

# VIRGINIA REPORTER

Virginia Court Reporters Association

Winter Issue

January 2013



## PRESIDENT'S MESSAGE

.Winter already? Anyone else out there happy about the cool weather? I am ecstatic about it. Let me tell you why.

My husband has a hard time sleeping when he can hear the AC/heating unit run during the summer. He hears it run and sees dollar signs dancing in his head. All summer long as the inside temperature rises into the upper 90s or 100s, the unit seems to run all night long. He'll get up and adjust the

thermostat so the unit will turn off, which, in turn, makes the bedroom warmer and warmer (temperature wise, that is). That, I will tell you, is not something a hot flash, night sweat experiencing woman takes too lightly.

In November when the cooler temperatures arrived, I thought, Wow! A cool room naturally! Yeah! Finally, a chance to sleep all the way through the night without having to get up and fan myself. Imagine my surprise when my husband gets up (mind you, no unit is running), and he adjusts the thermostat so the heat will come on.

"No! You can't do that! What about all those dollar signs dancing in your head?"

"I'm cold," he says.

What!!!! That can't be right.

We struck a bargain. He can have six months of the year where he can adjust the A/C so it doesn't run all night – but I get six months where he can't adjust the heat to run! Yes! Now that's a 50/50 marriage.

I've discovered, as President of the VCRA Board for these past six months, that leading the board requires a lot of give and take from the board members. Our board meetings get to be lively at times, but it's wonderful to see the end result – the 50/50 give and take effort of all of us, and we end up with a wonderful Education Day at the University of Richmond's Jepson Center in March 2013! The debating back and forth and we end up with a great place to have the 2014 Convention, The Hilton in the McLean/Tysons Corner area.

So wherever you find yourself in 2013, whatever you find yourself doing, when you're in a busy work season or a slower, take it easy work time, enjoy this new year. Friends and family are important to us. We may not always get along with one another, but we all have great ideas, we all get in each other's faces from time to time, but generally speaking, I think each of us wishes only to do the best that we can for each other. We're not all the same. We won't always agree on things, but that's what makes life so wonderful – all together we make a great salad! Imagine a salad with only iceberg lettuce, not much fun!

Oh, and my husband and the 50/50 AC/heating unit compromise? Now he comes to bed wearing a winter hat and says "This is so much fun. It's like we're camping."

See you in a few months!

**Bobbi**

Bobbi J. Case, RPR-CCR



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## Upcoming VCRA Events:

### **March 9, 2013** ***Education Day***

*Jepson Alumni Center  
University of Richmond  
Richmond, Virginia*

### **March 7-9, 2014** ***Annual Meeting & Convention***

*Hilton McLean Tysons Corner  
McLean, Virginia*

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# Dear Nancy



**Dear Nancy:** Is it customary when you work with a court reporting firm that you sign a contract with them, especially if it has a no-compete clause involved? What is a customary or average split with a court reporter? I want to be more informed and need some guidance. **Signed, Newbie to Business**

**Dear Newbie to Business:** If I've learned anything in the last three decades, it's that reporter/firm owner relationships are as varied as love relationships. Look around at the lovers you know. Some jump from lover to lover looking always for that new excitement that comes with new beginnings; some couples live together but scoff at the need for a marriage license; some will ignore trouble signs and heedlessly walk down the aisle; some fiancés will avoid the stress of it all and elope; still others sign prenuptial agreements to protect themselves should anything go wrong in the marriage.

Think of your agency relationship as a love relationship. What kind should it be? Many firm owners will ask that you sign a contract. Think of it as a pre-nup, there to protect you and the agency, clarifying the details of your work relationship from the start. The contract is there for tax reasons as well. Firm owners must be very careful to classify their reporters correctly or risk government fines or penalties.

A good contract will specify whether you're an employee or an independent contractor, the agency/reporter split on billings, terms of payment (i.e., 30 days after invoice, upon payment to the agency), the non-compete expectation, to name just a few. Ask for the names of the senior reporters in the office; make that request a part of accepting work from a firm. It's those long-time reporters who can paint the best picture of what it's like to work with that agency. I happily give those references to prospective reporters coming to my firm.

As to a customary reporter/agency split, in my locale the norm is 70/30, but I've seen 80/20 and 50/50 splits. Why the disparity? It depends on what services the agency provides. Is proofreading or production included, are you paid "up front" on your billings, are you offered reduced or preferred percentage splits based on your respective lack of experience or advanced credentials? Commission structures are as varied as wedding gowns. Find one that fits and "Make it work," as Tim Gunn likes to say.

It's never too soon to develop a professional relationship with an attorney and an accountant. Yes, I do mean both at the same time. I said **professional** relationship! And keep it that way or I'll be advising a relationship with a shrink! Ask your advisors to review how your finances are organized and help you with legal contracts before you regret a poor decision. Utilize their services to get all your affairs in order. When you're done, answer this: Why don't melons get married? (Answer: Because they cantaloupe.)

---

**Dear Nancy:** I am a new reporter working with a firm that takes 30 percent of my billings, including court work (the per diem as well as any transcripts I get.) I would not have the work without her, but have been told by other reporters that taking a percentage of court work is not right. Is it legal or fair to take a percentage out of my court work, or is it just supposed to be on my deposition work? **Signed, Order in the Court**

**Dear Order in the Court:** Sounds like a standard 70/30 split arrangement to me. If so, that's the split, and it applies to everything -- depositions, trials, night hearings, arbitrations. It applies to attendance fees, per diems, drafts, and transcript orders, whether regular turnaround or expedite requests. It means the agency keeps 30% of everything. The only exceptions would be ones you negotiated in a verbal understanding or, better, in a written contract you have with the agency detailing your payment particulars

That's why I am a proponent of written contracts. There are always gray areas in the absence of a contract. Take a look at my answer to Newbie in Business above, where I outlined some things you might expect to see in a court reporter's independent contractor agreement. In addition to specifying the details of a service relationship, the four corners of a contract will assist the parties should conflicts arise. If your agreement is oral, you and the agency must rely on memory. And we all know what that means! We court reporters spend our working lives recording folks' widely divergent memories of the same events! Written contracts bring a sense of trust to a relationship, and comfort in knowing it's all there in black and white.

(Continued on Page 9)

# Is Your Dictionary Getting in the Way of Realtime?

-- by Anissa R. Nierenberger, RPR, CRR, CBC, CCP, CRI  
-- reprinted from the April 2012 JCR

When NCRA launched the *Writing our Future* initiative, it set for members a lofty goal: get everyone to write realtime. Anyone who attended last year's annual convention in Las Vegas, got that message again -- big time. The realtime goal is its number one priority. Right now, though, only 37% of us reading this *JCR* are realtime writers. That's a 63% deficit NCRA needs to overcome. Impossible? No. It's just going to take time, and some persuasion; but one by one, it shouldn't take long for everyone to come on board. At least not once everyone understands realtime's benefits and how logical it is to get realtime-ready.

## Real knowledge

Realtime has a 96%-plus translation rate and an infinitely expandable dictionary. I'm lucky. A wonderful woman, Janet Cassidy Burr, turned me on to that fact a long time ago when she trained me to realtime. Over and over, she said to me, "You are your dictionary. Every word you have learned in your entire life should be able to translate through your CAT software." Her words became my mantra and are now a very important aspect of my career.

With realtime, my goal is to have everything I need in my dictionary before I write. My prep is front-end. My edit time is practically nil, which not only makes my life easier, it makes me much more productive. My reward? Time.

I'm not the only one who's experienced the benefits of realtime. Dona Fisher, a sixteen-year court reporter, recently told me, "My editing time has decreased greatly. It is a combination of dictionary entries and the confidence I have when I'm writing, . . . There's always room for improvement."

## Real story

My first two years as a captioner were spent at a TV station. Like any newbie, I was thankful for my job, but inexperience hurt my self-confidence. I felt inept. My vocabulary knowledge wasn't very broad. My dictionary needed a lot of work.

After school, I changed my writing. My speed dropped. That development didn't exactly help sustain, let alone build, confidence. Every night, I would pray my boss, Larry Driver, didn't call to fire me. Larry was patient, though, and he saw a couple things in me that I didn't at the time. He saw I had both a good theory and a lot of determination.

On the weekends, I would sit for hours at my kitchen table to enter words into my writer. I didn't own a computer back then, so come Monday morning, I'd go into the office, "dump" my writer, and then watch red un-translates pepper the screen like a pox.

Ugh!

I knew what I had to do, though. I had to define not only all those words, but also multi-syllabic words' parts. Those word-part definitions and new vocabulary were the key to bumping up my dictionary's quality, because those made up the *un-translate pox*.

It took about a week, and a lot of patience, to define the previous weekend's work. Only after I entered those definitions could I select all strokes to define those words. "Defenestration" is a good example. I write this as "TKE/TPEPB/STRAEUGS." However, I mis-stroked this as "TKE/TPEP/STRAEUGS." I had to ask myself, then, "Is 'fep' a word?" No. I made the decision to define the *un-translate* as the word "fen." Then, I could select all three strokes and define defenestration.

The perfect solution was to think past what I was writing at the time. The key was to ask, "What would this be otherwise?" The result? After that move, I could build words like crazy. My new foundation allowed me to rebuild my dictionary myself from the ground up. My confidence grew right along with my dictionary. Following that, whatever was said, I knew I had it covered. The scope of my dictionary was more complete and growing every day, and I had myself to thank, both for what was already in my dictionary as well as everything I added.

I still add a lot to my dictionary. The more I add, the greater my self-confidence, and that translates into an increasingly better work product.

(Continued on Page 12)



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## Let's Be Brief! (Some of my favorite briefs)

EURG	I agree with
TPAEURBG	fair characterization
SKWREURPL	I object to the form
SKWREURBG	I object to the form of the question
PHUBGZ	musculoskeletal
SRUG	have you gone
SRUFRG	have you ever gone
PHOE	memo
PHUPL	memorandum
REUL	reconcile
ST-FRTS	is it fair to say
IPHERP	misinterpret
TPHUBG	not reasonably calculated to lead to the discovery of admissible evidence
SKARPBD	asked and answered
KWROT	antibiotic
PHEUFBG	miscellaneous
HUP	uh-huh
R-G	reasonable degree
ROEUBLD	reasonable degree of medical probability
SKWRA*EUF	degenerative
PHORTS	medical reports
PHORDS	medical records

(Submitted by Leslie Etheredge)



## Did You Know

### Save a soggy cellphone ...with a rice bath!

If your cellphone has fallen into the tub or toilet, just dry it out in a rice bath.

After you remove its battery, place the cellphone in a cup of dry rice. Leave it there for a day or two, and the rice will soak up the water. Tip! Can't remove the battery? Don't worry! The rice bath will still work!

(Source: LifeHacker.com)



(Source: Woman's World)



### The VCRA to Hire a New Executive Director

The Board of the VCRA is currently accepting applications for a new executive director. Colette Boes will be retiring at the end of May, 2013. The position requires a time commitment that averages 20 hours a week, with busier time periods being in the spring during our Convention and Education Day events, and in June/July with membership renewals. Applicant must have proficient computer skills, including working knowledge of QuickBooks, Microsoft Word, Publisher, Excel, Access database program, E-mailing, and some Facebook experience. Training can be provided, but applicant must know the basics of the above-mentioned computer programs. Applicant should also have good communication skills in order to interact with VCRA members and the community at large. The Executive Director will work with the VCRA board of directors and be responsible for day-to-day operation of the VCRA.

If you're interested in being considered for this position, please respond to [president@vcra.net](mailto:president@vcra.net)

## Try Something New

*Never be afraid to try something new...  
Remember, an amateur built the Ark;  
experts built the Titanic.*

Years ago I had an encounter with a Deaf graduate student who lost his CART Provider and pleaded with me to provide CART for him. Coming off of a four-year hiatus from court reporting and getting back into the field, I did not even own a laptop, much less know how to provide CART. To his dismay, I had to decline. I knew a graduate student deserved an experienced CART provider.

However, I declared that I would not let that happen again. I began to write realtime for myself. Fast-forward three years later, I accepted a request to provide CART at a workshop for the Williamsburg Hearing Loss Association. I was as nervous as a turkey in November, but I vowed to give it a try. I managed to make it through the longest hour and a half and was given a thumbs-up. Whew! I felt it was not the greatest, but nonetheless, I got good reviews. This gave me confidence to try it again.

Advance a year and just a couple more CART jobs, this is when I met a profoundly deaf adult who was hard of hearing at a young age and at about 30 had lost most of her hearing. She had a zest for life and was frustrated at the limitations she had experienced for years because of lack of accommodation. Like many people later deafened in life, Angela Hill is not fluent in sign language so relied heavily on CART and Captioning. Her love of music and theater led her to advocate for Open Captioning in local theaters here in Norfolk, Virginia. And yes, her request of me was would I open caption a live performance show.

Unlike the answer to the first request to provide CART for the graduate student, I refused to say no. Instead, I said I don't know how, but I will learn how to open caption. I set out on a quest to learn exactly how to open caption for live theater. I contacted a trainer and began the process.

It's a few months later and I educated the theater of what accommodation I could provide, Angela advocating for the accommodation. The request was granted and I provided open captioning at Chrysler Hall in Norfolk for the performance of the Lion King.



This was for one person, so with laptop, monitor and steno machine, Angela got to enjoy the wonder of live theater for the first time in twenty years. She cried; I was as happy as a puppy in fresh cut grass



*I may not  
look happy,  
but I am!!  
(I'm a Beagle)*

Accelerate two years later, I am now contracted to provide open captioning for select shows for Chrysler Hall's 2012-2013 Broadway series. And on December 1, 2012 for the first time, I open captioned Mary Poppins for the Deaf/Hard of Hearing patrons! In spite of a Murphy's Law setback in the beginning that was quickly overcome – my laptop froze and I had to restart and open up the file and get it going again – it went smoothly thereafter, and the outpouring of gratitude was overwhelmingly rewarding

I've learned the quickest way to overcome fear is to do that very thing which you fear. Having others see our mistakes, not translating every word, not translating perfectly because of challenges we face as Realtime/CART/Captioning reporters is a reality of this profession. I've learned the thought of having to be perfect or near perfect to Realtime/CART/Caption is an emotional prison we put ourselves in. Take the key, which you have possession of, and release yourself. Take the plunge and do realtime. Strive to write better, faster, cleaner. It's a never ending challenge, but the rewards are greater than the fear. And the end users love us anyway.

*Don't be afraid to try something new. Remember, an amateur built the Ark, survived, and started a whole new adventure.*



*(Submitted by Lois Boyle)*



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# Dear Nancy

(Continued from Page 3)

Contracts don't have to be forever; they can be adjusted over time. If your 70/30 split has worked for years in a deposition setting, then you suddenly find yourself doing court work for the agency, you can review the contract and amend it as needed to cover what's new and different about working in court. The contract provides a vehicle for having that discussion.

We are pre-programmed, I think, to distrust contracts. We're taught that the big print giveth and the fine print taketh away. Contracts are good. We should use them -- but keep them simple -- and look to them as a guide for providing our services and as a watchdog to protect our income. Bright lines and strong boundaries create comfort in relationships. We should welcome them.

You can't anticipate every twist and turn of a working relationship, and often we're simply left with the good faith of the parties when a conflict arises. A good-faith discussion about a court reporting issue might include local custom and practice, input from your state association leadership, reference to NCRA's advisory opinions, or even a post to your favorite social network. It's important to seek help from respected professionals.

Differences of opinion happen even among good people. Thomas Jefferson wrote about these matters, and I think his wisdom, as always, is worth quoting: *In every country where man is free to think and to speak, differences of opinion will arise from difference of perception and the imperfection of reason... Every difference of opinion is not a difference of principle.*

Nancy Varallo, FAPR, RDR, CRR, owner of The Varallo Group, offers customized business development and administrative services to court reporters and reporting agencies. Nancy has been a court reporter since 1979, has trained hundreds of court reporters, and has fielded thousands of questions from reporters. Please ask your question at [www.dearnancy.com](http://www.dearnancy.com).

## Recipe Corner



This is my absolute favorite dish for the holidays. but can either be a side dish or a dessert for all seasons.

### Cranberry Apple Crisp-Posted by Cindy in Maple

6-7 Granny Smith apples  
1 Can (16 oz). Whole [cranberry sauce](#)  
3/4 c. sugar;  
2 Tbs. all-purpose flour  
1/4 c. nuts  
1 c. rolled oats  
1/3 c. packed brown sugar  
1/3 c. all-purpose flour  
1 tsp. cinnamon  
1/4 c. butter, melted  
Vanilla ice cream or whipped topping  
Preheat oven to 375°

For filling, peel, core, and slice apples. Cut slices in half; place in 9 "x 13" baker. Combine cranberry sauce, sugar, and flour; mix well. Pour cranberry mixture over apples in baker; toss to coat evenly. For topping, chop nuts. Measure brown sugar. Using 1 Cup scoop, measure flour and oats. Measure cinnamon.

In a bowl, combine nuts, oats, brown sugar, flour and cinnamon. Place butter in covered microwave cooker; [microwave](#) on high 30-45 seconds or until melted. Add butter to dry ingredients; mix well. Sprinkle topping over fruit mixture.

Bake 35-40 minutes or until fruit is tender. Serve warm with ice cream or whipped topping, if desired.

(Submitted by Daniele Jeffreys)

### Irish Soda Bread

4 cups flour  
2 Tbsp sugar  
1 teaspoon salt  
1 teaspoon baking soda  
4 Tbsp butter  
1 cup raisins  
1 large egg, lightly beaten  
1 3/4 cups buttermilk



Preheat oven to 425 degrees. In bowl, mix together flour, sugar, salt, & baking powder. Cut butter into flour mixture using pastry cutter, two knives or your fingers until you get a coarse meal. Stir in raisins, Add egg & buttermilk & mix well kneading slightly (use more flour to dust dough if it is too sticky). Shape into a round disk & place in iron skillet or on baking sheet which has been buttered. Cut an "x" into top.

Place in oven for 35-45 minutes.. Check for doneness by inserting a toothpick in center. If it comes out clean, your bread is done. Let bread sit in pan for 5-10 minutes then place on a cooling rack. Sprinkle with powdered sugar.

(Submitted by Colette Boes)

# The Tech Diva Corner

## Important News for Those Considering Buying Wireless Realtime Hardware

I was fortunate to be able to attend the magnificently organized and richly diverse assemblage of seminars presented at the GWSRA 2012 October convention held at the new court reporting school in Arlington, Virginia, the Court Reporting Institute.

One of the presenters was John Everhart, the owner of eVerbatim, an Eclipse affiliate, among other things.

During a session of his Eclipse seminar, he told everyone in attendance that Eclipse is coming out with a newer version of their popular and FREE Bridge realtime software – Bridge Plus – or some iteration of that name. This software product will obviate the necessity of realtime hardware to be able to hook up satellite realtime laptops and will also allow for Internet realtime/remote realtime. It will be accomplished by networking with the cloud and an Eclipse server. It is quite easy to connect, and will give the reporter the ability to message the attorney receiving the feed; see the names of the people listed as recipients of the feed; will be password protected by you, the reporter; and will enable you to stop the feed to anyone who does not agree to the charge for the feed.

This is an exciting development but will make the realtime hardware superfluous, if – and that's the important if – you are using Bridge as your output software to broadcast realtime. The possibilities now become limitless for providing realtime, as you will no longer be constrained to have a USB port to plug in the receiver dongle to capture signals from the broadcasting hardware device. So those attorneys with tablets will now be able to receive realtime more easily, provided they have the Bridge software loaded on their tablet.

Stay tuned for more information as I dig deeper into this issue. I wanted to give everyone the head's up. It was only a matter of time until the hardware went away, as the software technology is moving beyond the need for this type of hardware.

Estimated time for rollout of this product is still several months away, as testing is still being done. But John reports that the software has been working beautifully with no glitches. I've heard that before, so sit tight and wait for the bulletproof version.

I, unfortunately, have sunk a lot of money into the wireless transmitter and receivers, but them's the breaks. Don't think there will be much resale value, if any, in this hardware down the road.

Regards to all,

Amy Sikora

THE TECH DIVA



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\*Deadlines for submissions are as follows:

- Spring – March 15th
- Summer – June 15th
- Fall – September 15th
- Winter – December 15th

\*Revised December, 2012



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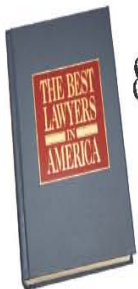
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## Is Your Dictionary Getting in the Way of Realtime? (Continued from Page 4)

### **Your story**

I'm often asked, "How can I clean up my dictionary?" That's actually a very broad question. Conflicts can be solved with a dictionary search. All anyone needs to do is print them out and pick a few to resolve each week.

CAT software should already be set to flag conflicts to help you quickly decide what stays and what goes. Its artificial intelligence can also help give you a jump on solving conflicts. In realtime, after it recognizes consistently repeated words, it can recommend a brief. When editing, upon defining a word, it can create a possible word list for you so you don't have to spend time typing them.

As for redoing your entire theory? Forget about it. Focus on tweaking the problem areas. It's called streamlining. Like anything, it's a process: resolve, add, clean; resolve, add, clean. The more streamlined you are, the more confident you'll feel about your realtime translation tool.

Remember, the idea behind realtime is to have the deepest dictionary you can before you sit down to write. Enhance your dictionary with all types of vocabulary because you never know when you may need it. Beside that, though it may seem nonsensical, increasing your vocabulary is actually the most efficient way to clean out your dictionary.

### **Students' story**

Most students now leave school with dictionaries that accompany their realtime theories. It's a great head-start, but they, like us, still need to know their dictionaries like the backs of their hands to be consistently effective in realtime writing.

They, like us, must continuously work to keep our dictionaries realtime-ready. Once they know their theories, they should not make a habit of checking their theory dictionaries to see "how" they write. Once they've made it through theory, they should *know* how to write a word. Any word. Word not in the dictionary? Define it and move on.

The dictionary will need a vast variety of given names, surnames, male and female names, auto makes and models, medications, and every other category of words under the sun. Once they make the connection between the dictionary and realtime skills, they, too, will build the type of confidence that will make them feel more valuable.

### **Your challenge**

*Steel your nerves:* This challenge is guaranteed to upgrade your skills for your most important client: you. Just remain calm -- breathe -- and above all, be patient with yourself. Writing realtime is a reachable skill.

*Reporters:* On your next job, ask the agency for the notice of deposition, previous work products, transcripts, and other documents.

*Officials:* Look through the court file, get the witness list, and whatever else you can get your hands on.

*Everyone:* Before you write, enter all that information, along with proper names, into your main dictionary. Job-specific things like attorney designations and oddly spelled names can go into a job dictionary.

Now, when your fingers finally hover over your keys, poised for the first words to come, see if you don't feel more prepared, more confident and put-together, more like the professional, real-time writer you always knew yourself to be. It won't be long before you can break out your Braveness Badge and start sharing your skills to help others achieve your same level of competence -- and confidence.

### **Your take-away**

Fewer red un-translates means less editing time, which makes you more productive, which, in turn, makes you more self-confident.

(Continued on Page 13)

# Is Your Dictionary Getting in the Way of Realtime? (Continued from Page12)

## Your tasks

- Keep your dictionary clean: Get low-tech with sticky notes. Write five words to add, resolve, or define, and slap a note on your machine.
- Keep your dictionary flexible: Multiple pronunciations require multiple entries. One word might be said differently in different regions. Plan for that possibility.
- Keep your kitty current: Software is a tax write-off. Always have current CAT software with an updated support contract.
- Keep your skills current: Invest in training so that you can do your job more efficiently. You'll work smarter, and you'll end up with more time to do what you *want* to do.
- Keep your skills sharp: A little practice never hurt anyone. Put in some training time on your CAT software to learn how to increase your flush delay so you can see and perfect your realtime before it goes out.

## Recommended reading

Go to the NCRA online bookstore to buy "Realtime Writing" and "Writing Naked." Both books share great ways to solve conflicts and other issues. There are also online realtime courses that will help speed your progress and provide accountability.

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*Anissa R. Nierenberger, RPR, CRR, CBC, CCP, CRI has spent 20 years in the industry as a broadcast captioner. Based in Lowell, Michigan, she is the founder of Dictionary Jumpstart, president-elect of MAPCR (Michigan Association of Professional Court Reporters), and a frequent speaker at schools, associations, and a variety of conferences.*

*For more information about Anissa, visit [www.linkedin.com/in/AnissaN](http://www.linkedin.com/in/AnissaN) or [www.DictionaryJumpstart.com](http://www.DictionaryJumpstart.com).*

*(Submitted by Carol Naughton)*

## January Word List—Fitness... by Anissa R. Nierenberger, RPR, CRR, CBC, CCP, CRI.

10-Minute Trainer	hoop	resistance	treadmills
Aikido	insanity	Rogue Rings	Turbo Jam
Beachbody	Jazzercise	Rollersizer	TurboFire
BioForce	Judo	Shake Weight	Weider
bodyboard	Kettlebell	skimboard	yoga
bodyboards	KettleWorx	skimboards	Ananda
Bodylastics	kickboxing	Slim in 6	Anusara
boogie	Kobudo	Snowga	Ashtanga
board	Koga	SpinGym	Bikram
Bowflex	meditation	Star Trac	Hatha
CoreBody Reformer	Nautilus	Strollercize	ISHTA
curves	NordicTrack	surfboard	Iyengar
dodgeball	P90X	surfboards	Jivamukti
dumbbell	paddleboard	Tae Bo	Kripalu
dumbbells	paddleboards	Taekwondo	Kundalini
elliptical	Push Up Pro	Tai Chi	Sivananda
ellipticals	Pilates	T-Core	Svaroopa
Gazelle	Piloxing	ThighMaster	Viniyoga
Hapkido	Powertec	Titan	Vinyasa
hula	Precor	Treadmill	Zumba
	Pure Barre		

## VCRA Education Day



### VCRA Education Day

March 9, 2013

University of Richmond, Jepson Alumni Center, Richmond, Virginia

Featured Speaker: Jennifer Bonfilio, RMR, CBC, CCP.

### A Note From The Executive Director

VCRA is hosting the Education Day at Jepson Alumni Center in Richmond on March 9, 2013. **Register now!!** Don't pass on the chance to not only earn CEU points, but enjoy the camaraderie of fellow reporters in your association and do some networking of your own..

If you need more information about Education Day, I can be reached at 757-646-3294 or via email at [executivedirectorcb@cox.net](mailto:executivedirectorcb@cox.net).

**Hope to see all of you there!**

### Volunteer Opportunity with Continuing Credits

VCRA is seeking the assistance of one of its members to volunteer two/three Saturday mornings a year taking on the role of Chief Examiner for the NCRA skills tests . NCRA is now offering, for a nominal admin fee, continuing education points to those offering their services as Chief Examiner.

The test is given the first Saturday of May, the first Saturday in November, and possibly a Saturday in August. The location is Fortis College in Richmond.

If you are interested in taking on this role. please contact Colette Boes as soon as possible.



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**We're On The Web!**  
[www.vcra.net](http://www.vcra.net)



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**WE NEED YOUR ARTICLE!**  
 If you have something that you would like to share, please submit your article to the VCRA Newsletter. Our next publication will be in the Spring of 2013. Deadline for submission is March 15, 2013. Please email your articles to [executivedirectorcb@cox.net](mailto:executivedirectorcb@cox.net)