

Energy & Mineral Law Foundation

24th Annual Institute – Speaker Credentials

Adele L. Abrams

Adele L. Abrams is an attorney who represents employers and contractors nationwide in OSHA and MSHA litigation. She also provides safety and health training and consultation services to the mining and construction industries.

Ms. Abrams is a Certified Mine Safety Professional, an approved trainer, a professional member of the American Society of Safety Engineers' Mining and Construction Practice Specialties, and a member of the Washington Metropolitan Area Construction Safety Association, the International Society of Mine Safety Professionals, ASTM, the National Stone, Sand & Gravel Association, and the Energy & Mineral Law Foundation. She is also past chairman of the National Safety Council's Cement, Quarry & Mineral Aggregates Division, and current secretary of the NSC's Business & Industry Division's Advisory Committee on Standards.

Before founding the Law Office of Adele L. Abrams, P.C., Beltsville, MD, in 2001, she was Director of Government Affairs for the National Stone Association for seven years, serving as the liaison with MSHA and Congress on matters affecting mine safety and health. She also practiced law as part of the Environment, Safety and Health practice at Patton Boggs LLP, Washington, DC, from 1996-2001.

Ms. Abrams is a regular columnist for *Aggregates Manager* magazine, and frequently contributes legal and safety-related articles to *Professional Safety* magazine, *Compliance* magazine, and *MetalMag*. She is co-author of several books related to mining and construction safety and health.

Ms. Abrams is a member of the Maryland and DC Bars, the U.S. District Courts of Maryland and DC, and the U.S. Court of Appeals, DC Circuit. She is a graduate of the George Washington University's National Law Center (J.D., 1995), and earned her B.S. in Journalism from the University of Maryland, College Park (1974).

Professor Owen Anderson

Owen Anderson is the Eugene Kuntz Chair in Law in Oil, Gas & Natural Resources at the University of Oklahoma College of Law. He is licensed to practice law in North Dakota, Oklahoma, and Texas. He is co-editor of *Cases and Materials on Oil & Gas Law*, a casebook on United States oil and gas law, co-editor of *International Petroleum Transactions*, a textbook on international petroleum transactions law, co-editor of the annual supplements to the treatise *Kuntz on Oil and Gas Law*, and contributing author of the treatise *Waters and Water Rights*.

He has authored numerous articles on oil and gas law, and he is a frequent lecturer on oil and gas law and policy. He is a Trustee of the Rocky Mountain Mineral Law Foundation, a Trustee of the Energy & Mineral Law Foundation, an Advisory Board Member of the International Oil and Gas Educational Center at the Center for American and International Law, a member of the Association of International Petroleum Negotiators, and a member of the Oklahoma Legal Committee to the Interstate Oil & Gas Compact Commission. He serves as an Editor of the Oil and Gas Reporter, as a Commissioner for the National Conference of Commissioners on Uniform State Laws, and as Editor in Chief of the Texas Title Standards.

In 2002, Professor Anderson completed a three-year project as Editor of a Model Well Service Contract, a Model Seismic Acquisition Contract, a Model Master Service Agreement, and accompanying Guidance Notes—a joint effort of the Association of International Petroleum Negotiators, the Petroleum Equipment & Suppliers Association, and the International Association of Geophysical Contractors. His prior teaching experience includes Southern Methodist University, Texas Tech University, The University of Texas, The University of Calgary, The University of Oslo, Norway, the University of Dundee, Scotland, and his alma mater, The University of North Dakota. His energy law experience includes general counsel to the North Dakota Industrial (Oil and Gas Conservation) Commission, general counsel to the North Dakota Board of University & School Lands, lawyer for Kerr-McGee Corporation, and a legal and policy consultant to the oil and gas industry. He was raised on a small grains and cattle farm in North Dakota. He is married and has two children.

Anne C. Blankenship

Anne C. Blankenship is an associate with the law firm of Robinson & McElwee PLLC in Charleston, West Virginia. She is a 2002 graduate of Capital University Law School in Columbus, Ohio, where she was elected to the National Order of Barristers and was a member of the National Environmental Moot Court Team. Ms. Blankenship received a Bachelor of Science Degree in Biological Sciences from Marshall University in Huntington, West Virginia. In addition, Ms. Blankenship is also earning a Master of Science Degree in Biological Sciences from Marshall University.

As an associate at Robinson & McElwee PLLC, Ms. Blankenship represents and counsels clients on federal and state regulatory environmental issues, including hazardous waste, groundwater protection and CERCLA issues. Ms. Blankenship also represents and counsels clients in state and federal rule making and legislative matters in environmental and occupational health and safety issues.

John T. Boyd, II

John T. Boyd II is General Counsel for the John T. Boyd Company (BOYD), an international mining, geological and energy consulting firm headquartered in Pittsburgh, Pennsylvania. In addition to being an experienced lawyer on mining, environmental, natural resources, and regulatory matters, Mr. Boyd relies upon his finance background

when conducting market assessments and financial analyses for BOYD's diverse client base.

Mr. Boyd was formerly General Counsel for Sears Home Improvement Products, and an associate at Thorp, Reed & Armstrong representing corporate clients litigating commercial transactions, regulatory, environmental and natural resources disputes. Recent publications include "Future Demand for Southern Powder River Basin Coal," *World Coal* (October 2001), and co-author of "Money for Nothing – Shut-In Royalty Clauses in Oil and Gas Leases," 16 *E. Min. L. Inst.* (1995). Mr. Boyd earned a B.B.A. degree in Finance, *magna cum laude*, from The George Washington University and a J.D. degree from the University of Richmond.

Stephen C. Braverman

Steve Braverman is a shareholder with the Philadelphia office of the law firm of Buchanan Ingersoll. He is also a member of the firm's Financial Institutions Section and chairs the Environmental and Energy Law Group.

Mr. Braverman is an experienced project finance lawyer and counselor in environmentally sensitive transactions. He has concentrated his practice on project finance and commercial arrangements for the energy and other industries and the impact of environmental issues on financial, real estate and business transactions and trade.

Mr. Braverman has represented many developers, investors and lenders for independent power projects, synthetic fuel, steel making and processing, recycling and other infrastructure facilities, project participants in a variety of regulatory matters, including environmental permitting, state regulatory commission approvals, commercial transactions, project documentation, fuel supply, operating and construction agreements and project financing.

Mr. Braverman is a graduate of Franklin and Marshall College and Villanova University Law School. He is a former *Law Review* editor and United States Court of Appeals clerk. He is a former member of the Citizens Advisory Council to the Pennsylvania Department of Environmental Resources and was appointed in 1989 by the U.S. Department of State to serve as a delegate to the Sofia Meeting on Protection of the Environment of the Commission on Security and Cooperation in Europe (CSCE). In 1994, he served as a U.S. delegate to the CSCE meeting on business and environment in Tallinn, Estonia. He has also addressed bar associations and industry groups on project finance and developments in international environmental law and regulation.

In 1999, Mr. Braverman was appointed to the Advisory Board of the Philadelphia Mayor's E-Commerce Commission. Recently, he published an article which analyzes new source review enforcement initiatives by the U.S. Environmental Protection Administration affecting major facilities such as large power generation plants, steel

mills, refineries and manufacturing plants. He is a director of the Pennsylvania Environmental Council and East Central Chapter of the Energy Bar Association.

Samuel M. Brock, III

Sam Brock is counsel to Spilman Thomas & Battle, where he works out of the firm's main office in Charleston, West Virginia. Prior to joining the firm, Sam was a partner at Troutman Sanders, LLP, and its predecessor firm, Mays & Valentine, LLP, in Richmond, Virginia.

His primary areas of practice are labor and employment law and litigation services in environmental and ERISA matters. He has extensive experience with Title VII, ADEA, ADA, FMLA, Executive Order 11246, NLRA, ERISA, FLSA, and OSHA matters.

Sam graduated from West Virginia University in 1978 with degrees in Political Science and Economics. He earned his J.D. in 1981 from The College of William and Mary. He is admitted to the West Virginia, Virginia and Pennsylvania State Bars and the U.S. Districts Courts for the Southern District of West Virginia, the Eastern and Western Districts of Virginia and the Western District of Pennsylvania. He also is admitted to practice before the U.S. Courts of Appeals for the Fourth Circuit and the District of Columbia Circuit.

Edward P. Clair

Ed Clair is Associate Solicitor for Mine Safety and Health in the U.S. Department of Labor, a position he has held since 1987. Prior to that time he held positions as Deputy Associate Solicitor and Counsel for Coal Mine Standards and Legal Advice. Mr. Clair is a 1972 graduate of Georgetown University Law Center and a 1968 graduate of Rutgers University.

Jerry M. Eyster

Jerry Eyster is a managing consultant with the Washington, D.C. office of the PA Consulting Group. He has more than 25 years experience analyzing coal, electric power and environmental issues. He has performed coal strategy studies, estimated the impacts of clean air regulations on coal and electric power markets and produced market assessments and produced price forecasts for coal and environmental allowances. He led PA's efforts to develop a multi-pollutant optimization model to assess the impacts of new government emission reduction policies on the coal and electric power industries and to evaluate how alternative carbon limitation policies would impact coal and power markets. Prior to joining PA, Jerry was vice president of Corporate Development with A. T. Massey Coal Company. Jerry previously worked in business development for Shell Coal International in London, England where he analyzed business plans and the performance of Shell's coal companies worldwide. Jerry also worked for the Energy Information Administration of the U.S. Department of Energy where he served as director of the Electric Power and Energy Data Validation offices. Jerry holds a B.A. degree (magna cum laude) in Political Science and

Economics from Yale University and an M.B.A. from Stanford Graduate School of Business.

David B. Fawcett, III

Dave Fawcett is a shareholder with the law firm of Buchanan Ingersoll in the Pittsburgh office. He is Co-Chairman of the firm's Litigation Section and a member of the firm's Emerging Companies Group. He holds a J.D. degree from the University of Pittsburgh School of Law, where he was a publishing member of the school's Law Review. He obtained a bachelor of arts degree in English and Economics from Carnegie Mellon University.

From the start of his legal career, a substantial portion of Mr. Fawcett's litigation practice has involved disputes relating to coal, oil and gas. His experience includes an extensive amount of jury and non-jury trials relating to mineral rights, mine subsidence, property disputes, access and easement agreements, mergers and acquisitions, and coal supply agreements. Most of Mr. Fawcett's litigation practice has involved representation of individual and corporate plaintiffs in contract claims and commercial tort cases. Among his successes, Mr. Fawcett obtained a \$6 million verdict in Virginia State Court and a \$50 million verdict in West Virginia State Court on behalf of Harman Mining Corporation, and defense verdicts on behalf of BethEnergy in substantial subsidence disputes.

Mr. Fawcett has litigation experience in business disputes of all kinds, including disputes arising out of software and licensing agreements, employee benefit plans, intellectual property rights, confidentiality agreements, software and licensing agreements, and covenants not to compete. Mr. Fawcett has tried cases in state and federal courts throughout the United States. He is an active lecturer in continuing legal education trial tactics courses.

Dave is one of the youngest Pittsburgh lawyers listed in The Best Lawyers in America, where for the last three years he has been selected by his peers based upon his skills in business litigation. Dave was recently honored in the *National Law Journal* for obtaining one of the 50 largest verdicts in the United States in 2002.

L. Joseph Ferrara

Joe Ferrara is a member practicing in the Denver, Colorado, office of Jackson Kelly PLLC and specializes in occupational and mining safety and health law and litigation. He is a graduate of the Georgetown University School of Foreign Service and of the Boalt Hall School of Law of the University of California, where he was an editor on the Law Review and graduated with a joint master's degree in public policy. Joe is resident in Jackson Kelly's Denver Office. Joe joined the firm in 1996, and worked in the Washington, D.C. Office from 1996-2001. Prior to joining the firm, he served in a variety of positions in the Federal government. From 1976-1980, Joe was a trial and appellate attorney with the National Labor Relations Board (NLRB) in Washington, D.C. Subsequently, he worked with the Federal Mine Safety and Health Review Commission

in Washington, D.C., and served as that agency's top legal officer, General Counsel, during the period, 1984-1996.

Joe represents general industry and mining clients in a wide range of federal matters in the areas of occupational and mining safety and health law, labor and employment law, mining-related environmental law, and other administrative law areas. He is experienced in counseling and representing clients on such matters as compliance and enforcement issues, policy, legislative and regulatory matters, accident investigation, grievance matters, Toxic Release Inventory issues, and NLRB and employment law matters.

Joe has delivered numerous papers and presentations at industry and association meetings. He has served as Trustee of the Energy and Mineral Law Foundation since 1996, and was Chair of its Environmental Committee in 1998-1999. Joe is an active member of a number of committees in federal and state safety and trade associations, including the National Mining Association, the National Safety Council, the National Stone, Sand & Gravel Association, the Nevada Mining Association, the Colorado Mining Association, and the Colorado Rock Products Association. Joe has published articles on various occupational and mining safety and health law topics, including contributing authorship in a *Minesafe International* article in 1996 on reform of the Mine Act.

J. Steven Gardner, P.E., P.S.

Steve Gardner is President/CEO of Engineering Consulting Services, Inc. headquartered in Lexington, Kentucky. He holds graduate and undergraduate degrees from the University of Kentucky in Mining Engineering and Agricultural Engineering, respectively, plus a graduate level Environmental Systems Certificate. He is a licensed Professional Engineer in Kentucky, West Virginia, and Tennessee, and a licensed Professional Surveyor in West Virginia. His twenty-eight years of experience includes Bethlehem Steel mining operations in Kentucky and U.S. Coal Co. in Tennessee. He has worked as an engineer and manager in both mining operations and consulting engineering, as well as having served on a mine rescue team. His consulting practice focuses on mining and quarry operations, due diligence studies, sensitive land use issues, reclamation liability, environmental, health and safety, and industrial heritage projects. He is a co-editor and contributor to the "Coal Mining Reference Book" published in 1997, served as a reviewer of the National Research Council's publication, "Coal Waste Impoundments; Risks, Responses, and Alternatives" and is a continuing contributor to www.coaleducation.org. Steve is active in the Society of Mining, Metallurgy and Exploration (SME) and just completed a three year term as Vice President of the Southeast Region, member of the Board of Directors and Executive Committee for the 12,000 + member organization.

Richard L. Gottlieb

Richard L. Gottlieb is a Member of Lewis, Glasser, Casey & Rollins, P.L.L.C. in Charleston, West Virginia, where he practices in the areas of Commercial Litigation, Oil

and Gas Law, Public Utility Law, and Environmental Litigation. With regard to the natural gas industry, Mr. Gottlieb represents producers, pipelines, and marketers in contract disputes, commercial transactions and regulatory proceedings before the FERC and the West Virginia Public Service Commission. Mr. Gottlieb is currently representing natural gas's interests before the West Virginia Supreme Court of Appeals on the issue of ownership of Coalbed Methane in West Virginia.

Mr. Gottlieb attended Warwick University, in Coventry, England, and received a B.A. from Tulane University in 1976 and a J.D. from Washington & Lee University in 1977. He is admitted to practice in West Virginia, the U.S. District Court, Northern and Southern Districts of West Virginia, District of Columbia, and the U.S. Court of Appeals for the Fourth, Fifth and District of Columbia Districts.

Prior to joining the firm of Lewis, Glasser, Mr. Gottlieb served as Assistant Attorney General of West Virginia; Counsel, West Virginia State Senate Judiciary Committee; Attorney, Office of Enforcement, Federal Energy Regulatory Commission; Counsel to Columbia Gas Transmission Corporation; and Chief Deputy Attorney General of West Virginia.

Edward M. Green

Ed Green is a counsel with the Washington, DC law firm of Crowell & Moring LLP where he specializes in regulatory and legislative matters affecting mining and natural resources industries. From 1977 to 1993 he served as General Counsel and Secretary of the American Mining Congress. Among his responsibilities at AMC were oversight of the association's work on Executive Branch regulatory matters and management of AMC's extensive litigation program. He was particularly active on behalf of the mining industry in all the rulemakings, litigation, and Congressional hearings resulting from enactment of the Surface Mining Control and Reclamation Act (SMCRA) and the Federal Mine Safety and Health Act of 1977.

Before joining AMC, Mr. Green was attorney for the United States Government specializing in mining issues in the Solicitor's Office of the U.S. Department of the Interior beginning in 1970 where he drafted many of the mine safety and health regulations still in force today. From 1973 to 1975, he served as the first special counsel to the Secretary of the Interior charged with focusing on legal issues relating to the legislation before Congress that ultimately led to SMCRA. He received personal recognition for his efforts from President Richard Nixon. Then, until joining AMC in 1977, he served as Special Assistant to the Administrator of the Mining Enforcement and Safety Administration (predecessor of MSHA), receiving a citation for meritorious service from Interior Secretary Cecil Andrus for that work.

At Crowell & Moring, Mr. Green's practice focuses on mine safety and health matters, regulatory issues affecting hardrock miners on public lands, SMCRA matters, and historic preservation problems facing the mining industry.

Mr. Green has spoken and written extensively on mining topics. He is a past president of the Energy & Mineral Law Foundation, and continues as a trustee of that organization. He received both his B.A. degree and his J.D. degree from Boston University under the University's Accelerated Combined Degree Program. Mr. Green is admitted to practice before several U.S. Courts of Appeals and in the District of Columbia.

David W. Hardymon

Mr. Hardymon is a partner practicing in the Columbus office of Vorys, Sater, Seymour and Pease LLP. He is a former Senior Assistant Prosecuting Attorney for Franklin County, Ohio with extensive civil, criminal and appellate experience. He joined the firm in 1981 and has practiced primarily in the area of litigation, including general business, oil and gas, white collar defense, environmental, product liability, and commercial arbitration.

Mr. Hardymon has represented oil and gas companies in contract disputes and in the defense lawsuits involving royalty and production issues.

Mr. Hardymon is a 1971 graduate of Bowling Green State University and a 1976 graduate of the Capital University Law School. He is admitted to practice in Ohio, Kentucky, West Virginia, the Federal District Courts for the Northern and Southern Districts of Ohio, the Northern and Southern Districts of West Virginia, and before the Fourth and Sixth Circuits Court of Appeals and the United States Supreme Court. He is a member of the Columbus and Ohio State Bar Associations, and is a Columbus Bar Foundation Fellow.

E. Leslie "Pete" Hoffman

Pete Hoffman is a counsel practicing in the Washington and Martinsburg, West Virginia offices of Jackson Kelly PLLC. He has represented various companies and individuals in defense of criminal, civil and administrative proceedings. He has extensive experience in the litigation of civil and criminal cases in the U.S. District Courts and the U.S. Courts of Appeals. He is also a frequent lecturer in the areas of criminal litigation and white collar crime.

Prior to 1988, Mr. Hoffman was Deputy Chief of the Criminal Fraud Section of the Department of Justice, responsible for supervising the investigation and prosecution of complex cases in the areas of banking, consumer and institutional fraud, and defrauding the government. Before that, he served as an Assistant U.S. Attorney for the Southern District of West Virginia, and as an Assistant Attorney General of the state of West Virginia. He also was Assistant Director of the Attorney General's Advocacy Institute and was responsible for administering litigation training to Justice Department attorneys throughout the country. A graduate of West Virginia University (B.A., 1969; J.D., 1972), Mr. Hoffman continues to specialize in defense of fraud, civil litigation and white collar criminal defense with an emphasis on representing companies and individuals in

connection with investigations relating to government contracts, False Claims Act (Qui Tam) allegations, suspension and debarment.

J. Thomas Lane

Tom Lane is a member of the firm Bowles Rice McDavid Graff & Love in Charleston, WV. He has been a member of the firm since 1975, received his B.A. degree (1968) from Washington & Jefferson College and his J.D. degree (1973) from West Virginia University.

Tom was admitted to practice in West Virginia in 1973, served in the United States Army (1969-1971), and was a Law Clerk to the Honorable John A. Field Jr., United States Court of Appeals, Fourth Circuit (1974-1975). He is a member of the firm's Energy and Real Estate Practice Group and practices primarily in natural resources, coal, oil and gas, commercial real estate, zoning and land development as well as litigation cases involving these areas. He also engages in lobbying and government relations, particularly on issues affecting the mining industry.

Tom is the Robert T. Donley Adjunct Professor of Law at the West Virginia University College of Law, teaching a course in Coal, Oil and Gas (1986-present). He has compiled a teaching text on Coal, Oil and Gas and is the author of numerous articles, including "Rights-of-Way and Easements in Mineral Development," "Maintaining Oil and Gas Leases in Distressed Markets," and "West Virginia Ad Valorem Property Taxes" published by the Energy & Mineral Law Foundation, and "Fire in the Hole to Longwall Shears, Old Law Applied to New Technology," published in the *West Virginia Law Review*.

Tom is Trustee and past president of the Energy & Mineral Law Foundation, and past president and Chairman of the Executive Council of the West Virginia Bar Association. He currently is Minority Leader of the Charleston City Council where he has been an elected member since 1987, serving on the key finance and planning committees, and is involved in various special projects from homeless shelters to public safety. He is active in a variety of church, civic, and charitable endeavors.

Tom is an owner of a land development company and is involved in land development, construction and rental. His favorite pastime is landscaping and gardening and he would rather work on his tractor than watch football. Time on the tractor must compete, however, with tennis. Tom is an avid player with a 4.5 NTRP rating. He competes in many local and regional tournaments. In his spare time Tom likes to work on cars and has on occasion restored an old Porsche or two. As a private pilot Tom likes to travel by plane – a small one.

A. George Mason, Jr.

George Mason is the principal of Mason Energy Consultants, Inc., a consulting business in Richmond, Virginia specializing in advising companies and individuals on contracts and strategies for the acquisition, development, and sale of oil, gas, coal and coalbed methane properties. Based on extensive experience negotiating and drafting oil, gas, coal and coalbed methane legislation and regulations, he advises clients of the actual and potential impact on operations from energy, environmental and tax initiatives.

As an acknowledged authority on coalbed methane legislation and regulations, George was involved in negotiating and drafting the 1990 Virginia Gas and Oil Act and its coalbed methane provisions, as well as West Virginia's 1994 coalbed methane legislation. He also worked on the language of Section 1339 of the Energy Policy Act of 1992 (EPACT), entitled "Ownership of Coalbed Methane." He was active in the negotiations in Pennsylvania by coal, oil and gas operators that led to Pennsylvania removing itself from the list of "Affected States" in Section 1339 of the EPACT. George is presently a member of the Kentucky CBM Initiatives Group, which meets monthly with the Commissioner of the Department of Mines and Minerals, with the goal of presenting coalbed methane legislation for the 2004 Kentucky General Assembly.

George received his B.A. and J.D. from the University of Kentucky. He is licensed to practice law in Kentucky and Tennessee and is admitted to practice before the U.S. District Courts of Kentucky, the Sixth Circuit Court of Appeals and the U.S. Supreme Court. Immediately prior to establishing Mason Energy Consultants, Inc., George was the Assistant General Counsel of Massey Energy Company. Before that he was the Vice President and General Counsel of Equitable Production Company, a wholly owned subsidiary of Equitable Resources, Inc.

George is a Trustee of the Energy & Mineral Law Foundation and a member of its Oil and Gas Section. He also serves on the Mineral Law Planning Committee for the Kentucky Mineral Law Conference. He has spoken at numerous seminars sponsored by the EMLF and the University of Kentucky Mineral Law Center. George has been an Adjunct Professor of Law at the Salmon P. Chase College of Law, Northern Kentucky University, where he taught Oil and Gas Law and Coal Law. George is the past President of the Virginia Oil and Gas Association. He is a member of the Kentucky Oil and Gas Association, the Independent Oil & Gas Association of West Virginia, the American Association of Professional Landmen, and the Appalachian Association of Professional Landmen.

George and his wife, Donna, have a son named Griffin. George is an avid marathon runner, having completed the Marine Corps Marathon last fall. He recently retired from the U.S. Army Reserve with the rank of Colonel.

Judy Z. Mayo

Judy Mayo is an Associate General Counsel of Duke Energy Corporation, a diversified multinational energy company with an integrated network of energy assets and expertise. She is the chief compliance attorney with responsibility for enterprise compliance, including advising the Office of Ethics and Compliance and overseeing implementation of and compliance with the requirements of the Sarbanes-Oxley Act and related regulations. She is also involved in corporate governance matters, including acting as advisor to and Secretary of the Audit Committee of the Board of Directors. Ms. Mayo joined Duke Energy in March 1999 and has provided corporate, commercial and transactional support to the power generation, business unit finance and Duke Ventures (non-energy businesses) groups. Ms. Mayo previously served as senior corporate counsel with United Dominion Industries, Charlotte, N.C., from 1997 to 1998, and before that, was an associate with Fried, Frank, Harris, Shriver & Jacobson, New York, N.Y., from 1989 to 1996.

Ms. Mayo received a Bachelor of Arts degree in health care organization, magna cum laude, from the University of Pennsylvania and is a graduate of the University of Chicago Law School. She is the chairperson of the Continuing Legal Education Committee of the North Carolina Bar Association's Corporate Counsel Section. Ms. Mayo is also a member of the Mecklenburg County Bar Association, the American Bar Association and the American Corporate Counsel Association.

Robert G. McLusky

Bob McLusky is a member of Jackson Kelly's environmental law group in Charleston, West Virginia. His practice focuses on environmental litigation and client counseling for the chemical, coal and waste disposal industries in West Virginia and surrounding states, particularly providing advice on permitting, surface and water pollution, and other environmental issues since 1983. Most recently, he has represented the coal industry in the mountaintop mining controversy in *Kentuckians for the Commonwealth v. Rivenburgh* and *West Virginia Coal Association v. Bragg*.

Bob is the immediate past President of the Energy & Mineral Law Foundation, after having served as its secretary and vice president in previous years. In his spare time, he is an avid whitewater canoeist.

Bob is a 1977 graduate of Colgate University and a 1981 graduate of Washington and Lee University School of Law, where he was an editor of the Law Review. He has been listed in Best Lawyers in America since 1993, and is a frequent speaker and writer. His most recent publications include: Co-Author: "Valley Fills and the Clean Water Act: The Strange Confluence of the Clean Water Act and SMCRA in *Bragg v. Robertson*," published in the 20th Annual Energy & Mineral Law Institute Proceedings, 1999; Co-Author: "Recent Permitting and Enforcement Measures to Combat Acid Mine Drainage – Are They in Contravention of SMCRA?," 17 *E. Min. L. Inst.* 1996; "Citizens' Suits Under Selected Environmental Statutes," West Virginia University Continuing Legal

Education (February, 1990); "West Virginia Regulation of Subsidence," Eastern Mineral Law Special Institute on Coal Mine Subsidence (December 1989).

Bob has been admitted to the United States Supreme Court; U.S. Circuit Court of Appeals, District of Columbia Circuit; U.S. Circuit Court of Appeals for the Fourth Circuit; U.S. District Court, Northern District of WV; U.S. District Court, Southern District of WV; and the West Virginia Supreme Court.

C. David Morrison

David Morrison received his B.A. from Transylvania University in 1978 and his J.D. from the University of Kentucky in 1981. He is a partner with the law firm of Steptoe & Johnson PLLC, where he represents employers in employment and labor-related matters. David has been a member of the Human Resources Committee of the State Chamber of Commerce since 1985, a member of the Employment Law Committee of the West Virginia State Bar since 1982 and a member of the Subcommittee on Employee Rights and Responsibilities, Employment Law Committee of the American Bar Association. He has served as an adjunct lecturer at the West Virginia University College of Law, and he has been a frequent lecturer on the subject of employment and labor law. David regularly provides advice to employers on employment and labor issues and he has tried over thirty employment and labor cases. He has been the chairman of Steptoe & Johnson's Employment Law Department for the past twelve years, and has been on the "Best Lawyers in America" list for Employment Law since 2001.

Ethan S. Naftalin

Ethan Naftalin is an attorney with the Raleigh, NC office of Hunton & Williams. He focuses his practice on the management of environmental risks in real estate and business transactions, hazardous waste (RCRA), underground storage tanks, spill reporting and response, site cleanups, occupational safety and health (OSH) requirements pertaining to chemicals and other regulated substances and the application of FAS 143 to environmental requirements. He is the author of the Waste Generator's Compliance Manual (Government Institutes 1996) and Federal Spill Reporting Requirements (Government Institutes 2000). Ethan received his Bachelor of Arts degree (cum laude) from Middlebury College in 1986 and his Juris Doctor degree (cum laude) from the Georgetown University Law Center in 1989.

Hans Naumann

Hans Naumann is Senior Vice President of Marshall Miller & Associates in the Lexington, Kentucky, office. Hans is a Professional Mining Engineer licensed in 6 states with over 34 years of practical industry experience. Marshall Miller & Associates is a multi-disciplinary engineering, geology, and environmental consulting firm. Prior to his position with Marshall Miller & Associates, he practiced engineering with Reynolds Mining Corporation, the US Armor and Engineer Board, Island Creek Coal Company, J. W. Miller & Associates, Republic Steel, and Knox Creek Corporation. He was appointed

to an Acid Mine Drainage and Technical Advisory Committee with the West Virginia Department of Natural Resources from 1981-1983.

Hans is responsible for projects related to mining, geotechnical, civil, environmental, and investigative engineering. He also provides expert testimony on issues relating to mining property valuation, environmental concerns, and structural damage investigations. In the latter capacity, he has testified numerous times in various venues.

Presentations include "Locating Abandoned Underground Coal Mines," CAS-SME/WVCMCI; "Acid Mine Drainage Rule Making and Bond Requirements for Mine Operations," South Regional Mining Conference; "Addressing The Practical Issues of a 'Pre-Acquisition' Phase I Environmental Site Assessment," Coal Outlook's Seminar on Evaluating, Buying & Selling Coal Properties; "Underground High Resolution Seismic Method as a Low Cost Alternative for Mapping Sandstone Replacement Channels in Coal Mines," 13th Conference on Ground Control in Mining.

Publications include "Integration of Hydrogeologic and Geophysical Techniques for Identification of AMD Seepage and Remedial Design," April 1995, with R. H. Mullenex and V. P. Wiram; "Alkaline Additions to the Backfill: A Key Mining/ Reclamation Component to Acid Mine Drainage Prevention," April 1995, with J. B. Vance and V. P. Wiram; "A Systematic Approach For Conducting a Phase I Environmental Audit Utilizing Case History Examples," April 1994, with B. Hanlon and R. Pothini; "Seismic Method as a Low Cost Alternative for Detecting Non-Coal Inclusions in Longwall Panels," April 1994, with R. Rodriguez; and "Delving Into a Landfill's Depths with Geophysical Exploration," *World Wastes*, August 1994, with R. Rodriguez and E. Allen.

R. Neal Pierce

R. Neal Pierce has 25 years experience as an energy lawyer, most recently as Vice President, Land and Legal for Columbia Natural Resources, Inc. He is currently in private practice in Charleston, West Virginia.

Neal is a graduate of the Georgetown University Law Center and has a B.A. from Ohio State University. He also attended the United States Naval Academy. He is a member of the West Virginia and the Ohio Bars. Neal is a past president of the Energy & Mineral Law Foundation and has been active in the Foundation since its inception. He chaired the Long Range Planning Committee and fostered the development of the Foundation's 5- year strategic plan, implemented in 2000. Neal co-authored an article for the 14th Annual Institute on orphan and abandoned wells and is currently serving on a special study committee for the Foundation's Executive Committee. He has been active in a number of Appalachian Basin oil and natural gas trade organizations and is a past President of the Virginia Oil & Gas Association.

John D. Pigott

Dr. John Pigott is an Associate Professor of Geology and Geophysics at the University of Oklahoma, providing direction and management of high visibility, industry-funded international research programs. He is a graduate of the University of Texas and Northwestern University and an internationally recognized energy expert with more than twenty five years experience in worldwide hydrocarbon exploration-exploitation. While with Amoco International and later as a consultant he has achieved a superior record of geological-geophysical success in the discovery of several world class oil discoveries.

Dr. Pigott has a record of leadership and uncompromising integrity during the successful execution of such responsibilities as Advisor to the Energy Division of the United States Geological Survey as well as several foreign energy ministries: Concession design, evaluation of international oil company activities, corporate management evaluation and reorganization, regulatory advisement, and technical evaluation and ranking of regional undiscovered hydrocarbon potential; Exploration Consultant for Oil Companies Worldwide: Integration of geological and geophysical data into predictive, comprehensive basin models for hydrocarbon exploration in SE Asia, offshore China, onshore Australia, the Middle East, the Red Sea, North and Western Africa, the Canadian East Coast, South America, and the U.S. Gulf Coast; Exploitation Consultant for Oil Companies Worldwide: Design and implementation of geologically targeted 2D-3D seismic acquisition, processing, and interpretation for field development in Indonesia, Malaysia, Thailand, North Sea, Guatemala, Venezuela, and the Gulf Coast.

Marco M. Rajkovich, Jr.

Marco M. Rajkovich, Jr. is a member of Wyatt, Tarrant & Combs' Mineral & Energy, International Trade, and Environmental Practice Groups. He also serves as Chair of the Mine Safety Litigation Subgroup. Mr. Rajkovich concentrates his practice in the areas of mineral, environmental, natural resources and administrative law. He is a Registered Professional Engineer - Mining, a registered Land Surveyor and a Certified Underground Mine Foreman.

Marco has spoken at various seminars on mineral, energy and environmental law and has published articles on regulatory compliance in various publications. He is co-author of "The Kentucky Environmental Law Handbook," Government Institutes (1991, 1993) and contributor to "The Coal Mining Reference Book" (1997). In addition to having been appointed by the Governor to the Kentucky Appalachian Regional Task Force, he is Co-Chair of the Justice Committee of the Kentucky Appalachian Advisory Council, a member of the Kentucky Engineering Foundation (Director and Officer), a Trustee of the Energy & Mineral Law Foundation, member of the Kentucky Coal Association Health & Safety Committee, Kentucky Mining Institute, Kentucky Oil & Gas Association, and the Kentucky Society of Professional Engineers (President's Award 1992, 1993, 1994, and 1998). He is also a member of the Fayette County, Kentucky, American and Federal Bar Associations.

Traci Sands Rea

Traci Sands Rea is a partner with the Pittsburgh, Pennsylvania office of Reed Smith LLP, where she specializes in complex litigation and services energy sector clients. She graduated *magna cum laude* from the University of Pittsburgh School of Law where she was a member of the Law Review and was elected Order of the Coif.

Ms. Rea has most recently been involved in extensive litigation adjudicating the respective rights of coal mine operators and operators of natural gas facilities in both the court and administrative law systems. Ms. Rea and her partners at Reed Smith have been involved in representing operators of natural gas facilities in numerous capacities – including counseling and representation on various encroachment issues – for several years.

Bryan R. Reynolds

Bryan R. Reynolds is a partner with the Owensboro law firm of Sullivan, Mountjoy, Stainback & Miller, where his practice is concentrated in Environmental and Mineral Law and Litigation. Mr. Reynolds graduated with a B.S. in Geology from Indiana University in 1983. After graduation, he worked as a geologist until 1988 for Reynolds Resources, Inc., an independent oil and gas exploration and production company in Owensboro. He received his J.D., magna cum laude, from Salmon P. Chase College of Law in 1991, and served as lead articles editor for the *Northern Kentucky Law Review*. He has been a member of the Board of Directors of the Kentucky Oil and Gas Association since 1992, and is currently the Chair of the KOGA legal committee. Bryan also serves on the Legal Committee of the Interstate Oil and Gas Compact Commission. He authored "Who's Going to Regulate NORM?" which was published in 1995 in the *Northern Kentucky Law Review*, and has spoken on several occasions for the Energy & Mineral Law Foundation and the Kentucky Mineral Law Center.

Mr. Reynolds has significant experience representing operators in state and federal courts in complex litigation regarding various oil and gas issues, including multi-plaintiff toxic torts, federal Underground Injection Control enforcement, and surface owner rights. He has also had extensive experience representing clients before the Division of Oil and Gas of the Kentucky Department of Mines and Minerals, the Kentucky Natural Resources and Environmental Protection Cabinet, and USEPA Region IV. As a member of KOGA's legal committee, he has also been heavily involved in drafting revisions to Kentucky's oil and gas and environmental laws and regulations.

David G. Ries

David G. Ries is a partner in the Pittsburgh, Pennsylvania, office of Thorp Reed & Armstrong, LLP, where he practices in the areas of environmental, technology and commercial litigation. He is a Trustee of the Energy and Mineral Law Foundation and serves as a hearing committee chair for the Disciplinary Board of the Supreme Court of Pennsylvania. Mr. Ries received his B.A. from Boston College in 1971 and his J.D. from

Boston College Law School in 1974 where he was a member of the *Boston College Industrial and Commercial Law Review*.

His environmental practice over the last 29 years has included a broad range of issues in federal and state courts and before administrative agencies, including CERCLA litigation, Clean Water Act litigation, solid and hazardous waste issues, Clean Air Act litigation, storage tank litigation, court and administrative challenges to regulatory programs, defense of penalty actions, defense of citizens' suits, environmental crimes defense, wet weather water quality issues, hazardous sites remediation issues and litigation under the National Environmental Policy Act.

David has frequently spoken and written on environmental, litigation, and technology subjects, including programs for the EMLF. He has given several recent lectures on records management and reporting client misconduct, including a presentation at the Kentucky Mineral Law Conference last fall which will be available online through WestLegalEd.com. In July 2001, he spoke at a multi-state CLE course, *E-mail Breakdowns & Misuse of Personal Information Online – Distractions or Causes of Action?*, which was satellite broadcast from Dallas, Texas. His course materials from that program were published in the September, 2001 *Cyberspace Lawyer*. David has given several presentations on "Attorneys and Electronics Communications: Ethical Considerations and Beyond," including one at EMLF's February, 2002 Winter Workshops. He has also addressed technology law issues at programs for Carnegie Mellon University.

He spoke on "Expert Opinions in Environmental Cases After *Daubert* and the New Federal Rule 702" for the University of Wisconsin-Madison College of Engineering's course, *Environmental Litigation: Advanced Forensics and Litigation Strategies* in April, 2001 and spoke on the same topic at the 2001 Kentucky Mineral Law Conference. His course materials were published in the EMLF's 2001 Proceedings. These presentations were based on a recent CERCLA case in which he successfully argued a *Daubert* motion for a group of 12 defendants, resulting in summary judgment for the defendants.

Kendrick R. Riggs

Kendrick Riggs is a member of Ogden Newell & Welch PLLC, in Louisville, Kentucky. Kendrick's practice is concentrated in representing energy and telecommunications clients primarily before the Kentucky Public Service Commission, Virginia State Corporation Commission and the federal agencies. He has extensive administrative trial experience involving all phases of representation. Kendrick has also appeared before state and federal courts representing energy and telecommunications clients in commercial and industry disputes.

Kendrick is a member of the American, Energy, Kentucky and Virginia Bar Associations. He has appeared in *The Best Lawyers in America* since 1997-98 and has held an AV rating by Martindale-Hubbell since 1996. He has appeared at the Electric Power Industry Special Institute sponsored by the Energy & Mineral Law Foundation and

serves as a Trustee at Large for the Foundation. He is the 2002-03 Secretary/Treasurer of the East Central Chapter of the Energy Bar Association.

Kendrick is admitted to practice before the United States District Courts for both Eastern and Western Districts in Kentucky as well as the United States Sixth Circuit Court of Appeals and the Kentucky Supreme Court. He is also admitted to practice before the Supreme Court of Virginia.

Kendrick received his B.A. degree *cum laude* from Wittenberg University in 1979 and his J.D. degree from the University of Kentucky College of Law in 1982. He was a member (1980-1981) and the President (1981 - 1982) of the Moot Court Board, and a Legal Writing Instructor for first year students (1981-1982) during law school. He serves as an Assistant Scoutmaster at Troop 317.

George A. Rusk

George Rusk has over 20 years' experience and an extensive background in environmental law. He specializes in review/analysis of federal and state environmental legislation and implementation of regulations concerning the control of toxic substances; permitting and environmental impacts associated with hardrock and coal mine development; natural resource damages and enforcement actions relating to the release of hazardous substances; occupational safety and health; hazardous and solid waste management, generation, storage, transport, and disposal; management of low-level radioactive waste; and synthetic and alternative fuel development. His wide range of responsibilities include coordination of matters involving regulatory agency proceedings; tracking of federal and state regulatory and legal developments; development of permit acquisition strategies and participation in legislative and adjudicative hearings; implementation and oversight of due diligence site assessments and regulatory compliance audits; negotiation with agencies regarding the scope of remedial programs, fines, penalties, natural resource damage and compensatory mitigation programs, and cleanup levels for hazardous waste sites and releases of hazardous substances or pollutants.

Mr. Rusk directs Ecology and Environment, Inc.'s (E & E's) litigation support services group. He works directly with outside counsel and E & E toxicologists, medical doctors, engineers, and other technical staff to provide focused technical support on contested matters.

Project work includes negotiation of penalties, consent orders, environmental impact assessments and stream restoration and remedial programs relating to spills of hazardous substances or pollutants; development of integrated Geographic Information System (GIS) databases, contaminant dispersion maps, and demonstrative aids on large-scale toxic tort cases; coordination of pretrial discovery and independent medical examinations to develop medical history summary databases; implementation of scientific research and literature reviews to identify relevant exposure standards and health effects of particular compounds; development of briefing packages for expert

witnesses to ensure consistency of testimony and work products; fact-gathering efforts and research studies to identify alternate causation theories on cases involving alleged chemical exposures and contamination from historic waste disposal practices; engineering evaluations of remediation work to assess the reasonableness of disputed insurance claims; and development of allocation models to evaluate relative responsibilities of potentially responsible parties involved in cost recovery litigation.

Mr. Rusk earned his J.D. at State University of New York in Buffalo and his B.A. in Political Science at Yale University. He is a Trustee of the Energy & Mineral Law Foundation, and spoke at the 2002 Annual Institute on Natural Resource Damage Assessments, and authored a chapter on this topic published in Volume 23 of the *Energy & Mineral Law Institute*.

Shannon Arthur (A.J.) Singleton

A.J. Singleton is an associate with the Lexington, Kentucky law firm of Stoll, Keenon & Park, LLP, where he specializes in mining law and commercial litigation. Mr. Singleton is a Phi Beta Kappa graduate of Furman University and studied at Kansai University of Foreign Language in Hirakata, Japan. He is a 1996 graduate of the University of Washington School of Law, where he was a member of the Pacific Rim Law & Policy Journal and was the Journal's Comparative Commercial Law Project Coordinator.

As a member of Stoll, Keenon & Park's Mineral and Commercial Litigation practice group, Mr. Singleton has represented clients in mineral subsidence and subjacent support cases, mining accident wrongful death cases, and mineral trespass cases. Prior to joining Stoll, Keenon & Park in 2000, he was a member of the Product Liability section of the Litigation Department in the Atlanta office of Jones, Day, Reavis & Pogue.

Mr. Singleton is admitted to the Bars of the Commonwealth of Kentucky (2001) and the State of Georgia (1998). He is also admitted to practice in the United States District Courts for the Eastern and Western Districts of Kentucky (2002) and for the Northern District of Georgia (1998).

Mark E. Skiles

Mark Skiles has been the Director of Technical Support in the U.S. Department of Labor's Mine Safety and Health Administration since June 1999. He has 30 years of experience in mine management with special emphasis on safety and health. Prior to his appointment to MSHA, he held several high-level private industry positions including Safety Director for Zeigler Coal Company; Health and Safety Director at Peabody Eastern Coal Company; General Superintendent at Cumberland Coal Company and General Superintendent at Harris Mines.

Mark holds a degree in mining from Penn State and completed studies at the Wharton School of Business. He is also qualified as a coal mine inspector and completed the

course for that certification at MSHA's National Mine Health and Safety Academy in Beckley, West Virginia.

Mark has written health and safety training manuals, produced safety training videos and consulted on critical safety and ventilation problems in the mining industry in the United States and overseas. He is the recipient of several awards for various safety innovations through the years including the National Safety and Training Innovator of the Year 1997 and Holmes Safety Association Coal Safety Leader in 1998.

While at MSHA, he was instrumental in the research of and testing of high strength glass to protect dozer operators who become entrapped in a surgepile. This endeavor resulted in voluntary compliance by many large coal operators. For example, in 2002, there were 3 lives saved as a result of this effort. Mark authored an article about the importance of added safety features and encouraging mine operators to be proactive in preventing accidents while working in and around surgepiles. The article, "MSHA's Triangle of Success Helps Save Lives" was published in *Coal People Magazine's* March issue. In July 2002, Mark was instrumental in the effort at the Quecreek mine, which resulted in nine miners coming out alive.

Danielle L. Smith

Danielle Smith joined PennStuart as an associate in 2000. As a member of the firm's Business department, she represents clients in a variety of transactional and regulatory matters. In addition, she represents and advises clients on employment law issues, such as compliance with federal discrimination laws and ERISA.

Ms. Smith received her J.D., cum laude, from Washington and Lee University School of Law in Lexington, Virginia, where she was a member of Omicron Delta Kappa and an officer of the Student Bar Association. Previously, she earned her B.A. in International Relations from the College of William and Mary. She is admitted to practice in Virginia and Tennessee.

Joseph J. Starsick, Jr.

Joseph J. Starsick, Jr., is a member of the firm of Bowles Rice McDavid Graff & Love. He received his Bachelor of Science degree in Mechanical Engineering from West Virginia University, Magna Cum Laude, in 1981. He graduated in 1984 from West Virginia University College of Law, where he was Order of the Coif and Lead Articles Editor of the *West Virginia Law Review*.

Mr. Starsick's practice focuses on complex regulatory, public utility and commercial litigation. His civil litigation practice is concentrated on technical, regulatory and environmental issues. His practice at the West Virginia Public Service Commission includes client representation in telecommunications and electrical deregulation issues, and motor carrier proceedings. Most of his litigation practice involves the application of engineering, technical and microeconomic principles to litigation.

Mr. Starsick is currently a Special Assistant Attorney General for the State of West Virginia. In that capacity, he represents the West Virginia Statewide Mapping and Addressing Board. In connection with that representation, Mr. Starsick has extensive experience in mapping and related engineering principles.

He is a member of the West Virginia State Bar Association, the American Bar Association and the Kanawha County Bar Association. He serves, pro bono, as general counsel for Good Connections, Inc., a local West Virginia charity.

David M. Sweet

David M. Sweet is the founder and President of Sweet Strategy Group with offices in Washington and Houston. Prior to forming Sweet Strategy Group, David was vice president of the Independent Petroleum Association of America (IPAA) where he directed natural gas, electricity and legal policy efforts and served as legal counsel to the Natural Gas Council.

David started in the natural gas industry working at the Federal Energy Regulatory Commission as a technical analyst on various pipeline construction and service proposals and as an expert witness on financial and rate issues concerning natural gas and oil pipelines.

David received his law degree with honors from George Washington University and an M.B.A. from the University of Maryland. He graduated *magna cum laude* from the University of Maryland with a B.S. in finance and marketing. After earning his M.B.A. and law degree at night, he moved into private legal practice, first with Travis & Gooch and then with Bracewell & Patterson, where he represented a diverse clientele on energy matters at the FERC and in the federal courts until joining the IPAA in 1994. Mr. Sweet is also the president of the Natural Gas Roundtable, a member of the North American Energy Standards Board, and vice chairman of the ABA Section of Public Utility, Communications and Transportation Law. He is currently the Education Chairman for Gas Supply Expo 2003, to be held September 23-25 at the George R. Brown Convention Center in Houston.

Kevin L. Sykes

Kevin Sykes, a Trustee of the Energy & Mineral Law Foundation, is a principal in the law firm of Kegler, Brown, Hill & Ritter Co., L.P.A., in Columbus, Ohio. Mr. Sykes received his Bachelor of Arts degree from Beloit (Wisconsin) College in 1970, a Master of Arts degree from the University of Chicago in 1973, and his Juris Doctor degree from The Ohio State University in 1979. He also attended the American University of Beirut, Lebanon. A member of the American, Ohio State, and Columbus Bar Associations, Mr. Sykes specializes in oil and gas, real estate, financing, and commercial law.

Mr. Sykes was a speaker at the Foundation's Seventeenth, Eleventh, and Seventh Annual Institutes, as well as at Special Institutes in 1991 and 1993. He is also the co-author (with John C. Deal), of Baldwin's Ohio Practice, Commercial Code (vol. 3).

Michele M. Whittington

Michele Whittington is Counsel in the Frankfort, Kentucky office of Stites & Harbison, PLLC and a member of the firm's Environmental, Natural Resources and Energy practice group. Ms. Whittington's practice is concentrated in the areas of administrative, mineral and surety law, and she routinely represents and counsels clients on various regulatory matters. From 1985 to 1989, Ms. Whittington administered the COALEX Search Service for the Interstate Mining Compact Commission. Recently, Ms. Whittington served as co-counsel to The Stearns Company in an inverse condemnation action before the U.S. Court of Federal Claims.

Ms. Whittington received her J.D. in 1986 from the University of Kentucky, where she served as Articles Editor for the *Journal of Mineral Law and Policy*, and her B.A. from Transylvania University in 1983. She is admitted to practice in the state and federal courts in Kentucky as well as in the U.S. Court of Appeals for the Fourth Circuit and the U.S. Court of Federal Claims.

John W. Woods, III

John W. Woods, III has been a practicing attorney since 1983 and is a member with the law firm of Bowles Rice McDavid Graff & Love PLLC, in Charleston, West Virginia office. He currently serves as the firm's Workers' Compensation Practice Group Leader. His practice is concentrated in energy and real estate law, civil litigation and workers' compensation litigation. He is also a facilitator in the firm's Total Client Satisfaction program, formed pursuant to our Total Quality Management Process.

John received his Bachelor of Science degree in Civil Engineering from West Virginia Institute of Technology in 1973. He earned his Master of Science degree in Systems Management from the University of Southern California in 1979. He received a Doctor of Jurisprudence degree from the West Virginia University College of Law in 1983.

John's compensation practice primarily includes litigation involving personal injuries and occupational diseases, including cancer and hearing loss claims. His energy and real estate practice includes real estate and mineral related litigation, including mechanics liens cases, as well as property acquisition related matters. He is also a licensed Title Insurance Agent. He regularly advises clients on all aspects of workers' compensation, including overall corporate strategies, coverage for out-of-state clients, permanent total disability claims and settlements. Additionally, he represents clients in subrogation claims before both the state and federal courts.

John is admitted to practice before the state courts of West Virginia, the United States District Court for the Southern District of West Virginia and the United States Court of

Appeals for the Fourth Circuit. He is a member of the American Bar Association, the West Virginia Bar Association, the West Virginia State Bar and the Kanawha County Bar Association.

John was a Captain and Naval Aviator in the United States Marine Corps. He is a commercial pilot and holds instrument ratings for both helicopters and fixed wing aircraft. He is a former Captain in the Civil Air Patrol. John is also a member of the West Virginia Aeronautics Commission appointed by the Governor of West Virginia.