line telecommunications systems. He is the founder and CEO of Bandwidth Logic Inc. and continues to design/ build/ operate and maintain small large-scale networks throughout North America. Find out more at [www.bwlogic.com](http://www.bwlogic.com)

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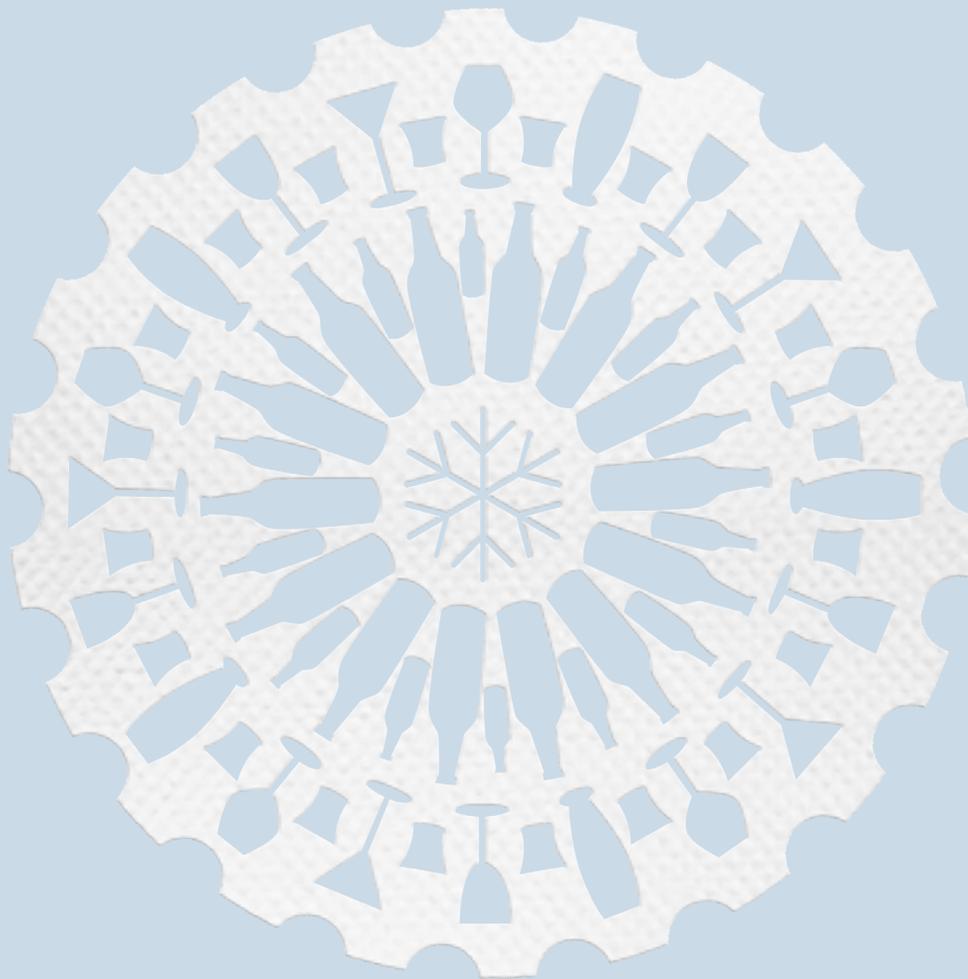
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# Business Spotlight



MIGUEL WILSON COLLECTION

## From Prince George's Public School to Bankruptcy to Celebrity Fashion Designer

Miguel Wilson has returned to Prince George's County with a message of perseverance and a reminder that "It's His Day Too".

In 1984, Miguel Wilson was graduating from Crossland High School right here in Prince George's County. And although he moved on to Clark Atlanta University to receive his BA in Business, Campbell University to receive his MBA and served in the US Army Reserves, he never forgot his roots: Prince George's County. Recently, Wilson opened his second brick-and-mortar location, right here in National Harbor.



**Miguel Wilson**  
*Designer/CEO*

Wilson has always enjoyed fashion. So much so that he had suits made for his then corporate job. When the friend who made Wilson's suits presented an opportunity to work with him, it was an offer he couldn't refuse. So at age 25, Miguel Wilson began learning the custom clothing business. By age 27, he worked part-time in the industry, but it wouldn't be until age 35 that Wilson would go full-time, while still dabbling in other ventures.

As with most stories, it was not a fairy tale ride to the success Miguel Wilson carries today. In 2011, at age 44, Miguel Wilson filed for bankruptcy, but his story did not end there. Instead of giving up or scaling back, it was this moment which pushed him to commit to his passion 100%. And in 2017, Wilson opened his flagship clothing store in Atlanta, Georgia.

The flagship store was a catalyst for local celebrities to wear his collection for their weddings. Two of the husbands on "Real Housewives of Atlanta" and the rapper 2Chainz were among the many who donned Wilson's signature tuxedo line for their weddings. 2Chainz was even featured in Vogue magazine. From there, Wilson went on to dress other rappers such as Ludacris, Future, Dj Khaled, and Method Man, NFL players Cam Newton and Bobby Rainey, Actor Josh Morgan, and even New Edition.

Even with all the success in Atlanta, Wilson was determined to come back home. In February of this year The Miguel Wilson Collection opened its doors on Waterfront Street at National Harbor. Bringing his vision back to the place that educated him was important to the international designer. But he's not just here to share his vision and remind the wedding industry that "It's His Day Too". Wilson plans to give back to the community through events such as a charity polo classic, the likes of which he currently holds annually in Atlanta. He also has plans to establish a program to help disenfranchised youth the pleasure of learning to ride horses in the County that taught him to ride.

Wilson wants to let entrepreneurs know it's never too late to start again. Even if you don't have your life figured out, you will be surprised how the travels and bumps in the road will all come together to have meaning and purpose.

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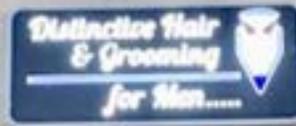
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# Let's Continue the Conversation...

Did you know last year, 7,609 sexual harassment charges were filed against employers, resulting in \$56.6 million in monetary benefits for the victims?

According to the Equal Employment Opportunity Commission (EEOC) that was a 13.6% increase from 2017. You can believe that number will continue to grow each year.

And, of course those aren't the only charges employers are having to defend! I'll save you some time, and show you the data released by EEOC for all discrimination charges filed with their office in 2018 :

- Retaliation: 39,469 (51.6 percent of all charges filed)
- Sex: 24,655 (32.3 percent)
- Disability: 24,605 (32.2 percent)
- Race: 24,600 (32.2 percent)
- Age: 16,911 (22.1 percent)
- National Origin: 7,106 (9.3 percent)
- Color: 3,166 (4.1 percent)
- Religion: 2,859 (3.7 percent)
- Equal Pay Act: 1,066 (1.4 percent)
- Genetic Information: 220 (.3 percent).

*(Note: These percentages add up to more than 100 because some charges allege multiple bases.)*

No matter how big or small your company – or non-profit organization – you could find your time, money, and attention diverted away from business to defending your reputation.

## **That's why we keep this conversation going!**

If you read the Spring 2019 issue of ProView "The Magazine", we brought you advice on how to be sure your company is ready when the auditors come... because "The Auditors ARE Coming!" (See Page 54 of the Spring edition if you missed it!) Our mission is to help ensure your business or organization is built on a solid foundation. As a small business owner myself, I know firsthand the challenge of keeping all the balls in the air! In the busy-ness of growing our businesses, we simply don't think of writing policies, or ensuring every person on our team receives training on proper workplace conduct, how to protect our customers' private information, or our company's operating philosophy and principles. Oftentimes, we assume others know the rules and laws against discrimination. But, can you really afford to take that chance?

We keep this conversation going because we know how important it is to mitigate risk. You can take a few giant steps toward that goal by developing clear, concise company policies, and by requiring every staff member and contractor that represents your company read, understand, and agree to uphold those policies.

So, where does your company stand?

Are your policies documented? Are they current? Are your employees required to read and agree to uphold the company's policies?

At a minimum, your company should have written policies that address the discrimination charges most often reported to EEOC. TWCS would strongly encourage you to include these policies as well:

- Anti-harassment, Bullying, and Non-discrimination
- At-will Employment
- Attendance, Leave and Time off
- Code of Conduct and Discipline
- Data Privacy and Protection
- Drug and Alcohol Usage
- Email, Internet & Social Media
- Employee Classification
- Grievance Policy
- Safety and Health
- Timekeeping and Pay
- Whistleblower Protection (hot topic in the news today).

The list is just a sample of policies to help protect your company or organization from risk, liability and lawsuits. It is not all inclusive and does not take into consideration federal and/or state laws and regulations specific to any industry.

So, where does your company stand? Are your policies documented? Are they current? Are your employees required to read and agree to uphold the company's policies?

Let's keep this conversation going...

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*Judith Ross, CEO, a 4th generation Washingtonian, founded Technical Writer Consulting Services (TWCS) with 20+ years of previous federal government contracting experience. TWCS' mission is to help build the Foundation for a Thriving Business by creating sound policies and processes, and building EXCEPTIONAL teams! Our end goals are consistent and efficient business and systems operations through analysis, policy development, documented processes and procedures, and cybersecurity awareness and training.*

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*The 58th annual Welcome Home Luncheon hosted by the Washington Redskins Charitable Foundation benefits the Foundations initiatives for deserving children in the DMV community making life better for many kids!*

## Redskins Fan **Matthew McConaughey** Appears at Team Event

**BY SHARON REED**

Despite growing up in Texas among Cowboys fans, Academy Award winning actor Matthew McConaughey is a die-hard Redskins enthusiast. Not only does McConaughey root for the team on the playing field but also shares the team's commitment to helping children and young adults.

Donning a burgundy-and-gold suit, McConaughey was the special guest at the 58th annual Welcome Home Luncheon at the Washington Hilton in Washington, D.C. on August 28. A life-long fan of the Washington Redskins, McConaughey spoke at event about how he became a Redskins enthusiast starting at just 4-years-old.

Hosted by the Washington Redskins Charitable Foundation and The Redskins Alumni Association, the annual Welcome Back Luncheon launched the start of Redskins football season. It's the team's biggest annual fundraiser to support youth programs across the region. Created by Redskins owners Dan and Tanya Snyder in 2000, the Redskins Charitable Foundation supports youth programs across the region. The Foundation helps more than 178,000 children annually, according to the Redskins, and has given back more than \$26 million since it was established.





Back from summer Training Camp in Richmond, team players, coaches, cheerleaders walked the Red Carpet, signed autographs and posed for photos with event guests in the reception room. A silent auction featuring experiences and autographed Redskins memorabilia was held during the reception.

ProView's Rick "Doc" Walker broadcasted live from the event via Team 980. An original member of the famed "Hogs" offensive linemen, Doc was a starting tight end for the 1982 World Champion Washington Redskins.

Multiple Redskins alumni also attended the event, including event presenters Dexter Manley, Charles Mann, Mark Moseley, Brig Owens and Clinton Portis. Redskins Team President Bruce Allen, Senior Vice President Doug Williams, and former Head Coach Jay Gruden were also in attendance.

The 58th annual Welcome Home Luncheon hosted by the Washington Redskins Charitable Foundation benefits the Foundations initiatives for deserving children in the DMV community making life better for many kids!

Redskins players, alumni and coaches were announced with much fanfare as they entered the ballroom for the luncheon.

Emceed by sports anchor Lindsay Czarniak, the 2018 Season Awards were given out at the event to recognize achievements by Redskins players, both off the field in the community and on the playing field. **PV**



## Community Man of the Year

Introduced by Redskins Team President Bruce Allen, Redskins Tight End Vernon Davis was awarded the "2018 Redskins Community Man of the Year" for his philanthropic service and commitment to children and young adults in the Washington, D.C. metropolitan community.



## Redskins Salute Award

White House Chef Andre Rush, a veteran and military advocate, presented the "Redskins Salute Award" to Defensive Lineman Jonathan Allen. The Redskins Salute Award is given to one player or community member in honor of their support for the U.S. military and their families.



## Next, the 2018 season awards were presented for player achievement on the field.

Redskins Punter Tress Way was awarded "2018 Special Teams Player of the Year" by Redskins Placekicker alum Mark Moseley.



Running Back Adrian Peterson was awarded "2018 Offensive Player of the Year" by Redskins Running Back alum Clinton Portis.



Outside Linebacker Ryan Kerrigan was awarded "2018 Defensive Player of the Year" by Redskins Defensive End alum Charles Mann.



# Q&A

with McConaughey & Czarniak



## The finale of the event featured a Q&A discussion on stage between Matthew McConaughey and emcee Lindsay Czarniak.

Part of their discussion focused on McConaughey's initiatives for helping children and young adults. He and his wife Camila launched and run the "just keep livin'" Foundation, which sets up fitness and wellness programs in Title I schools.

"We're helping a lot of young men and women after school make healthier choices in their life and grades have gone up, attendance has gone up... because they've learned to respect themselves," McConaughey said after thanking Dan and Tanya Snyder "for the work they do and the support of his Foundation."

On stage McConaughey amusingly explained that he became a Redskins fan as a child in the 1970's-- which was because of hamburgers.

"I'm 4-year-old and my favorite food is a hamburger," explained McConaughey. "Number 55 (at the time) was Chris Hanburger. When you're 4-years-old, those are the things that make sense to you."

Former Redskins linebacker Hanburger played for the Redskins from 1965 to 1978.

"Mind you as you know I was an underdog in Texas," McConaughey explained. "I was on the 50-yard line at 8-years-old in Texas stadium with a chamois (you know the chamois you drive your car with?) With a chamois wrapped around my waist. Barefoot, painted burgundy with a headdress on the 50-yard line in

Texas stadium." "There weren't many of us in there." "And then what happened?" Czarniak asked.

"Ah, you know Dallas fans. I heard some things that maybe I shouldn't have heard as a kid--but I got out of there without getting injured," he joked.

"It was the only reason I could stay up past 8:30 on a school night," McConaughey continued. "If the Redskins were playing Monday Night Football, 'you got the whole game Matthew,' no matter what my age was... I would sneak out of church and go listen to the Skins game on the AM radio."

After reminiscing on the past, McConaughey gave encouraging remarks to the team.

"The legacy continues today. I am reminded by looking around this room and I think we should all be reminded, the present players especially. Look at the legacy. There are not many teams that have the legacy that the Redskins do. You look at the alumni that are here. It reminds us where we came from, what you're doing now, where you are headed to know your part of this lineage gives us strength and hopefully gives you strength and determination," said McConaughey. "This is a wonderful franchise and one that I will always follow through thick and thin."

To find out more about the Redskins Charitable Foundation, visit: [Redskins.com/Community](http://Redskins.com/Community). **PV**



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# Tracye F. Blackwell-Snow

## CEO "The Viision"



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**Tracye F. Blackwell-Snow** began her modeling career at D&S Modeling agency in North Carolina at the age of 15. Originally from South Carolina, she moved to Northern Virginia for a career in Celebrity Entertainment, Photography and advancement in Multi-media.

As a store manager for a nationwide studio in professional photography, she was able to capture her client's story through photos. She continued with modeling throughout Virginia, DC, Maryland, New Jersey and New York, gracing the runway for top designers.

Tracye is the National Merchandise Director for GNatural Products, WOLB-Radio Host, NéVetica Consultant, Event Director for Doc Walker's Proview, Lunch with the Pro and the Celebrity Moderator of TP Productions.

Her passion for helping others, turned into a career. "The Viision" was birthed in June of 2000.

Tracye is currently President and CEO of "The Viision", a premier lead generation and hosting firm which partners with small business entrepreneurs. She helps organizations achieve their dreams by bringing professionalism to their events. Her dynamic product demonstrations always deliver win-win results for vendors and corporations. Her business savvy approach to wealth, encourages others with unique concepts to "GO BIG, or GO HOME! **PV**



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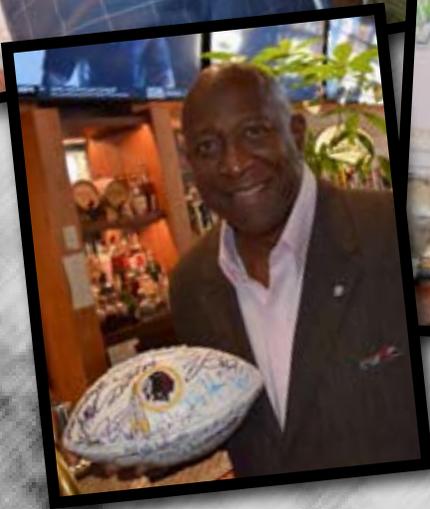
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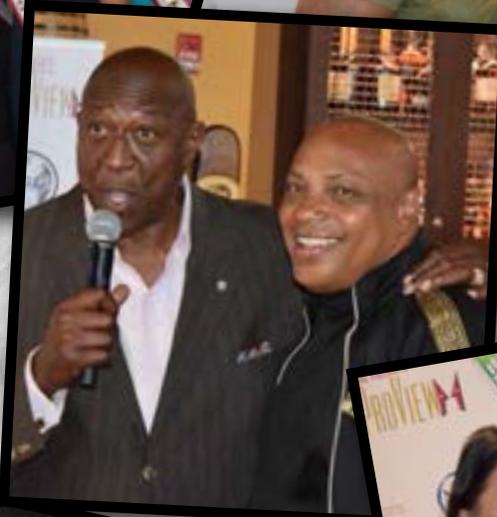
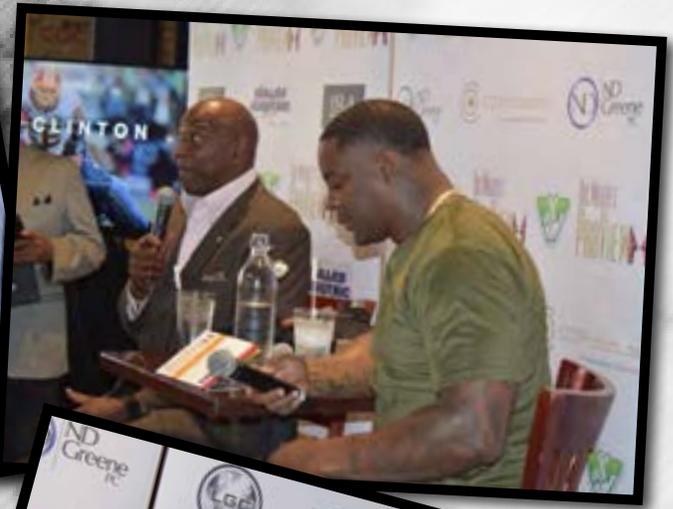
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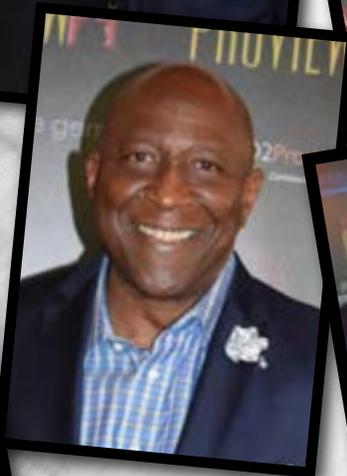
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# LUNCH WITH THE PRO: Tony Massenburg



# LUNCH WITH THE PRO: Tony Massenburg



# LUNCH WITH THE COACH: John Thompson, Jr.



# LUNCH WITH THE COACH: John Thompson, Jr.



# Championing Guaranteed Lifetime Income, Financial Literacy and Smart Retirement

By Enzo Giovanni

Shirley Luu & Her Team of Associates | Shirley Luu Finance

Does your current retirement plan include products capable of providing guaranteed income for life until the day you die?

“That’s a critical question one needs to ask,” warns Shirley Luu, gesturing toward the window from her Tysons Corner office in Northern Virginia. “The issue is longevity. Americans are living longer and longer these days, which is great on one hand, but clearly extends the financial burdens on the other. That’s why having a savings plan which matures into a lifetime income benefit is so crucial in today’s society.”

But lifetime income isn’t the only reason Shirley Luu travels the country meeting clients and educating people at various live events and private seminars. “Tax-free retirement, protection from market losses while participating in the upside gains, and living benefits you can tap into today if a crisis occurs, are some of the key features of a smart retirement plan,” Luu says passionately.

## Financial Literacy for Women and Wealth Empowerment

Rooted in empathy, Luu also champions the call for various financial literacy outreach programs and platforms, especially for women.

“Years ago my husband died, leaving me with three children to take care of including a 1-year-old, and I did not receive the financial support I should have, making the experience that much more traumatic,” Luu recalls. “Women need to be more proactively aware when it comes to their family money affairs, especially regarding their retirement benefits and life insurance.”

Shirley Luu is proud to be a part of LiSA Initiative, founded and chaired by Debbie Gerlicher, who is also



Shirley Luu

Co-CEO of First Financial Security Inc. LiSA Initiative focuses on the financial concerns that women and their families experience every day in America.

Shirley is a Certified Financial Education Instructor with the NFEC, a provider of nationally recognized curriculums for teaching schools, churches and other organizations about finance.

She is also a syndicated columnist, a.k.a. “the wealth guru,” for the online magazine iKnowMyMoney, a platform that promotes expert opinions on money, wealth and financial literacy.

Shirley Luu was recently the winner of the prestigious Executive Brava Award from SmartCEO Magazine, honoring the top female CEOs in the Washington, D.C., area.



## An Opportunity and Career in Financial Services

Ms. Luu is not just an educator and evangelist for smart retirement and financial literacy. She’s also a businesswoman and leader of a growing team of associates who not only share a vision for wealth empowerment, but also see the business opportunity that exist in the financial services industry.

“Most people are simply unaware of the powerful financial products that exist today and which we offer that will secure your wealth for tomorrow and beyond,” Luu explains. “This gap in awareness leaves an ocean of opportunity available for those who want to learn the business and champion the cause.”

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*“That’s why having a savings plan which matures into a lifetime income benefit is so crucial in today’s society.”*  
– Shirley Luu

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## Different from the Rest

Why would you come to Shirley Luu or someone on her team to review or start a retirement plan? “We have partnered with some great, highly reputable companies, Barron’s top-listed carriers she notes, “and as a valued broker, we are able to provide proprietary products truly unique to the industry.”

But perhaps the best reason to consult with Shirley Luu was conveyed during a recent phone call from one of her clients, one of about two dozen she’s taken that day. “Shirley Luu, I have not known you very long, but I love you,” said an elderly man as he said goodbye. “You really have a special heart.”

“That’s why I do this,” Luu says with a giddy smile. “That feels good.”

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Shirley Luu Accolades & Notes: Executive Brava Award Winner 2016 from SmartCEO Magazine. Recipient of 2016 John C. Maxwell Leadership Awards Top 100. Columnist at iKnowMyMoney.com. Winner of First Financial Security Inc.’s 2015 MVP Award. For more information on LiSA Initiative, go to: lisainitiative.com. For more information on our financial services, go to ShirleyLuuFinance.com

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703-608-1203



# 2019/20 Wizards Schedule

|                          |       |                         |      |                        |       |                         |      |
|--------------------------|-------|-------------------------|------|------------------------|-------|-------------------------|------|
| Oct. 23 at Dallas        | 8:30  | Dec. 8 LA Clippers      | 6:00 | Jan. 22 at Miami       | 7:30  | Mar. 10 New York        | 7:00 |
| Oct. 25 at Oklahoma City | 8:00  | Dec. 10 at Charlotte    | 7:00 | Jan. 23 at Cleveland   | 7:00  | Mar. 13 at Boston       | 7:30 |
| Oct. 26 at San Antonio   | 8:30  | Dec. 14 at Memphis      | 8:00 | Jan. 26 at Atlanta     | 6:00  | Mar. 15 Oklahoma City   | 6:00 |
| Oct. 30 Houston          | 8:00  | Dec. 16 at Detroit      | 7:00 | Jan. 28 at Milwaukee   | 8:00  | Mar. 16 at Philadelphia | 7:00 |
| Nov. 2 Minnesota         | 8:00  | Dec. 18 Chicago         | 7:00 | Jan. 30 Charlotte      | 7:00  | Mar. 18 at Brooklyn     | 7:30 |
| Nov. 4 Detroit           | 7:00  | Dec. 20 at Toronto      | 7:30 | Feb. 1 Brooklyn        | 8:00  | Mar. 20 at Atlanta      | 7:30 |
| Nov. 6 at Indiana        | 7:00  | Dec. 21 at Philadelphia | 7:00 | Feb. 3 Golden State    | 7:00  | Mar. 21 Milwaukee       | 8:00 |
| Nov. 8 Cleveland         | 7:00  | Dec. 23 at New York     | 7:00 | Feb. 7 Dallas          | 7:00  | Mar. 23 Boston          | 7:00 |
| Nov. 13 at Boston        | 7:30  | Dec. 26 at Detroit      | 7:00 | Feb. 9 Memphis         | 6:00  | Mar. 25 Phoenix         | 7:00 |
| Nov. 15 at Minnesota     | 8:00  | Dec. 28 New York        | 8:00 | Feb. 11 Chicago        | 7:00  | Mar. 27 at Milwaukee    | 8:30 |
| Nov. 17 at Orlando       | 6:00  | Dec. 30 Miami           | 7:00 | Feb. 12 at New York    | 7:30  | Mar. 28 LA Lakers       | 8:00 |
| Nov. 20 San Antonio      | 7:00  | Jan. 1 Orlando          | 6:00 | Feb. 21 Cleveland      | 7:00  | Apr. 1 New Orleans      | 7:00 |
| Nov. 22 Charlotte        | 7:00  | Jan. 3 Portland         | 7:00 | Feb. 23 at Chicago     | 7:00  | Apr. 3 Philadelphia     | 7:00 |
| Nov. 24 Sacramento       | 6:00  | Jan. 4 Denver           | 8:00 | Feb. 24 Milwaukee      | 7:00  | Apr. 5 at Indiana       | 5:00 |
| Nov. 26 at Denver        | 9:00  | Jan. 6 Boston           | 7:00 | Feb. 26 Brooklyn       | 7:00  | Apr. 7 Toronto          | 7:00 |
| Nov. 27 at Phoenix       | 9:00  | Jan. 8 at Orlando       | 7:00 | Feb. 28 at Utah        | 9:00  | Apr. 10 at Houston      | 8:00 |
| Nov. 29 at LA Lakers     | 10:30 | Jan. 10 Atlanta         | 7:00 | Mar. 1 at Golden State | 8:30  | Apr. 11 at Charlotte    | 7:00 |
| Dec. 1 at LA Clippers    | 10:30 | Jan. 12 Utah            | 3:30 | Mar. 3 at Sacramento   | 10:00 | Apr. 13 at New Orleans  | 8:00 |
| Dec. 3 Orlando           | 7:00  | Jan. 15 at Chicago      | 8:00 | Mar. 4 at Portland     | 10:00 | Apr. 15 Indiana         | 7:30 |
| Dec. 5 Philadelphia      | 7:00  | Jan. 17 at Toronto      | 7:00 | Mar. 6 Atlanta         | 7:00  |                         |      |
| Dec. 6 at Miami          | 8:00  | Jan. 20 Detroit         | 2:00 | Mar. 8 Miami           | 7:00  |                         |      |



# 2019/20 Capitals Schedule

|                         |       |                       |       |                         |       |                       |       |
|-------------------------|-------|-----------------------|-------|-------------------------|-------|-----------------------|-------|
| Oct. 2 at St. Louis     | 8:00  | Nov. 16 at Boston     | 7:00  | Jan. 5 San Jose         | 12:30 | Feb. 27 at Winnipeg   | 8:00  |
| Oct. 4 at NY Islanders  | 7:00  | Nov. 18 Anaheim       | 7:00  | Jan. 7 Ottawa           | 7:00  | Mar. 1 at Minnesota   | 8:00  |
| Oct. 5 Carolina         | 7:00  | Nov. 20 at NY Rangers | 8:00  | Jan. 8 at Philadelphia  | 7:30  | Mar. 4 Philadelphia   | 7:00  |
| Oct. 8 Dallas           | 7:00  | Nov. 23 Vancouver     | 12:30 | Jan. 11 New Jersey      | 7:00  | Mar. 5 at NY Rangers  | 7:00  |
| Oct. 10 at Nashville    | 8:00  | Nov. 27 Florida       | 7:00  | Jan. 13 Carolina        | 7:00  | Mar. 7 at Pittsburgh  | 1:00  |
| Oct. 12 at Dallas       | 8:00  | Nov. 29 Tampa Bay     | 5:00  | Jan. 16 New Jersey      | 7:00  | Mar. 9 at Buffalo     | 7:00  |
| Oct. 14 Colorado        | 5:00  | Nov. 30 at Detroit    | 7:00  | Jan. 18 at NY Islanders | 1:00  | Mar. 12 Detroit       | 7:00  |
| Oct. 16 Toronto         | 7:00  | Dec. 3 at San Jose    | 10:30 | Jan. 27 at Montreal     | 7:00  | Mar. 14 Chicago       | 7:00  |
| Oct. 18 NY Rangers      | 7:00  | Dec. 4 at Los Angeles | 10:00 | Jan. 29 Nashville       | 7:30  | Mar. 16 Edmonton      | 7:00  |
| Oct. 20 at Chicago      | 7:00  | Dec. 6 at Anaheim     | 10:00 | Jan. 31 at Ottawa       | 7:30  | Mar. 19 at Columbus   | 7:00  |
| Oct. 22 at Calgary      | 9:00  | Dec. 9 Columbus       | 7:00  | Feb. 2 Pittsburgh       | 12:30 | Mar. 20 Ottawa        | 7:00  |
| Oct. 24 at Edmonton     | 9:00  | Dec. 11 Boston        | 7:00  | Feb. 4 Los Angeles      | 7:00  | Mar. 22 at Pittsburgh | 12:00 |
| Oct. 25 at Vancouver    | 10:00 | Dec. 14 at Tampa Bay  | 7:00  | Feb. 8 Philadelphia     | 7:00  | Mar. 24 St. Louis     | 7:00  |
| Oct. 29 at Toronto      | 7:00  | Dec. 16 at Columbus   | 7:00  | Feb. 10 NY Islanders    | 7:00  | Mar. 26 NY Rangers    | 7:00  |
| Nov. 1 Buffalo          | 7:00  | Dec. 20 at New Jersey | 7:00  | Feb. 13 at Colorado     | 9:00  | Mar. 28 at Detroit    | 7:00  |
| Nov. 3 Calgary          | 7:00  | Dec. 21 Tampa Bay     | 7:00  | Feb. 15 at Arizona      | 10:00 | Mar. 30 at Buffalo    | 7:00  |
| Nov. 7 at Florida       | 7:00  | Dec. 23 at Boston     | 7:00  | Feb. 17 at Vegas        | 6:00  | Mar. 31 Toronto       | 7:00  |
| Nov. 9 Vegas            | 7:00  | Dec. 27 Columbus      | 7:00  | Feb. 20 Montreal        | 7:00  | Apr. 2 Minnesota      | 7:00  |
| Nov. 11 Arizona         | 7:00  | Dec. 28 at Carolina   | 7:00  | Feb. 22 at New Jersey   | 1:00  | Apr. 4 at Florida     | 7:00  |
| Nov. 13 at Philadelphia | 7:30  | Dec. 31 NY Islanders  | 1:00  | Feb. 23 Pittsburgh      | 12:00 |                       |       |
| Nov. 15 Montreal        | 7:00  | Jan. 3 at Carolina    | 7:30  | Feb. 25 Winnipeg        | 7:00  |                       |       |

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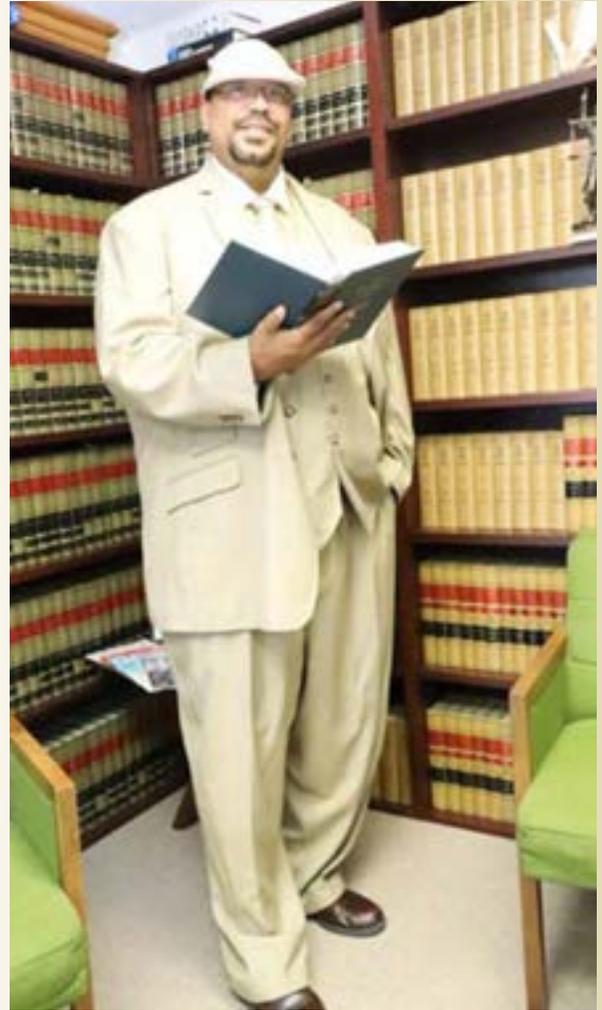
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5. Seek medical evaluation (hospital or primary doctor).
6. Follow all doctor instructions.
7. Keep a journal of your recollections (events, injuries).
8. Focus on getting well (physically and mentally).
9. Contact an attorney to ensure you have taken appropriate steps to protect yourself and your family.
10. Keep your attorney informed of your treatment progress. Ensure you relay any concerns or beliefs.
11. **Most importantly: Trust your instincts – if you do not like the attorney – find another that you do like. Never accept an attorney you do not like or want to work for you.**
12. Remember, patience is the key to happiness, the process takes time.

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Doc wants to extend his humble gratitude to this season's following guests who helped the continued success of this series:

- **John Thompson III** April 30, 2019
- **Tony Massenburg** May 21, 2019
- **Tre Johnson** June 18, 2019
- **Clinton Portis** September 17, 2019
- **Gary Clark** October 22, 2019
- **Santana Moss** November 19, 2019

Upcoming guests will be announced and details will be made available on the website.

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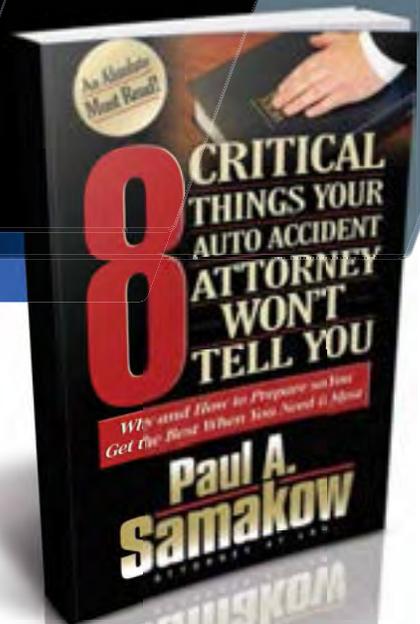
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## I Understand

You've been injured in a car accident or hurt on the job, you're in pain, and you have more questions than answers. Who will pay for the damage to your car? What should you say when the insurance adjuster calls? What should you do about your lost wages and your stack of medical bills? Are you entitled to any money for your pain and suffering? These are questions I can and will answer for you.

I am a full-time attorney who has been taking care of people injured in auto accidents and from other situations since 1980, in Washington, D.C., Virginia and Maryland, and my staff and I routinely deal with getting cars repaired, handling insurance adjusters and getting clients' medical bills paid and their lost wages collected.

Simply put, what working with me means for you is that you need only concentrate on getting better and I will handle the stresses, the messes and the insurance people. You can call me – 16-17 hours a day (I do sleep) at (703) 761-4343 or (301) 949-1515 to discuss your case for free, or send me an email: [paul@samakowlaw.com](mailto:paul@samakowlaw.com)

### A few of my clients' testimonials:

#### **When you need a law firm you can trust. 5.0 stars,** Posted by Robbin, July 29, 2018

Professional, competent, and personable are qualities I found when I retained Paul Samakow after an auto accident. I was T-boned while driving home from a client's office. Clearly the accident was not my fault and yet it was still an uphill battle with the insurance companies. He was thorough and a bull dog when it came to working up against them. Thanks to his expertise, I won my case and was compensated for my suffering. I highly recommend his services.

#### **Excellent Attorney (Initial Consultation and More). 5.0 stars,**

Posted by anonymous, June 21, 2018

I consulted Attorney Paul Samakow in reference to an auto accident. We spoke for nearly two hours about my situation. Although I didn't retain Attorney Samakow,

I called him a couple more times for advice. Each time I received professional advice without any hesitation. Each question I asked, I felt as though the responses were extremely helpful. During my initial visit I recall receiving respect and undivided attention. Each time I called Attorney Samakow's office, he got on the phone. Never had to leave a message or wait on hold. In my experience with lawyers, Paul Samakow provided me with the best experience. Most of all, Attorney Samakow was never retained, and still he provided impeccable service. Thank you Sir! There aren't many attorneys such as yourself.

#### **Simply the best! 5.0 stars,** Posted by Eileen, June 26, 2017

I was forced to hire an attorney after being T-boned by a driver as I was taking my daughter to school. Dealing with the other person's insurance company was a

nightmare and after about a month of not getting anywhere I hired Mr. Samakow. He was recommended to me by a co-worker. As soon as he got involved the insurance company started replying. I am so glad he was my attorney. I highly recommend him.

#### **Very satisfied! 5.0 stars,** Posted by Brayan, January 13, 2016

I was going home from work when I was struck by a negligent driver. I suffered injury and wanted my rights protected so I hired Mr. Samakow as my attorney because I've heard he is great. My case was handled in an orderly fashion. His staff was helpful and courteous. I'm very satisfied with his work especially when I was compensated for my suffering. If I were to rate his work from 1 to 10, 10 being the best, I would give Mr. Samakow an 11!

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703-366-3838

Wheaton, MD Office  
301-949-1515

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# New Grooves for Fall 2019

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azz, an art form that originated in the United States, is a musical genre uniquely suited to the melting pot that is our country. Whether you enjoy the “straight-ahead” side of jazz from icons such as Charlie Parker, John Coltrane, Thelonious Monk, Duke Ellington, and others, or prefer the contemporary stylings of Norman Brown, Brian Culbertson, or Dave Koz and their ilk, jazz continues to evolve with the times. With creative young artists like Trombone Shorty, Joshua Redman, and Robert Glasper leading the way, musicians are constantly stretching the boundaries of jazz in their musical expressions.

In this issue we will shine a spotlight on some new music being played in the Smooth Jazz radio format as well as revisiting a ground breaking album from the past.



## CLASSIC CHRISTMAS ALBUM REVIEW

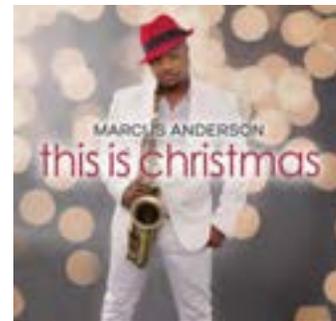
### **"A CHARLIE BROWN CHRISTMAS" by the Vince Guaraldi Trio.**

"A Charlie Brown Christmas" first aired on CBS television on December 9th, 1965. For many of us, watching that special became a treasured tradition early in our childhoods, followed by viewing it with our own children, and perhaps even the grandchildren too. Inextricably woven into our memories of the show is the amazing soundtrack by the Vince Guaraldi Trio. Vince's classic arrangements of "O Tannenbaum" ("O Christmas Tree"), "Christmastime Is Here," and of course the iconic "Linus & Lucy" have left permanent imprints on us. Even though it has been 54 years since we first heard the great music to the show, for many this music still lives on each holiday season, and thankfully the tradition continues.

## CONTEMPORARY HOLIDAY MUSIC RELEASES

### “THIS IS CHRISTMAS” by Marcus Anderson

A few years ago, contemporary jazz saxophonist Marcus Anderson released “This Is Christmas.” Known for his several solo albums, one of which yielded a Billboard smooth jazz #1 single, as well as his work with Prince and others, this album has an appealing blend of soulful and jazzy takes on Christmas music standards. Favorites of mine are his renditions of “Hark The Herald Angels Sing,” “The First Noel,” and “What Child Is This,” Marcus brings a high standard of musical excellence throughout this set. Another highlight is his original composition “Jingle Jam” which breaks off some serious contemporary grooves for a more upbeat and dance-inducing take on music for the yuletide season. There’s something for everyone on this album, for those who like their Christmas music with a little extra pizzazz.



### “WINTER STORIES” by Brian Culbertson

A brand new holiday music album just released on October 4th, 2019 is “Winter Stories” by smooth jazz format favorite Brian Culbertson. This 10 song set features all original music, and for many of Brian’s fans, will represent a different side of his impressive artistry that they have never heard before. With its organic arrangements and production, Brian is joined on this project by the brilliant bass player Steve Rodby, who many know from his work with the Pat Metheny Group. Khari Parker and Lenny Castro add their musical gifts to this album as well on drums and percussion. Listening to these profoundly beautiful compositions, reveals a depth of expression found only in the highest echelon of musicians. Song highlights are the pensive and gorgeous melodies of “Sitting By The Fire,” as well as “Morning Walk” which has more of the keyboard flavor Mr. Culbertson is known for. Other sublime winter soundscapes are “Flurries” and the introspective “Frosted Window.” Brian’s exceptional array of talents are in full view on this passionate and sublime set of songs.



### “THE MESSENGER” by Phil Denny

Another sax player of growing renown is Lansing, Michigan resident Phil Denny. Known for his passionate and energetic live performances both here in the U.S. and internationally, Phil’s holiday music album “The Messenger” showcases his fine musicianship and brings his cool contemporary jazz stylings and arrangements to standards such as his funky rendition of “Do You Hear What I Hear,” the poignant title track “The Messenger,” and the mellow flow of “Deck The Halls.” Phil recently earned his first #1 Billboard smooth jazz chart single, and his following grows with each new album release. “The Messenger” is certainly a great choice to add to your holiday music collection. **PV**



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## ABOUT THE WRITER

David Kunert has a varied background in both the creative and music business worlds. As a singer he has performed throughout the U.S. and Europe. Also a published songwriter with major label and independent artist song covers to his credit, he has collaborated with Grammy Award winning writers and artists during his career. On the business side he has worked in music distribution, as well as for record labels such as CTI Records, and Narada/Higher Octave Records (EMI) among others. A national award nominated record promoter, he has owned and run Future Groove Promotion ([www.futuregroovepromotion.com](http://www.futuregroovepromotion.com)), an independent promotion company specializing in contemporary jazz since 1995. He and his wife Karen live in the west suburbs of Chicago.



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Odds of winning Virginia's New Year's Millionaire Raffle: \$1 million top prize: 1 in 125,000;  
\$100,000 prize: 1 in 75,000; \$500 prize: 1 in 750. © 2019 Virginia Lottery. valottery.com



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