THE MISSION OF TLAP IS THREEFOLD:

- to protect the interests of clients, litigants and the general public from harm caused by impaired lawyers or judges;
- to assist impaired members of the legal profession to begin and continue recovery; and
- to educate the bench and bar to the causes of and remedies for impairments affecting members of the legal profession.
INTRODUCTION

The Tennessee Lawyers Assistance Program ("TLAP") was established by order of the Tennessee Supreme Court (the "Court") in 1999. The mission and general structure of TLAP are set forth in Rule 33 of the Tennessee Supreme Court Rules. This report is submitted to the Commission, pursuant to Tenn. S. Ct. R. 33.02, for the purpose of reporting the activities and accomplishments of TLAP during 2010. (Exhibit A)

I

STATISTICAL DATA FOR 2010

The Tennessee Lawyers Assistance Program is a free, confidential assistance program providing consultation, referral, intervention, and crisis counseling for lawyers, judges, bar applicants and law students who are struggling with substance abuse, stress and/or emotional health issues. TLAP’s work contributes to the protection of the public, the improvement of the integrity and reputation of the legal profession, and—because assistance to an affected lawyer often prevents future ethical violations—the reduction of disciplinary actions. Since inception, TLAP has provided educational services to over eleven thousand (11,000) members of the legal profession.

TLAP maintains statistical information concerning inquiries and referrals by individuals. In 2010, fifty-two percent (52%) of intake calls pertained to issues of chemical dependency. The other forty-eight percent (48%) of intake calls presented with something other than substance abuse, including but not limited to depression, bipolar disorder, other mood disorders, marital conflict, financial distress, performance productivity, cognitive impairment, stress, eating disorder, domestic abuse, dual diagnosis and compulsive behaviors.
TLAP tracks the source of the inquiries and referrals based on geographical regions.

Fifty-one percent (51%) of new referrals were received from the Middle Tennessee area, twenty-three percent (23%) from East Tennessee, twenty-two percent (22%) from West Tennessee, and four percent (4%) from out of state. TLAP has had a total of three hundred and seventy-seven (377) lawyers, judges, bar applicants, and law students sign a monitoring agreement since opening its doors in 1999. Currently, TLAP has three hundred and eighteen (318) active files. In 2010, seventy-four percent (74%) of referrals were male, and twenty-six percent (26%) were female. Sixty-four percent (64%) of referrals to TLAP were from concerned third parties (such as friends, family or firm members), thirty-six percent (36%) were self-referrals, thirteen percent (13%) were from the Board of Law Examiners, and three percent (3%) were referrals from the Board of Professional Responsibility.

TLAP submits monthly statistical reports to the TLAP Commission. These reports include items such as number of phone calls, number of presentations, and number of
trips throughout the state. A summary of the year 2010 (accumulated by Ted Rice, Deputy Director and Jessica Copeland, Clinical Outreach Coordinator) is provided below:

**TLAP Report: Statistical Information for January 2010 through December 2010**

- Contacts with Volunteers (RAM Team, Peer Monitors, etc.) = 1,155 or an average of 96.25 per month
- Contacts with Commissioners = 451 or an average of 37.58 per month
- Contacts with Clients = 2,375 or an average of 197.92 per month
- Contacts with New Clients = 161 or an average of 13.42 per month
- Contacts with Reopened Clients = 42 or an average of 3.5 per month
- Contacts with Treatment Centers = 800 or an average of 66.67 per month
- Contacts with Law Students = 431 or an average of 35.92 per month
- Contacts with Judges = 333 or an average of 27.75 per month
- Contacts with Others (BPR, BLE, other LAP’s, etc.) = 1,316 or 109.67 per month
- Disciplinary Hearings = 6 or an average of 0.5 per month

**2010 Travel History**

**January**
- Nashville: Conference Call with La Paloma Treatment Center
- Nashville: Conference Call with the BLE
- Nashville: TLAP Presentation at the Nashville School of Law
- Nashville: Meeting with the BLE and the BPR
- Nashville: TLAP Presentation at the Vanderbilt University School of Law
- Nashville: Cumberland Heights Site Visit
- Nashville: Video Conference with Tennessee Supreme Court, BLE, and BPR
- Nashville: AOS Training
- Nashville: Commission Retreat
February
- Nashville: CoLAP Conference Call
- Nashville: NBA Wellness Committee Meeting
- Nashville: Conference Call with English Mountain Treatment Center
- Nashville: AOS Training with Dr. Barry Lubin
- Nashville: Marketing Meeting with Talbott Recovery Campus
- Nashville: Marketing Meeting with Foundations Recovery Network
- Nashville: Meeting with BLE and AOC
- Orlando: CoLAP Planning Conference
- Nashville: SECAD Conference
- Nashville: Site Visit to Integrative Life Center

March
- Knoxville: TLAP Presentation at the University of Tennessee School of Law
- Nashville: TLAP Presentation at the Judicial Conference
- Nashville: NBA Wellness Committee Meeting
- Knoxville: LIR Meeting
- Knoxville: TLAP Client and Volunteer Dinner
- Knoxville: TLAP Client Meetings
- Dickson: Camp TLAP
- Palm Springs: Site Visit to Michael’s House Treatment Center
- Nashville: TBA Wellness Committee Meeting
- Putnam County: TLAP Intervention

April
- Nashville: NBA Wellness Committee
- Nashville: Employee Interview
- Nashville: CoLAP Conference Call
- Nashville: Employee Interview
- Nashville: CoLAP Conference Call
- Nashville: Meeting with TLAP Commissioner Ken Shuttleworth
- Nashville: Judicial Lunch
- Nashville: Employee Interview
- Nashville: Clinical Internship Meeting with Vanderbilt Faculty
- Nashville: Employee Interview
- Nashville: Meeting with TLAP Commissioner Ken Shuttleworth
- Nashville: Employee Interview
- Nashville: Conference Call with Justice Holder and Nancy Jones
- Nashville: Marketing Meeting with The Ranch
- Nunnely: The Ranch Site Visit
- Nashville: BPR Site Visit
- Nashville: EAPA Chapter Meeting
- New York: Clinical Training at Omega Institute
- Nashville: Alcohol & Drug Council of Middle Tennessee Annual Dinner
- Nashville: Integrative Life Center Site Visit
- Indianapolis: CoLAP Site Visit
- Nashville: TLAP Mock Intervention at Vanderbilt University School of Law
- Memphis: TLAP Presentation and TLAP Speaker Training
- Memphis: TLAP Client Meetings
May
- Nashville: CoLAP Conference Call
- Chattanooga: TLAP Presentation & CLE
- Murfreesboro: BPR Hearing
- Trenton: BPR Hearing
- Nashville: TLAP Personnel Committee Conference Call
- Nashville: Healthy Bar Party Conference Call
- Nashville: TLAP Presentation & CLE for AG's Office
- Nashville: Conference Call with BLE & Nashville School of Law Dean
- Nashville: NBA Wellness Committee Meeting
- Atlanta: TLAP Presentation at Ridgeview Institute
- Atlanta: Ridgeview Site Visit
- Nashville: CoLAP Conference Call
- Nashville: Meeting with CLE
- Clarksville: TLAP Presentation and CLE for Local Bar Association
- Nashville: Marketing Meeting With Center for Professional Excellence
- Nashville: Referral Resource Interview
- Nashville: TLAP Volunteer Committee Conference Call
- Nashville: TLAP Marketing Committee Conference Call
- Kingsport: Meeting with TLAP Commissioner Stephenson Todd
- Johnson City: TLAP Volunteer Dinner
- Knoxville: TLAP Client and Volunteer Meetings
- Nashville: Integrative Life Center Open House
- Brentwood: Referral Resource Interview

June
- Nashville: Healthy Bar Party Meeting
- Nashville: Meeting with TLAP Commissioner Ken Shuttleworth
- Nashville: TBA Conference
- Nashville: TLAP Commissioner Dinner
- Nashville: LIR Reception and Meeting
- Nashville: TLAP Commissioner Meeting
- Nashville: Nashville School of Law Annual Dinner
- Nashville: AOC Retirement Party
- Jackson: TLAP Client and Volunteer Meeting
- Memphis: Meeting with TLAP Commissioner Elizabeth Collins
- Memphis: TLAP Client Meetings
- Memphis: Reception with Tennessee Supreme Court, BLE, and Law School Deans
- Memphis: Closed Meeting with Tennessee Supreme Court, BLE, and Law School Deans
- Nashville: Cumberland Heights Site Visit
- Nashville: Access to Justice Reception
- Murfreesboro: Judicial Conference
- Murfreesboro: Judicial Luncheon
- Nashville: Davidson County Drug Court Graduation
- Knoxville: TLAP Client Meetings
- Knoxville: LIR Meeting
- Knoxville: BPR Hearing
- Nashville: Meeting with AOC and AG
- Nashville: NBA Wellness Committee Meeting
- Nashville: Referral Resource Interview
- Memphis: TLAP Presentation to Tennessee Supreme Court, BLE, and Law School Deans
July
- Nashville: Healthy Bar Party Committee Meeting
- Nashville: Site Visit to Nashville Pastoral Counseling Center
- Franklin: Site Visit to Rolling Hills Psychiatric Hospital
- Nunnelly: Site Visit to The Ranch
- Nashville: Trauma Continuing Education Workshop
- Nashville: TLAP Presentation to Nashville School of Law
- Nashville: Marketing Meeting with Foundations Recovery Network
- Knoxville: LIR Meeting
- Knoxville: TLAP Volunteer Dinner
- Tri-Cities: TLAP Client Meetings
- Tri-Cities: TLAP/LIR kick-off BBQ
- Tri-Cities: LIR Meeting
- Nashville: Davidson County Drug Court Site Visit

August
- Nashville: CoLAP Conference Call
- Nashville: Marketing Meeting with Integrative Life Center
- Nashville: Healthy Bar Party Committee Meeting
- Nashville: CoLAP Conference Call
- Knoxville: TLAP Presentation at Duncan School of Law
- Nashville: TLAP Presentation to Nashville School of Law
- Dickson: TLAP Presentation and CLE for Dickson County Bar Association
- Nashville: Marketing Meeting with Dr. Bruce McCoy
- Nashville: Marketing Meeting by Nutritionist Shauna Bryan
- Nashville: Marketing Meeting with The Ranch
- Nashville: CoLAP Conference Call
- Nashville: Marketing Meeting with Santé Center for Healing
- Tullahoma: TLAP Meeting with Client’s Law Firm
- Nashville: TLAP Client BPR Hearing
- Knoxville: TLAP Client Meetings
- Nashville: TLAP Client BPR Hearing
- Nashville: Marketing Lunch with Ridgeview Institute, Cirque Lodge, and Onsite
- Nashville: TLAP Marketing at Vanderbilt University School of Law
- Dickson: TLAP/Judge Woodall Hootenanny
- Nashville: TLAP Volunteer Lunch
- Nashville: Marketing Lunch with Promises
- Chattanooga: TLAP Client and Volunteer Meetings

September
- Franklin: Chief Justice Clark Investiture
- Nashville: Meeting with TLAP Commissioner Ken Shuttleworth
- Nashville: Healthy Bar Party Committee Meeting
- Nashville: TLAP Revolving Loan Committee Meeting
- Nashville: Meeting with TLAP Commissioner Elizabeth Collins
- Nashville: TLAP Volunteer Conference Call
- Nashville: TLAP Presentation to Don Paine Seminar
- Nashville: Presentation to TBA Mentor Training
- Nashville: CoLAP Conference Call
- Gatlinburg: TLAP Presentation to General Sessions Judge’s Conference
- Gatlinburg: TLAP Volunteer Meetings
- Grundy, VA: TLAP Presentation to Appalachian School of Law
• Memphis: TLAP Client and Volunteer Meetings
• Jackson: TLAP Client and Volunteer Meetings
• Jackson: Suicide Debriefing for Appellate Court
• Nashville: TLAP Softball Practice
• Knoxville: TLAP Judicial Intervention Training
• Nashville: TLAP/NBA Healthy Bar Party
• Knoxville: TLAP Client and Volunteer Meetings
• Nunnelly: TLAP Client Meeting at The Ranch
• Palm Beach: The Moment of Change Intervention Conference
• Nashville: Supreme Court Budget hearing
• Nashville: Site Visit to Integrative Life Center
• Nashville: AOC Deputy Director Townsend Retirement Party
• Gatlinburg: TLAP Presentation to Don Paine Seminar

October
• Nashville: Meeting with the Dean of Belmont University School of Law
• Nashville: Meeting with Tennessee Professional Assistance Program and Tennessee Medical Foundation
• Nashville: TBA Wellness Committee Meeting
• Nashville: TLAP Softball Game
• Indianapolis: CoLAP Conference
• Indianapolis: ILAA Conference
• Nashville: TLAP Softball Game
• Knoxville: TLAP Cain Fund Presentation for Don Paine Seminar
• Nashville: TLAP Softball Game
• Gallatin: TLAP Client Meeting at Sumner County Jail
• Nashville: Meeting with TLAP Commissioner Ken Shuttleworth
• Knoxville: TLAP Presentation to Don Paine Seminar
• Knoxville: TLAP Presentation to University of Tennessee School of Law 1L’s
• Knoxville: TLAP Presentation to University of Tennessee School of Law 3L’s
• Knoxville: TLAP Client Meetings
• Knoxville: LIR Meeting
• Franklin: Judicial Conference Tennis Tournament and Battleground Tour
• Nashville: TLAP Softball Game
• Knoxville: TLAP Presentation to University of Tennessee School of Law 2L’s
• Knoxville: TLAP Client Meetings
• Knoxville: LIR Meeting
• Nashville: Meeting with BPR and BLE
• Nashville: Integrative Life Center Professional’s Lecture
• Nashville: TLAP Softball Game

November
• Nashville: BPR Hearing
• Nashville: TLAP Softball Game
• Gallatin: TLAP Client Meeting at Sumner County Jail
• Nashville: TLAP Presentation for Vanderbilt University School of Law
• Chicago: Site Visit to Illinois Lawyers Assistance Program
• Chicago: Site Visit to ABA CoLAP Office
• Chicago: Illinois Lawyer Assistance Annual Dinner
• Nashville: CoLAP Planning Conference Call
• Nashville: TLAP Softball Game
• Nashville: LIR Meeting
• Memphis: Meeting with Dean of University of Memphis School of Law
• Memphis: TLAP Client Meetings
• Memphis: TLAP Volunteer and Commissioner Dinner
• Nashville: NBA Health and Wellness Committee Meeting
• Nashville: Site Visit to Integrative Life Center
• Memphis: TLAP Presentation to Don Paine Seminar

December
• Jackson: TLAP Presentation and CLE to PD’s Office
• Jackson: TLAP Client meetings
• Jackson: Suicide De-Briefing Follow-up
• Nashville: Meeting with TLAP Commissioner Elizabeth Collins
• Nashville: WWG Holiday Party
• Nashville: Estuary Open House
• Nashville: CoLAP Conference Call
• Nashville: Middle Tennessee EAPA Holiday Party
• Nashville: Marketing Meeting with Bradford Health Services
• Brentwood: BPR Open House
• Nashville: TBA Attorney Well-Being Committee
• Nashville: Meeting with TLAP Commissioner Ken Shuttleworth
• Memphis: TLAP Client Meetings
• Knoxville: TLAP Presentation for Knoxville Inns of Court
• Memphis: TLAP Presentation and CLE to PD’s Office
• Memphis: Meeting with Deans of University of Memphis School of Law and Judge Childers
• Memphis: Marketing Dinner with Experiential Healing Center
• Memphis: TLAP Holiday Party at Elizabeth Collins’ home
• Memphis: TLAP Presentation and QPR Presentation to the John Dice Seminar
• Nashville: TLAP Marketing/Fundraising Committee Conference Call
• Nashville: TLAP Revolving Loan Committee Conference Call
• Nashville: Marketing Meeting with Clinician Ken Graham
• Brentwood: Meeting with BPR
• Nashville: LIR Holiday Party and Meeting

2010 Contacts by Month

Numbers above only reflect direct one-on-one contacts, and do not include the number of audience members in each presentation.

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II

TLAP PERSONEL AND COMMISSION

Laura Gatrell, MA, CEAP, is responsible for all matters related to the operations of TLAP. Ms. Gatrell began as Assistant Director for TLAP in 2001, and assumed the position of Executive Director in March, 2006. In 2010, Ms. Gatrell served as Chair for the 23rd National Conference for Lawyer Assistance Programs in Indianapolis, Indiana, October 5th-8th, 2010. Ms. Gatrell also serves on the Commission on Lawyer Assistance Program’s (CoLAP) Evaluation Committee.

Ted Rice, M.Ed., LPC-MHSP, CEAP, has served as Deputy Director since October, 2006. Mr. Rice’s role is to coordinate, monitor, facilitate, delegate, evaluate and assume responsibility for TLAP’s clinical and organizational support. Mr. Rice travels extensively throughout the state, provides direct client services in each region, oversees law school education programs, and works extensively with both the Board of Law Examiners and the Board of Professional Responsibility.

Emily Lacey was hired as the full-time Program Coordinator in January 2006. She is responsible for conference planning, expenses and reimbursements, random urine drug screening, and compliance management of TLAP Monitoring Agreements. She is also on call after hours to answer TLAP crisis calls.

In May, 2010, TLAP hired Jessica Copeland, M.Ed., NCC, as the Clinical Outreach Coordinator. Jessica recently graduated with her Master’s in Education (M.Ed.) from Vanderbilt’s Human Developmental Counseling program. She is also working to become a Licensed Professional Counselor (LPC). Jessica served as an intern at TLAP last year, and proved to be invaluable addition to the team. Jessica received intervention training through the Foundations Recovery Network in September, 2010.

There were no new members appointed to the TLAP Commission in 2010. Teresa Jones continues to serve as Commission Chair, Ken Shuttleworth as Vice-Chair, and Stephenson Todd as Secretary/Treasurer.
III

FINANCIAL

TLAP is a part of the Judicial Branch of State Government and is a state agency within the Administrative Office of the Courts (AOC). TLAP operates on a fiscal year: July 1st through June 30th. The TLAP budget for the 2009-10 fiscal year was $415,000, of which TLAP spent $473,614.32 and collected $431,296.78. Expenditures included $15,000.00 for the revolving loan program. Five loans were funded in 2010, three of which were after the start of the new fiscal year. The budget for the 2010-11 fiscal year is $415,900.

(Exhibit B)

Revolving Loan Fund
2008-December, 2010

<table>
<thead>
<tr>
<th>RECIPIENT REGION</th>
<th>FACILITY</th>
<th>AMOUNT</th>
</tr>
</thead>
<tbody>
<tr>
<td>1. West</td>
<td>La Paloma</td>
<td>$5000.00</td>
</tr>
<tr>
<td>2. West</td>
<td>CoPAC- MS</td>
<td>$5000.00</td>
</tr>
<tr>
<td>3. West</td>
<td>Acumen- Kansas</td>
<td>$3060.00</td>
</tr>
<tr>
<td>4. East</td>
<td>Cornerstone</td>
<td>$5000.00</td>
</tr>
<tr>
<td>5. West</td>
<td>Cumberland Heights</td>
<td>$5000.00</td>
</tr>
<tr>
<td>6. West</td>
<td>EMDR</td>
<td>$2500.00</td>
</tr>
<tr>
<td>9. Middle</td>
<td>English Mountain Recovery</td>
<td>$5000.00</td>
</tr>
<tr>
<td>10. East</td>
<td>English Mountain Recovery</td>
<td>$5000.00</td>
</tr>
<tr>
<td>12. Middle</td>
<td>The Ranch</td>
<td>$5000.00</td>
</tr>
<tr>
<td>13. Middle</td>
<td>Discovery Place</td>
<td>$5000.00</td>
</tr>
<tr>
<td>14. West (7/2010)</td>
<td>Cumberland Heights</td>
<td>$5000.00</td>
</tr>
<tr>
<td>15. Middle (7/2010)</td>
<td>The Ranch</td>
<td>$5000.00</td>
</tr>
<tr>
<td>16. Middle (12/2010)</td>
<td>Discovery Place</td>
<td>$5000.00</td>
</tr>
</tbody>
</table>

TOTAL LOANED: $60560.00
DONATED: $4250.00
LOAN REPAYED: $3060.00
AMOUNT REMAINING: $50347.00

Pending:

17. West          | Center of Recovery, Louisiana | $5000.00   |
IV
HIGHLIGHTS OF 2010

Presentations and Marketing

The Tennessee Lawyers Assistance Program believes that intervention begins with educating all segments of the bench, bar and law schools about addiction, mental health issues, compulsive disorders and recovery from those conditions. TLAP’s efforts in this area remain constant—through presentations at law school orientations, professional responsibility classes, CLE seminars, county bar association, and more. TLAP presented to approximately three thousand five hundred and seventy-seven (3,577) law students, lawyers and judges in 2010. (Exhibit C)

TLAP once again aggressively marketed its services in 2010 throughout its monthly travel. TLAP was able to share its printed materials during meetings, presentations, site visits, interventions and retreat weekends.

Law School Outreach

TLAP staff members and volunteers present the TLAP agency and its services to each law school in the state of Tennessee. TLAP speaks in new student orientations, ethics and professionalism courses, and events sponsored by student organizations. TLAP also presents in conjunction with Adele Anderson, Executive Director of the Board of Law Examiners, in order to address the bar application and the character and fitness requirements to practice law. TLAP emphasizes the mental health services available to all law students, in addition to the assistance available for those struggling with chemical dependency.

TLAP believes that these efforts have led law students to seek out assistance on a broad range of issues beyond concerns over a student’s background on the bar application. TLAP staff regularly meets with the law school deans to develop best practices in law student assistance. TLAP has also worked to foster relationships with law school
professors in hopes that they will promote TLAP and refer students for assistance when the need arises.

Over one thousand (1,000) law students were exposed to a TLAP presentation in 2010, the majority of whom attended the University of Tennessee or the Nashville School of Law. It should be noted that the new Duncan School of Law has embraced TLAP whole heartedly, allowing TLAP to speak to every incoming student. They also graciously hosted the Judicial Intervention Training in September. In addition, Belmont University Law School has already begun to refer to TLAP, even though they don’t officially open until the fall of 2011. Vanderbilt has an excellent student health and wellness committee that develops an interesting array of “lunch & learn” topics throughout the year. The Law School Deans at the University of Memphis have worked hard to encourage professors to coordinate TLAP presentations in the classroom. They also are allowing TLAP to collaborate with their Mental Health Law student organization, and to coordinate joint counseling and outreach efforts with the Memphis University Counseling Center.

The order to amend Tennessee Supreme Court Rule 7, with a provision for Conditional Admission, was entered by the Court on September 3, 2009. TLAP, the BLE, and the BPR collaborated to resolve issues regarding the handling of TLAP monitoring agreements, resulting in a policy statement submitted to the Court on February 22, 2010. (Exhibit D) The BLE and TLAP are working together to develop a new brochure on character and fitness concerns that will be handed out to every law student in the state.

TLAP was honored to participate in the Joint meeting of the Tennessee Supreme Court, Board of Law Examiners, and Law School Deans on June 18, 2010. This joint meeting further illustrates Tennessee’s unified interest and investment in the health and wellbeing of all Tennessee law students.

**CAMP TLAP**

The 5th annual CAMP TLAP was once again held at Montgomery Bell State Park in March, 2010, with over one hundred and ten (110) participants. This year’s event featured
headline speakers Edith Peebles from Nebraska, William B. Kane, Executive Director of the New Jersey Lawyer Assistance Program, Dr. Barry Lubin, Dr. Pete Harris, and Nashville therapist Monte King. CLE topics ranged from drug screening issues to Mindfulness Meditation in the practice of law. (Exhibit E) L.G. “Buddy” Burnett won Volunteer of the Year. Mr. Burnett has hosted the Nashville Lawyer’s in Recovery (LIR) meeting for twenty years.

CAMP TLAP has been fortunate to have solid sponsorship support from treatment centers to help cover event expenses. This year’s top sponsors were A Bridge to Recovery, Cumberland Heights, and La Paloma. Exhibitors included New Life Lodge, Center for Professional Excellence, Onsite, The Ranch, English Mountain Recovery, Cornerstone, Life Healing Center and Bradford. This year, many TLAP volunteers paid the registration fees for participants who otherwise couldn’t afford to attend.

CAMP TLAP has been extremely successful in bringing together TLAP clients, volunteers, Commissioners, and their families. The retreat has also begun to draw participants from surrounding states and across the country. The 6th Annual CAMP TLAP will be held at Montgomery Bell State Park in April 1-3rd, 2011.

**ABA COLAP/Annual Conference**

Participation in the American Bar Association’s Commission on Lawyer Assistance Programs is an essential link between Tennessee, the rest of the country and Canada. Each year, CoLAP holds an annual conference - four days of programs and workshops that keep LAP directors and volunteers up to date on addiction and mental health, as well as good practices for assistance programs.

Tennessee always plays a significant role in CoLAP and the Annual Conference; Judge Robert “Butch” Childers from Memphis has been CoLAP’s Chair for the last four years, TLAP’s Commission Chair, Teresa Jones, serves on the CoLAP Advisory Committee, and Laura Gatrell, TLAP Executive Director, was the 2010 National Conference Chair. (Exhibit F) Ms. Gatrell also served on the CoLAP Advisory Committee for three years.
Although planning for the National Conference took a significant amount of time, the rewards were significant. Tennessee received national publicity and the TLAP staff learned a tremendous amount about LAP programs around the world. The Tennessee volunteers are always recognized by CoLAP as being some of the best, most active and motivated volunteers in the country.

**TLAP Volunteers**

As noted above, Tennessee volunteers remain the cornerstone of TLAP. They provide peer support, serve as speakers, plan and participate in interventions, visit lawyers in treatment centers, offer rides to twelve-step meetings, help lawyers with family issues, and donate both time and money.

Sober social activities are vital for volunteers and clients. Due to the success in 2009, TLAP once again sponsored a co-ed softball team in 2010. It was stated by one player that the participation in TLAP softball was instrumental in keeping him from drinking and using drugs.

TLAP also co-hosted the annual volunteer picnic at Judge Woodall’s farm in August 2010, an event now known as the “Hootenanny.” TLAP friends and family spent the day eating barbeque, listening to music, fishing, playing Frisbee and having fun. (Exhibit G) For the third year in a row, Elizabeth Collins opened the doors of her home for TLAP’s December holiday party in Memphis, which was attended by clients, volunteers, judges, therapists, and law professors.

TLAP volunteers also run the Lawyers in Recovery (LIR) meetings across the state. Currently there are LIR meetings in Memphis, Jackson, Nashville, Chattanooga, Knoxville, Manchester, and Jonesboro. Jonesboro, the newest location, kicked off their meeting in July, 2010, with a barbeque dinner. Judges and lawyers from the Tri-City area and Knoxville attended this event. (Exhibit H)
In April, 2010, Memphis area volunteers attended a speaker training workshop facilitated by Robert Kiefer, professional public speaking coach. Nashville and Knoxville both offered the same training in 2009.

**Collaboration**

TLAP continues to work closely with BLE Administrator, Adele Anderson, and the BPR’s Chief Disciplinary Counsel, Nancy Jones. Ms. Jones, Ms. Anderson and Ms. Gatrell meet monthly to reduce the risk of communication problems between the agencies. TLAP, the BLE, and now the BPR, co-present at the law schools across the state.

TLAP and the Nashville Bar Association’s Health and Wellness Committee hosted the second annual “Healthy Bar Party” on September 17th, 2010. This all day event combined CLE credit with healthy snacks, free chair massages and information on health and wellness options in the Nashville community. (Exhibit 1) The event was so popular this year, there are plans to move it to a larger venue in 2011.

TLAP is also collaborating with various legal services to implement a pro bono requirement in certain monitoring agreements. This option is only offered to clients who are in good standing with the legal profession. The following language provision has been added to these contracts:

\[
a.)\ To\ provide\ pro\ bono\ publico\ legal\ representation\ to\ indigent\ clients\ amounting\ to\ five\ (5)\ hours\ per\ week,\ or\ twenty\ (20)\ hours\ per\ month,\ which\ representation\ shall\ be\ denominated\ pro\ bono\ publico\ at\ the\ outset.

b.)\ To\ submit\ monthly\ calendar\ to\ TLAP\ documenting\ pro\ bono\ publico\ representation,\ and\ additionally\ to\ provide\ independent\ confirmation\ of\ hours\ claimed,\ if\ required.
\]

Unfortunately, there were several attorney suicides in 2010. TLAP collaborated with the agencies to provide postvention debriefings. In addition, TLAP has resumed QPR (Question, Persuade Refer) suicide prevention presentations.
Judicial Assistance

TLAP remains focused on Judicial Assistance and Outreach. TLAP had a presence at all judicial conferences, and was available to hand out “cheat sheets” for judges about making referrals to TLAP. (Exhibit J) Judicial intervention training was held in Knoxville, September, 2010. Several judges who participated in the training helped stage an educational “Mock Intervention” at Vanderbilt University, and later for the Montgomery County Bar Association. A “Judges Helping Judges” handbook is being distributed to all judicial volunteers. Both the TLAP webpage and the AOC webpage advertise the “National Judicial Hotline” number.

TLAP will be developing a Judicial Assistance brochure and continue aggressive outreach and education in the judicial system in 2011.

William B. Cain Foundation (Cain Fund)

Governor Bredesen officially appointed Mendelson Law Firm to administer collections on behalf of TLAP loans. Mendelson has been gracious in offering this service at no charge to TLAP. In 2010, over $2000.00 in memorial donations were received in “lieu of flowers,” after the death of a local lawyer. TLAP Commissioners and staff spoke about the Cain Fund at every Don Paine/ Annual Review Seminar across the state, effectively marketing over one thousand five hundred (1500) members of the legal community. Although only a handful of donations were received as a result of these efforts, it is believed that it will increase name recognition and generate revenue in the future. Since 2008, sixteen (16) loans have been awarded; none who would have been able to receive treatment or assistance without the Cain Fund.

TLAP intends to hold the first Annual Dinner/Fundraiser for the Bill Cain Fund in the fall of 2011.
V

CONCLUSION

TLAP grows and expands due to the unwavering support from the TLAP Commission, Court, volunteers and participants. (Exhibit K) The staff is grateful for the opportunity to serve the Tennessee legal community.

Respectfully submitted:

Laura M. Gatrell
Executive Director
January 28th, 2011

Ted Rice

Jessica Copeland

Emily Lacey
Exhibit A
Tennessee Lawyer Assistance Program

By Supreme Court Order: Rule 33
Chair: Teresa Jones, Esq. (Term expires 06/01/10)
Vice Chair: Ken Shuttleworth, Esq. (Term expires 6/16/10)
Secretary/Treasurer: Stephenson Todd, Esq. (Term expires 6/16/10)

*Judge Richard Baumgartner
6th Judicial District, Div. I
City County Building
400 Main Avenue, Ste. 162
Knoxville, TN 37902
Phone: (865) 215-2508
Fax: (865) 215-3921
E-mail: Richard.Baumgartner@knoxcounty.org
Term: 06/01/09 - 06/01/12 (1)
Appointed by: Supreme Court

*James M. Cornelius, Jr., Esq.
Egerton, McAfee, Armistead & Davis, P.C.
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E-mail: jcornelius@emadlaw.com
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Appointed by: Supreme Court

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Appointed by: Supreme Court

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Appointed by: Supreme Court

Elizabeth T. Collins, Esq.
Thomason, Hendrix, Harvey, Johnson & Mitchell
40 South Main, Suite 2900
Memphis, TN 38103
Phone: (901) 577-6130
Fax: (901) 525-6722
E-mail: collinse@thomasonlaw.com
Term: 06/01/08 - 06/01/11 (2)*
Appointed by: Supreme Court

Dr. Timothy P. Davis
6502 Harrison Pike
Chattanooga, TN 37416
Phone: (423) 344-5522 Home
Work: (423) 874-0125
Cell: (423) 240-1418
Fax: (423) 874-0154
E-mail: davistimp@comcast.net
Term: 06/01/09 - 06/01/12 (2)*
Appointed by: Supreme Court
(Lay member)

Laura M. Gatrell, MA, LEAP
Executive Director
Tennessee Lawyers Assistance Program
200 4th Avenue North, Suite 810
Nashville, TN 37219
Phone: (615) 741-3238
Toll Free: (877) 424-8527
Fax: (615) 741-3508
E-mail: lara.gatrell@tncourts.gov
Term: Executive Director
Appointed by: Supreme Court

S.Ct. appts chair – 2 yr term
Members appt vice chair and sec/treas – 1 yr term
No member shall be appointed for more than two consecutive, full three year terms
* Not eligible for reappointment
Updated – 07/13/09
Tennessee Lawyer Assistance Program

By Supreme Court Order: Rule 33
Chair: Teresa Jones, Esq. (Term expires 06/01/10)
Vice Chair: Ken Shuttleworth, Esq. (Term expires 6/16/10)
Secretary/Treasurer: Stephenson Todd, Esq. (Term expires 6/16/10)

*Peter Rustin Harris, Ph.D.
1410 17th Avenue, South
Nashville, TN 37212-2804
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Fax: (615) 297-8228
E-mail: peteharrisphd@mac.com
Term: 06/01/09 - 06/01/12 (1)
Appointed by: Supreme Court
(Lay member)

Judge Ben Hooper, II
4th Judicial District Circuit Court
301 East Main Street
U.S. Bank Bldg., Ste. 200
Newport, TN 37821-3131
Phone: (423) 625-9440
Fax: (423) 625-1797
E-mail: Judge.Ben.Hooper@tcourts.gov
Term: 06/01/08 - 06/01/11 (2)*
Appointed by: Supreme Court

*Margeret (Marnie) Huff, Esq.
Margaret Huff Mediation
P.O. Box 121951
Nashville, TN 37212-1951
Phone: (615) 812-5557
Fax: N/A
E-mail: marniehuff@bellsouth.net
Term: 06/01/08 - 06/01/11 (1)
Appointed by: Supreme Court

*Teresa D. Jones, Esq.
Chief Prosecutor
City Prosecutor's Office
201 Poplar Avenue, #LL-10
Memphis, TN 38103
Phone: (901) 636-3480
Fax: (901) 636-3470
E-mail: teresa.jones@memphistn.gov
Term: 06/01/08 - 06/01/11 (1)
Appointed by: Supreme Court

H. Thomas Parsons, Esq.
Parsons & Nichols
101 West Main Street
Manchester, TN 37355-1542
Phone: (931) 728-1316
Fax: (931) 728-1318
E-mail: parnic@bellsouth.net
Term: 06/01/08 - 06/01/11 (2)*
Appointed by: Supreme Court

Frank P. Pinchak, Esq.
Burnette, Dobson & Pinchak
713 Cherry St.
Chattanooga, TN 37402-1910
Phone: (423) 266-2121
Fax: (423) 266-3324
E-mail: fpinchak@bdhlaw.com
Term: 06/01/08 - 06/01/11 (1)
Appointed by: Supreme Court

Kenneth R. Shuttleworth, Esq.
Shuttleworth Williams
22 N. Front Street, Ste. 850
P. O. Box 3020
Memphis, TN 38173-0020
Phone: (901) 526-7399
Fax: (901) 526-5056
E-mail: krs@shuttleworthwilliams.com
Term: 06/01/08 - 06/01/11 (2)*
Appointed by: Supreme Court

W. Stephenson Todd, Jr., Esq.
Todd & Dossett, PC
134 West Center Street
Kingsport, TN 37660
Phone: (423) 245-1111
Fax: (423) 245-1115
E-mail: stodd@tdlaw.com
Term: 06/01/09 - 06/01/12 (2)*
Appointed by: Supreme Court

S.Ct. appts chair – 2 yr term
Members appt vice chair and sec/treas – 1 yr term
No member shall be appointed for more than two consecutive, full three year terms
* Not eligible for reappointment
Updated – 07/13/09
Tennessee Lawyer Assistance Program

By Supreme Court Order: Rule 33
Chair: Teresa Jones, Esq. (Term expires 06/01/10)
Vice Chair: Ken Shuttleworth, Esq. (Term expires 6/16/10)
Secretary/Treasurer: Stephenson Todd, Esq. (Term expires 6/16/10)

Supreme Court Liaison:

*Justice Sharon G. Lee
Tennessee Supreme Court
P.O. Box 444
Knoxville, TN 37901
Phone: (865) 594-6707
Fax: (865) 594-6561
E-mail: Justice.Lee@tcourts.gov
Term: Supreme Court Liaison
Appointed by: Supreme Court

S.Ct. appts chair – 2 yr term
Members appt vice chair and sec/treas – 1 yr term
No member shall be appointed for more than two consecutive, full three year terms
* Not eligible for reappointment
Updated – 07/13/09
Exhibit B
### Tennessee Lawyers Assistance Program
#### Fiscal Year-to-Date Thru 11/30/10

<table>
<thead>
<tr>
<th></th>
<th>Budget 2010-11</th>
<th>YTD thru 11/30/10</th>
<th>Remaining Balance</th>
<th>Percent Remaining</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Income:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Attorney Fees</td>
<td>$ 415,900.00</td>
<td>$ 13,210.00</td>
<td>(402,690.00)</td>
<td></td>
</tr>
<tr>
<td>Donations</td>
<td>$ -</td>
<td>$ 250.00</td>
<td>250.00</td>
<td></td>
</tr>
<tr>
<td>Interest</td>
<td>$ -</td>
<td>$ -</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Current Services Revenue</td>
<td>$ -</td>
<td>$ 5,630.00</td>
<td>5,630.00</td>
<td></td>
</tr>
<tr>
<td><strong>Total Income</strong></td>
<td>$ 415,900.00</td>
<td>$ 19,090.00</td>
<td>(396,810.00)</td>
<td></td>
</tr>
<tr>
<td><strong>Expenditures:</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Salaries &amp; Wages</td>
<td>$ 198,000.00</td>
<td>$ 91,070.00</td>
<td>106,930.00</td>
<td>54.01%</td>
</tr>
<tr>
<td>Employee Benefits</td>
<td>$ 76,300.00</td>
<td>$ 39,447.86</td>
<td>36,852.14</td>
<td>48.30%</td>
</tr>
<tr>
<td><strong>Total Salaries and Benefits</strong></td>
<td>$ 274,300.00</td>
<td>$ 130,517.86</td>
<td>143,782.14</td>
<td>52.42%</td>
</tr>
<tr>
<td>Travel</td>
<td>$ 55,100.00</td>
<td>$ 25,451.27</td>
<td>29,648.73</td>
<td>53.81%</td>
</tr>
<tr>
<td>Printing, Duplicating, and Film Processing</td>
<td>$ 3,000.00</td>
<td>$ 2,420.72</td>
<td>579.28</td>
<td>19.31%</td>
</tr>
<tr>
<td>Utilities and Fuel</td>
<td>$ -</td>
<td>$ 326.49</td>
<td>(326.49)</td>
<td></td>
</tr>
<tr>
<td>Communication and Shipping Costs</td>
<td>$ 4,600.00</td>
<td>$ 2,528.85</td>
<td>2,071.15</td>
<td>45.03%</td>
</tr>
<tr>
<td>Maintenance, Repairs and Services Performed by Others</td>
<td>$ 500.00</td>
<td>$ 264.00</td>
<td>236.00</td>
<td>47.20%</td>
</tr>
<tr>
<td>Professional and Administrative Services-Third Parties</td>
<td>$ 5,000.00</td>
<td>$ 5,594.41</td>
<td>(594.41)</td>
<td>-11.89%</td>
</tr>
<tr>
<td>Supplies</td>
<td>$ 10,000.00</td>
<td>$ 4,798.38</td>
<td>5,201.62</td>
<td>52.02%</td>
</tr>
<tr>
<td>Rentals and Insurance</td>
<td>$ 24,200.00</td>
<td>$ 24,681.69</td>
<td>(481.69)</td>
<td>-1.99%</td>
</tr>
<tr>
<td>Motor Vehicle Operation</td>
<td>$ -</td>
<td>$ 24.72</td>
<td>(24.72)</td>
<td></td>
</tr>
<tr>
<td>Awards and Indemnities</td>
<td>$ -</td>
<td>$ 58.31</td>
<td>(58.31)</td>
<td></td>
</tr>
<tr>
<td>Grants and Subsidies</td>
<td>$ -</td>
<td>$ 10,000.00</td>
<td>(10,000.00)</td>
<td></td>
</tr>
<tr>
<td>Interest Payments</td>
<td>$ -</td>
<td>$ 32.00</td>
<td>(32.00)</td>
<td></td>
</tr>
<tr>
<td>Training of State Employees</td>
<td>$ -</td>
<td>$ -</td>
<td>-</td>
<td></td>
</tr>
<tr>
<td>Computer Related Items</td>
<td>$ -</td>
<td>$ 7,130.00</td>
<td>(7,130.00)</td>
<td></td>
</tr>
<tr>
<td>Professional Services Performed by Other State Agencies</td>
<td>$ 39,200.00</td>
<td>$ 1,153.43</td>
<td>38,046.57</td>
<td>97.06%</td>
</tr>
<tr>
<td><strong>Total Other Expenditures</strong></td>
<td>$ 141,600.00</td>
<td>$ 84,464.27</td>
<td>57,135.73</td>
<td>40.35%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>$ 415,900.00</td>
<td>$ 214,982.13</td>
<td>200,917.87</td>
<td>48.31%</td>
</tr>
</tbody>
</table>

**Total Income Over(under) Expenditures**

- $(195,892.13)

Previous Fund Balance
- $479,847.38

Projected Fund Balance as of 11/30/10
- $283,955.25
Exhibit C
May 14, 2010

Laura M. Gatrell, MA, LEAP
Executive Director
Tennessee Lawyers Assistance Program
200 4th Avenue North, Suite 810
Nashville, TN 37219

Dear Laura:

I wanted to thank you for the CLE program on "Everyone Wants a Piece of Me" that you presented to our office this week. I appreciate your continued support of our CLE program and your willingness to take time out of your busy schedule to share your expertise with us.

Yours very truly,

Robert E. Cooper, Jr.
Attorney General and Reporter

REC/csb

Laura—
Thanks for your help!
Bob
**Wednesday, September 22, 2010**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:45am-11:00am</td>
<td>Break</td>
</tr>
<tr>
<td>9:45am-10:45am</td>
<td>Judges, Cary Wade, AOC Director</td>
</tr>
<tr>
<td>8:45am-9:45am</td>
<td>Opening Remarks</td>
</tr>
<tr>
<td>7:30pm-9:00pm</td>
<td>Registration</td>
</tr>
<tr>
<td>6:00pm-9:00pm</td>
<td>Welcome Reception - Hotel Lawn Area</td>
</tr>
<tr>
<td>4:00pm-5:00pm</td>
<td>Executive Committee Meeting</td>
</tr>
<tr>
<td></td>
<td>Lower Lobby Pre-Con Forum</td>
</tr>
<tr>
<td></td>
<td>TCSCL Registration</td>
</tr>
</tbody>
</table>

**Thursday, September 23, 2010**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>10:00am-11:00am</td>
<td>Break</td>
</tr>
<tr>
<td>9:00am-10:00am</td>
<td>Judges, Jeff Kader, Assistant General Counsel, and Assistant Deputy General Counsel</td>
</tr>
<tr>
<td>8:30am-9:30am</td>
<td>Hospitality Suite Hours</td>
</tr>
</tbody>
</table>

**Hospitality Suite Hours**

Your must be submitted with your CLE Form to receive this credit. Checks must be payable to the AOC for $1 per credit. In order to receive credit, please complete the CLE Form for classes you attend and return it to the registration desk prior to your departure. The form must be filled out in its entirety in order for you to receive credit. Spouses and guests attending the event will be charged a $1 fee per credit.

**Tuesday, September 21, 2010**

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
</tr>
</thead>
<tbody>
<tr>
<td>2:00pm-5:00pm</td>
<td>TCSCL Registration</td>
</tr>
</tbody>
</table>

**General Information**
A Perfect Storm: What Eating Disorders Illuminate About Thriving in the Legal Profession

Two potential pitfalls of legal practice resonate acutely with me: (1) the perpetual quest for perfection, and (2) reliance on external indicators of success. Fortunately, I have extensive experience with perfectionist tendencies and arbitrary definitions of self-worth; I have battled bulimia.

Perfection Itself Is Imperfection

Lawyers are taught to adopt a “zero-sum competitive approach to outcomes,” whereby there are only winners and losers, nothing in the middle. This tendency towards perfectionism in the legal profession is not limited to academic or professional performance. It extends to personality, character, image, and physical appearance. In studying law students, Susan Daicoff found that “[w]hile they publicly project strength, activity and enthusiasm, their private personality is one of awkwardness, defensiveness and nervousness.” Lawrence Krieger found that “one of the largest maladaptive shifts during the first year of law school was an increasing concern for image and appearance.”

If perfection is the goal, there is no possibility of success. Perfect is a mirage; it is a lie. One can work towards, towards, towards perfection, but can never reach it. Such frustration is a heavy burden to bear. It is no wonder a North Carolina study found that 11% of lawyers in the state contemplated suicide at least once a month, or that attorneys have the highest rate of depression of any profession.

If Winning Isn’t Everything, Why Do They Keep Score?

Since we can’t be perfect, law students and lawyers look for the next best thing: being better. “Among thousands of lawyers surveyed, more than one third – about fifteen times the incidence in general populations – reported levels of clinical distress (indicating likely need for professional help) in the area of interpersonal sensitivity, a measure of self-esteem and security based on one’s need to compare favorably to others.”

Most lawyers have competed their entire lives. As law firms lose the tradition of strong mentoring relationships, associates look for any signal of success. Thus, lawyers begin to compete for billable hours, for clients, for partnership, for bonuses. “They’re playing a game. And money is how the score is kept in that game.”

What a seductively simple way to define one’s self-worth, to determine whether one is a winner or a loser. Unfortunately, it is notoriously inaccurate. Pursuit of extrinsic goals like money, power, and prestige does not produce a balanced or rewarding life. In fact, lawyers who identify money, image, or influence as important for life satisfaction consistently experience the lowest levels of well being.

There is little in the way of hard data available about attorneys who suffer from eating disorders. This is partly because, unlike many other maladaptive or psychiatric disorders, eating disorders are not required to be disclosed on bar applications. It is worth noting that while eating disorders need not be disclosed, eating disorders are commonly listed as health and personal issues that state Lawyers Assistance Programs address.

Though the Tennessee Lawyers Assistance Program (TLAP) could not accurately estimate what percentage of their client base have an eating disorder, TLAP does recognize that eating disorders can not appropriately be categorized as isolated occurrences within the legal profession.
A Perfect Storm:
What Eating Disorders Illuminate About Thriving in the Legal Profession

Ted Rice, Assistant Director of TLAP, explains that when young professionals experience distress they draw on the same coping mechanisms developed earlier in life. They will reach for maladaptive behaviors that allow for control.

Perfect is a Moving Target

While there is little data on eating disorders specifically within the legal profession, there is emerging research on the link between perfectionism and eating disorders. A 2003 study of over 1,000 sets of female twins found that perfectionist behavior, particularly the fear of making mistakes, is linked to eating disorders in a way it can not be linked to other psychiatric disorders such as depression or general anxiety.

In this study, “multivariable models confirmed that higher [instances of] concerns over mistakes and doubts about actions were most strongly associated with eating disorders.” Perfectionism was found to persist even after recovery from eating disorders. The study posits that it may be possible to predict eating disorders based on perfectionism combined with low self-esteem – sound familiar?

Great anecdotal evidence points to a link between eating disorders and advanced degrees. Mark Stuart Ellison notes that while at first glance it seems bizarre that such intelligent people would succumb to eating disorder, “[p]erhaps the phenomenon is better understood when professionalism is considered a subcategory of perfectionism, which is a common characteristic among anorexies.”

One Vanderbilt University researcher observed that while eating disorders are complex, a major component contributing to the development of eating disorders is the socio-cultural pressure to be perfect in physical and intellectual states.

This link between eating disorders and perfectionism comes as no surprise to me, nor should it to anyone who has suffered from an eating disorder. Jenni Schaefer describes one aspect of the disease as “Ms. Perfectionist.” Ms Perfectionist was never satisfied no matter how successful Jenni was. In recovery, Jenni realized that “constant striving for the impossible does not make me any better of a person. Instead, it just tears me down.”

One local attorney’s therapist told her that she was transferring her perfectionism from her eating disorder into her workplace. She responded by asking “Isn’t being a workaholic better than having an eating disorder?” I can relate to the sentiment. I often wonder why my intense drive can not be a purely positive force in my life.

Torture Numbers and They’ll Confess to Anything

The obsession with numbers that Patrick J. Schiffz describes as the money game is nothing unfamiliar to me. It is amazingly similar to the obsession with numbers on a scale and caloric intake that I fought for many years. A ‘good day’ was based on the number of calories I limited myself to; I was better if I was thinner, or if I ate or weighed less. But more often than not, I found a way to interpret the numbers against myself.

How easy it would be to slip back into that trap – to judge my days as billable hours or salary. To begin to compare myself with other attorneys based on these numbers. If I make more money, if I bill more hours, I am better. No reason, just motion diverting attention away from whatever is making me unhappy and allowing me to take back some measure of control.
Exhibit D
March 1, 2010

Teresa D. Jones, Chair
Tennessee Lawyers Assistance Program
City Prosecutor's Office
201 Poplar Avenue, #LL-10
Memphis, TN 38103

Jimmie Carpenter Miller, President
Board of Law Examiners
Hunter, Smith & Davis, LLP
1212 North Eastman Road
P.O. Box 3740
Kingsport, TN 37664-0740

Roger A. Maness, Chair
Board of Professional Responsibility
Marks, Shell & Maness
233 – A Dunbar Cave Rd.
Clarksville, TN 37043

Re: Conditional Admission Policy Statement

Dear Ms. Jones, Ms. Miller, and Mr. Maness:

The Court is in receipt of the policy statement proposed by the BLE, the BPR, and TLAP regarding the use of monitoring contracts by TLAP and the appropriate agency to which TLAP should report. The cooperation shown by all three groups is evident in the quality of the proposed statement. We are most appreciative of your willingness to work together to achieve this important consensus. The Court is delighted to approve the consensus you have achieved.

Very truly yours,

Janice M. Holder, Chief Justice

/cc
Re: Conditional Admission Policy Statement
Page 2

cc: Members of the Court
Adele Anderson, Executive Director, Board of Law Examiners
Laura Gatrell, Executive Director, Tennessee Lawyers Assistance Program
Nancy S. Jones, Chief Disciplinary Counsel, Board of Professional Responsibility
February 22, 2010

Chief Justice Janice Holder  
Supreme Court of Tennessee  
50 Peabody Place, Suite 209  
Memphis, TN 38103

RE: Conditional Admission

Dear Chief Justice:

Last month, the undersigned and members of their respective boards met with the Court to discuss issues of mutual concern regarding procedures related to the new conditional admission rule, Supreme Court Rule 7, Section 10.05. The Court requested that the undersigned work with our respective boards and to propose a policy to resolve the issues.

The following is our proposed policy statement to clarify the handling of monitoring agreements:

TLAP will continue to serve law students and applicants of the BLE and recommend Monitoring Agreements when warranted. TLAP will determine the appropriate length of the contract, but not less than one year and no more than five years. The BLE will be listed as a reporting party for applicants of the BLE. During the application process, TLAP will provide written notification to the BLE of the applicant’s history with TLAP. The BLE will review the applicant’s file and history with TLAP.

If the BLE determines the applicant should be, or remain, under a Monitoring Agreement, the BLE will grant conditional admission. The conditionally admitted applicant must enter into a new TLAP Monitoring Agreement with the BPR as the reporting party. TLAP will forward a copy of the new Monitoring Agreement to the Chief Disciplinary Counsel of the BPR.

If the BLE determines that an applicant should be fully licensed, then the applicant may continue under a Monitoring Agreement as a voluntary client, and his/her TLAP Monitoring Agreement will be modified accordingly.
We hope this draft language is of assistance to the Court and we will be pleased to do whatever else might be needed to resolve these issues.

Sincerely,

______________________________
Nancy S. Jones
Chief Disciplinary Counsel
The Board of Professional Responsibility

______________________________
Adele Anderson
Executive
Board of Law Examiners

______________________________
Laura Gatrell
Executive
Tennessee Lawyers’ Assistance Program

NSJ:db

c: Justice William Koch
Justice Cornelia Clark
Justice Sharon Lee
Justice Gary Wade
Roger Maness, Board Chair, TBPR
Jimmie C. Miller, President, BLE
Teresa Jones, Chair, TLAP Commission
Laura M. Gatrell, Executive Director
Tennessee Lawyers Assistance Program
200 4th Avenue North, Suite 810
Nashville, TN 37219

Re: Joint Meeting of the Tennessee Supreme Court, Board of Law Examiners, and Law School Deans, June 18, 2010

Dear Ms. Gatrell:

Please accept my thanks and those of the other members of the Court for your participation in the meeting held at the University of Memphis Cecil C. Humphreys School of Law on June 18, 2010. Your assistance in leading the discussion, "Tennessee's New Conditional Admission Rule," was invaluable.

TLAP plays an important role in the law schools, the admission of attorneys in Tennessee. These conferences are a wonderful starting point for further discussion among the Deans, the Board of Law Examiners, and the Court concerning fitness and other issues. I was impressed with the frank discussion during our conference and look forward to further collaboration among these groups in the future.

Thank you for your service as Executive Director of TLAP.

Very truly yours,

[Signature]

Janice M. Holder, Chief Justice

/CC
Exhibit E
COST
The registration fee is $95.00 and covers retreat programs, three hours of E&P CLE credit, Saturday night banquet and light refreshments. Additional meals are available in the hotel restaurant.

WHEN

WHERE
Montgomery Bell State Park

RESERVATIONS
Hotel reservations are to be handled directly with the State Park's Inn by calling: 1.800.250.8613

Please request the TLAP rate.

RECOVERY MUSIC
Friday Night- Sonia Lee

Singer/Songwriter and two-time Kerrville New Folk Finalist Sonia Lee sings in a pure, sweet voice, reminiscent of early Emmy Lou Harris and Allison Krauss.

SATURDAY NIGHT
SPEAKER- Edith Peebles

Edith T. Peebles has been practicing law since 1991 and represents clients in matters of domestic relations law, business litigation, and juvenile law. She is a published author, having penned "The Erosion of the Rights of Federal Prisoners: Goodwin v. Turner", which was published in the Creighton Law Review in 1991. Ms. Peebles is admitted to practice in Nebraska, the U.S. District Court District of Nebraska, and the U.S. Supreme Court.

We would like to thank our sponsors:

Also a special thanks to all of our exhibitors!

Tennessee Lawyers Assistance Program
200 4th Ave. N Ste 810
Nashville, TN 37219

Phone: 615.741.3238 or 1.800-424.TLAP
Fax: 615.741.3508
Email: tlap@tncourts.gov

5TH ANNUAL STATEWIDE RETREAT
Montgomery Bell State Park
March 19-21, 2010
Agenda continued...

FRIDAY

3:00-5:00 pm  TLAP Commission Meeting
5:30-7:00 pm  Registration
             Dinner (on your own)
7:00-8:00 pm  Dessert Reception
              Honoring Buddy Burnett
8:00-8:45 pm  Recovery Music
             Sonia Lee
9:00-10:00 pm Statewide “LIR” Meeting

SATURDAY

6:00-7:00 am  “Daily Ponderables”
               Stephenson Todd
7:00-8:00 am  Breakfast (on your own)
8:00-8:30 am  Registration
8:30-9:30 am  “Our Family Tree”
              William Kane,
              Executive Director, NJ LAP
9:30-9:45 am  Break
9:45-10:45 am “The Wiz Quiz”
              Barry Lubin, MD, AOS
10:45-11:00 am  Break
11:00-12:00 pm Breakout Sessions:
               1.) “Coping with the end of a Relationship”
               Monte King
               2.) “Mindfulness”
               Pete Harris, PhD
12:00-1:00 pm  Lunch (on your own)
1:00-
              Golf Tournament
              Hiking
2:00-4:00 pm  Movie and Popcorn
4:00-5:00 pm  1.) “Principles in Practice”
               Open Discussion Group
               2.) Alanon Meeting
6:00-

REGISTRATION

Mail your registration form with check or money order only to Tennessee Lawyers Assistance Program, 200 4th Ave. N, Ste 810, Nashville, TN 37219.

DIRECTIONS

From Nashville:
Take I-40 West from Nashville to Exit 182 (Fairview/Dickson Hwy. 96 Exit). Turn left (West) onto Highway 96 until it dead ends at Highway 70. Turn right (East) on Highway 70, off-ramp provided. Stay on Highway 70 approximately 3 miles. Park entrance is on the right.

From Memphis:
Take I-40 East to Exit 182 (Fairview/Dickson Hwy. 96 Exit). Turn right (West) onto Highway 96 until it dead ends at Highway 70. Turn right (East) on Highway 70, off-ramp provided. Stay on Highway 70 approximately 3 miles. Park entrance is on the right.

CLE Sponsor:
A BRIDGE TO RECOVERY

Golf Sponsor:
CUMBERLAND HEIGHTS

Dinner Sponsor:
LA PALOMA

Other exhibitors: New Life Lodge, Center for Professional Excellence, Onsite, The Ranch, English Mountain Recovery, Cornerstone, Bradford, Life Healing Center, and more!

TENNESSEE LAWYERS ASSISTANCE PROGRAM

5TH ANNUAL
STATEWIDE RETREAT
2010

CAMP TLAP

Traditional Barbeque
March 24, 2010

Ms. Laura Gatrell, Director
Mr. Ted Rice, Assistant Director
Tennessee Lawyers Assistance Program
200 4th Avenue North
Suite 810
Nashville, TN 37219

Re: Camp TLAP 2010

Dear Laura and Ted:

Thanks so much for another great Camp TLAP! I know that a lot more work, planning and details go into these weekends than those of us in the audience appreciate, and it certainly shows in the finished product. I regret that I had to leave before the banquet Saturday to return to Knoxville, and thereby missed one of the great meals of the year!

Best wishes.

Sincerely yours,
28 March 2010

Dear TED and TEAM,

I want to thank you and your entire team for all the work you must have done to make Camp TCAP extraordinarily good.

Thank you again.

Also, I am grateful for listening to me one day when I was upset. Thank you.

[Signature]
To Laura & Jack & the rest of the TLP gang:

Thank you for the gift of the Swiss Army Knife. I'm a knife and gadget guy, so it's something I really appreciate. But the most important thing I appreciate is your recognition and support of the Wednesday Night Lawyers' Meeting at my office. Thanks for everything you do.

Buddy Elliott
Exhibit F
American Bar Association
Commission on Lawyer Assistance Programs
Presents...

2010 National Conference for Lawyer Assistance Programs
Lawyers Helping Lawyers - Since 1988

CONFERENCE REGISTRATION BROCHURE

October 5-8, 2010
The Hyatt Regency Indianapolis
Indianapolis, Indiana
Dear Friends:

On behalf of the American Bar Association’s Commission on Lawyer Assistance Programs (CoLAP), it is our pleasure to invite you to the 2010 National Conference, being held in Indianapolis, Indiana from Tuesday, October 5 through Friday, October 8, 2010.

This year’s conference theme is “Lawyers Helping Lawyers since 1988.” The conference will have sessions of interest to judges, disciplinary staff, bar leaders, law school administrators and law firm managers, as well as abundant opportunities to network with LAP personnel and volunteers involved in lawyer assistance programs from across the U.S. and Canada.

The program will include such varied sessions/topics as: “The Science of Happiness,” “Stress and Compassion Fatigue in the Legal Profession,” “The Movement of Grace,” “Addiction, the Loss of Self, Recovery, the Discovery of Self,” a law student panel presentation, a disciplinary panel presentation, and more, all presented by nationally recognized experts. In addition, the Conference features an Exhibit Hall of facilities from around the US and Canada that focus on treating drug abuse, addictions, mood disorders, eating disorders, etc.

Your participation in the 2010 National Conference is a crucial factor in the ongoing development of lawyer assistance programs. The sessions truly represent a unique opportunity to learn about issues which can have a direct impact on the legal community’s wellbeing, and how lawyer assistance programs operate. For up-to-date information about the conference or to register on-line, please visit CoLAP’s website at www.abanet.org/legalservices/colap/.

The conference will take place at the Hyatt Regency Indianapolis (Room Rate: $170 plus tax). You can make reservations by calling the hotel directly at 317-632-1234 or toll free at 800-233-1234 and referring to the National Conference for Lawyer Assistance Programs.

Please join us in making this the most dynamic and well-attended conference yet.

Sincerely,

Laura Gatrell, Executive Director
Tennessee Lawyers Assistance Program
Conference Chair

Terry Harrell, Executive Director
Indiana Judges and Lawyers Assistance Program
Conference Vice Chair

2010 National Conference Planning Committee

Hon. Robert L. Childers
CoLAP Chair – Memphis, TN

Laura Gatrell
Conference Chair – Nashville, TN

Terry L. Harrell
Conference Vice-Chair – Indianapolis, IN

Joan M. Bibelhausen – St. Paul, MN
Michael Cohen – Ft. Lauderdale, FL
Cecile B. Hartigan – Concord, NH
Hon. Sarah L. Krauss – Brooklyn, NY
William R. Leary – Houma, LA
Jeanne Marie Leslie – Montgomery, AL
Nancy Stek – New Brunswick, NJ
Michael Stewart – Birmingham, AL
Janis Thibault – Sacramento, CA
Janet Piper Voss – Chicago, IL

ABA Staff

William Hornsby – Chicago, IL
Janice Jones – Chicago, IL
Tracy Lohnachan – Chicago, IL
Leigh Stewart – Chicago, IL
### Tuesday, October 5

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>8:00 a.m. – 9:00 a.m.</td>
<td>Open 12 Step Meeting or Gentle Yoga</td>
</tr>
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</table>
| 10:00 a.m. – 11:30 a.m. | Orientation  
All attendees, guests, and exhibitors are welcome to attend this session to learn more about the Conference, hear a brief history of CoLAP, meet the Conference mentors and find out about social activities. |
| 11:30 a.m. – 1:00 p.m. | Break (lunch on your own)                                             |
| 1:00 p.m. – 2:00 p.m. | Welcoming Remarks  
Hon. Robert L. Childers, CoLAP Chair  
Hon. Robert D. Rucker, Justice, Indiana Supreme Court  
Roderick Morgan, President, Indiana State Bar Association  
Jeffry A. Lind, President Elect, Indiana State Bar Association |
| 2:00 p.m. – 2:30 p.m. | Roll Call – LAPs  
CoLAP Members will report on activities of LAPs in their regions, highlighting best achievements, works in progress and major initiatives. Attendees will get a broad overview of developments around the USA and Canada. |
| 2:30 p.m. – 3:00 p.m. | Roll Call – Exhibitors  
Facilities participating in this year's Conference Exhibit Hall will be highlighted and representatives will be introduced. |
| 3:00 p.m. – 3:30 p.m. | Break                                                                |
| 3:30 p.m. – 5:00 p.m. | The Science of Happiness  
Daniel H. Angres, M.D., Resurrection Addiction Services, Program for Professionals  
The field of Positive Psychology has some interesting findings about what makes most people happy. This presentation describes these findings which often confirm what a wise grandparent may have once told us. |
| 5:00 p.m. – 6:00 p.m. | Welcome Reception/Opening of Conference Exhibit Hall                 |
| 6:30 p.m. | Dine Around  
Learn about one of the many treatment facilities and have dinner with one our Conference Exhibitors or have dinner on your own with other colleagues. |
| 8:30 p.m. – 9:30 p.m. | Open 12 Step Meetings (AA, Al-Anon, OA/EA)                          |

### Wednesday, October 6

<table>
<thead>
<tr>
<th>Time</th>
<th>Event</th>
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<tbody>
<tr>
<td>7:00 a.m. – 8:00 a.m.</td>
<td>Open 12 Step Meeting or Even Lawyers Can Do Yoga</td>
</tr>
<tr>
<td>7:00 a.m. – 3:00 p.m.</td>
<td>Conference Exhibit Hall Open</td>
</tr>
</tbody>
</table>
| 8:00 a.m. – 9:30 a.m. | Exhibitor Breakfast  
Enjoy a breakfast and the opportunity to learn about treatment resources for lawyers including resources for process addictions, older adults, and more. |
| 9:30 a.m. – 10:45 a.m. | Stress and Compassion Fatigue in the Legal Profession:  
What Does Your Brain Look Like?  
Dr. Barbara Krantz, Chief Executive Officer and Medical Director of Research, Hanley Center  
Explore the "attack of the adrenals" and the roles of the sympathetic and parasympathetic nervous system in brain function. Discover how gender, co-occurring disorders, and law specialties impact compassion fatigue and vicarious trauma symptoms. Learn effective stress management by embracing new strategies for finding balance. |
| 10:45 a.m. – 11:15 a.m. | Break in the Exhibit Hall                                           |
Breakout: The Movement of Grace
Jennifer Angier, NCAC II, Executive Director of Outpatient Services, Foundations Recovery Network
Participants will be challenged to recognize the intimate qualities of the absence of grace and its subsequent emergence in patients struggling with addiction into early recovery. Through the use of movie clips, literature and music, this interactive dialogue will enable the clinician to expand the realm of traditional therapeutic skills in the treatment of the dually addicted patient and to once again connect at an intimate level.

Sponsored by Foundations Recovery Network

Breakout: Resources for Law Student Wellness
Moderator: Judith M. Rush, Attorney, Minnesota State Bar Association Life and the Law Committee
Panelists: Ann D. Foster, Director, Texas Lawyers' Assistance Program
Michael Larson, Director, Montana Lawyer Assistance Program
Erin M. Keyes, Assistant Dean, University of Minnesota Law School
A Representative from the ABA Law Student Division

This session will focus on sharing programmatic ideas for increasing law student wellness. The LAP directors will speak to those who are just starting to make an entry into the law schools and to those who have already made an entry and would like to increase the effectiveness of their programs or to implement new programs. A law school administrator will discuss student wellness programs that have been developed and implemented by a law school and a ABA law student representative will elaborate on the ABA Law Student Division Mental Health Initiative. Finally, a resource guide of various law student wellness programs initiated by LAPs, law schools, treatment centers, and law students will be distributed.

Breakout: Boundary Issues, and We’re Not Talking Property Law
Panelists: James C. “Jes” Montgomery, M.D., Medical Director, Sante’ Center for Healing
Thomas S. Gilbert, J.D., M.A., C.A.A.C., Owner, TouchStone Professional Services

This session will explore the factors that lead to the high tolerance for stress that is inherent in the world of legal practice. It will look at how stress and its escalation allow for the disarming of healthy boundaries and sets the stage for boundary violations of all sorts. Presenters will offer information regarding the warning signs, preventative measures and interventions to maintain balance that promotes healthy boundaries and rewarding practices.

Sponsored by Sante’ Center for Healing and TouchStone Professional Services

12:30 p.m. – 2:30 p.m.
Luncheon/Presentation: Addiction, the Loss of Self, Recovery, the Discovery of Self
Thomas Estis, PhD, NCC, LPC, LMFT, LAC, Program Director, Palmetto Addiction Recovery Center

This presentation details the addiction's diminishing effect upon the personality and the rediscovery of self through recovery.

Sponsored by Palmetto Addiction Recovery Center

2:30 p.m. – 3:00 p.m.
Break and Prize Drawing in the Exhibit Hall

3:00 p.m. – 5:45 p.m.
CoLAP Business Meeting

6:00 p.m.
Dine Around
Learn about one of the many treatment facilities and have dinner with one our Conference Exhibitors or have dinner on your own with other colleagues.

8:00 p.m. – 10:00 p.m.
Dessert Reception at the Indiana Historical Society
Will Miller, Ed.D., M.S.S.W., M.A., M. Div.

Dr. Will Miller is a recognized expert in the area of inter-personal relationships, organizational health and workplace culture. Currently, he is a therapist and teacher at Purdue University where he lectures at the schools of Organizational Leadership, Management and Mass Communication on the social environment of the workplace and the impact on productivity. He is the author of 4 publications and has spent 16 years as a professional stand-up comedian. Please join us as Dr. Will presents a new approach to finding balance and fulfillment in your life.

Sponsored by Fairbanks and the Indiana Judges and Lawyers Assistance Program

10:00 p.m. – 11:00 p.m.
Open 12 Step Meetings (AA, Al-Anon, OA/EA)

Thursday, October 7
7:00 a.m. – 8:00 a.m.
Open 12 Step Meeting or Yoga for Recovery

7:00 a.m. – 4:30 p.m.
Conference Exhibit Hall Open
7:45 a.m. – 9:00 a.m.  Breakfast Topics  
See listing for topics on page 7.

9:00 a.m. – 10:15 a.m.  Urine-luck: All about Drug Testing  
Gregory E. Skipper, M.D., Medical Director, Alabama Physician Health Program  
Dr. Skipper is the innovator of ethyl glucuronide (EtG) testing and a senior medical review officer. He has served as an expert in more the 100 complex drug testing cases. He will review the most common misunderstandings regarding drug testing and will describe the most common methods of cheating and how they are prevented or detected. Finally, he will describe the proper use and limitations of EtG testing and will mention the value of other methods of alcohol monitoring, including EtG testing, blood phosphatidyl ethanol, hair EtG, and various devices used for monitoring alcohol abstinence.
9:30 p.m. – 10:30 p.m.  Open 12 Step Meetings (AA, Al-Anon, OA/EA)

Friday, October 8
7:00 a.m. – 8:00 a.m.  5K Walk/Run
8:00 a.m. – 9:00 a.m.  Open 12 Step Meeting
9:00 a.m. – 9:30 a.m.  Continental Breakfast
9:30 a.m. – 11:00 a.m.  Transforming Treatment: The Future Is Now
Andrea Barthwell, M.D., F.A.S.A.M., Director, Two Dreams Outer Banks

Dr. Barthwell will discuss the need for multi-modality, evidence-based treatment to meet the complex needs of today’s patients. Currently, a few of the most critical of these needs are chronic pain, sleep loss, trauma, and prescription drug abuse. Innovative providers are now taking a trans-disciplinary approach to treatment that uses an individualized blend of methods to address wellness as a whole throughout every stage between intervention and recovery.

Sponsored by Two Dreams Outer Banks and EMGlobal

11:00 a.m. – 11:15 a.m.  Closing Remarks
Hon. Robert L. Childers, Chair, CoCLAP
Laura Gatrell, Chair, Conference Planning Committee
Terry Harrell, Vice Chair, Conference Planning Committee

SPECIAL EVENTS

Dine Around
Tuesday, October 5 and Wednesday October 6
Choose to attend one of the dinners being hosted by a Conference Exhibitor at one of the local venues or have dinner on your own with other colleagues. Dine Around sign up sheets will be available on-site but we advise you to sign up early in the day. Each guest will be asked for their name and cell phone number; just in case.

Welcome Reception
Tuesday, October 5
Please come visit with the Conference Exhibitors and learn about their facilities at this one hour reception in the Conference Exhibit Hall. This is also an excellent opportunity to reconnect with old friends and meet new colleagues. The Welcome Reception begins at 5:00 p.m. and is open to all Conference attendees.

Exhibitor Breakfast
Wednesday, October 6
Enjoy breakfast and the opportunity to learn about the treatment resources available for lawyers including resources for process addiction, behavioral disorders, and more! Representatives from the facilities exhibiting at the Conference will spend 15 minutes at a breakfast table to speak about the aspects of their facility and answer questions before moving on to the next table.

Dessert Reception
Wednesday, October 6
You can have your cake and eat it too! Dr. Will Miller, a recognized expert in the area of interpersonal relationships, organizational health and workplace culture will present a new approach to finding balance and fulfillment in your life.

This event will be held off-site at the Indiana History Center, in the Frank and Katrina Balle Theater, located at 450 West Ohio Street (walking distance from the Hyatt). Additional information about the IHC is available at www.indianahistory.org.

Breakfast Topics
Thursday, October 7
Join us at the CoCLAP Café as a wide variety of breakfast topics are served. Facilitators will lead each table in an interactive discussion on the table topic being served. See page 7 for a listing of topics.

Conference Dinner at the Indiana Roof Ballroom
Thursday, October 7
Dinner Speaker, Robert L. DuPont, M.D.
For more than 30 years, Dr. DuPont has been a leader in drug abuse prevention and treatment. Among his many contributions he was the first Director of the National Institute on Drug Abuse (1973-1975) and was the second White House Drug Chief (1973-1978). Following his government career, Dr. DuPont became the founding president of the Institute for Behavioral and Health, Inc. In 1982 with his longtime colleague, Peter Bensinger he founded Bensinger DuPont & Associates.

Dr. DuPont has authored more than 200 professional articles and written eighteen books and monographs on a variety of mental health-related subjects. He is a graduate from Emory University and earned his M.D. in 1963 from the Harvard Medical School. Please join us as Dr. DuPont shares his experience in helping people learn about addiction.

The Indiana Roof Ballroom, aka “The Roof” will be host to this year’s Conference Dinner. Originally built in 1927 for ballroom dancing and restored in 1986, the “The Roof” is located on the 6th floor of the Indiana Theatre Building at 140 West Washington Street (across the street from the Hyatt). Stained after the centerpiece is a Spanish village the ballroom design consists of ornate arches leading onto the ballroom floor. The elliptical floor is constructed of one-inch maple strips spiraling out from the center to the edge. Above is a dome “night-time” sky complete with twinkling stars and moon. Please visit www.indianaroom.com to view photos and learn more about the history of the facility.

NOTE: Dinner is not included in your registration fee. You must purchase a ticket to attend. Attire is business casual.

See the conference schedule for exact times.
GENERAL INFORMATION

Conference Registration
Three ways to register.
Online: http://www.abanet.org/legalservices/colap/conference.html
FAX: 312/988-5785
US Mail:
Leigh Stewart
American Bar Association
Commission on Lawyer Assistance Programs (CoLAP)
321 N. Clark, 19th Floor
Chicago, IL 60654-7598

Register by August 20 to receive discounted registration rates.

Your registration fee includes admission to the program, Tuesday's Welcome Reception, breakfast Wednesday, Thursday & Friday, all scheduled breaks, Wednesday & Thursday luncheons and program materials for speaker's presentations which will be provided through a web link.

Cancellation Policy
Requests for refund must be made in writing and received in the ABA CoLAP office on or before September 3, 2010. Refunds will be reduced by $50 to cover administrative fees. Substitutions may be made at any time. NO REFUNDS WILL BE MADE AFTER SEPTEMBER 3, 2010. Requests for cancellation should be sent to Leigh Stewart by e-mail at stewart@staff.abanet.org or by fax at 312-988-5785.

Hotel Registration
A block of sleeping rooms has been reserved for conference attendees at the Hyatt Regency Indianapolis. Room rates are $170/night for single/double occupancy plus 16% tax. Make your reservation on-line at https://resweb.passkey.com/go/AMBA or by calling 888-421-1442 or 317-632-1234 and referring to the ABA National Conference for Lawyer Assistance Programs. Rooms will be released after 5:00 p.m. Central time on Monday, September 13, 2010, so please don’t wait to make your reservation!

You will receive confirmation of your reservation directly from the hotel. Individuals with guaranteed reservations must cancel their reservations 48 hours prior to the day of arrival to avoid a one-night cancellation charge. Check-in time is 3:00 p.m. and check-out time is noon.

Hyatt Regency Indianapolis
One South Capitol Avenue
Indianapolis, Indiana, USA 46204
Phone: 317-632-1234 Fax: 317-616-6299
www.indianapolis.hyatt.com

Travel Information
Discounted airfares are available from ABA Orbitz for Business including ABA negotiated discounts on American and United Airlines. To book online, go to www.abanet.org/travel, click under the Orbitz for Business logo at the top of the page, then click on the appropriate link in the Self Paid Travel box. For assistance with online or offline reservations, call toll free 1-877-222-4185.

Discounted airfares may also be obtained directly from carrier. Please call American at 800-433-1790 and refer to code A1210SS or United at 800-521-4041 and refer to code 8708G.

Ground Transportation
The Hyatt Regency Indianapolis is approximately 8 miles from Indianapolis International Airport (IND) and is accessible by taxi for approximately $30. Careg Indiana Limousine Airport Service is available for $16.00 per person each way (shared ride service). Contact them at 317-241-7100 to make a reservation.

CLE and CEU
The ABA has applied for continuing legal education (CLE) accreditation for all qualifying conference sessions in each state with mandatory CLE. Please familiarize yourself with your state's CLE requirements. The cost to receive CLE credit for the Conference is $35; it can be purchased in advance as part of your Conference registration or on-site.

Continuing Education Units (CEU) for clinicians will be available. The cost to receive CEU credit for the Conference is $35; it can be purchased in advance as part of your Conference registration or on-site.

Climate/Dress Code
In early October, the temperature in Indianapolis averages from the mid 40s to the mid 60s. Be sure to check the weather channel before you leave to obtain the most current temperatures. Regardless of the outdoor temperature, it is always advisable to dress in layers so that you are comfortable in the meeting rooms.

ILAA Conference
As the educational sessions of the 2010 Conference end, the fellowship and spiritual support continue with the ILAA Conference, October 8-10, 2010 at the Hyatt Regency Indianapolis. The Barrett/Sweeney Memorial Cup golf outing will take place on Friday, October 9 at 1:00 pm. The tournament will be held at the Brickyard Crossing Golf Club, with an all inclusive fee of $100.00. Visit www.ILAA.org for more information on both of these events.

Indy Activities
Commonly referred to as the "Crossroads of America," Indianapolis is a fresh and diverse cultural city with an array of arts, attractions, historical sites and special events. Please review the Indianapolis Convention and Visitors Association website at www.visitindy.com to find out about the history of the city, upcoming events, restaurants and more.

Mark your calendars!
The 2011 National Conference will be held September 13-16, 2011 at the Tampa Marriott Waterside in Tampa, Florida.

THURSDAY BREAKFAST TOPICS

- Professional Boundaries
- Families
- Holistic Options to Augment Your Recovery
- Resiliency
- Compulsive Spending and other Financial Struggles
- Volunteer Training
- How to Handle Alcohol in Law Schools
- Outreach to Judges
- Suicide Prevention & Education
- Monitoring
- Depression Ticks Me Off – Anger, Irritability and Depression
- Disciplinary/LAP Issues
- What Are My Blind Spots: Uncovering Our Own Prejudices
- Intervention Practices
- Making Appropriate Referrals/Choosing a Treatment Provider
2010 National Conference for Lawyer Assistance Programs - Lawyers Helping Lawyers Since 1988
CONFERENCE REGISTRATION FORM
Register before August 21, 2010 to receive discounted rates.

REGISTRATION INFORMATION (PLEASE PRINT OR TYPE)
First Name: ___________________________ Last Name: ___________________________
Name on Badge: _______________________
Organization: _________________________
Address: ______________________________
City/State/Zip: _________________________
Business Phone: ________________________ Fax: ________________________________
Email: ________________________________
Guest Name: ___________________________

☐ This is my first time attending the conference.
If you have a disability that requires assistance, please indicate the nature of your disability: ________________________________
☐ Audio ☐ Mobility ☐ Visual
If you have special dietary needs, please specify: ________________________________

CONFERENCE REGISTRATION FEES
(Early rates apply to registration received before August 21)

☐ General Registration Fee $520/$570 $_________
☐ Special two-day Registration Option
  ☐ Tuesday-Wednesday $320/$370 $_________
  ☐ Thursday & Friday $320/$370 $_________
☐ Thursday Night Dinner
  (Note: Dinner is not included in your registration fee. You must purchase a ticket to attend.) $50 $_________
☐ CLE Credit $35 $_________
☐ CEU Credit $35 $_________
☐ Conference materials – Hard Copy $35 $_________

GUEST EVENT FEES
Tuesday, October 5
☐ Welcome Reception $55 $_________
Wednesday, October 6
☐ Luncheon $40 $_________
☐ Dessert Reception $40 $_________
Thursday, October 7
☐ Luncheon $40 $_________
☐ Thursday Night Dinner $50 $_________

Total Enclosed: $_________

Method of Payment (Note: On-line and fax registrations must be paid using a credit card)

☐ Check Enclosed (made payable to the American Bar Association)
☐ Mastercard ☐ Visa ☐ American Express

Credit Card Number ________________ Expiration Date ________________
Name on card (please print or type) ___________________________
Signature ___________________________

3 WAYS TO REGISTER
Online: http://www.abanet.org/legalservices/colap/conference.html
Fax: 312/988-5785
US Mail: Leigh Stewart
American Bar Association
Commission on Lawyer Assistance Programs (CoLAP)
321 N. Clark, 19th Floor
Chicago, IL 60654-7598

Don’t miss the ILAA events, October 8-10, immediately following the National Conference. For registration information, visit www.ilaa.org.

CANCELLATION POLICY
Requests for refund must be made in writing and received in the ABA CoLAP office on or before September 3, 2010. Refunds will be reduced by $50 to cover administrative fees. Substitutions may be made at any time. NO REFUNDS WILL BE MADE AFTER SEPTEMBER 3, 2010. Requests for cancellation should be sent to Leigh Stewart by e-mail to stewart@staff.abanet.org or by fax at 312-988-5785.
Laura,

You worked so hard on the Conference and your result was remarkable. You are such a smart, talented, creative and compassionate woman. Bill and I love and admire you. The conference was wonderful! Thank you.

Love and Bill

Kathleen and Bill
Exhibit G
TLAP/WOODALL
2nd Annual
HOOTENANNY
SATURDAY, AUGUST 21ST, 2010
fishing, BBQ, kickball,
music, softball
and much more!

Saturday August 21st, 2010
2:00-8:30 pm
1073 Westfield Rd.
Dickson, Tennessee

Don't miss the most anticipated party of the year.
RSVP now! emily.lacey@tncourts.gov
FREE!
Public Speaking & Presentation Training
for TLAP Volunteers

WITH ACCLAIMED PUBLIC SPEAKING COACH, ROBERT KIEFER

Join us for a one-time workshop with acclaimed public speaking coach, Robert Kiefer. Robert will introduce the class to the basics of public speaking, address common misconceptions, and set a ground work for comfortable experiences.

You will learn tips to:

CAPTURE YOUR AUDIENCE’S ATTENTION

organize thoughts into speech

UNDERSTAND THE IMPORTANCE OF HUMOR

access your creativity

LEARN TO EFFECTIVELY PRESENT ABOUT TLAP to all types of audiences

say what you truly mean (and be understood)

Sign up for this group workshop today!
APRIL 30TH,
3:00 PM – 6:00 PM
Falls Building Conference Room
22 N. Front Street, Memphis, TN
RSVP to emily.lacey@tncourts.gov

THREE HOURS OF FREE CLE!!!
Exhibit H
INVITATION

Come join us at the
the kick-off party for the NEW
Tri-Cities
Lawyers in Recovery “LIR”
support group.

WHEN:

Wednesday, July 28th
Cook-out: 6:00-7:30 pm
Meeting: 7:30-8:30

WHERE:

Law office of Jason H. Arthur
132 Boone St., Suite 5
Jonesborough, TN 37659

TLAP
TENNESSEE LAWYERS
ASSISTANCE PROGRAM

PLEASE RSVP
laura.gatrell@tncourts.gov
or 877-424-TLAP
Lawyers in Recovery “LIR” Support Groups in Tennessee

MEMPHIS AREA

Wednesday, 5:30 p.m.
Christ United Methodist Church
Contact: Dr. Kent Cox
(901) 340-5838

Tuesday, 6:00 p.m. – Women’s Group
Contact: Elizabeth Collins: 901-577-6130
or Suzy Thomason: 901-577-6127

JACKSON AREA

Friday 12:00 p.m.
Contact: Bill Ringger
(731) 421-1501

NASHVILLE AREA

Wednesday, 8:00 p.m., West Nashville
4800 Charlotte Ave.
Contact: Buddy Burnett (615) 279-0007
Women’s backroom group, last Wednesday of every month

First & third Wednesday, 12:00 p.m. – Wednesday Women’s Group (WWG)
Contact: Laura Gatrell (615) 741-3238 to be added to email list

2nd and 4th Tuesday, 5:30 p.m. Mental Health Group
TLAP Office
Contact: Jessica Copeland (615) 741-3238

KNOXVILLE AREA

Tuesday, 6:00 pm
Tennessee Valley Unitarian Universalist
Church, 2931 Kingston Pike, Knoxville, TN 37919.
Contact: Billy Gribble wlg@wgribblelaw.com

TRI-CITY – Jonesboro

Last Wednesday of every month, 6:30 pm
132 Boone Street, Suite 5
Contact: Stephenson Todd (423) 245-1111 or Jay Arthur (423) 341-0557

CHATTANOOGA AREA

Friday, 7:30am
Blue Cross / Blue Shield Cafeteria
Market Street
Contact: Frank Pinchak, (423) 718-8881
Exhibit I
The Nashville Bar Association’s Health and Wellness Committee announces:

THE SECOND ANNUAL
HEALTHY BAR PARTY
SPONSORED BY THE TENNESSEE LAWYER’S ASSISTANCE PROGRAM

Sept. 17, 2010
10 a.m. – 3:15 p.m.

At the Tennessee Lawyers Assistance Program Office
200 Fourth Avenue North, Suite 810, Nashville

Cost: Free *
(donations to the William Cain Revolving Loan Fund program will be accepted and greatly appreciated)

The Party will offer presentations throughout the day on topics such as:

• Ways to improve your motivation, attitude and productivity through positive thinking;
• Avoiding anxiety and depression;
• Managing stress;
• Understanding how conflicts in the workplace can cost you;
• How exercise and proper nutrition can help you better cope with the pressures of a demanding practice;
• Tips for better personal and professional financial management;
• Managing your time to improve focus and increase productivity;
• healthy snacks, free wellness checks, chair massages;
• and much more!

To register*, please contact the TLAP offices at 615-741-3238 or you can email lgatrell@tncourts.gov.

Don’t’ stay chained to your desk.
Come join us on September 17.

*Those who register before September 12 will be eligible to win door prizes courtesy of TLAP
Exhibit J
ABA Commission on Lawyer Assistance Program
Judicial Assistance Initiative Peer to Peer Program

National Judges' Assistance
Helpline: 800-219-6474

The ABA/COLAP Judicial Assistance Initiative has established a list of judges throughout North America who are willing to share personal experiences with alcohol, drug, or mental health issues with their peers on the bench. These judges have volunteered to be a support resource to other judges. A judge who is interested in being connected with a Peer to Peer Volunteer Judge can call the National Judges' Assistance Helpline: 1-800-219-6474.

The Helpline is answered during normal business hours by the staff of the Texas Lawyers' Assistance Program. All information relating to the Peer to Peer program is confidential.
**TLAP tips for judges**
If you, one of your colleagues, or a lawyer in your courtroom...

- Drinks at work
- Seems depressed
- Is grieving a death
- Gambles compulsively
- Has disciplinary issues
- Abuses legal or illegal drugs
- Is stealing money
- Struggles with food issues
- Is addicted to the Internet
- Needs psychiatric services

- Is suicidal
- Is struggling with divorce
- Hates going to work
- Misses deadlines
- Exhibits erratic behavior
- Spends compulsively
- Has inappropriate anger
- Behaves sexually reckless
- Is co-dependent
- Has been arrested

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**Remember that you can call TLAP**
TLAP provides FREE, CONFIDENTIAL assistance and consultation to lawyers, judges and law students.

877-424-TLAP
INTERVENTION TRAINING FOR JUDICIAL VOLUNTEERS

SPONSORED BY THE TENNESSEE LAWYERS ASSISTANCE PROGRAM

Sign up for this FREE CLE today!
Monday, September 13, 2010
3:00 PM – 6:00 PM
Duncan School of Law
Knoxville, Tennessee
RSVP to laura.gatrell@tncourts.gov

Intervention: You’ve seen it on TV. Now experience it LIVE. Which one is the addict? Which one is the co-dependent? You’ll have to attend to see! Three methods of interventions and how they are used in the legal setting will be explored and discussed in this fun and informative interactive presentation.

KNOXVILLE!
September 13, 2010
3:00 pm– 6:00 pm
Lincoln Memorial University
Duncan School of Law
601 West Summit Hill Drive
Knoxville, Tennessee 37902

TLAP
TENNESSEE LAWYERS ASSISTANCE PROGRAM

Dinner included!

RSVP to: TLAP
200 4TH Ave. N, Ste 810
Nashville, TN 37219
Phone: 877-424-8527
Fax: 615-741-3508
E-mail: laura.gatrell@tncourts.gov
Exhibit K
Hello Ted,

I have no doubt that your letters won the board over! Thank you so much.

Please also pass along my gratitude to Laura. Y'all have not only enabled me to practice law now, but you have made me a better and healthier, happier person.

I appreciate all you two have done for me and look forward to more!

Hugs,
Ted,

I just wanted to thank you for all the support you've given me over the past few years and during my reinstatement. I hope you know that the work you do truly changes lives, because it has helped change mine. Thank you.

With sincere thanks and appreciation.

[Signature]
Laura,

I just want to say Thank You for all the support and patience you've shown me over the past few years. Although I resisted at first, now that I've been reinstated I can both recognize and admit that I never would have come so far without you and TAP standing behind me. Thank you for all you do.

With sincere thanks and appreciation.

[Signature]
Ted & Laura,

I just didn't think an e-mail was adequate to express my thanks for listening and putting me at some base concerning my current situation. Communication is always "key" and I really needed to vent and hear from you as well. As always, I will keep you posted as to my health and any diagnosis.

Thanks again.

[Signature]