

# The **BOYK** LAW REPORT

11 Offices >>> NW Ohio & SE Michigan

## ATTORNEYS

Charles Boyk, Michael Bruno, Andrea Young, Zac Shaffer & Sam Bolotin, Fredric Boyk, Wes Merrillat, of counsel

## 5 Secrets for Mediation Success By Chuck Boyk



Mike Hyrne

Mike Hyrne has been practicing law for 43 years. Since 2003, he has conducted nearly 5000 mediations at the request of courts and private attorneys. In Northwest Ohio, Mike is the most well-known, most frequently used, and the go-to mediator for all types of cases. He has seen the success

and failure of attorneys attempting to resolve cases through mediation. His favorite quote is from author and humorist Molly Ivins: "Actually, let's start by thinking." Thinking is crucial for an attorney before entering into mediation. Mike's 5 secrets are as follows:

**1. No Surprises** - Surprises that emerge at the mediation session can lead to confusion and failure. For example, at least 30 days before mediation a demand letter with all relevant documents, reports, numbers, etc. should be provided to your opponent. In an injury case, this includes expert causation reports, verification of liens, gross medical bills, and the net "Robinson" number. A "pre" review of this letter by the client will help ensure that all is in order. Attorneys should provide the opposition with all information needed to allow intelligent consideration, and complete evaluation, by their client. Surprises (especially last-minute surprises) can lead to confusion and a perceived lack of credibility.

**2. Prepare Your Client** - The entire process should be explained to the client before the mediation. This includes how to dress, the goals, the strategy, who the players are, how long the mediation will last, the client's role, and if they need to speak. The strengths and weaknesses of the case should be discussed. So should the pros and cons of settlement vs. trial and the costs associated with proceeding forward. The personalities of the mediator and the opposing attorney need to be explained. Remember, the client must be prepared to make reasonable, and perhaps difficult, decisions.

**3. Prepare Yourself** - Mediation is not about your ego. To zealously represent your client, and to act in his or her best interest, you should develop a shared pre-mediation strategy, goal(s), and the ability to roll with the punches. If you represent the plaintiff, the primary "goal" is to determine how the defense values and evaluates the case. You need to try to find their "best number", and to best decide whether settlement or continued litigation is the best course of conduct.

**4. Prepare the Mediator** - Almost always, it is best to provide a mediation brief to the mediator. This should include "succinct" information focused on the most important issues. For example, in an injury case you do not need to pass on 400 pages of medical records. What are the "real" issues in dispute? If the issue is "what" injuries are linked to the accident, then reports of the client's prior "medical baseline" and medical condition after the accident may prove relevant. Afterall, that will be your most important evidence at trial.

**5. Read the Room** - Who is really "calling the shots" for your opponent? Is it primarily the attorney or his/her client? What seems to be the issue driving the mediation? Does your client understand what is going on and is he/she under control? How can you utilize the mediator to make the process go smoother? Are we just arguing "value" or is there more work to be done before meaningful negotiation? Does a meeting (or several) between just the attorneys and the mediator make sense?

*Preparation, communication, and "thinking" are the keys to success. Mike has resolved the vast majority of the mediations I have had with him. He is classy, and funny, and can tell both sides "the truth" of their positions in a case. He has my highest recommendation. If you would like to contact him concerning a private mediation, the best way is through email: mhyrne@buckeye-express.com*

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AUTO ACCIDENTS • MEDICAL MALPRACTICE  
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MASS TORTS • SEXUAL ASSAULT VICTIMS

## Boyk Attorneys Featured in Gridiron Show 2024



Boyk Law Attorneys Andrea Young and Zac Shaffer

For the last 89 years (barring a short hiatus due to COVID-19), the Toledo Junior Bar Association has hosted the Annual Gridiron Show. The Gridiron Show has become a staple of the Toledo Legal Community bringing together generations of legal professionals for a night of comedy and political satire.

Each year attorneys, paralegals, and other legal professionals come together and show off their singing, dancing, and acting skills. From judges to law students, the Gridiron show has hosted respected legal professionals putting their hearts and bodies on the line for one night of enjoyment.

The 89th Annual Gridiron Show opened in a new venue on Thursday, May 16, 2024. In recent years, the show has been held at the Valentine Theatre in Downtown Toledo. This year, the show moved to the beautiful Toledo School for the Arts, just a few blocks uptown at Adams St and 14th Streets. The cast and audience loved the ambiance of the School for the Arts' Black Box Theater & Porter Gallery.

To the uninitiated, the Gridiron might appear as the Toledo legal community talent show, but it is much more akin to our local version of "Saturday Night Live". The cast spends months preparing and writing each parodic song, skit, and dance and they devote their free time to making each year special for everyone. While its entertainment

value is the focal point, Gridiron is much more than that to those involved. It is an avenue for local professionals to network and develop relationships and friendships that extend beyond the courtroom.

Those involved in Gridiron know how important the show is to the community, as well as their personal and professional growth.

Boyk Law Attorneys Zac Shaffer and Andrea Young participated in the Gridiron Show. "As a young attorney just beginning to practice in Toledo and Northwest Ohio," says Zac, "Gridiron gave me an opportunity that other organizations and networking events couldn't. It allowed me to engage peers and colleagues in an informal setting which I believe improved my ability and confidence as a young attorney. Gridiron showed me the personal side of judges and other lawyers, whom I've only ever interacted with in a courtroom or behind a desk. In a career that is premised on adversarial interactions, building relationships through Gridiron allowed me to build my professional network and understand that we all have something more to offer than the esq behind our names."

## Quick & Easy Continuing Legal Education

Continuing Legal Education (CLEs) provides attorneys with updates to laws and practical tips to ensure they have the tools necessary to stay informed and current on new technologies and practice methods.

For these reasons and others, CLEs remain vital to the growth and development of attorneys everywhere. Unfortunately, there is no bright-line rule for choosing the best CLEs. Some choose the cheapest options, some choose the most practical, and others fall somewhere in between. With so many options to choose from, the one question that most attorneys cannot answer is: What CLEs are the most affordable and practical?

To answer this seemingly unanswerable question, we scoured the internet and polled multiple, experienced attorneys in Ohio and have compiled the following list:

**1. The most common answer, and easily the most efficient and cost-effective method, is by going through your local bar association. Whether it is your local municipal, county, or state bar association, or even specialized bar associations, each bar has a plethora of great options for CLE credits, including low cost or free CLEs for members and non-members alike.**

**2. Another great option are specialized companies and websites that focus their attention and marketing on offering a range of CLEs at competitive rates. A few examples are:**

**A. Esquire CLE ([esquire-cle.com](http://esquire-cle.com))** – Offering CLEs for every state with three different bundle options: 12 Credit Hours with Ethics

*(\$85), 24 Credit Hours with 2.5 Ethics/Attorney Conduct (\$110), and an Attorney Conduct Bundle (\$60).*

**B. Quimbee ([quimbee.com](http://quimbee.com))** – While most know Quimbee as a law school's best friend, proving case briefs and study aids, they also provide attorneys with numerous options for CLEs. They have two bundles (\$99 & \$249 per year) which give attorneys unlimited access to CLEs.

**C. TRTCLE ([trtcle.com](http://trtcle.com))** – Offers different options depending on the state you practice in. For example, in Ohio TRTCLE has two different bundles, both at \$199 which includes 24 Credit Hours to meet your requirements.

**D. LawLine ([lawline.com](http://lawline.com))** – Offers unlimited access to CLEs for \$299. They run sales which can save you up to \$100 on sign up. Access includes up to 350+ different approved courses in Ohio.

At the end of the day, the CLE you decide to choose needs to be best suited for your practice and for your affordability. Whichever CLE you elect to take, whether a single class or a bundle, it is always the best practice to ensure that your CLE is approved by your local state bar.

In Ohio, both the Ohio Supreme Court and the Ohio Bar Association have lists for attorneys to ensure their CLE is approved for credits. If you cannot find your CLE on their lists, either find a different course or contact your local bar association for more information and your preferred course may be approved. For links to check if your CLE is approved in Ohio, go to [www.supremecourt.ohio.gov/attysvcs/CLE/ActivitySearch/](http://www.supremecourt.ohio.gov/attysvcs/CLE/ActivitySearch/)

# Boyk Law Proclaims Office Culture Through Core Values Statement



COMPASSIONATE  
UNITED  
RESPECTFUL  
ADAPTABLE  
TRUSTWORTHY  
ETHICAL  
*Boyk Law Core Values*

Last year, our firm underwent a significant transition by adopting the Entrepreneurial Operating System (EOS), a comprehensive framework designed to manage our business from top to bottom. While the general business principles aren't entirely new – we still have goals, an organizational chart, and consistently structured team meetings. EOS encourages us to go beyond the basics, and it starts by asking us a crucial question: What are our company's core values?

*These are the six essential qualities that everyone on our team must embody:*

- 1. Compassionate:** Compassion goes beyond empathy; it involves taking action to help those in need.
- 2. United:** We function as a cohesive team. No one is above the team, and we all strive toward a shared goal: achieving justice for our clients.
- 3. Respectful:** Respect is due to everyone. Within the firm, if something is off, we offer constructive criticism from a place of respect. For our clients, it is our duty to honor their wishes and treat them with the utmost respect.

**4. Adaptable:** Life often deviates from our plans, and work is no exception. Everyone on our team is prepared to step into roles that require extra attention and effort from our firm.

**5. Trustworthy:** Trust encompasses more than honesty; it involves reliability. Clients need to trust that we will fulfill our promises, and we need to depend on each other to meet deadlines and ensure our work is of the highest quality.

**6. Ethical:** Ethical integrity sometimes means declining cases that need help and expertise. Upholding good ethics demands dedication to our work. We believe that everything we do serves a purpose greater than ourselves, and for our work to be meaningful, it must be our best effort.

Every quarter, our Leadership Team honors individuals who exemplify these values. We hope to showcase their achievements in these pages.

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**To learn more about how EOS can reshape your business, we recommend the following:**

***What the Heck is EOS?***

By Gino Wickman and Tom Bouwer

***Rocket Fuel:*** Gino Wickman and Mark C. Winters

***Traction:*** By Gino Wickman



## Best Coffee in Bowling Green: Grounds For Thought

– By Chuck Boyk



Attorneys love coffee and coffee shops when they go to court. In Bowling Green Grounds For Thought is my go-to spot.

It is located in the heart of downtown at 174 South Main Street. It has been in business for 35 years and features fantastic quality coffee products, handcrafted coffee, homemade pastries, and ice cream. My usual drink is the House Blend Coffee, which is superb. The desserts are tremendous and worth going to for them alone.

The atmosphere is what makes this place unique. It has thousands of used books, records, and comics for sale. There are tables for working, socializing, playing chess, and board games, surrounded by mountains of used books.

The client base includes a mix of students and town folk. It reminds me of a Hippie Ann Arbor-like atmosphere. They have music and local events scheduled several times a month.

The next time you go to Bowling Green this is a “must go” place for coffee, socialize, or work.

## Co-Counsel Opportunities

Whether you have an injury case that is outside your core practice area, a case you do not have time or the resources to pursue on your own, or a case outside your geographic area, our firm would love to talk with you about a referral or being associated as co-counsel.

We are proud to work with co-counsel throughout the country. And when those cases resolve, we are honored to pay significant referral and co-counsel fees.

For more information about Co-Counsel Opportunities, contact Charles E Boyk Law Offices, by phone at 419-241-1395, email at [referceb@charlesboyk-law.com](mailto:referceb@charlesboyk-law.com) or visit our website, [www.charlesboyk-law.com/referral](http://www.charlesboyk-law.com/referral)

## ABOUT THE CO-COUNSEL NEWSLETTER

Charles Boyk Law was founded more than 20 years ago with the intent of helping people in need. Behind a team of outstanding lawyers, professional support staff, and state-of-the-art technology, our firm has grown to become one of the leading personal injury law firms in NW Ohio and SE Michigan.

We consider it an honor to be contacted by attorneys, both locally and across the U.S., who are seeking co-counsel to help litigate complex personal injury cases. It is an even greater honor when those attorneys refer us a case involving their loved ones or friends.

Our co-counsel newsletter is tailored to attorneys. It highlights examples of cases we are handling and provides updates on litigation. If you have a personal injury case you are looking to refer, we invite you to consider our firm. Our team of attorneys and professional staff have the experience, knowledge and resources to provide your clients with the best representation and maximize the recovery.



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[www.youtube.com/ceboyk](http://www.youtube.com/ceboyk)

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A Newsletter by Attorneys, For Attorneys

# The **BOYK** LAW REPORT

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## Best Coffee in Findlay: Coffee Amici

- by Mike Bruno



When I'm in Findlay to meet with a client, I always stop at Coffee Amici. I believe that they serve the best coffee in Findlay, Ohio.

It is located at  
328 S Main Street,

and one of the things I love about this place is it is only steps from the Hancock County Courthouse. I've been at court appearances there, when the judge says, "Come on, let's take a walk". Where does he

take us? To Coffee Amici for a cup of coffee, where we can discuss the case in a relaxed atmosphere. It's also only a few blocks away from our Findlay office. I make it a point to stop here, whenever I'm in town.

They serve bagels, scones, and pastries to accompany your coffee, espresso, or smoothies, Their store also displays work from local artists and features live music on Friday nights.

I've visited coffee bars in France, Spain, Italy, Greece and Croatia. This place is as good as any of those places. It's just a good cup of coffee in a comfortable setting where you can sit and enjoy Findlay.



New address or phone number? Help us stay current by letting us know! Call 419.241.1395 or e-mail [marketing@charlesboyk-law.com](mailto:marketing@charlesboyk-law.com)