

February 14, 2014

Advisory Committee on Civil Rules
Committee on Rules of Practice and Procedure
of the Judicial Conference of the United States
Suite 7-240
One Columbus Circle, NE
Washington, D.C. 20544

Re: Letter from Companies in support of the Proposed Amendments to the FRCP

Dear Judge Campbell and Members of the Federal Civil Rules Advisory Committee:

We write in support of the proposed amendments to the Federal Rules of Civil Procedure currently open for public comment. We collectively submit this letter requesting that the amendments be formally approved with important improvements.

Federal litigation today is inefficient, too expensive, and fraught with too many uncertainties that have little or nothing to do with the merits of particular cases. This stems, in large part, from costly and inconsistent obligations to preserve, process and produce vast amounts of data for discovery, even though much of that data has no real relevance to the issues in dispute and, even though in many cases, the data is never used at trial. Parties, particularly corporations, lack clear and consistent national guidelines for preservation of information that may be required for discovery. In many cases, corporate parties over-preserve in order to avoid tactical threats of spoliation sanctions. In other cases, parties must simply settle claims or defenses based on the high costs, rather than on the merits of the litigation.

Proposed Rule 37(e), while not perfect, holds great promise in addressing these problems. To be effective, however, it should be revised to clarify that an award of sanctions requires a showing of specific intent to deprive another party of discoverable information, and that the threshold for “curative measures” requires a showing of significant prejudice to a party to the litigation.

Finally, we welcome the proposed amendments to Rule 26(b), and in particular, deletion of the confusing phrase, “[r]elevant information need not be admissible at the trial if the discovery appears reasonably calculated to lead to the discovery of admissible evidence.” This phrase has been abused by parties and misconstrued by many courts. As a result, it has stretched the scope of discovery beyond the reasonable intention of its original drafters.

Taken together, these proposed amendments will address the burdens of both over-preservation and overbroad discovery. More importantly, they will begin to reverse the trend favoring resolution of cases based on costs, rather than on the merits.

Thank you again for the opportunity to comment.

3M Company
Ann Marie Hanrahan
Vice President and Associate
General Counsel
3M Litigation and
Preventive Law

A.W. Chesterton Company
Brian O'Donnell
President & CEO

Aetna Inc.
William J. Casazza
General Counsel

Aimia, Inc.
David Glogoff
General Counsel - US

**Air Products and
Chemicals, Inc.**
Stephen Ferrara
Assistant General Counsel -
Litigation and Government
Regulation

AK Steel Corporation
David Horn
Executive Vice President,
General Counsel & Secretary

**Akers Packaging Service,
Inc.**
Alfred J. Pedicone
General Counsel

Alabama Power Company
Gordon G. Martin
Senior Vice President and
General Counsel

Allergan
Arnold Pinkston
Executive Vice President
and General Counsel

**Allstate Insurance
Company**
Susan L. Lees
Executive Vice President,
General Counsel and
Secretary

ALOM
Hannah Kain
CEO

Altec, Inc.
Robert Hunter
Senior Vice President,
General Counsel & Secretary

**The American Automobile
Association**
James Brehm
General Counsel

American Capital, Ltd.
Samuel A. Flax
Executive Vice President
and General Counsel

**American Greetings
Corporation**
Andrea Wilson
Senior Counsel -- Litigation
and Compliance

**American International
Group, Inc.**
Thomas A. Russo
Executive Vice President
and General Counsel

American University
Mary E. Kennard
Vice President and General
Counsel

AmeriFirst Financial, Inc.
Germán A. Salazar
General Counsel

Amsted Industries
Stephen Smith
Vice President-General
Counsel

Anheuser-Busch InBev
Sabine Chalmers
Chief Legal & Corporate
Affairs Officer

Appliance Factory Outlet
Dennis Kaw
General Counsel

**Archer Daniels Midland
Company**
D. Cameron Findlay
Senior Vice President,
General Counsel & Secretary

Ashland Inc.
Peter Ganz
Sr. Vice President, Genral
Counsel & Secretary

Atmel Corporation
Mark Sheft
Director of Labor &
Litigation

Badger Meter, Inc.
Richard Meeusen
Chairman, President & CEO

Bank of America
Gary G. Lynch
Global General Counsel and
Head of Compliance and
Regulatory Relations

BASF Corporation
Matthew Lepore
Senior Vice President and
General Counsel

Bayer Corporation
Kaspar Stoffelmayr
Vice President and Associate
General Counsel

Behlen Mfg. Co.
Erik Hash
General Counsel

Benco Dental
Kenneth Lee
Corporate Counsel

The Bilco Company
Roger Joyce
Executive Vice President

Bioventus LLC
Jeanne M. Forneris
Vice President Business
Development and General
Counsel

Blastcrete Equipment Co.
Jim Farrell
President

Blue Bell Creameries, L.P.
Paul Kruse
President and CEO

BNSF Railway Co.
Charles Shewmake
Vice President and General
Counsel

**Bombardier Recreational
Products, Inc.**
Yves St-Arnaud
Director Legal Services

Boston Scientific, Inc.
Timothy Pratt
President FDCC, Executive
Vice President, Chief
Administrative Officer,
General Counsel and
Secretary

BP America, Inc.
John E. Lynch, Jr.
Deputy Group General
Counsel

Brink's U.S.
Chris Cage
Senior Vice President and
General Counsel

Broadcom Corporation
David Djavaherian
Associate General Counsel

**Brown-Forman
Corporation**
Matthew E. Hamel
Executive Vice President,
General Counsel and
Secretary

Brunswick Corporation
Kristin M. Coleman
Vice President, General
Counsel & Secretary

Bunge Limited
Frank R. Jimenez
General Counsel, Secretary
and Managing Director,
Government Affairs

**California Building
Industry Association**
Nick Cammarota
General Counsel

Callison
Lisa Strauch Eggers
Chief Legal Officer and
Corporate Secretary

Calpine Corporation
Thad Miller
Executive Vice President,
Chief Legal Officer &
Secretary

Canam Steel Corporation
Ron Peppe
Vice President, Legal &
Human Resources

Cargill, Incorporated
Laura Witte
Vice President, General
Counsel

Caterpillar, Inc.
James B. Buda
Executive Vice President
and Chief Legal Officer Law
and Public Policy

**Chemstar Products
Company**
James Werler
President

**Chiquita Brands
International, Inc.**
Allyson Bouldon
Vice President and Chief
Compliance Officer

**Churchill Downs
Incorporated**
Alan K. Tse
Executive Vice President
and General Counsel

CIRCOR International
Alan Glass
VP, General Counsel and
Secretary

Cloud Peak Energy
Bryan Pechersky
Senior Vice President,
General Counsel and
Corporate Secretary

CNA Insurance Companies

Heather Davis
Senior Vice President,
Government Relations

CNH Industrial N.V.

Richard Konrath
General Counsel, North
America

**Comcast Cable
Communications**

Thomas R. Nathan
Senior Deputy General
Counsel

ConAgra Foods, Inc.

Brent Baglien
VP Government Affairs

ConocoPhillips

Janet Langford Kelly
Senior Vice President Legal,
General Counsel and
Corporate Secretary

Continental Resources, Inc.

Eric S. Eissenstat
Sr. VP, General Counsel and
Secretary

Continental Tire the

Americas, LLC
Tammy L. Fanning
Senior Counsel

Cooling Tower Depot, Inc.

Robert Brown, Esq.,
General Counsel

**Cooper Tire & Rubber
Company**

Stephen Zamansky
Vice President, General
Counsel & Secretary

CoreLogic

Stergios "Terry" Theologides
Senior Vice President
General Counsel

COUNTRY Financial

James M. Jacobs
General Counsel

Crane Group Co.

Timothy T. Miller
Vice President & General
Counsel

CRB USA

James J. Scott
General Counsel

**Crosstex Energy Services,
L.P.**

Joe Davis
Executive Vice President
and General Counsel

**Crown Equipment
Corporation**

John Maxa
Vice President and General
Counsel

**CrownQuest Operating
LLC**

W. Michael Scott
Vice President and General
Counsel

CSX Corporation

Ellen M. Fitzsimmons
Executive Vice President –
Law and Public Affairs and
General Counsel

Cubic Corporation

James R. Edwards
Senior Vice President,
General Counsel & Secretary

CUNA Mutual Group

John M. Christenson
Associate General Counsel

Darling International Inc.

Christopher A. Griffin
Deputy General Counsel

De Lage Landen

Peter Ochroch
General Counsel

Deere & Company
Mary K. W. Jones
Senior Vice President and
General Counsel

deVan Sealants, Inc.
Stanley Abrams
CEO

DHL Americas
Joshua Frank
General Counsel & Secretary

Dicksons Inc
Steve Vandivier
President

Direct Supply, Inc.
Robert H. Klein, Jr.
Senior Vice President &
General Counsel

**The Dow Chemical
Company**
Charles J. Kalil
General Counsel, Corporate
Secretary, and Executive
Vice President

Dow Corning Corporation
Andrew Osterbrock
Global Senior Counsel

DuPont
Thomas L. Sager
Senior Vice President and
General Counsel

Eau Claire Press Company
Debra Hayden
Director/Human Resources

**Electrolux North America,
Inc.**
Michael L. Bell
Senior Associate General
Counsel - Litigation

Eli Lilly and Company
Michael Harrington
Senior Vice President and
General Counsel

Emerson
Michael J. Keating
Vice President & Associate
General Counsel - Litigation
& Product Safety

**Energy Future Holdings
Corp.**
Stacey Doré
Executive Vice President &
General Counsel

Energy Systems Group
Jonathan D. Shell
Vice President, Contracts
and General Counsel

Ervin Industries
John Pearson
President

Evenflo Company, Inc.
William Gross
Executive VP, General
Counsel & Corporate
Secretary

Everhard Products Inc
James L Anderson
President

Evonik Corporation
Gregory J. Mulligan
Vice President, General
Counsel & Secretary

Express Scripts, Inc.
Keith J. Ebling
Executive Vice President
and General Counsel

Exxon Mobil Corporation
S. Jack Balagia
Vice President and General
Counsel

Farmers Group, Inc.
Steven H. Weinstein
General Counsel

FedEx Express
Connie Lewis Lensing
Senior Vice President -
Litigation and Employment

Flextronics
Karen P. Anderson
Vice President, Litigation
and Disputes

FMC Technologies Inc.
Jeffery W. Carr
Senior Vice President,
General Counsel & Secretary

Fonality, Inc.
Andrew Thacker
Corporate Counsel

Ford Motor Company
David Leitch
Group Vice President and
General Counsel

Forest Laboratories, Inc.
Robert Bailey
Senior Vice President, Chief
Legal Officer and Secretary

Franklin Electric Co., Inc.
Angela M. Hughes, Esq.
Corporate Counsel, Legal
Dept.

Gap, Inc.
Michelle Banks
Executive Vice President,
General Counsel

Garmin International, Inc.
Andrew Etkind
Vice President and General
Counsel

**General Dynamics
Corporation**
Gregory S. Gallopoulos
Senior Vice President and
General Counsel

General Electric Company
Bradford Berenson
Vice President, Litigation
and Legal Policy

**General Manufacturing,
Inc.**
Paul Reiff
President

**General Nutrition Centers,
Inc.**
Gerald J. Stubenhofer, Jr.
Sr. Vice President, Chief
Legal Officer

Genesis HealthCare
Michael S. Sherman
Senior Vice President and
General Counsel

Georgia Power Company
Thomas P. Bishop
Senior Vice President,
Compliance Officer,
Corporate Secretary and
General Counsel

GlaxoSmithKline
PD Villarreal
Senior Vice President –
Global Litigation

Glier's Meats Inc.
Daniel Glier
President

Google Inc.
Pamela Hammond Davis
Director, Legal

Graco Inc.
Karen Gallivan
V.P., General Counsel &
Secretary

Great Plains Ventures, Inc.
John Kratzer
General Counsel

Greatbatch, Inc.
Timothy McEvoy
Senior Vice President,
General Counsel & Secretary

Greater Media, Inc.
Ellen J. Rubin
Vice President, General
Counsel

Green Bay Packaging Inc.
Scott Wochos
Senior Vice President and
General Counsel

Greene, Tweed & Co.
Paul O'Brien
General Counsel & Secretary

Groupon, Inc.
David Schellhase
General Counsel
and
Matt Miller
Deputy General Counsel for
Litigation

**Guardian Life Insurance
Company of America**
Gordon Wylie
Vice President & Chief
Litigation Counsel, Law
Department

Gulf Power Company
Jeffrey A. Stone
General Counsel

H&H Products Co.
Morris Hartley Jr.
President

H.B. Fuller Company
Timothy Keenan
Vice President, General
Counsel and Corporate
Secretary

The Hackett Group, Inc.
Frank A. Zomerfeld
Executive Vice President,
General Counsel and
Secretary

**The Hanover Insurance
Group**
Amy Mass
General Counsel

**Harder Mechanical
Contractors, Inc.**
Bill Murphy
Risk Manager and General
Counsel

**Harley-Davidson Motor
Company**
Karen M. Kircher
Chief Products Counsel
and
Edward Moreland
Director, Government
Affairs

The Hartford
James R. Heavner, Jr.
Senior Vice President
and Director of Litigation

Hawkins, Inc.
Richard Erstad
Vice President, General
Counsel and Secretary

HayGroup
Jeffrey Marcus
General Counsel & Secretary

HBM Holdings
Michael DeCola
CEO

Healthcare Services Group
Dana L. Frese, JD
Senior Vice President –
Claims and General Counsel

Hecla Mining Company
David Sienko
Vice President & General
Counsel

Heraeus Incorporated
Yuri Rozenfeld
President and General
Counsel

**Hickory Springs
Manufacturing Company
d/b/a HSM**
John Mayo
Vice President, General
Counsel and Secretary

Highmark Incorporated
David Gaertner
Vice President & Deputy
General Counsel

Hi-Lex
John Flack
Vice President Finance

HOERBIGER
Johannes Hunschofsky
Head of Production Division

Honda North America, Inc.
Doug Bishop
Assistant General Counsel

Hyundai Motor America
Thomas N. Vanderford, Jr.
Associate General Counsel
Executive Director,
Litigation
Legal Department

IBM Corporation
Robert C. Weber
Senior Vice President, Legal
and Regulatory Affairs,
and General Counsel

Ingersoll Rand Company
Robert Katz Esq.
Senior Vice President and
General Counsel

Ingram Micro Inc.
Larry C. Boyd
Executive Vice President,
Secretary & General
Counsel

**International Bancard
Corporation**
Michael D. Bishop
General Counsel and
Director of Govt Relations

**International Mission
Board, Southern Baptist
Convention**
Derek L. Gaubatz
General Counsel

Intrepid Potash, Inc.
Martin D. Litt
Exec. V.P., General Counsel
& Secretary

Irex Corporation
W. Kirk Liddell
President & CEO

IronPlanet
Doug Feick
Senior Vice President,
Corporate Development and
General Counsel

J.C. Penney Company, Inc.
Janet Dhillon
Executive Vice President,
General Counsel and
Secretary

Jack in the Box, Inc.
Phillip Rudolph
Executive Vice President
General Counsel & Secretary

**Jackson National Life
Insurance Company**
William R. Schulz
Vice President – Litigation

**James Machine Works,
LLC.**

Joe K. Reljac
Vice President/General
Manager

Jockey International, Inc.

Mark Jaeger
Sr. VP, Human Resources,
General Counsel & Secretary

Johnson & Johnson

Joseph Braunreuther
Deputy General Counsel

JPMorgan Chase & Co.

Stephen M. Cutler
Executive Vice President &
General Counsel

**Kelly-Moore Paint CO.,
Inc.**

Steve DeVoe
President/CEO/Chairman

**Kemper Corporate
Services, Inc.**

Scott Renwick
Senior Vice President and
General Counsel

**Kimberly-Clark
Corporation**

Thomas J. Mielke
Senior Vice President –
General Counsel

Klein Tools, Inc.

Thomas Klein
President

**Kratos Defense & Security
Solutions, Inc.**

Deborah S. Butera
Senior Vice President,
General Counsel, Chief
Compliance Officer &
Secretary

KS Kolbenschmidt US, Inc.

Robert G. Turcott
Vice President, Secretary &
General Counsel

KTI, Inc.

Michael H. Kroul
Chief Legal Officer

The Lee Company

William Lee
President & CEO

**Leviton Manufacturing
Co., Inc.**

Meir Blonder
General Counsel

Liberty Mutual Insurance

James F. Kelleher
Executive Vice President,
Chief Legal Officer

Liberty Pumps

Charles Cook
President

Limelight Networks

Philip C. Maynard
Chief Legal Officer

**The Lincoln Electric
Company**

Guy Cline
Company Counsel

**Lincoln Electric Holdings,
Inc.**

Frederick Stueber
Senior Vice President,
General Counsel & Secretary

LMI Aerospace, Inc.
Ronald Saks
Chief Executive Officer

Lowe Enterprises, Inc.
John M. DeMarco
Senior Vice President and
Corporate Counsel

Lumiga LLC
Jon Casadont
General Counsel, Vice
President & Secretary

LyondellBasell Industries
Craig Glidden
Executive Vice President &
Chief Legal Officer

MAC One Midway, LLC
Matthew Thomas Dattilo
General Counsel &
Corporate Secretary

Manthei Inc
Thomas Manthei
President

Marathon Oil Corporation
Silvia J. Kerrigan
Vice President, General
Counsel and Secretary

Marlin Steel
Drew Greenblatt
Owner

**Marriott Vacations
Worldwide Corporation**
James H Hunter, IV
Executive Vice President &
General Counsel

Masco Corporation
Kenneth Cole
Vice President, General
Counsel & Secretary

**Masters Pharmaceutical,
Inc.**
Rick Lauer
General Counsel, Vice
President of Strategic
Acquisitions

**Mazda Motor of America,
Inc.**
Shawn W. Murphy
Vice President, General
Counsel & Corporate
Secretary

McDonalds Corporation
Gloria Santona
Executive Vice President,
General Counsel and
Secretary

McGard, LLC
Durham McCauley
CEO

M-D Building Products
Loren Plotkin
CEO

**MeadWestvaco
Corporation**
Wendell Willkie II
Senior Vice President,
General Counsel and
Secretary

Medtronic, Inc.
Joan Humes
VP, Deputy General
Counsel, Litigation and
Investigations

Merck & Co., Inc.
Bruce Kuhlik
Executive Vice President
and General Counsel

Metlife
A. Kaiper Wilson
Chief Counsel - Litigation

Microsoft Corporation
Bradford L. Smith
Executive Vice President
and General Counsel

Mintel Group Ltd.
Douglas W. Colber
V.P. and General Counsel

Mitsubishi Chemical Holdings America, Inc.
Donna Costa
Executive Vice President,
General Counsel

Modine Manufacturing Company
Margaret C. Kelsey
Vice President, General
Counsel & Secretary

MTD Products, Inc.
Terry R. Hollister
General Counsel & Secretary
and Lawrence Muscarella
Assistant General Counsel,
Litigation

Murphy USA Inc.
John A. Moore
Senior Vice President,
General Counsel and
Secretary

National Gypsum Company
Samuel Schiffman
Vice President, General
Counsel & Secretary

NationsBuilders Insurance Services
Robert C. Moore
Chief Legal Officer

NBCUniversal Media, LLC
Kimberley Harris
Executive Vice President &
General Counsel

Norfolk Southern Corporation
Roger A. Petersen
General Counsel - Litigation

North Coast Container
James M. Drozdowski
Vice President & General
Counsel

Novation
Jill Witter
Senior Vice President,
General Counsel, Ethics and
Compliance Officer

Novo Nordisk Inc.
Curtis G. Oltmans
Corporate Vice President &
General Counsel

On Assignment, Inc.
Jennifer Hanks Painter
VP, General Counsel &
Secretary

ON Semiconductor
G. Sonny Cave
Senior Vice President,
General Counsel, Chief
Compliance & Ethics Officer
and Corporate Secretary,
Law Department

O'Reilly Auto Parts
Jeffrey L. Groves
General Counsel
Vice President of Legal
Services

Oshkosh Corporation
Bryan J. Blankfield
Executive Vice President,
General Counsel and
Secretary

Peabody Energy Corp.
Alexander C. Schoch
Executive Vice President,
Chief Legal Officer and
Secretary

Penske Truck Leasing Co., L.P.
Michael A. Duff
Senior Vice President and
General Counsel

Pfizer, Inc.
Douglas M. Lankler
Executive Vice President &
General Counsel

PG&E Corporation
Hyun Park
Senior Vice President and
General Counsel

**Phibro Animal Health
Corporation**
Thomas G. Dagger
Senior Vice President,
General Counsel and
Corporate Secretary

Piper Aircraft, Inc.
Frank Harkins
Vice President, General
Counsel and Secretary

Polaris Industries Inc.
Stacy Bogart
Vice President and General
Counsel

Power Curbers Inc.
Dyke Messinger
President

**The Procter & Gamble
Company**
Joseph D. Heyd
Director & Associate
General Counsel, Global
Litigation

**The Progressive Group of
Insurance Companies**
James A. Dodrill
Corporate Claims Counsel

**Property Casualty Insurers
Association of America**
Colleen Reppen Shiel
Legal Counsel

**Public Service Enterprise
Group**
J. A. Bouknight, Jr.
Executive Vice President
and General Counsel

Puget Sound Energy
Steve Secrist
Vice President and General
Counsel

**Quanex Building Products
Corporation**
Kevin Delaney
Senior Vice President –
General Counsel & Secretary

R&P Pools, Inc.
Lisa T. Sofferin
General Counsel

R. R. Street & Co. Inc.
Marc A. Beard
Executive Vice President &
General Counsel

Rabo AgriFinance
John Manning
General Counsel

**Rabobank Nederland, New
York Branch**
Andrew Sherman
General Counsel

Rabobank, N.A.
Dan Weiss
General Counsel

**Range Resources
Corporation**
David Poole
Senior Vice President -
General Counsel

Rayonier Inc.
Michael Herman
Senior Vice President and
General Counsel

Rheem Manufacturing Company

Scott Bates
Corporate Vice President
and General Counsel

Robinson Helicopter Company, Inc.

Kurt Robinson
President

Rockland Trust Company

Edward H. Seksay
General Counsel and
New Markets Tax Credit
Program Manager

Rockwell Automation, Inc.

Douglas Hagerman
Senior Vice President,
General Counsel & Secretary

Rosewood Hotels & Resorts

Susan M. Aldridge
Senior Vice President of
Legal/General Counsel
Angela B. Degeyter
Corporate Counsel

Roy O. Martin Lumber Co., LLC

Jonathan Martin
CEO

Royal Bank of Canada

David Allgood
Executive Vice President &
General Counsel

RPM International Inc.

Edward W. Moore
Senior Vice President,
General Counsel and Chief
Compliance Officer

Saint-Gobain Corporation

Timothy Feagans
Senior Vice President &
General Counsel

San Antonio Housing Authority

Tim Alcott
Director of Legal Services
and Development Services
Officer

Sanofi US

Robert DeBerardine
Senior Vice President and
General Counsel, North
America

Schaeffer Group USA

Steven Crow
General Counsel

Shell International BV

Bradford C. Nielson
General Counsel, Global
Litigation

The Sherwin-Williams Company

Catherine Kilbane
Senior Vice President,
General Counsel and
Secretary

Sigma-Aldrich Corporation

George Miller
Senior Vice President &
General Counsel

SKF USA Inc.

Timothy Gifford Esq.
Senior Vice President,
General Counsel & Secretary

Smiths Group Services Corporation

David J. Kuckelman
Senior Vice President,
Secretary & General Counsel

Snap-on Incorporated

Irwin Shur
Vice President, General
Counsel & Secretary

Snyder's-Lance, Inc.
A. Zachary Smith III
Chief General Counsel

Sonic Automotive, Inc.
Steve Coss
Senior Vice President and
General Counsel

**Sotera Defense Solutions,
Inc.**
Jesse D. Watters III
Senior Vice President,
General Counsel

Southern Company
Karl R. Moor
Senior Vice President and
Chief Environmental
Counsel

Spartan Motors, Inc.
Hugh Ogren
Director of Human
Resources

Sprint Corporation
Charlie Wunsch
General Counsel, Senior
Vice President and
Corporate Secretary

St. Jude Medical, Inc.
Jason Zellers
General Counsel
James W. A. Ladner
Deputy General Counsel –
Litigation

**Stallion Oilfield Holding,
Inc.**
Robert J. Ryan
Deputy General Counsel

**State Farm Insurance
Companies**
Jeffrey W. Jackson
Senior Vice President and
General Counsel

Stella-Jones Corp.
Jean Riley
Human Resources Director

Stellar Industries, Inc.
David Zrostlik
President

STIHL Inc.
B. Scott Tilley
General Counsel

Subaru of America, Inc.
Joseph J. Kuter
Assistant General Counsel

Sub-Zero Group, Inc.
Blaine Renfert
General Counsel

Sun Life Financial, U.S.
Scott M. Davis
Senior Vice President &
General Counsel

Tabula Energy, LLC
Matthew J. Hammer
Vice President & General
Counsel

Target Corporation
Robin L. Preble
Director, Assistant General
Counsel - Litigation

**Taro Pharmaceuticals
U.S.A., Inc.**
Stephen J. Manzano
Interim General Counsel, VP
Corporate Compliance

Tata Steel
Stephen Wilkes
Director US Governmental
& Regulatory Affairs

**The Taubman Company
LLC**
Chris B. Heaphy
Senior Vice President,
General Counsel & Secretary

TE Connectivity
John Jenkins
Executive Vice President
and General Counsel

Techmer PM, LLC
John Manuck
CEO and Chairman

Technical Materials
Al Lubrano
President

**Tellus Operating Group,
LLC; Compressor and
Engine Service, LLC**
Mike Pumphrey
General Counsel

**Templeton Coal Company,
Inc.**
W. Curtis Brighton
President

Textron Inc.
E. Robert Lupone
Executive Vice President,
General Counsel and
Secretary

TFS Capital LLC
Steven G. Soles
General Counsel

Thermcraft, Inc.
Thomas Crafton
President

Towers Watson
Kirkland L. Hicks
Vice President, General
Counsel & Secretary

**Toyota Motor Sales,
U.S.A., Inc.**
G. Webster Burns
Vice President & Assistant
General Counsel

Transamerica Corp.
Craig D. Vermie
Senior Vice President and
General Counsel

TransCanada Pipelines
Dawn R. Radcliffe
Discovery Manager

TransformED
Sallie Colaco, J.D.
Corporate
Counsel/Compliance Officer

**The Travelers Companies,
Inc.**
Kenneth F. Spence III
Executive Vice President
and General Counsel

TriCal, Inc.
John Ivancovich
Corporate Planning &
Development

TriHealth, Inc.
Steve Gracey, Esq.
Director Risk Management

**Trippe Manufacturing
Company**
Charles Lang
Chief Financial Officer

Tyson Foods, Inc.
David L. Van Bebber
Executive Vice President
and General Counsel

UEi Test Instruments
Michael Kane
President

Unilever United States, Inc.
David Schwartz
Associate General Counsel -
Corporate and Transactions

**United Services
Automobile Association**
Steven Alan Bennett
Executive Vice President,
General Counsel and
Corporate Secretary

Veeco Instruments, Inc.
Gregory A. Robbins
Senior Vice President and
General Counsel

**Vulcan Materials
Company**
Norman Jetmundsen, Jr.
Vice President and Associate
General Counsel

Wal-Mart Stores, Inc.
Karen L. Roberts
Executive Vice President
and General Counsel

Westat, Inc.
David A. Reesman
Vice President – General
Counsel

Unit Corporation
Mark E. Schell
Senior Vice President,
General Counsel, and
Secretary

**Unverferth Manufacturing
Company Inc.**
Greg Unverferth
Manufacturing Engineering
and Continuous
Improvement Manager
Daniel Fanger
Vice President

**Verizon Communications,
Inc.**
Randal S. Milch
Executive Vice President,
Public Policy and General
Counsel

W. R. Grace & Co.
Mark Shelnitz
Vice President, General
Counsel and Secretary

Weatherford
Alejandro (Alex) Cestero
Vice President, Co-General
Counsel and Corporate
Secretary

Western Extrusions
Charles McEvoy
Chairman

**United Service Companies,
Inc.**
Paul W. Doerscheln
General Counsel

Vanderbilt Minerals, LLC
Jeffrey C. Brohel
General Counsel

**Volvo Group Trucks
Americas**
Dennis Slagle
Executive Vice President

Walgreen Co.
Thomas Sabatino
Executive Vice President,
General Counsel &
Corporate Secretary

WellPoint, Inc.
John Cannon
Executive Vice President,
General Counsel and Chief
Public Affairs Officer

Whirlpool Corporation
Eric J. Sharon
Chief Litigation Counsel,
North America

White Castle System, Inc.

Nicholas W. Zuk
Senior Vice President
General Counsel and
Secretary

**Yokohama Tire
Corporation**

Rob Harrelson
Vice President of
Administration

**The Williams Companies,
Inc.**

Craig L. Rainey
Senior Vice President &
General Counsel

Zimbra, Inc.

Amy Howell
General Counsel

**Xerox Corporation
Don Liu**

Senior Vice President,
General Counsel and
Secretary

**Zipcorp, Inc., Zippo
Manufacturing Company
and W.R. Case & Sons
Cutlery Co.**

Charles Jeffrey Duke
General Counsel &
Corporate Secretary