Hensley Legal Group, PC

Culture Book

Volume 3

# Culture Book Volume 3



John D. Hensley President & Founder

## FOREWORD

Welcome to the 3rd edition of the Hensley Legal Group Culture Book. The purpose of this book is to provide newcomers, clients, and outsiders a glimpse into what our culture here at HLG is all about. This is a special year as we are celebrating our 20th Anniversary.

Our team is the reason we've had 20 years of success. I wanted to ask them, "What is the best part about working at HLG that you won't be able to see from just a walk around the office?" The responses remind me how grateful I am to work with such a talented, caring group of people.





The best part about working at HLG that someone wouldn't be able to know from just a lap around the office are the relationships. We have good working relationships but we also have fantastic relationships that extend beyond the office and work related topics. I enjoy knowing that my friends here have my back, even if I'm having a terrible day.

#### Kristina Anderson

Attorney Employee Since 2009





"Transforming LIVES through the power of FOOD."







#### THE DAMIEN CENTER



www.damien.org



"INDIANA'S oldest & largest AIDS service organization."











"Heart disease is the No. 1 killer of women, causing 1 in 3 deaths

EACH YEAR.

That's approximately ONE WOMAN EVERY MINUTE!"



AMERICAN HEART ASSOCIATION PRESENTS:

RED

I for women



The best part about working at HLG that you may not see from walking around the office is how family-oriented we are - at the office and outside of it. It's not every day that you see coworkers working 8 hours a day with each other, and then wanting to hang out with each other after work and on the weekends. It truly is a great place to work and a great group of people to be surrounded by on a daily basis.

Zach Barnes Field Investigator

Employee Since 2012

Kara Bastida Case Manager Employee Since 2014

For me, the best part about working at HLG would be that I truly feel appreciated for the work that I do. I started at HLG in September of 2014, and for me, it was a complete career change. It did not take me very long to realize how lucky I was to be able to say that I work at HLG. Walking down the halls - yes, you will see happy, smiling people - but what you won't see is all of the "thank you's" and "great job's!" that are constantly being emailed throughout the office. In addition to that, seeing John take time out of his day to walk around the office and greet every single employee shows how much he appreciates what we do here; and to me, that is a quality that defines an excellent leader



# Happy Valentine's IDALX!



BE MINE XO



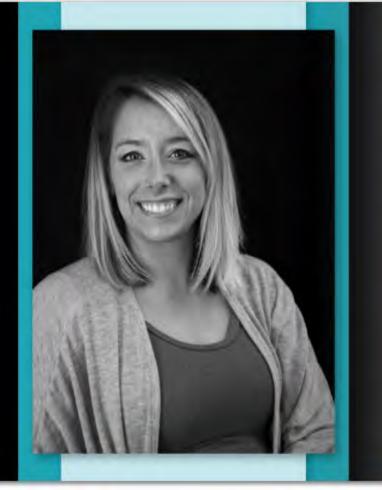












THE BEST PART ABOUT WORKING AT HLG IS HOW WELL EVERYONE GETS ALONG. THE STAFF AS A WHOLE **SEEMS TO ALWAYS DO ACTIVITIES** TOGETHER OUTSIDE OF OFFICE HOURS. I AM NOT USED TO THIS TYPE OF WORK ENVIRONMENT, AND T IS SOMETHING I AM LOOKING FORWARD TO.

> Jaryn Becker Case Coordinator Employee Since 2017



#### Kristen Boughan Case Manager Employee Since 2014

The answer is simple-morale.

Sure, you may catch wind of it while strolling through the halls and overhearing conversations or phone calls, but it goes a lot deeper than that.

I started my position with HLG in December of 2014. It has been a huge change for me, and it was for the better. I continue to be impressed with the work ethic of the people that I am surrounded by - people who strive to make a difference in the lives of our clients. The task is not always easy, but it is always being carried out by the employees here at HLG.

At HLG, we truly care about one another and the work that we put into each and every one of our cases. I am so blessed to be a part of such an amazing company that was founded by an awesome leader, who takes pride in what he has built, and always shows appreciation towards those he has brought in to carry on the good work. This job is rewarding in many ways. It's a great feeling knowing you are making a difference, simply by doing the right thing.

Because of the morale here, valuable friendships have been made. I can't even hegin to describe how amazing my coworkers are. HLG is my second family-we cry, we laugh, we laugh, and we laugh some more. Best of all, we are constantly learning from and about each other. I know that this job was placed in my life for a reason, and I am forever grateful for my experience working with so many wonderful people. I love HLG.







www.growingplacesindy.org

The thing that you might not see while walking through our office is the compassion that shows its face in many forms; the compassion we show for one another during difficult & enjoyable times, the compassion we have for our clients, and the compassion we have for so many different causes cancer runs, police fundraisers, our time and efforts for the homeless of Indianapolis, and animals in need, to name a few. The compassion and generosity of my fellow employees makes me proud to call HLG home... and it starts at the top, with John.

CHUCK BROWN
Field Investigator
Employee Since 2006



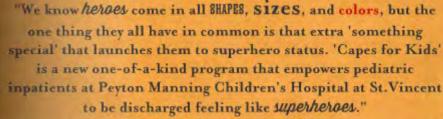








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WWW.PEYTONMANNING.STVINCENT.ORG







What I like about working at HLG that can't readily be seen are the friendships, support, teamwork, and fun times. There is always someone willing to help out. There's a generous and caring boss, who is also a friend. The best part about working at HLG are the memories that we've made and continue to make. A quote that I once read stated,

Things end but memories last forever

Mallory Carr Legal Assistant Employee Since 2004





If one was to take a walk around the office, they would see people hard at work on their computers or making calls to clients, providers, and so on. To that person, it wouldn't seem any different from any other office in this city. That couldn't be further from the truth. That person wouldn't be able to see the passion that this office has for its clients or the amazing family atmosphere between all its employees. This firm is so much more than just a place to work. The people that work here are constantly organizing volunteer events to give back to the community and are always looking for new organizations or causes to contribute to. I love that I work in an environment that is like this. The attitude that is created here is incredibly infectious and just causes you to want to always help others. It has always been a lifelong goal of mine to be in a position where I can make a positive impact in the lives of others. Working here at Hensley Legal Group, I can do that for not only our clients, but for everyone. It's impossible to not be engulfed by the desire to help. It's a major reason why I knew I really wanted to work here.

As I said earlier, this firm has an incredible family-like atmosphere. The people here really are incredibly welcoming and take you in as one of their own. There has never been a moment where I felt like I didn't belong. It is my belief that this firm is truly one of a kind. I have never worked for a company where the employees are constantly making plans to meet up with each other OUTSIDE OF WORK! Game nights are incredibly fun and always full of laughter and good memories. I have grown very attached to the people here and am always thankful that I work here.

A walk through the office isn't enough to show someone that this office is different from the rest. If you are fortunate to walk through these hallways however, I strongly suggest that you stop by any office and say hi to someone. I guarantee after that conversation, you'll be able to clearly see why Hensley Legal Group really is like family.

#### 

#### **CRISTIAN CARREON**

Case Coordinator Employee Since 2016



The best part about working at HLG is its support system. Whether it is a question regarding a case or a personal situation, people here are always willing to lend a hand or an ear to help one another. Throughout the year, we make donations and participate in special events for various organizations that are important to the families of HLG employees. Another way HLG gives support is by giving employees the time to volunteer at local groups during the work day. It is amazing to be a part of a team that gives back.

#### Susan Florian

CASE MANAGER AND SSD SUPERVISOR EMPLOYEE SINGE 2010









#### GLEANERS

SERVING INDIANA'S HUNGRY



The best part about working at HLG that you won't be able to see from just a walk around the office is how involved we are in the community. Volunteering and giving back is a huge part of our culture. We make a difference in people's lives everyday by what we do, and I love that the difference we make doesn't stop at our doors. We take time out of our work days to volunteer at various places in the community, including: Gleaners Food Bank, FACE Spay/Neuter Clinic, Joy's House Adult Day Service, and Growing Places Indy, just to name a few.

My favorite charity event this year was when we made superhero capes for the children at St. Vincent Peyton Manning Children's Hospital for their Capes for Kids Program. Every pediatric inpatient gets a cape when they are discharged so they can feel like the superhero that they are.

It was so fun and rewarding to get to be creative and decorate felt capes with playful themes just for kids. Each one was handmade with love, ranging from Superman to Cinderella to basketball to puppy dogs to Wonder Woman, and everything in between. I made a Frozen-themed cape with the character Olaf on it, and it made me so happy to imagine the look on the little princess's face when she would get to wear it proudly for being so brave.

These are the kinds of caring people I have the pleasure of working with every day. They inspire me. We don't just clock in and wait until 5pm. We come to work, ready to fight for our clients every day, and we do everything in our power to help them in their time of need. HLG's compassionate nature is at the heart of everything we do, and that compassion carries over into the community. It makes me so proud to be able to be a part of that.

MANDY GRAGE
CASE MANAGER
EMPLOYEE SINCE 2015





I think the most easily unseen part about working at HLG is the humor. It is crucial to have a positive environment in this line of work, and there's always someone around to lighten the mood a bit. Be it Amber's dry wit, Harvey's blatant sarcasm, Erin's snappy comebacks and so on, our staff is an endless well to draw from when the day-to-day stress tries to consume us.

We're all here to help one another out, and you'll find everyone is willing to drop anything to do so. Many times, it's as simple as making someone laugh.

Michael Grace
INTAKE SPECIALIST
EMPLOYEE SINCE 2016







## RONALD McDonald House



HOESE CHARTTES





















www.rmheein.org



The best part is the loyalty of our people to each other and to HLG. There are so many employees that stay and never leave. We have the "veterans" at the firm who have all been a member of our team for long periods of time. Multiple individuals have been with HLG for close to ten years and others much longer. Then there are employees that have come as we have grown, and it is hard to believe they have been here 5 or more years.

The motivation and dedication of our team to our overall purpose in the community is inspiring each and every day. John is as good to the team as he is to our clients. What we do for our clients is rewarding and challenging. Our focus is on the clients, and John has created an environment that is appreciated by not only myself but even our newest members. Our team is everchanging. We have senior people and we have newbies.

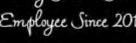
It is heartwarming to hear the newbies say how wonderful HLG's environment is compared to their past experiences. It is truly a great place to work.

> Sarah Graziano Attorney Employee Since 2002

The best part about working at HLG is how much people care. My coworkers genuinely want to get to know each other, celebrate one another, and be there for each other when someone is in need. If you walk around the office, you may see strange decorations or leftover desserts or thank-you cards, but you'll have to ask if you want to hear the stories behind them, and the stories are always worth hearing. I've been blessed to receive encouraging emails out of the blue, surprise breakfast muffins on my desk, and even a delicious, giant birthday cake. I really don't think there's such a thing as small talk at HLG; people remember things about you and keep up with you about the important things. At a job, you're not always lucky enough to have such great people around you who genuinely want to get to know you and care about you. I'm really lucky to be working with such kind, caring people here at HLG.

#### Deanna Grogan

Marketing Content Coordinator Employee Since 2016









It is hard to describe the best part about working at HLG because I feel that everything about this company screams it is one company that always goes above and beyond to make sure you have fun while working here. If I had to pick one it would be the company outings that bring all of the departments together. It really signifies how much this company is like a family, we all have our separate departments that we are in and that we chat in, but at the end of the day, when those outings happen, it brings us all back together, that we are all here for one another no matter what. In the time I have been here, I have been to two outings. The first one would be my first week, the CCD had its department outing and that was an amazing way to get to know everyone and who they are outside of work. The next one was the social hour at Scotty's where I was able to not sust speak with my department, but with all the other departments. It really made me feel appreciated that a company like this shows their appreciation to its employees by having something like this and to say thank you for your hard work and everything that vou do - so let's have some fun.

When we see John, he always is asking "How is everything going?" or "Do you need anything?" That really shows he loves the employees that work here, and he is always there for you if you ever need anything. This company is the definition of a company that everyone should work for. Every day I tell all my friends and family that I love my job because I always feel appreciated for the hard work we do and in return the company sees that and they reward us with those outings.

#### Kyle Grubb

Intake Specialist Employee Since 2018 The best part about working at HLG is handsdown the people! Being able to count the people
that you work with as friends is not something
that you typically find in the workplace. I've
loved being able to get to know my co-workers
and appreciate their personalities in the work
setting, and also outside of work. I'm so
grateful to work with such an intelligent,
creative, and fun group of people!

#### Bri Haarer

Case Manager Employee Since 2012



In my short amount of time working at Hensley Legal Group, I would have to say that the best part about working here is the friendly and fun atmosphere. We all work so hard on our cases and with our attorneys, but we also are able to have fun at the same time. Everyone has also been so incredibly nice and helpful (especially when you're new), and that's something so important when you have an office of 50+ people.

#### Erika Harbison

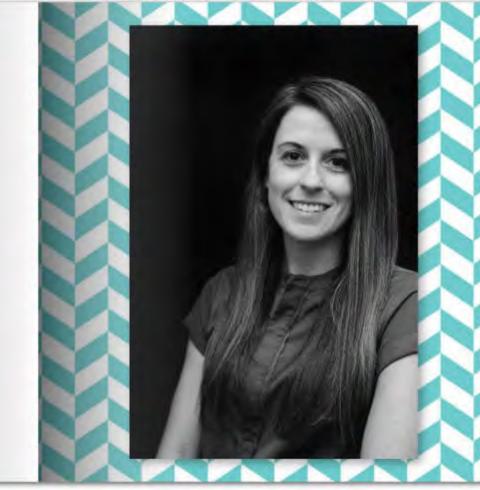
Case Coordinator Employee Since 2017



I have only been at HLG for a short time, but everyone here has already made me feel so welcomed. Everyone is willing to help each other out and answer any questions that I have.

Everyone is always smiling and genuinely happy to be here. I think that is unique and doesn't happen everywhere – so we are pretty lucky.





I think the best part about working at HLG that you wouldn't be able to see from a walk around the office is the opportunity that exists. When an employee starts, they are shown how to do the job we've hired them to do. What happens from there though, and what an employee makes out of their time here at HLG, becomes totally up to them after that. We've had so many employees come in to start in one position and find themselves taking on more and more responsibility with their role, and eventually that position has become so much more. Eventually, they could be running their entire department, moving to another department, or becoming the expert in a certain area. The more an employee shows that spark, the more we encourage them to keep it going. Employees are given the opportunity to do what we do best here at HLG, and that is to help clients through some very difficult times. It can be a rewarding experience to see someone all the way through these times, and you feel like you really did make a difference for them.

We are also given the opportunity to volunteer in the community and make our impact that way. I think this teaches us all how to appreciate what we have a little more. We have the opportunity to make a connection with co-workers so that they truly do become your best friend and an extension of your family. HLG provides to your family so that you are able to enjoy things outside of the office that we all work so hard to achieve-a home, a car, a family, and vacations. I know that I consider it a huge gift to have been given the opportunity to work at HLG, and I enjoy everything that has come with it through the years that otherwise probably would never have happened!

Melissa Harlsock
Office Manager
Employee Since 2005







# Derby 3





From the moment I walked into HLG, I could tell there was something different about this place. I was immediately drawn into this group that represented so many things- respect, camaraderic, compassion, and empathy. Respect for one another and our clients, compassion for the job we do-day in and day out, empathy for our clients, which drives each and every one of us to go beyond what is asked, and a camaraderic that is like no other! I am proud to be a part of this team and am honored to work amongst such talent! I am reminded every day that HLG is much more than a job; HLG is FAMILY.





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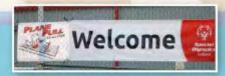


THE THING THAT REALLY STICKS OUT TO ME IS THAT THE STAFF TRULY CARES ABOUT EACH OTHER. I HAVE BEEN AT HENSLEY LEGAL GROUP FOR 13 YEARS, AND THE STAFF IS LIKE MY SECOND FAMILY. WE KNOW EACH OTHER'S SPOUSES AND CHILDREN, WE SEE EACH OTHER OUTSIDE THE OFFICE, WE SUPPORT EACH OTHER IN DIFFICULT TIMES, WE CELEBRATE WITH EACH OTHER IN HAPPY TIMES, AND WHEN IT COMES TO OUR WORKLOAD, WE ARE A TEAM. ANYONE WOULD JUMP IN AND HELP ANYONE ELSE. NO TASK IS TOO BIG OR TOO SMALL. WHEN ONE OF US SUCCEEDS, WE ALL SUCCEED.

Aimee Heacox

PI Supervisor Employee Since 2003















THE WORK WE DO AT HLG IS THE BEST PART OF US. I FEEL SO BLESSED TO NOT JUST HAVE A JOB BUT TO HAVE A JOB WHERE LDD SOMETHING THAT I BELIEVE SO STRONGLY IN. I DON'T KNOW THE STATISTICS. BUT IN GENERAL, MANY PEOPLE FEEL LITTLE VALUE OR SATISFACTION IN THEIR JOBS. THE OPPOSITE IS TRUE FOR ME. I RECENTLY ATTENDED A DISABILITY HEARING FOR A CLIENT THAT HAD BEEN THROUGH SO MUCH, IN 2011, SHE HAD A SIMPLE PROCEDURE THAT LED TO MAJOR COMPLICATIONS. SHE HAD TO QUIT HER JOB OF 20 YEARS WHEN THE PAIN AND SICKNESS WERE MORE THAN SHE COULD HANDLE. SHE APPLIED FOR SOCIAL SECURITY DISABILITY AT THAT TIME, AND SHE WAS DENIED. SINCE SHE WAS SO SICK AND DISCOURAGED. SHE DIDN'T APPEAL THE DECISION. IN 2014, SHE CONTACTED OUR OFFICE FOR HELP WITH A NEW APPLICATION. SHE WAS DENIED AGAIN, BUT WE HELPED WITH THE APPEALS AND ULTIMATELY SHE WAS FINALLY APPROVED AFTER OUR HEARING, ACCORDING TO THE RULES, THOUGH SHE CAN ONLY BE AWARDED PAST DUE BENEFITS FOR ONE YEAR PRIOR TO THE CURRENT APPLICATION. IT WAS A STILL A VICTORY. HOWEVER, WE REQUESTED THAT HER 2011 APPLICATION BE REOPENED UNDER A SPECIAL PROVISION IF THERE IS NEW EVIDENCE. THE JUDGE GRANTED OUR REQUEST, AND SHE WAS AWARDED 5 YEARS OF PAST DUE BENEFITS (PLUS ONGOING, OF COURSE)! IT IS SO REWARDING WHEN SOMEONE SO DESERVING FINALLY RECEIVES HER BENEFITS AFTER A LONG STRUGGLE. AND EVEN RECEIVES MORE THAN SHE EXPECTED. I'M SO THANKFUL TO HELP PEOPLE LIKE HER. AND TO DO IT WITH THE BEST TEAM I COULD ASK FOR. I'VE BEEN HERE FOR 16 YEARS, AND I NEVER GET TIRED OF JUSTICE!

Katrina Hildebrandt
Attorney
Employee Since 1999





The best part about working at Hensley Legal Group that you wouldn't notice from just a walk around the office would be our compassion. Our compassion for one another, our clients, and our community. I feel grateful to work for a company that truly cares. We care about one another and we help each other out every day. We enjoy spending time with each other, even outside of the office, and I think that is something that makes our work environment so special. We also get a chance to go out into the community and make a difference. Whether it be raising money for an organization, donating food items, or lending a hand to help prepare a meal for the homeless, we are making a difference in the community that we live in.

#### MINDY HUESMAN

Case Manager Employee Since 2013





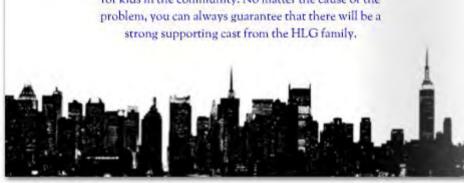


#### DREW HUTCHENS

Intake Specialist Employee Since 2014

One thing that I learned about HLG since joining the team is how much of a family our group really is. Just by walking through the office, you will see colleagues working together and helping clients on a daily basis, but you won't see how connected everyone really is with each other. Our group comes together during times when things might not

be so great, and we provide awesome support or encouragement to anybody that might be struggling. We also come together to support many great causes, whether it is a walk to help fight cancer or to put on a soccer camp for kids in the community. No matter the cause or the problem, you can always guarantee that there will be a strong supporting cast from the HLG family.





























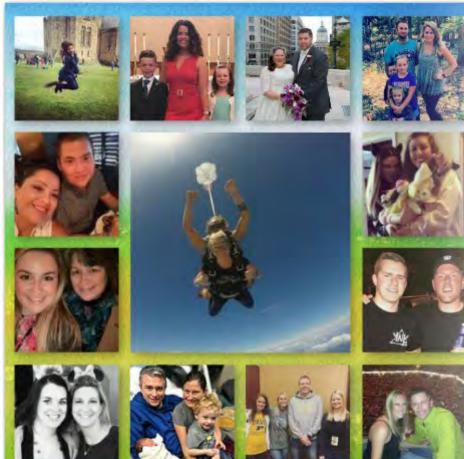




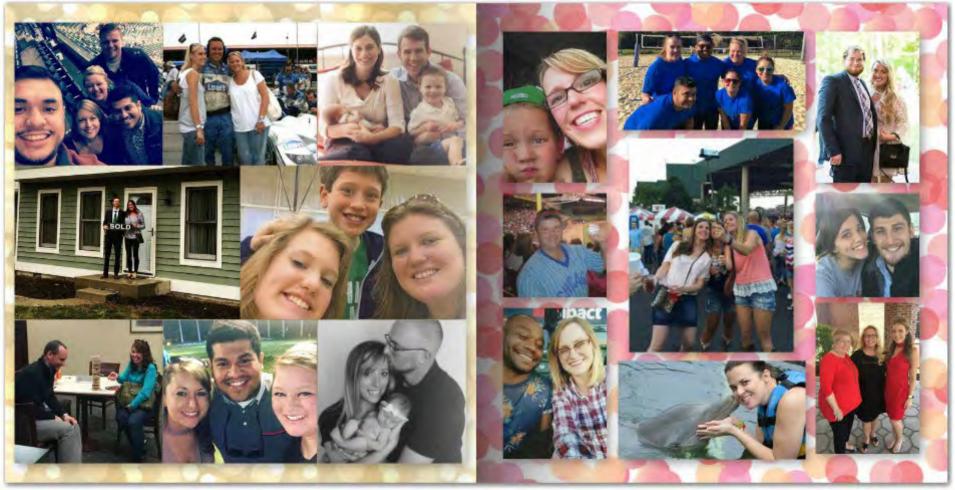










































#### KATIE KARRES

Attorney Employee Since 2016

THE EMPLOYEES HAVE GENUINE SMILES AND PRIDE IN THEIR WORK. THE EMPLOYEES ALSO HAVE GIVING HEARTS THAT SHINES THROUGH IN THEIR COMMUNITY VOLUNTEERING!





Spurw King Attorney Employee Since 2010

HLG is a great place to work because the support offered by everyone here is incredible. Our office has grown a lot in the past few years, but there still is an incredible sense of camaraderie and sense of family. We all root for each other, and we all want our co-workers to succeed. The job itself can be difficult and challenging, but knowing that all of your co-workers will always be there for you really makes an incredible difference.

### BACK to SCHOOL 2017 CELEBRATION



The purpose of this program is to get local youth motivated and excited about the upcoming school year. Over 250 school supply-filled backpacks are given to students grades 1-12. The event also includes free food, entertainment, and a community fair."



WWW.CATCHTHESTARS.ORG

#### Justin Kosiba Attorney Employee Since 2008

A walk around the office at HLG might offer some clues about the perks of working here, but ultimately such an observation would amount to nothing more than a cross section of a much more dynamic environment that takes time to fully appreciate. With such time. I have recognized that my favorite part about this work environment is the longstanding synergism that exists—not as a result of efficient business practices, but from the power generated when there is a common goal to continuously do the right thing. I have witnessed this power expand exceptionally, all stemming from a deeprooted philosophy that has always been inherent at HLG This philosophy is simple and certainly not original, and derives from the mere idea to treat everyone with respect and understanding. When this standard is not compromised in a working business model, good things are bound to happen, as they have here. By making it our goal to provide an excellent service to our clients, it was only natural that the environment cultivated within the office would be one of tremendous support and teamwork as we all share a united purpose. As this has been ingrained into our culture, reaching its critical mass long ago, it is now a self-sustaining standard that inevitably reveals itself with every interaction. As it feeds off of itself, this synergy drives the office and makes HLG an incredible place to work.



















RECYCLE

The best part about working at HLG? There are so many things! But what I think it all boils down to is the fact that John cares about each and every one of us. We are not numbers on his payroll roster, we are part of his family.

John cares about us in ways that are maybe not obvious to everyone at first glance. He provides us with opportunities to not only have fun at work, but also opportunities to challenge ourselves and grow. He worries about us, he is loyal to us, and he even cares about the extended members of the HLG family—our parents, children, brothers and sisters. and even pets. He takes the time to get to know us, to figure out what we are good at, and how we operate best. He tailors his management style to individual employees, knowing that we are all different. Having a good boss is a critical part of a person's job satisfaction. I am so grateful that I was hired by someone who understands that we each have different strengths. But the best part about working for John is that I know he will make decisions that will not only keep HLG operating smoothly for years to come, but decisions that factor in the wellbeing of our clients and his HLG family, often at his own expense. John has cultivated a culture of caring, which makes me proud to work at HLG.

#### Kathleen Kreicker

SSD Supervisor Employee Since 2002







The best part about this place that you wouldn't see from just walking around the office is how we all rally around each other. It doesn't matter what department or what the issue is, when one of us needs help, everyone lends a hand. Kathleen and I received so much support when we were going through our adoption. Many people give up their Saturday mornings for charity walks for diseases that affect our coworkers family members. Time and again I see case managers helping each other prepping for trials or preparing for upcoming hearings that aren't theirs. We are all in the same boat, and when one of the oars breaks there are three or four people ready with new ones.



The best part about working at HLG that you won't be able to see from just a walk around the office is the positive atmosphere. There is a team mentality, and individual successes are enjoyed by all. This atmosphere makes HLG a great place to work.

Harvey Lancaster
ATTORNEY
EMPLOYEE SINCE 2015





For me, the best part about working here that you won't be able to outwardly see, is truly how much people care for each other. When someone is on vacation or is training, everyone helps with their mail and phone calls, no questions asked. When a coworker is having a bad day, there is always someone around to offer help or to just listen. There always seems to be chocolate around the office as well! I can truly say that I view the people I work with, not only as co-workers, but also as my friends. We always know that we can rely on each other, and that truly is an incredible feeling.

Lauren Lecklider
Case Manager
Employee Since 2011



The best part about working at HLG is knowing that I can walk into the office each morning and count on every single person to be doing their part to make sure we are all succeeding as a team. No matter who you are or what you do, you know that there is always someone nearby willing to help you out with anything that you need.

Rudy Longman
ATTORNEY
EMPLOYEE SINCE 2011





# KICKBALL GAME



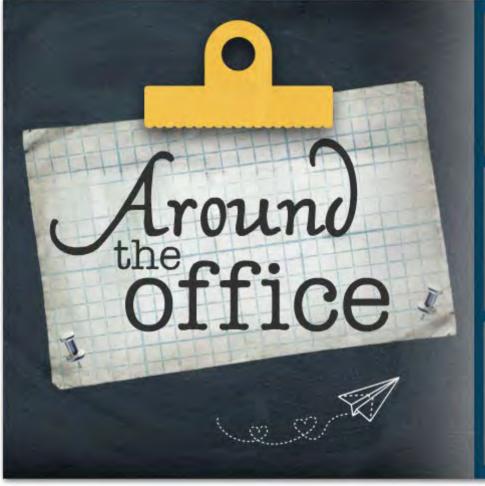


THERE ARE SO MANY THINGS THAT YOU WOULD NOT SEE FROM JUST A SIMPLE WALK AROUND THE OFFICE. FOR ME. THE BEST PART WOULD HAVE TO BE THE IMMENSE AMOUNT OF KNOWLEDGE THAT OUR STAFF HAS ACQUIRED THROUGHOUT THE YEARS. IT IS INCREDIBLE, BUT I GET TO WORK WITH SOME OF THE SMARTEST PEOPLE THAT I'VE EVER HAD THE PLEASURE OF MEETING. THIS IS NOT A BUSINESS WHERE WE ALL JUST SIT AT OUR DESKS AND PUSH PAPER ALL DAY, EVERY DAY - WE HAVE TO CONSTANTLY THINK OUTSIDE OF THE BOX, SEARCH FOR ANSWERS, AND WEIGH OUR OPTIONS, WHEN YOU ARE DEALING WITH PEOPLES' LIVES. YOU CAN NEVER BE TOO CAREFUL WITH THE IMMENSE AMOUNT OF KNOWLEDGE IN OUR OFFICE, I AM NEVER CONCERNED THAT WE ARE ALL MAKING THE RIGHT DECISIONS FOR OUR CLIENTS. BY SURROUNDING MYSELF WITH INTELLIGENT AND CARING PEOPLE, I MYSELF START TO TAKE ON MORE OF THOSE QUALITIES, AND ESSENTIALLY, I BECOME A BETTER PERSON, I'M SO GRATEFUL TO BE ABLE TO WORK WITH SUCH PEOPLE, AND I CAN TRULY SAY THAT I LEARN SOMETHING NEW EVERY DAY.

"Surround yourself with smart, dedicated people - to build something isn't a oneman show. It's more important to have smart people who really believe in what you're doing than really experienced people who may not share your dream."

- Niklas Zennstrom

> Jill Marsteller Case Manager Employee Since 2010



























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"INDIVIDUAL COMMITMENT TO A GROUP EFFORT -THAT IS WHAT MAKES A TEAM WORK, A COMPANY WORK, A SOCIETY WORK, A CIVILIZATION WORK." VINCE LOMBARDI













"We're all working together; that's the secret." - SAM WALTON

> "THE POWER OF ONE, IF FEARLESS AND FOCUSED, IS FORMIDABLE, BUT THE POWER OF MANY WORKING TOGETHER IS BETTER." - Gloria Macapagal Arroyo









"If I have seen further, it is by standing on the shoulders of giants."

- Isaac Newton



"Alone we can do so little; together we can do so much."

- Helen Keller

Case Manager Employee Since 2013

There are so many parts of HLG that are great!
But for me, the best part is that HLG is family.

Everyone here supports each other
professionally, personally, and through giving
back to others. I love that we can get together
through volunteering and participating in
walks/runs to support others in our community.
I love being a member of the HLG family, and
this is truly the best part!

K-NO CK-NO CK-NO CK-NO CK-NO



## THE Pickled Pedaler

### H-Handle-Bar















#### WWW.PURPLESTRIDE.ORG

To: Hensley Legal Greup

I wanted to drop a note of affreciation to the HLG family for suffering the Pencrotic Runfulack event huld last Saturday at White River State Perk - Celebrator Plaza.

You have farticipated in this cause for a few years, and bringing awareness to Pencreetic Cancer is important.

We had greet weather along with a good turnout overall.

Thank you all

Mike Daguer





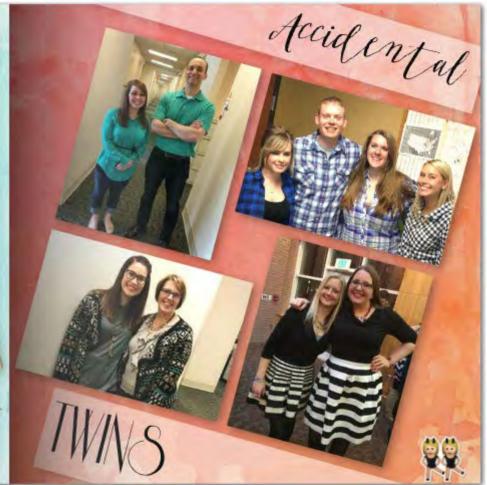
#### LINDSAY MILLS

Case Manager Employee Since 2014

Hove HLG because of the amazing people that I get to work with and because of the volunteer opportunities. I think the relationships we have with each other are unique. I feel like I get to work with my friends. We all care about each other, celebrate each other's accomplishments, and are here for each other, especially in times of need. Along with caring for each other, we care about the community and are given the opportunity to volunteer our time.









Amber Motz
CASE MANAGER
EMPLOYEE SINCE 2015

The best parts about working at HLG are the flexible schedule and opportunities to earn additional PTO, the volunteer opportunities, and the fun employee engagement activities for holidays and special occasions. I also truly like the work that I do, and I believe in the services that we provide.



The best part about working at HLG that you can't see from just walking around the office is the teamwork and comradery. I have only been working at HLG now for a few years. I was at my last firm for 11 years. I have not once regretted my decision to make the move to HLG. The PI team support here is awesome! There are at least 2 to 3 weekly emails that are sent around from someone in the PI department supporting everyone's efforts, and you can typically count on a good laugh from the humor behind some of those emails. The vibe is infectious. It is exciting and motivating when the emails or Friday morning meetings roll around, and we hear that that a CM got a demand out, settled a case, or the PI department hit a weekly goal. I am excited to be a part of it, and I look forward to contributing to the PI department goals.

Carisa Murphy

\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*\*

Case Manager Employee Since 2015







The best part is how we are more than a team. We are a family. We ask each other how we are doing and we really mean it. We remember what is going on with each other and we follow up to make sure each person is doing well. Special little touches like birthday cards, sympathy cards and even get well cards are what make me feel so welcome and appreciated. When my dog passed away, I got a special sympathy card with heartfelt messages. That meant so much to me that everyone took the time to do that for me. It's the little touches that make this office a home away from home.

Ashley Myers
Office Services & Receptionist
Employee Since 2016





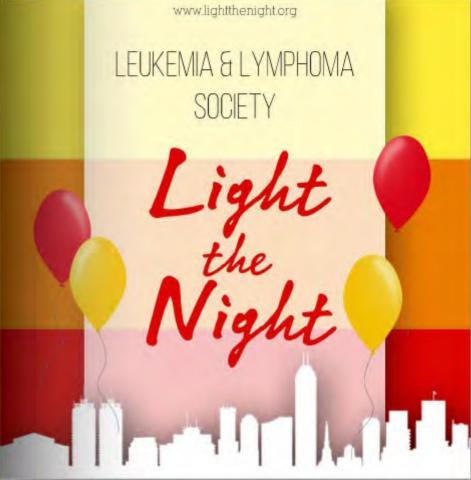
The best part about
working at Hensley Legal
Group that you won't be
able to see from just a
walk around the office is
the helpfulness of every
employee, not only
concerning co-workers, but
clients as well. Everyone
at HLG is willing to help to
accomplish the same goal.

#### **USIEL PEREZ CORTES**

Intake Specialist Employee Since 2017







I haven't been a part of the Hensley Legal family for that long, but 6 months is long enough to get a feel for the "behind the scenes." One thing that you probably wouldn't notice from just a walk around the office is how connected the employees are with each other. Even though every single person here has their own fair share of duties, no one hesitates to lend a hand when someone else is needing help. With that being said, HLG employees not only work hard, we play hard. Mr. John Hensley understands the importance of balance. When the State Fair rolls around, he makes sure that his HLG team gets out of the office early on a Friday afternoon to go out and enjoy the sunshine while eating all of the fried food the fair has to offer. This is also a great way to mingle with other coworkers that we don't see on a daily basis. HLG also encourages us to get away from the desk for a little while during the work day to refocus.

Whether it's doing yoga, getting a massage, or being a part of an exercise class, HLG knows the importance of relaxation and obtaining a healthy body/mind. There's never a day at Hensley Legal Group that I don't feel appreciated. I have come from other jobs where I have felt overworked and under-appreciated, but not here. Hensley Legal Group is a place where the work that we do actually matters and it is made known.

Liana Quiroz

Intake Specialist Employee Since 2017



What you don't see in a walk around our office is HLG's ability to work together to make a difference. Our clients often experience traumatic events and are severely injured, so it is important to all of us at HLG that clients are treated fairly and justly. HLG is committed to provide the best customer service, and teamwork builds the foundation for great service. I am lucky to work with such a great group of people at HLG!





#### NEURO**HOPE**

Hensley Legal Group partnered with NeuroHope in 2017 to support them in their efforts to provide long-term access to cutting-edge rehabilitation in Indiana.







#### MISSION:

CONTINUED REHABILITATION AND WELLNESS FOLLOWING NEUROLOGIC INJURY.

In 2010, Chris Leeuw's life changed when he suffered a C4 spinal cord injury. Paralyzed from the neck down, Chris stayed in the hospital for 8 weeks of rehabilitation before being discharged on a stretcher. Little twitches in his fingers and toes gave him hope that his condition could improve further, but outside of the hospital, his options for recovery were limited. He decided to travel to Neuroworx in Utah to continue therapy for 17 months. In May of 2012, Chris was able to drive himself back to Indianapolis. He was able to walk and live an independent life again.

Chris knew how prolonged rehabilitation drastically improved his condition. He was lucky to be able to go to Utah for so long for therapy, but he knew others weren't so lucky. He realized there was a huge need in Indiana for continued, affordable therapy following a spinal cord injury, traumatic brain injury (TBI), or stroke. To meet that need, Chris started NeuroHope right here in Indianapolis.

www.neurohopewellness.org





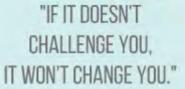












- Fred De Vito







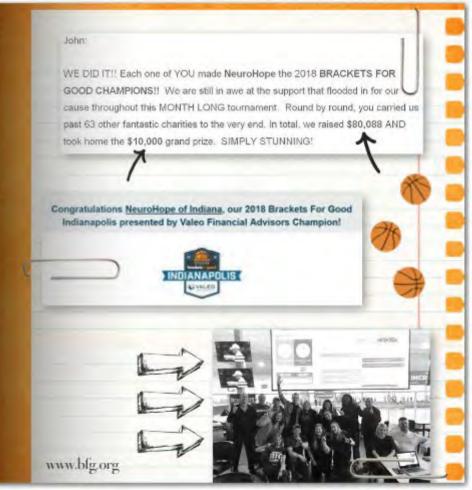


#### MONUMENTAL Marathon NEUROHOPE



## brackets for good









Neurohope is at The Fort Golf Resort.

September 27 - Indianapolis, IN - @

It was an AWESOME inaugural #SwingForeHope charity golf scramble - THANK YOU to all who came out in support. 30 teams! 26 sponsors! A great time all around. Special thanks to Hensley Legal Group, PC Incrediplex Delta Faucet Company Andy Mohr Buick GMC and all of our sponsors!





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THE BEST PART ABOUT WORKING AT HLG THAT YOU WON'T BE ABLE TO SEE BY JUST WALKING AROUND THE OFFICE IS THE OVERWHELMING SENSE OF CARE THE COMPANY AND ITS LEADERSHIP HAVE FOR YOU. I HAVEN'T WORKED FOR THE BEST EMPLOYERS IN THE PAST, SO I'M NOT JUST TALKING WHEN I SAY THIS. I'VE ONLY BEEN HERE SINCE MAY 2017, BUT THIS IS BY FAR THE BEST MANAGEMENT AND TEAM COMBINATION I HAVE WORKED WITH. I'M BEYOND HUMBLED AND BLESSED TO BE A PART OF THIS ORGANIZATION.

"A leader is one who knows the way, goes the way, and shows the way."

- John C. Maxwell

#### Justin Slate

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Intake Specialist Employee Since 2017







"Freedom is never free."
- Author Unknown

"How important it is for us to recognize and celebrate our heroes and she-roes!" - Maya Angelou

"AS WE EXPRESS OUR GRATITUDE, WE MUST NEVER FORGET THAT THE HIGHEST APPRECIATION IS NOT TO UTTER WORDS, BUT TO LIVE BY THEM."

- JOHN F. KENNEDY

The thing that sets us apart from other workplaces and that you can't see from a walk around the office is the network of support among coworkers. You may not see it from a cursory glance, but this is a place where we have each other's backs. When a colleague is experiencing a trying time, people here offer support and often go above and beyond to help in any way they can. Alternatively, when someone is experiencing a positive change in his or her life, their coworkers at HLG celebrate with them. This goes beyond superficial words and just doing the polite thing, whether it be a time of crisis or celebration. People here genuinely care about each other, and this endures despite our growth.

MALLORY SLATON
ATTORNEY
EMPLOYEE SINCE 2008



THE BEST PART ABOUT WORKING
AT HLG FOR ME HAS BEEN THE
PEOPLE I GET TO WORK WITH! IT
REALLY DOES FEEL LIKE A
LITTLE FAMILY HERE, AND
EVERYONE IS ALWAYS WILLING
TO HELP ONE ANOTHER.







#### TWEETforTOYS

with

WISHTY & THE SALVATION ARMY



**#TWEETFORTOYS #WISHTREE** 

www.wishto.org



#### ALEX SUMMERS

Intake Specialist Employee Since 2018

I feel like I've become a part of something really special, where I can help people and make a difference. It's easy to see that our staff cares about its employees and our community.



#### ERIK VALENCIA

Case Manager Employee Since 2013

The best part of HLG would have to be the friendships and memories that you create with the people that you see almost every day. Your coworkers start becoming like a second family-most of them know how things are going in your life and what new experiences you're going through. Just like any other family, they are there for support during tough times and there to celebrate your happy moments. Some of my closest friends just happen to be my coworkers.

The best part about working at HLG is that the people who work here truly care. Everyone is so nice and supportive. I know that when if I'm having a rough day, my coworkers will be there for me.

#### **VANESSA WAHL**

Office Services & Receptionist Employee Since 2018



## COLTS Blue Fridays

"NO ONE PREPARES
TO LOSE.
WE PREPARE TO WIN."

- ANDREW LUCK









I enjoy working at Hensley Legal
Group for multiple reasons, but one
of the main reason is my co-workers.
A lot of the people I work with are
great people, and it is always a good
time hanging out outside of the
office. Whether it is a cook-out that
someone hosts over the weekend, or
grabbing a drink after work - it is
always a good time.

#### MITCH WALDROUP

CCD Intake Manager Employee Since 2011







#### Brittany Williams

Case Manager Employee Since 2016

PEOPLE SUPPORT EACH
OTHER AND CHEER EACH
OTHER ON. I ALWAYS KNOW
SOMEONE WILL ANSWER MY
QUESTIONS OR HELP ME
SOLVE A PROBLEM.





WWW.CHILDADVOCATES.NET









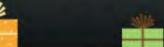
















There are so many things that you wouldn't see from a walk around the office! There are the friendships that I have made here; the girls in my department are like a second family. They're there for the laughs, the great moments, and the hard days that happen in life. I know that no matter what is going on, they're going to be there for me. John really encourages us to work hard and play hard. In addition to being able to take a few minutes and let off steam or have a laugh, I'm so thankful for the fun that we have at work! There are so many games, events, and fun days planned for us that it really makes coming to work great. Also, the volunteer events that we are able to do during work really make a difference in the community and give us a chance to spend time with associates from other departments. I love how inviting, positive, and creative the environment here at HLG is. There's always something fun going on!

Jacquelyn Withem

Case Manager

Employee Since 2015



A lot of things won't be noticed by just taking a stroll through the hallways at HLG - always some sort of activity that gets the employees involved and brings everyone together. During Thanksgiving Pitch-In, as we call it, everyone brings a dish for a tasty lunch to celebrate the holiday at work. Foster Fairies is a good time to help unfortunate kids for Christmas and to make sure they have at least a few gifts per kid. It's definitely great to see how everyone comes together to help each other out for this with the high volume of employees here at HLG. The Christmas party is good times for the employees to have a wonderful dinner at a different location every year, and perfect for everyone to socialize. When I came to HLG, it felt great to be a part of a company where everyone is so welcoming and helpful with a great attitude at all times. Everyone is always driven to make the company an even better workforce, and there is always an effort to be there to assist our clients. I will never regret making the choice to join this team at HLG.

Jony York

Field Investigator Employee Since 2017





## 2013 Holiday Porty Lucas Oil Stadium

"I realize that as the quarterback, you have to assume some sort of leadership role because you have to talk in the huddle on every play, and you're essentially giving out orders to the team. But in my mind, I have to prove myself on the field before I can start asserting a leadership role."

- Andrew Luck





















"YOUR COWORKERS START BECOMING LIKE A SECOND FAMILY - MOST OF THEM KNOW HOW THINGS ARE GOING IN YOUR LIFE AND WHAT NEW EXPERIENCES YOU'RE GOING THROUGH."

> "When one of us succeeds, we all succeed."

"This philosophy is simple and certainly not original, and derives from the mere idea to treat everyone with respect and understanding.

> "PEOPLE HERE GENUINELY CARE ABOUT EACH OTHER, AND THIS ENDURES DESPITE OUR GROWTIL"

"It did not take me very long to realize how lucky
I was to be able to say that I work at HLG."

"We are all in the same boat, and when one of the oars breaks, there are three or four people ready with new ones."

The vibe is infectious.

"IT'S A GREAT FEELING KNOWING THAT YOU ARE MAKING A DIFFERENCE, SIMPLY BY DOING THE RIGHT THING."

"We always know that we can rely on each other, and that truly is an incredible feeling."

"love that we can get together through volunteering and participating in walks/runs to support others in our community."

# Hensley Legal

Pegal Group, Pc, Attorneys at Law





### HLG

