



IWIRC NEWSLETTER

International Women's Insolvency and Restructuring Confederation

Vol. 3 * No. 2

December 1998

SUCCESSFUL DALLAS CONFERENCE

On October 21-22 1998, IWIRC held its 1998 Fall International Meeting, in connection with the United States National Conference of Bankruptcy Judges in Dallas, Texas. **Judy Elkin** of **Haynes & Boone, LLP** put together a terrific program, beginning with a cocktail reception Wednesday evening at the residence of **Deirdre B. Ruckman** of **Gardere & Wynne, LLP** in Dallas, Texas. Guests enjoyed the lovely ambiance of **Dee's** historic 1910 home, while greeting old friends and making new acquaintances.

On Thursday, October 22, 1998, the seminar portion of the conference began with a lively panel discussion on The Future of Future and Mass Tort Claims in Bankruptcy. **Robin E. Phelan** of **Haynes and Boone, LLP** in Dallas, Texas served as moderator, keeping the discussion moving and maintaining the Phelan tradition by providing each panelist with an identifying hat. The panel included several key players in a mass tort case: **Barbara R. Houser** of **Sheinfeld, Maley & Kay** in Dallas, Texas, currently the debtor's counsel for Dow Corning Corp. which faces thousands of product liability cases for breast implants; **Catherine E. Bracken** of **Zurn Industries, Inc.** in Dallas, Texas, who handled the recent Chapter 11 of **United States Brass Corp.** dealing with overwhelming asbestos claims; **Steve Baughman** of **Baron & Budd** in Dallas, Texas who represents personal injury claimants in several of the major asbestos bankruptcies; IWIRC member **Sheryl L. Toby** of **Honigman Miller Schwartz and Cohn** of Detroit, Michigan, who represents the creditor's committee in the Dow Corning case; and IWIRC member **Deborah D. Williamson** of **Cox & Smith, Inc.**

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IWIRC AND INSOL BERMUDA '99

INSOL International will be hosting "INSOL Bermuda '99" Conference of the Americas on April 28-30, 1999 in Hamilton at the Castle Harbour Resort Hotel. IWIRC will be hosting an "Ice Breaker" reception from 1:00 p.m. to 4:00 p.m. on April 28, 1999 in the Conference Centre located next to the registration area. We invite IWIRC members and their associates to attend the reception!

The INSOL Bermuda '99 conference will bring together international law, business, accounting and financial services professionals from the Americas, Europe and other international locations for a three-day comprehensive education program. The keynote speaker will be former U.S. Secretary of State, **Henry Kissinger**. INSOL has invited a distinguished group of speakers for this conference, including **Robert Rubin**, U.S. Secretary of Treasury. **Dianna P. Kempe**, an IWIRC member and prominent professional in the insolvency field, is the INSOL Bermuda chair of the conference.

This will be an exciting networking opportunity for IWIRC members. If you plan to attend the Bermuda meeting, please be sure to advise **Suzanne Bingham** at IWIRC headquarters: Tel. 1-703-449-1316, fax 1-703-802-0207, email: bingham1@ix.netcom.com. For more information on INSOL Bermuda '99, please contact **Patty Conrad, Weil, Gotshal & Manges LLP**, 767 Fifth Avenue, New York, NY USA, tel. 1-212-735-4717, fax 1-212-833-3129, email: INSOL@weil.com.

CALENDAR

February 4, 1999	IWIRC New England Reception Speaker: Judy Mencher Boston, MA USA
February 21, 1999	IWIRC INSOL Pacific Event Auckland, New Zealand
February 21-23, 1999	INSOL Pacific 99 Auckland, New Zealand
April 14, 1999	IWIRC New England Reception Speaker: Lena Goldberg Boston, MA USA
April 28, 1999	IWIRC INSOL Icebreaker Hamilton, Bermuda
April 28, 1999- May 2, 1999	INSOL Bermuda 99 Hamilton, Bermuda
September 26- October 1, 1999	Committee J International Bar Association Barcelona, Spain
October 6, 1999	IWIRC Fall Meeting San Francisco, CA (USA)
October 6-9, 1999	NCBJ Annual Meeting San Francisco, CA (USA)
October 14-17, 1999	INSOL Europe, Africa, Middle East Conference & AEPPC/EIPA Annual Congress Munich, Germany
Sept. 17-23, 2001	Committee J International Bar Association Amsterdam, Netherlands
July 17-20, 2001	INSOL 2001 London, England

For more information on an event, please see the contact information on page 12 of the Newsletter.

From the Chair

For those of you who were unable to attend the Fall International Meeting held October 21 and 22 in Dallas, Texas, y'all missed a fabulous event. A lovely cocktail reception at the home of **Dee Ruckman**, one of our IWIRC members from Dallas, was a refreshing change. We were fortunate to have **Dee** be gracious enough to volunteer her magnificent home.

The seminar portion of the program, conducted on October 22, 1998, included a lively discussion of mass tort issues, followed by a spirited discussion on ethics and professionalism, led by **Nancy Rapoport**, new dean of the **University of Nebraska College of Law-Lincoln** (Congratulations **Nancy!**). Breaking from the tradition of "dutch-treat" lunches, the seminar was followed by a true Texas-style luncheon and presentation by **Lisa Poulin** of **PricewaterhouseCoopers LLP** and **Dr. Marci Rossell** of the **Federal Reserve**, who gave us hope that the stars are once again aligned for a bankruptcy boom.

Following the meeting, the IWIRC Board spent the afternoon making plans for future events and projects. We truly could have met for several days - we had so much to talk about! Watch for new directory forms to reach your mailbox. We are revamping the directory in an effort to make it less cumbersome.

The IWIRC brochure has been redone - in color- and it looks terrific! Please ask **Suzanne Bingham** to send you some. I am carrying some in my IWIRC totebag everywhere I go. We have been doing mailings with the new brochure and our membership is growing. Let's make an effort to work toward establishing some new networks in 1999.

A great big thank you to my fellow Board members, to the Network leaders, and to you for making this year a very successful one for IWIRC. I would be remiss if I didn't express my sincere appreciation to **Suzanne Bingham**, who I have had the pleasure of getting to know and work with. IWIRC is so lucky to have you, **Suzanne** - thanks.

Please call me or e-mail me (srhiel@thf.com) at anytime with questions, problems, or just to chat. I love hearing from you. Happy Holidays.

Susan Rhiel, Chair
Thompson, Hine & Flory
Columbus, Ohio, USA

(Dallas Conference, continued from page 1)

of San Antonio, Texas, who is the current President of the American Bankruptcy Institute. The panelists discussed a number of issues which affect not only mass tort cases but arise in smaller Chapter 11 cases as well, including: when does a claim arise, whether notice is effective to cut off future claims, and issues of estimating claims.

Dean Nancy Rapoport of *University of Nebraska, Lincoln College of Law* next discussed Disclosure Liability for Bankruptcy Counsel. The audience readily responded when **Dean Rapoport** invited their participation in the discussion of current disclosure requirements, how they apply in practice, and more general bankruptcy ethics issues.

After the morning program, the conferees joined for lunch and an opportunity to hear a presentation on the Changing Fortunes of Troubled Companies. **Dr. Marci Rossell, Ph.D.**, economist at the *Federal Reserve Bank of Dallas*, discussed economic downturn, focusing on relevant factors and recent trends. **Lisa M. Poulin**, a principal with *PricewaterhouseCoopers LLP* in Dallas, Texas then focused on early warning signs and red flags for a troubled company. The presentation was lively with appropriate dashes of humor, and well received by all.

For all who enjoyed the Dallas conference, we owe a special thanks to **Judy Elkin** for her efforts in putting together a great program and to **Dee Ruckman** for her generous hospitality.

IBA BARCELONA CONFERENCE

On September 26, 1999 to October 1, 1999, Committee J of the International Bar Association will be holding its annual meeting in Barcelona, Spain. **Selinda Melnik** is coordinating discussions to plan an IWIRC event at the conference. If you are interested in participating in planning an event, please contact **Selinda Melnik, International Counsel**, 1349 Lexington Avenue, New York, NY 10128 USA, tel./fax: 1-212-289-2681, email: SAmelnik@aol.com.

SAN FRANCISCO CONFERENCE PLANS UNDERWAY

On October 6, 1999, IWIRC will hold its annual Fall Conference in San Francisco, California, in conjunction with the National Conference of Bankruptcy Judges. IWIRC members **Geraldine Freeman of Sheppard, Mullin, Richter & Hampton, LLP** in San Francisco, California, **Sheri Bluebond of Irell & Manella LLP** in Los Angeles, California, and **Sheryl E. Seigel of Fasken, Campbell, Godfrey** have volunteered to undertake the planning for the conference. If you would like to work on the Conference's planning committee, please contact either **Sheryl E. Seigel** (phone: 416-868-3475, fax: 416-364-7813, or e-mail at: sheryl_seigel@fasken.com) or **Geraldine Freeman**, (phone: 415-434-9100, fax: 415-434-3947).

IWIRC AT INSOL PACIFIC 99

On February 21-23, 1999, the INSOL Pacific 99 conference will be held in Auckland, New Zealand. The members of the IWIRC Australia Network are putting together an IWIRC event for Sunday, February 21, 1999. It is also hoped the event will be an inaugural meeting for an IWIRC-New Zealand Network. If you are planning to attend INSOL Pacific 99, please be sure to let **Maree Henry** know, and **Maree** will be able to get you information on the IWIRC events planned: **Maree Henry, Prentice Parbery Barilla**, Level 5, GWA House, 10 Market Street, Brisbane, QLD 4000 Australia, tel. 61-7-3229-3033, fax 61-7-3221-1256, email: maree@ppb.jaspar.com.

STRATEGIES FOR THRIVING IN TIMES OF UNCERTAINTY

Contributed by Phyllis Weiss Haserot

With a booming economy in some areas, bankruptcy lawyers find themselves in a slow period. IWIRC member Phyllis Weiss Haserot offers some suggestions.

The firms and individual professionals that survive and thrive through uncertain times will be the ones that get serious about marketing - the whole process. Not just producing brochures and newsletters. Not just seeking publicity. Not just running seminars. Getting serious about marketing means figuring out what the marketplace needs and will demand, developing new niche services to stimulate and fulfill the demand, creating ways to deliver high quality services more efficiently, selling and cross-selling services, coming across with top client service, and anticipating needs. These are things each practice group, business and individual should give attention to all the time, but more so now.

When business slows, firms tend to look for any place to make cuts and reduce spending. However, if the objective is to build revenues, marketing should receive more effort and investment, not less. If you are not busy enough with client work, there is a real opportunity to devote time to do the marketing you should have been doing all along but for their lack of time. Here is a way to exploit the opportunity:

- Lose no time in commencing an organized marketing program for yourself, your group.
- Develop your own plan for business development with time schedules and a monitoring system. Be diligent about carrying it out. Be accountable - especially to yourself.
- Use creative techniques to help you come up with new strategies, services, and ideas to market them. Seek out qualified sources to help.
- Think about how you can help clients and referral sources achieve more success in their businesses. Ask them what more you can do.

- Ask clients and colleagues in other fields for referrals - and reciprocate.
- Ask your firm to provide assistance to those who are willing to market but don't know what to do or how to do it. Seek out training and coaching.

Uncertain times do provide opportunities for those who are open and looking for them. For one thing there is TIME to market. And under pressure to produce business, your firm marketing heads can get the professionals' attention and interest focused on marketing. Once the attention is obtained, people need to assume specific responsibilities and assignments. Ask for and give support to your colleagues, and recognize their efforts as well as their results.

Here are some things your group and your firm should be doing:

- **Know the market.** Each practice must determine the characteristics of its market and study it to know and anticipate its needs. Ad hoc approaches with a short-term focus - and who you know now - are not sufficient.
- **Organize around markets** rather than functions, services, or products. The markets may be defined by industry (health care, financial services, retail, etc.), demographic characteristics, geographic location, or any other meaningful parameter. This method of structuring marketing and service delivery, adopted previously by accounting firms, management consultants, other professional services, and manufacturing companies, is being instituted by the more progressive law firms as well. They focus on how the market is segmented, what services that market needs, and how the services are used. This is a multidisciplinary approach in which the intention is to have the firm be a full-service provider for an industry or market segment in growth times as well as time of contraction. It crosses traditional departmental lines.
- **Foster creativity and innovation**, not only in technical skills, but also in the types of services offered. Economic pressures often provide the environment for serious thought about changes in direction, forcing the issues of "what should we be providing, to whom and how?"

- **Develop counterbalancing practice areas** and skills in complementary practice areas. Firms with a heavy investment in only one or two areas of practice have the hardest time weathering economic shifts. In developing diversity, firms should look more to adding complementary skills that counterbalance the cyclical nature of particular practice areas. We have seen this periodically in the boom and contraction of the bankruptcy/restructuring area, and it calls for flexibility.
- **Position for the next wave** or up cycle. Despite the tendency to short-term thinking, uncertain times are when it is most necessary to try to predict trends, identify the next wave before it hits, and be prepared to provide what clients need in the next up cycle or to get them on an up cycle. This requires market research and closely monitoring the internal conditions and external environment that affect changing client needs. Timing is crucial. The firm that is prepared to move even before the client/prospect realizes the need will be in position to build a cutting-edge reputation and pick up new business.
- **Focus more on service quality.** This is a strategy that every firm should pursue at all times. But in precarious times, it is a key way to enhance existing relationship and impress new clients.

In uncertain times, many firms or groups within them will pull back and try to wait out the slump. That doesn't work. The smart firms, groups and individuals will invest marketing time and increase their market share at the expense of the cutters and ostriches.

Phyllis Weiss Haserot is the president of Practice Development Counsel, a New York-based consulting, training and coaching firm that helps professionals obtain and build profitable and satisfying client relationships. Phyllis can be reached at 212-593-1549, or by e-mail: phaserot@counsel.com.

ADMINISTRATIVE DIRECTOR'S REPORT

IWIRC's membership is growing! We have just printed the first professional membership brochure reflecting the professional standards of IWIRC members. Recently, an IWIRC brochure was forwarded to you along with a INSOL Bermuda '99 conference registration brochure. It is hoped that you will pass the IWIRC brochure along to an associate. If possible, make copies and forward them on to women and men you know in the insolvency profession. To date, our membership is 290 members worldwide and just recently we have brought on board 39 new members. We are receiving more new members each day. **IWIRC encourages you to help with membership!**

What a success and well attended IWIRC/NCBJ meeting! IWIRC held successful and informative panel discussions, followed by a luncheon meeting and reception during the National Conference of Bankruptcy Judges (NCBJ) Annual Conference in Dallas, Texas on October 21-22. Our appreciation to **Judith Elkin of Haynes and Boone, LLP**, for coordinating the panelists. For those that attended the IWIRC reception at **Dee Ruckman's** residence, we must thank her for her hospitality and giving us the opportunity to enjoy such a magnificent home.

INSOL International is hosting "INSOL Bermuda '99" Conference of the Americas in Hamilton, Bermuda on April 28-30, 1999. IWIRC is sponsoring an "Ice Breaker" reception from 1:00 p.m. - 4:00 p.m. on April 28, 1999 following the INSOL registration. INSOL will have former U.S. Secretary of State, **Henry Kissinger** as their keynote speaker and **Robert Rubin**, U.S. Secretary of Treasury has been invited to be a luncheon speaker. If you plan to attend the INSOL conference, please inform IWIRC at 703-449-1316.

The IWIRC Networks (which include Australia, Canada, Michigan, New England, New York, Ohio, and Tri-State Networks) have been busy and productive. We hope to encourage more Networks both within the United States and internationally. If you wish to learn more about starting a Network in your region, please contact headquarters and we will forward the simple Network Starter information.

Suzanne A. Bingham
Administrative Director

MEMBER NEWS

IWIRC shares in the success of its members and congratulations each of the members named below on their accomplishments.

- **Nancy Alquist** of **Ballard Spahr Andrews & Ingersoll, LLP** in Baltimore, Maryland has been elected Chair of the Baltimore Chapter of the Bankruptcy Bar Association for the District of Maryland, serving 1998-1999. Although based in the firm's Baltimore office, **Nancy** also handles matters in the firms District of Columbia and Philadelphia offices.
- **Elizabeth Austin** of **Pullman & Comley, LLC** in Bridgeport, Connecticut served as the Chair of the Merit Screening Panel for the Second Circuit for candidates for the position of United States Bankruptcy Judge for the District of Connecticut.
- **Carrienne J.M. Basler** of **Jay Alix & Associates** and **Heather Hyde** of **Jay Alix & Associates** in Detroit, Michigan wrote an article entitled "Effective Claims Management in Bankruptcy - Planning, Teamwork, and Documentation" that was published in the July/August edition of the ABI Journal. Both **Heather** and **Carrienne** are members of the Detroit IWIRC chapter.
- Having completed a successful term as Chair of the Bankruptcy Committee, **M. Ellen Carpenter** of **Roach & Carpenter, P.C.** in Boston, Massachusetts, has been appointed Section Chair of the Solo and Small Firm Section of the **Boston Bar Association**.
- IWIRC member **Pamela R. Cordova** of Kraainem, Belgium has set up her own law firm, **Cordova Law and Finance** ("CLF"). Through CLF, she has created a company that is about to be launched in New York called Cordova Cross-Border Collateral System ("3CS"). 3CS is an electronic system accessible through the internet which summarizes the laws in over 85 countries with respect to perfection of security interests and liquidation of collateral in standard format, with capabilities for subscribers to complete local country filing forms for registration of their security interests. Before forming her firm, Pamela headed the International Legal Department of JP Morgan in Brussels in their Euroclear Operations Centre, the largest international clearance system in the world for 7 years, and then headed their credit division, where she was responsible for the Barings Collapse worldwide. For more information on CLF or 3CS, you can contact **Pamela R. Cordova** by telephone at 32-2-731-8959 or 32-2-731-0091, or e-mail: pcordova@3cs.net.
- **Gayle Ehrlich** of **Sullivan & Worcester** in Boston, Massachusetts has become a Director of the **Turnaround Management Association of New England**.
- **Deborah S. Grieve** has been appointed head of the Business Reorganization and Insolvency Group at her firm, **Blaney, McMurtry, Stapells, Friedman** of Toronto, Canada.
- **Deborah S. Griffin** has been made co-chair of the litigation department at her firm, **Peabody & Arnold, LLP** in Boston, Massachusetts.
- **Maree Henry** of **Prentice Parbery Barilla** in Brisbane, Australia, and IWIRC Director for the Australia region, was recently appointed an Official Liquidator in Australia. She is only the fifth woman in Australia to achieve this level.
- **Dianna P. Kempe**, Managing Partner of **Appleby Spurling & Kempe** was selected by the National Association of Women Lawyers ("NAWL"), in North America, as the Outstanding Member of 1998. The Association gives this award on the basis of personal and professional achievement. We are advised that **Dianna** is the first non-American to receive the award in the past decade and, may, in fact, be the first non-American recipient for the 100-year life of the award. Formal presentation of the award took place at the American Bar Association's Annual Meeting in Toronto in July. **Dianna** was also unopposed in her election to the position of vice president of the **International Bar Association** ("IBA") at the IBA 27th Biennial Conference held September 13-18, 1998 in Vancouver.
- **Marguerite K. Kingsmill**, a partner and founding member of **House, Kingsmill, Riess & Seabolt, L.L.C.**, in New Orleans, Louisiana, conducted seminars and lectures for the Louisiana Accounting and Auditing Conference on business evaluations and expert testimony in bankruptcy and the LSU Bankruptcy Law Seminar on Health Care

- Insolvency Issues and Setoff and Recoupment Issues. *Marguerite's* lectures were part of her busy year, involving several major cases. Her representation of Casino America, Inc. resulted in its successful bid and acquisition of Grand Palais Riverboat Inc pursuant to a plan of reorganization in chapter 11 in the Eastern District of Louisiana which was substantially consummated this year.
- An IWIRC Australia member, *Rosalind Mason*, has been appointed Associate Professor of Commercial Law at the University of Southern Queensland.
 - As of January 1, 1999, *Bonnie L. Pollack*, of Garden City, New York together with three of her colleagues will be starting their own law firm *Westerman, Shapiro, Pollack & Draghi, LLP*. The firm will concentrate in the areas of bankruptcy, workouts, real estate, leasing and commercial litigation. After the first of the year, you will be able to reach *Bonnie* at: *Westerman Shapiro Pollack & Draghi, LLP, 600 Old Country Road, Suite 502, Garden City, New York 11530, USA, Tel: 1-516-622-9200, Fax: 1-516-622-9212.*
 - *Susan L. Rhiel* of *Thompson, Hine & Flory LLP* in Columbus, Ohio and IWIRC Chair, has been appointed chairperson of the *Ohio State Bar Association's* Banking, Bankruptcy and Commercial Law Committee
 - *Deirdre B. Ruckman* of *Gardere & Wynne, LLP* was elected Chair of the *Executive Women's Roundtable* of the Dallas Chamber of Commerce, a group composed of senior level executive women from all professions and industries in the Dallas Metroplex. With membership by invitation only, the group's mission is to provide these executive women with a forum to address workplace issues and to exchange ideas and information on critical issues facing the business community. *Dee* has found it very rewarding and it has broadened her friendships with businesswomen in the Dallas area.
 - *Marsha G. Rydberg* has become a member of *Foley & Lardner*, in its Tampa, Florida office. In addition to her service as Chair of the Jacksonville Branch of the Atlanta Federal Reserve Board, which will begin in January 1999, Marsha has indicated an intention to run for President-Elect of *The Florida Bar*. She has served on the Bar's Board of Governors for almost six years and has been a member or chair of almost every Board Committee.
 - *Deborah Smith* was promoted to the Business Recovery Services New York Regional Leader for *PricewaterhouseCoopers L L P* as of July 1, 1998. Deborah now runs the New York practice consisting of 63 people.
 - *Sheila Smith* of *KPMG Peat Marwick LLP* in Boston, Massachusetts has become the President of the *Turnaround Management Association of New England*, which was selected as the 1998 TMA Chapter of the Year.
 - *Doreen Solomon* of *Riley & Solomon, LLP* in Boston, Massachusetts has been selected as the standing Chapter 13 Trustee for the Eastern District of Massachusetts, subject to completion of background checks.
 - *Lorraine Murphy Weil* of *Hebb & Gitlin* appears to be on her way to be first female bankruptcy judge in the District of Connecticut. Subject to completion of background investigation, *Lorraine* is expected to be sworn in as Bankruptcy Judge early in the new year. Lorraine served as law clerk to *Judge Robert L. Krechevsky* (then Chief Judge in the District) and then joined *Hebb & Gitlin* where she practices bankruptcy and insolvency.
 - *Mary K. Whitmer* of *Brouse & McDowell* in Cleveland, Ohio had a busy time at the NCBJ. She was a panelist at the Commercial Law League's seminar on Current Developments in Hot and Emerging Areas, as well as being the opening speaker for *Judge Edith H. Jones* at the Commercial Law League's breakfast. *Mary* also was recently elected Treasurer of the *Cleveland Bar Association*.
- Have you had a promotion, changed offices, written an article, been appointed to a new position in a professional or bar organization, worked on a major case, had a big "win," or had another professional accomplishment we can celebrate? Or do you know another IWIRC member who we should know about? Please take a moment and e-mail me about your news for the next newsletter at bostwick@sherin.com. Or you can fax a quick note to Janet E. Bostwick at (617) 542-5186. To be included in the next newsletter, please send me any news by February 24, 1999.*

WITH JUST AN HOUR....

IWIRC relies on the generous efforts of volunteers to develop its programs, operate the Networks, plan its events and provide members with the benefits of IWIRC. Active IWIRC members enjoy intangible benefits of their efforts – new friends and colleagues, new confidence, and new professional opportunities and challenges. With busy professional and personal lives, many interested members may believe that they do not have enough time to help. But, there is much you can offer (and much to gain), even with limited time. For example, in less than an hour, you could:

- ✓ Write a letter to a friend or prospect inviting them to join IWIRC;
- ✓ Call a Board Member or Suzanne Bingham to learn about starting a network in your area;
- ✓ Have lunch with another IWIRC member to discuss potential business between you as well as potential IWIRC events in your area;
- ✓ Contact one speaker for an IWIRC Network event in your area;
- ✓ Call a new member to welcome them to IWIRC;
- ✓ Send an e-mail to the Newsletter about a new promotion, new case, or other event for either you or another IWIRC member; or
- ✓ Attend a local Network meeting to meet IWIRC members and learn about IWIRC opportunities in your area.

Or, with just a few hours over a month, you could:

- ✓ Write a short article for the Newsletter on marketing, networking or news of interest to IWIRC members;
- ✓ Host a Network organizing meeting at your office or in your area;
- ✓ Call, e-mail or write ten friends about joining IWIRC;
- ✓ Plan an IWIRC Network event in your area;

- ✓ Serve on a committee planning an IWIRC International Conference;
- ✓ Edit a section of the next Newsletter (such as Member News, or Network News); or
- ✓ Help assemble a portion of the Membership Directory.

Still not sure? Don't forget the buddy system – two or more can cut the chore in half. Call a friend to work on an IWIRC project together and combine friendship with professional advancement. Take advantage of the form on the last page of the newsletter and tell us how you would like to help today. Or call, write or email **Suzanne Bingham**, Administrative Director, **IWIRC**, 10310 Main Street, Suite 130, Fairfax, Virginia 22030-2426 USA, Tel. 1-703-449-1316/fax1-703-802-0207, email: bingham1@ix.netcom.

EDITOR'S CORNER

My thanks to all who contributed to the newsletter, especially those members who responded to my November email request for news. As you can see from the extensive Member News, IWIRC is comprised of many talented and accomplished individuals. If you did not receive my email in November, IWIRC may not have your current email address. Please take a minute and send along your current email address to me at bostwick@sherin.com and to IWIRC at bingham1@ix.netcom.com, to ensure that you are linked for any IWIRC email.

*Thanks also to **Phyllis Weiss Haserot** for her article on marketing suggestions. As **Phyllis** correctly reminded me, marketing should be done in both busy and slow times, but we often put it at the bottom of our list. Please take a moment to read her excellent suggestions.*

*As always, I also appreciate the contributions of **Susan Rhiel**, our Chair, **Suzanne Bingham**, our Administrative Director, and each of the Network chairs, who keep us informed of the many activities of IWIRC at all levels.*

Our next edition will be in early March. Please be sure to send me news about yourself and your Network. If you are interested in working on the newsletter or writing an article, please let me know. Happy Holidays to all.

Janet E. Bostwick
Sherin and Lodgen LLP
Boston, MA USA

WELCOME TO NEW MEMBERS

Welcome to the New Members who joined IWIRC from August 1, 1998 through November 30, 1998.

Hon. Louise DeCarl Adler
U.S. Bankruptcy Court Southern
District of California
San Diego, CA USA

Ms. Hannah L. Blumensteil
United States Bankruptcy Court
Law Clerk to Hon. Charles Caldwell
Columbus, OH 43215 USA

Ms. Susan G. Boswell
Streich Lang, P.A.
Tucson, AZ USA

Ms. Maryann Sarris Brousseau
Brousseau & Associates
Dallas, TX USA

Ms. Elizabeth E. Brown
Holme Robert & Owen, LLP
Denver, CO USA

Ms. Janet Brunell
Jaspan, Schlesinger, Silverman &
Hoffman
Garden City, NY USA

Ms. Linda F. Cantor
Pachulski, Stang, Ziehl & Young
Los Angeles, CA USA

Ms. Joanne Marie Caputo
Arthur Andersen LLP
New York, NY USA

Ms. Sara Chenetz
Freeman Forrest & Chenetz, LLP
New York, NY USA

Ms. Linda J. Cohen
Bernstein, Shur, Sawyer & Nelson
Portland, ME USA

Ms. Nancy Worth Davis
Ness, Motley, Wadholt, Richardson &
Poole
Charleston, SC USA

Ms. Cynthia Dooley
Brousseau & Associates
Dallas, TX USA

Ms. Elizabeth Flaagen
Holme Robert & Owen LLP
Denver, CO USA

Ms. Martha W. Flynn
Taura Flynn & Associates, LLC
Rutherford, NJ USA

Ms. Susan K. George
The CIT Group/Business Credit, Inc.
New York, NY USA

Ms. Karen L. Gilman
Wolff & Samson, P.A.
Roseland, NJ USA

Ms. Lisa Hamilton
Leagre, Chandler & Millard
Indianapolis, IN USA

Ms. Cynthia C. Jackson
Smith Hulsey & Busey
Jackson, FL USA

Ms. Robin Jeweler
Congressional Research Service
Library of Congress
Washington, DC USA

Ms. Regina A. Jones
Lavin, Coleman, O'Neil, Ricci,
Finarelli & Gray
Philadelphia, PA USA

Ms. Marguerite K. Kingsmill
House, Kingsmill, Riess
& Seabolt, LLC
New Orleans, LA USA

Ms. Kathleen Kirk
Kirk & Monroe
Corpus Christi, TX USA

Ms. Courtenay M. Labson
Arent Fox Kintner Plotkin & Kahn
Washington, DC USA

Ms. Lisa L. Lambert
Office of the U.S. Trustee
Tyler, TX USA

Ms. Pauline Ng Lee
Hale Lane Peek Dennison Howard &
Anderson
Las Vegas, NV USA

Ms. Alicia M. Leonhard
Alston Hunt Floyd & Ing
Honolulu, HI USA

Ms. Kelly Greene McConnell
Davis Wright Tremaine, LLP
Boise, ID USA

Ms. Gayle E. Miller
Kirkpatrick & Lockhart, LLP
Miami, FL USA

Ms. Lisa M. Poulin
PricewaterhouseCoopers
Dallas, TX USA

Ms. Lydia Protopapas
Winstead, Sechrest & Minick, P.C.
Houston, TX USA

Ms. Judith W. Ross
Thompson & Knight
Dallas, TX USA

Ms. Sarah F. Sparrow
Patton Boggs LLP
Greensboro, NC USA

Ms. Cheryl R. Storie
Hodgson, Russ, Andrews, Woods
& Goodyear LLP
Buffalo, NY USA

Ms. Lynn Lewis Tavenner
Wright, Robinson, Osthimer & Tatum
Richmond, VA USA

Ms. Geraldine A. Valdez
Hovey & Kirby
San Diego, CA USA

Ms. Rina Welles
Goldberg, Scott, Belfield & Cohen
Los Angeles, CA USA

Ms. Jill A. Whitworth
Revenue Recovery, State of Ohio
Columbus, OH USA

Ms. Barbara J. Wyskowski
Manaswan, NJ USA

Ms. Deanna L.W. Zallen
Holme Roberts & Owen LLP
Denver, CO USA

IWIRC Names and Numbers To Remember

IWIRC HEADQUARTERS

Suzanne A. Bingham
Administrative Director
IWIRC
10310 Main Street
Suite 130
Fairfax, VA 22030-2410 USA
tel. 1-703-449-1316
fax 1-703-802-0207
email:bingham1@ix.netcom

BOARD OF DIRECTORS

Susan L. Rhiel, Chair
Thompson, Hine & Flory, LLP
One Columbus, 7th Fl.
10 West Broad Street
Columbus, OH 43215 USA
tel. 1-614-469-3241
fax 1-614-469-3361
email:srhiel@thf.com

Nancy L. Lazar, Vice Chair
Davis Polk & Wardwell
450 Lexington Avenue
New York, NY 10017 USA
tel. 1-212-450-4940
fax 1-212-450-5587
email:lazar@dpw.com

Lawrence F. Ranallo
Secretary-Treasurer
PricewaterhouseCoopers LLP
600 Grant Street, Suite #2800
Pittsburgh, PA 15219 USA
tel. 1-412-355-7714
fax 1-412-355-6107
email:larry_ranallo@notes.pw.com

Maree Henry, Australia Region
Prentice Parbery Barilla
Level 5, GWA House
10 Market Street
Brisbane, QLD 4000 Australia
tel. 61-7-3-229-3033
fax 61-7-3-221-1256
email:maree@ppb.jaspar.com

Sheryl Seigel, Canada Region
Fasken Campbell Godfrey
Toronto-Dominion Centre
Suite 3700, P.O. Box 20
Toronto-Dominion Bank Tower
Toronto, ON M5K 1N6 Canada
tel. 1-416-868-3475
fax 1-416-364-7813
email:sheryl_seigel@fasken.com

Janet E. Bostwick, U.S. Region
Sherin and Lodgen LLP
100 Summer Street
Boston, MA 02110 USA
tel. 1-617-832-0284
fax 1-617-542-5186
email:bostwick@sherin.com

BOARD (con't)

Amy M. Tonti, At Large
Klett, Lieber Rooney & Schorling
One Oxford Centre, 40th Floor
301 Grant Street
Pittsburgh, PA 15219-6498 USA
tel. 1-412-392-2083
fax 1-412-392-2182
email:amtonti@klettliieber.com

EX-OFFICIO

Selinda A. Melnik
Founding Chair
International Counsel
1349 Lexington Avenue
New York, NY 10128 USA
tel. 1-212-289-2681
fax 1-212-289-2681
email:SAmelnik@aol.com

Martha Fetner
Founding Vice-Chair
Chase Thailand
P.O. Box 521
New York, NY 10274-0521 USA
tel. 662-234-5992 ext. 5152
fax 662-234-7853
email:martha.fetner@chase.com

Laureen Ryan
Founding Secretary/Treasurer
Kahn Consulting, Inc.
152 West 57th Street, 45th Floor
New York, NY 10019 USA
tel. 1-212-841-9314
fax 1-212-841-9350
email:lmr@kci-usa.com

IWIRC AUSTRALIA NETWORK

Maree Henry
Prentice Parbery Barilla
(See details under Board above)

IWIRC CANADA NETWORK

Sheryl E. Seigel
Fasken Campbell Godfrey
(See details under Board above)

IWIRC MICHIGAN NETWORK

Debra E. Kuptz
Jay Alix & Associates
4000 Town Center, Suite 500
Southfield, MI, USA, 48075
tel. 1-248-358-4420
fax 1-248-358-1969
email:DebKuptz@jayalix.com

IWIRC NEW ENGLAND NETWORK

Janet E. Bostwick
Sherin and Lodgen LLP
(See details under Board above)

IWIRC NEW YORK NETWORK

Nancy L. Lazar
Davis Polk & Wardwell
(See details under Board above)

IWIRC OHIO NETWORK

Brenda K. Bowers
Strip, Fargo, Schulman & Hoppers Co.
575 South Third Street
Columbus, OH 43215 USA
tel. 1-614-228-6345
fax 1-614-228-6369
email:SFSH@ICS1.net

IWIRC TRI-STATE NETWORK

Beverly Weiss Manne
Tucker Arensberg P.C.
1500 One PPG Place
Pittsburgh, PA 15222 USA
tel. 1-412-594-5525
fax 1-412-594-5619
email:tapc@tuckerlaw.com

NEWSLETTER

Janet E. Bostwick
Sherin and Lodgen LLP
(See details under Board above)

OTHER INTERNATIONAL AND INSOLVENCY ORGANIZATIONS INTERNATIONAL BAR ASSOCIATION

Section on Business Law
Committee on Insolvency & Creditors'
Rights (Committee J)
271 Regent St.
London W1R 7PA, England
tel. 44-171-629-1206
fax 44-171-409-0456

NATIONAL CONFERENCE OF BANKRUPTCY JUDGES

Christine Molick
Executive Director
235 Secret Cove Dr. NCBJ
Lexington, SC 29072 USA
tel. 1-803-957-6225
fax 1-803-957-8890

INSOL PACIFIC '99

The Conference Company
P.O.Box 90-040
Auckland, New Zealand
tel. 64-9-360-1240
fax 64-9-360-1242
email:info@tcc.co.n

INSOL BERMUDA '99

c/o Patty Conrad
Weil, Gotshal & Manges LLP
767 Fifth Avenue
New York, NY USA
tel. 1-212-735-4717
fax 1-212-833-3129

IWIRC MEMBER RESPONSE FORM

For your convenience, you may use this form to volunteer for IWIRC, to send news for the newsletter, or to let us know your thoughts. Please check and complete the sections applicable to you. Please feel free to add additional pages as needed, or, if you prefer, skip the form and write, call or e-mail IWIRC headquarters or any of the directors at the addresses provided on page 12 of this newsletter.

VOLUNTEERING. I am interested in doing the following for IWIRC (check all that apply):

Newsletter

- Writing an Article
- Editing a Section (Member or Network News)
- Assisting on the Newsletter

Programs

- Assisting with the San Francisco conference (October 1999)
- Assisting with a reception at IBA Barcelona Spain (September 1999)
- Hosting an IWIRC event in my area

Other

- Please call on me as needed
- I would like to do the following for IWIRC:

Networks

- Organizing or assisting in developing a network in my area
- Becoming active in the Network in my area
- Hosting a local network event in my area
- Recruiting new networks

Membership

- Recruiting/welcoming new members
- Serving on a Membership committee
- Assisting with the Membership Directory

NEWS. I have the following News to share in the next newsletter:

COMMENTS. Other comments or thoughts to share about IWIRC:

*Please return form to:
 Suzanne Bingham,
 Administrative Director
 IWIRC
 10310 Main Street, Suite 130
 Fairfax, Virginia 22030-2426 USA
 Tel. 1-703-449-1316/fax1-703-802-0207*

NAME:

FIRM:

ADDRESS:

PHONE/FAX:

E-MAIL:

DATE: