

Meet AWLA's New Administrator – Nancy Kroell

by Kristine Fox



After losing Pat Lewis, AWLA's first administrator, to the State Bar's Tucson office, we searched high and low for another as qualified. We are pleased to share that we found her. Nancy Kroell hit the ground running, and we're betting you've already noticed just a few of the positive changes.

In her first few months on the job, Nancy was immediately swept up in membership renewals for the three AWLA chapters. Prior to the hiring of a state administrator, renewals were handled at the chapter level in three separate databases. Now, thanks to Nancy, all membership information has been combined into one statewide database via an internet-based server, which members will soon use to review their business information in preparation for publication in a new AWLA directory. Nancy is working very hard to ensure that members receive notice when their dues are received and that problems with mailing and email addresses are resolved as quickly as possible.

With the assistance of the chapter and state board treasurers, Nancy has also converted all financial recordkeeping from paper systems to QuickBooks automated programs. This has already proven invaluable for providing chapter steering committees and the state board with accurate, up-to-date financial reports that enable us to see exactly where dues are being spent and how actual expenditures compare to budget.

Last but not least, Nancy is working closely with Frank Bohac of Bohac Consulting Services, AWLA's website host, to explore ways to expand AWLA's website and offer more benefits to members. We are excited by the possibility of having a searchable on-line directory to make referrals to Arizona women attorneys easy for both our members and the public.

We hope you're saying to yourself exactly what the state board members have been saying: we are lucky to have found Nancy! You'll also be intrigued to learn that Nancy is herself a pioneering professional woman.

Climbing the Corporate Ladder

Born and raised in New Jersey, Nancy graduated from Rutgers College with a B.A. in Political Science. The year she matriculated represented just the second year women had been admitted to the College. Previously, women who wanted to attend New Jersey's State College went to Rutgers' "sister" school, Douglas College. In fact, Nancy lived in a dorm that had more urinals than toilets...they grew plants in them!

Nancy spent 20 years climbing the corporate ladder, specializing in strategic planning, database management and business consulting. She obtained an M.B.A. in Business Management and rose to the level of Director with Beneficial Corporation. During this time, she was no stranger to the obstacles facing many female professionals. She was once employed in

the Human Resources department of an aerospace manufacturer that specifically required that women applicants in similar positions as men be employed at lower grades. She still has a copy of a job description that states: "If female employee selected for this position requisition should be changed to a Grade 8. If male selected, he will be in training for Foremanship and requisition remains a Grade 10." At Beneficial, Nancy was 1 of 37 female directors corporate-wide (out of 8,000 plus employees) and helped create a "lunch bunch" group of like-minded women who met informally at lunch or after work to share knowledge and strategies to survive and prosper in a male-dominated company.

Retreating to Arizona

About seven years ago, Nancy and her husband moved to Tucson. They had no jobs, no home, and no contacts – just a strong desire to experience life somewhere other than New Jersey! They love living in Southern Arizona and spend a lot of time hiking, rock climbing (they've climbed all over the U.S.) and gardening. They share their home with Paddy (a collie) and Rio (a miniature dachshund).

Nancy also enjoys volunteer work. In New Jersey, she worked as a "Big Sister" and as a trustee for an affordable housing non-profit. In Tucson, Nancy volunteers with the United Way Senior Impact Council, which evaluates and funds grants to other non-profits that provide caregiving, meals on wheels, transportation and social services to low-income, isolated elders.

She is also no stranger to working as an employee for a non-profit organization. Prior to joining AWLA, Nancy served as the program manager for Catalina Community Services, where she raised funds to increase meals-on-wheels to impoverished seniors from two to five times a week. She also automated Catalina's office processes and files, and managed one employee and 90 volunteers.

Nancy says that she is proud and pleased to be working for AWLA, an organization dedicated to helping professional women realize their potential. She particularly enjoys her contact with members, and is committed to providing responsive, timely support and service. We hope you agree that AWLA has invested wisely in a valuable resource.

Editor's Note: Nancy can be reached via email at awlaadmin@theriver.com or by telephone at (520) 818-0429. For Southern Arizona members, please delete from your address books any previous AWLA email addresses (i.e., azawla@yahoo.com); the Yahoo account is now closed. All correspondence regarding membership, news, luncheon reservations, etc. should be addressed to Nancy at awlaadmin@theriver.com.

AWLA Salutes this Month's New Sustaining Members:

**Cynthia L. Anson
Bruce R. Heurlin
Michelle Langan
Terri Roberts
Denice Shepherd**

JUDICIARY UPDATE

Seven AWLA members have applied for the vacancy on the Pima County Superior Court created by the retirement of Judge Lina Rodriguez. The AWLA applicants are:

Karen S. Adam
Terry L. Chandler
Barry M. Corey
Margaret L. Maxwell

Teresa "Terri" A. Roberts
Sarah "Sally" R. Simmons
Pamela Treadwell-Rubin

On **March 15, 2004**, the Pima County Commission on Trial Court Appointments will review the applications and select the applicants to be interviewed for the vacancy. The interviews will be on **March 30, 2004**. Commission meetings are open to the public. The March 15, 2004 meeting is at the Radisson Hotel City Center, 181 W. Broadway, Tucson. The Appointments Committee is looking for volunteers to cover both meetings for AWLA. Please send a note to Anne Graham-Bergin at agraham@bass-associates.com or Megan Miller at megan.miller@azbar.org if you would like to volunteer.

The public has been asked for comments on the applicants, and will hear comments at the public meetings. Written comments must be received by **March 9, 2004**, and should be sent to: 1501 W. Washington, Suite 227, Phoenix, AZ 85007 or to: jnc@supreme.sp.state.az.us. In addition, the commission members welcome telephone calls and are accustomed to receiving voice-mail messages from members of the bar and public about the applicants. A list of the commission members is available at: <http://www.supreme.state.az.us/hr/pimajnc.pdf>.

AWLA members may wish to contact the applicants directly with any questions about what they can do to support their applications. Prior to March 30, 2004, the AWLA Appointments Committee will set up mock interviews for the AWLA applicants selected to be interviewed. If you would like to participate in the mock interviews, please let us know. At least three nominees will be sent to the Governor following the Commission interviews. The Governor will then select the new judge.

According to data provided by the Arizona Women's Political Caucus, on a statewide basis, 39 (24.4%) of the 160 Superior Court Judges are women. In Maricopa County, women hold 25 (27.5%) out of 91 Superior Court judicial positions. In Pima County, 7 (17%) out of 27 Superior Court Judges are women. In the outlying counties, women hold 19 (23%) out of the 42 elected positions.

In Cochise County (where judges are elected), AWLA member **Ann Littrell** is running for the Division IV position on the Cochise County Superior Court. Cochise County has never had a woman Superior Court Judge. Littrell is a Deputy Cochise County Attorney with 24 years of legal experience. She was born and raised in Douglas, Arizona and is a former Fulbright Scholar. AWLA members interested in supporting Littrell's campaign should contact Littrell or her campaign manager: **Laura Cardinal**, Esq. at Cardinal & Stachel. 520-452-1002. E-mail: lcarnal@cardinalstachel.com.

2004 DUES ARE NOW PAST DUE. IF YOU HAVE NOT YET RENEWED, DO
SO TODAY AT WWW.AWLA-SOUTHERNAZ.ORG

MARCH LUNCHEON

- DATE:** MONDAY, March 15, 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, March 11**, or e-mail by the same deadline to awlaadmin@theriver.com. Please indicate your menu choice: Grilled Atlantic Salmon **-OR-** Vegetable Gateau
- SPEAKER:** ANGELA FOLEY – IRELAND, IRISH ART & POETRY

Our March speaker, Angela Foley, was born in Ireland, in Cork, and raised in Dublin. She was educated in Ireland and received a nursing degree from University College in London. She moved to America in 1970. After learning she needed a U.S. degree to work as a nurse, she earned her B.S.N. from Cal. State Fullerton. She met her husband in Yuma, AZ, where he worked as a respiratory therapist in the same hospital. Ironically, he and she are both from Ireland and were both born in the same Irish hospital! Angela also earned a Master's degree in nursing from the University of Phoenix. She presently works at St. Mary's Hospital in the emergency room, has a daughter who is also a nurse, and an 8-year-old granddaughter named Mary Foley.

Angela returns to Ireland every year to visit her mother, sisters and brothers who still live in Dublin. Angela is also a member of the Irish American Gaelic Society of Tucson and will be speaking to us about what to see if we visit Ireland, as well as Irish art and poetry.

Please remember to RSVP by March 11. Also, checks prepared in advance will assist in a speedy check-in process. Thanks! ☺

AWLA/Margaret M. Houghton Scholarship Winner

Judge Peggy Houghton (the retired Margaret M.) introduced **Kristen DeWitt-Lopez**, the 2004 scholarship winner at the February 17 luncheon meeting.



Ms. DeWitt-Lopez is a second-year student at the College of Law whose goals in life and career, and whose personal characteristics and family responsibility make her a worthy recipient of this scholarship.

The AWLA/MMH Scholarship was established by AWLA in 2000, upon the retirement of Judge Houghton. The retirement dinner profits started the fund, and it has increased through the years by the annual contributions made by AWLA and the Houghton family. A \$500 cash award has been given each year to a second-year student who has primary responsibility for a minor child and demonstrates financial need.

Most law students incur large debts in gaining a legal education, and college fees and costs continue to rise. The scholarship committee voted this year to increase the award next year to keep in line with the increased costs.

To further this aim, the committee asks that AWLA members consider making donations to the scholarship to honor friends' and colleagues' significant events. Donations can be made to the UofA Foundation, AWLA/Margaret M. Houghton Scholarship. For further information about the scholarship, contact any of the following committee members: **Margaret M. Houghton, O. Barker Houghton, Jacqueline Kasper, Julia Connors, or Bruce Heurlin.**

The Future of Feminism: Lessons from our Past

by *Veronique Pardee*

Many members took a break from post-holiday chaos to hear **Sheila Tobias** speak at January's luncheon. Ms. Tobias analyzed the history of the feminist movement, drawing lessons for the future of feminism.



Sheila Tobias

Ms. Tobias began in the 20's with the Suffragist movement after the right to vote was won. Women within the movement became complacent, divided, and distracted by the Depression.

The movement experienced a backlash when women began voting. World War II brought women into the workforce. However, when the war ended women were ousted from their positions and did not experience the elevated status service men enjoyed. The War's end brought a need for "normalcy" and Freud's writings dominated the scholarship concerning female sexuality.

From this, what Tobias calls the "Second Wave" of feminists emerged in the 60's. This movement emphasized sisterhood, examined patriarchy, the personal as political and formed National Feminist Organizations. Ms. Tobias opined that the Second Wave failed in believing that women would welcome feminism and that the nation was ready for such a movement. Moreover, Second Wave feminists ignored

male supporters and underestimated class and race differences.

Tobias calls the current feminist movement the "Third Wave." Tobias opines this movement focuses on the personal as political, sexual abuse, trans-gender and body image issues. She believes this movement is not as nationally political as the second wave, seeks inclusiveness to such a degree that unity is lost. In her judgment, as is, the movement will be nothing more than marginal.

Ms. Tobias closed with a call for action. She urged that much is left to be accomplished and called upon members to become active in National or local feminist organizations such as Emily's List, Southern Arizona Women's Foundation, WISE, Girls, Inc., Rape Crisis Centers, YWCA, and NOW. Ms. Tobias left us with these final words: Join, support, acknowledge, protest.

Challenging the Patriot Act

by *Darlene Chavez*

Our speaker at February's luncheon was Tom Alongi, a long-time City of Tucson prosecutor. Tom told this story:

Shortly after September 11, 2001, Tom was at the Phoenix airport. The airport was bustling with activity, and the lounges were filled to capacity. Children were running around playing games, and adults were sitting on the floor. Tom looked up and noticed a man who appeared to be of East Indian decent. He was wearing traditional clothing which included a turban on his head. The man sat all alone in the lobby. The area immediately surrounding the man was void of people, despite the fact that the rest of the waiting area was packed. Tom knew the United States had entered into a new era of blatant distrust of people of middle eastern ancestry. Tom smiled at the man, and he received a wide, grateful grin in response.

This experience led Tom to investigate the Patriot Act, which he knew was being used to investigate and detain people of middle eastern ancestry. Tom read every word of the Act – no small feat. He studied all of it, focusing on five major areas: (1) Foreign Intelligence Records; (2) Electronic Surveillance; (3) "Sneak and Peek;" (4) Designation of Terrorist



Tom Alongi

Organizations; and (5) Collateral Impact on Charitable Contributions.

Tom concluded that the Patriot Act, its components, and its progeny are having and will continue to have significant impact on all of us. Tom shared some of his specific concerns.

The Foreign Intelligence Records Act allows the government to gain access to records on people without the knowledge of the person. Although a governmental agency must provide great proof of the need for the secret records search, the person who is being investigated is not informed of this intrusion into their life. In the Designation of Terrorist Organization Act, an organization can be placed on the list without notice. The agency must merely prove that the organization is a foreign organization and that the members are engaging in terrorist activity. The designation is beyond judicial review. These two examples illustrate the extensive intrusive powers governmental agencies have acquired as a result of our attempts to protect ourselves and our country.

Tom stated that the Patriot Act will require a concerted judicious balancing act by the governmental agencies. They must balance their authority with the need to know, and the Constitutional rights and freedoms of individuals. He stated that we must come to grips with the reality that we are a global community and that we cannot fence out the world forever, even after an attack by terrorists on our country and our people.

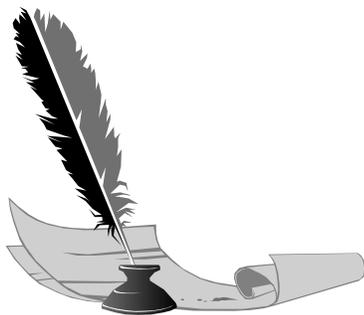
Tom's presentation inspired a spirited and thought-provoking debate.

WELCOME NEW MEMBERS

Leigh Bernstein is an elder law attorney at Fleming & Curti, P.L.C. in Tucson, Arizona. She enjoys hiking, touring the Tucson gem show and spending time with her Welsh Corgis dogs.

NOTE FROM THE PRESIDENT

Improving Your Professional Life Through Astrology



*Disclaimer: "I needed to get out of town;
I needed the CLE Hours." – Ronna L. Fickbohm, 2004*

Mandatory CLE requirements, across the nation, have given rise to a wide variety of education opportunities. Perhaps because of the perception that we attorneys are tired of the "same old" classes, or perhaps as the result of entrepreneurs working to exploit untapped markets, it seems to me that recent years have brought an increasing number of "alternative," "unique," or "gee, I never would have thought of that" type seminars, and increasing opportunities to couple education with a resort experience.

So there I was, this February, at my desk, itching to get out of town and contemplating the various brochures. I could do the Colorado "Ski and Pretend to CLE/CLE While Wishing I Could Ski" seminar, the second annual "Fiction Writing for Lawyers" conference in Los Angeles (please do not send that brochure to Jay Leno), or the San Francisco offering – Ethics and Astrology. It just so happens that my cousin, Annor, lives in the San Francisco area and has recently

abandoned her domestic relations practice in favor of offering astrological consulting services to lawyers. Her participation in the seminar made that the easy choice. My ethics credits for this year and next year are now covered. Plus, I attended valuable workshops covering topics such as whether it is ethical to strike all of the Capricorns off your jury. The experience certainly opened my eyes to yet one more method of improving my law practice.

You may also benefit. Before she dashed off to a palmist convention in Santa Fe, I asked Annor to provide all of us with a few pieces of information that might help guide our professional lives. While Annor would, of course, prefer that you each send her your specific birth date and time, together with your geographical location, favorite color and a check for \$250, in exchange for a sandwich at the airport she was willing to consult her notebooks and provided the following, which she cautions are general guidelines. She mumbled something like "you get what you pay for."

Annor's Offering for the March 15, 2004 – April 15, 2004 Interval In the Lives of Female Lawyers Living in Southern Arizona*

*According to Annor, geographical location is crucial.

Pisces (Feb. 19 – March 20)

Sometimes you do not say enough and other times you say too much. Right now focus on not saying things that do not need to be said, both at home and at work. Otherwise, that big black hole that is ripping stars apart might exert its force upon your personal or professional galaxy. You've been warned.

Aries (March 21 – April 19)

Stop procrastinating. You know what needs to be done and now is the time to get to it, the planets are lined up especially for you. Toss out that dead plant, organize your most hated file, buy a ticket to Tahiti.

Taurus (April 20 – May 20)

The moons of Mars are aligned perfectly to help you receive information you normally would deflect. Be open to new facts or ideas coming from unexpected places (opposing counsel, that new staff person you thought was worthless, the neighborhood graffiti).

Gemini (May 21 – June 20)

Love is in the air, but it is hard to tell whether it will manifest for you in a personal, romantic way or in a more worldly, academic or professional context. Of course, for your sign, this can also translate into an opposite. You may find yourself loving your job, which you should capitalize on, or absolutely hating it. If you needed that hate in order to be able to act, good for you. If acting rashly on either might be hazardous, remember that the planets keep moving and this too will change.

Cancer (June 21 – July 22)

From the distant reaches of our solar system, the moons of Uranus are conspiring to create situations of shock and surprise for you. When it happens, remember you should not take it personally. Warning: if you tell the other people involved in your shock or surprise that the situation is only occurring because of the planetary and satellite alignment, you may find yourself in more trouble than you already are. Keep it to yourself.

Leo (July 23 – August 22)

The sun's pull is irresistible to you. Shine at work. Take a day off and play outside. Don't go outside after dark.

Virgo (August 23 – September 22)

Boy are you in for a change. Depending upon the geographical location and time of your birth, it could be really big or rather small. If you were born in Oklahoma, you won't even notice it. If it happens at work, it will end up being a good thing.

Libra (September 23 – October 22)

You need to fire somebody this month. Literally or figuratively. If you are in private practice start by looking at your clients and consider dumping the idiots. Government employees beware the meddler whose job is protected, and who you should fire but can't. Find another way to neutralize this person. And I'm not talking about baking soda. If the situation needing attention is happening in your personal sphere, tread carefully but definitely tread.

Scorpio (October 23 – November 21)

You need to have more fun, especially at work. Look for it, it is there. Lighten up and the more serious matters you are handling will be easier to resolve. Wear a different color or outfit that others would never expect from you.

Sagittarius (November 22 – December 21)

The triangle formed by Mercury, Jupiter and Earth give you special powers. You are the one who will understand. Now, is it understanding yourself that needs to be done, or understanding others? You are the one who can figure it out. You might want to set up a palm reading booth on your street corner one Saturday.

Capricorn (December 22 – January 19)

Set some boundaries, and while you are at it you might consider a fortified wall and moat. Your castle may come under siege and you definitely want to be ready. After this has passed, go fishing in the moat, and use pieces of the wall to construct either a replica of Stonehenge or a picnic ramada. And then use them. You deserve it.

Aquarius (January 20 – February 18)

Pay special attention to your health, or your professional life may suffer (not to mention your pocketbook, given what is happening to insurance these days, but that is entirely another discussion related to that big black hole that is ripping stars apart . . .). A spa experience could help.

Next month: Feng Shui-ing your car can improve your finances.

–Ronna Fickbohm, Chapter President

Color of Justice Program Inspires Young Women

by *Shefali Milczarek-Desai*

In August 2003, Arizona Supreme Court **Vice-Chief Justice Ruth V. McGregor** asked me to help plan and coordinate a half-day conference in Tucson for high school girls of color. The conference, called the Color of Justice Program, was created by the National Association of Women Judges to provide information about the law and the legal field to girls of color who might not otherwise have access to such information.

The program was also envisioned as a way to mentor and encourage girls of color to pursue careers in the law. As a woman of color, a child of immigrants and the first person in my family to become an attorney, I readily agreed to assist in putting on a program that would provide girls of color with information and tools necessary to think about and plan for higher education and to seriously consider a career in the law.

Over the next several months, I worked closely with Justice McGregor and former Pima County Superior Court **Judge Lina S. Rodriguez** to create a Color of Justice Program for high school girls of color in Tucson.

The Tucson Color of Justice program took place at the Pima County Superior Courthouse on Friday, January 30, 2004. The half-day conference was attended by high school juniors and seniors from five Tucson high schools: Sunnyside H.S., Desert View H.S., Tucson H.S., Pueblo H.S. and Cholla H.S. Justice McGregor began the conference with an inspiring introduction about the important role those of us already in the legal field play to encourage and support high school girls of color to become the next generation of lawyers and judges. This was followed by two panel discussions.

The first panel, which consisted of U of A law school Assistant Dean **Willie Jordan-Curtis**, law students **Michelle Areno** and **Maricela Meza**, and me, discussed how to prepare for and obtain admission to college and law school, scholarships and financial aid information, academic and extracurricular activities that help prepare for law school and what it means to be a woman of color in law school and the legal profession. The panelists on the second panel, consisting of **Judge Rodriguez**, **Judge Margarita Bernal**, **Judge Hector Campoy** and **Assistant U.S. Attorney Raquel Arellano**, discussed their experiences as lawyers and judges, the wide variety of opportunities available in the legal field and why the students should consider careers in the law.

The panel discussions were followed by a lively question and answer session where students were able to ask panelists follow-up questions about topics discussed during the panels. Next, the panelists and students broke into small groups consisting of two panelists and three to four students for lunch. During these lunch groups, students were able to interact with and ask questions to panelists in an intimate setting. This lunch was co-sponsored by the Arizona Supreme Court, the **Southern Arizona chapter of the AWLA** and Baggins' Gourmet Sandwiches. After lunch, Justice McGregor concluded the program by thanking everyone for their participation, reminding the students that they should continue the conversations they had begun here by contacting the panelists in the future as they applied to college and law school and providing all students with a certificate of participation.

The Color of Justice Program in Tucson was a successful example of how women lawyers and judges can become involved in their communities and draw from their own experiences to provide opportunities and encouragement to young women. Those who participated in the program thoroughly enjoyed being a part of it, were invigorated by it and have already asked me about planning another Color of Justice event in Tucson next year.

Editor's Note: AWLA helped sponsor this year's Color of Justice program out of membership dues and are hopeful this will become an annual event that we can continue to be involved in.

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

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Marie Martinez, Esq.	(520) 375-7780	mmartinez@co.santa-cruz.az.us	Membership/Social
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Susan C. Villarreal, Esq.	(520) 784-0604	scv@villarrealaw.com	CLE
Jill D. Winans, Esq.	(520) 628-7070	jdwinans@gustlaw.com	Community Service

MARK YOUR CALENDARS

March 11 Steering Comm Mtg, Gust Rosenfeld (Noon)

March 15 Monthly Lunch Mtg, the Arizona Inn (Noon)

March 25 Deadline for Newsletter Items

April 2 Annual Wine & Cheese Party for Women Law Students (TBA)

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 5):

- | | | |
|---|--|--|
| <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) |
| <input type="radio"/> Arts and Entertainment | <input type="radio"/> Estate Planning, Wills, Trusts,
Probate | <input type="radio"/> Products Liability (Both) |
| <input type="radio"/> Banking and Finance | <input type="radio"/> Guardianship / Conservatorship | <input type="radio"/> Professional Liability (Plaintiff) |
| <input type="radio"/> Bankruptcy | <input type="radio"/> Immigration | <input type="radio"/> Professional Liability (Defendant) |
| <input type="radio"/> Business Transactions | <input type="radio"/> Indian Law | <input type="radio"/> Professional Liability (Both) |
| <input type="radio"/> Civil Rights, EEOC (Plaintiff) | <input type="radio"/> Insurance | <input type="radio"/> Public Attorney |
| <input type="radio"/> Civil Rights, EEOC (Defendant) | <input type="radio"/> International Law | <input type="radio"/> Real Property and Land Use |
| <input type="radio"/> Civil Rights, EEOC (Both) | <input type="radio"/> Judiciary | <input type="radio"/> Regulatory |
| <input type="radio"/> Construction | <input type="radio"/> Juvenile Law | <input type="radio"/> Retired |
| <input type="radio"/> Copyright, Patent and Trademark | <input type="radio"/> Landlord Tenant | <input type="radio"/> Sports Law |
| <input type="radio"/> Corporate Counsel | <input type="radio"/> Law Professor | <input type="radio"/> Social Security / Disability |
| <input type="radio"/> Corporation / Partnerships | <input type="radio"/> Law Student | <input type="radio"/> Tax & ERISA |
| <input type="radio"/> Criminal Law (Prosecution) | <input type="radio"/> Mediation / Arbitration | <input type="radio"/> Tort Liability |
| <input type="radio"/> Criminal Law (Defense) | <input type="radio"/> Municipal Law | <input type="radio"/> Utilities |
| <input type="radio"/> Commercial Litigation | <input type="radio"/> Natural Resources | <input type="radio"/> Victim's Rights |
| <input type="radio"/> Domestic Relations | <input type="radio"/> Personal Injury (Plaintiff) | <input type="radio"/> Worker's Compensation (Applicant) |
| <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.

- | | | |
|---|--|---|
| <input type="radio"/> CLE | <input type="radio"/> Membership | <input type="radio"/> Community Service |
| <input type="radio"/> Judicial Appointments | <input type="radio"/> Mother's Forum | <input type="radio"/> Social |
| <input type="radio"/> Law Students | <input type="radio"/> Newsletter | <input type="radio"/> Steering |
| <input type="radio"/> Leadership Conference | <input type="radio"/> Program/Speakers | <input type="radio"/> Lunch Support |

* Sustaining Members receive special recognition in the directory and at AWLA events.

AWLA

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