

Women Put Noses to the Grindstone And Miss Opportunities

By Carol Hymowitz*

From kindergarten through graduate school, studies show that girls outperform boys in grades, admissions and even extracurricular activities. Hard work is the driving force, as girls read and spend far more time on homework than boys. But the very traits that propel them to the head of the class – diligence, organization, a keen ability to follow instructions and to discern what teachers want – aren't enough to catapult them up the corporate ladder, and may even be holding them back.

Daring, Assertiveness & Ability to Promote

When it comes to landing a corner office or executive title, what counts a lot more than conscientiousness is daring, assertiveness and the ability to promote oneself – all qualities men more typically demonstrate.

“daring, assertiveness and the ability to promote oneself – all qualities men more typically demonstrate”

Men and women business-school graduates seem to start out on equal footing, landing roughly the same number of line and staff corporate jobs across industries. But three decades after they entered the business world in droves, women still aren't climbing nearly as fast or as high as their male counterparts.

A recent study of women in corporate leadership by Catalyst, a New York research organization, found that women accounted for only 15.7% of corporate-officer positions and 5.2% of top earners at Fortune 500 companies in 2002. Even more telling, the vast majority of women in top jobs are in staff rather than line positions, which rarely lead to the very top. Women hold only 9.9% of line corporate-officer jobs – where they would be overseeing a business that earns money for their company – compared with 90.1% for men.

Researchers and female executives cite a variety of reasons for this meager showing: male executives' reluctance to mentor women, women's exclusion from informal networks, a hesitancy to consider women for the toughest posts, and women's own struggle to balance careers and families – sometimes leading them to settle for less-demanding roles at work.

Willingness to be Grinds

But a big factor holding women back is their good-girl, or good-student, behavior. "Women will work themselves to death in the belief that if they do more and more, that will get them ahead, when it isn't so," says Terri Dial, former vice chairman of Wells Fargo, and president and CEO of its Wells Fargo Bank. "They think, 'If I do the work, my bosses will see it and reward me.' "

That may never happen. Even Ms. Dial, now an adviser to companies, admits that as a senior executive she took advantage of her female subordinates' willingness to be grinds. "Good girls don't advertise, only prostitutes advertise," she says. "We feel dirty promoting ourselves." As a result, women are still getting stuck in the middle, shut out of "the club at the top."

Lisa Jacobson, CEO of Inspirica, a New York high-school and college tutoring company, agrees that women often don't ask for what they deserve. In the 20 years since she founded her company, none of the female lawyers, graphic designers, public-relations experts, accountants or others she has interviewed to do work for Inspirica has ever quoted her as high a fee as their male counterparts. "The women almost always seem to say, 'I'm \$125 an hour, but for you I'd charge \$75, when the guy just says flatly that he charges \$350,'" she adds.

Women must learn to negotiate artfully, says Carol Schreiber, a New Haven, Conn., executive coach. She cites the case of a woman executive at a large multinational who became perturbed when a male colleague who hadn't performed any better suddenly got a promotion. Instead of rushing in to complain to her boss when emotions were high, she spent several months building a case for herself, says Ms. Schreiber.

Women Need Mentors

When the woman finally approached her boss, "she documented her accomplishments and talked about why she deserved a promotion and more pay" – and got both, Ms. Schreiber adds. To make changes, women need mentors and to be careful to seek a workplace culture that recognizes and rewards their talents. At Pitney Bowes, Stamford, Conn., the largest provider of corporate-mail services, about 24% of the top 300 to 350 employees are female. More than a decade ago, then-CEO George Harvey noticed that female sales employees were getting far better results than the male ones.

"He visited sales offices and found that the only people there at night were women, many of them former teachers," says Johnna G. Torsonne, senior vice president and chief human-resources officer. "So he began insisting on hiring more women . . . and also insisting on a level playing field, figuring he would not only get better performance from women but create competition in men and raise their performance level, too."

He tried to ensure the men and women on his staff got equal treatment and pay. Today, Pitney Bowes has a "critical mass" of women in management, which has changed the work culture. "I never go to a meeting where there isn't another woman," says Ms. Torsonne.

But grooming more women for top line jobs remains a challenge. "There is still an invisible reluctance among men to trust women with the lifeblood of the company," she says, "and some women themselves have backed away from these jobs, which are tough and risky."

**Editor's Note: Reprinted with permission of The Wall Street Journal, February 3, 2004.*

Take a Hike!

Join AWLA Members at Catalina State Park

Sunday, February 29 at 9 AM

JANUARY LUNCHEON

DATE: TUESDAY, FEBRUARY 17, 2004
TIME: 12:00 o'clock, Noon
PLACE: The Arizona Inn, 2200 East Elm Street (The Tucson Room)
COST: \$15 Members
\$20 Non-Members
\$8 Students

RSVP: Call **Nancy Kroell** at 818-0429 no later than 4:00 p.m., **Thursday, February 12**, or e-mail by the same deadline to awlaadmin@theriver.com. Please indicate your menu choice: Teriyaki Pork Tenderloin
-OR-
Grilled Portobello Mushroom

SPEAKER: THOMAS ALONGI – The New Patriot Act and You

The scope of the Patriot Act is wide reaching. Many of the provisions apply to you as an ordinary citizen of the United States and not only to people visiting or attempting to enter the United States. In his State of the Union Address on January 20, 2004, President Bush stated that because the danger of terrorism is not over he is going to ask Congress to renew various provisions of the Patriot Act. What does this have to do with you? Come to the February AWLA Luncheon to find out.

Thomas P. ("Tom") Alongi, Assistant City Prosecutor, will be discussing the new Patriot Act and how it applies you. Tom recently completed his term as one the three prosecutors assigned to the Serious Victim Unit. His position with the SVC was culminated from a long career of working with victims and dealing with the ramifications of domestic violence on our society.

Tom graduated from DePauw University with a B.A. in history and computational math in the spring of 1986. He received his J.D. from Kansas School of Law on May 21, 1989. Following his graduation from law school, Tom worked for the Geary County Attorney's Office. In March of 2000, Tom and his wife and three children moved to Tucson where he worked in the United States Attorney's Office. Tom has also worked in Navajo County as a Public Defender.

Throughout his practice, Tom has been especially interested in the issues of domestic violence and its impact on the victim and society. Tom has been a guest speaker and/or instructor for the Kansas Coalition Against Sexual and Domestic Violence, the Kansas County and District Attorney's Association, and the Kansas Narcotics Officers Association. In addition, Tom has been an instructor for the Tucson Police Department and the Pima County Adult Probation Office.

Tom has recently dedicated many hours to researching, writing about, and speaking on the new Patriot Act. The Act strikes some as fairly innocuous and vitally important to protect our nation's security. However, the Act strikes fear in others who are concerned that it is having an insidious effect upon every one of us. We hope to see you at the luncheon for Tom's thought provoking presentation about the new Patriot Act.

Please remember to RSVP by Feb. 12. Also, checks prepared in advance will assist in a speedy check-in process. Thanks! ☺

“Women Making History” Luncheon

Each year during Women’s History month, the Arizona Women’s Political Caucus/Tucson Chapter sponsors a “Women Making History” luncheon. The keynote speaker at this year’s event will be **Dora Schriro**, the new Director of the Arizona Department of Corrections. Ms. Schriro is the first woman to head the ADOC and is known for her previous work in victims issues, reducing recidivism, and other progressive programs. It is interesting to note that she has a J.D. as well as a Ph.D.

Also, at the luncheon, the AWPC will be presenting a “Woman Making History” award to AWLA member **Grace McIlvain** for her exceptional contributions furthering the rights of women.

The luncheon is slated for **March 4** from 11:30-1:00 at the Arizona Inn. Cost is \$38.00 per person. To RSVP or for additional information, please call Madeleine Wachter at 299-3135 or Linda Hale Barter at 625-4579.

Justice Douglas Brought to Life

Impeach Justice Douglas!, a play exploring the life and work of United States Supreme Court Justice William O. Douglas will be performed on **February 19, 2004** at the Leo Rich Theater, Tucson Convention Center. The two-hour performance commencing at 7:30 p.m. will be followed by a panel discussion with personal remarks and reminisces by **Charles Ares**, former dean of the University of Arizona Law School and Supreme Court Law Clerk to Justice Douglas.

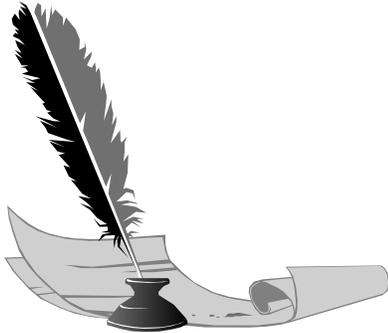
During Justice Douglas’ long tenure on the Supreme Court, he fought to uphold issues of fundamental liberty and individual rights. The one man performance by acclaimed actor **Graham Thatcher** uses anecdote, humor and painful remembrances to explore the work and life of this dynamic and powerful jurist. The production by **Borderlands Theater** is co-sponsored by the **State Bar of Arizona** and will qualify for CLE credit.

In addition to the evening performance, there will be a **student matinee performance** for high school students at 10:00 a.m. Borderlands Theater is seeking sponsors for the student matinee. Contributions in any amount would be appreciated so that as many students as possible may be able to attend the performance. Persons wishing to sponsor the student matinee should make their checks payable to Borderlands Theater, att. Barclay Goldsmith, P.O. Box 2791, Tucson, AZ 85702. Call 882-8607 for additional information.

Help the Newsletter Committee!

We’re working on articles for 2004 and need your help! Even just one article is all we need and we’ll do the editing! Contact Articles Editor Amelia Craig-Cramer at 740-5750 or aamcramer@msn.com to find out more. If you’re interested in layout & publishing, contact Managing Editor, Kristine Fox at 205-4263 or kristine_fox@azd.uscourts.gov

NOTE FROM THE PRESIDENT



Taking My Own Advice

*“The shoemaker’s children have no shoes.”
Hebrew proverb, author unknown*

— *“Who is worse shod than the shoemaker’s wife?” John Heywood,
Proverbs, Part i, Chapter xi, Columbia Encyclopedia*

The other day I was talking with a friend of mine who does framing. She was poking fun at herself, lamenting the fact that she has a pile of her own framing to do, which she never seems to have time for. That made me think of the familiar proverb about the shoemaker, which led to my pondering how the same may apply to attorneys.

Often, an attorney’s stock in trade is simply advice. I certainly dole it out (solicited and unsolicited) on a regular basis. Yet, how good am I about taking my own advice? In January I was adamant with a client that she should not wait until she was seriously ill before making appropriate arrangements for a medical power of attorney to be put into place when needed. I cautioned another that simple steps to protect one’s self from identity theft should be taken by everyone. I regularly talk to my contested trust and probate matter clients about the importance of keeping their own estate planning current – urging them to learn that lesson from the matter they have found themselves embroiled in as a result of another’s failure. How closely have I followed just these discrete examples of my advice? Not very.

As someone who has been out of law school for more than a few years, I also find myself in situations where I am passing on advice to new attorneys or law students. In that context, and in the context of otherwise advocating membership in AWLA, a piece of advice I frequently offer women is to not be afraid to ask other attorneys for business referrals, men do it all the time, and to use contacts or relationships developed through AWLA to help generate more business. I know I am not the only one out there who does this. But how many of us heed our own words? How many of us are not very good about taking our own advice? Yes, that is my hand sheepishly being raised.

Following this train of thought, I am offering my unsolicited advice to myself, and to anyone else who wants it: start listening to your own advice, and seriously consider taking it. It seems to me that one of two things will happen; I will improve my life by following sound legal and business advice or (I must acknowledge this) I will realize that certain advice is not worth taking and I should stop giving it. I hope it turns out to be more of the former than the latter.

To start things off, I have calendared myself a reminder on my computer, designed to haunt me every day until deleted, telling myself that I do need to update my Will. I am going to use more AWLA relationships and contacts to help build and refine my practice. I also have some ideas brewing for ways to allow our membership to more easily accomplish this themselves, if that is a benefit they seek. If you have thoughts or ideas about how our chapter could improve members’ ability to network with each other, please share them with me. This lawyer is determined to start heeding her own professional advice and I’d like you to join me.

—*Ronna Fickbohm, Chapter President*

AWLA Salutes Its Sustaining Members:

2003

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Sharon Douglas
Ronna Fickbohm
Gloria A. Goldman
Ann Graham-Bergin
Barbara LaWall
Carol L. Lohmann
Hon. Jacqueline Marshall

Dean Toni Massaro
JoJene E. Mills
Dee-Dee Samet
Pamela Treadwell-Rubin
Merle Turchik
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Jill Wiley

2004

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Sarah "Sally" Simmons
Carole Summers
Eleanor ter Horst
Merle Turchik
Roxanne Veliz
Susan Villarreal
Hon. Nanette Warner
Paula Wilk
Jill Winans

Southern Arizona Chapter 2003 Budget Recap

by Kathy Brauer, Chapter Treasurer

The Tucson chapter of the Arizona Women Lawyers Association is fiscally alive and well. Last year the chapter adopted a budget of \$8,020 based upon estimated receipts of approximately \$8,000 from membership dues (net dues after 25% paid to State AWLA) and \$20 of interest income. Receipts actually totaled \$8,402.11 and total expenses for the year were \$5,650.27. The bottom line shows that the chapter came in more than \$2,000 under budget regarding expenses for the year.

This past year the chapter supported social, administrative, and community-related causes. The biggest expense was subsidizing the monthly luncheons. The total cost of the 2003 luncheons, held at the Arizona Inn, was \$13,707.47. The December holiday lunch alone cost \$3,913.15. The chapter was able to subsidize more than \$2,600, or almost 20%, of the total cost. The chapter also subsidized more than half of the cost associated with the annual wine and cheese party, held at the home of The Honorable Margaret M. Houghton in April. Another \$230 was paid for other social functions involving law students.

Community donations were made on behalf of the chapter for \$500 each to the Mary Anne Richey Scholarship Fund and to the AWLA/Margaret M. Houghton Scholarship Fund. In addition, \$410 was used to help defray the cost of members attending the annual YWCA Women on the Move Award dinner in November. Approximately \$1,100 was spent on administrative services, supplies, postage, and gifts.

Watch for future newsletter updates about how your dues are being utilized.

Update on Women Law Student Activities

By Wendy Hofman, Law Students Committee Chair

Paula Nailon, Director of Professional Development at the Law School, and **Wendy Hofmann** (Attorney General's Office) met with UA Law Women's Association Director **Roopali Desai** (roopali.desai@law.arizona.edu) and AWLA Liaison **Christine Dolan** (christine.dolan@law.arizona.edu) at the Law School on January 14 to discuss how AWLA can serve women now studying at the Law School.

The Law Women's Association (LWA) meets monthly at the Law School; its mission is to assist women law students both with the law school experience and in coordination with the outside legal community. LWA hosts speak-easies (informal get-togethers with a local speaker who enlighten the students about aspects of legal practice) and fund-raising events to further its goals.

WHAT LWA NEEDS

LWA asks AWLA members to volunteer locations (preferably in our homes not too far from the law school and able to accommodate 15-25 people) for their speak-easies and for the Wine and Cheese get-together scheduled for **Friday, April 2, 2004**. They also ask for donations for an Auction to be held on **February 25, 2004**.

LWA INVITATIONS

LWA invites AWLA members to participate in a few upcoming events:

Auction: February 25, 2004 (one auctioned item last year was 3 hours of gardening by a law student... nice idea!)

First Annual LWATennis Tournament: March 6, 2004 at UA Tennis Courts; \$5 for LWA members, \$10 for non-LWA members; register early: 32 team maximum!

Wine and Cheese Party: Friday, April 2, 2004 (seeking a location)

For additional information, to donate auctions items or to volunteer your home for an LWA gathering, please contact Christine Dolan directly.

WELCOME NEW MEMBERS

Angela Martinez works for the law firm of Lewis and Rocca LLP, in Tucson and handles matters in the area of labor and employment law. She enjoys working out and skiing.

Marylou Natividad is an assistant prosecutor for the City of Tucson. She received an LLM in Taxation from the University of Washington in 2002 and passed the Arizona bar exam in February of 2003. She enjoys cooking, baking, movies, cats and reading.

Joy Herr-Cardillo is a returning member of AWLA. She works at the Arizona Center for Law in the Public Interest. Types of matters that she handles include air quality and state riverbeds. She enjoys spending time with her three daughters and is in the middle of a home addition project.

CLE

Would you like to see more CLE offered at our luncheons? Would you like a late afternoon one hour CLE offered followed by a happy hour? If, so, let the CLE Committee know of interesting speakers or topics. Email Susan Villarreal at scv@villarrealaw.com or call her at 784-0604 with your ideas and suggestions.

LEADERSHIP CONFERENCE

The AWLA Leadership Conference Committee is back in full swing preparing for the upcoming Conference which will take place in Fall 2004. We will have a variety of speakers discussing how to create your own success. The list of excellent speakers and an exact date will be announced soon. Please contact Megan McNamara Miller, who has agreed to co-chair the committee, if you are interested in helping with the Conference.

LWA SPRING AUCTION

The University of Arizona Law School's Law Women's Association is holding their annual Spring Auction on Wednesday February 25, 2004 starting at 12:15 p.m. in the lobby of the law school. There will also be a silent auction beginning at 9:00 a.m. bids will be taken both in the law school library and by email. Instructions on bidding and a catalog of auction items will be available soon.

Currently LWA is accepting donations for items to auction off. Traditionally people have donated gift certificates, dinners, Spa packages, paintings and food items. If anyone would like to donate an item please contact Lisa Schriener Lewis or Jackie Nicol before **February 16, 2004** at Jackie.Nicol@law.arizona.edu & Lisa.Schriener@law.arizona.edu. Proceeds from the auction go to fund LWA's various charity and organizational activities throughout the year including the Domestic Violence Clinic and the 1L Orientation Dinner.

LAW WOMENS ASSOCIATION

BENEFIT TENNIS TOURNAMENT

University of Arizona – Robson Tennis Center

March 6, 2004

Tournament Information

Contact: Christine.Dolan@law.arizona.edu or 529-0414

Refreshments and lunch provided by:
LWA and Arizona Women Lawyers Association

Proceeds to benefit YWCA of Tucson

All games will be 8 game challenge matches except championship games (best 2 out of 3 sets). All teams guaranteed to play two games. Teams winning at least one of first two games will move on to single elimination tournament play. All matches will begin Saturday morning at 10:00. Tournament is open to first 32 doubles teams to register. One player on each team must be AWLA member or James E. Rogers College of Law student, staff, or faculty.

LWA has set aside five team slots specifically for AWLA members to guarantee that at least five teams will be able to play. After these slots are filled, registration will be on a first-come basis.

Registration Form
Deadline: Friday, February 27

Player 1: _____ Level: _____ Gender: _____ Phone: _____

Player 2: _____ Level: _____ Gender: _____ Phone: _____

Entry Fees:
\$5.00 per person for LWA and AWLA Members
\$10.00 per person for all others

Total Fee Enclosed: \$ _____

Please make checks payable to Law Womens Association and mail to:
Christine Dolan
3365 E. Popinac Loop
Tucson, AZ 85716

Registration must be received by February 27

2004 AWLA Southern Arizona Leaders

Chapter Officers:	Work Phone:	E-mail Address:	Position:
Ronna Fickbohm, Esq.	(520) 320-1300	fickbohm@gabroylaw.com	President
Darlene Chavira Chavez, Esq.	(520) 791-4104	dchavez2@ci.tucson.az.us	Co-Vice President
Lori L. Pierce, Esq.	(520) 791-4104	LPierce1@ci.tucson.az.us	Co-Vice President
Angela C. Moore, Esq.	(520) 318-0001	Angela.Moore@azbar.org	Secretary
Katherine M. Brauer, Esq.	(520) 740-4222	kbrauer@sc.co.pima.az.us	Treasurer
Steering Member:	Work Phone:	E-mail Address:	Committee:
Leigh H. Bernstein, Esq.	(520) 622-0400	bernstein@elder-law.com leigh.bernstein@azbar.org	Luncheon Support
Nikki A. Chayet, Esq.	(520) 791-3260	nchayet1@ci.tucson.az.us	Website
Julia K. Connors, Esq.	(520) 740-2726	jconnors@sc.co.pima.az.us	Past President
Amelia Craig Cramer, Esq.	(520) 740-5750	acramer@pcao.co.pima.az.us	Newsletter
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Kristine M. Fox, Esq.	(520) 205-4263	kristine_fox@azd.uscourts.gov	Newsletter
Anne C. Graham-Bergin, Esq.	(520) 577-1544, ext. 5013	agraham@bass-associates.com	Judicial Appts
Wanda E. Hofmann, Esq.	(520) 388-7137	wanda.hofmann@ag.state.az.us	Law Students
Marie Martinez, Esq.	(520) 375-7780	mmartinez@co.santa-cruz.az.us mariemartinez_@hotmail.com	Membership & Social
Patricia Ann Mehrhoff, Esq.	(520) 791-4104	pmehrho1@ci.tucson.az.us	Luncheon Support
Megan E. Miller, Esq.	(520) 325-7500	megan.miller@azbar.org	Judicial Appts
Paula C. Nailon, Esq.	(520) 626-6107	nailon@law.arizona.edu	Law Students
Veronique Pardee, Esq.	(520) 740-5367	vpardee@ids.co.pima.az.us	Community Service/CLE
Caroline Pinkney-Baird	(520) 318-9376	caroline@pinkneybaird.com	Mother's Forum
Carrie L. Rednour, Esq.	(520) 790-4061	carrierednour@earthlink.net	Mother's Forum
Terri A. Roberts, Esq.	(520) 740-5750	terri.roberts@azbar.org	President Elect
Merle Joy Turchik, Esq.	(520) 791-4221	mtuchi1@ci.tucson.az.us	Social
Susan C. Villarreal, Esq.	(520) 784-0604	scv@villarrealaw.com	CLE
Jill D. Winans, Esq.	(520) 628-7070	jdwinans@gustlaw.com	Community Service

ARIZONA WOMEN LAWYERS ASSOCIATION
2004 MEMBERSHIP APPLICATION OR RENEWAL
(January - December)

Name: _____

Firm or Agency: _____

Mailing Address: _____

City: _____ State: _____ Zip Code: _____

Work Phone: () _____ Work Fax: () _____

Email: _____ Year Admitted to Arizona Practice: _____

Political Party affiliation (optional—for internal use only; i.e., recruitment/nominations): _____

AWLA's newsletter will be sent electronically to e-mail listed above. Check here if you require paper delivery:

Areas of Practice: (Select up to 3):

- | | | |
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| <input type="radio"/> Administrative | <input type="radio"/> Employment / Labor (Both) | <input type="radio"/> Products Liability (Plaintiff) |
| <input type="radio"/> Anti-Trust | <input type="radio"/> Environmental Law | <input type="radio"/> Products Liability (Defendant) |
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Probate | <input type="radio"/> Products Liability (Both) |
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| <input type="radio"/> Education, School Law | <input type="radio"/> Personal Injury (Defendant) | <input type="radio"/> Worker's Compensation (Defendant) |
| <input type="radio"/> Elder Law | <input type="radio"/> Personal Injury (Both) | <input type="radio"/> Worker's Compensation (Both) |
| <input type="radio"/> Employment / Labor (Plaintiff) | <input type="radio"/> Planning & Zoning | |
| <input type="radio"/> Employment / Labor (Defendant) | | Other: _____ |

Other State Bar Admissions: _____

Please return this application and a check made payable to AWLA for 2004 dues in the amount of

- \$100 - Sustaining Member* \$75 - Regular Member \$50 - Public Atty OR Private Earning <50K \$10 - Student

Send to: AWLA, P.O. Box 2525, Tucson, AZ 85702-2525

We need your help and involvement on committees. Please check those that interest you.

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