



HARMAN LAW

THE HARMAN HEADLINE

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



Harman Law: A New Year, Renewed Commitment

As we begin 2025, our focus at Harman Law is on growth—not just in scope, but in how we serve and support our clients. This year, we're working to enhance the client experience, ensuring every step of the legal process is smooth, supportive, and rooted in care.

Clients often come to us during some of life's most difficult moments. We understand how overwhelming legal matters can be, and we are committed to improving our processes, communication, and advocacy to ensure every client feels heard and valued. Our Culture of CARE is not just a slogan—it's the foundation of how we treat clients, engage with our community, and work together as a team.

We are deeply grateful for the trust our clients place in us and inspired by the lives we've helped improve. Our goal this year is to continue making a meaningful impact, helping more people across North Carolina find closure, justice, and peace of mind.

Thank you for being part of our journey. ***Here's to a year of growth, care, and success!***

- Michael Harman

Carrying the Spirit of Giving into the New Year

As the holiday season fades into cherished memories, it's important to remember that the need for compassion, love, and generosity doesn't fade with it. While the holidays often inspire acts of kindness and a focus on community, the challenges faced by many in our neighborhoods persist year-round. At Harman Law, we believe in carrying the spirit of giving beyond the holidays and into every day of the new year.

The start of a new year is a perfect time to commit to making kindness a daily habit.

Remember, kindness doesn't always come in the form of grand gestures; it's often found in small, meaningful

acts that let others know they are seen and valued.

There are countless ways to extend this spirit of giving. Volunteer at a food bank, mentor someone in need, or donate to causes close to your heart. As you plan your year, consider how you can continue spreading hope and positivity in your community.

At **Harman Law**, our mission is rooted in service and justice, and we're inspired by the transformative power of compassion. Let's make 2024 a year defined not just by resolutions, but by the unwavering commitment to care for one another.

Together, we can build a brighter, kinder future for all. ***Let's carry the holiday spirit forward—because kindness is always in season.***



Doctor's Lawsuit Challenges Regulations: A Turning Point for NC?



Dr. Jay Singleton, an ophthalmologist in New Bern, has challenged North Carolina's Certificate of Need (CON) law, potentially reshaping how health care facilities are regulated. The lawsuit argues that the law, designed to control costs by limiting facilities, stifles competition and patient access while driving up costs. Singleton's case contends the law violates the state constitution by creating monopolistic conditions favoring established providers.

The state Supreme Court recently ruled that the case should be reconsidered, providing an opportunity for a constitutional review. Singleton's fight centers on his attempt to offer outpatient surgeries, which the CON law denied due to a lack of "need" in his region.

IMPACTS ON NORTH CAROLINA RESIDENTS

If successful, the lawsuit could:

- **Increase Access to Care:** Residents, particularly in underserved areas, could see more health care options and shorter wait times.

- **Lower Costs:** Greater competition might drive down prices, making health care more affordable.
- **Boost Economic Growth:** New providers entering the market could create jobs and foster innovation.

However, critics warn that repealing the law could harm rural hospitals, which rely on profits from specialized services to sustain essential care. Without regulations, they fear resources might shift to urban areas, leaving rural communities vulnerable.

A BROADER DEBATE

The case highlights a national debate on whether CON laws reduce costs and improve access or hinder competition and innovation. The outcome could transform health care in North Carolina, balancing competition with equitable access.

As the legal battle progresses, its implications for affordability, access, and equity will be closely watched by residents and policymakers alike.

Employment Discrimination Lawyer: Protecting Employees' Rights

Employment discrimination is a pervasive issue in workplaces, involving unfair treatment based on race, gender, religion, disability, or other protected characteristics. When such injustices occur, employment discrimination attorneys play a vital role in protecting employees' rights and securing justice.

WHAT IS EMPLOYMENT DISCRIMINATION?

Employment discrimination happens when individuals are treated unfairly due to characteristics such as race, gender, or disability. Recognized by the Civil Rights Act and other laws, discrimination is illegal under federal and state regulations. Examples include unequal pay, lack of promotions, inappropriate comments, or hiring biases.

WHY HIRE AN EMPLOYMENT DISCRIMINATION ATTORNEY?

These attorneys specialize in advocating for employees who face discrimination. They offer expertise in navigating complex laws, gathering evidence, and ensuring fair outcomes. Attorneys provide:

- **Legal Guidance:** Helping clients understand their rights and the steps to take.
- **Evidence Collection:** Building a strong case with documented proof.

- **Negotiation and Representation:** Communicating with employers and representing clients in court or mediations.

BENEFITS OF HIRING AN ATTORNEY

Hiring an employment discrimination attorney ensures that your case is handled professionally. They reduce the emotional burden, strengthen your claims with evidence, and negotiate for maximum compensation. Their expertise often leads to better outcomes than navigating the process alone.

UNDERSTANDING YOUR RIGHTS

Employees have the right to work in environments free from harassment and discrimination. In North Carolina, state laws reinforce these protections, emphasizing fair treatment in workplaces.

TAKING ACTION

If you face discrimination:

1. Document incidents and evidence.
2. Report the issue to HR or relevant departments.
3. Seek legal consultation if internal resolutions fail.

Discrimination is unlawful, and you don't have to face it alone. With the right attorney, justice and fair treatment are within reach.

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How Long Do You Have to Report an Accident: A Guide

Accidents can happen unexpectedly, leaving those involved feeling overwhelmed and uncertain about their next steps. In North Carolina, knowing how and when to report an accident is essential for protecting your rights and ensuring you receive the compensation you deserve. This guide outlines key steps to take after an accident, legal time limits, and potential consequences of delayed reporting.

IMMEDIATE STEPS AFTER AN ACCIDENT

After an accident, your first priority should be safety. Check yourself and others for injuries, and call 911 if medical assistance is needed. Moving to safety, such as the side of the road, can help prevent further accidents. It's also important to notify law enforcement if the accident involves injuries, death, or property damage exceeding \$1,000. A police report serves as valuable evidence for future claims.

While waiting for authorities, exchange information with other parties involved, including names, contact details, insurance information, and license plate numbers. Take photos of the accident scene, vehicle damage, and road conditions to document what happened. Lastly, even if you feel fine, seek medical attention to identify any hidden injuries and establish a medical record.

LEGAL TIME LIMITS FOR REPORTING AND FILING CLAIMS

North Carolina law imposes strict deadlines, known as statutes of limitations, for filing accident-related claims:

- **Personal Injury Claims:** You have three years from the accident date to file a lawsuit.
- **Property Damage Claims:** Similarly, claims for vehicle damage must also be filed within three years.
- **Wrongful Death Claims:** If the accident results in a fatality, a wrongful death claim must be filed within two years of the deceased's passing.

Failing to meet these deadlines can prevent you from recovering compensation for your losses.

CONSEQUENCES OF DELAYED REPORTING

Delaying an accident report can lead to significant legal and financial challenges. Evidence like skid marks and witness accounts can disappear, and insurance companies may deny or delay claims if the accident isn't promptly reported. Additionally, failing to report accidents involving serious injuries or damages may result in legal penalties.

PROPERLY REPORTING AN ACCIDENT

To ensure compliance with the law, report the accident to local law enforcement immediately. Notify your insurance company promptly and provide all necessary details. Keep detailed records, including police reports, medical bills, and correspondence. If complications arise, consult an experienced personal injury attorney to navigate the process and secure fair compensation.

By understanding these steps and time limits, you can protect your rights and handle an accident with confidence. For legal guidance, contact Harman Law today.

Frequently Asked Questions

How is fault determined in a North Carolina personal injury case?

North Carolina follows a contributory negligence rule, meaning if you are even 1% at fault, you may be barred from recovery.

An attorney can help assess and argue your case.

What constitutes wrongful termination in North Carolina?

Wrongful termination occurs if an employer violates an employment contract, discriminates, retaliates, or breaches state or federal laws.

What should I do if an employee files a complaint?

Follow proper protocols, investigate promptly, and document all steps taken. Seek HR counseling or legal guidance to ensure the process complies with labor laws.

Can I still file a claim if the injury was my fault?

North Carolina's workers' compensation system is no-fault, meaning you may still be eligible unless the injury resulted from willful misconduct.



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Sudoku Solutions

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

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Classic Hot Chocolate Recipe for Winter

Warm up this winter with a rich and creamy cup of homemade hot chocolate. Perfect for cozy evenings or holiday gatherings!

Ingredients (Serves 4):

- 2 cups whole milk (or any milk of your choice)
- 1 cup heavy cream
- 1/3 cup granulated sugar
- 1/2 cup unsweetened cocoa powder
- 1/2 cup semi-sweet or dark chocolate chips (or finely chopped chocolate)
- 1 tsp pure vanilla extract
- Optional toppings: whipped cream, marshmallows, chocolate shavings, crushed candy canes

Instructions

Heat the Milk and Cream: In a medium saucepan over medium heat, combine the milk and heavy cream. Heat until it's warm but not boiling, stirring occasionally to prevent scorching.

Mix in the Cocoa Powder and Sugar: Whisk in the cocoa powder and sugar until fully dissolved and smooth.

Add Chocolate: Stir in the chocolate chips (or chopped chocolate) and whisk continuously until the chocolate is completely melted and the mixture is smooth and creamy.

Flavor it: Remove the saucepan from heat and stir in the vanilla extract for a hint of sweetness and depth of flavor.

Serve Hot: Pour the hot chocolate into mugs and top with your favorite toppings like whipped cream, marshmallows, or crushed candy canes.

Tips for Variations

- **Spicy Hot Chocolate:** Add a pinch of cinnamon, nutmeg, or cayenne pepper for a warm twist.
- **Peppermint Hot Chocolate:** Replace the vanilla extract with peppermint extract for a festive flavor.
- **Vegan Hot Chocolate:** Use plant-based milk (almond, oat, or coconut) and dairy-free chocolate.



Enjoy your winter treat!

Why Our Clients Trust Us



COMPASSIONATE & PROFESSIONAL

Harman Law was there for me every step of the way. They handled my case with care and professionalism, and I always felt like my concerns were heard. I could not have asked for a better team to represent me.

Jessica M.