



THE HARMAN HEADLINE

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



Progress Over Perfection

As we move into the second quarter of the year, I've been thinking about how easy it is to fall into the trap of waiting for the "right time" to start something.

For me, that has shown up in small but meaningful ways. For years, I've said I wanted to learn Spanish. It was always something I planned to get to when I had more time or a better routine. This year, I decided to stop waiting and just start. I've been using small pockets of time, like walking the dog or driving, to work on it. I have not been perfect or as consistent as I originally planned, but I have made steady progress. That alone has been a shift.

The same idea has carried over into other areas of my life. It is easy to get caught up in the busyness of work and daily responsibilities and lose sight of what matters most. This year, I've tried to be more intentional about being present with my family, showing up for my kids' practices and school events, and making time for things that would otherwise get pushed aside. I have also been more engaged in the organizations and community efforts that are important to me, from local events to volunteer opportunities.

None of this has been perfect. But it has been progress.

I have realized that one of the biggest obstacles is the idea that something has to be done all at once or not at all. That mindset can lead to inaction. In reality, most meaningful progress comes from taking small, consistent steps over time. Starting, even in an imperfect way, is often the hardest and most important part.

That same approach applies to our work at Harman Law. We are always looking for ways to improve how we serve our clients, whether through refining our processes, strengthening our team, or finding better ways to communicate and support people through difficult situations. Those improvements do not happen all at once. They happen through steady, intentional progress.

As we move further into the year, my focus is simple: keep showing up, keep taking action, and keep building, even if it is one small step at a time.

- Michael Harman

Every Case Tells a Different Story



No two clients walk through our doors with the same situation. Even when the legal issue looks familiar on the surface, the details underneath are always unique. The circumstances, the people involved, the stakes, and what a good outcome actually looks like can be completely different from one case to the next.

That is something I have always believed, but it is also something I have to be intentional about reinforcing as our firm grows. It would be easy to let volume and routine take over. But the moment a legal team stops truly listening and starts assuming they already know what a client needs, the quality of the work suffers.

At Harman Law, we take time at the front end of every case to understand not just the legal issue, but the full picture. What happened, how it has affected this person's life, and what they are actually hoping to achieve. That foundation shapes everything that follows, from how we build the case to how we communicate along the way.

A legal strategy that fits one person's situation may be completely wrong for another. Getting that right starts with slowing down, asking the right questions, and truly listening to the answers.

WORKERS' COMP MAY COVER MORE THAN YOU THINK



Most people know that workers' compensation covers medical bills and a portion of lost wages. What many do not realize is that NC workers may be entitled to additional benefits that often go unclaimed.

PERMANENT PARTIAL DISABILITY

Once you reach maximum medical improvement, your doctor assigns an impairment rating to the injured body part. That rating can translate into a significant lump sum payment that many workers never pursue because they did not know it existed.

MILEAGE AND TRAVEL REIMBURSEMENT

Transportation to and from medical appointments is a covered expense under NC workers' comp. Keeping a record

of your trips and submitting them correctly can add up to meaningful reimbursement over the course of a claim.

VOCATIONAL REHABILITATION

If your injury prevents you from returning to your previous role, you may be entitled to vocational rehabilitation services to help you re-enter the workforce at a comparable wage.

KNOW WHAT YOU ARE OWED

Understanding the full scope of your benefits is an important part of recovering what you deserve after a workplace injury.

What Damages Can You Recover After an Accident in NC?

After an injury, most people focus on medical bills. But a personal injury claim in North Carolina can cover much more than that, and understanding the full picture is an important part of making sure you are fully compensated.

ECONOMIC DAMAGES

These are your quantifiable financial losses and include medical expenses both past and future, lost wages from missed work, reduced earning capacity if your injury limits your ability to work long term, property damage, and out of pocket costs such as transportation to appointments, prescriptions, and assistive devices. NC places no cap on economic damages.

NON-ECONOMIC DAMAGES

Pain and suffering, emotional distress, loss of enjoyment of life, and loss of consortium are all recoverable in NC personal injury cases. These are harder to quantify but they

are real losses that deserve to be recognized. In most cases there is no cap on these damages, with the exception of medical malpractice claims.

PUNITIVE DAMAGES

In cases involving especially reckless or intentional conduct, punitive damages may also be available. These are capped at the greater of \$250,000 or three times the compensatory damages awarded, though that cap does not apply in drunk driving cases.

ONE IMPORTANT CAVEAT

North Carolina follows a strict contributory negligence rule. If you are found even partially at fault, you may be barred from recovering anything at all, which makes building a strong, well-documented case essential from the start.

SUDOKU

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

Solution on Page 4



WHAT TO WATCH OUT FOR BEFORE SIGNING AN EMPLOYMENT AGREEMENT

Getting a job offer is exciting, but the contract you sign at the start of your employment can affect your rights for years to come. Before you put pen to paper, here is what to pay attention to.

NON-COMPETE CLAUSES

Many employment agreements include restrictions on where you can work after leaving the company. In NC, these clauses are enforceable but must be reasonable in scope, geography, and duration. Know what you are agreeing to before you sign.

ARBITRATION AGREEMENTS

Some contracts require you to resolve any disputes through arbitration rather than in court. This can significantly limit your legal options if a problem arises down the road.

CONFIDENTIALITY AND NON-SOLICITATION PROVISIONS

These clauses can restrict what you say about the company and who you can contact after leaving. Make sure you understand the scope of what is being restricted.

TERMINATION TERMS

Review any language around how and why your employment can be ended. NC is an at-will state, but a contract can modify those default rules in ways that may or may not work in your favor.

GET A REVIEW BEFORE YOU SIGN

Employment contracts are drafted with the employer's interests in mind. Having an attorney review the agreement before you sign ensures you understand exactly what you are agreeing to and can negotiate terms that are fair to you.

Frequently Asked Questions

Can the insurance company use my prior medical history against me?

Yes, and it is a common tactic. Insurers will look for pre-existing conditions to argue your injuries existed before the accident. However, if the accident made a prior condition worse, you are still entitled to compensation for that worsening under NC law. Clear medical records showing your condition before and after the accident are your best protection.

What if my employer says my injury is not work related?

This is one of the most common ways workers' comp claims get disputed. Your employer or their insurance carrier may argue your injury was caused by something outside of work. You have the right to request a hearing before the NC Industrial Commission, and medical documentation from your treating physician can be critical in proving the connection.

Can I get SSDI for a mental health condition?

Yes. Conditions like depression, anxiety, PTSD, and bipolar disorder can qualify for SSDI if they are severe enough to prevent you from maintaining gainful employment. The SSA requires detailed documentation from a treating mental health professional. These claims are frequently denied at first, but many are successfully approved on appeal.



HUNTERSVILLE OFFICE
10224 Hickorywood Hill Ave., Ste 202,
Huntersville, NC 28078
704.901.8881

Email: contact@harmanlawnc.com
Website: harmanlawnc.com

HICKORY OFFICE 520 8th St. NE, #203 Hickory, NC 28601 828.248.7664
CHARLOTTE OFFICE 5940 Monroe Road, # 201 Charlotte, NC 28212 704.286.0947

ROCKY MOUNT OFFICE
4117 Sunset Avenue,
Rocky Mount, NC 27804
252.937.8813

Sudoku Solutions

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

INSIDE THIS ISSUE

Page 1

- Progress Over Perfection
- Every Case Tells a Different Story

Page 2

- Workers' Comp May Cover More Than You Think
- What Damages Can You Recover After an Accident in NC?

Page 3

- Sudoku
- Frequently Asked Questions
- What to Watch Out for Before Signing an Employment Agreement

Page 4

- Directory
- Seasonal Recipe: One Pan Spring Chicken and Vegetables

One Pan Spring Chicken and Vegetables

This simple, crowd-pleasing dish is perfect for spring gatherings. Everything cooks together in one pan, making cleanup easy and the flavors even better. Fresh seasonal vegetables and tender chicken make this a go-to meal the whole family will love.

Ingredients:

- 4 bone-in, skin-on chicken thighs
- 1 pound baby potatoes, halved
- 2 cups asparagus, trimmed and cut into pieces
- 1 cup cherry tomatoes
- 3 cloves garlic, minced
- 3 tablespoons olive oil
- 1 teaspoon dried oregano
- 1 teaspoon dried thyme
- 1 lemon, sliced
- Salt and black pepper to taste
- Fresh parsley for garnish

Instructions:

1. Preheat oven to 425°F. Drizzle a large baking sheet with olive oil.
2. Toss potatoes with olive oil, garlic, oregano, thyme, salt, and pepper. Spread across the pan and roast for 15 minutes.
3. Season chicken thighs generously with salt, pepper, and a drizzle of olive oil. Nestle them into the pan alongside the potatoes.

4. Roast for 20 minutes, then add asparagus, cherry tomatoes, and lemon slices to the pan.

5. Return to oven and roast for an additional 15 to 20 minutes, until the chicken is golden and cooked through.

6. Garnish with fresh parsley and serve directly from the pan.



Why Our Clients Trust Us



THOROUGH GUIDANCE AND DEDICATED SUPPORT FOR ESTATE PLANNING

We had a wonderful experience using Harman Law to prepare a new Will after needing to update the 30+ year old one that we had. All our questions were answered and we highly recommend their services!

Kimberly M.