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Management Principles for Health Professionals

101 Sample Write-Ups for Documenting Employee Performance Problems

Master nursing skills with this guide from the respected Perry, Potter & Ostendorf author team! The concise coverage in Nursing Interventions & Clinical Skills, 6th Edition makes it easy to master the clinical skills required in everyday nursing practice. Clear guidelines address 159 basic, intermediate, and advanced skills — from measuring body temperature to insertion of a peripheral intravenous device — and step-by-step instructions emphasize the use of evidence-based concepts to improve patient safety and outcomes. Its friendly, easy-to-read writing style includes a streamlined format and an Evolve companion website with review questions and handy checklists for each skill. Coverage of 159 skills and interventions addresses basic, intermediate, and advanced skills you'll use every day in practice. UNIQUE! Using Evidence in Nursing Practice chapter provides the information needed to use evidence-based practice to solve clinical problems. Safe Patient Care Alerts highlight unusual risks in performing skills, so you can plan ahead at each step of nursing care. Delegation & Collaboration guidelines help you make decisions in whether to delegate a skill to unlicensed assistive personnel, and indicates what key information must be shared. Special Considerations indicate additional risks or accommodations you may face when caring for

pediatric or geriatric patients, and patients in home care settings. Documentation guidelines include samples of nurses' notes showing what should be reported and recorded after performing skills. A consistent format for nursing skills makes it easier to perform skills, always including Assessment, Planning, Implementation, and Evaluation. A Glove icon identifies procedures in which clean gloves should be worn or gloves should be changed in order to minimize the risk of infection. Media resources include skills performance checklists on the Evolve companion website and related lessons, videos, and interactive exercises on Nursing Skills Online. NEW coverage of evidence-based techniques to improve patient safety and outcomes includes the concept of care bundles, structured practices that have been proven to improve the quality of care, and teach-back, a new step that shows how you can evaluate your success in patient teaching. NEW! Coverage of HCAHPS (Hospital Care Quality Information from the Consumer Perspective) introduces a concept now widely used to evaluate hospitals across the country. NEW! Teach-Back step shows how to evaluate the success of patient teaching, so you can be sure that the patient has mastered a task or consider trying additional teaching methods. NEW! Updated 2012 Infusion Nurses Society standards are incorporated for administering IVs, as well as other changes in evidence-based practice. NEW topics include communication with cognitively impaired patients, discharge planning and transitional care, and compassion fatigue for professional and family caregivers.

The American Archivist

The Future of Nursing explores how nurses' roles, responsibilities, and education should change significantly to meet the increased demand for care that will be created by health care reform and to advance improvements in America's increasingly complex health system. At more than 3 million in number, nurses make up the single largest segment of the health care work force. They also spend the greatest amount of time in delivering patient care as a profession. Nurses therefore have valuable insights and unique abilities to contribute as partners with other health care professionals in improving the quality and safety of care as envisioned in the Affordable Care Act (ACA) enacted this year. Nurses should be fully engaged with other health professionals and assume leadership roles in redesigning care in the United States. To ensure its members are well-prepared, the profession should institute residency training for nurses, increase the percentage of nurses who attain a bachelor's degree to 80 percent by 2020, and double the number who pursue doctorates. Furthermore, regulatory and institutional obstacles -- including limits on nurses' scope of practice -- should be removed so that the health system can reap the full benefit of nurses' training, skills, and knowledge in patient care. In this book, the Institute of Medicine makes recommendations for an action-oriented blueprint for the future of nursing.

Fundamental Skills for Patient Care in Pharmacy Practice

Emergency Medicine, 2nd Edition delivers all the relevant clinical core concepts you need for practice and certification, all in a comprehensive, easy-to-absorb, and highly visual format. This well-regarded emergency medicine reference offers fast-access diagnosis and treatment guidelines that quickly provide the pearls and secrets of your field, helping you optimize safety, efficiency, and quality in the ED

as well as study for the boards. Consult this title on your favorite e-reader with intuitive search tools and adjustable font sizes. Elsevier eBooks provide instant portable access to your entire library, no matter what device you're using or where you're located. Get clear, concise descriptions and evidence-based treatment guidelines for a full range of clinical conditions, ranging from the common to the unusual. Find the information you need quickly with a highly visual format that features hundreds of full-color clinical photographs, illustrations, algorithms, tables, and graphs, plus key information highlighted for fast reference. Consult high-yield text boxes in every chapter for Priority Actions, Facts and Formulas, Documentation, Patient Teaching Tips, Red Flags, and Tips and Tricks. Make the most of your limited time with easy-to-digest blocks of information, consistently presented for clear readability and quick reference. Study efficiently and effectively for the boards, or rapidly consult this title in daily practice, thanks to well-organized chapters, a superb use of images and diagrams, and clinically relevant, easy-to-understand content. Benefit from the knowledge and expertise of renowned educators, dedicated to compiling today's best knowledge in emergency medicine into one highly useful, readable text. Be prepared to manage increasingly prevalent problems seen in the ED, such as emergent complications of fertility treatment and management of patients who have had bariatric surgery. Deliver high-quality care to your younger patients with expanded pediatrics content. Stay up to date with new chapters on Clotting Disorders and Hemophilia, Patient-Centered Care, Health Disparities and Diversity in Emergency Medicine, Cost-Effectiveness Analysis, Antibiotic Recommendations for Empirical Treatment of Selected Infectious Diseases, and Cardiac Emergency Ultrasound: Evaluation for Pericardial Effusion & Cardiac Activity. Access the complete contents of Emergency Medicine online, fully searchable, at www.expertconsult.com, with downloadable images, tables and boxes, and expanded chapters, plus videos demonstrating ultrasound-guided vascular access, sonography for trauma, and more.

Beginning Essentials in Early Childhood Education

(5E 1992; Select List Nursing) Covers homeostasis stress & adaptation/culture & ethnicity/wound care/oral medications.

The American Psychiatric Association Practice Guidelines for the Psychiatric Evaluation of Adults, Third Edition

Narrating Partition

Clearly and concisely provides guidelines for appropriate and careful documentation of care. Accurate documentation shows managed care companies that patients receive adequate care and that health care providers are controlling costs and resources. In addition, it plays a large role in how third party payors make payment or denial decisions. This new edition includes the latest changes and trends in nursing documentation as related to the newly restructured healthcare environment. Special attention focuses on the latest documentation issues specific to specialty settings, such as acute care, home care, and long-term care, and a variety of clinical specialties, such as obstetrics, pediatrics, and critical

care.--Amazon.com.

Medical-surgical Nursing Across the Health Care Continuum

This is a comprehensive reference focusing on ethically and efficiently employing the principles of complete documentation to obtain benefits and financial reimbursement. This book offers hundreds of specific tips and techniques essential to producing complete documentation and accurate billing. Explanation of key terms and examples are included.

Professional Educator Content and Full Exam --

Getting the right diagnosis is a key aspect of health care - it provides an explanation of a patient's health problem and informs subsequent health care decisions. The diagnostic process is a complex, collaborative activity that involves clinical reasoning and information gathering to determine a patient's health problem. According to *Improving Diagnosis in Health Care*, diagnostic errors-inaccurate or delayed diagnoses-persist throughout all settings of care and continue to harm an unacceptable number of patients. It is likely that most people will experience at least one diagnostic error in their lifetime, sometimes with devastating consequences. Diagnostic errors may cause harm to patients by preventing or delaying appropriate treatment, providing unnecessary or harmful treatment, or resulting in psychological or financial repercussions. The committee concluded that improving the diagnostic process is not only possible, but also represents a moral, professional, and public health imperative. *Improving Diagnosis in Health Care* a continuation of the landmark Institute of Medicine reports *To Err Is Human* (2000) and *Crossing the Quality Chasm* (2001) finds that diagnosis-and, in particular, the occurrence of diagnostic errors"has been largely unappreciated in efforts to improve the quality and safety of health care. Without a dedicated focus on improving diagnosis, diagnostic errors will likely worsen as the delivery of health care and the diagnostic process continue to increase in complexity. Just as the diagnostic process is a collaborative activity, improving diagnosis will require collaboration and a widespread commitment to change among health care professionals, health care organizations, patients and their families, researchers, and policy makers. The recommendations of *Improving Diagnosis in Health Care* contribute to the growing momentum for change in this crucial area of health care quality and safety.

The Portfolio Book

Bonus: New FREE CD-ROM features interactive case studies, health promotion schedules & guidelines and special checklists and tools for domestic violence, pain and mental health assessment. Now in its Second Edition, this ideal text for nursing students features physical examination, history taking and health status assessment. Newly formulated into vertically set three portrait columns, its distinguishing emphasis on analysis of collected data and coverage of practical applications is clearly presented and user-friendly. Additional chapters include geriatrics and information on why and how to incorporate cultural, familial and community data into a patient assessment. Newly designed Risk Factor Displays

list possible and actual risk factors, risk reduction tips and cultural considerations. A free CD-ROM of head-to-toe assessment is in the back of the book. A separate lab manual and a companion website on connection are also available.

The Hero with a Thousand Faces

"Nurses play a vital role in improving the safety and quality of patient care -- not only in the hospital or ambulatory treatment facility, but also of community-based care and the care performed by family members. Nurses need to know what proven techniques and interventions they can use to enhance patient outcomes. To address this need, the Agency for Healthcare Research and Quality (AHRQ), with additional funding from the Robert Wood Johnson Foundation, has prepared this comprehensive, 1,400-page, handbook for nurses on patient safety and quality -- Patient Safety and Quality: An Evidence-Based Handbook for Nurses. (AHRQ Publication No. 08-0043)."--Online AHRQ blurb, <http://www.ahrq.gov/qual/nursesfdbk>.

The History and Adventures of the Renowned Don Quixote,3

BEGINNING ESSENTIALS IN EARLY CHILDHOOD EDUCATION, Third Edition, is a streamlined foundations textbook that introduces early childhood students to the field. This unique text is organized to answer four key questions: What is the field? Who is the child? Who is the teacher? and What is being taught? The four sections address the essentials of early childhood education, emphasizing multiculturalism and developmentally appropriate practice. New to this edition, "Teacher Talk" boxes are first-person accounts from teachers who reflect on their experiences in the classroom and provide valuable, applicable advice for those entering the profession. In addition, "Brain Research" boxes showcase some of the most important aspects of brain research and development today, connecting it to the classroom. Other features include special boxed material that highlights key issues related to standards, diversity, DAP, professionalism, and ethics. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

Report Writing for Criminal Justice Professionals

Examines myths and folk tales from around the world in an attempt to understand the symbolism of the hero as it appears in the mythologies and religions of mankind.

Fundamental Skills and Concepts in Patient Care

Includes sections "Reviews of books" and "Abstracts of archive publications (Western and Eastern Europe)."

User Story Mapping

Fundamental Skills for Patient Care in Pharmacy Practice enables students and new pharmacists to master the skills associated with clinical care in either the inpatient

or outpatient setting. In accessible steps, this valuable resource provides the tools for gaining medication histories from patients and counseling them on the most effective and safe manner to take medications. Each chapter explores the background and practice of a critical skill, tools that aid in its development and mastery, and tips for success. Students and pharmacists will come away with the knowledge to identify drug-related problems and formulate plans for solutions to these problems. *Fundamental Skills for Patient Care in Pharmacy Practice* prepares future pharmacists to communicate effectively in verbal and written formats with health professionals and special patient populations as they prepare and present SOAP notes, patient cases, and discharge counseling.

Evaluation and Management Coding and Documentation Guide

Ambulatory Surgical Nursing addresses the chronologic needs of pre-, intra- and post-procedure nursing care. It provides information on issues such as infection control, anaesthesia concerns, legalities in relation to risk management, and patients who have special health, age related or social needs. Important themes evident throughout the text include identification of risks and prevention of complications, ongoing collaboration of all members of the healthcare team, and application of a philosophy of wellness rather than illness.

Heritage Quest

Management Principles for Health Professionals is a practical guide for new or future practicing healthcare managers. The customary activities of the manager--planning, organizing, decision making, staffing, motivating, and budgeting--are succinctly defined, explained, and presented with detailed examples drawn from a variety of health care settings. Students will learn proven management concepts, techniques, models, and tools for managing individuals or teams with skill and ease. The Sixth Edition is loaded with all-new examples from real-world healthcare settings and covers many current topics such as: ? Emerging implications of the Patient Protection and Affordable Care Act of 2010. ? A template to track the areas of impact of this major law is presented; this enables a manager to identify the topics to monitor and to prepare responses to changes as they unfold. ? Developments concerning electronic health record initiatives ? Adapting and revitalizing one's career; ? Information concerning various staffing alternatives such as outsourcing and telecommuting, and updates the material concerning job descriptions and their application. New material has been added in the section on consultant's contracts and reports. ? Patient privacy and the detection and prevention of medical identity theft, and much more.

Case Documentation in Counseling and Psychotherapy: A Theory-Informed, Competency-Based Approach

Ten simple steps to build portfolio assessment into everyday teaching.

Ambulatory Surgical Nursing

Dissertation Abstracts International

Provides the foundation for casework practice in Child Protective Services (CPS). Describes the basic stages of the CPS process and the steps necessary to accomplish successfully each stage: intake, initial assessment/investigation, family assessment, case planning, service provision, and evaluation of family progress and case closure. Designed primarily for CPS caseworkers, supervisors, and administrators. Glossary. Bibliography.

Treatment Planning in Dentistry - E-Book

This volume delves into various Partition narratives both well-known novels and short fiction in search of critical tools and lenses specific to the growing body of Partition literature. The author engages with Partition literature in the context of various issues such as violence against women, memory, the Urdu/Hindi divide, and the aftermath of the event.

Best Care at Lower Cost

Billy Pilgrim returns home from the Second World War only to be kidnapped by aliens from the planet Tralfamadore, who teach him that time is an eternal present

Collision Investigation Manual

With regular exercises, lists of key terms and points and self-evaluation checklists, *Doing Ethnography* systematically describes the various phases of an ethnographic inquiry and provides numerous examples, suggestions and advice for the novice ethnographer. Ethnography seeks to understand, describe and explain the symbolic world lying beneath the social action of groups, organizations and communities. This book clearly sets out the coordinates and foundations of this increasingly popular methodology. Giampietro Gobo discusses all the major issues, including the research design, access to the field, data collection, organisation and analysis, and communication of the results.

Lippincott's Docucare, 6 Month Access

The criminal justice process is dependent on accurate documentation. Criminal justice professionals can spend 50-75% of their time writing administrative and research reports. *Report Writing for Criminal Justice Professionals, Fifth Edition* provides practical guidance--with specific writing samples and guidelines--for providing strong reports. Much of the legal process depends on careful documentation and the crucial information that lies within, but most law enforcement, security, corrections, and probation and parole officers have not had adequate training in how to provide well-written, accurate, brief, and complete reports. *Report Writing for Criminal Justice Professionals* covers everything officers need to learn--from basic English grammar to the difficult but often-ignored problem of creating documentation that will hold up in court. This new edition is updated to include timely information, including extensive coverage of digital reporting, updates on legal issues and privacy rights, and expanded coverage of

forensics and scientific reporting.

Physician Documentation for Reimbursement

Emergency Medicine E-Book

Improving Diagnosis in Health Care

Provides coverage of women's health issues, cultural considerations, complementary and alternative therapies and the special needs of older adults. Also includes case -based exercises.

Patient Safety and Quality

"Incidents in the Life of a Slave Girl" was one of the first books to address the struggle for freedom by female slaves; explore their struggles with sexual harassment and abuse; and their effort to protect their roles as women and mothers. After being overshadowed by the Civil War, the novel was rediscovered in the late 20th century and since then hasn't been out of print ever. It is one of the seminal books written on the theme of slavery from a woman's point of view and appreciated worldwide academically as well. Excerpt: "Reader be assured this narrative is no fiction. I am aware that some of my adventures may seem incredible; but they are, nevertheless, strictly true. I have not exaggerated the wrongs inflicted by Slavery; on the contrary, my descriptions fall far short of the facts. I have concealed the names of places, and given persons fictitious names. I had no motive for secrecy on my own account, but I deemed it kind and considerate towards others to pursue this course." Harriet Jacobs (1813-1897) was an African-American writer who was formerly a fugitive slave. To save her family and her own identity from being found out, she used the pseudonym of Linda Brent and wrote secretly during the night.

INCIDENTS IN THE LIFE OF A SLAVE GIRL

Documentation Abstracts

User story mapping is a valuable tool for software development, once you understand why and how to use it. This insightful book examines how this often misunderstood technique can help your team stay focused on users and their needs without getting lost in the enthusiasm for individual product features. Author Jeff Patton shows you how changeable story maps enable your team to hold better conversations about the project throughout the development process. Your team will learn to come away with a shared understanding of what you're attempting to build and why. Get a high-level view of story mapping, with an exercise to learn key concepts quickly Understand how stories really work, and how they come to life in Agile and Lean projects Dive into a story's lifecycle, starting with opportunities and moving deeper into discovery Prepare your stories, pay attention

while they're built, and learn from those you convert to working software

Slaughterhouse-five

Doing Ethnography

There's no escaping problem employees. But with 101 prewritten disciplinary write-ups at a manager's fingertips, there is a way to escape the headaches, anxiety, and potential legal trouble of performance review or counseling sessions.

Completely updated and covering the latest developments in employment law, the second edition of 101 Sample Write-Ups for Documenting Employee Performance Problems explains the disciplinary process from beginning to end and provides ready-to-use model documents—in print and on disk—that eliminate the stress and second-guessing about what to do and say. Expertly written, the write-ups cover every kind of problem—substandard work quality, absenteeism, insubordination, e-mail misuse, sexual harassment, drug or alcohol abuse, and more. Readers will also find new information on laying the ground work for a tidy dismissal; tying progressive discipline to annual performance reviews; formally addressing intermittent FMLA abuse; ways to avoid drafting documentation that could later be used against their company; and much more. There is perhaps no more dreaded managerial task than communicating with an employee about a disciplinary problem, but this one-of-a-kind guide helps managers handle any scenario fairly, constructively, and, most importantly—legally.

Nursing Documentation

This book provides essential knowledge for creating treatment plans for adult dental patients. Treatment planning strategies are presented to help with balancing the ideal with the practical, with emphasis placed on the central role of the patient — whose needs should drive the treatment planning process. The focus is on planning of treatment, not on the comprehensive details of every treatment modality in dentistry. CD-ROM bound into book presents five cases of varying difficulty with interactive exercises that allow users to plan treatment. What's the Evidence? boxes link clinical decision-making and treatment planning strategies to current research. In Clinical Practice boxes highlight specific clinical situations faced by the general dentist. Review Questions and Suggested Projects, located at the end of each chapter, summarize and reinforce important concepts presented in the book. Key Terms and Glossary highlights the terms that are most important to the reader. Suggested Readings lists included at the end of most chapters provide supplemental resources. Chapter on Treatment Planning for Smokers and Patients with Oral Cancer addresses the dentist's role in managing patients with oral cancer, recognizing oral cancer and differential diagnosis of oral lesions, planning treatment for patients undergoing cancer therapy, and smoking cessation strategies. Chapter on Treatment Planning for the Special Care/Special Needs Patient examines the role of the general dentist in the management of patients with a variety of conditions including physical handicaps, mental handicaps, head trauma, hemophilia, and patients' needs before, during, or after major surgery. Chapter on Treatment Planning for the Alcohol and Substance Abuser discusses the

challenges of treating this patient population, as well as how to recognize the problem, delivery of care, scope of treatment, and behavioral/compliance issues. Expanded content on Ethical and Legal Issues in Treatment Planning reflects new accreditation guidelines. Dental Team Focus boxes highlight the relevance of chapter content to the dental team. Ethics Topics boxes emphasize the ethical topics found within each chapter. International Tooth Numbering is listed alongside the U.S. tooth numbers in examples and illustrations.

Nursing Interventions & Clinical Skills - E-Book

The 3rd Edition of this acclaimed text has been thoroughly revised to reflect care provided in multiple healthcare settings and the changing nature of medical surgical nursing care. This New Edition maintains the features which helped it to earn its reputation nursing process framework, learning aids, collaborative approach, and comprehensive pathophysiology and incorporates an all new full design.

Story-Based Inquiry: A Manual for Investigative Journalists

Child Protective Services

Medical-surgical Nursing

CASE DOCUMENTATION IN COUNSELING AND PSYCHOTHERAPY teaches counselors and psychotherapists how to apply counseling theories in real-world settings. Written in a clear, down-to-earth style, the text provides a comprehensive introduction to case documentation using four commonly used clinical forms: case conceptualization, clinical assessment, treatment plan, and progress note. These documents incorporate counseling theory and help new practitioners understand how to use theory in everyday practice. Case studies illustrate how to complete documentation using each of seven counseling models. Readers also learn about the evidence base for each theory as well as applications for specific populations. Designed to produce measurable results that have value beyond the classroom, the text employs learning-centered, outcome-based pedagogy to engage students in an active learning process. Its case documentation assignments-created using national standards-help students apply concepts and develop professional skills early on in their training. When students become practicing mental health professionals they can use this book-with its practical overviews of theories, conceptualization, treatment planning, and documentation-as a clinical reference manual. Important Notice: Media content referenced within the product description or the product text may not be available in the ebook version.

The Future of Nursing

America's health care system has become too complex and costly to continue business as usual. Best Care at Lower Cost explains that inefficiencies, an overwhelming amount of data, and other economic and quality barriers hinder

progress in improving health and threaten the nation's economic stability and global competitiveness. According to this report, the knowledge and tools exist to put the health system on the right course to achieve continuous improvement and better quality care at a lower cost. The costs of the system's current inefficiency underscore the urgent need for a systemwide transformation. About 30 percent of health spending in 2009--roughly \$750 billion--was wasted on unnecessary services, excessive administrative costs, fraud, and other problems. Moreover, inefficiencies cause needless suffering. By one estimate, roughly 75,000 deaths might have been averted in 2005 if every state had delivered care at the quality level of the best performing state. This report states that the way health care providers currently train, practice, and learn new information cannot keep pace with the flood of research discoveries and technological advances. About 75 million Americans have more than one chronic condition, requiring coordination among multiple specialists and therapies, which can increase the potential for miscommunication, misdiagnosis, potentially conflicting interventions, and dangerous drug interactions. Best Care at Lower Cost emphasizes that a better use of data is a critical element of a continuously improving health system, such as mobile technologies and electronic health records that offer significant potential to capture and share health data better. In order for this to occur, the National Coordinator for Health Information Technology, IT developers, and standard-setting organizations should ensure that these systems are robust and interoperable. Clinicians and care organizations should fully adopt these technologies, and patients should be encouraged to use tools, such as personal health information portals, to actively engage in their care. This book is a call to action that will guide health care providers; administrators; caregivers; policy makers; health professionals; federal, state, and local government agencies; private and public health organizations; and educational institutions.

Health Assessment in Nursing

Since the publication of the Institute of Medicine (IOM) report *Clinical Practice Guidelines We Can Trust* in 2011, there has been an increasing emphasis on assuring that clinical practice guidelines are trustworthy, developed in a transparent fashion, and based on a systematic review of the available research evidence. To align with the IOM recommendations and to meet the new requirements for inclusion of a guideline in the National Guidelines Clearinghouse of the Agency for Healthcare Research and Quality (AHRQ), American Psychiatric Association (APA) has adopted a new process for practice guideline development. Under this new process APA's practice guidelines also seek to provide better clinical utility and usability. Rather than a broad overview of treatment for a disorder, new practice guidelines focus on a set of discrete clinical questions of relevance to an overarching subject area. A systematic review of evidence is conducted to address these clinical questions and involves a detailed assessment of individual studies. The quality of the overall body of evidence is also rated and is summarized in the practice guideline. With the new process, recommendations are determined by weighing potential benefits and harms of an intervention in a specific clinical context. Clear, concise, and actionable recommendation statements help clinicians to incorporate recommendations into clinical practice, with the goal of improving quality of care. The new practice guideline format is also designed to be more user friendly by dividing information into modules on specific

clinical questions. Each module has a consistent organization, which will assist users in finding clinically useful and relevant information quickly and easily. This new edition of the practice guidelines on psychiatric evaluation for adults is the first set of the APA's guidelines developed under the new guideline development process. These guidelines address the following nine topics, in the context of an initial psychiatric evaluation: review of psychiatric symptoms, trauma history, and treatment history; substance use assessment; assessment of suicide risk; assessment for risk of aggressive behaviors; assessment of cultural factors; assessment of medical health; quantitative assessment; involvement of the patient in treatment decision making; and documentation of the psychiatric evaluation. Each guideline recommends or suggests topics to include during an initial psychiatric evaluation. Findings from an expert opinion survey have also been taken into consideration in making recommendations or suggestions. In addition to reviewing the available evidence on psychiatry evaluation, each guideline also provides guidance to clinicians on implementing these recommendations to enhance patient care.

Medical Records for Attorneys

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