



HARMAN LAW

THE HARMAN HEADLINE

*Personal Injury, Workers' Compensation,
and Employment Lawyers*



Spring Into Balance: Embracing Family and Well-being

As the days grow longer and the spirit of spring rejuvenates us, it's the perfect time to reflect on what truly enriches our lives—family, health, and balance. At Harman Law, we understand that navigating the complexities of daily life, especially when dealing with legal matters, can be challenging. That's why this edition of our newsletter not only offers guidance on pressing legal topics like car accidents and safety but also emphasizes the importance of maintaining a healthy work-life balance.

This season, we encourage you to step back and appreciate the moments that matter. Spend time with loved ones, enjoy the outdoors, and allow yourself the space to breathe and grow.

Spring is a reminder of renewal and possibility, and with the right balance, we can all thrive together in both our personal and professional lives.

In the following pages, you'll find a mix of articles that cater to your legal needs and support your overall well-being. From understanding your rights in auto accidents to exploring community-supported programs like youth camps and swim lessons, our goal is to provide you with valuable information that supports a safer, more fulfilling life.

—Michael Harman

Supporting Summer Camp Opportunities for Every Child



Summer camps offer invaluable experiences that every child deserves, providing opportunities to grow, learn, and have fun in a safe environment. Harman Law is proud to support initiatives that make these enriching experiences accessible to all children, especially those from families facing challenges. By sponsoring youth camps and swim lessons, we help ensure that financial constraints do not prevent any child from enjoying a memorable summer.

Sports, nature, and swimming camps teach children valuable life skills such as teamwork, resilience, and independence. They also offer a chance to make new friends and discover new interests. These camps are particularly beneficial as they encourage physical activity and a love for the outdoors, promoting a healthy lifestyle from a young age.

Organizations like the YMCA in Huntersville, NC, provide a range of summer camp options that cater to diverse interests. From soccer and basketball camps to nature explorations and aquatic adventures, these programs are designed to engage and inspire every participant. By supporting such programs, Harman Law contributes to a foundation that builds stronger, more confident young individuals.

The impact of a summer camp extends beyond just fun and games; it can be transformative. Children return from these experiences with enhanced social skills, a greater sense of responsibility, and improved self-esteem. For many, it's a break from the routine that opens up new worlds and possibilities.

Harman Law believes in the power of community support. By investing in our youth through these summer programs, we not only aid in their personal development but also foster a future where every child has the opportunity to thrive and succeed, regardless of their background.

Summer Water Safety: Staying Safe While Making a Splash



As temperatures rise, so does the desire to cool off in the water. Whether it's a pool, lake, or ocean, water activities are a summer staple, but they come with risks. At Harman Law, we're committed to ensuring your summer memories are safe and joyful, so here are some essential water safety tips:

- **Supervise Vigilantly:** Always keep an eye on children and non-swimmers near water. Accidents can happen quickly, and active supervision is your first line of defense.
- **Learn to Swim:** Basic swimming skills can be life-saving. Enroll yourself and your children in certified swimming classes. It's never too late to learn how to swim effectively.
- **Use Life Jackets:** In open water settings such as lakes or the ocean, even skilled swimmers should wear life

jackets. Accidents or sudden weather changes can make water conditions unpredictable.

- **Avoid Alcohol:** Alcohol impairs judgment and swimming ability. If you're planning to swim or supervise swimmers, stay sober. It could save lives.
- **Follow Local Rules:** Adhere to all posted signs and flags at beaches and pool areas. They're there for your protection.

Remember, water-related accidents can lead to serious injuries or worse. By taking these precautions, you can help ensure a fun and safe environment for everyone involved. At Harman Law, we believe in prevention, but we're here to help if you need legal support after an accident.

Enjoy your water adventures this summer — safely!

Is *Hiring an Attorney* for a Car Accident *Worth It*?

The aftermath of a car accident can be overwhelming. Whether you're dealing with insurance claims, vehicle repairs, or medical concerns, knowing whether to hire a lawyer depends on your situation.

ASSESSING YOUR SITUATION

If your accident involved injuries, significant property damage, or disputes about fault, hiring a car accident lawyer can be crucial. Even seemingly minor crashes may benefit from legal guidance, especially when medical treatment or lost wages are involved. Legal help is also important if your insurance claim is being denied or undervalued.

UNDERSTANDING LEGAL COMPLEXITIES

Accident laws vary by state, and so do statutes of limitations. In North Carolina, personal injury claims must typically be filed within three years. An attorney ensures you meet deadlines, understand your rights, and aren't unfairly blamed due to comparative fault rules.

CALCULATING POTENTIAL COMPENSATION

Lawyers can help assess all damages you may be entitled to—medical expenses (now and future), lost wages, property

repairs, pain and suffering, and even emotional distress. They can also identify hidden costs, like rental car fees or long-term disability.

BENEFITS OF HIRING AN ATTORNEY

Attorneys are expert negotiators who protect you from lowball insurance offers. They manage paperwork, deadlines, and communication so you can focus on recovery. Many also work with accident reconstruction specialists and medical experts to build a strong case.

MAKING THE DECISION

If your accident was minor with no injuries, you may be fine handling it alone—but don't assume legal help is out of reach. Most personal injury attorneys offer free consultations and work on contingency, meaning you don't pay unless they win. This makes legal support accessible and risk-free.

TAKE THE FIRST STEP

Still unsure? A free consultation can help you understand your options. Let an experienced attorney help you determine the best course of action and fight for the compensation you deserve.

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Solution on Page 4

Frequently Asked Questions

What should I do if I'm injured in a car accident but don't feel pain right away?

Even if you don't feel immediate pain, it's crucial to seek medical attention as soon as possible. Some injuries, like whiplash or internal bruising, can appear hours or days later. Prompt medical documentation also strengthens your legal claim if you decide to pursue compensation.

Can my employer fire me for using FMLA leave during a family emergency?

No. If you're eligible under the Family and Medical Leave Act (FMLA) and follow proper procedures, your job is protected. If you face retaliation or termination after requesting FMLA leave, you may have a legal claim.

How much does it cost to hire Harman Law for a personal injury case?

We work on a contingency fee basis for personal injury claims, meaning you don't pay us unless we win your case. Our fee is a percentage of your settlement, so there are no upfront costs to you.

Is spring cleaning a good time to review my employment contract or severance agreement?

Yes! Spring is the perfect time to declutter—not just your space, but your paperwork too. If you're considering a job change or recently received a severance offer, our team can review your documents to ensure your rights are protected.



Work Discrimination Lawyer: Protecting Your Rights as an Employee

While we hope our employers act in good faith, that's not always the case. Fortunately, laws are in place to protect workers from discrimination based on race, religion, gender, age, disability, and more. If you've experienced mistreatment at work, the team at Harman Law is here to help ensure your rights are protected.

UNDERSTANDING EMPLOYMENT DISCRIMINATION LAWS

Federal laws like Title VII of the Civil Rights Act, the ADA, and the ADEA prohibit employers from taking adverse action against employees based on protected characteristics. Unfortunately, just because laws exist doesn't mean they're always followed. Discrimination can include sexual harassment, racial comments, or being passed over for promotion due to personal traits unrelated to job performance.

SIGNS YOU MAY NEED A WORKPLACE DISCRIMINATION LAWYER

Workplace discrimination can be subtle or overt. Signs you may need legal help include:

- Inappropriate comments about your race, gender, or age
- Unwarranted criticism or reduced hours
- Being excluded after reporting misconduct
- Retaliation for refusing advances or speaking up

If you've experienced any of these, a workplace discrimination or harassment lawyer can help you assess the strength of your case and advocate on your behalf.

BENEFITS OF HIRING A LEGAL PROFESSIONAL

Proving discrimination is complex. Employers often come prepared with legal defense. Having an experienced attorney levels the playing field. Harman Law's team understands how to gather compelling evidence, build a solid case, and stand up to employers—whether in negotiations or court.

HOW TO FIND THE RIGHT LAWYER FOR YOUR CASE

Look for experience, positive client reviews, and a compassionate approach. A good lawyer will be communicative, attentive, and knowledgeable. At Harman Law, we've built a strong reputation for advocating tirelessly for employee rights and securing meaningful results.

STEPS TO TAKE WHEN FACING DISCRIMINATION AT WORK

1. Attempt to Resolve Internally – Sometimes HR can address issues effectively.
2. Report to HR in Writing – Create a paper trail.
3. Gather Evidence – Save messages, emails, performance reviews, and anything else that documents your experience.

If you're unsure whether your experience qualifies as discrimination, reach out. Harman Law is here to listen, advise, and fight for you.



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Sudoku Solutions

9	3	6	7	4	5	1	8	2
2	8	5	6	1	9	7	3	4
1	4	7	3	8	2	9	6	5
8	1	4	2	7	6	5	9	3
3	7	2	5	9	4	8	1	6
5	6	9	8	3	1	4	2	7
7	9	1	4	6	3	2	5	8
6	5	8	9	2	7	3	4	1
4	2	3	1	5	8	6	7	9

Seasonal Recipe: Spring Strawberry Spinach Salad

Welcome the season of growth and renewal with a crisp, refreshing salad that's as bright as a spring morning. This strawberry spinach salad combines sweet, savory, and tangy flavors—ideal for a quick lunch, family dinner, or Easter gathering.

Ingredients:

- 6 cups baby spinach
- 1 cup sliced fresh strawberries
- ¾ cup thinly sliced red onions
- ½ cup crumbled feta cheese
- ¾ cup sliced almonds (toasted)
- *Optional:* grilled chicken or avocado slices for extra protein

For the Dressing:

- 3 tablespoons olive oil
- 2 tablespoons balsamic vinegar
- 1 tablespoon honey or maple syrup
- 1 teaspoon Dijon mustard
- Salt and pepper to taste

Instructions:

Make the dressing: In a small bowl or jar, whisk together olive oil, balsamic vinegar, honey, Dijon mustard, salt, and pepper. Set aside.

Assemble the salad: In a large bowl, combine spinach, strawberries, red onions, and feta.

Drizzle with dressing and gently toss to coat. Top with toasted almonds just before serving.

Serve immediately and enjoy the flavors of spring!

Light, fresh, and nourishing—just like the season.

We're here to help your spring stay balanced, bright, and protected.

Enjoy your healthy meal for Spring!



Why Our Clients Trust Us



EXCEPTIONAL LEGAL GUIDANCE

I was facing a difficult situation at work, but Michael and his team made sure I understood my rights and guided me through the process. Their support gave me the confidence I needed to move forward.

David R.