



HARMAN LAW

THE HARMAN HEADLINE

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



Rooted in Service, Growing Across North Carolina: Now in Rocky Mount

We're proud to announce the opening of our new office in Rocky Mount, North Carolina. This marks an exciting step forward in our mission to serve individuals and families across the state. This expansion brings our firm's commitment to client-focused advocacy to the eastern region, and we're just getting started.

As part of this growth, we're thrilled to welcome Attorney Jonathan Winstead and Office Manager and Legal Assistant Jackie Little to the Harman Law team. Jonathan and Jackie have been serving clients in the Rocky Mount area for over 20 years and bring a deep well of knowledge, compassion, and experience that fits naturally with our firm's values.

With their addition, we're also excited to expand into a new area of practice: Social Security Disability. Jonathan has extensive experience representing individuals navigating the disability benefits process, and we look forward to offering this service alongside our existing work in personal injury, workers' compensation, employment law, and estate planning.

We're grateful for the opportunity to grow with such a strong foundation in place and for the chance to help more North Carolinians protect what matters most.

—Michael Harman

Navigating Legal Waters: What to Know About Boating Accidents



Summer is prime boating season in North Carolina, drawing families and friends to our lakes and waterways. But with increased boat traffic comes a greater risk of accidents. Collisions, capsizing, and passengers going overboard can cause serious harm—from traumatic brain injuries to spinal damage and even drowning.

UNDERSTANDING WHAT CAUSES BOATING ACCIDENTS

Boating accidents are often caused by factors that are entirely preventable. Operator inattention, excessive speed, boating under

the influence, and failure to check weather forecasts all contribute to unnecessary risks on the water. Mechanical failures and overcrowded vessels also lead to incidents that could have been avoided with proper preparation and care.

STEPS TO TAKE AFTER AN ACCIDENT

If you're involved in a boating accident, prioritize safety. Check for injuries, use flares or signals to get help, and document the scene with photos and witness details. Report the accident to the appropriate authorities and seek medical attention. Legal guidance can be critical—especially if the accident was caused by another party's negligence.

HOW HARMAN LAW CAN HELP

Boating accident cases can involve complex liability issues and insurance challenges. At **Harman Law**, we work diligently to investigate the facts, advocate for your rights, and pursue fair compensation. This may include reimbursement for medical expenses, lost income, pain and suffering, and in some cases, punitive damages.

To better prepare for the unexpected, download our **Boating Accident Checklist**—available now at www.harmanlawnc.com. And if you've been injured on the water, contact us at **(704) 286-0947** for a confidential consultation.



Unwavering Client Experience. Outstanding Results. Call Us Today 704-237-6613.

Staying Safe on the Road: How to Prepare for Unexpected Hazards



Whether you're commuting, traveling, or running errands, unexpected road hazards can make a routine drive dangerous. In North Carolina, potholes, debris, poor weather, and reckless drivers are all common risks. The good news? A little preparedness can go a long way in keeping you safe—and protecting your rights.

Know the Common Hazards

Drivers across North Carolina often encounter road threats like uneven pavement, fallen branches, and debris from construction zones. These hazards, especially in high-speed or high-traffic situations, can lead to severe accidents. Recognizing and responding to them quickly is key to avoiding harm.

Prevention Starts with Your Vehicle

Your car's condition plays a major role in your safety. Regularly check tire pressure, tread depth, brakes, and wipers. Make sure your lights are working and your

windshield is clean to maintain good visibility. Vehicles in poor condition are less equipped to handle sudden obstacles.

Stay Alert and Don't Rely on Autopilot

Distracted driving is a leading cause of crashes. Avoid the urge to check your phone or adjust music while driving. Stay focused, especially in unfamiliar areas or when weather changes. Keep a safe distance from other vehicles and remain aware of your surroundings.

What to Do After a Road Hazard Incident

If you're involved in an accident due to a pothole, debris, or other hazards, safely pull over and assess for injuries. Document the scene thoroughly—including the hazard—and report it to the proper authorities. If negligence played a role, such as poor maintenance by a municipality or careless contractors, speak with an attorney.



How is Pain and Suffering Calculated: A Guide

UNDERSTANDING PAIN AND SUFFERING

Pain and suffering refer to the physical pain and emotional distress experienced after an injury. Unlike medical bills or lost wages, these damages are non-economic and don't have a clear monetary value—making them harder to calculate but still critical to your claim.

TYPES OF PAIN AND SUFFERING CLAIMS

Claims can include physical pain, emotional distress, disfigurement, and loss of enjoyment of life. These effects may be temporary or long-lasting, and their impact on your day-to-day life can significantly influence your compensation.

METHODS OF CALCULATION

The most common method is the Multiplier Method, which multiplies your economic damages by a number (usually 1.5 to 5) based on the severity of your injuries. Another approach is the Per Diem Method, which assigns a daily

dollar amount to your suffering and multiplies it by your recovery time.

FACTORS THAT IMPACT VALUE

Key factors include injury severity, whether the impact is permanent, medical expenses, emotional distress, and how the injury affects your lifestyle. Courts may also consider pre-existing conditions and your share of fault in the incident.

WHY LEGAL SUPPORT MATTERS

Because pain and suffering is subjective, skilled legal representation ensures that your experience is fully accounted for. Attorneys help gather evidence, work with experts, and advocate for the compensation you deserve.

If you believe you're entitled to compensation for pain and suffering, Harman Law is here to guide you through every step of your claim.

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4		9		5	2			7

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Hostile Work Environment Lawyer: Your Legal Advocate for Employee Rights

WHAT IS A HOSTILE WORK ENVIRONMENT?

A hostile work environment occurs when repeated discriminatory, threatening, or inappropriate behavior makes it difficult for an employee to perform their job. It goes beyond unpleasant coworkers—examples include harassment, discrimination, retaliation, verbal abuse, or even inappropriate physical contact.

SIGNS YOUR WORKPLACE MAY BE HOSTILE

Red flags include discriminatory treatment, unfair discipline, belittling or verbal abuse, exclusion or humiliation, and retaliation for whistleblowing. Unwanted touching or physical intimidation is also a serious concern.

FINDING THE RIGHT ATTORNEY

Look for a lawyer who specializes in hostile work environment claims, has a strong track record, and communicates clearly. Ensure they're accessible and transparent about fees. A qualified lawyer should make you feel supported—not pressured.

YOUR LEGAL OPTIONS

Victims may file a complaint with the EEOC or a local employment agency. In some cases, filing a civil lawsuit may be appropriate to recover damages for discrimination, harassment, or wrongful termination.

WHY LEGAL REPRESENTATION MATTERS

A hostile work environment lawyer can guide you through the process, protect your rights, help you collect evidence, and determine whether to settle or go to trial. They can also defend you from retaliation and advocate for full compensation, including lost wages and emotional distress.

WE'RE HERE TO HELP

At Harman Law, we stand up for employees who've been mistreated. If you're navigating workplace hostility, let us help you pursue the justice and resolution you deserve.

Frequently Asked Questions

What should I do if the insurance company contacts me directly after an accident?

Politely decline to speak with them and refer them to your attorney. Insurance adjusters may try to gather statements that can later be used to minimize your claim. Having legal representation ensures your rights are protected and that any communication is handled strategically.

How long does a typical personal injury case take to resolve?

The timeline varies depending on the complexity of the case, severity of injuries, and whether a settlement is reached or litigation is necessary. On average, cases can take several months to over a year. At Harman Law, we move efficiently while ensuring we pursue the best possible outcome for you.

Can I be fired for filing a workers' compensation claim?

No, it is illegal for an employer to retaliate against an employee for filing a valid workers' comp claim. If you believe you've experienced retaliation, Harman Law can help you take legal action to protect your rights.

What types of compensation are available in an employment law case?

Depending on the circumstances, you may be entitled to lost wages, emotional distress damages, reinstatement to your job, and attorney's fees. If the employer's conduct was especially egregious, punitive damages may also be available.



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Sudoku Solutions

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

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Seasonal Recipe: Cucumber Yogurt Dip (Tzatziki-Inspired)

This cooling cucumber dip is refreshing, easy to prep, and perfect as a snack or side. Great with veggies, pita, or grilled meats.

Ingredients:

- 1 large cucumber, grated and drained
- 1 cup plain Greek yogurt
- 1 garlic clove, minced
- 1 tbsp lemon juice
- 1 tbsp fresh dill or mint, chopped
- Salt and black pepper to taste
- Olive oil for drizzling (optional)

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:

Grate cucumber and squeeze out excess liquid using a clean towel or cheesecloth.



In a bowl, mix cucumber with yogurt, garlic, lemon juice, and herbs.

Add salt and pepper to taste. Chill for 15–30 minutes before serving.

Drizzle with olive oil if desired.

Why We Love It:

Simple, hydrating, and protein-packed—this dip supports digestion and energy during long workdays.

Enjoy your healthy dip for the Summer!

Why Our Clients Trust Us



QUICK AND EFFICIENT RESOLUTION

After my car accident, I was overwhelmed and didn't know where to start. Harman Law took care of everything, and I was able to focus on my recovery. They fought to get me the compensation I deserved.

Sarah L.