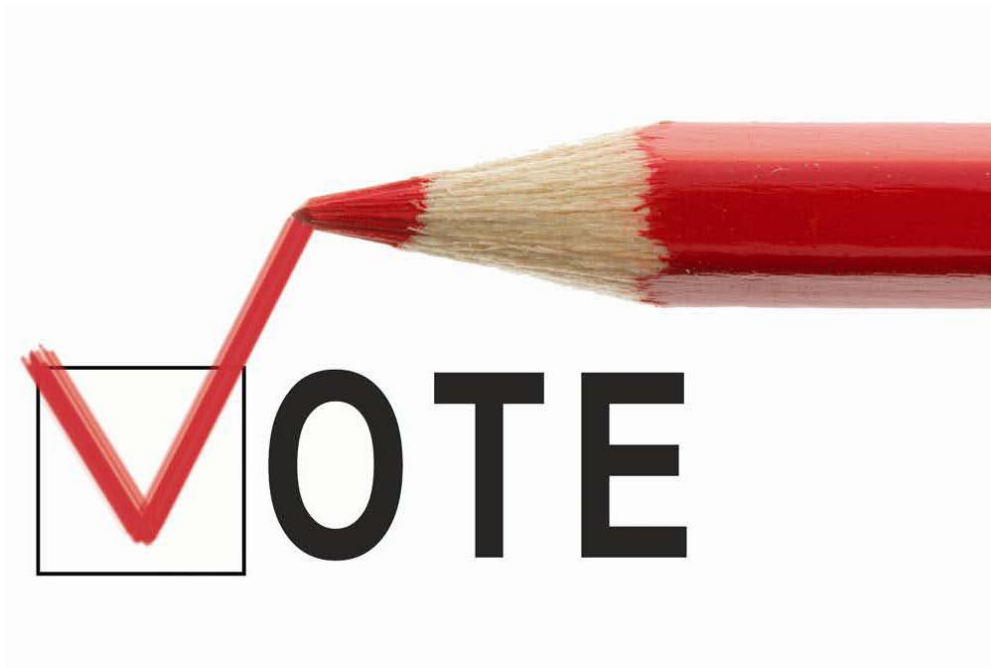




The Texas Docket

www.texasalp.org

October 2016
Volume 14, Issue 2



TALP
Voting
Ends
October 15, 2016

Editor

Lola J. Smith-Gentry, ACP
lgentry@hkwwlaw.com

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The Texas Docket

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President's Message

Mary H. Bullard, ACP, TSC-RE
Texas ALP President 2016-2017

This year U.S. citizens will vote on the first Tuesday after the first Monday in November to elect a President and Vice President, Senators, and members of Congress. The election campaigns began 644 days prior to November 8, 2016, the date of the election. During this time, the news media has barraged us with inescapable up-to-the-minute campaign coverage.

Compare that to the election process for Texas ALP. We send out the call for nominations by August 1 and voting ends October 15, a period of 76 days. Candidates provide the Nominations and Elections Chair with a photo, a biographical sketch, and a personal statement for posting on the Association's website. No other campaign materials are permitted.

However, the greatest difference is not in the two electoral processes but in the difference in their tone. The extensive media coverage has shown us civility is lacking in many of the national campaigns. By contrast, the Texas ALP process is civil, and this civility comes from within our association.

Texas ALP's strategic plan lists our core values as "Respect, Loyalty, Courtesy, Cooperation, Competence, Integrity, Professionalism." Together these values have created an environment where members feel safe expressing themselves, learn by respectfully listening to the ideas of others, and utilize those shared ideas to "further the knowledge of the law and to uphold its honor and dignity" as stated in our bylaws.

We should never forget what a special association we have in Texas ALP. We are blessed to be able to work together to ensure our association grows and thrives.



"Like branches on a tree, we grow in different directions, yet our roots remain as one."

Texas FireCamp

Fan the Fires of Leadership

November 5-6, 2016

Zilker Cabin, Austin, Texas



Leaders are an interesting group—are they born? are they made? or both? What do you think? Some people are born leaders—they step in and seemingly always know what needs to be done. Other people can be made into leaders by following examples of those before them and taking the initiative.

As you may have heard, Texas ALP won a \$500 NALS Foundation grant to help sponsor the Texas Firecamp. We are excited to announce that the camp will be held on November 5-6 in Zilker Cabin, located in the heart of Zilker Park in Austin. This leadership camp will have great topics facilitated by some of Texas ALP's finest examples of leaders—our very own past presidents. Check out these topics (all are titled with a camping theme, get it?):

TITLE	DESCRIPTION
How to Make a Kaper Chart	Organizational skills
Building a Campfire	How to encourage people to get involved and stay involved
Buddy Up	Team-building exercises
Fire Starters	How to deal with Negative Nellies
Light the Fire Within	How to delegate effectively

We will spend Saturday night in the cabin. You will need to bring your camping gear—cot, air mattress, and bedding. This is TOTALLY out-of-the-box for Texas ALP and something that should be lots of fun. Of course, if you absolutely do not want to camp out in a cabin that has heat and air conditioning, there are plenty of hotel options in Austin, but those plans are yours to make.

Contact Camp Director Patti Heaney at pattitalp@gmail.com for more information.

COME JOIN US!!



Texas Firecamp Registration Form



Camper Name: _____

Street Address: _____ City/Zip Code: _____

Telephone: _____ Cell (if different): _____

Texas ALP Chapter: _____

EMERGENCY CONTACT INFORMATION:

Name: _____ Telephone: _____

Relationship to Camper: _____

REGISTRATION INFORMATION: \$20 to help cover food, incidentals, and to make sure you show up.

PHOTO RELEASE: I hereby give permission to be photographed during the Texas Firecamp event. I understand that the camp staff will have right of first refusal of the photographs to ensure the staff looks good and that the photographs may then be shared during powerpoint presentations or reports to NALS and/or Texas ALP. I understand that although my photograph may be used, my full identity will not be shared. Camper initials: _____

PLEASE CHECK: _____ I will be a day camper only and realize I may miss some fun activities by leaving.
_____ I will be an overnight camper.

SUPPLIES: I understand that if I am spending the night that I am responsible for my own sleeping gear (cot, air mattress, bedding and/or sleeping bag). I understand and acknowledge that the showers may not be the prettiest, but they should work. I understand that I am "roughing" it and don't expect room service. Camper initials: _____

DIET/MEAL PLANS: I understand that I need to bring a brown-bag lunch for Saturday.

PAYMENT: Please return a copy of this registration form with a check made payable to Texas ALP in the amount of \$20 to Patti Heaney, 400 West 15th Street, Suite 900, Austin, Texas 78701 to arrive on or before October 28, 2016.

Questions: If you have any questions, please contact Camp Director Patti Heaney (pattitalp@gmail.com).

Space is limited to the first 45 PAID attendees / No refunds after November 2, 2016.



This project was made possible through a grant from the NALS Foundation.

MESSAGE TO EMPLOYERS: NEW OVERTIME RULES MORE THAN DOUBLE THE SALARY THRESHOLD FOR EXEMPT EMPLOYEES

by Mark McBrayer, Attorney

In May, the Department of Labor issued new regulations, to take effect on December 1, 2016, that increase the salary threshold that must be met before an employee may be claimed as exempt from the overtime payment requirements of the Fair Labor Standards Act. The new rules more than double the prior annual salary threshold level—from \$23,660 (\$455/week) to \$47,476 (\$913/week).

Importantly, the new rules only change the threshold salary test for exempt employees; it does not affect any of the overtime exemptions (for executive/supervisory, administrative, professional, outside sales, and computer employees) that employers have previously relied on for purposes of classifying an employee as exempt under the “primary duty” test.

A new provision in the rules takes some of the sting out of this “double whammy” by allowing employers to meet up to 10% of the new threshold amount by including nondiscretionary bonuses, incentive pay, and commissions in the amount, but only if those payments are made on at least a quarterly basis. These payments, however, no longer count toward the highly compensated employee threshold. Further, under the new rules, the salary threshold increases to \$134,004 for highly compensated exempt employees, who are nonmanual labor office employees who perform at least one exempt supervisory, administrative, or professional duty.

Employers with salaried exempt employees should use the next few months before the new rule takes effect to make the necessary adjustments in order to comply with the new rule.

The following areas will be critical in light of the changes:

1. Determination of employee status
2. Tracking of hours
3. Raises and threshold level analysis
4. Overtime and policies concerning new changes
5. Hiring analysis in response to the new law changes

Begin planning now, and hopefully your only surprise in December will be what you get for Christmas!

Mark McBrayer is a partner at the law firm of Crenshaw, Dupree & Milam, LLP in Lubbock, Texas.

Why Join a Professional Association?

Reprinted by Permission

Reprint from: Career Tools

By Kelly A. Cherwin

Director of Editorial Strategy, HigherEdJobs

Submitted by Rhonda Price-Rogers

If you are interested in furthering your career, joining a professional association is a good start. There are associations for nearly every profession or area of interest and many have national, state and regional chapters available to join. An association is a synergistic group, meaning that the effect of a collection of people is greater than just one person. So, how exactly can becoming part of this synergistic group help further your career goals? Here are some benefits of joining an association.

Enhance your network:

For most people, creating professional relationships is important, and joining a group allows you to have a sense of security and trust. From this, you are able to support and help one another in reaching your professional goals. Associations sponsor numerous events throughout the year that allow you to connect with your peers. You can share ideas, ask for advice, volunteer to be a speaker, or become a member of a committee. Since most associations have national or local conferences, you can participate and have the opportunity to learn about breaking news in your career, learn "best practices" or new ideas, hear about key achievers in your field, and meet and brainstorm with others who are also looking to share and learn new information. Another benefit of enhancing your network is that you may find a mentor to help you with your professional needs, or you may be in a position to become a mentor to someone else. Giving back can be the greatest reward and benefit. Participating in forums, chat groups, or discussion boards sponsored by the association is also a great way to grow your network. This allows you to use your peers as sounding boards and often make some great friends with the same interests as you.

Take charge of your career:

Another important reason to consider membership to a professional organization is to take advantage of its career resources. Associations often have job listings online or in print available only to their members. This is a great way to find targeted job postings for your area of interest. Additionally, many associations have career resources available such as tips on effective resumes or cover letters, job searching strategies, and negotiating techniques. Some associations even have panels of experts that you can contact for specific questions on career issues. Other benefits include information about seminars, training, or certification classes that may be suitable for you. Often these classes can be done through web- or podcasts so you don't even have to leave your home. And don't forget, listing your association membership on your resume is impressive to current or future employers as it shows that you are dedicated to staying connected in your profession.

Broaden your knowledge:

Most associations provide an enormous amount of access to resource information such as: case studies, articles, white papers, and books written by experts in your field or area of interest. Also, major journal, magazine, and newsletter access is provided as a part of your membership privileges. Another reason to join an association is to learn more or stay informed about issues in diversity. For example, Academic360.com includes a list of associations and articles that provide valuable information such as resource guides for diversity, affirmative action, and advocacy, as well as information on new and proposed regulations related to diversity. Additionally, associations provide a source for scholarship information, links to publications, and awards for persons achieving excellence in their field. No matter what your field is, staying on top of all of these issues is important.

So, whether you are looking to learn about job postings in your field, network in your professional community, gain access to current events in your career area, or just have some fun while meeting new people, joining a professional association is a step in the right direction!

Kelly A. Cherwin has worked for HigherEdJobs since 2008 and is currently the Director of Editorial Strategy. After receiving her Master of Business Administration degree (MBA) from Loyola University Chicago in 2002 with a dual concentration in Marketing and Management and certification in Ethics, she began working as the Director of Career Services at Career Colleges of Chicago. She later transitioned to the Program Coordinator at the Illinois Institute of Technology (IIT) and in 2005 was appointed to the role as Director of Career Services at IIT's Stuart Graduate School of Business. Since 2003, Kelly has also been an adjunct instructor and continues to teach undergraduate and graduate business courses at IIT and Elmhurst College covering topics such as organizational behavior, project management, strategic management, and ethics. Kelly also holds a Bachelor of Science degree in Biology-Ecology, Evolution, and Behavior from the University of Minnesota-Twin Cities.



Google image

Happy Anniversary

AUSTIN LPA, INC.

received its charter
October 28, 1960;

CORPUS CHRISTI ALP

received its charter
October 30, 1953;

and

EL PASO ALP

received its charter
October 19, 1968

Texas Notaries Public: A View from the Office of the Secretary of State

The Secretary of State's Office is responsible for appointing Texas notaries public. Currently, there are over 450,000 commissioned notaries in Texas. Texas notaries are governed primarily by Chapter 406 of the Texas Government Code and Title 1, Part 4, Chapter 87 of the Texas Administrative Code. Other statutes, such as Chapter 121 of the Texas Civil Practice & Remedies Code, also govern certain notary conduct.

Although there is no specific requirement with regards to education in order to be appointed a notary, a notary public is subject to many rules, and failing to adhere to those rules can result in a range of penalties both civil and criminal. Arguably, a notary public's main function is to increase legitimacy through notarial acts. Failure to perform these duties in accordance with law not only exposes a notary to potential liability, but undermines the very reason the notary public was involved.

The following discussion focuses on the requirements for performing a notarization as well as tips for best practices when dispensing these duties. This Office has the authority to discipline notaries including suspending or revoking a commission for good cause. If a notary public finds themselves the subject of a complaint, there are certain actions that will help facilitate the complaint process.

Know Your Role: A Notary Public's Duties

A notary public is a public servant with statewide jurisdiction who is authorized to take acknowledgments, protest instruments permitted by law to be protested (primarily negotiable instruments and bills and notes), administer oaths, take depositions, and certify copies of documents not recordable in the public records. The most common types of notarizations are acknowledgments and jurats.

In order to properly complete a notarial act, notaries must take the following steps.

- 1. The signer must personally appear before the notary at the time of notarization;**
- 2. The notary must verify the signer's identity;**
- 3. The notary must execute a true and correct notarial certificate; AND**
- 4. The notary must record the notarization in a notary record book (or electronically).**

If any of these elements are missing the notary has likely violated his/her duties. Therefore, it is imperative that the notary complete each step and understand the applicable law. Let's take a closer look at each of these:

- 1. The signer must personally appear before the notary at the time of notarization**

There is no exception to the rule that the signer must personally appear before the notary at the time of each notarization. Personal appearance can only be achieved by face to face interaction between the notary and signer. Other means of communication (i.e., faxes, telephone, video conferencing, permission given by a spouse or friend, power of attorney for absent principal, etc.) cannot be substituted. One of the most common complaints received by our Office against a notary stems from violation of this requirement.

2. The notary must verify the signer's identity

A notary has a duty to determine that the individual who is appearing before the notary is the same person whose signature is being notarized. The signer must either be personally known to the notary or the signer must present satisfactory evidence of identification. If the signer is not personally known by the notary public, a credible witness can also identify the signer.

If the signer is not personally known to the notary, the signer may be identified through a current US government or state issued ID that includes a photograph and signature. Examples of satisfactory evidence of identification generally include a U.S. passport, U.S. military ID, or state driver's license, so long as the identification contains a photograph and signature of the individual.

Also note, for the purposes of a deed or other instrument relating to a residential real estate transaction, a person's identity may be proved by a current passport issued by a foreign country.

Tips from our Office: If the signer is identified by a credible witness, the witness must be personally known to the notary or

provide one of the above acceptable forms of ID. The notary also must record the name and address of the witness in the notary record book.

3. The notary must execute a true and correct notarial certificate

The notarial certificate describes the events of the notarial act. The notary must pay attention to the type of notarial certificate used. If it is an acknowledgment, the signer does not have to actually sign the document in the notary's presence, but the signer still needs to personally appear and acknowledge that he or she actually signed the document. In contrast, if the certificate used is a jurat, which reads "sworn and subscribed before me," the signer must sign the document in the notary's presence. A notary also needs to review the document enough to determine whether it contains multiple signatures. If there are multiple signers, the notary needs to clarify in the certificate whose signature is being notarized.

Tips from our Office: A notary public who is not an attorney should only complete a notarial certificate that is already on the document, or type or attach a certificate of the maker's choosing. If a notary public were presented with a document that did not contain a certificate and decided which certificate to attach, that notary public would be practicing law.

4. The notary must record the notarization in a notary record book (or electronically)

A Texas notary public is required to maintain a record book. This record book must be maintained whether or not any fees are charged for your notary public service. A notary is required to maintain the record book in a safe and secure manner for the

longer of: 1) the term of the commission in which the notarization occurred; or 2) three years following the date of notarization.

The following information must be included in the record book pursuant to Tex. Gov't Code §406.014:

1. the date of each instrument notarized;
2. the date of the notarization;
3. the name of the signer, grantor, or maker;
4. the signer's, grantor's, or maker's residence or alleged residence;
5. whether the signer, grantor, or maker is personally known by the notary public, was identified by an identification card issued by a United States federal or state governmental agency or a passport issued by the United States, or was introduced to the notary public and, if introduced, the name and residence or alleged residence of the individual introducing the signer, grantor, or maker;
6. if the instrument is proved by a witness, the residence of the witness, whether the witness is personally known by the notary public or was introduced to the notary public and, if introduced, the name and residence of the individual introducing the witness;
7. the name and residence of the grantee;
8. if land is conveyed or charged by the instrument, the name of the original grantee and the county where the land is located; and
9. a brief description of the instrument.

A notary may not record personal identification numbers, such as driver's license numbers or social security numbers

in the record book. If such numbers are recorded, they should be redacted before providing copies.

Copies of a notary's record book are public information and a notary must provide certified copies upon request and payment. Failure to respond to a request for copies is good cause for the Office to take disciplinary action against a notary's commission.

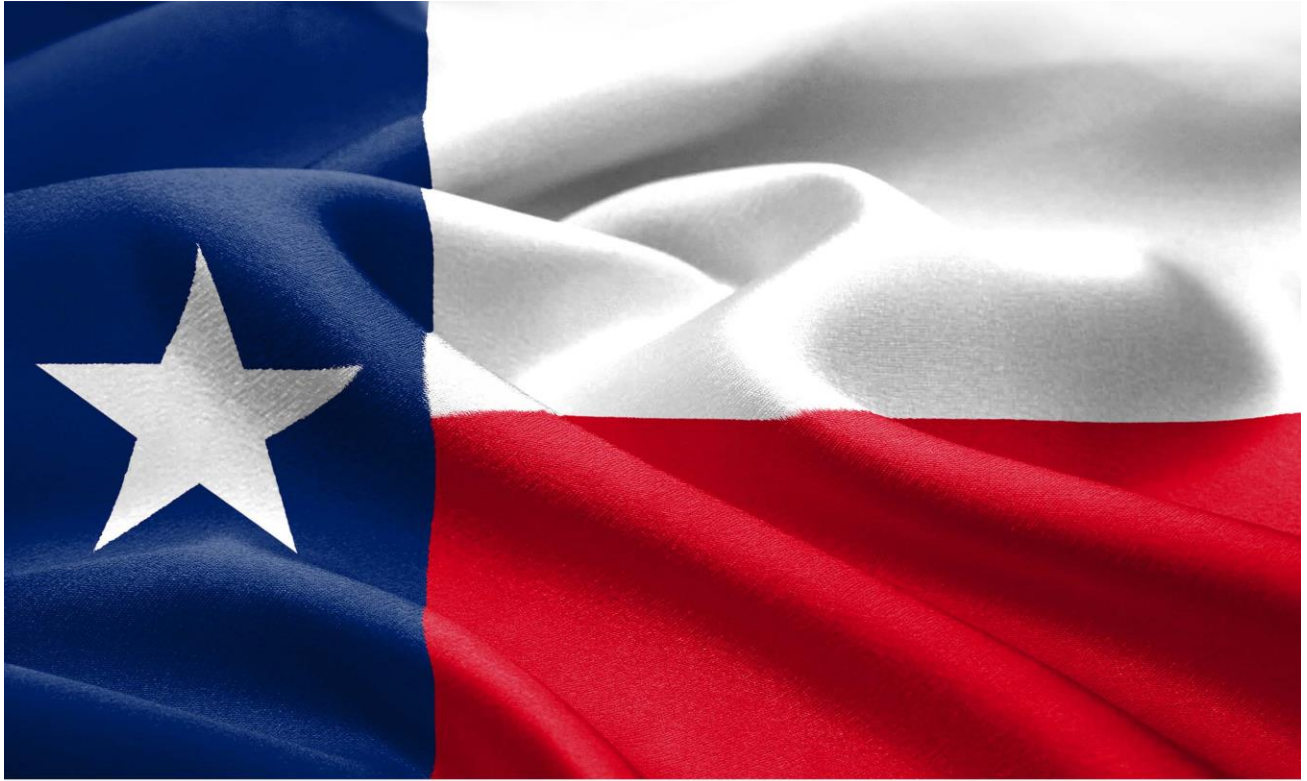
Tips from our Office: Remember that a notary has a duty to record every notarial act in a record book. Therefore, if your notary record book is lost or stolen, you must get a new book before you resume providing notarial services. Similarly, you must get a new seal if your seal is lost or stolen, as notaries are required to affix their seals to all official acts they perform.

Final Reminders...

Should a complaint get filed against you as a notary, it is important first and foremost, to respond to the complaint. Failure to respond can lead to a default revocation. Additionally, a notary is required to notify the Secretary of State within 10 days of a change in address. Failure to do so increases the chances the notary will miss requests for copies or notice of a complaint and exposes the notary to additional violations for good cause.

We hope this information helps as you perform your notarial duties. Please visit our website for additional information and training materials at <http://www.sos.state.tx.us/statdoc/notary-public.shtml>

By: Sara Wagner, Staff Attorney, Business & Public Filings Division, Office of the Texas Secretary of State



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PROFESSIONAL DEVELOPMENT

Submitted by: Mary Teague, PP, PLS
Chair, Professional Development

Although in some areas of Texas it may still feel like summer, the calendar assures us that summer has drawn to a close and fall is upon us. So I ask you – how have you grown in your journey as a legal professional this year?

Have you –

- Discovered someone at your office or in an association to which you belong whom you can mentor and share your experiences?
- Attended legal education seminars or conferences to advance your knowledge and networking opportunities?
- Studied for and obtained a new certification available in your field of law?
- Stepped forth as a leader in your place of employment, professional association, volunteer positions, or in your personal life?

A leader, according to Dr. John Maxwell, is “one who knows the way, goes the way, and shows the way.” Being a leader means that you don’t just let life happen to you but that you intentionally make choices for your life. One of my favorite quotes by Dr. Maxwell is: “You learn to lead your life instead of just accepting your life.”

One way to learn to lead your life is to decide what you want for your life and then move forward to take the steps necessary to achieve your goals. Each day is an opportunity for you to make deliberate choices that will empower and direct your life.

One of the most defining choices you will make encompasses your relationships— you can choose to spend time with those who encourage you or those who will drag you down. You should seek out those who expect the best of others and value their relationships with others. Spend time (personally or through reading their books or viewing their seminars online) with those you admire so that you can learn from them and practice what they teach.

Choosing to have a determined commitment to excellence will provide the positive motivation needed when a challenge arises. This desire to provide the best work product and to motivate others to do the same creates focus and releases creative energy resulting in finding the solution to overcome the problem. Don’t delay when a problem presents itself—explore possible solutions and make an educated choice. Then do not look back—never second guess yourself.

Choosing to take responsibility, whether of success or failure, is demonstrated by one’s ability to make decisions and move on. A leader does not worry about blame and does not waste time complaining—she just takes the initiative and follows her goal. Wise decision making, however, is not accomplished without seeking advice from trusted mentors and from individuals knowledgeable about the issue.

Choosing to exhibit patience and persistence may be challenging at times but results in great rewards. As you learn to focus on the future without listening to the constant distractions of the present, you realize that it's not over until it's over—or until you give up.

Finally, choosing to take a calculated risk and having confidence in your own ideas proves that failure is not final but is a learning process. It has often been said that the greatest failure is to not make the attempt at all. It takes courage to get out of your comfort zone and take some risks to become the leader you aspire to be.

And so, as you move forward toward your goal of becoming a leader and an indispensable legal professional, I leave you with this parting query—what are your goals for this year and what risks are you willing to take to achieve them?

CERTIFICATION NEWS

**Congratulations to Stacy Tanet, ALP, from Houston,
newly certified May 2016.**

Way to go, Stacy!

The deadline to register for the December 2016 ALS exam is **October 15, 2016**, and the exam will be administered December 3, 2016.

For more information, check out <https://www.nals.org/?page=certification>, or feel free to contact Cynthia Huffman at chuffman@bf-law.com if you have additional questions.



Note from the Editor:

Have you read an article you think other members might be interested in reading?
If so, you can share it for others to read in *The Texas Docket*.

Feel free to e-mail the article to me at lgentry@hkwwlaw.com



Got CLE?



The
Texas Association of Legal Professionals
Does!



**SAVE
THE
DATE**

2/25/17 - 9:00 a.m. to 5:00 p.m., Ct

Come learn and earn 7.0 hours of CLE credit.

Topics

CLE LAGNIAPPE

Administrative Law ▪ Criminal Law ▪ Ethics
Family Law Torts ▪ Wills, Trust, and Estate
(topics have not been finalized)

Check With Your Local Association:

LIVE:

NORTON ROSE FULBRIGHT
1301 McKinney, Suite 5000
Houston, Texas 77010

Visit www.texasalp.org for registration form and more information.



Updating Your TALP Record

Updating your TALP member record is much easier than updating your NALS member record.

You don't have to log in, and you don't have to go through several steps to make your change.

The only thing you need to do is e-mail me the information you want changed.

So e-mail me.

Helene L. Wood, PP, PLS-SC, TSC-RE
Texas ALP Communications Chair
helene.wood@nortonrosefulbright.com



LIGHTS, CAMERA, EL PASO!

April 21-22, 2017

**Embassy Suites
6100 Gateway Blvd. E
El Paso, Texas 79905**

TEXAS ALP 62nd ANNUAL EDUCATIONAL CONFERENCE

"Lights, Camera, El Paso!"

El Paso, Texas ♦ April 21-22, 2017

Registration Deadline—March 31, 2017

REGISTRATION FORM

Name _____
 Address _____
 City/ST/ZIP _____
 Daytime Phone _____
 E-mail _____

(Check all that apply)

Certifications:

ALP PLS/CLP PP SC _____
 CLA/CP ACP RP TSC _____
 Other _____

- NALS Life Member
- Texas ALP Past President
- This is my first Texas ALP meeting
- I want to be a Texas ALP PAL
- I have a special dietary request (contact Registration Chair)

Local Chapter _____
 Current Local Position Held _____
 Current Texas ALP Position Held _____
 Current NALS Position Held _____

FULL REGISTRATION FEES

Note: Regular and Late Registrations include all events

- Texas ALP Member\$135
- Texas ALP Chair.....\$ 85
- Nonmember\$150
- Student\$ 85

Late Fee (postmarked after March 31, 2017)\$ 25

INDIVIDUAL EVENT REGISTRATION FEES

- Education Only—Nonmember.....\$ 80
- Education Only—Student\$ 55
- Professional Development Luncheon (Nonmember)\$ 25
- Recognition Luncheon (Nonmember)\$ 25
- President’s Reception/Dinner (Nonmember)\$ 50

MEMBER’S GUEST REGISTRATION

- Professional Development Luncheon\$ 25
- Recognition Luncheon\$ 25
- President’s Reception/Dinner.....\$ 50

Guest’s Name _____

SCHEDULE OF EVENTS

(Please indicate each event you will attend)

Friday, April 21, 2017

- 8:00 am – 10:45 am Registration
- 9:00 am – 9:30 am Texas ALP Committee Meetings
- 9:45 am – 10:30 am Open Forum/PYI Workshop
- 10:45 am – 11:45 am CLE
- 12:00 pm – 1:30 pm Professional Development Luncheon
- 1:45 pm – 2:45 pm CLE
- 3:00 pm – 3:30 pm Credentials Check-in
- 3:30 pm – 5:15 pm Annual Meeting

Saturday, April 22, 2017

- 9:00 am – 10:00 am CLE
- 10:15 am – 11:15 am CLE
- 11:30 am – 1:00 pm Recognition Luncheon
- 1:15 pm – 2:15 pm CLE
- 2:30 pm – 3:30 pm CLE
- 3:45 pm – 4:45 pm CLE
- 4:45 pm – 5:00 pm Raffle
- 7:00 pm – 10:00 pm President’s Reception/Presidents’ Banquet

PAYMENT INFORMATION

Total Amount Due: \$ _____ (due with registration form)

Please make check payable to:

El Paso Association of Legal Professionals Special Meeting Account
 Federal Tax ID No. 23-7024631

Notice: A \$30 fee will be assessed for returned checks. **Refunds requested and confirmed in writing (less a \$25 fee) will be made until March 31, 2017.**

Mail registration form to:

Faynell Poe, PP, PLS
 P. O. Box 942
 El Paso, Texas 79946-0942

For questions about registration, contact Registration Chair:

Faynell Poe, PP, PLS
 915-532-7500 or fpoe@f-jlaw.com

HOTEL INFORMATION

Reservations should be made directly with the Embassy Suites, 6100 Gateway Blvd. E, El Paso, Texas 79905. Book your reservation no later than March 24, 2017, by calling (915) 779-6222 or email GLugo@elpasoembassysuites.com. Please identify yourself as a member of Texas ALP and use group code “ALP” to receive the discounted room rate of \$105 (for April 20-22, 2017 only).

Contributions or gifts to Texas ALP are not deductible as charitable contributions for income tax purposes.

TEXAS ALP 62nd ANNUAL EDUCATIONAL CONFERENCE
El Paso, Texas – April 21-22, 2017

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El Paso, Texas – April 21-22, 2017

SCHEDULE OF EVENTS

Friday, April 21, 2017

8:00 a.m.	to	10:45 a.m.	Registration
8:30 a.m.	to	5:00 p.m.	Vendors
9:00 a.m.	to	9:30 a.m.	Texas ALP Committee Meetings
9:45 a.m.	to	10:30 a.m.	Open Forum/PYI Workshop
10:30 a.m.	to	10:45 a.m.	Break
10:45 a.m.	to	11:45 a.m.	CLE
12:00 p.m.	to	1:30 p.m.	Professional Development Luncheon
1:45 p.m.	to	2:45 p.m.	CLE
2:45 p.m.	to	3:00 p.m.	Break
3:00 p.m.	to	3:30 p.m.	Credentials Check-In
3:30 p.m.	to	5:15 p.m.	Annual Meeting
			Dinner On Your Own

Saturday, April 22, 2017

8:00 a.m.	to	10:45 a.m.	Registration
8:30 a.m.	to	3:00 p.m.	Vendors
9:00 a.m.	to	10:00 a.m.	CLE
10:00 a.m.	to	10:15 a.m.	Break
10:15 a.m.	to	11:15 a.m.	CLE
11:30 a.m.	to	1:00 p.m.	Recognition Luncheon
1:15 p.m.	to	2:15 p.m.	CLE
2:30 p.m.	to	3:30 p.m.	CLE
3:30 p.m.	to	3:45 p.m.	Break
3:45 p.m.	to	4:45 p.m.	CLE
4:45 p.m.	to	5:00 p.m.	Raffle
7:00 p.m.	to	10:00 p.m.	President's Reception/Presidents' Banquet



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What are the challenges that you are facing? What can we, Texas ALP, do as an organization to help you?

What are you doing right? What works for you? Let me know so I can share your expertise!

Call me, text me, e-mail me! Let us help you; help your chapter.

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(09/11/2016)

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Like branches on a tree, we grow in different directions, yet our roots remain as one.

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