

Fall 2014 | Volume 1, Issue 2 | Adams and Reese Women's Initiative Newsletter

## SHRM Selects Adams and Reese for Top Corporate Diversity Award

Further recognized for its commitment to diversity, Adams and Reese received the New Orleans Society of Human Resource Management Association (SHRM) Commitment to Diversity Award, at the organization's annual meeting held October 16th.

The award recognizes outstanding efforts by companies which have incorporated diversity initiatives and awareness efforts on a strategic level in an organization and promoting those best practices on the corporate level.

For the seventh consecutive year, Adams and Reese ranked among the Top 200 Law Firms in diversity among its attorneys according to the 2014 "Diversity Scorecard," compiled by the *Minority Law Journal* and *American Lawyer Magazine*.



## Adams and Reese Women's Initiative Leaders

### Newsletter Editor



LARA WHITE, Partner,  
New Orleans

### Diversity Committee Chair



JAIMEÉ COLLINS, Partner,  
New Orleans

### Women's Initiative Committee Chair



VICTORIA WHITE BAUDIER,  
Partner,  
New Orleans

## Adams and Reese Wins Admiralty Case

Adams and Reese Mobile office Partner and Casualty and Coverage Practice Team Leader Jannea Rogers served as part of the legal team that successfully represented Odyssey Marine in an admiralty case, *Wilbur Smith v. Seaport Marine, Inc. and Odyssey Marine, Inc.*, in the United States Court of Appeals for the Eleventh Circuit, on appeal from the U.S. District Court for the Southern District of Alabama.



JANNEA ROGERS,  
Partner,  
Mobile



The case involved a class-action suit brought by a former seaman employee that involved a 142-year-old statute that had never been construed. Adams and Reese obtained a summary judgment in the Southern District of Alabama pre-class certification dismissing the case and preventing the plaintiff from moving toward class certification. The Eleventh Circuit Court of Appeals after granting oral argument wherein team member Aaron McLeod appeared, issued its opinion, affirming the judgment in the client's favor. Jannea and Aaron were joined on the case by Charlie Cerise and Neal Townsend.

46 U.S. Code § 11109 provides that a seaman's assignment of unearned wages is not binding on the employee, but that section does not grant a seaman a private right of action against his employer for honoring an assignment the seaman agreed to with a third party. Wilbur Smith, the former Odyssey employee and plaintiff, executed a document directing Odyssey to send his first six paychecks to a third party, and Smith never objected to the assignment when he presented it to Odyssey. The issue in the case was whether Smith had a cognizable cause of action in admiralty law based on 46 U.S. Code § 11109 to recover the \$3,640 in wages that he assigned to Seaport.

# AWARDS, HONORS AND RECOGNITIONS

## Three Attorneys Accepted into 2014-2015 Leadership Programs

Adams and Reese Litigation Partner Deborah Oliver, who serves as the Partner in Charge of the firm's Tampa office, has been selected to the 2014-2015 Class of Leadership Tampa.



DEBORAH OLIVER,  
Partner,  
Tampa

Members of Leadership

Tampa hold mid-to-upper level management positions within their companies or organizations in the Tampa business market.

The class presents an opportunity to interact with, foster meaningful marketing relationships and network with Tampa's most successful business leaders.

Adams and Reese Partner Michele McCain, in the firm's Jackson office, has been accepted into the Class of Leadership Madison County, 2014-2015.



MICHELE MCCAIN,  
Partner,  
Jackson

The program is a signature leadership program hosted by the Madison Chamber of Commerce designed to develop potential business leaders through workshops involving education, government, law and order, corporate issues, diversity and economic development.

Michele serves as the firm's Energy and Environmental Practice Team Leader.

Adams and Reese Associate April Smith, in the firm's Mobile office, has been selected as a member of the 2014-2015 class of Leadership Mobile, a program by Mobile United that identifies and develops leaders from all sectors of the community who are committed to community-building and civic service.



APRIL SMITH,  
Associate,  
Mobile

April currently practices in the areas of mergers and acquisitions, corporate and partnership law, real estate and forestry. She is in the Corporate Advisory Services Practice Group.

## Sixteen Women Attorneys Named Among 2015 Best Lawyers

Sixteen women attorneys from Adams and Reese have been named to the 2015 edition of The Best Lawyers in America®, all selected and voted on by their peers and the oldest and most respected peer-review publication in the legal profession.

Since it was first published in 1983, Best Lawyers® has become universally regarded as the definitive guide to legal excellence.

Below are the Adams and Reese Best Lawyers women honorees for 2015:

*(Year Denotes First Year Attorneys Received Best Lawyers Distinction)*

### Baton Rouge, LA

#### Patricia B. McMurray (2009)

Banking and Finance Law  
Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law  
Financial Services Regulation Law

### Birmingham, AL

#### M. Ann Huckstep (2005)

Health Care Law  
Mergers and Acquisitions Law  
Securities / Capital Markets Law  
Securities Regulation

### Charleston and Columbia, SC

#### Tara E. Nauful (2011)

Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law  
Litigation - Bankruptcy

### Jackson, MS

#### Elizabeth Lee Maron (2012)

Education Law

### Memphis, TN

#### Donna L. Boyce (2010)

Medical Malpractice Law - Defendants

### Nashville, TN

#### Cynthia Mitchell Barnett (2006)

Public Finance Law  
Linda Edell Howard (2006)  
Copyright Law  
Entertainment Law - Music  
Media Law

#### Lynn Morrow (2008)

Copyright Law, Entertainment - Music  
Litigation - Intellectual Property

#### Anne L. Russell (2013)

Litigation and Controversy - Tax

### New Orleans, LA

#### Kathleen F. Drew (2012)

Litigation - Environmental  
Product Liability Litigation - Defendants



Best Lawyers®

### Leslie A. Lanusse (2010)

Employment Law - Management  
Insurance Law

Litigation - Labor and Employment

#### Jane C. Raiford (2010)

Energy Law

Environmental Law

Litigation - Environmental

#### Deborah B. Rouen (2010)

Commercial Litigation

Personal Injury Litigation - Defendants

Product Liability Litigation - Defendants

#### Janis van Meerveld (2012)

Litigation - Labor and Employment

### Tampa, FL

#### Marilyn Mullen Healy (2013)

Land Use

Zoning Law

#### Lynn Welter Sherman (2008)

Bankruptcy and Creditor Debtor Rights / Insolvency and Reorganization Law

Commercial Transactions / and UCC Law

## AWARDS, HONORS AND RECOGNITIONS

# Eight Adams and Reese Attorneys, Advisors Honored for Legal, Community Achievements



MARILYN HEALY,  
Partner,  
Tampa



LINDA EDELL HOWARD,  
Partner,  
Nashville Music Row



JESSICA MORRIS,  
Associate,  
Jackson



LYNN MORROW  
Partner,  
Nashville Music Row



TARA NAUFUL,  
Partner,  
Columbia



CLARISSA PRESTON,  
Government Affairs Advisor,  
Baton Rouge



DEBORAH ROUEN,  
Partner,  
New Orleans



LESLIE WICKES,  
Partner,  
Jacksonville

Adams and Reese has had several women attorneys recently recognized by business publications, legal ranking services, community organizations and chambers of commerce as women who are making a difference for their clients and in their communities.

Below are their recognitions:

**Tampa Partner Marilyn Healy** was a finalist in the Legal Services category for the 2014 "Business Woman of the Year" presented by the *Tampa Bay Business Journal*. The prestigious event was held August 22nd at the Hilton Downtown Tampa. Marilyn was one of five finalists in the legal services category. This is the 10th anniversary of the *Tampa Bay Business Journal* honoring businesswomen for their corporate and community contributions and recognizing the top female executives in the Bay area.

**Nashville Music Row Partner Linda Edell Howard**, who serves as the firm's Entertainment and New Media Team Leader, was recognized as a finalist at the inaugural Women in Music City Awards by the *Nashville Business Journal*, held September 15th at a red carpet event at the Omni Nashville Hotel. Lady Antebellum's Hillary Scott, a client of the firm, was named "Artist of the Year." The awards recognized women who are working in the music business and making a creative and economic impact on the industry. A judging committee consisting of women music professionals from Los Angeles and New York City selected the finalists. Honorees were also recognized in a special edition of the *Nashville Business Journal*.

**Jackson Associate Jessica Morris** has been named to Lawyers of Color's Second Annual Hot List, which recognizes early-to-mid-career attorneys excelling in the legal profession.

She was recognized at a reception on July 16th at Jones Day's Dallas office. Hot List honorees are chosen to represent six regions throughout the Continental United States and receptions are held in Atlanta, Chicago, Dallas, Los Angeles, New York, and Washington, D.C. in their honor.

**Nashville Music Row Office Partner in Charge Lynn Morrow** is listed in the September edition of *Billboard Magazine* for being among the "Top 50 Attorneys of Note in the Music Biz."

**Charleston and Columbia Partner Tara Nauful** was named Bankruptcy and Creditor Debtor Rights/Insolvency and Reorganization "Lawyer of the Year" in Charleston by Best Lawyers®. Best Lawyers® designates "Lawyers of the Year" in high-profile legal specialties in large legal communities. Only a single lawyer in each specialty in each

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# ADAMS AND REESE ATTORNEY PROFILE ... TAMPA PARTNER MARILYN MULLEN HEALY

Practicing law since 1993, Tampa Partner Marilyn Healy concentrates her practice in real estate and governmental law, including commercial real estate transactions and real estate workouts; banking and finance; and administrative / governmental relations issues including land use, private/public partnerships, government contracts and procurement. She has been selected among "Tampa Bay's Top Lawyers" by *Tampa Bay Magazine*; the Florida Trend Legal Elite; Best Lawyers® in Land Use and Zoning Law; Legal Leaders "Top Lawyers"; and she is AV-rated by Martindale Hubbell.

Marilyn was recently interviewed by the *Tampa Bay Business Journal* as a finalist for the "Business Woman of the Year" awards. Below are out takes from that interview:

## **Describe your contributions to your profession and company.**

I help my clients with negotiating and finalizing complex residential and commercial real estate transactions, representing large scale national retailers, negotiating sophisticated leasing relationships. In addition to effectively managing projects through complex regulatory environments, I think one of my leading traits is that I am effective in creating positive outcomes for clients with the various development constituent groups. Through my legal practice, I have represented a large scale retailer in its acquisitions and development of locations in Florida; represented an industry leader in the outdoor advertising industry; and procured significant development agreements for complex multi-faceted projects.

## **What are some of your more memorable professional moments since you have been at Adams and Reese?**

I was elected to serve as Partner in Charge of the Adams and Reese Tampa office, and in that role, I served on the Firm's Florida Strate-

gic Planning Committee. I led the attorneys in their transition from our prior firm to Adams and Reese. I am proud to say that Adams and Reese has grown since 2010 to five offices in Florida – Tampa, St. Petersburg, Sarasota, Tallahassee and Jacksonville.

## **Describe experiences with adversity in the workplace and any obstacles you have had.**

I've been a female in a male-dominated industry/profession. What helped considerably was being a member of the management committee for seven years with my prior firm. I'm always looking for solutions, and I believe in the motto, "Get the right people with the right attitude involved to find the solution." I've worked through breast cancer and am a survivor. During chemotherapy, I also helped negotiate my prior firm's transition to Adams and Reese. I was responsible for overseeing the build out of new space in Bank of America Plaza to house our new Tampa office. I was responsible for building out our office space in Tampa during the same period. Tenacity, commitment, loyalty, and having a tremendous team by your side are all important to success.

## **Describe how you maintain good relationships with your clients.**

You have to have effective communication, and always remember what your clients' goals are as they relate to their business. I encourage those I work with to push their personal capabilities – to grow and be a good professional.

I am proud of my ability to work through difficult and complex business and political issues and get results for clients. An example of this is when I worked on a first-class Indie Hotel which came out of bankruptcy, and through my legal counsel, it went through necessary land use approvals and contractual approvals, to a successful opening.

## **What is the best business advice that you can offer or that has been passed onto you?**

Don't confuse activity with results. Always, always, always listen to clients' goals and needs, and make sure that you know what they are, not what you think they are.

## **What do you feel have been your biggest contributions to the community?**

As a member of the Executive Committee of the Making Strides Against Breast Cancer Walk for three years, I was able to assist Adams and Reese in increasing our brand throughout Tampa Bay, raising our profile in the community and positioning the firm as philanthropic member of the community.

It has been a huge internal community campaign within the firm for three years, and we have received recognition from ACS for our efforts.

I served as income chair of the committee for three years, and under my leadership, we increased the number of walkers and revenue for the Walk each year.

## **What are some things people may not know about you?**

I'm a breast cancer survivor, native Floridian and of the Tampa Bay region, restaurateur, mother of two, and competitive sports fisherman.



## White Re-Appointed to American Bar Association Positions

Adams and Reese Partner Lara White has been re-appointed for a third year by the American Bar Association's Section of Litigation as Co-Chair of the Products Liability Committee and Member of the Regional Meetings Committee for the 2014-2015 bar year.

This fall, Lara will also be Co-Chair of the ABA National Conference, "The Women of the Section of Litigation: Leading, Litigating and Connecting," to be held in Chicago November 5-7, 2014, at the Palmer House Hotel.

For the last eight years, Lara has been actively involved in the ABA in several roles, serving as Subcommittee Co-Chair of the Environmental, Mass Torts and Products

Liability Committees' Joint CLE Seminar; as well as Subcommittee Co-Chair and Program Co-Chair of the Women in Products Liability Subcommittee of the Section of Litigation's Products Liability Committee.

At Adams and Reese, Lara is a member of the Products Liability, Pharmaceutical and Medical Device, and Class Actions and Complex Litigation teams.

Lara represents clients in the chemical, consumer products, food and beverage, insurance, manufacturing, oil and gas, pharmaceutical and tobacco industries, and in matters ranging from straight-forward negligence or breach of contract claims to complex litigation, class actions, mass torts and multi-district litigation.



LARA WHITE,  
Partner, New Orleans

# Is Your Company Ready for the Millennial Shift?

Labor and Employment News Published on Law.com - September 2014

With Boomers exiting and Millennials entering, significant shifts in the work environment are coming—along with shifting concerns for employers. Are you ready?

Much has been written about Millennials. Whether considered pluses or minuses, here are the statistical facts:

- The U.S. Bureau of Statistics projects that by 2020, Millennials (one of the 76 million people born roughly between 1980 and 2000) will make up 40% of the workforce. By 2025, 75% of the workforce.

- Unlike Boomers thriving in individualized work, organizational hierarchies and traditional working hours, Millennials thrive in team settings, lateral structures and flexible work/life balance.

- Unlike Boomers traditionally loyal to jobs and companies, Millennials aren't afraid to leave their jobs.

- Millennials want more flexibility in where and how they work – whether it is from the office, home or on the road.

- They are not lazy. Millennials have technical and multi-tasking skills and given the right environment, they will stay and work hard for the employer.

Employers are already adjusting work environments to attract, and perhaps more importantly, retain Millennials. The *Wall Street Journal* notes that employers are “jumping through hoops to accommodate [Millennials] demands for faster promotions, greater responsibilities and more flexible work schedules.” Further, employers are recognizing that if you don't offer incentives to retain your Millennials, someone else will.

Examples of such shifts in the work environment include:

- The United States Department of Labor adopting a policy allowing employees to work from home one day every two weeks and flexible work schedules, including allowing em-

ployees to accrue time for taking personal leave.

- Ocean Spray Cranberries, Inc. scrapping workday start time, implementing flexible hours to accommodate Millennials and giving them feedback immediately after presentations.

- Deloitte posting videos on YouTube to attract Millennial talent and touting social responsibility, team spirit and other corporate traits important to Millennials.

- Chegg, Inc. (online textbook service), to counter high turnover, allowing a more hands-on exposure to projects and introducing an unlimited paid vacation policy (a policy used successfully by, among others, Netflix, Zynga and magazine publisher Rodale).

- The Nerderly, an interactive web development company, allowing employees to select a core set of hours when they will be at work and then finish their work at a different time that day, or even remotely.

With these shifts in employees and office culture, shifting employment issues are emerging.

Millennial-related employment issues that employers in general, and HR in particular, are likely to encounter are:

- Turnover Costs: Millennials are not afraid to change jobs. The costs to the employer of having to hire and train replacements will be an increasing concern and all the more reason to focus on retention.

- Conflict with Millennials: However, if your company, like the ones identified above, change or implement policies to recruit and retain Millennials, expect some tension among the existing employees (especially the Boomers) whose attitudes often collide head-on with those of Millennials. Aside from resenting the catering to Millennials in general, the policies established may be of little or no interest, or even appear counter-productive, to non-Millennial employees. Management of increasing conflict, frustra-

tion and morale issues will become more frequent.

- Devices: Millennials are technologically savvy and more likely to bring personal devices into their work and workplace. Given their higher rate of job change, proper policies and safeguards will become paramount so that former employees do not have access to company records.

- Managing Digital Diversions: Tech/social media savvy Millennials, with their own devices in hand, will tweet, text and surf about personal matters at work. Such activities can sap efficiency. Whether by allowing time for personal screen use or strictly monitoring non-work screen use, management of such activities will be an increasing concern.

- Wage and Hour: The propensity of Millennials to work “on the clock” from a remote site away from the office will require monitoring systems to be implemented to track and properly pay non-exempt Millennial employees.

- Non-compete Agreements: Because Millennials are more prone to hop between jobs, expect increasing use of non-compete agreements to protect the employer's interests, clients and/or proprietary information.

The Millennials have brought, and will continue to bring, significant shifts in the work environment as their numbers increase in the workforce.

The question is whether employers will be ready, or instead lag behind and lose opportunities to attract and retain these dynamic employees.

Are you ready?



Author:  
LAURIE YOUNG  
Partner,  
New Orleans

## Legal, Community Honors and Achievements Continued

- STORY CONTINUED FROM PAGE 3  
community is being honored as the “Lawyer of the Year.”

**Baton Rouge Governmental Affairs Advisor Clarissa Preston** received The Women of Excellence Award in Business given by the Louisiana Legislative Women's Caucus. The Women's Caucus created the Women in Excellence Awards in 2008 to recognize and honor the exemplary achievements and contributions of extraordinary Louisiana women who personify excellence in leadership, profession, academics, community serv-

ice, character and integrity. Clarissa received her award at the 7th Annual Women of Excellence Awards and Scholarships Ceremony and Reception in Baton Rouge on May 27th at the Hilton Baton Rouge Capitol Center Hotel.

**New Orleans Partner Deborah Rouen** was selected among the 2014 *New Orleans City-Business*' “Women of the Year” for the third time in her career, qualifying her for the Women of the Year Hall of Fame. Deborah also received the honor in 2003 and 2010. Fifty honorees for the 2014 class of *CityBusi-*

ness “Women of the Year” will be recognized at a Nov. 14th luncheon at the Hyatt Regency in New Orleans.

**Jacksonville Office Partner in Charge Leslie Wickes** received the *Jacksonville Business Journal*'s “Women of Influence” award at a luncheon held August 28th as the publication recognized the top women business leaders and executives of Northeast Florida at the Hyatt Regency in Jacksonville. Honorees were chosen based on industry leadership, mentoring of other women, achievements and community involvement in Jacksonville.

## Tennessee Supreme Court Recognizes Nashville Partners as “Attorneys for Justice” for Pro Bono Dedication

Adams and Reese Nashville Partners Linda Edell Howard and Anne Russell were each recognized as an “Attorney for Justice” and received a certificate of recognition from the Tennessee Supreme Court for performing more than 50 hours of pro bono service in Tennessee during the 2013 calendar year.



LINDA EDELL-HOWARD (left) and ANNE RUSSELL Partners, Nashville



she also serves on the Board of Trustees of the Nashville Symphony where she is founder of the Stradivarius Society and Virtuoso Society for leadership gifts. She also is a National Trustee for the National Symphony Orchestra of the Kennedy Center in Washington, DC. She is also on the Board of Trustees for the Cheekwood Museum of Art and Botanical Gardens and the Hermitage, Home of Andrew Jackson, and has been appointed to the Board of Trustees of the Tennessee Performing Arts Center.

The attorneys for justice appear on the Pro Bono Honor Roll on the Tennessee Supreme Court's web site, [tncourts.gov](http://tncourts.gov), and each of them received a certificate, bearing the Attorney for Justice seal, and signed by members of the Court.

The Tennessee Supreme Court held regional recognition events for all honored pro bono attorneys at the Shelby County Courthouse in Memphis; at Belmont College of Law in Nashville; and at UT College of Law in Knoxville.

Anne joined Adams and Reese in 2000 and focuses her practice on civil litigation and also handles family law and personal injury matters. She is certified in Civil Mediation in Tennessee pursuant to Rule 31, Tennessee Supreme Court. In the community, Anne

Linda serves as the leader of the Entertainment/New Media team at Adams and Reese, and in 2001, she opened the firm's Music Row office. She has more than 25 years of experience in the areas of entertainment, new media and technology, and domestic and international intellectual property law.

Linda does pro bono work for Strings for Hope, which is working to cure hunger in communities throughout Tennessee through the creation of art made by recycled strings from musical instruments.



## Bentley Helps Equestrian Athlete to Obtain Immigration Papers



APRIL (CAMINEZ) BENTLEY, Associate, Tallahassee

Adams and Reese Associate and immigration attorney April (Caminez) Bentley worked pro bono to obtain P-1A International Athlete status for a Canadian Equestrian, Tommy Feigel, who competes at the elite level internationally.

The P-1A status will allow him to live in the United States for the next five years to compete in U.S. equestrian competitions.

Bentley often takes on immigration pro bono cases and recently attended an American Immigration Lawyers Association and Catholic Charities conference that discussed representing unaccompanied minor children in Immigration Court that illegally entered the United States from Latin America and are here/detained without a parent or guardian.

There are currently 57,000 new cases pending across the U.S. All big firms with immigration capabilities are stepping up to assist in the pro bono efforts.

## Bauman Elected to Child Protection Center Board in Sarasota



LAURA BAUMAN, Associate, Sarasota

Adams and Reese attorney Laura Bauman, in the firm's Sarasota office, has been elected to the Child Protection Center Board of Directors.

Established in 1980, Child Protection Center works towards a community in which children are safe from abuse and free to thrive through its mission in the prevention, intervention and treatment of child abuse.

At Adams and Reese, Laura is a member of the firm's Litigation Practice Group.

In the community, she has served as a board member for the Early Learning Coalition of Sarasota County and also President-Elect of the Sarasota Seminole Club.

# AROUND ADAMS AND REESE: ATTORNEY/CLIENT EVENTS

## Regions Roundtable Discussion, Reception Hosted by Jackson Office



The Adams and Reese Jackson office hosted a roundtable discussion and reception for client Regions Bank on August 13. Pictured from left include: Charles Parrott (Adams and Reese Banking and Finance Practice Leader), Elizabeth Maron (Adams and Reese Partner) and Frances McCarty (Government and Institutional Banking at Regions Financial Corporation).

## Adams and Reese Sponsors, Participates in Inaugural ACC Corporate Counsel Classic

Adams and Reese was the title sponsor of the Inaugural ACC (Association of Corporate Counsel) Foundation Corporate Counsel Classic, played at English Turn Golf and Country Club in New Orleans on Monday, October 27. Several Adams and Reese attorneys played in the tournament. Pictured from left include: Bruce Jackson, Senior Attorney at Microsoft Corporation; Jaimmé Collins, Adams and Reese Partner and Diversity Committee Chair; Ernest Tuckett, General Counsel, DuPont Canada; and Kellen Mathews, Adams and Reese Associate.



## Night Out at the Ballpark with the Tampa Rays



Adams and Reese hosted clients at the 162 Landing Hospitality Area for the Tampa Rays vs. New York Yankees baseball game on September 16 at Tropicana Field. Pictured are Marilyn Mullen Healy, right, with guest Ashley Hutson.

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For additional information, please see the firm website at [www.adamsandree.com](http://www.adamsandree.com).  
If you no longer wish to receive this bulletin, email [info@adamsandree.com](mailto:info@adamsandree.com).

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FREE BACKGROUND INFORMATION IS AVAILABLE UPON REQUEST.

ADAMS AND REESE LLP  
