

ANNUAL REPORT

2020 - 2021

PIVOTING IN A PANDEMIC

A REPORT TO THE ILLINOIS
LEGAL COMMUNITY



MISSION STATEMENT

The Lawyers' Assistance Program is a not-for-profit organization that helps Illinois judges, lawyers, and law students concerned about alcohol use; drug dependency; mental health issues including depression, anxiety, and stress; work-related issues including burnout, compassion fatigue, and incivility; and other career issues including character and fitness. Our services include assessments, individual and group therapy, training, education, peer support, and intervention.

01

Help

To help judges, lawyers, and law students get assistance with substance abuse, addiction and mental health problems.

02

Protect

To protect clients from impaired judges and lawyers.

03

Educate

To educate the legal community about addiction and mental health issues.

CELEBRATING LAWYERS ON A MISSION

The Lawyers' Assistance Program was founded in 1980 by a concerned group of lawyers who saw the need for members of the profession to reach out to help colleagues impaired by alcohol use and addiction. By August of that year, Lawyers' Assistance Program, Inc. was incorporated as a 501(c)(3) not-for-profit.



Before I came into LAP, I was spiritually, mentally and emotionally bankrupt. I used to say that my younger years were my “glory days” before alcohol took control of my life. Because of LAP, I am living a life beyond my wildest dreams. I am a better mother, daughter, sister, friend and attorney. LAP helped me find my way back to happiness. LAP also gave me the opportunity to help other ladies through the mentoring program. I have been able to give hope to others through my own experience. It has been such a rewarding experience. The women’s group that LAP developed for us is one of the greatest gifts that I have received in recovery. It is a safe place to be vulnerable, true to ourselves and authentic. It is a great source for healing for the female attorneys in the legal community. It turns out, through sharing our stories of pain and struggles, we have found strength and resilience as a group. We have also learned how to laugh again, which I think is the best therapy for our mind, body and spirit. God saved my soul and LAP saved my life. Now I get to pay this forward to the legal community which in turn fuels me to be the best version of myself. Life doesn’t get much better than this. Thank you LAP for providing such a great service to me and this amazing group of survivors! Daneen Berres, JD

A MESSAGE FROM OUR BOARD PRESIDENT

Judge Daniel J. Kubasiak



2021 marks the Illinois Lawyers' Assistance Program's 41st year of service to Judges, Attorneys and Law Students. LAP's impact cannot be overstated, and it is tribute to those who saw the need 41 years ago and dedicated themselves to making LAP what it has become. Although this past year presented unique challenges, the Board of Directors and the staff of LAP, led by Executive Director Dr. Diana Uchiyama, worked diligently and creatively to deliver help to those in current need, and plan and prepare for future needs. As we reflect on LAP's history and look to its future, it is helpful to review the past year's progress and achievements.

LAP's steadfast mission to *help, protect, and educate* about addiction and mental health issues is now more than ever vital to the health and well-being of our Legal Community. Legal professionals struggled before the pandemic, and now more than ever are facing additional stressors, financial hardships, and increased mental health and substance use problems.

Responding to rapidly evolving issues within the Legal Community, LAP worked to challenge conventional thinking producing impressive accomplishments in every facet of the organization. Some of the many accomplishments this report will tell you more about:

- Navigated the annual training in an entirely virtual format;
- consistently expanded the LAP Local program;
- unveiled a new website;
- produced COVID responsive publications, materials, and presentations;
- launched an aggressive fundraising campaign in response to the rising need of the organization;
- re-engineered the annual fundraiser event;
- converted the clinical caseload to an entirely virtual format.

LAP's mission is important, lifesaving, and continuing. LAP is grateful for the help and support that it has received from within the Legal Community and asks for your continuing help and support as it moves forward. Please see this Annual Report as a "Thank You" for helping to make LAP's mission a reality.

As LAP moves on into another year, you can be assured that LAP is mindful of the past, focused on the present and building for the future.

Hon. Daniel J. Kubasiak
President, Board of Directors (2020-2021)
Illinois Lawyers' Assistance Program

A MESSAGE FROM OUR EXECUTIVE DIRECTOR

Dr. Diana Uchiyama, JD, PsyD, CAADC

To say that this past year has been a challenging year, would be an understatement. The unrelenting Covid-19 pandemic along with constantly evolving changes to the legal profession, resulted in an increase in mental health, substance use, and financial stressors for Judges, lawyers, and law students. Studies showed even before the pandemic that the legal profession had substantially higher rates of mental health and substance use issues than the general population, and this has only increased with the pandemic, due to increased isolation, uncertainty, and changes to the normal routines and rituals in our daily lives.

As a result of the pandemic, LAP created HIPAA compliant telehealth services to provide equal access to LAP services throughout the State. All services at LAP remained free and confidential with immunity under Supreme Court Rule 1.6, allowing more legal professionals to reach out without fear and stigma. LAP, including the incredible staff and supportive Board members, were proactive in minimizing risk through education, training, and direct access to clinical services and referrals, in an effort to increase health and wellness in the legal profession leading to robust and healthy legal careers and lives.

Due to easy access to LAP services, annual mental health and wellness trainings, CLE presentations, the creation of more LAP locals, and increased journal articles and social media presence, self-referral rates at LAP increased to 71% during these difficult times. LAP remains a powerful tool to combat mental health, substance use, and career problems and we firmly believe that we can help those in need, one person at a time.

Dr. Diana Uchiyama, JD, PsyD, CAADC
Executive Director
Illinois Lawyers' Assistance Program



A MESSAGE FROM OUR INCOMING BOARD PRESIDENT

Edward McCarthy



As I reflect on 2020-2021, I take pride in LAP's accomplishments, especially as challenged by the circumstances of the pandemic. I pray that we really will be enjoying improved working and communicating circumstances through 2022. I want to thank the Illinois Supreme Court for their strong direction and assistance to the Program during the second half of the year. When the pandemic hit, the staff was required to make abrupt changes to their personal and professional schedules. They still delivered extraordinary educational sessions, counselling and guidance to the judges, lawyers, family and clients in Illinois.

My particular congratulations extend to Dr. Diana Uchiyama, Executive Director, for her continued excellence and accomplishments, especially for increasing access to mental health services throughout the State by providing virtual access to all services at LAP during the pandemic. I further want to specifically thank Tony Pacione, Joe Scally, Shelley Sandoval, and Carol Ramski for the outstanding attention to the needs of all of our clients. It is so rewarding to be able to contact anyone at practically any hour for a specific need.

With the funding increase we have received from the Supreme Court, we are anticipating the ability to reach more of our judges, lawyers, and clients who are experiencing challenging times and situations that, no doubt, have been further aggravated by COVID.

Finally, I want to encourage all of my fellow practitioners in downstate Illinois to become even more aware of what LAP has to offer us and to continue to increase the attendance at informational and training programs.

Edward McCarthy
President, Board of Directors
Illinois Lawyers' Assistance Program

Board of Directors

Judge Daniel J. Kubasiak, *President*

Circuit Court of Cook County
Chicago

Edward McCarthy, *Vice President*

McCarthy and Allen
Glen Carbon

Judge Stanley L. Hill, *Treasurer*

Circuit Court of Cook County
Maywood

Kristine M. Tuttle, *Secretary*

Wittman & Lorton, P.C.
Jerseyville

Timothy Bertschy

Heyl Royster Voelker & Allen
Peoria

Judge Susan Clancy Boles

Sixteenth Judicial Circuit Court
Kane County

Dean James Faught

Loyola University Chicago School of Law
Chicago

Mike McElvain

The Law Office of Mike McElvain
Bloomington

Patrick Murphy

Corboy and Demetrio
Chicago

Judge Sheila M. Murphy, *Ret.*

Circuit Court of Cook County
Co-Director Restorative Justice Project
Chicago

Justice Mary K. O'Brien

Appellate Court Third District
Ottawa

Shari Rhode

Rhode Law Firm
Carbondale

Valée L. Salone

Law Offices of Valée L. Salone
Chicago

Judge Warren D. Wolfson, *Ret.*

Appellate Court First District
Faculty, DePaul College of Law
Chicago

J. Nelson Wood

Attorney at Law
Mt. Vernon

Judge Michael Caldwell, *Ret., Emeritus*

Twenty Second Circuit Court
McHenry County





“In my many years as a Board Member of LAP, this past year has been our best. Dr. Diana Uchiyama brings knowledge of psychology to us at a time when it is sorely needed. The Board Members are dedicated to helping lawyers, judges and law students throughout the State. It is a privilege to be a member of LAP.”

Judge Sheila M .Murphy, LAP Board of Directors

Staff

Dr. Diana Uchiyama, JD, PsyD, CAADC
Executive Director

Tony Pacione, LCSW, CSADC
Deputy Director

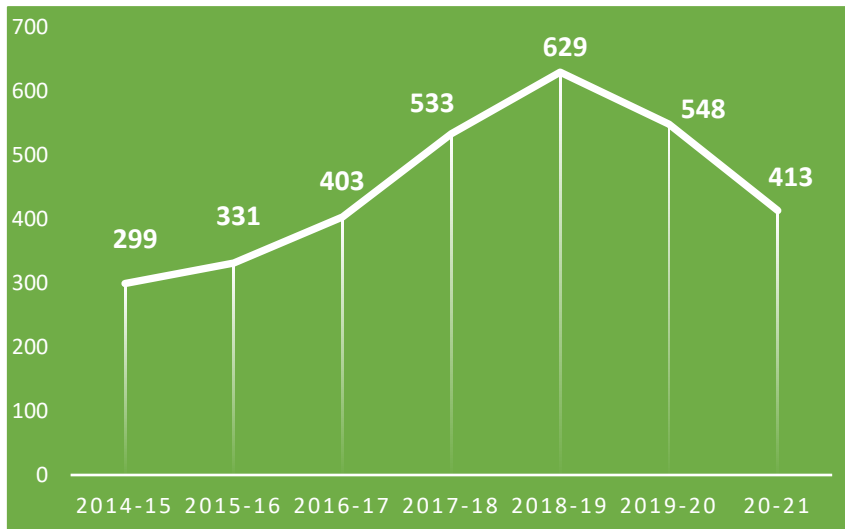
Joe Scally, MA, JD
Clinical Director

Shelley Sandoval. JD
Director of Development

Carol Ramski, MBA
Accounting Manager

LAP ATTORNEYS BY THE NUMBERS REPORT

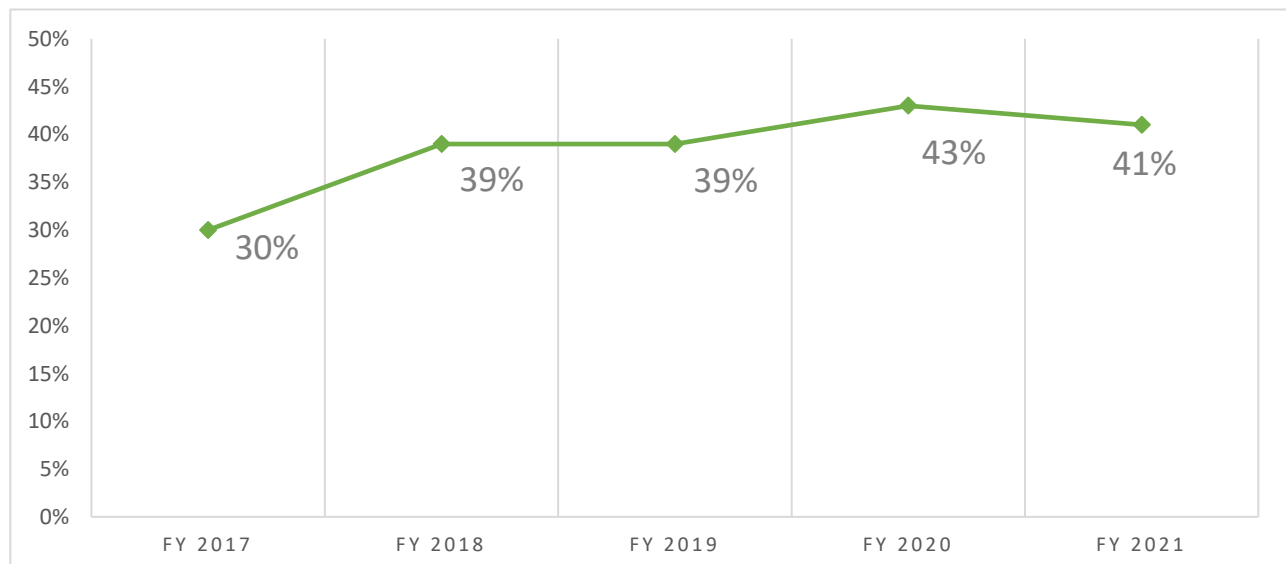
LAP Clinical staff saw **413** new client cases in 2020-2021



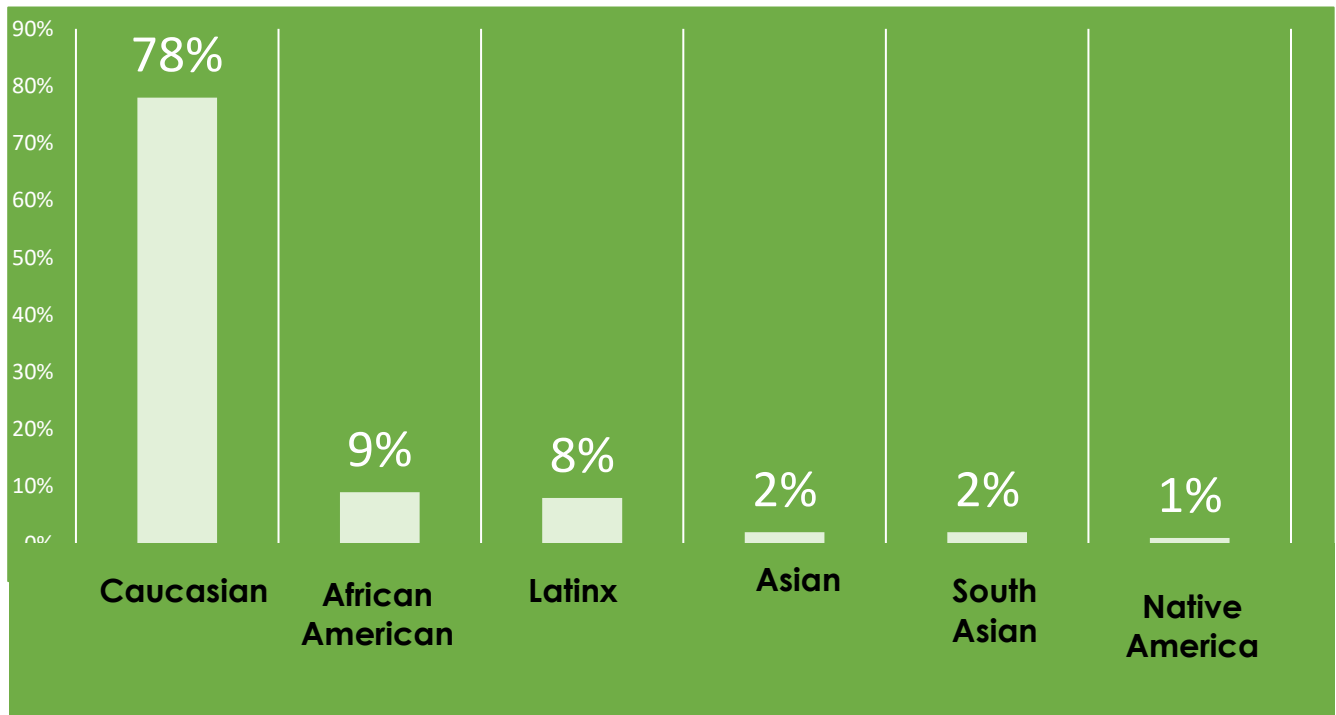
41% identified as female clients

59% identifying as male clients

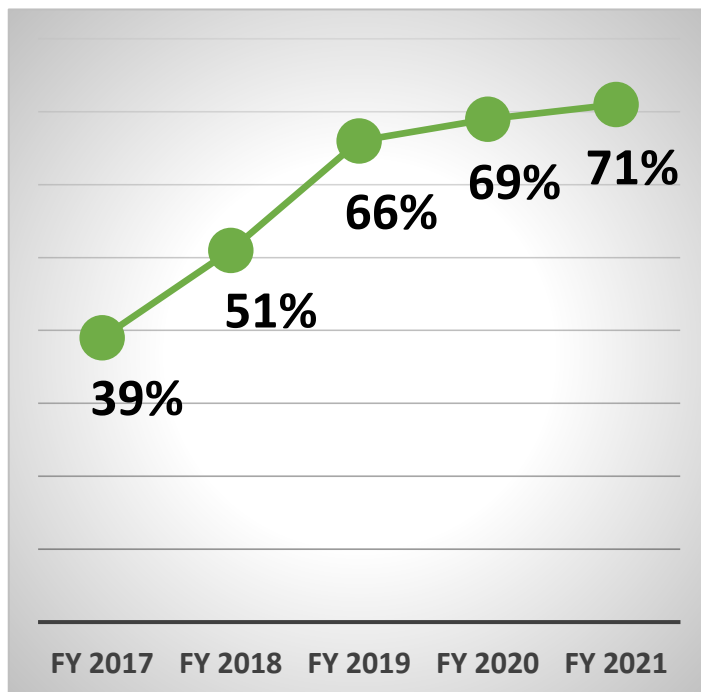
Because of LAP's outreach to female attorneys over the past few years, there has been an increase in female attorneys accessing LAP services.



LAP Clients in 2021 Ethnic & Racial Makeup



Self-referrals to LAP continued to increase significantly. This is due to increased education and training throughout Illinois and the recognition that LAP has valuable staff and resources to assist on the road to recovery.



Other referral sources:

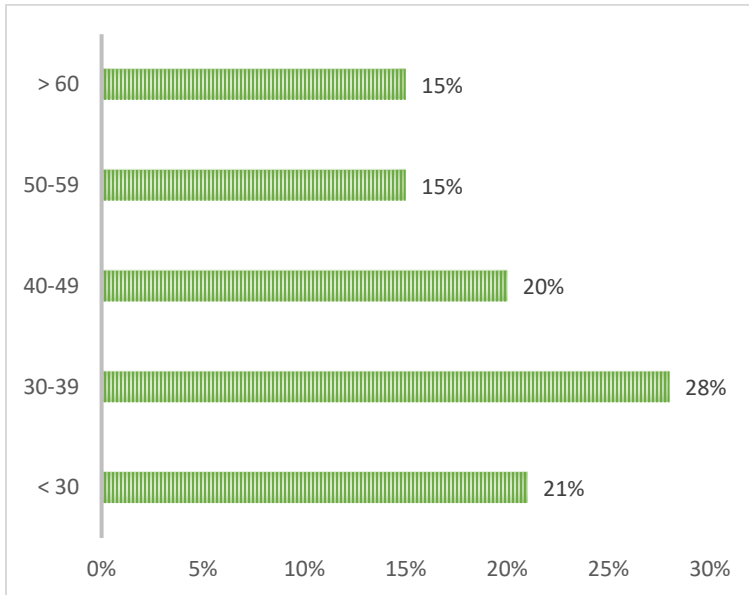
11% Attorney Registration & Disciplinary Commission

10% Colleague or Employer

5% Family

2% Professional

LAP Client Age Range



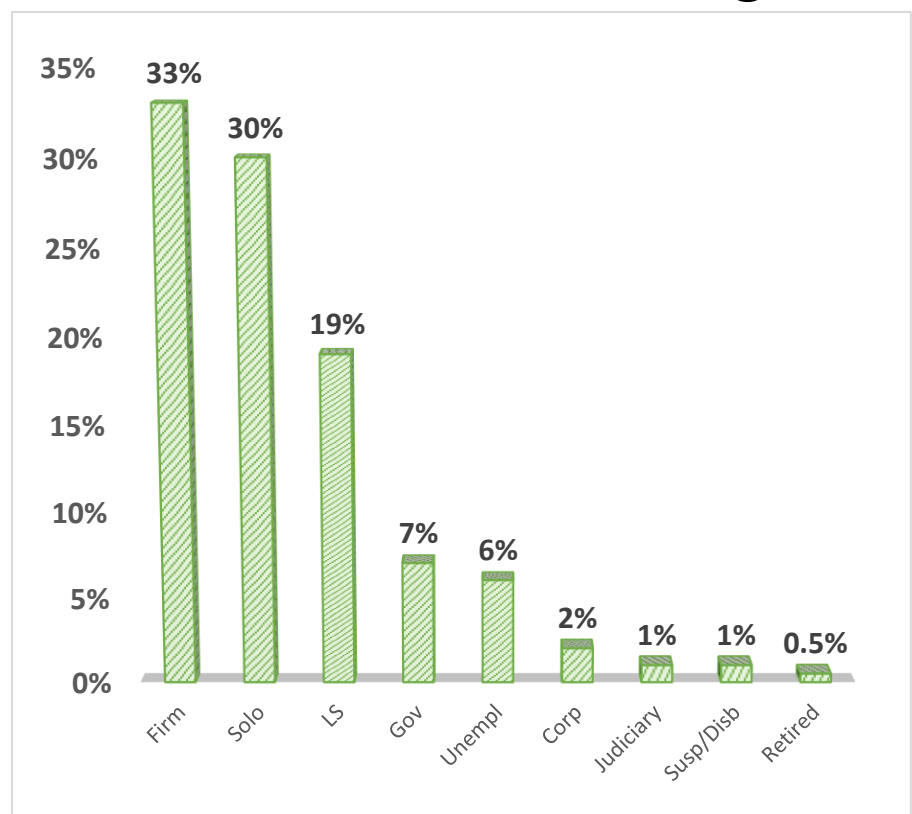
49% of clients are **under 39**

The **50+ group** represents **30%** of LAP clients

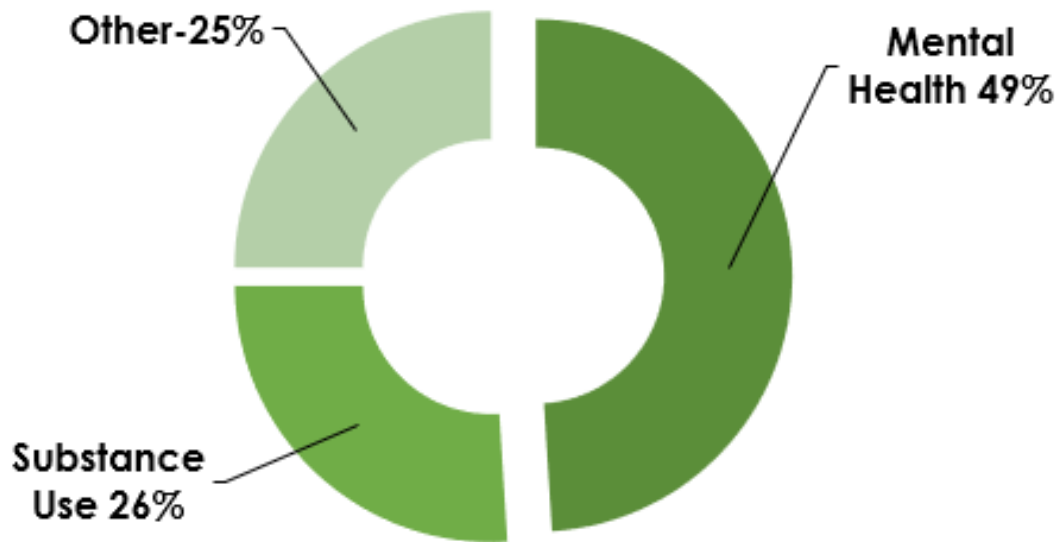
63% of clients are attorneys in a solo or firm practice setting

19% of LAP clients are Law Students

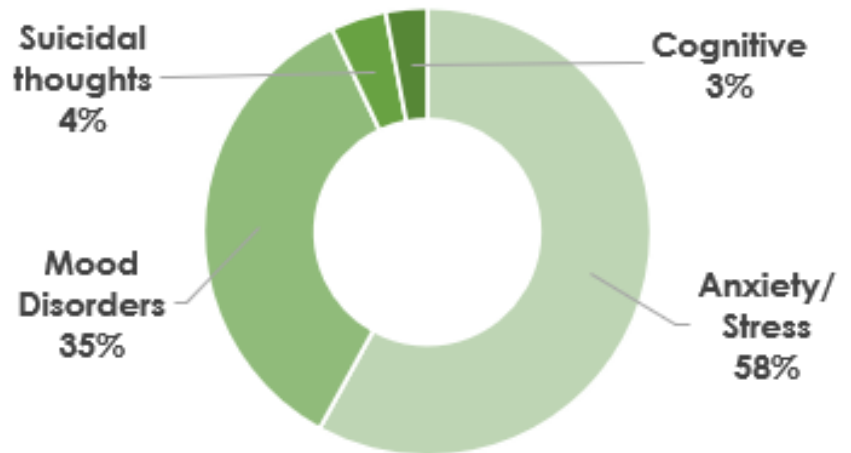
LAP Client Work Setting



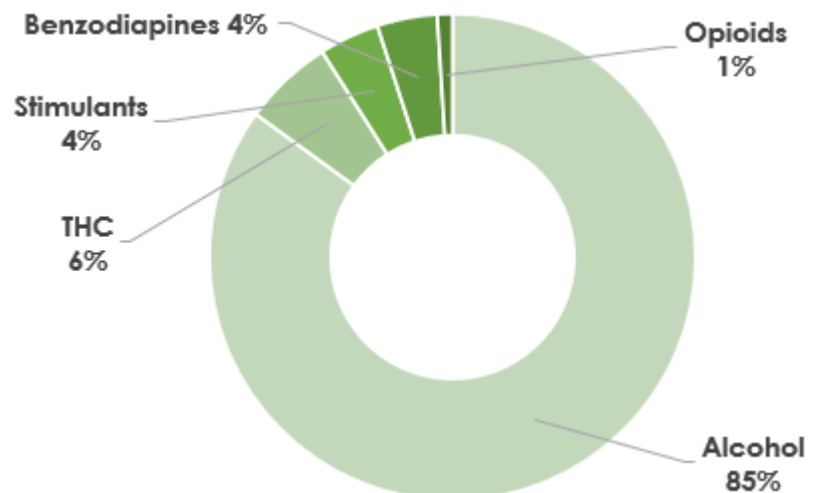
Breakdown of Presenting Primary Issues



Mental Health Category



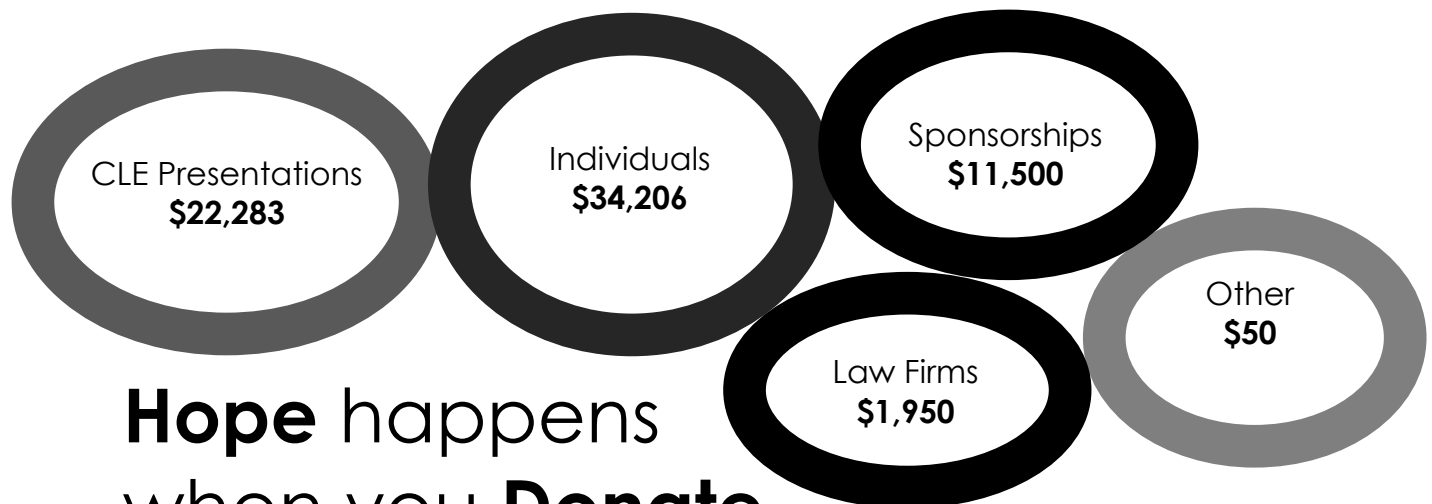
Substance Use Category



DONATIONS REPORT

Total donations received for
Fiscal Year 2020 – 2021

\$69,990



Hope happens
when you **Donate**
to LAP...

THE VALUE OF LAP'S FREE SERVICES, FUNDED BY YOUR DONATIONS:

\$6,000 provides professional CLE education to meet credit criteria and production of online programming.

\$5,000 saves lives through intervention support with 2 LAP clinical staff.

\$2,500 provides presentations of wellness strategies to support law students preparing for the bar exam.

\$1,200 provides confidential psychiatric assessment access for 3 attorneys.

\$1,000 provides access to individual counseling sessions with LAP clinical staff for 5 professionals.

\$600 provides weekly support sessions for 10 professionals.

\$500 provides triage referral support assistance for 5 professionals, providing access to appropriate care.



LAP RESPONDS TO COVID-19

The Spring of 2020 required radical changes to the LAP program. Rising to the challenges of the COVID-19 pandemic, LAP did not miss a beat, pivoting to re-shape all clinical services, counseling programs, outreach, and events to meet the needs of the legal community statewide.

Changing Times and Increased Uncertainty required LAP to:

- **Assess change**
- **Identify opportunities**
- **Address Uncertainty**
- **Develop new resources**
- **Change and Expand all programs**
- **Meet the Constantly Changing Needs and demands of the Legal Community**
- **Increase Easy Access to LAP services throughout the State**

RESULTING IN enhanced services, expanding to all corners of the state, and discovery of new capabilities that reshaped LAP's program and services.

Clinical Services During a Pandemic

- Switched from in-person to virtual clinical services utilizing a HIPPA compliant, confidential platform
- Weekly in-person AA Meetings changed to Nightly AA virtual meetings
- In-person Weekly Support Groups changed and expanded to a virtual format
- Interventions
- Peer-support expanded services via LAP Locals
- Law student services resumed virtually

LAP's Clinical Team led emergency management efforts to swiftly and effectively move all clinical services to virtual formats



The poster features a dark green background with a silhouette of a person standing on a rock, arms raised, against a bright green aurora borealis. The text is white and yellow.

LAWYERS' ASSISTANCE PROGRAM
Real Problems. Real Help. Real Experts.™

NO ATTORNEY SHOULD BE STANDING ALONE

Join a LAP Virtual Group Meeting
Support, Community, Solutions, meeting weekly:

MEN'S GROUP
WOMEN'S GROUP
YOUNG ATTORNEY & LAW STUDENT GROUP
AA MEETINGS WELCOMING EVERYONE

More information:
312-726-6607
illinoislap.org
gethelp@illinoislap.org

COVID-19 Focused Media Content

Clinical articles:

COVID-19 the Long- and Short-Term Mental Health Consequences

Resiliency in the Age of COVID

Some Days are Better Than Others: Self-Care Tips for Lawyers During a Pandemic

Psychological Tolls: An Expanded Look at Civil And Political Unrest, Economic Instability, and COVID-19

Fear No Evil: COVID-19 Driven Anxiety



LAP Responded to the real-time issues facing our legal community; the LAP team produced and distributed statewide lifesaving resources, tactics and strategies for the office, COVID focused content, articles and educational trainings.

Workout Series

Developed and produced by LAP Staff offering live classes and sessions available to stream on the LAP Media webpage.

Geared for all Judges, Lawyers, and Law Students who are looking for stress relief.



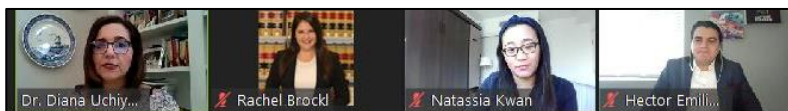
**LAP'S
RESOURCES
FOR THE PANDEMIC
ANY BEYOND**

LAP Presentations

Continued in an entirely virtual format

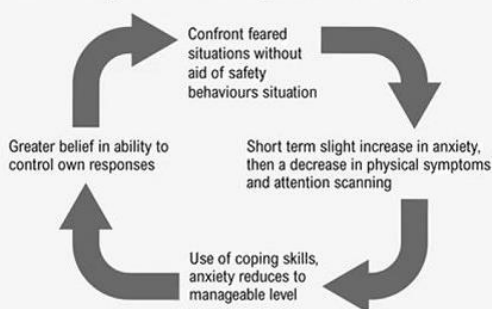
Total presentations delivered averaged over the past 2 years:

113



CHANGE IS POSSIBLE

Reversing the vicious cycle of anxiety



©2019 Illinois Lawyers' Assistance Program

Total individuals reached: **7,037**

Outreach by Group:

Attorney's: 5,770

Law Students: 814

Judges: 358

Legal Administrators: 95



Dr. Diana's presentation to my law students about LAP and the importance of caring for their mental health and the mental health of their friends and family, has been extremely important. For students and lawyers throughout their careers, the subject is so very much a part of our professional responsibility. Everyone needs to understand and be sensitive to the issues of mental health and substance abuse, be aware of the resources available, and know how to get help when needed. Such a presentation can, literally, save lives. I am most grateful that LAP is there to help so many in our profession.

Judge Brian Shore, Retired
Adjunct Professor, NIU College of Law

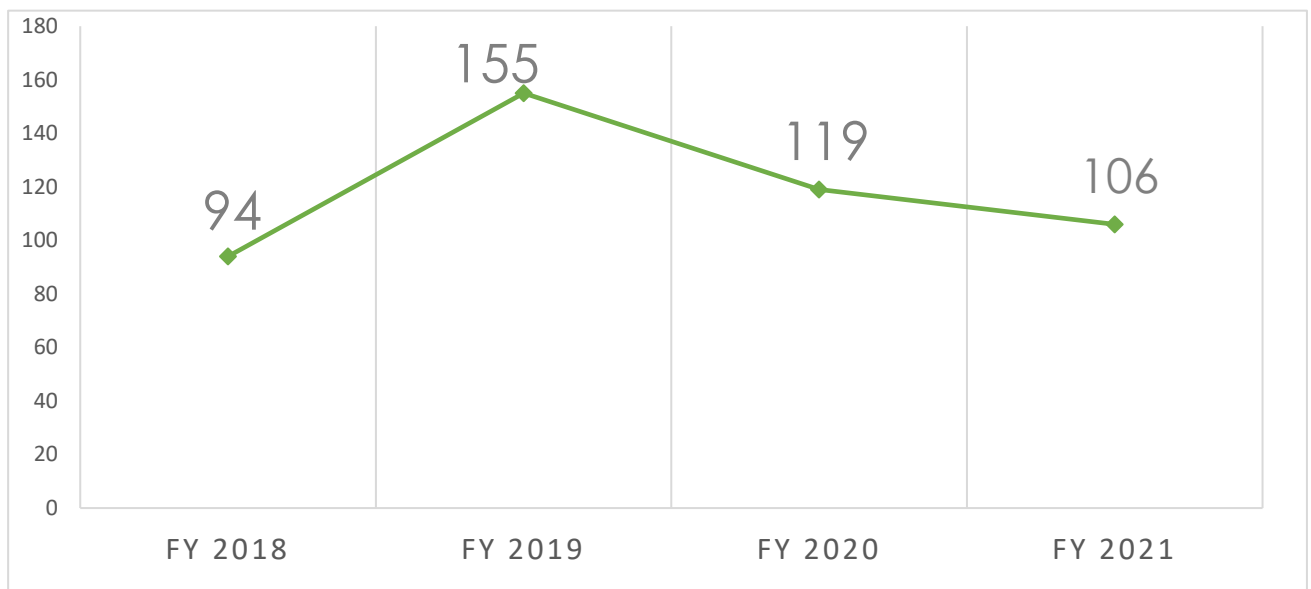


“

Dr. Uchiyama is a popular speaker at the DuPage County Bar Association and has shared her knowledge with many of our sections including Family Law, Immigration, Professional Responsibility, and the Senior Lawyers Division. Dr. Uchiyama's use of statistics coupled with practical advice and information on LAP's resources make for a phenomenal program. After a presentation on lawyer fatigue, a member shared, 'This was probably one of the best presentations and speakers I have heard in my 20 years of practicing law.'

DuPage County Bar Association Membership

LAP Presentations Delivered



As our legal aid staff has been dealing with more vicarious stress from working with distraught clients during the pandemic, we were delighted to tap into the helpful support and expertise of the Lawyers' Assistance Program. Dr. Diana was so responsive to our needs and concerns as a legal aid organization. With LAP's expert assistance, we were able to put on a meaningful CLE program on attorney burnout and compassion fatigue, which gave our staff empathy, support and practical tips for working professionally but with an eye on employee wellness. Many thanks to the great staff at LAP and we look forward to tapping into this valuable resource to our legal profession again in the future.

”

Patricia A. Wrona, Director of Legal Services, CARPLS

Law Schools

School is back in Session - Virtually

Presentations resumed at law schools

WE CAN HELP WITH

- Stress - Anxiety - Grief
- Depression
- Career - Bar Exam
- Addiction - Substance Abuse
- & Much More

LAWYERS' ASSISTANCE PROGRAM

Real Problems. Real Help. Real Experts.™

CONTACT US
gethelp@illinoislap.org
312-726-6607
illinoislap.org

   
@illinoislap

We are here for you; You are not in this alone. Some of LAP's Services + Resources:

- › Law School Weekly Support Group meeting virtually
- › LAP AA Meetings Nightly
- › One-on-one clinical appointments available virtually around your schedule
- › LAP website, videos+ Articles on topics like:
 - › The Resilient Lawyer
 - › Your Best thinking in the Worst Situations
 - › Improving Decision-Making Under Stress
 - › Mindful Combat
- › Support for supporting a colleague or friend through a tough time

LAP's Clinical Director, Joe Scally worked with Law Schools to ensure clinical services were delivered including 1L virtual orientations and other law school presentations during the COVID-19 pandemic

FALL 2020 SEMESTER VIRTUAL APPOINTMENTS

| | | |
|---|---------------|-------------------|
| Substance Use | Anxiety | Wellness Concerns |
| Bar Exam: Character & Fitness, Evaluations, Referrals | | |
| Depression | Sober Curious | Stress Reduction |

HIPPA Certified Virtual Platform, 100% Confidential
Appointments available to fit your schedule

LAWYERS' ASSISTANCE PROGRAM
Real Problems. Real Help. Real Experts.™

312-726-6607
gethelp@illinoislap.org
[@illinoislap](https://www.instagram.com/illinoislap)
all social media platforms

Law School administrators, Deans and other support staff were contacted to distribute the LAP Fall Semester Virtual Appointments materials and service notices. LAP social media featured and tagged schools with relevant information.


LAP Locals

LAP Locals exist to create a statewide network of trained Judicial and Attorney volunteers. The program assists Judges and Attorneys seeking confidential support for mental health and substance use issues.



CONCERNED
About a Judge, Attorney or Law Student?

You can help them find the path to wellness. Please contact LAP directly or your LAP Local for **CONFIDENTIAL** help.



CONCERNED
about an Attorney, Judge or Law Student?




You can help them find the path to wellness. Contact **CONFIDENTIAL** help locally:


| | |
|--|--|
| Tami Webster (309) 263-1204 twebster@tgrlawyers.com | Judge Lisa Wilson (309) 477-2281 lwilson@peoriacounty.org |
| Megan Yates (217) 727-5256 megan.yates@mbllaw.com | John Nicora (309) 676-6885 nicorajaw@mtica.com |
| Judge Christopher Dascutich (309) 677-6236 | Gregory Cernilo (309) 496-9027 gcernilo@me.com |
| | Abigail Fleming (309) 676-7657 abigail@fleming-legal.com |

ILLINOIS LAP is a cost-free program for lawyers, judges, and law students who are experiencing problems, such as substance use, mental health or other issues which interfere with their personal or professional lives. Confidentiality is guaranteed by Supreme Court Rule 1.6(d), which guarantees that all information received by LAP is protected by the attorney-client privilege.

REAL PROBLEMS. REAL HELP. REAL EXPERTS.

20 S. Clark Street, Suite 450 Chicago, IL 60603
312-726-6407 • 800-LAP-1233 • gethelp@illinoislap.org

www.illinoislap.org    @illinoisLAP



Tony Pacione,
Deputy Director
worked directly with
Board Members to
expand LAP Locals

LAP Local Expanded:

7th Circuit: Jersey County &
Sangamon County

10th Circuit

3rd Circuit: Madison County &
Bond County

6th Circuit

LAP Local Re-Brands

The visual look and messaging of the program was refreshed to better communicate program objectives.

Posters are placed in courthouses, firms, bar associations and other prominent areas throughout the state.

LAP's First Virtual Annual Training

September 18, 2020



LAP Fundamentals & Foundations
program covered the core foundations of LAP, emerging from post-COVID19 isolation, clinical wellbeing education, LAP services information and LAP Volunteer opportunities.

89 Virtual
participants

3 hours of CLE Mental
Health credit was
granted for course
completion

Agenda Included LAP Clinical Team Presentations:

Recognizing & Referring

Presented by: Dr. Diana Uchiyama, JD,
PsyD, CAADC; and Tony Pacione,
LCSW, CSADC

Stages of Change

Presented by: Dr. Diana Uchiyama, JD,
PsyD, CAADC

The Resilient Lawyer

Presented by: Joe Scally, MA, JD

SPONSORS

In addition to our Presenting
Sponsor, 8 other sponsors
were recognized throughout
the program raising \$11,500

**SPECIAL THANK YOU TO OUR
PRESENTING SPONSOR**

WINDROSE
RECOVERY

LAP FUNDING APPEAL

2020, October

16

Legal professionals were struggling before the pandemic arrived and faced additional stressors, financial hardships, and increased mental health and substance use problems as a result of the Pandemic. LAP asked the legal community to financially support LAP and its mission, so that LAP could continue to expand its services throughout the State to Judges, Lawyers and Law Students.



LAP CAN USE YOUR HELP!

LAP commissioned a professional video as part of a donation campaign including press releases, statewide emails, and social media in its appeal to the state of Illinois for increased funding. All staff participated in the video appeal.

LAP Website Rebuild Project

LAP Website Rebuild Project Commences - January 2021

Our website continues to be a thought-provoking platform supporting Judges, Lawyers and Law Students within the legal profession. The website is a well-used resource among legal and judicial professionals in Illinois and beyond.

Due to changing technology, the LAP Website required a complete rebuild. The website was entirely rebuilt and re-launched September 2021 reflecting LAP's new branding and user-friendly interfacing capabilities.





**H
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I
D
A
Y**

**WITH
LAP**

HOLIDAY SURVIVAL WITH LAP

Campaign
included
information for
enjoying the
holiday
season and
staying well
during a
pandemic

LAP AA Nightly meetings

Celebrated
1 year of virtual
meetings on
March 18, 2021



LAP AA

**NIGHTLY MEETINGS
VIRTUAL**

1 YEAR CELEBRATION

WELLBEING WEEK IN THE LAW



For the week of May
3-7th 2020, LAP
participated in the
national Wellbeing
Week in the Law



LAP Clinical team answered the question 'What does Wellbeing in the Law mean to you?' in a series released in our statewide campaign

LAP Clinicians were
available in Open
House style office hours



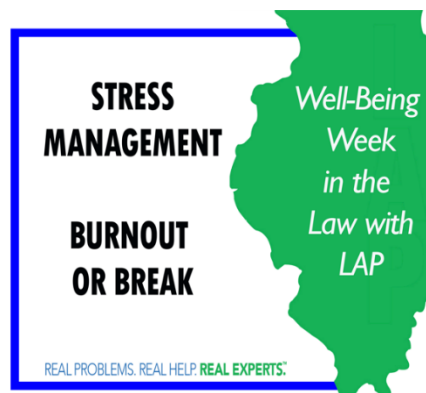
Clinical Open House Office Hours next week

Have a question about wellness?
Curious about what speaking with a clinician means?
What to ask a question for a friend?

Monday 5/3 2:00 - 5:00P CT
Tuesday 5/4 9:00 - 12:00P CT
Wednesday 5/6 9:30-11:30A CT

We're ready for you in the Zoom Room!
<https://zoom.us/j/5268204111>

Social media
campaign was
custom
designed and
buzzing with LAP
content and
engagement



Virtual CLE's

4,518 attorney's received Certificates for watching LAP's Virtual CLE's, credit hours were reported to the MCLE Board.

CLE content was re-produced making a total of 5 CLE credits available through LAP's website:

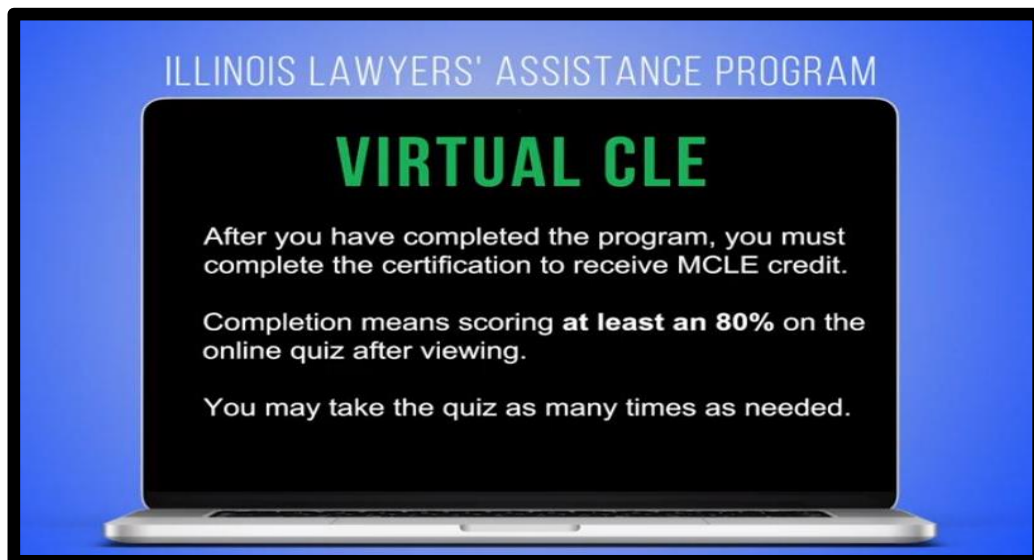
Your Best Thinking in the Worst Situations

Fear No Evil: COVID19 Driven Anxiety

The Resilient Lawyer

Civility: Difficult Conversations and People in the Workplace

The Mindful Attorney



February 2021, the LAP Board of Directors appointed a committee to address the build out of a new Learning Management System



Marketing & Communications

PRESS RELEASES

Released to 35+ legal publications and affiliates to disseminate important updates about the organization

June 2020 - LAP Executive Director Appointed to ABA Task Force & Receives Presidential Appointment to the ABA Commission on Lawyer Assistance Programs

August 2020 – LAP Virtual CLE's Offers New Content

October 2020 – LAP is Asking for Your Financial Support to Continue to Provide Quality Care and Services Due to the Increasing Needs of the Legal Profession

June 2021 – Announcing LAP Annual Training: Fundamentals & Foundations

EMAIL COMMUNICATIONS

Released to every registered attorney in the State & our Friends of LAP self-sign-up list throughout the year

06/17/2021 – Last Chance to Register: LAP Fundamentals & Foundations

06/02/2021 – Registration Open: LAP Fundamentals & Foundations

04/29/2021 – Your Expert Resource for Wellbeing Week in the Law

03/25/2021 – LAP Quarterly Wellbeing: Real Problems. Real Help. Real Experts.

12/15/2020 – LAP Quarterly Wellbeing: Real Problems. Real Help. Real Experts.

12/01/2020 – It's Giving Tuesday – consider your Lawyers' Assistance Program

10/21/2020 – LAP Can Use Your Help!

08/20/2020 – LAP Quarterly Wellbeing: Real Problems. Real Help. Real Experts.

SOCIAL MEDIA

LAP has accounts with regular content on 4 social media platforms: Facebook, Instagram, Twitter & LinkedIn.

These are social and professional networks that enable us to connect with members of the legal profession, government, technology, academic, and other industries. The content shared on all 4 social media platforms LAP participates in, is created, curated, and shared with the intent of helping followers better understand our programming, upcoming events, happenings and how we can support lawyers in wellness, substance use, and mental health issues.

It also allows our organization to connect with followers on a more personal and casual basis through image-sharing, messaging, liking posts, re-sharing posts.

Posts can also include pictures, Board members awards, infographics promoting wellness, and shareable graphics supporting our programming. The Social Media Platforms operate in conjunction with all other LAP Marketing & Communications outlets to promote LAP Campaigns and happenings:



@illinoislap



Example of custom content designed along with a text message to promote LAP's services on social media

YouTube is a video-sharing platform where all LAP video content is shared for mass consumption.