

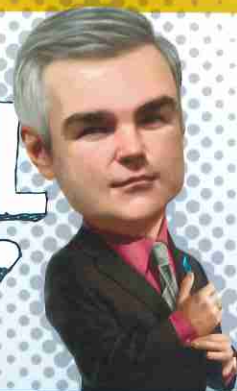
May 2016

MARC WHITEHEAD & ASSOCIATES
ATTORNEYS AT LAW LLP
A NATIONAL DISABILITY CLAIMS LAW FIRM

Vol. 2

Issue: 03

THE NEWSLETTER YOU'VE BEEN WAITING FOR... Successful Barrister



"MARKETING, MANAGEMENT & LIFE SKILLS THAT PROBABLY WON'T GET YOU DISBARRED"

SALE Price: ~~\$199.99~~, ~~\$159.99~~, ~~\$125.99~~, ~~\$99.99~~, ~~\$89.99~~, ~~\$79.99~~

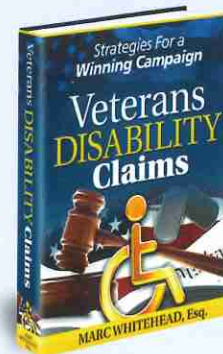
WELCOME to Another Incredible Issue of the Successful Barrister!

This monthly newsletter is stuffed full of advice and guidance for lawyers seeking to improve their practices and their lives while making money heaps of money and still staying classy. In this issue, I share some thoughts on self-assessment and how to reach your highest potential. As always, if you know anyone you think would enjoy this newsletter, please email me their contact information at marc@marcwhitehead.com and I will be pleased to add them to my mailing list. Enjoy!

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FEATURE BOOK



Call Us For a Free Copy of Marc's Latest Book!

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How to Be Brilliant



MARC WHITEHEAD
BOARD CERTIFIED - PERSONAL INJURY TRIAL LAW
TEXAS BOARD OF LEGAL SPECIALIZATION
BOARD CERTIFIED - SOCIAL SECURITY DISABILITY LAW
NATIONAL BOARD OF SOCIAL SECURITY DISABILITY ADVOCACY

49 Questions to Ask Yourself

I'm currently reading Josh Kaufman's book, "The Personal MBA" which is a great book on productivity, good business decision making and management skills. But what caught my eye, and

what I thought may be a great help to everyone, is his list of 49 questions. This is a self-assessment set of questions that he feels can help your brain look at your own world in a different way. Sometimes it just takes a couple of great questions to get you thinking about where you want to be now or in the future, both personally and professionally, and may even show you some unexpected thoughts to help you get there.

Do I Use My Body Optimally?*

What is the quality of my current diet?

Do I get enough sleep?

Am I managing my energy well each day?

How well am I managing daily stress?

Do I have good posture and poise?

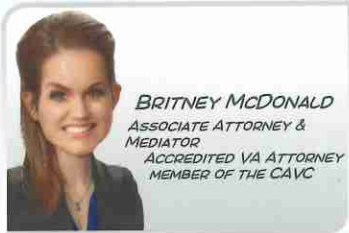
What can I do to improve my ability to observe the world around me?



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Freeing Yourself of Self Imposed Limits

Actualizing Your Potential



One concept that many individuals in business and law should realize is that a person's success derives from a good balance of both attitude and aptitude. Formal training and continuing education tend

to emphasize that aptitude is the more important quality, but the opposite is actually more often true. A person's attitude is equally if not more important to the success he or she will yield.

Dan Kennedy focused on this idea in his article "Mastering Your Inner Game." He describes four major inner components that affect each person's outer success.

These components are:

- Self-Esteem
- Self-Image
- Self-Confidence
- Self-Discipline

A strong foundation in each area leads to both personal and professional excellence. Likewise, a weak foundation stymies our own potentials.

Self-Esteem

Self-Esteem reflects a person's overall subjective emotional evaluation of his or her own worth.

It is a judgment of oneself as well as an attitude toward the self. Self-Esteem asks, "How much success do you deserve? How much are you worth?" If an individual's Self-Esteem is suffering, likely his or her goals will be set lower, or none will be set at all.

"The secret of getting ahead is getting started"

Mark Twain

Dan has several ideas for strengthening your self-esteem:

- Give yourself recognition for each and every accomplishment.
- Associate with people who encourage and motivate you.
- Surround yourself with positive minded people to help transform your own attitude; unhappy people

bring down your Self-Esteem.

- Improve your office and home environments, equipment, wardrobe, and anything else that may have an impact on your attitude.
- Invest time in better organization methods because often procrastination and disorganization rob many people of their Self-Esteem.

Self-Image

Self-Image is how you perceive yourself. It is a number of self-impressions that have built up over time. It is who you think you are. Your Self-Image is predominately controlled by self-imposed limits. Shockingly, very few people ever perform beyond those self-imposed limits. Subconsciously, if you

cannot see past your own limits on success, you will have a hard time ever actualizing your fullest potential.

Dan suggests that our own Self-Image was created and is sustained through self-talk; the use of affirmations. Consequently, this is also the method by which you can improve your Self-Image. If you constantly set goals for yourself "to get" and "to have," disappointment typically follows. A great way to guard against this frustration is to instead set goals for yourself "to be." This adaptation will help achieve some Self-Image modification.

Likewise, your own Self-Image helps create the person that your peers see you as; if you project a positive Self-Image, people will be more likely to see you as a positive, capable person.

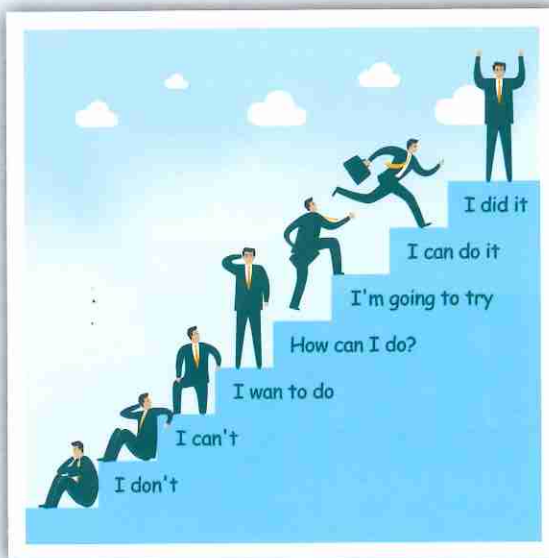
It is, however, important that your Self-image be both positive and realistic. Nurturing a Self-Image that is unrealistic can eventually hurt your Self-Esteem. Instead, try to project a Self-Image that is positive, realistic, and true to yourself.

Self-Confidence

Self-Confidence is another element of our "inner game" that can greatly restrict or escalate our potential for success. A positive outlook on your goals enables you to expand your horizons and actualize those goals.

There are several quick and simple ways to create incorporate into your daily activities:

- **Dressing sharply helps generate confident feelings about oneself.** No one is more conscious of your physical appearance than you are. When you look good, you feel good, and you carry yourself with confidence. That Self-Confidence is viewed by other people around who, in turn, engender their own confidences in your abilities thus creating opportunities for more success.



Do I Know What I Want?

- What achievements would make me really excited?
- What "states of being" do I want to experience each day?
- Are my priorities and values clearly defined?
- Am I capable of making decisions quickly and confidently?
- Do I consistently focus my attention on what I want versus what I don't want?

What Am I Afraid Of?

- Have I created an honest and complete list of the fears I'm holding on to?
- Have I confronted each fear to imagine how I would handle it if it came to pass?
- Am I capable of recognizing and correcting self-limitation?
- Am I appropriately pushing my own limits?

Is My Mind Clear And Focused?

- Do I systematically externalize (write or record) what I'm thinking about?
- Am I making it easy to capture my thoughts quickly, while as I have them?
- What has my attention right now?
- Am I regularly asking myself appropriate guiding questions?
- Do I spend most of my time focusing on a single task, or am I constantly flipping between multiple tasks?
- Do I spend enough time actively reflecting on my goals, projects, and progress?

"Isn't it amazing how much stuff we get done the day before vacation?"

Zig Ziglar

Am I Confident, Relaxed, And Productive?

- Have I found a planning method that works for me?
- Am I "just organized enough"?
- Do I have an up-to-date list of my projects and active tasks?
- Do I review all of my commitments on a regular basis?
- Do I take regular, genuine breaks from my work?
- Am I consciously creating positive habits?
- Am I working to shed nonproductive habits?
- Am I comfortable with telling other people "no"?

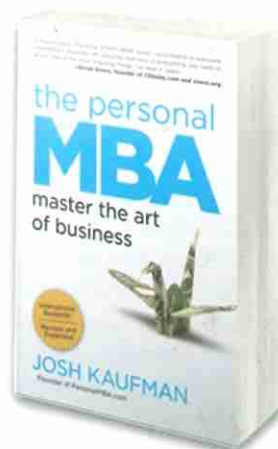
How Do I Perform Best?

- What do I particularly enjoy?
- What am I particularly good at doing?
- What environment(s) do I find most conducive to doing good work?
- How do I tend to learn most effectively?
- How do I prefer to work with and communicate with others?
- What is currently holding me back?



What Do I Really Need To Be Happy And Fulfilled?

- How am I currently defining "success"?
- Is there another way of defining "success" that I may find more fulfilling?
- How often do I compare myself with my perceptions of other people?
- Am I currently living below my means?
- If I could only own one hundred things, what would they be?
- Am I capable of separating necessity and luxury?
- What do I feel grateful for in my life and work?

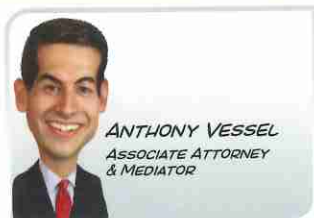


I found these questions to be a valuable resource for self-evaluation. Josh recommends setting aside an hour or two at home or even while treating yourself to a nice meal to "spend time with yourself" while going through these questions. Take the time to really think about each question, you may be surprised at your own answers. If you want to check out the entire book, "The Personal MBA", you can find it here: www.personalmba.com. Enjoy! ☺

**Excerpt From: Kaufman, Josh. "The Personal MBA." Penguin Group, 2012-08-28. iBooks.*

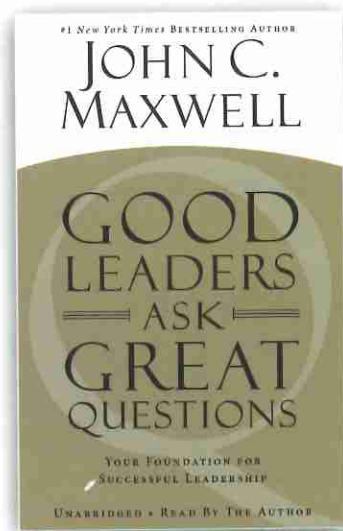
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Leaders: Why Questions Are Important (Part 1)



ANTHONY VESSEL
ASSOCIATE ATTORNEY
& MEDIATOR

A pillar of being a good leader and communicator is to lead with questions not statements. This is well established by the late, great Dale Carnegie in his best-selling book "How to Win Friends and Influence People." I was reading John Maxwell's "Good Leaders Ask Great Questions," and found many of the same principles but explained in a different way.



Unsurprisingly, I'm of the same mind. You may ask, "why are questions so important?" My humble and simple answer would be that questions are a great vehicle to open up the channels of communication and can open up topics that could go overlooked. As lawyers, we are used to questions as keys to understanding. Every law school in America uses the Socratic Method (to a varying degree at least) to educate students in how to consider legal problems. As I'm sure most of you have experienced, some law professors are purists of the Socratic Method and never

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An Exploration of John Maxwell's Book "Good Leaders Ask Great Questions"

make even one declaratory statement throughout an entire class. This is because questions are powerful tools, especially in gaining and sharing information. Think about your practice. Look at all the questions you ask your client before taking a case, questions of witnesses during depositions, direct, and cross, questions of your staff in reviewing a case, etc. Questions are a lawyer's best ammunition, but they can also be the lifeblood of your role as a leader.

Some questions to ask yourself as a leader include:

- Am I investing in myself?
- Am I genuinely interested in others?
- Am I grounded as a leader?
- Am I adding value to my team/staff?
- Am I investing time with the right people?

Questions to ask your team:

Effective leaders use questions to build better ideas. This concept is two-fold. Questions connect people both on the surface and on a deeper level. If you ask someone a question, our societal norms tell us that it should elicit an answer. This question has thus connected two parties in a stream of dialog. In a deeper sense, asking someone a question demonstrates that you are looking to them for an answer, for validation, for their opinion. All of these show the question recipient that you value their opinion or input, even if just a small amount. Implementing

this approach to broaching topics with your staff can change their attitude in how they work with you.

Ponder this scenario: you walk up to your law clerk and saying "I need you to research the Smith v. Smith case, and give me a memo on the authority." You just barked an order. This isn't really inspiring; in fact, it can even be a little discouraging. However, if you approach them with the question "What do you know about the Smith v. Smith case? Could you put a memo together to bring me up to speed on this?" This demonstrates that you value their opinion and even gave them the opportunity to answer in case they did know something off hand. Simple phrasing and delivery can change your staff's attitude in carrying out a task. The following are some effective and broadly-purposed questions that can be used with members of your team in completing a project:

- What do you think?
- What do you need (from me)?
- What do I need to communicate?
- What do I need to know?
- How are our numbers?
- What did we learn?
- How do we add value (as a team)?

All of these questions express your interests in particular areas (or people,) but do so in an open-ended way that allows the team member to produce the answers in their own way. Hire good people and give them the opportunity to think for themselves (and you.)

How do I lead myself?

One theme that reoccurs in both Maxwell's and Carnegie's teachings is that of humility. Asking questions demonstrates that there is something that you do not know. I've found, especially amongst lawyers, that this is a difficult admission. However, there's an old saying: "it's better to appear uninformed rather than be uninformed." It's okay, let off the reigns of your ego and pride just a bit, they can only hold you back as a leader.

Take time to think about your top 3 favorite leaders. I'll list some of mine: Abraham Lincoln, Dr. Martin Luther King, Jr., and Franklin D. Roosevelt. Many consider these people to be some of America's greatest leaders of all time. One common characteristic of all three men is that they were people who served others and the best interest of others. They were also all met with adversity and their leadership decisions were not always the most popular. However, each of these men took this country forward when tasked with that responsibility, even when their ideas were down right hated.

In growing as a leader, don't forget to ask yourself the right questions along the way. Use questions to help build your knowledge and empower your team. In the next part of this article on Leadership through questions, I will dive into how leadership works, how to resolve conflict, and how to navigate leadership... *stay tuned!*

You can pick up a copy of Good Leaders Ask Great Questions at www.johnmaxwell.com ©

Experienced Litigator Needed

West Palm Beach, Law Offices of Craig Goldenfarb



By Craig Goldenfarb

I recently found myself in need of a new litigation attorney for my firm and didn't want to pursue the same old tactics for finding a new employee. Plus, I found that I really didn't want to sit through hours of interviews hoping to find that one perfect person. What I wanted was a way to narrow down the responses to those who were truly interested in the position and not just a job. So I decided to shake things up and create a space in the universe for the perfect candidate to respond to the ad.



Let's face it, bland job postings bring in bland interviewees. If you want someone dynamic to apply, your job posting needs to be energetic and unique as well.

I placed the ad on three different list serves, and received resumes of candidates who were not scared off by the posting. This helped to seriously reduce the number of "not qualified" candidates. Did I mention that the cost of the postings was **FREE**?

Here is the job posting, I think it worked out quite well:

I am again looking for another litigator to join my growing law firm.

My firm handles auto accidents, premises accidents, Wrongful Death, medical malpractice, nursing home abuse/neglect, and heart attacks in public places. You may see my website for more information at 800GOLDLAW.COM.

Minimum experience is 7-10 years on Plaintiff's side.

This job is for you if:

1. You don't want to have to market for cases (although you are certainly welcome to do so and I encourage it).
2. You hate the business of running your own firm and would simply like to focus on law and be a litigator and trial lawyer
3. You want a structured office with carefully thought-out policies and procedures, which you won't mind following, and

three other great litigators to strategize with, including my excellent litigation supervisor, Spencer Kuvin, Esq.

4. You want a six figure salary with a guaranteed percentage of the settlements or verdicts you obtain (i.e. not "trust me we will take care of you"). You will have an Employment Agreement that will be signed by both of us.
5. You want a staff of one paralegal and one litigation secretary, dedicated solely to your litigation caseload.
6. You hate dealing with pre-suit cases (you would not have to, at this firm), even the cases you bring to the firm.
7. You want a dedicated "closing department" that negotiates liens and medical bills for you at the conclusion of your cases, so you don't have to deal with such issues.
8. You want to work with a law firm with an excellent staff of more than forty people that actually enjoy coming to work and enjoy each other's company.
9. You want a generous benefits package including 401(K); profit sharing, health insurance, life insurance, and other great benefits.
10. You want to work in a firm with a dedicated "intake" department, so you don't have to be on the phone handling intakes.
11. You have a "Type - A" personality and you have a strong work ethic.

This job is not for you if:

1. You are a current defense attorney and have no Plaintiff's PI experience
2. You have fewer than three Plaintiff PI trials, to verdict.
3. You typically go home at 3:00 on Fridays, or you go home after any depo that "ends late in the day"
4. You yell at your secretary or paralegal, or you throw things at your secretary or paralegal, or find yourself losing your temper frequently.
5. You don't "over-prepare" for things out of fear you might miss something.
6. You don't "remote access" into the office, from your home computer, or don't even know what "remote access" is.
7. You are incapable or unwilling to prepare a memo of law or a response to a summary judgment motion or Motion to Dismiss, because you are a lousy writer or don't like legal writing.

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Is Your Avvo Profile Sub-Par?

Here's How to Increase Your Rating ★★★★★



Avvo is one of those sites that seem to require more work on your part than perhaps you want to deal with. But whether you think it's a great B2B marketing tool or the bane of your existence, Avvo is something you really need to use to your advantage. The

profiles are usually created without much input from you, and because of that the ranking for your profile might be in the lower regions of the forgotten. But fear not! There is quite a bit you can do to boost your rankings and make Avvo work for you.

Avvo rates your profile based on a couple of things:

1. How involved you are in the legal world and your legal community.
2. How active are you on the AVVO website.

Knowing that, it's pretty simply to improve your Avvo ratings.

Claim Your Profile- No Really, Do It.

The most basic thing is to sign up for Avvo and claim your profile if you haven't already. This may seem like a no brainer, but plenty of attorneys out there, even seasoned ones, seem to think they don't need to claim their own profile.

Complete Your Whole Profile- Don't Be Lazy

Once you sign up, complete all of your profile information. You have already signed up but your profile is still low. Sometimes this is due to an incomplete profile. Fill in all the fields, this is free advertising; add everything about you and your firm. Be sure to add links to your website, YouTube pages, even your Facebook. Don't forget to add a high quality photo of yourself. Make it professional, don't use that picture of you toasted and grinning after winning a golf tournament.

Publish and Update Often

A huge part of the Avvo ranking system is publication. Whenever you publish an article for a magazine, or legal publication make sure to add that to your profile. Be sure to update this regularly since Avvo ratings factors in your continued and ongoing involvement in the legal community. You can also make a point to answer some of the client questions on the site itself since quite a large part of Avvo's website is created for the consumer. You can answer questions and add legal guides that consumers can

see which in turn boosts your ranking greatly!

Boast About Yourself- You Know You Want To

Remember that Avvo's algorithms keep tabs on your legal community involvement. They measure this by examining how many memberships in legal organizations you hold and how many awards you have achieved. Add all of your awards, memberships and honors to your profile. If you haven't already joined your local bar associations, you may want to. They don't usually require much and the membership will only enhance your Avvo ranking.

Make sure you also list your work experience and any major cases you have won. Remember, this is advertising to both consumers and other attorneys. If someone looks you up to refer a case, they want to see someone who has experience.

List all of the various jobs you have had, classes you have taught and any published court opinions. Avvo uses all of this information for ranking purposes. The more information you have, the higher your ranking.



Get Endorsements from Your Legal Peers- They Owe You One Anyway.

Avvo is a big legal machine that needs your help. Those attorneys that help them to engage another attorneys or even help to sign them up receive higher rankings than those who don't. When you "endorse" another attorney, you more than likely have already spoken to them and have decided to endorse each

other. Is this a ranking game? Sure. Are most of the endorsements quick clicks without a real relationship? Probably. But the Avvo algorithms depend on these peer to peer endorsements so don't hold too big of a grudge. Help your peers when you can and they will do the same in return.

"Courage is being scared to death and saddling up anyway"

John Wayne

Avvo isn't a difficult program to master or one that will take up too terribly much of your time once you have your profile updated. If you really don't have the minutes to spare, have your assistant or a paralegal update your profile and add new articles, memberships, and awards as they come up. The more you add the higher the ranking and the higher the ranking, the better you look! ☺

- **Another quick way to create Self-Confidence is to have gratitude.** When you focus too much on what you want, the mind creates reasons why you shouldn't have it. This leads you to dwell on your weaknesses. The best way to avoid this is consciously focusing on gratitude. Recalling your past successes, unique skills, loving relationships, and personal achievements helps to generate positive feelings about yourself and motivate you to take the next steps towards your success.

Self-Discipline

Self-Discipline is the last component that Dan discusses as part of our "inner game," and is quite possibly the most important of the group. Self-Discipline is the act or power of disciplining one's own feelings, desires, etc., with the intention of improving oneself. Interestingly, most people do not associate lack of Self-Discipline



with lack of success. Dan remarks that it is important to realize, however, that often people should look in the mirror for the source of their failures, instead of everywhere else. If we can take responsibility for our own short-comings, we gain a sharper Self-Awareness, which, in turn, enables us to perceive aspects of our own personality, behavior, emotions, motivations, and thoughts without Self-Criticism. Discipline is the bridge between thought and accomplishment. Since accomplishment leads to success, a focus on Self-Discipline is an important element of our own success.

A strong understanding and personal foundation in these four areas should help you focus and achieve your own success. Mastering your "inner game" will not only create a positive person within yourself, but

it will also enable others to see your potential, leading to more opportunities, and eventually more outward success. 😊

EXPERIENCED LITIGATOR NEEDED - FROM PAGE 5

8. This email job description was too long for you to read, too detailed, or offended you in some manner
9. You do not like numbered lists, like this one.
10. You don't go to continuing legal education programs because you think you know everything already.
11. You take depositions of store managers at Publix or auto defendants in "30 minutes" because that's all you think you need.
12. You are offended by TV advertising, even if done tastefully
13. You do not know who Dr. Grabel, Dr. Zeide, Dr. Chalal, Dr. Penner, Dr. Livingston, are, and you have never deposed any of them (you get a pass on this one if you are not from Palm Beach County).
14. You have never litigated against Nick Maniotis (hi, Nick) before, because you've never had a low property damage case against State Farm.
15. You are a heavy drinker or partier, and you believe your "best years" were in high school or college.
16. I just wanted to see if you are truly "Type A" enough to read this far, so I added a #16.

Again, my practice areas are mainly auto, premises, medical malpractice, nursing home abuse, and product liability. Go to my website www.800goldlaw.com, for more details.

If interested, Email me a well-written cover letter and C.V. If the cover letter or CV has typos, you might as well not send it, because you're not the person I want for the job.

Disclaimer: this email might have typos, so I might not hire myself.

Craig Goldenfarb, Esq.

The detailed ad was worth its weight in gold and probably saved me dozens of hours of interviewing people who would not have been a good fit. I ended up interviewing a fantastic candidate just after the ad was posted and offered him the position.

Always keep in mind when you are hiring, that you want a new energetic team member, not just a warm body. Lackluster hires will always cost you more than an enthusiastic one. Good Luck! 😊

ABOUT THE AUTHOR

Mr. Goldenfarb exclusively handles cases on behalf of injured clients in matters involving Motor Vehicle Accidents, Medical Malpractice, Nursing Home Neglect & Abuse, Wrongful Death, Dog Bites, Product Defects & Liability, Premises Liability & Falls, Boating Accidents, Heart Attacks in Public Places and other types of personal injury claims. He is an active lecturer and is the chairperson of the American Association for Justice Litigation group regarding AEDs (Automatic External Defibrillator's). His primary office is in West Palm Beach but handles cases all over the state of Florida. Find out more about Craig at <http://www.800goldlaw.com/Our-Team/Craig-M-Goldenfarb.aspx>



Lawyers In Love

20 Inspiring Quotes About Love

Quotes originally appeared on success.com

Your life and your career can steal away hours of your time, but don't forget about those you love. These guys put up with all of your drama and time away. You wouldn't be much without them!

By Marc Whitehead (who showers his family with love by dumping his kids off of the tubes behind his boat as often as he can)

1. "Love is that condition in which the happiness of another person is essential to your own."

— Robert A. Heinlein

2. "Let us always meet each other with smile, for the smile is the beginning of love."

— Mother Teresa

3. "You can search throughout the entire universe for someone who is more deserving of your love and

affection than you are yourself, and that person is not to be found anywhere. You yourself, as much as anybody in the entire universe deserve your love and affection."

— Gautama Buddha

4. "Love is friendship that has caught fire. It is a quiet understanding, mutual confidence, sharing and forgiving. It is loyalty through good and bad times. It settles for less

than perfection and makes allowances for human weaknesses."

— Ann Landers

5. "Being deeply loved by someone gives you strength, while loving someone deeply gives you courage."

— Lao Tzu

6. "Love is the only force capable of transforming an enemy into friend."

— Martin Luther King, Jr.

7. "Our first and last love is self-love."

— Christian Nestell Bovee

8. "You will find as you look back upon your life that the moments when you have truly lived are the moments when you have done things in the spirit of love."

— Henry Drummond

9. "Love recognizes no barriers. It jumps hurdles, leaps fences, penetrates walls to arrive at its destination full of hope."

— Maya Angelou

10. "Love and compassion are necessities, not luxuries. Without them humanity cannot survive."

— Dalai Lama

11. "The more one judges, the less one loves."

— Honoré de Balzac

12. "The first duty of love is to listen."

— Paul Tillich

13. "Love takes off masks that we fear we cannot live without and know we cannot live within."

— James A. Baldwin

14. "Love is a force more formidable than any other. It is invisible—it cannot be seen or measured, yet it is powerful enough to transform you in a moment, and offer you more joy than any material possession could."

— Barbara de Angelis

15. "Affection is responsible for nine-tenths of whatever solid and durable happiness there is in our lives."

— C.S. Lewis

16. "Love cures people—both the ones who give it and

the ones who receive it."

— Karl A. Menninger

17. "The best proof of love is trust."

— Joyce Brothers

18. "To love oneself is the beginning of a lifelong romance."

— Oscar Wilde

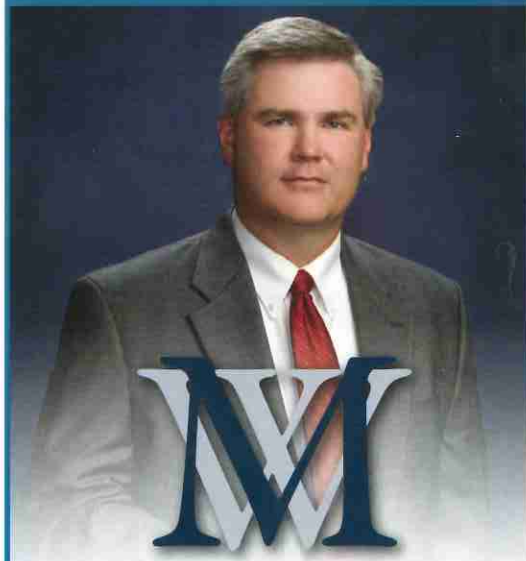
19. "The giving of love is an education in itself."

— Eleanor Roosevelt

20. "There are two basic motivating forces: fear and love. When we are afraid, we pull back from life. When we are in love, we open to all that life has to offer with passion, excitement, and acceptance."

— John Lennon ☺

DISABILITY & INSURANCE DENIALS



MARC WHITEHEAD & ASSOCIATES
ATTORNEYS AT LAW, LLP
A NATIONAL DISABILITY CLAIMS LAW FIRM

5300 Memorial, Suite 725
Houston, Texas 77007
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marc@marcwhitehead.com

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Social Security Disability Claims

ALJ Hearings • Federal Appeals

Veterans Disability Claims

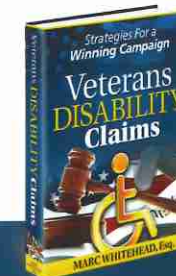
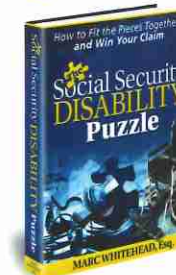
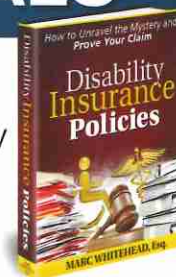
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