

20

annual review

*our future success is bound in the
passion of our present culture and
the visionary leadership of our past*

MITCHELL || WILLIAMS

table of
contents

<i>Brilliant Heritage: Remembering a Visionary Leader</i>	
<i>His Legacy Will Carry Us Into the Future</i>	5
<i>Fully Committed: A Culture of Success</i>	
<i>A Love of Land and Law</i>	11
<i>Simplifying the Health Care Environment</i>	15
<i>Environmental, Energy, and Water Law Blog</i>	19
<i>Highlights, Awards and Recognition</i>	21
<i>Naturally Optimistic: Laying a Foundation for Positive Change</i>	
<i>Take Time To Give</i>	27
<i>New Attorneys, Fresh Perspective</i>	31
<i>Additionally: Appendices and Notes</i>	
<i>Office Listing and Directory</i>	37
<i>Our Global Reach</i>	40
<i>Committed to Diversity</i>	40

dear clients and friends,

This year has been one of successes and losses for Mitchell Williams.

We have experienced tremendous growth for our firm and many successes for our clients, but this year also marked the loss of our founder and dear friend, Mr. H. Maurice Mitchell.

As many of you know, Mr. Mitchell was not only founder of our firm, but one of Arkansas's greatest lawyers. He worked tirelessly to create a better state for all of us. His passion for the law, business, politics and philanthropy combined to create a firm that was dedicated to not only helping grow our economy but also to making Arkansas a better place to live. You can read more about his life and legacy on the following pages.

Up until his passing, Mr. Mitchell worked to grow our firm and provide clients with the best in legal counsel. 2011 has

again been an amazing year of growth for us. Despite continuously challenging economic conditions, we have grown and expanded. You can learn more about some of our newest associates on page 31.

Along with business growth, we are proud to have completed another fulfilling year of our Take Time To Give program. This program is the direct legacy of Mr. Mitchell, who put philanthropy first and fully committed to changing Arkansans' lives through time, talent and passion. This year, our primary charity was ACCESS Group Inc., an Arkansas nonprofit offering full-time education, therapy, training and activities for children and youth with developmental delays and learning disabilities. We truly enjoyed getting to know the staff of ACCESS and the many children they serve. ACCESS is

a unique organization and one that Arkansas can be proud to call its own.

As always, we can't do what we do without you, our clients and friends.

We thank you for your business and for trusting in us to partner in your growth. We look forward to 2012 and building business and opportunities together.



Sincerely,

A handwritten signature in dark ink, appearing to read "H. Hamlin".

Harry Hamlin,
Managing Director



brilliant heritage

remembering a visionary leader



MAURICE MITCHELL.

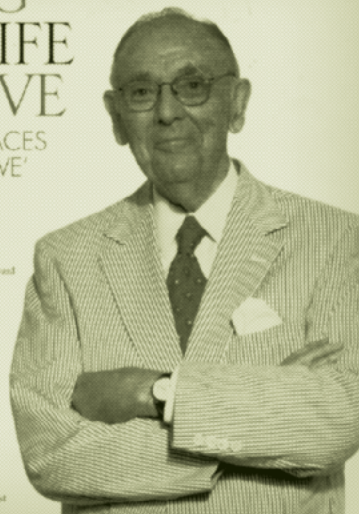


LOVING THE LIFE YOU LIVE

LAW FIRM EMBRACES 'TAKE TIME TO GIVE'

IN HONOR of its 50th anniversary, The Mitchell Williams Selig Green Woodyard Law Firm announced in March an ambitious plan called the Take Time to Give program in which each employee in the firm's Little Rock, Russellville and Rogers offices donates up to 40 hours of community service throughout the course of the year to 30 nonprofits and organizations in the three cities it serves.

The nonprofits include the American Red Cross, Pulaski County Boys and Girls Club, Camp Afterschool, Pulaski County Habitat for Humanity, Little Rock Parks & Recreation, Main Street Mission (Russellville), The Niman Conservancy, the Salvation Army, Habitat for Humanity of Benton County and the Northwest Arkansas Children's Shelter.



his legacy will carry us into the future

Courage, Integrity, Compassion, Diligence
October 23, 1925 – April 2, 2011

Firm founder, distinguished attorney, counselor, mentor and cherished friend, H. Maurice Mitchell, left a legacy of philanthropy and civic service that continues as part of the core fabric of our culture today.

“Mr. Mitchell was one of the great Arkansas lawyers of our time who worked to cultivate a better state for all of its citizens,” said Mitchell Williams Managing Director Harry Hamlin. “Moreover, he was a father figure, friend and mentor to many of us and took an absolute delight in pursuing his passions with respect to business, politics and philanthropy.”

Soon after being admitted to the state bar in 1949, Mr. Mitchell entered the

private practice of law in Little Rock in 1951. On January 1, 1954, he became a member and co-founder of the law firm now known as Mitchell, Williams, Selig, Gates & Woodyard, P.L.L.C.

Mr. Mitchell was instrumental in establishing the firm’s statewide and regional reputation in the field of banking and finance law, having handled the first conversion of an Arkansas federally chartered savings and loan association into a national bank.

He also spent many years representing Arkansas nationally on the political front, including serving as chairman of U.S. Sen. Dale Bumpers’ campaign finance committee in 1992 while also serving as a member of the William J. Clinton

presidential campaign’s national finance committee, and delegate to the Democratic National Convention the same year. Additionally, he served on the Clinton-Gore national finance committee in 1996 and was legal counsel to the Democratic Party of Arkansas from 1993 to 1998.

“H. Maurice Mitchell was the epitome of the ideal lawyer,” said Mitchell Williams partner John S. Selig. “When you think of the attributes of the ideal lawyer – both now and historically – courage, integrity, intelligence, hard work, civic-mindedness, commitment, effective advocacy, diligence, thorough preparation, compassion, quiet gentleness and caring come to mind. That is a description

Mr. Mitchell kept extensive scrapbooks of his life going back to the 1930s. These are just a few of the hundreds of photos and mementos he kept (left).

“He was one of the great Arkansas lawyers of our time who worked to cultivate a better state for all of its citizens,” – Harry Hamlin

of Maurice as his firm, his clients and friends, his church, the legal community, and his city, state and nation knew him.”

As a graduate of the Little Rock school system, Mr. Mitchell had an intense personal interest in the polarizing 1957 desegregation crisis at Little Rock Central High School. He worked behind the scenes in an unsuccessful attempt to prevent the closing of the area’s public schools in 1958, and then aided a successful effort to recall segregationist school board members in 1959 (known as the S.T.O.P. campaign). Mr. Mitchell’s lifelong commitment to the city’s public

school system was further evidenced by his service as chairman of numerous campaigns to secure additional funding for the public schools.

Mr. Mitchell’s progressive views and civic-mindedness were never confined to education. He was an active member and leader of numerous organizations, including the Little Rock Junior Chamber of Commerce, Arkansas State Junior Chamber of Commerce, Fifty for the Future, Baptist Health Foundation, Pulaski Heights UMC Foundation, and the University of Arkansas at Little Rock Foundation Fund Board.

Among Mr. Mitchell’s many accolades and awards, the 1992 dedication and naming of the H. Maurice Mitchell Courtroom at the University of Arkansas at Little Rock Bowen School of Law was one of the most significant. His efforts were recognized often by a varied and distinguished group of organizations, including the National Humanitarian Award from the National Conference of Christians and Jews in Arkansas, the Vincent Foster, Jr. Outstanding Lawyer Award from the Pulaski County Bar Association, the Edwin Hanlon Memorial Award for Outstanding Individual Contributions to the Arts from the Little



“H. Maurice Mitchell
was the epitome of
the ideal lawyer.”

— John S. Selig

Rock Arts and Humanities Association,
the Outstanding Service Award from the
Arkansas Bar Foundation, the William F.
Rector Memorial Award for Distinguished
Civic Achievement from Fifty for the
Future, the Citizen of the Year Award
from the Arkansas Chapter of the March
of Dimes, and the Winthrop Rockefeller
Memorial Award from the Arkansas
Arts Center.

Mr. Mitchell was a great man, an exceptional
attorney and someone who meant a great
deal to everyone at Mitchell Williams.
We shall proudly carry on his legacy of
excellence, commitment and caring. ||





fully committed
a culture of success



a love of land and law

Trav Baxter uses his farming roots to grow Mitchell Williams' agricultural law practice.

Trav Baxter's Arkansas roots run deep. They carried him back to his home state and continue to guide his practice at Mitchell Williams.

Not that his career was mapped out for him. Although his father and uncle were both attorneys in Little Rock, Baxter elected to go to Tennessee for college at The University of the South and did not plan to follow the legal path. In fact, it was the second half of his college career before he decided he wanted to go to law school – and it was definitely his own decision.

“I received no pressure from anyone to become a lawyer,” Baxter says. “I really never expected to go down that road. I didn't choose my political science major until my sophomore year. By

junior year, and after taking a couple of pre-law courses, I dove into it. At that time, I knew I wanted to be in the legal profession.”

He got one step closer to home when he selected the University of Arkansas at Fayetteville for law school. He took his first tax class during his second year and liked it so much that he decided he wanted to get a master's degree in the subject. That degree program would take him out of state again, to the University of Florida School of Law, where he earned his Master of Laws in Taxation.

But an interview at Mitchell Williams in August 2007, while he was preparing to attend school in Florida, ensured his return. “I got a call from one of the tax

attorneys who learned I was going to tax school,” he recalls. “Mitchell Williams was the only firm I was looking at. I didn't even interview anywhere else. I expected to be back in Little Rock sooner or later. Being hired at Mitchell Williams just sealed the deal.”

Baxter provides counsel to business entities, individuals and tax-exempt organizations concerning income, estate and state and local tax matters, and counsels individuals on estate planning matters and business entities regarding formation and operational issues, and represents purchasers and sellers of real estate.

He has also helped cultivate a specialty group in agricultural law at Mitchell

Growing up, Trav Baxter spent quite a bit of time on the family farm in Southeast Arkansas.

“Personally, I’m extremely excited to be working with farmers and an industry that is close to home.”

Williams. His family’s background in farming – primarily cotton – goes back several generations. “I spent quite a bit of time on my family’s farm when I was growing up,” he says. “Many of my summers were spent working there. I still spend as much time there as I can.”

Baxter began noticing that some of his clients needed help with agricultural issues, such as leases, USDA government programs, organizational advice and business succession planning. “Over the past few years, we have really expanded our agricultural law representation offerings. Mitchell Williams has always represented farmers in various capacities, but now we can represent them in every aspect of their personal and business lives, which makes our law firm unique.

From everyday agricultural leases to tax issues, we can offer advice across the board. We are committed to growing this part of the firm and helping farmers in Arkansas.”

Just as he incorporates his personal background into his professional practice, Baxter also weaves his personal experiences into his community practice. In addition to his contributions to Mitchell Williams’ Take Time To Give program, Baxter serves as president of Arkansas Children’s Hospital Committee for the Future, a group of young professionals who raise funds and awareness for ACH. His connection to this cause is quite personal. As a child, Baxter had a leg-lengthening procedure at Arkansas Children’s Hospital, which

required multiple surgeries over the course of several years.

As an associate attorney at Mitchell Williams, Baxter takes full advantage of the mentoring that the more experienced partners provide. “I believe that one of the most important things that allows the practice of a young attorney to be successful is having access to partners who are very good at what they do and who want you to talk to them so that they can teach you about their skill,” he explains. “If the partners are not receptive to you coming and learning from them, it can be more difficult for an associate to build a practice. The partners here help young attorneys not only develop their practices, but become great at what they do.”

A list of more than two dozen specialty practices can be found at MitchellWilliamsLaw.com.

Baxter also praises Mitchell Williams' emphasis on specialization, which allows attorneys to be proactive and really address their clients' needs. "Agriculture is such a big part of Arkansas's economy," he says. "The last farm bill enacted by the federal government was in 2008 and will soon expire. Among other things, there is a great deal of discussion about the fate of government program payments, and, in particular, direct payments, so this will be a hot topic in 2012 and possibly into 2013. The purpose of establishing an agricultural specialty group is so that we can help clients with all agricultural related issues that arise. Personally, I'm extremely excited to be working with farmers and an industry that is close to home." ■





simplifying the health care environment

Tod Yeslow credits his journalism background for helping explain complicated issues in layman's terms

None of his undergraduate classmates at University of Florida pursued the field, nor did any of his colleagues at South Texas College of Law come from that background.

But the connection between the two disciplines is quite clear to him.

“Journalists and lawyers have to be able to articulate the issues clearly and succinctly. They must bring complicated concepts down to an easy, layman’s level,” he explains.

That’s been a big part of his practice, particularly recently. “The 2010 health care reform has presented some uncertainties for employers,” he says. “Employee benefits is a big-cost item

for them. They are trying to prepare for 2014, when it takes effect. As lawyers and counselors, we want to make sure they are strategic in balancing their current needs with what may or may not materialize.”

It’s no coincidence that he identifies himself as a counselor. That word aptly describes how he views his role for his clients.

Yeslow is a member of the Mitchell Williams firm in Rogers. An employee benefits lawyer with 22 years of experience, he regularly advises clients in all technical legal aspects of employee benefits including health and welfare plans, pension and profit-sharing plans,

401(k) plans, stock bonus plans, equity-based plans, executive-compensation plans, supplemental-benefit plans, fringe-benefit plans, and perquisites.

Prior to joining Mitchell Williams, Yeslow spent seven years in private practice with top-tier law firms representing plans sponsored by entities of diverse enterprises and sizes, and 10 years of experience was gained in-house with Electronic Data Systems Corporation both while and after it was a subsidiary of General Motors Corporation. He also served as a consultant with Deloitte for three years where process-driven audit and corrections were designed and implemented for multiple Fortune 100 companies.

Tod's 22 years of experience in employment benefits law is vital to employers who are trying to understand the many changes facing them this year and beyond.

“Webinars are a great way for me to better understand what our clients need.”

Eager to share this experience with clients and Arkansas employers in general, Yeslow instituted a webinar series less than six months after he began with Mitchell Williams. Since March 2011, Yeslow has provided a forum once a month allowing employers to call in with questions about a specific subject matter. A recent topic was annual enrollment, timed so that employers could still make adjustments, if needed, based on feedback from the webinar. A benefits specialist addresses the administrative and implementation side of the issue.

“There are so many technical aspects to benefits,” Yeslow says. “Employers like to know what other employers are doing, how their employees are reacting to changes or lack of changes.”

The webinars – which last 30 minutes and are then open to roundtable-style discussion – have become a go-to resource for employers all over the state.

“The webinars are a great way for me to better understand what our clients need and ideal for clients who are interested in hearing from other employers,” Yeslow says.

Along with engaging in the webinars, he examines general trends. “Once a month I sit down and focus on one topic. It forces me to think about a more general topic with broad appeal. I become more conversant in the topic. I say, ‘Here is what I think are the legal and practical concerns.’ And I get to meet people. Of course, you always learn more when you teach.”

Yeslow’s basic message as a legal counselor to employers regarding employee benefits is this: You must be getting a meaningful return. To do that, he says, employers must define what their objective is.

“For 10 years I’ve been trying to hammer this home,” he says. “Why are you doing it? What are you getting out of it? What is your return? Are you trying to recruit or retain? Are you hiring young employees who don’t need a lot of health benefits, or are you hiring a diverse pool of employees who need a wide range of options?”

He emphasizes that a lot of strategy and liability surrounds employee benefits, and administration must be in accordance with ERISA, the Employee Retirement

Tod is known for being able to break down complicated issues in the simplest of terms. He's now doing this for employers through monthly webinars he leads.

Income Security Act of 1974, which is the full body of laws regulating employee benefit plans. “Employers must be sure procedures are well thought through and applied uniformly to all participants,” he says. This is why the uncertainties of the 2010 health care reform have caused such stress for employers.

“They’re looking at cost projections and wondering, ‘How do we budget?’” he explains. “Without knowing exactly what the costs will be, it is hard for employers now to plan ahead. You don’t want people to react emotionally. This is a problem. There is federal litigation in place that may erode the legislation somewhat. But my advice is to look at it as a realism, not something that is going to go away, and plan accordingly.” ■





environmental, energy, and water law blog

Author and Attorney Walter G. Wright, Jr. keeps clients and industry observers up-to-date with daily blog posts on all things environmental

One of Mitchell Williams' most popular "blawgs" is the Environment, Energy, and Water Law Blog written by attorney Walter G. Wright, Jr., who has a long and distinguished history as one of Arkansas's top environmental attorneys. Walter writes at least three posts a day, five days a week, year round. His topics range from news on the U.S. Environmental Protection Agency to hazardous waste convictions to legislative wrap-ups for state, federal and local environment regulations. Walter has also spent the past 15 to 20 years addressing a number of energy and water law issues, and he uses this knowledge to keep readers abreast of changing law.

Walter G. Wright, Jr. has practiced environmental law with Mitchell Williams since 1986.

For those in industries concerned with environmental issues, Walter's blog is a

must-read for its timely and easy-to-understand updates on a number of environmental issues in industrial and commercial transactions. The blog includes frequent posts on environmental issues from a sales, lease and/or lending perspective. The blog offers readers quick updates on ongoing legal cases and legislation. Walter's posts have been picked up and re-published by attorneys and industry experts across the country.

Meet Walter

Walter G. Wright, Jr. serves as co-defense counsel in hazardous waste and Superfund sites before state agencies, EPA and in state and federal court. He is counsel to applicants for hazardous waste, water and landfarming permits

and serves as lead counsel in water pollution disputes before state and federal agencies. He advises purchasers and sellers of improved real property regarding environmental and auditing issues. He also advises various businesses and trade associations regarding commercial, antitrust, environmental and trade regulation matters. Walter, a graduate of the University of Arkansas and George Washington University in Washington, D.C., serves as general counsel to the Arkansas Oil Marketers Association, Arkansas Recyclers Association and the Arkansas Manufactured Housing Association. Before joining Mitchell Williams, he served as staff attorney for the U.S. Congress' House Subcommittee on Health and the Environment and as

Walter's blog is a must-read for its timely and easy-to-understand updates on environmental issues.

assistant general counsel for the Petroleum Marketers Association of America in Washington, D.C.

Since 1986, he has practiced with Mitchell Williams in areas of environmental, energy and water law with particular focus on transactions, regulations and legislation. In addition, Walter has served as adjunct professor at the University of Arkansas at Little Rock Law School since 1988. He has authored six bar review articles and a number of other publications over the years, and has won the *Arkansas Lawyer* "Best Article Award" three times. Walter has been selected by in-state members of the Arkansas

Bar Association as the Best Environmental Attorney in the state in an *Arkansas Times* survey. He often speaks at continuing professional education seminars on environmental and real estate law at state and national levels.



MW
BLAWGS

Health Care Reform
 Environmental, Energy, and Water Law
 Bank Regulatory
 Bankruptcy/Debtor-Creditor Rights
 Corporate & Securities
 ERISA
 Insurance Regulatory
 Labor & Employment
 Physicians/Health Care
 Sustainability
 Tax

highlights, awards and recognition

4 The 2011 Edition of *Chambers USA: The World's Leading Lawyers for Business* recognized Mitchell Williams for quality of legal work in Arkansas in four practice areas: corporate/commercial, labor and employment, general commercial litigation, and real estate. In addition, 11 individual attorneys were recognized in their fields of practice: W. Christopher Barrier, R.T. Beard III, C. Douglas Buford, Jr., Byron Freeland, Allan Gates, Kathlyn Graves, Harold W. Hamlin, John Alan Lewis, Walter May, Anne Parker and John S. Selig.

20 Twenty attorneys were included in the annual listing of *Mid-South Super Lawyers*. Two of the 20 Mitchell Williams

attorneys listed – R.T. Beard III and Kathlyn Graves – were also included in the publication's 2010 list of "Top 50 Super Lawyers for Arkansas."

Other attorneys listed as *Mid-South Super Lawyers* are Sherry P. Bartley, W. Christopher Barrier, Steve Bauman, Jason Browning, C. Douglas Buford III, Michelle Cauley, Byron Freeland, Allan Gates, Donald H. Henry, M. Samuel Jones III, Tony W. Juneau, Walter May, Lance R. Miller, Stuart P. Miller, Lyn Pruitt, John S. Selig, Brian A. Vandiver and Walter G. Wright, Jr.

34 Thirty-four attorneys were selected for inclusion in *The Best Lawyers in America 2010* (©2008 by Woodward/White, Inc.,

of Aiken, S.C.). Additionally, Mitchell Williams was listed first in Arkansas by the publication in the areas of Litigation-Bankruptcy and Project Finance Law.

38 Thirty-eight Mitchell Williams attorneys were featured in the *2011 Best Lawyers Annual Guide to Insurance Law*. This guide appeared inside the August issue of *Corporate Counsel* magazine.

2011 Hendrix College awarded Mitchell Williams business attorney W. Christopher Barrier its 2011 Humanitarian Award. The honor is given annually to an alumnus who has significantly improved the quality of life in the world through service and dedication to humanity.

"Corporation of the Year"

– Northwest Arkansas Dr. Martin Luther King, Jr.
Planning Committee

40 *Arkansas Business* also named Mitchell Williams attorney Jennifer R. Pierce to its 2011 "40 Under 40" list. In addition, Mitchell Williams attorney Tony W. Juneau was named to the "40 Under 40" list for the *Northwest Arkansas Business* edition.

2011 Mitchell Williams was named 2011 Corporation of the Year by the Northwest Arkansas Dr. Martin Luther King, Jr. Planning Committee in recognition of time, effort and financial assistance donated to the upgrading of the community.

6 Mitchell Williams managing director and business attorney Harry Hamlin was again named

to *Arkansas Business*' "2011 Power List." He is one of only six lawyers named in the law industry category this year. The *Arkansas Business* "Power List" is a compilation of people who run the largest business, professional and nonprofit entities in the state. This year's installment included 192 leaders in 20 different industry categories.

ACTL Ken Cook, a senior litigation attorney for Mitchell Williams, has been named a Fellow of the American College of Trial Lawyers (ACTL), one of the premier legal associations in America. Cook was inducted at the College's spring meeting in San Antonio, Texas.

15 Members of the Federation of Defense & Corporate Counsel elected Mitchell Williams attorney John Keeling Baker for inclusion in the international organization, which includes attorneys in private practice who specialize in defense of civil litigation, general counsel, risk managers and insurance claims executives. Membership is by invitation only and includes representatives from all 50 states and 15 countries.

2 Mitchell Williams business associate Cory Childs was one of two recipients of the 2011 Distinguished Young Alumni Award from Southern Arkansas University. The award was presented in April.





ABA Arkansas Bar
Association
President Tom D.

Womack appointed Mitchell Williams attorney Anton Janik to the Judicial Nominations Committee, which provides an evaluation of the qualifications of prospective appointees to judicial vacancies at the request of the governor and maintains and furnishes to the governor a broad-based current list of attorneys suggested for appointment as special justices on the Supreme Court and the Court of Appeals.

1st For the second consecutive year, readers of *Soiree* magazine voted Mitchell Williams “Best

Law Firm.” The magazine also named Mitchell Williams attorneys Jill Drewyor and Mary Catherine Way to its “2011 Women to Watch” list.

2 The firm presented law students Matthew Stauffer and Robert Hooper with the 2011 H. Maurice Mitchell Leaders in Law Scholarship in August. Presented annually to the chairman of the University of Arkansas (UALR) William H. Bowen School of Law Moot Court Board and University of Arkansas (UA) School of Law at Fayetteville chairman of the Board of Advocates, each student will receive a scholarship award in the amount of \$2,000. ■



natura|ly optimistic

laying a foundation for positive change



take time to give

Committed to making a difference in the communities we serve.

Playing an active role in our communities is something Mitchell Williams has always championed. It started with our founder, Mr. Maurice Mitchell, and has continued with our partners and newest associates. Through our Take Time To Give program, we assist charities of all sizes and missions in improving education, the arts, health care, hunger and more in the state of Arkansas. Through our formal initiative we started seven years ago, the Take Time To Give program has helped more than 200 organizations.

Our firm lends support to community organizations through financial contributions, volunteer hours and pro bono legal services. Each year, we receive nominations from Arkansas nonprofit

organizations seeking consideration to participate as the firm's primary Take Time To Give charity. The selected organization receives a \$25,000 gift in addition to pro bono legal services, specific volunteer days and promotional support and resources.

In February, the firm announced ACCESS as its 2011 Take Time To Give Primary Charity. ACCESS is a 501(c)(3) nonprofit offering evaluation services, full-time education, therapy, training and activities for individuals ages 0-35 with developmental delays and learning disabilities. Founded in 1994, the center offers developmental, psychological and cognitive evaluations; specialized tutoring; technology training for students, parents and professionals; a developmental

preschool; an academy; an outpatient speech, physical and occupational therapy clinic; pragmatics (social skills) groups for children and teens; vocational training; and a young adult day program.

ACCESS is probably best known for its work with individuals who have autism spectrum disorders, dyslexia, and apraxia, a rare speech disorder. Almost 200 students and clients are served each week at ACCESS, not including those families who travel from Arkansas and surrounding states for the center's evaluation services. Several families have relocated to Arkansas from other states to enroll children in ACCESS programs.

Through the Mitchell Williams Take Time To Give program, ACCESS was able



to meet many goals this year. Volunteers from the firm assisted with a massive spring cleanup project for the ACCESS Gardens vocational training areas on campus. Mulching, raking and weeding prepped the area for spring and fall plant sales, a new deck and a new outdoor fall fundraiser.

Our firm also helped celebrate the opening of the new, 6,700-square-foot ACCESS therapy gym, where students and clients receive speech, occupational and physical therapy. The gym allowed ACCESS to open two additional classrooms in the areas where two former gym spaces were. Our attorneys attended the ribbon-cutting ceremony and spent an afternoon climbing walls, jumping on the in-ground trampoline and scooter-racing with ACCESS students. Volunteers also walked with the ACCESS Arkansas Walk Now for Autism Speaks team and spent time in the classroom reading to language-impaired PreK students.

Along with key efforts with the firm's primary charity, Mitchell Williams continues to support its one-stop online site for Arkansas nonprofits – **TakeTimeToGive.com**. The site was developed in 2009 to serve as an online resource for the promotion, awareness and advocacy work of many of the state's nonprofits. Featuring news, photos, volunteer opportunities, a comprehensive calendar of upcoming events, YouTube videos and more, nonprofits can also now upload firm sponsorship requests through an online application.

The site is supported by an accompanying Twitter feed which provides real-time, daily news updates and volunteer needs under the handle “@TakeTimeToGive.” The community is also able to receive information, view multi-media offerings and engage and interact with other volunteers through the program's Facebook page at **Facebook.com/TakeTimeToGive**. |



TakeTimeToGive.com

 Facebook.com/
TakeTimeToGive

 Twitter.com/
TakeTimeToGive



the gift of communication

How ACCESS put one child on the path for success

Declan Whitlock, 3, was diagnosed with a severe expressive language delay and global developmental delay at 18 months.

“We took him in [to see a doctor] initially because he wasn’t talking at all,” said Lee-Ann Whitlock, Declan’s mother. “He had a few words at age 1, and he lost them almost immediately.”

Concerned, Lee-Ann and her husband, Shane, took Declan for a specialized speech evaluation at Arkansas Children’s Hospital, where a dayhab program was recommended.

“We came to ACCESS because of the reputation in the community of being an excellent school for developmental day treatment services, and we wanted to get a full assessment of all his developmental areas,” Lee-Ann said.

Upon admission, Declan tested at a 3-month-old’s level of expressive language at 18 months. He started outpatient speech therapy – three sessions per week – at ACCESS in January 2010 and began ACCESS Preschool in August that year.

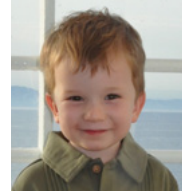
“He started adding words and a lot of signs,” Lee-Ann said. “I can remember logging everything he was saying, and it was a word every few weeks, and then it started to snowball.”

“Declan started his 2-year-old class not talking and ended up being an expressive language role model for the entire class,” said his 2-year-old classroom teacher, Suzanne Carter.

“He’s made huge gains, and I think that school and therapy were a huge part of

that,” Lee-Ann said. “I believe that early intervention had a huge impact on his deficits. A lot of people think that development will come along eventually. The thing they don’t see is that even though a child may appear normal, developmental deficits may appear later on, showing up as academic deficits, for example.”

In August, Declan started his second year at ACCESS in the 3-year-old classroom and is talking up a storm, recently testing at a 4-year-old’s level for expressive language.



Asked what the difference his time at ACCESS has made, Lee-Ann answered, “I think that he’ll be able to be successful in a typical educational setting now. I think he could’ve had struggles that he won’t have to face now.”

To learn more about the ACCESS mission and help build brighter futures, visit AccessGroupInc.org. ||





new attorneys, fresh perspective

Melissa Bandy, associate, joined the firm in August 2011 after receiving her Juris Doctorate degree from the University of Arkansas at Little Rock earlier this year. There she served as editor-in-chief of the UALR Law Review and received the William H. Bowen Outstanding Public Service Student Award and the John H. & Ruth H. Brunson Memorial Award.



K.C. Barner, associate, brings experience in transactional law and corporate and contract law. Mr. Barner joined the firm in June 2011 to provide counsel in insurance regulations. As a student



at Wake Forest School of Law, he developed extensive skills in research and analysis of legal matters.

Jason Browning, counsel, joined the firm in July 2011, providing counsel in the areas of business tort and insurance defense, nursing home litigation defense, product liability and drug and medical device defense, and professional liability defense. Prior to joining Mitchell Williams, he provided workers compensation defense for a large unionized manufacturer and counsel for an area home health agency on issues ranging from employment and personnel matters to ensuring agency compliance with regulations set forth by various governmental agencies. He

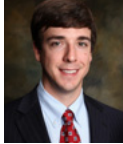


has experience with the Eighth Circuit Court of Appeals, Arkansas Supreme Court and Court of Appeals, and Federal Court. He is also a certified agent with the Major League Baseball Players Association.

LaTrenia Byrd, associate, came to the firm in October 2011 after receiving her Juris Doctorate degree from the University of Arkansas at Little Rock and the Master of Public Service degree from the Clinton School of Public Service. She advises clients in insurance regulations. While in law school, Ms. Byrd served as a member of the Mock Trial Team, as well as on the Woods Inn of Court.



Craig Cockrell, associate, is experienced in financial law including banking, real estate, and estate and tax law. At the firm since June 2011, Mr. Cockrell provides counsel to business entities, individuals and tax-exempt organizations concerning income, estate, and state and local tax matters. Other areas of practice include corporate mergers and acquisitions, specialized wealth transfer, and estate planning and probate administration.



Megan Hargraves, associate, joined the firm in September 2011, and specializes in general litigation and appellate advocacy. She served as a law clerk for the Honorable Robert Brown, Associate Justice of the Arkansas Supreme

Court, from 2008 to 2010 and for the Honorable Ronald Sheffield, Associate Justice of the Arkansas Supreme Court, in 2010. She is a member of the American, Arkansas and Pulaski County Bar Associations, the Arkansas Association of Women Lawyers and the Women's Foundation of Arkansas. She is also an associate in the William Overton Inn of Court.



Holly Lar, associate, came to the firm in August 2011 with a practice focusing on professional malpractice, nursing home defense, products liability and intellectual property. She earned her Juris Doctorate degree from the University



of Arkansas School of Law in Fayetteville earlier this year. Ms. Lar received the 2011 appellate advocacy award, served as executive editor of Journal of Food Law & Policy, chaired the Board of Advocates Moot Court, and participated on the National Moot Court Team.

Adam D. Reid, associate, joined the firm in September 2011 with the Business Group working primarily with the tax section. Mr. Reid has experience in the areas of tax, estate planning, corporate law and employee benefits. He received an LL.M. in Taxation in January 2009 and a Juris Doctorate in May 2008 both from The John Marshall Law School in Chicago, Ill.



Emily Reynolds, associate, provides counsel to clients in the areas of bank regulations, business disputes, construction litigation, and real estate and land use. She brings experience to Mitchell Williams in the area of general litigation, discovery and document retention issues, and transactional and real estate matters. Before joining the firm in July 2011, Ms. Reynolds also gained valuable experience through a judicial externship and clerkships with law firms in Little Rock and Fayetteville while attending law school at the University of Arkansas.



David Stephenson, counsel, has been assisting insurance company and trade association clients with issues related to solvency, accounting and

financial regulation for the last 11 years. Joining Mitchell Williams in August 2011, he brings experience at the national, international and federal level. He has represented clients at meetings, conferences and conference calls at the National Association of Insurance Commissioners, International Association of Insurance Supervisors, U.S. Financial Accounting Standards Board, International Accounting Standards Board, U.S. Securities and Exchange Commission, and innumerable industry discussions and meetings. ■



additionally

appendices and notes

MITCHELL

WILLIAMS



office listing and directory

Little Rock



John K. Baker
(501) 688-8850
jbaker@mwlaw.com

Melissa Bandy
(501) 688-8865
mbandy@mwlaw.com

W. Christopher Barrier
(501) 688-8806
cbarrier@mwlaw.com

Sherry P. Bartley
(501) 688-8860
sbartley@mwlaw.com

Steve Bauman
(501) 688-8836
sbauman@mwlaw.com

Trav Baxter
(501) 688-8898
tbaxter@mwlaw.com

R. T. Beard, III
(501) 688-8832
rbeard@mwlaw.com

Jason Browning
(501) 688-8875
jbrowning@mwlaw.com

C. Douglas Buford, Jr.
(501) 688-8866
dbuford@mwlaw.com

LaTrenia Byrd
(501) 688-8877
lbyrd@mwlaw.com

Rick Campbell
(501) 688-8882
rcampbell@mwlaw.com

Michelle H. Cauley
(501) 688-8895
mcauley@mwlaw.com

Cory D. Childs
(501) 688-8885
cchilds@mwlaw.com

Charles B. Cliett, Jr.
(501) 688-8819
ccliett@mwlaw.com

Ken Cook
(501) 688-8813
kcook@mwlaw.com

Catherine M. Corless
(501) 688-8856
ccorless@mwlaw.com

Courtney C. Crouch, III
(501) 688-8822
ccrouch@mwlaw.com

Doak Foster
(501) 688-8841
dfoster@mwlaw.com

Byron Freeland
(501) 688-8810
bfreeland@mwlaw.com

Megan C. Gammill
(501) 688-8899
mgammill@mwlaw.com

Allan Gates
(501) 688-8816
agates@mwlaw.com

Joseph W. Gelzine
(501) 688-8803
jgelzine@mwlaw.com

Kathlyn Graves
(501) 688-8831
kgraves@mwlaw.com

Alex T. Gray
(501) 688-8872
agray@mwlaw.com

Harold W. Hamlin
(501) 688-8868
hhamlin@mwlaw.com

Megan Hargraves
(501) 688-8871
mhargraves@mwlaw.com

John K. Harriman
(501) 688-8876
jharriman@mwlaw.com

Jeffrey W. Hatfield
(501) 688-8857
jhatfield@mwlaw.com

Donald H. Henry
(501) 688-8840
dhenry@mwlaw.com

Delena C. Hurst
(501) 688-8897
dhurst@mwlaw.com

Hermann Ivester
(501) 688-8820
hivester@mwlaw.com

Ben Jackson
(501) 688-8887
bjackson@mwlaw.com

Anton L. Janik, Jr.
(501) 688-8888
ajanik@mwlaw.com

Margaret A. Johnston
(501) 688-8870
mjohnston@mwlaw.com

M. Samuel Jones, III
(501) 688-8812
sjones@mwlaw.com

Holly M. Lar
(501) 688-8880
hlar@mwlaw.com

Walter E. May
(501) 688-8883
wmay@mwlaw.com

Chris A. McNulty
(501) 688-8867
cmcnulty@mwlaw.com

Lance R. Miller
(501) 688-8855
lmiller@mwlaw.com

Stuart P. Miller
(501) 688-8896
smiller@mwlaw.com

T. Ark Monroe, III
(501) 688-8833
amonroe@mwlaw.com

Todd L. Newton
(501) 688-8881
tnewton@mwlaw.com

Anne S. Parker
(501) 688-8825
aparker@mwlaw.com

Jennifer R. Pierce
(501) 688-8859
jpierce@mwlaw.com

Brian A. Pipkin
(501) 688-8858
bpipkin@mwlaw.com

Lyn P. Pruitt
(501) 688-8869
lpruitt@mwlaw.com

Adam D. Reid
(501) 688-8873
areid@mwlaw.com

J. Scott Schallhorn
(501) 688-8854
sschallhorn@mwlaw.com

John S. Selig
(501) 688-8804
jselig@mwlaw.com

Derrick W. Smith
(501) 688-8845
dsmith@mwlaw.com

Stan D. Smith
(501) 688-8830
ssmith@mwlaw.com

Jeffrey L. Spillyards
(501) 688-8891
jspillyards@mwlaw.com

Zachary T. Steadman
(501) 688-8892
zsteadman@mwlaw.com

Marcella J. Taylor
(501) 688-8851
mtaylor@mwlaw.com

Jeffrey Thomas
(501) 688-8879
jthomas@mwlaw.com

Brian A. Vandiver
(501) 688-8893
bvandiver@mwlaw.com

Mary Catherine Way
(501) 688-8890
mway@mwlaw.com

Richard A. Williams
(501) 688-8802
rwilliams@mwlaw.com

William H. L. Woodyard, III
(501) 688-8835
bwoodyard@mwlaw.com

Walter G. Wright, Jr.
(501) 688-8839
wwright@mwlaw.com

Rogers



Craig Cockrell
(479) 464-5683
ccockrell@mwlaw.com

Jill Grimsley Drewyor
(479) 464-5655
jdrewyor@mwlaw.com

Karen P. Freeman
(479) 464-5682
kfreemen@mwlaw.com

Jenny T. Garrett
(479) 464-5658
jgarrett@mwlaw.com

L. Kyle Heffley
(479) 464-5652
kheffley@mwlaw.com

Tony W. Juneau
(479) 464-5657
tjuneau@mwlaw.com

John Alan Lewis
(479) 464-5656
jalewis@mwlaw.com

Marshall S. Ney
(479) 464-5653
mney@mwlaw.com

Katie M. Papasan
(479) 464-5669
kpapasan@mwlaw.com

Christopher D. Plumlee
(479) 464-5660
cplumlee@mwlaw.com

Emily Reynolds
(479) 464-5674
ereynolds@mwlaw.com

Christopher T. Rogers
(479) 464-5651
crogers@mwlaw.com

Kathy M. Sharp
(479) 464-5663
ksharp@mwlaw.com

Leigh Anne Yeargan
(479) 464-5665
lyeargan@mwlaw.com

Tod David Yeslow
(479) 464-5667
tyeslow@mwlaw.com

Austin



K.C. Barner
(512) 480-5116
kbarner@mwlaw.com

Burnie Burner
(512) 480-5119
bburner@mwlaw.com

Betty DeLargy
(512) 480-5117
bdelargy@mwlaw.com

Bruce McCandless, III
(512) 480-5128
bmccandless@mwlaw.com

Larry Parks
(512) 480-5111
lparks@mwlaw.com

Julie M. Pomerantz
(512) 480-5118
jpomerantz@mwlaw.com

New York



Barry G. Skolnick
(212) 292-4884
bskolnick@mwlaw.com

Washington, D.C.



Randi Reichel
(202) 220-3061
rreichel@mwlaw.com

Ed Stephenson
(202) 220-3062
estephenson@mwlaw.com

Our Global Reach

Mitchell Williams is the exclusive Arkansas member of TerraLex®, one of the largest global networks of independent law firms. Members make up a worldwide network of 15,000 attorneys in more than 155 top independent law firms located in 100 countries and 44 states. Our membership in TerraLex® enables us to better serve our clients' international interests from Canada to China and all points between. Through our participation in the organization for more than 10 years, our clients obtain quick access to lawyers with the right regional connections and depth of jurisdictional knowledge. ||



Committed to Diversity

Mitchell Williams is committed to developing and maintaining a diverse work force through the recruitment, retention and advancement of talented and motivated women and men from all ethnic, racial, and religious backgrounds. We believe that diversity strengthens our firm and promotes an atmosphere of unity and inclusion, which allows us to retain first-rate lawyers and provide better service to our clients in today's changing global economy and communities.

In 2010, Mitchell Williams became the recipient of the first-ever Commitment to Diversity Award from the North Little Rock Racial and Cultural Diversity Commission for the firm's continued support of diversity in the high schools and the community.

Additionally, the firm supports financially, and through the participation of our lawyers, many local and national diversity initiatives, such as:

- National Bar Association
- Hispanic National Bar Association
- Arkansas Bar Association's Commission on Diversity in the Practice of Law (charter member)
- 100 Black Men of Greater Little Rock
- Arkansas Black Hall of Fame
- Arkansas Democrat Black Caucus
- United Negro College Fund Arkansas
- University of Arkansas at Little Rock Bowen School of Law Black Law Student Association
- University of Arkansas at Little Rock Bowen School of Law Hispanic Law Student Association
- Women's Foundation of Arkansas



Mitchell Williams combines decades of diverse professional experience with extensive relationships to offer clients across the United States comprehensive services in a variety of sophisticated

legal matters. Today, the firm employs 84 attorneys from five offices in Arkansas, Texas, New York and Washington, D.C. Visit MitchellWilliamsLaw.com for more information.

Mitchell, Williams,
Selig, Gates &
Woodyard, P.L.L.C.
425 W. Capitol Ave.
Suite 1800
Little Rock, AR 72201
(501) 688-8800