



ASSOCIATION OF ATTORNEY-MEDIATORS

Newsletter

March 2007

“...to support and promote professional and qualified attorney-mediators who are committed to the proposition that the existing dispute resolution system can fulfill its intended purpose through the use of mediation.”

2006–2007 AAM BOARD OF DIRECTORS

Jimmy “Skip” Hulett, President

*Gayle Cipriano, Immediate
Past-President*

Trey Bergman, President-Elect

G. Maynard Green, Treasurer

John Hughes, Secretary

Courtenay Bass

Robert E. Hornberger

David Kisner

James Knowles

CHAPTER PRESIDENTS

*Bexar Co. (San Antonio) Chapter
William H. Lemons, III*

*Central Texas Chapter
David Moore*

*Houston Chapter
Alice O’Neill*

*North Texas Chapter
William B. Short, Jr.*

*Oklahoma Chapter
Joel L. Carson*

*St. Louis Chapter
Richard Sher*

EXECUTIVE DIRECTOR

Brenda Rachuig

ASSOCIATION OF ATTORNEY-MEDIATORS

P. O. Box 741955 • DALLAS, TEXAS 75374-1955 • PHONE: 800-280-1368 • 972-669-8101 • FAX: 972-669-8180
Website: www.attorney-mediators.org • Email: aam@attorney-mediators.org

Dear Colleagues:

In our first newsletter as your President, I informed you that I am simple, concise, and a man of few words. Since actions speak much louder than words, I was compelled to share with you a very simple and concise letter from the President. I now want to inform you that consistency is something I value highly. As such, I must once again be simple and concise so that I am consistent. I do feel a bit guilty, though. As I perused prior newsletters I saw very lengthy, scholarly, well thought out messages from past presidents. Some spoke (wrote) from the heart, others detailed all of the year’s accomplishments, and yet others were very philosophical with their words.

This resulted in a desire to speak from the heart, detail all accomplishments for the year, leave you with philosophical wisdom, while remaining consistent, simple, and concise. I know what you are thinking!

Speaking from the heart. Thank you-Thank you-Thank you! Thank you for allowing me to serve such an awesome organization. Thank you to our Members, our Board, and to our Executive Director, Brenda Rachuig (who makes AAM work and our service to the organization a pleasure).

Detailing all that AAM accomplished this year. Since I must remain simple and concise in my President’s Letter, so that my actions reflect consistency, I will refrain from setting forth details herein but will instead encourage you to come to Santa Fe for the Annual Meeting, whereby you can hear all about them. (After reading that sentence I know you are wondering whether one can be both concise and verbose at the same time — resist that thought). Seriously, you don’t want to miss this year’s Advanced Training & Annual Meeting. Trey Bergman has a great and very practical program planned for you. At the Annual Meeting we will discuss where we have been and where we want to go as an organization. As we move forward and Trey takes over as President we want you to begin thinking about the word **“involvement.”** Wow, that probably lends itself to a smooth transition into something philosophical.

Leaving you with philosophical wisdom. I want to leave you with something that can be tied into the aforementioned word “involvement.” Why? In talking with Trey, “member involvement” will be the cornerstone of what he hopes to accomplish next term. It is my desire to simply plant the seed for what Trey is going to challenge you with. So here you go....

continued on page 2

PRESIDENT'S LETTER continued from page 1

“People can be divided into three groups: Those who make things happen, those who watch things happen, and those who wonder what happened.” I heard this long ago and have shared this on more than one occasion. Unfortunately I don't know who to give credit to for these words. However, having served as your President, I do know this — AAM is full of Members who make things happen. I am confident that Trey will not have to worry about leading an organization full of Members who just watch or wonder what happened. Trey can rest easy that next year AAM will get even better.

Looking forward to seeing you in Santa Fe!

Sincerely,

Skip Hulett, *President*

AAM Welcomes New Members

We are pleased to announce the following new AAM members:

C. Michael Black, Houston, TX
 W. Robins Brice, Houston, TX
 John Allen Chalk, Fort Worth, TX
 Karin Crump, Austin, TX
 Sid Davis, Mendenhall, MS
 Don Dean, Amarillo, TX
 Gayle Eskridge, Torrance, CA
 Mark Fankhauser, Dallas, TX
 David Garza, Austin, TX
 Ronald Hornberger, San Antonio, TX
 Janet Northrup, Houston, TX
 Josefina Rendon, Houston, TX
 Stuart Robbins, Boston, MA
 Maretta Comfort Toedt, Houston, TX
 Don Weir, Shreveport, LA

We welcome you to the **Association of Attorney-Mediators** and look forward to your active participation within this organization! Please let an officer of a local chapter or the national board of AAM know what AAM can do for you and how you would like to become involved in AAM's activities.

We're On the Way to Santa Fe

The member vote was two to one for Santa Fe as the location for this year's Annual Meeting and Advanced Attorney-Mediator Training, “Mediator's Tips, Tools and Techniques”. Come join the fun and the AAM group on March 23 and 24, 2007. We are expecting a large crowd and some wonderful presenters. As usual, we will hold our general meeting to vote in the new board members, and take action, as a body, on some other matters.

Many of the presenters are “back by popular demand”, such as Dr. Robert Moats of Austin, after his stellar performance in Houston at AAM's Advanced Attorney-Mediator Training last fall. Be prepared for Bob to take it to the next level in teaching us to be successful mediators by reading and working with the psychology of the mediation participants. Others on the line up include Walter Wright of Austin, Robert Dietz of Orlando, Ross Hostetter of Boulder, John Rothman of Tulsa and Peter Merrill of Santa Fe, with his panel members; Scott Vivian, of Riverside, California and R. Lar Thomas of Peralta, New Mexico.

Our luncheon on Saturday is sure to be an educational and entertaining time as the *Tewa Dancers from the North* do their storytelling to music with traditional dance from the San Juan Pueblo. This particular group made the 2004 documentary film “**Dancing from the Heart**”. The documentary film centers on Andrew Garcia of Ohkay Owingeh/San Juan Pueblo, New Mexico, and his family dance group, the **Tewa Dancers from the North**, and gives the audience a close-up view of the historically mysterious and magnetic Pueblo culture and dance, as represented by a vibrant young family.

Advanced Certified Mediators

AAM congratulates the following members who have achieved or renewed their Advanced Certified Mediator status for the 2007 year (as of this newsletter printing):

William Bonham
Bryan Coleman
Robert Dietz
J. L. “Larry” Hinojosa
John W. Hughes
Nancy Huston
James Knowles
Alvin Zimmerman

In order to retain Advanced Certified Mediator status, holders of the certification must submit renewal applications annually and comply with the Rules Governing Certification.

Kit Carson, Peacemaker

Mike Amis, Dallas

The name "Kit Carson" has fired the imagination of Americans from even before his death in 1868 at the age of 59 down to the present time. Kit arrived in Taos in 1826 to join a wagon train heading west on the Santa Fe Trail. Successively a beaver trapper and mountain man, scout and guide for government expeditions, Indian agent, army officer rising to the rank of Brigadier General, and farmer. His national fame owed much to his service as scout and mapping aide to John C. Fremont from 1854 until 1861. Christopher Houston Carson was one of America's great frontiersmen. In 1843, Carson purchased a large adobe house in Taos as a wedding present for his bride, Maria Josefa Jaramillo, and portions of the home today are included in the Kit Carson Home and Museum reflecting Carson and the cultures in the history of northern New Mexico. See www.taosmuseums.org/kitcarson.php.

An episode from Kit Carson's life, perhaps a legend rather than strict fact, places him as a model for those engaged in the art of negotiation within the context of war and conflict. Had Steve Brutsche' been near him in 1868, maybe Kit would have been in a training as one of the first mediators on the frontier!

We are taught in a classic mediation text that we are to help people to behave more constructively. "Mediation is always intended as a constructive process, but equally, it should not prevent people expressing themselves forcefully . . . it does create a climate which reduces the legitimacy of destructive behavior. . . A mediation process is not necessarily a time of peace, but it is a space within which foundations for the end of conflict may be laid." Andrew Floyer Acland, *A Sudden Outbreak of Common Sense*, page 101, Hutchinson Business Books Limited, Great Britain, 1990. Acland writes that mediation, while always constructive, "should not prevent people from expressing themselves forcefully." He defines constructive aggression as future oriented, treating opponents as equals, willing to explore all interests and possible solutions, making decisions for opponents as easy as possible, and looking for mutual advantage.

In December, 1865, Carson was dispatched as the newly appointed Brevet Brigadier General of New Mexico Volunteers to Fort Garland at the western side of the Sangre de Cristos in southern Colorado. About 1050 warriors of Utes and Apaches lived within a radius of fifty miles, with about sixty men stationed at the fort — a challenge "worthy of Carson's talents and training." Chief Shavano's band of Utes, together with some Apaches, soon went east of the Sangre de Cristos to hunt buffalo. Along the way, they stole over seventy horses and many cattle, returning after a fruitless hunt to swipe from a local ranch a horse, two cows, and twenty sheep, the fearful settlers discovering three men killed in the area after they departed.

Carson had great respect for the Utes, who he was convinced were on the brink of war. He thought they were the best shots in the country, Indian or U.S. Major General Pope wrote General William T. Sherman on August 11 that "Carson is the best man in the country to control these Indians and prevent war. . . . He is personally known and liked by every Indian . . . likely to make trouble . . . Peace . . . is of all things desirable, and no man is so certain to insure it as Kit Carson."

Kit's peacemaking skills were almost immediately called upon. On August 6, a group of Indians from Shavano's band appeared outside the fort painted and feathered for war. Kit went out to meet them and learned they had found a young Indian dead not far from the fort and were out for revenge. Kit convened an investigation and received some inside intelligence from an Indian, Cassadore, to the effect that none of the soldiers or settlers was responsible. Instead, it appeared that Shavano's brother, the medicine man, probably murdered the dead boy because of a young woman. Although Carson had no reason to believe any of his charges was the murderer, the band of Utes were not convinced and left declaring they would have revenge.

Carson cooked up a settlement proposal, a literal drop dead offer, which called for the Indians to receive \$100 and a good horse, with funding to be a week later on the Saguache River. As Kit, Jr. told the story, "When Kit and forty troopers met the Indians (Ed. note — joint caucus), they demanded more money, Kit refused, and a warrior rode forward with a rawhide rope as if to strike. Without taking his eyes off the warrior, Kit told his men, 'If he strikes me I will kill him, then we will fight if we all have to die together.' At this, the Indians accepted the recompense and promised good behavior." A done deal (albeit no written settlement agreement).

A great story, don't you think, of credibility, constructive aggression, and consideration by each side of its BATNA. Although Kit, Jr. may have puffed up the story a little since Carson's report to his superior indicated buyer's remorse on his part and that the Indians left threatening revenge, your author here is going with Kit, Jr's version.

The foregoing account summarizes the excerpt on the subject from Thelma S. Guild and Harvey L. Carter's *Kit Carson, Pattern for Heroes*, University of Nebraska Press: Lincoln & London, 1984, pages 261-275. The authors conclude that "Keeping or restoring the peace between 1866 and 1867 was as great an achievement for the ailing Carson as any of his campaigns had been. . . . The best comparison with Kit Carson is Daniel Boone, who epitomizes the frontier expansion from the Appalachians to the prairies as Carson epitomizes the frontier expansion from the Great Plains to the Pacific Ocean. Both became legendary heroes but in both the legend was solidly based upon fact." *supra*, page 275, 294.

The AAM Board of Directors Introduces the President and President-Elect for 2007

Trey Bergman — President 2007

Trey has practiced complex commercial litigation since 1980 in Houston, Texas at all levels of state and federal court and is Board Certified in Civil Trial law by the Texas Board of Legal Specialization and a Credentialed Distinguished Mediator by the TMCA. Trey took basic mediation training from Steve Brutsche' in Dallas in 1990 and has mediated hundreds of cases since then, while maintaining an active trial practice. Trey served on the faculty of the Attorney Mediators Institute from 1993 to 1997 training thousands of attorneys and judges across the United States, in England and in Turkey. He has also served as a past national and local Board Member of AAM and President of the Houston Chapter of AAM. Trey is a charter member of and serves as Chairman of the Houston Bar Association's ADR Section and is a past Chairman of the Houston Bar Association's Litigation Section. He is a frequent speaker and author for the State Bar of Texas, American Bar Association and numerous national and local bar associations and organizations throughout the state and the nation. Trey now devotes his practice exclusively to mediation and arbitration as a principal in the Bergman ADR Group and has been an adjunct professor at South Texas College of Law since 2002 teaching classes in mediation and negotiation.

James W. Knowles (Jim) — President-Elect 2007

Jim is an attorney-mediator in Tyler, Texas, who received his education at SMU and was admitted to the Texas Bar in 1966. Over the past forty years of practice, his experience has been in many areas, including litigation,

(both civil and white collar criminal), and general business transactions, bankruptcy, tax, wills, estates, oil and gas, environmental, labor, school and governmental regulatory work, among others. ADR interest began in 1992 and training was achieved from the American Academy of Attorney Mediators with follow up Advanced Mediation Practice course at the Institute for Dispute Resolution at Pepperdine University law school. Jim is presently a member of the Certified Panel of Mediators for the Federal District Court for the Eastern District of Texas and is licensed to practice before all Texas state courts and the U. S. Supreme Court in addition to the District and Circuit courts, having served as an Assistant U. S. Attorney for the Eastern District early in his career. After serving some 35+ years as a partner and shareholder, Jim is now "Of Counsel" to the Wilson Law Firm in Tyler, concentrating on ADR where his practice reaches the entire East Texas area and the various metropolitan areas of the state as well. He spends considerable time in the practice area of intellectual property cases, having mediated a number of such cases primarily emanating from the Eastern District, but also pending in other states including the Northern District of California. He has served the community as a member of various boards and project committees and has served as president of the Smith County Bar, Chairman of the State Bar Grievance Committee, and on the councils of both the Oil and Gas and ADR Sections of the State Bar. Recently Jim has become involved as a charter member of the Honorable T. John Ward American Inn of Court in the East Texas area and is a Board Member of the Association of Attorney-Mediators, Inc. where he has qualified as an Advanced Certified Mediator.

AAM Texas Lobby Report

Our legislature is back in session. Thanks to your commitment and generosity, AAM members in Texas have a presence in the legislature. By law, the State Bar ADR Section and local bar sections cannot engage in lobbying activities. AAM is the only organization of ADR professionals with a presence in the legislature expressly intended to preserve and protect the integrity of the mediation process. We will work closely with our lobbyist during the session to identify any actions which may impact mediation. You are welcomed and encouraged to notify us of any matters of interest.

AAM is a national organization with members in seventeen states. AAM membership dues cannot be used for local lobbying efforts. Lobbying efforts must be supported wholly by voluntary contributions. Your fellow Texas AAM members have made AAM's presence in the Texas Legislature possible. We owe them a debt of appreciation.

Donations to the AAM Texas Lobby Fund may be made by check or credit card. Contact AAM Executive Director, Brenda Rachuig at 800-280-1368 or by email at aam@attorney-mediators.org.

CHAPTER NEWS

BEXAR/SAN ANTONIO CHAPTER NEWS

The Bexar/San Antonio chapter does not currently hold regular monthly meetings. We exist as an informal group for interacting from time to time and to advertise in the San Antonio Bar Association Directory and in the San Antonio Lawyer. We have added several new members recently. A project we are working on is a new member directory for the public and courts to use. For information, please contact William Lemons, Chapter President, at (210) 224-5079.

CENTRAL TEXAS NEWS

The Central Texas Chapter holds a monthly meeting at La Madeleine Café, usually on the second Friday of the month, at which members exchange mediation experiences and participate in a CLE presentation. The Central Texas Chapter's website address is www.aamctx.org. For information on chapter events, please contact David Moore, Chapter President, at (512) 477-9300.

HOUSTON CHAPTER NEWS

The Houston Chapter has again joined the Houston Bar Association — ADR section in having their monthly 1 hour CLE breakfast meetings at South Texas College of Law on the 2nd Tuesday of the month at 7:30 am for the cost of \$15.00. The March meeting features Jeff Krivis and is titled after his book "How To Make Money As a Mediator". The book is available on Amazon.com and copies will be available at the meeting for a reduced price. The April meeting is titled "Online Mediation" and will show how technology can make it easier to mediate volume cases online. The May meeting will take place on May 18th and will be our annual all day seminar with 6.5 hours of CLE co-sponsored with the Houston Bar Association — ADR section, the Frank Evans Center for Conflict Resolution at South Texas College of Law and AAM. Our annual Chapter meeting and extravagant reception is also rapidly approaching and we are currently taking nominations for officers. Please send all nominations to Alice O'Neill at aoneill@oneilladr.com.

NORTH TEXAS CHAPTER NEWS

We have been very busy in the North Texas Chapter. In October we elected new officers. In November, more than 15 *new* civil, probate and family law judges were elected to the Bench in Dallas County. Each civil court judge was invited to

participate in "WORKING TOGETHER: A Conversation". The officers and directors selected a Task Force of Jeff Abrams, Mike Amis, Courtenay Bass, Kay Elliott, Ross Stoddard, and Mel Wolovits to engage in a discussion with the Civil Court Judges regarding common issues facing judges and mediators with regard to court annexed mediation. Our first Conversation was held in December, before the new judges took the bench, and a second Conversation is in the planning stage.

As a result of the first Conversation and the campaign statement of Judge Carlos Cortez, regarding the development of a strong mediation order he will enforce, the Task Force assisted Judge Cortez in writing the Mediation Order now being issued by him out of his court. Judge Cortez's Mediation Order, *inter alia*, 1. Appoints a mediator with only a 14 day substitution provision, requiring notice of substitution to the court appointed mediator; 2. Requires a report non-compliance for a party's failure to schedule and conduct a mediation in accordance with the Order; 3. requires all named parties to attend the mediation in person, with authority to settle for the remedies and damages alleged by each side, or in the case of an indemnity company, the amount plead or policy limits, whichever is less; 4. Requires 10 days prior to mediation the names of the persons who will attend the mediation; 5. Requires the mediator to set the mediation date, if the parties can not agree on a mediation date; and 6. Requires the case be mediated at least 45 days before trial.

Understanding that each Judge has their own unique perspective on mediation and mediation orders, The Chapter's Task Force seeks to assist each judge in writing a Mediation Order unique to his or her court. The Chapter seeks to help each judge full his or her mandate to provide the citizens of Dallas County, TX, and litigants in their court, fair, efficient and economical dispute resolution of pending lawsuits.

As a part of WORKING TOGETHER: A Conversation, the Chapter is in the process and will appoint a chapter member as the Liaison between the Chapter and each judge. The liaison will maintain periodic communications with their assigned judge for and on behalf of the Chapter concerning common issues and concerns. In addition the Chapter will compile a book, to include a mediation profile of each judge. The liaison will be responsible for working with their assigned judge in developing the mediation profile which will appear in

continued on page 6

continued from page 5

book. The profile will include the judge's thoughts, policies, procedures, etc., regarding mediation and mediators. This book will be compiled by the Chapter, and made available to all members of the Bar and all mediators.

The Chapter will have three Chapter meetings and a summer social. Date, times and locations of events will be announced. For more information please contact, Mel Wolovits, Chapter President at 214.373.3777.

OKLAHOMA CHAPTER NEWS

For information on the Oklahoma Chapter and upcoming events, please contact Joel Carson, Chapter President, at 405-946-8022.

ST. LOUIS CHAPTER REPORT

The St. Louis Chapter continues to hold monthly meetings to discuss current mediation developments and issues and to consider specific problems and questions the members have encountered. In addition, at each meeting, one of the members leads a discussion on a specific mediation topic (that qualifies for MCLE credit). Topics for 2007 will include:

Mediator preparation for mediation; Mediating intellectual property disputes; Attorney expectations of mediators; Mediating employment agreement cases; and Dealing with lawyers who fail to manage client expectations.

For information about the St. Louis Chapter, please contact Richard Sher at 314-721-1516.

Nominees For Board Of Directors

You should have received your proxy 30 days prior to the annual meeting. Further nominations are welcome. Below are short biographical sketches of the nominees selected by your Nominating Committee:

Joel L. Carson is an attorney-mediator in Oklahoma City, Oklahoma. Joel earned his law degree from the University of Oklahoma and has been a member of the Oklahoma Bar since 1961. In addition to general Arbitration and Mediation, Joel has in the recent past had a general and civil law practice. He is the most recent president of the Oklahoma Chapter of the Association of Attorney-Mediators. His service attributes include the Oklahoma League for the Blind, Counsel for the Oklahoma Halfway House and he sits on the State of Oklahoma, Board of Mental Health and Substance Abuse Services. He has served on the Board of Regents for Oklahoma College of Liberal Arts; Special Counsel for the Oklahoma Senate & House of Representatives ; Trustee, of the Oklahoma Institute for Child Advocacy, General Counsel to the Oklahoma Department of Mental Health, Board Member of the Latino Community Development Agency and the Oklahoma City Urban League. He is a Certified Mediator with both the State and Federal Courts in Oklahoma and was a Captain, U.S.A.F. from 1961-64. He is married to Harriet G. Carson of Wilburton, Oklahoma and has two daughters and four grandchildren.

Robert Dietz has been with Zimmerman, Kiser & Sutcliffe in Orlando, Florida since the firm opened in 1984. Robert earned his law degree at Vanderbilt University and has a BA with Honors from Eckerd College in St. Petersburg, Florida. He is a past President of the Florida Defense Lawyers Association and National Chair of the ABA TIPS Workers' Compensation & Employer Liability Committee. Robert has been Board Certified in Workers' Compensation by The Florida Bar since 1992, and is a lecturer on the topic of exclusive remedy at The Florida Bar Board Certification Review Course on Workers' Compensation. Robert has mediated 1,200 workers' compensation cases. In addition to workers' compensation, he has mediated cases involving issues related to retaliatory discharge, ADA, FMLA and other employment issues. Robert is a holder of Diplomate status with the Florida Academy of Professional Mediators. He has written six nationally published articles on mediation and has lectured for the ABA and Defense Research Institute. The latest articles were in Defense Research Institute's April 2005 "For the Defense" magazine on "Preparing for Mediation" and in the January 2006 issue on "The Mystery of What's Going On in the 'Other Room': Two Keys to Success in Mediation Conferences." Robert has been married for 25 years to Laura, a 6th grade teacher, and they have a son in the Architectural School at the University of Miami and a daughter who is finishing her senior year of high school.

To Do List:

- ✓ Update your email address book with AAM's new email address: aam@attorney-mediators.org.
- ✓ Register for the AAM Annual Meeting and Advanced Mediator Training Seminar in Santa Fe, New Mexico.
- ✓ Update the national office with any changes to your address, phone, fax or email. Add a photo to your website bio.
- ✓ Add AAM's website link to your law firm/mediation firm/personal website. It increases AAM's priority and exposure. www.attorney-mediators.org.
- ✓ Texas AAM members — lobby fund contributions are still being accepted. Send yours today!
- ✓ TELL ONE COLLEAGUE OR FRIEND ABOUT AAM. Brochures are available for your circulation upon request to the National Office. (800) 280-1368 or aam@attorney-mediators.org.

Visit the AAM Website

The "Members' Area" of the AAM Website has been up and running for some time. This area makes mediation forms available to members through the website. To access the members' area, the user name will be the member's last name in lower case, without non-alphabetic characters, and the member's password will be the last four digits of the member's bar number plus aam. Example: 0045aam. The website has also been moved to a new host, which should alleviate some of the technical errors experienced in the past. A user name and password are not necessary to access your biographical information under Mediator Directory.

Now is a good time to look at your biographical sketch on the AAM website. Has your information changed? Need an update? Do you want to add a photo or update your photo? Your photo can be sent in electronically, in hard copy or, if you have a photo on a different website, we can retrieve it from that site. Click on to www.attorney-mediators.org. To make changes to your website information, please email Brenda at aam@attorney-mediators.org or call 1-800-280-1368.

Add AAM's website link to your personal website! It increases priority and exposure for AAM and referrals for you!

Magic in the Air

The Advanced Attorney-Mediator Training in Houston, last November, 2006, was a great success and everyone enjoyed the "mystery guest" at lunch. The theme of the seminar was "Tricks of the Trade" and many of the speakers shared their insights on mediation "tricks". We would like to thank the speakers for their time and sharing their experience: Nancy Huston, Jeffry Abrams, Tommy Proctor of Houston, Amie Rodnick of Austin, Charles Guittard of Houston, Suzanne Mann Duvall of Dallas, Alan Levin of Houston and Cecilia Morgan of Dallas. A special treat for the afternoon was Dr. Robert Moats of Austin, as he shared his wisdom of "No Limit Texas Hold 'Em — How to Read the Tells". At the luncheon we were amazed by Mind Reader and Magician of Houston, Jimmy Fingers. We were left asking "How did he do that?" and really enjoyed the unusual break from the classroom setting.

**AAM has a new email address:
aam@attorney-mediators.org**

Newsletter Thanks

We owe special thanks to the law firm of Hunton & Williams LLP for compiling and mailing the newsletter, to Allen Butler for supervising his firm's newsletter work, and to John Feather of Houston, Newsletter Committee Chair, for putting it all together. Thank you all for a great job!