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The BOYK LAW REPORT

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James Nusbaum: Lawyer, Entrepreneur, Educator



Jimmy Nusbaum is a man who wears many hats. He is a husband and father who jokingly describes himself as a recovering lawyer. He is an entrepreneur, more precisely, the CEO of Barry Bagels franchise holdings. He has been a past president of the Sylvania School Board, and now he's an Adjunct Professor at the University of Toledo College of Law. He recently joined Chuck Boyk on the Boyk Brief podcast to discuss his interesting legal career.

Counsel at the new company, but I didn't want to move to the East Coast, so I stayed here.

Barry Bagels started in 1972 in Toledo and Sylvania, and eventually operated five family-owned restaurants (four in the Toledo area and one in Ann Arbor). Jimmy's first job was with Barry's as a 15-year-old, working in the back, cutting onions, and taking out the garbage.

In 2014, co-owners Barry and Mark Greenblatt wanted to grow their business. Jimmy Nusbaum had experience in process standardization, economies of scale, purchasing, and billing. He became the CEO of Barry Bagels Franchise Holdings and helped the company expand the brand and grow through franchising.

Since then, they have 23 stores open or about to open, and another 86 stores signed to development deals, for a total of 109 locations, in seven states (Ohio, Michigan, Kentucky, Indiana, Texas, Iowa, and South Carolina). "I'm co-owner and CEO of that franchise system," says Nusbaum. "I'm primarily responsible for everything related to strategy, operations, administration, and supply chain, related to our franchise system."

"One of the things I think is underrated in life is professional development. I took a lot of professional development to learn how to do this properly and thoughtfully... I think the people who deserve the most credit are Barry and Mark for creating a concept and culture that can be replicated, our employees for delivering an excellent customer experience, and our franchisees, who are carrying our concept outside the Toledo area. My job is to make the trains run on time and set a strategic path to make sure everything's happening as it's supposed to. I'm really happy to be part of the brand's success. But it's a team effort."

Jimmy's success in both his business and legal careers caught the attention of the University of Toledo's College of Law.

"I had lunch with the Associate Dean," says Jimmy. "I spent 16 years on the Sylvania school board, and I'm passionate about education and what it can do for people of any age. Based on my career history and current position, he thought there might be a strong opportunity to bring a practical perspective to teaching entrepreneurship law. I said yes, because it's something that I always wanted to do."

Professor Nusbaum was impressed by his students in his inaugural class. "I don't remember being that smart in law school, but they're very intelligent, and they ask great questions," he says. "What I've tried to bring to the classroom is a very practical, pragmatic view. Here's what happens in this situation. When you go into a closing for a transaction, here are the papers, here's what may come up, here's what you're going to negotiate... I can bring real-life examples to the classroom. And I think that adds credibility. I really like doing it, and I'm glad they've asked me to do it."

Check out episode 61 of the Boyk Brief podcast featuring Chuck's conversation with Jimmy Nusbaum by visiting our website at www.charlesboyk-law.com/the-boyk-brief-podcast/ or wherever you download your podcasts.

He grew up in Sylvania with an older brother and sister, both of whom still live in the community. His father, Mel, was a lawyer. A legendary hard-working attorney who was very involved in civic matters and served a stint as president of the Toledo Bar Association.

"I'm the only one of the children who pursues law as a career," says Jimmy. "He was excited when I did that, and we actually got to work together for a few years, which was fantastic and a lot of fun. He set a good example of what a lawyer is and how they should behave... he was a great role model. And I am so very, very fortunate to have had him in my life both professionally and personally, as someone I could look up to."

Jimmy attended Indiana University for his undergraduate degree, then the University of Toledo College of Law, where he graduated in 1995 with his Juris Doctor. Jimmy worked with some of the absolute legends of the Toledo legal community in the late 90s and the early 2000s. "I was in an office downtown, and on the second floor, I had my dad. I had Jeff Levy, Jerry Phillips, Shelly Wittenberg, and, 30 feet away, Bobby Kaplan, Sam Kaplan, Pete Ross, Jon Richardson, Jane Roman, among others.

"I learned more at Morris's, the restaurant at the base of the Spitzer building, than I did in any classroom. I ate breakfast or lunch there almost every day with a group of lawyers, and it was quite a learning experience. They were great lawyers and great role models."

Jimmy Nusbaum thought he had his life pretty well mapped out. "I thought I'd be a career lawyer, and very much like my father, have a really long 50-year career going back and forth to different courts in Lucas County and beyond, and I really had no reason to think things would end up different."

What triggered him to make a change was his clients. "They were doing more business work, more entrepreneurial work," says Nusbaum. "I liked what I was doing, but this other area was really exciting to me, and fortunately, I had the opportunity to pursue it."

In 2009, after 14 years in private practice, he went to work as General Counsel and Chief Administrative Officer for Corner Dental in Toledo.

"I was there for about four and a half years, and we ended up selling to a private equity group. That was a lesson in and of itself, being part of a team leading that side of the transaction. I was offered a position as Senior

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Boyk Law's Bikes for Kids Returns for Its 18th Year

For nearly two decades, Charles E. Boyk Law Offices has remained committed to recognizing the incredible young people making a positive impact throughout Northwest Ohio through its annual Bikes for Kids program.

Now entering its 18th year, the program has provided more than 180 bicycles to deserving children across the region. Each summer, the firm selects children who have demonstrated kindness, perseverance, leadership, community involvement, or the ability to overcome personal challenges.

This year, Boyk Law will once again award 10 custom-fit bicycles, along with helmets and locks, in partnership with Wersell's Bike Shop, Toledo's oldest bike shop. The partnership helps ensure each child receives a bike properly sized for safety, comfort, and confidence.

According to Charles Boyk, the program remains one of the most meaningful community initiatives the firm participates in each year because it shines a light on children who often do the right things quietly, without recognition.

Throughout the summer, the firm will announce one winner each week and share the stories behind the nominations — stories that consistently reflect the strength, compassion, and resilience found throughout the Northwest Ohio community. The Bikes for Kids program is another example of Boyk Law's ongoing commitment to supporting local families and investing in the communities it serves.



Read the full article featured in Raise the Bar, a legal marketing newsletter, here: www.raisethebarmedia.co/p/this-lawyers-best-win-happens-off-the-clock

Attorney Angela Hartford Joins Boyk Law



Attorney Angela Hartford

Attorney Angela Hartford officially joined the Charles Boyk Law Offices after graduating from the University of Toledo College of Law and passing the Ohio Bar Exam earlier this year.

Angela first joined Boyk Law during her second year of law school in a unique hybrid role that combined both paralegal and law clerk responsibilities. Originally searching for a full-time paralegal position while attending school at night, she was looking for an opportunity that would allow her to gain practical legal experience while maintaining financial stability.

“I liked the research and writing aspect of being a law clerk, but I also wanted more client interaction and needed a full-time position while I was in school,” says Angela.

Boyk Law created a hybrid role that allowed her to continue building hands-on litigation experience while

completing her legal education.

Angela was part of the final group of part-time students at the University of Toledo College of Law before the school phased its evening law program. Balancing a demanding full-time workload with law school classes often meant long days and even longer nights.

“My first year of law school was entirely night classes,” Angela explains. “Once the evening program began phasing out, class schedules became more difficult. Some days I would come into work very early so I could leave in time for afternoon classes.”

Law school typically takes full-time students three years to complete, while many part-time students finish in four years. Angela completed the program in just three and a half years while continuing to work full-time at the firm.

“Angela has a fantastic work ethic,” says Charles Boyk. “She worked full-time while attending law school at night, and she consistently demonstrated professionalism, dedication, and maturity well beyond her years of experience.”

Angela took the February 2026 Ohio Bar Exam, months earlier than many law students who traditionally graduate in May before beginning bar preparation.

“If I had to do it all over again, I would absolutely do it the same way,” says Angela. “Having real-world experience while learning those same concepts in the classroom made everything easier to understand and apply.”

Angela graduated with her Juris Doctor degree in December 2025 and officially became a licensed Ohio attorney after passing the bar exam and being sworn in earlier this spring.

Because of her experience at the firm, the transition into her new role as an attorney has felt natural.

“Chuck said he knew exactly what he was getting when he offered me the position, and I knew exactly what I was getting by staying here,” Angela says. “I already understood the culture, the people, and how the firm operates, which made the decision easy.”

Boyk says Angela’s growth over the past several years has been impressive to watch.

“For the last year and a half, Angela worked as both a law clerk and legal assistant,” says Boyk. “We spent countless hours discussing litigation strategy, case development, and client communication. Today, we often discuss cases collaboratively, and there are times I defer to her judgment because of how much she has advanced.”

Angela says one of the reasons she chose to continue her career with Boyk Law was the firm’s supportive environment and willingness to help attorneys continue growing professionally.

“One of the things I appreciate most is knowing that if there is an area of law or a skill, I want to continue learning, the firm encourages that growth,” she says. “That support means a lot.”

As she begins her career as an attorney, Angela says she is most excited to take a more active role in litigation and advocacy.

“Law clerks and paralegals do so much important work behind the scenes,” says Angela. “Now I’m excited to step into the role of making arguments, negotiating cases, and advocating directly for clients.”

Congratulations to Law Clerk Blake Hornyak

Charles Boyk Law Clerk Blake Hornyak graduated in May from the University of Toledo College of Law with his Juris Doctor degree. Blake worked at Boyk Law for two years while pursuing his degree. He walked in the same May commencement ceremony as Boyk Law Attorney Angela Hartford, who officially graduated in December. Blake and Angela were law clerks together at Boyk Law.

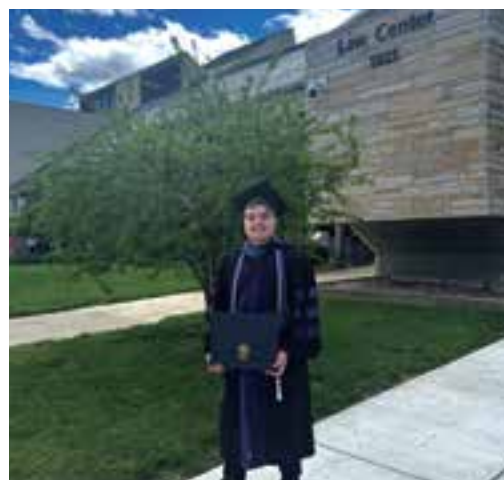
“Boyk was my first law-related job,” says Blake. “I have learned a lot about the litigation process and have gained a lot of amazing experience as a law clerk. My favorite thing about Boyk Law is the

amazing people (and the dogs) who work there. I am incredibly grateful to have had this experience and have made a lot of lifelong friends.”

Blake plans to relocate to Chicago and is taking the Bar Exam in Illinois this July.

“I am still in the process of job searching and have been applying to a lot of different litigation firms in Chicago. I plan to move to Chicago sometime this fall.”

The Boyk Law family is sad to see him go, but we wish him all the best of luck in the Windy City.



The Judgment of Z: PLAUD by Zac Shaffer

At first glance, the PLAUD Note feels deceptively simple. It is a small recording device that attaches to a phone or operates independently. In practical terms, think of it as a digital assistant that fits in your pocket. The device records meetings, conversations, client interviews, brainstorming sessions, and lectures, then uses AI software to transcribe and summarize the information into organized notes.

The real value of PLAUD Note is not the recording itself. Lawyers have had recording devices for years. The value lies in what happens afterward. The software can transform long conversations into concise summaries, outlines, action-item lists, and timelines within minutes. Instead of manually reviewing an hour-long intake meeting or strategy discussion, the user receives organized notes almost immediately.

For attorneys, this creates a major practical advantage.

Anyone who practices law understands that information rarely arrives in neat chronological order. Clients jump between dates, facts, emotions, and unrelated events like a browser with thirty tabs open at once. During consultations, attorneys are balancing active listening, issue spotting, note-taking, and legal analysis simultaneously. PLAUD Note helps reduce that balancing act by acting as an auxiliary memory bank.

In practice, the device is particularly useful during client intake meetings, internal discussions, and brainstorming sessions. Rather than focusing heavily on manually documenting every statement, attorneys can focus more on the conversation itself while using the generated summaries to organize follow-up tasks and case notes later.

Of course, like every AI tool entering the legal profession, there are important concerns that cannot be ignored.

The largest issue is confidentiality and privilege. Any AI-assisted recording software immediately raises questions involving data storage, encryption, third-party access, and discoverability. Law firms considering implementation should carefully investigate how information is stored and processed before widespread use.

PLAUD

Accuracy is another concern. While transcription software has improved dramatically, it is not flawless. Accents, overlapping speakers, poor audio quality, or legal terminology can still create transcription errors. PLAUD Note works best as an assistant rather than a replacement for attorney review and judgment.

That said, the product’s utility is difficult to ignore. Unlike many AI products that promise revolutionary change yet deliver little practical value, PLAUD Note addresses a genuine issue in modern legal practice: information overload. It does not attempt to replace attorneys. Instead, it reduces administrative friction and improves organization.

Considering its usefulness, efficiency, and accessibility balanced against confidentiality and accuracy concerns, PLAUD Note earns 4/5 points. And that is the Judgment of Z.

Holding All Responsible Parties Accountable by Andrea Young

Over the past year and a half, I have had the privilege of working with an incredible young woman who suffered the unimaginable loss of her mother and sister. Their lives were tragically taken when a semi-truck failed to yield the right of way and entered their path of travel, causing a devastating collision.

Because the case involved Texas law, we brought in Texas co-counsel and worked together to pursue the truth of what happened. Over the next year, the attorneys conducted multiple depositions and developed evidence regarding the roles of the parties involved, including a broker who exercised significant control over the handling and transportation of the load at issue.

While the broker claimed it merely connected the shipper with the motor carrier and should not bear

responsibility, the evidence told a more complete story.

In March, the parties attended mediation with highly skilled mediator Cedar Abadie. Through that process, we were able to resolve the wrongful death case for a seven-figure settlement.

While no amount of money can replace the lives lost, this resolution provided a measure of accountability for the family members who endured a loss no one should ever have to face.



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 or visit our website, 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.