

The Takeoff

News for Landmen

Published by the Michael Late Benedum Chapter of AAPL

October 2011 Issue

The Presidential Address



I hope everyone enjoyed the presentation at the October meeting in Wheeling, West Virginia. Many thanks to Bill Phillips of Hunt Oil Company for making his presentation on International Negotiations, and our Education Chairman, Anthony Farr, and Douglas Buchanan for making the arrangements. Also, I really appreciate Rich Robb taking the helm and presiding over the meeting while I was away. Its good practice for the future.

My address this month is about *Professionalism in the Workplace* and the efforts you should take to make these concepts part of your everyday life. I have researched several authors and provided comments from a few of their articles. The authors are experts in their respective fields, and while many of the comments are gauged for a corporate environment, the basics hold true.

Professionalism, as set forth in the article, "Professionalism in the Workplace" by Rashida Khilawala, is basically, "the knowledge that an individual carries about a certain field. At work, professionalism refers to a person doing his/her job with sincerity, and maintaining professional etiquette and professional ethics in the workplace." Likewise, in the article "Professionalism in the Workplace" by Scott Roberts, the author defines *professionalism* as

"an undeviating adherence to courtesy, honesty and responsibility" in the workplace. A professional projects these values when relating to coworkers, customers, vendors and anyone else associated with the work environment."

James B. Stenson expounds further in his article "Professionalism and Workplace Savvy" "*Professionalism* is not just a set of appearances, neatness, good grooming, "shop talk" and the like. Nor is it just technical skill; many technically skilled people are not really professional. Professionalism is, rather, a set of internalized character strengths and values directed toward high quality service to others through one's work. In their daily work, whatever it may be, real professionals show these inner strengths and attitudes -- sound judgment, know-how, business savvy, mature responsibility, problem-solving perseverance and ingenuity, along with what people call "class." This is as true for hair-dressers, carpenters, machinists, police officers, and barbers as it is for lawyers, physicians, and engineers. Any honest work can be done professionally."

With that in mind, let's examine the "best practices principle" and see how that relates to our profession. I am going to paraphrase some of the information I researched for the sake of brevity. Portions of the following information were taken from the above-mentioned article by James B. Stenson.

Con't.



Inside this issue:

The Presidential Address	1
Next Meeting	4
MLBC Meeting	5
Secretary's Report	6
Education	7
Treasurer's Report	7
WV's Regulation of Oil and Gas Development	8
Butler Decision	10
Meeting Schedule	12
Membership	13
Job Bank	15

The Presidential Address (cont.)

“Responsibilities to clients and employers come ahead of self-interested concerns and pleasures.”



Professionals...

(1) ...show self-respect in their work. They're conscious that their work reflects their inner character. Their work is, among other things, a statement of their personal commitment to excellence of performance. They do not see work as just a job to be done or merely a source of spending money.

(2) ...see work as service to others. They labor toward the betterment of other people, directly or indirectly: clients, customers, employers, colleagues. Thus they are both *task-oriented* and *people-oriented*.

(3) ...have respect for experience. They have an ongoing need to learn and improve, to master traditional approaches and *then* try to improve on them. Among professionals there is a teaching tradition; people teach and learn by word and example. Professionals also respect the

experience of others; they have high regard for professionalism in other lines of work. Moreover, they know how to use the powers of other professionals (lawyers, accountants, consultants) to strengthen their own performance. They seek out sound advice and generally follow it.

(4) ...tend to see problems as challenges and opportunities, not burdensome "hassles" to be avoided. They have a long-term habit of approaching problems confidently and optimistically. They do not let indecision or fear of failure lead to paralysis. They do the best they can with what they have.

(5) ...have a high level of personal responsibility and respect for the rights of others. They have a clear sense of the *limits* to their authority and rights of operation. They do not meddle in others' affairs or criticize in areas where they have neither rights nor expertise. So, professionals are unafraid to say, "That's none of my business" or "I don't know anything about that...." They tend to have an intense dislike for gossip or otherwise uninformed criticism.

6) ...make efficient use of resources, especially time. They know how to concentrate mind and will on the tasks before them. They work quickly but not hur-

riedly. They are careful but not slow.

(7) ...compartmentalize work responsibilities from leisure and personal interests. Work hours are devoted exclusively to job performance; leisure and personal affairs wait until the job is done. Responsibilities to clients and employers come ahead of self-interested concerns and pleasures. They know that leisure is most enjoyable when it has been earned through hard work. They make their best effort no matter how poorly they feel at the moment.

(8) ...demonstrate admirable character in every aspect of the personal and professional lives: good judgment, good taste, good manners, a respect for quality in general. Their personality shows tasteful self-restraint combined with concern for others and love of life -- in a word, "class."

(9) ...have built their character and values from childhood, strengthening them in adulthood through study, training, and work experience. This means that young people, even teenagers, can mark themselves as professionals, and earn the respect of all who work with them, even during the first few weeks of their very first job.



The Presidential Address (cont.)

Be Workplace Savvy

(1) Work to become an expert. When leaning toward a career, ask yourself: "What can I be an expert in?"

(2) Dress for the job you want, not the one you have. Let your dress and grooming reflect your self-respect and professionalism. Pay special attention to your shoes, shirts and personal hygiene. Your bosses (and customers) will notice.

(3) Tell nothing but the truth and always keep your word. Personal integrity is crucially important in business. Bosses and clients can forgive isolated, well intentioned mistakes and even blunders -- but if you lie, you're through.

(4) Strive your best to keep a deadline, especially one you have promised. If you clearly cannot meet it, apologize and ask for an extension. (People will not remember that work was a little late, but they will remember if it was inferior.) Once you have gotten an extension, do whatever is necessary to turn good work in on time -- stay up late, call in outside help, etc.

(5) Watch your language. Consciously or otherwise, people associate habitual

foul-mouthed speech with childish self-centeredness or fundamental lack of self-control. Gratuitous vulgarity, moreover, often signals an addictive personality, or an area of life barely under control, or possibly out of control altogether.

(6) Always treat co-workers (and customers) with respect and professional courtesy. Harassment is a very real and serious problem in the workplace. Women and minority professionals deeply resent it and rightly fight against it. Current measures to eradicate it in business organizations, including legal proceedings, are deadly serious and long overdue.

(7) Follow rules for telephone etiquette:

a) Speak with a normal, pleasant, courteous voice, especially when answering

b) When calling someone you do not know, identify yourself.

c) Always ask if this is a good time to talk.

d) If you foresee that you'll have to leave a message on voice mail, have a brief, clear message rehearsed, one that does not sound nervously improvised.

e) Return all phone calls promptly.

f) Limit personal calls to important matters only, and

be brief.

(8) Conduct yourself all your life with the standards of right and wrong that your mother and father taught you since childhood. Do not do anything that would betray your parents' principles or bring them shame.

(9) Live with passion, the true secret of success. Think big, since we tend to become what we think about. If you have high ambitions of service to people, starting with your family, you will be honored as an outstanding person and a great professional.

(10) Remember that success in one's career does not necessarily mean great fame and big money. Real success in work and life can be measured in several ways:

a) being able to support yourself and your family comfortably

b) waking up in the morning and looking forward to the day's work

c) earning the respect of everyone who knows you: family, friends, bosses, subordinates, clients, customers,

d) seeing your powers and skills work toward the betterment of others

e) enjoying leisure pursuits thoroughly because you have earned them.

“Do not do anything that would betray your parents' principles or bring them shame.”





“Our lives are what our thoughts make of them”.

The Presidential Address (con't.)

The ancient Roman philosopher Marcus Aurelius wrote, “Our lives are what our thoughts make of them”. Becoming self-aware and self-directed enables people to make choices that are in concert with their goals and values – choices what will ultimately make them more effective, more productive and fulfilled. Only by maximizing professional and personal effectiveness, can one’s true potential be realized. So goes Professionalism in your career. Make what you want of it!

Hope to see you at the upcoming meeting in Marietta, Ohio. We will be meeting at a new venue which was recommended by Cindy Torbeck. Don’t worry about the secret handshake, unless you’re a Masonic lodge member.

Until then, be safe, productive and happy in what you do each day.

Mark A. Acree
MLBC President
2011-2012



Next Meeting Scheduled on Thursday, November 10, 2011

Join us for our November Dinner Meeting at the Shriner’s Lodge in Marietta, Ohio. Our guest speaker will be Corky Demarco, Executive Director of WVONGA. He will be speaking about Marcellus Development in West Virginia. Registration fee is \$50.00. Social hour scheduled at 5:00 p.m., dinner at 6:00 p.m. and our business meeting and speaker at 7:00 p.m.

On-line registration will close at the end of business on Monday, November 7th. Drinks are free thanks to our meeting sponsors! If you have any questions about the dinner meeting, please contact us at Reservations@MLBC-AAPL.org.



MLBC Meeting at Wheeling Island Hotel & Casino



Chuck Heilmann, Cindy Torbeck, and John Kimbleton



Guest Speaker, Bill Phillips



Cecil Ray, Jim Talkington and Rich Robb

November Sponsors

Hawkeye Research, Inc.

Holland Services

Tioga Resources, LLC

Duncan Land Services, LLC

PDC Mountaineer

Secretary's Report



MLBC held its Executive Committee Meeting on Thursday, October 13, 2011 at Wheeling Island Hotel & Casino. The agenda for upcoming meetings was discussed. Keep your eyes on the "Take Off" and website for more information.

Jeremy Tingler reported that the directories have been mailed.

The MLBC is considering filling a Part-Time Association Assistant position. Duties will include preparing the Take Off, managing the website, maintaining membership directory, membership issues, meeting sponsors and handling special projects. The Executive Committee voted to advertise position and would like to first offer this to the membership. The candidate would need to possess excellent computer skills, be able to manage a membership of 1,000 or more, solicit dinner sponsors, and be willing to attend Executive Committee meetings. If you are interested or know someone who would be interested, please contact Chuck Heilmann at cheilmann@EQT.com or any other mem-

ber of the Executive Committee.

Members should also checkout the new online Job Bank – MANY THANKS to Jeremy Preston for his hard work and Honor Resources for financing the project.

The Executive Committee also voted to give any graduate of the University of Pittsburgh Landman seminar scheduled on November 12th and 13th, 2011, who is not presently a member of the MLBC, a free 1-year membership. Graduates must meet all other requirements prescribed in the bylaws.

*Chuck Heilmann
MLBC Secretary
2011-2012*



Education

The following contains a few seminars and other events we are aware of. If you know of other educational events in this region, please contact Anthony Farr, so the information can be included in the newsletter and linked on our website.



National Events

December 2-3, 2011- Fundamentals of Land Practices & RPL Exam (Pittsburgh, PA)

March 20-23, 2012- Oil & Gas Land Review CPL/RPL (Pittsburgh, PA)

Local Events

November 8, 2012 - Estate Basics Seminar - Appalachian Basin Association of Division Order Analysts (ABADOA)

November 12-13, 2012 - Landman Course (University of Pittsburgh - Bradford)

MLBC Meetings

February 2012 - Matt Vavro - "Basics of Oil & Gas" (Joint Meeting with NALA)

March 2012 - 1/2 Day Seminar & Ethics Presentation

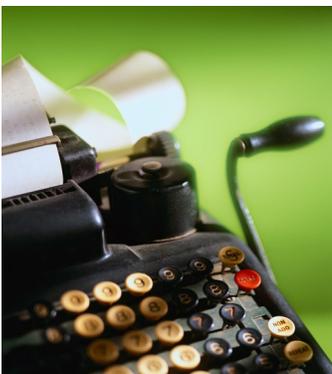
April 2012 – AAPL President, Jack Richards

May 2012- EMLF Basic Abstracting Seminar (two days)

June 2012 - GSC Update and Scholarship - Election of Officers

A committee has been formed for planning the first Appalachian Land Institute. Our first call is October 26th. If anyone is interested in participating in planning for this event, please e-mail Anthony Farr at AFarr@HawkeyeResearchInc.com.

Treasurer's Report



Since July 1st, the MLBC has taken in \$69,034.50 and spent \$70,401.00 leaving a net loss of \$1,366.50. The Treasurer reports a balance of \$45,808.59 with no outstanding bills at this time leaving us in a strong position. Membership renewals will begin in January 2012.

The 2010 taxes have been filed and anyone requesting a copy of the tax return should contact Cindy Torbeck at [304-643-4800](tel:304-643-4800) or email CTorbeck@HawkeyeResearchInc.com.



Update Concerning West Virginia's Regulation of Oil and Gas Development in the Marcellus Shale Play

By: Christa A. Dotson, Esq.¹

Oil and gas industry leaders are monitoring West Virginia's Joint Select Committee on Marcellus Shale ("Joint Committee") as it works to draft legislation to regulate development of the rich natural gas basin which runs through much of the State. The industry is eager to have legislation in place so that development can move forward with some regulatory predictability while also optimizing the tremendous opportunity with which it is presented. The Joint Committee, comprised of five House and five Senate members², hopes to have a bill ready as early as November, should Governor Earl Ray Tomblin decide to call a special session of the West Virginia Legislature prior to the start of the 2012 Regular Session. However, as of the date of this writing, the Joint Committee has yet to finalize draft legislation and the industry is left in the lurch.

West Virginia first attempted to address regulation of oil and natural gas production in the Marcellus Shale during the 2011 Regular Session of the West Virginia Legislature. Prior to the start of the session, the Legislature and West Virginia Department of Environmental Protection ("WV DEP") simultaneously considered options for revising the regulatory framework for oil and gas operations in the State to address new issues presented by horizontal drilling and the Marcellus Shale play. For the Legislature, investigations conducted by Subcommittee A of the Joint Judiciary led to the development of legislation (i.e. H.B. 2878³ and S.B. 258) which ultimately failed in subcommittee. The WV DEP bill (i.e. H.B. 3042 and S.B. 424⁴) was taken up by the Senate and passed, as amended. However, S.B. 424, which was intended to address environmental regulations and permit fees, among other issues, died in the House on the last day of the regular session⁵. It is this bill which serves as the foundation for the Joint Committee's work during this year's interim session.

When S.B. 424 died, Governor Tomblin ordered the WV DEP to draft an emergency rule⁶ temporarily regulating Marcellus Shale natural gas extraction. The WV DEP Of-

fice of Oil and Gas presented the emergency rule to WV Secretary of State Natalie Tennant who approved it on August 29, 2011⁷. The emergency rule is valid for fifteen (15) months and is intended to address issues unique to horizontal drilling not covered under existing regulations. The rule applies to permit applications, operational rules concerning water quality and quantity, and public notice procedures for operators wishing to develop Marcellus wells within a municipality. The DEP held a public comment period concerning the rule throughout the month of September. The public comment period concluded with a Public Hearing on Horizontal Well Development Rule 35 CSR 8 held in Charleston, WV on October 11, 2011. The public comment period was intended to provide the opportunity for individuals to voice opinions concerning the regulation while lawmakers attempt to draft more permanent legislation.



Meanwhile, the Joint Committee has continued work on draft legislation by holding monthly meetings each of the past four months. The most dramatic amendments approved by the Joint Committee concerning S.B. 424 include expansion of the public comment period and the authority of the DEP to convene a public hearing at its discretion when a driller applies for a permit⁸. In addition, an amendment was approved to increase permit fees from the current rate up to \$10,000 for the initial well and \$5,000 for each additional well at the site⁹. Finally, measures have been approved

to expand buffer zone requirements up to 625 feet from a dwelling with the DEP having discretion to increase the distance by Legislative rule, if necessary¹⁰.

Several additional amendments are still pending with the Joint Committee¹¹. However, the Legislature could have a bill to consider in the coming months or early next year when the 2012 Regular Legislative Session of the West Virginia Legislature commences. Until then, members of the oil and gas industry can only remain watchful of the coming Legislation and the uncertainty it creates.



Update Concerning West Virginia's Regulation of Oil and Gas (con't.)

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- ¹ Christa Dotson is currently employed by Mason Dixon Energy, LLC in Bridgeport, WV. Dotson is a former associate of the law firms of Jenkins Fenstermaker, PLLC in Huntington, WV and Waters, Warner, & Harris, PLLC in Clarksburg, WV, where she concentrated her practice in litigation defense. A graduate of West Virginia University (B.A., *cum laude*) and the West Virginia University College of Law, Dotson is a Member of the West Virginia State Bar, the American Association of Professional Landmen (AAPL) and the Michael Late Benedum Chapter of the AAPL (MLBC-AAPL).
- ² Senate Press Release, "Acting President Names Members to Serve on Marcellus Committee" June 17, 2011.
- ³ West Virginia Legislature, http://www.legis.state.wv.us/Bill_Text_HTML/2011_SESSIONS/RS/Bills/hb2878%20intr.htm (accessed October 22, 2011).
- ⁴ West Virginia Legislature, http://www.legis.state.wv.us/Bill_Status/bills_text.cfm?billdoc=sb424%20intr.htm&yr=2011&sesstype=RS&i=424 (accessed October 22, 2011).
- ⁵ Senate Press Release, "House of Delegates Kills Marcellus Shale Legislation," March 14, 2011.
- ⁶ W.Va. Code § 29A-3-15a provides that the Secretary of State may approve an emergency rule after determining that: (1) an emergency exists; (2) the agency submitting the rule has authority over the subject matter; and (3) the public interest is affected.
- ⁷ West Virginia Secretary of State, "Notice of Emergency Rule Decision by the Secretary of State," August 29, 2011 accessed at <http://www.sos.wv.gov/news/topics/elections-candidates/Documents/35-8ea.pdf>.
- ⁸ West Virginia Legislature, <http://www.legis.state.wv.us/committees/interims/committee.cfm?abb=marcellus> (accessed October 22, 2011).
- ⁹ *Id.*
- ¹⁰ *Id.*
- ¹¹ *Id.*



The Butler Decision and Its Implications

By: Nathaniel C. Hunter, Spilman Thomas Battle, PLLC

Is the Marcellus shale that underlies a significant part of western and central Pennsylvania itself a “mineral”? Is Marcellus shale gas the type of natural gas contemplated in prior Pennsylvania case law, or something different? Is the Marcellus shale similar to coal, so that whoever owns the shale owns the gas that is embedded in that shale?

In reversing and remanding the decision by the Susquehanna County Court of Common Pleas, a three judge panel of the Pennsylvania Superior Court asked, but did not answer, those questions of first impression. The lower court had based its decision on case law, dating back to 1882, relating to the interpretation of reservations of “minerals” and whether or not oil and gas are included in the reservations. The decision has set off a bit of a fire storm among commentators, and it has injected concern about what might possibly happen, and when, in the high stakes world of Marcellus shale gas ownership, control, extraction and sale.

The case, John E. and Mary Josephine Butler v. Charles Powers Estate, et al, William H. Pritchard and Craig I. Pritchard, 1795 MDA 2010 (Pa. Super., September 7, 2011), involves a reservation in a 1881 Deed of “one-half of the minerals and Petroleum Oils” under a 244 acre parcel in Apolacon Township, Susquehanna County. The Butlers acquired title to the 244 acre tract, subject to the reservation that was originally set forth in a Deed, recorded October 25, 1881, from the Estate of Charles Powers to the Butler’s predecessor in title. In July, 2009, the Butlers brought a quiet title action, claiming ownership of all minerals and petroleum oils underlying the property by adverse possession. Based upon the relevant chain of Pennsylvania cases on the topic over the last 130 years, the Butlers believed that they owned 100% of the Marcellus shale underlying the property, as well as the gas embedded in it, because the reservation by the Charles Powers Estate did not include any reference to “gas” or “natural gas.” Over the course of the proceedings, the heirs of the Estate of the long-deceased Charles Powers became aware of the action and came forward to file a Declaratory Judgment action, challenging the claim of adverse possession, and also requesting that the Court declare that the reservation of one-half of the “minerals” included one-half of the now-valuable gas within the Marcellus shale.

Pennsylvania’s “Dunham Rule” originated in the Supreme Court’s Opinion in Dunham and Shortt v. Kirkpatrick, 101 Pa. 36 (1882), where the Court began with the recognition

that prior cases found “minerals” to be things “of a metallic nature, such as gold, silver, copper, lead [etc]” (Dunham, 101 Pa. 36 at 39). The rule that followed is most clearly stated in the Supreme Court’s Highland v. Commonwealth of Pennsylvania, 161 A.2d 390 (Pa. 1960) decision: “In Dunham, the Court enunciated a rule of construction of the word ‘minerals’ to be applied when determining the inclusion therein or the exclusion therefrom of natural gas or oil.... [i]f, in connection with the conveyance of land, there is a reservation or an exception of ‘minerals’ without any specific mention of natural gas or oil, a presumption, rebuttable in nature, arises that the word ‘minerals’ was not intended by the parties to include natural gas or oil.” Highland, 161 A.2d 390 at 398. The Court eliminated any distinction between whether the language appears in a reservation or a grant, and then stated that “[t]o rebut the presumption... that natural gas or oil is not included within the word ‘minerals’ there must be clear and convincing evidence that the parties to the conveyance intended to include natural gas or oil within such word.” Highland, 161 A.2d 390 at 399. Further, the Highland Court stated that the rule had been in effect for decades, that its application has formed the basis to many titles to land, and that it had become a rule of property law that was not to be disturbed or overthrown “except for compelling reasons of public policy or the imperative demands of justice.” highland, 161 A.2d 390 at 399.

U.S. Steel Corporation v. Hoge, 468 A.2d 1380 (Pa. 1983), involved a dispute between the owner of a coal seam and the lessee under a gas lease. In Hoge, the Pennsylvania Supreme Court stated that natural gas, while capable of migrating, is owned by whoever has title to the property in which the gas is resting, then ruled that coalbed methane trapped in the coal seam is therefore owned by, and under the control of, the owner of that seam until that gas migrates on its own to the property of another. Coal mining operations typically vent the gas in order to reduce the danger of explosion or inhalation, but the Court also explained that hydrofracturing is a method that is available to capture the gas from the relatively impermeable coal seam.

The Butler Decision and Its Implications (con't.)

In Butler, Pennsylvania's intermediate appeals Court respectfully refused at this point in the proceedings to uphold the trial court's grant of Preliminary Objections in favor of the Butlers, a decision that was based on the long established Dunham rule, and that would have ended the matter in favor of the land owners. The heirs of Charles Powers asserted that the reservation in question predated the Dunham rule and, therefore, the parties could not have anticipated that the Pennsylvania Supreme Court would impose an interpretation that would lead to a finding that gas and oil are presumed not to be included within the legal definition of "minerals," absent compelling evidence of an intent that they be included. They also drew a distinction between "conventional" and "unconventional" gas – the conventional being that which is of a free flowing or "wild" nature, and the unconventional being that which is trapped in coal, as in Hoge, and in the Marcellus shale.

The Superior Court sent the case back to the trial court so that "the parties should have the opportunity to obtain appropriate experts on whether Marcellus shale constitutes a type of mineral such that the gas in it falls within the deed's reservation." (Butler, 1795 MDA 2010 at p. 15). The Superior Court ruling in Butler has understandably caused immediate concern in the oil and gas industry. What will happen to oil and gas titles if the Dunham rule is revised, weakened or overturned? Or if the Marcellus shale is ruled to be a "mineral" under the Dunham/Highland line of cases? Or if it is determined that the distinction between "conventional" and "unconventional" natural gas is a legal one, and that the gas within the Marcellus shale is found to be "unconventional"? Or if the Marcellus shale is ruled to be like coal, independent of the gas that is found in both formations, and even if it is not mined as is coal, so that safety concerns regarding coalbed methane that protect coal miners are extended to the Marcellus shale?

The next step in this case – be it at the trial court or before another appellate court panel – certainly requires the attention and involvement of the oil and gas industry. The industry should also consider seeking a potential legislative solution to the possible confusion about a most basic element of the industry – who owns the rights to the gas to be extracted – that is implicated in this case. Despite the inevitable complications involved in getting the legislature and Governor to pass and sign such a legislative "fix," given the procedural posture of Butler, the legislative process may prove faster, and may provide more certainty to the issue

by confirming that the rules the industry and landowners have abided by for 130 years remain intact.



2011-2012 MLBC Meeting Schedule (remains under construction)

<u>Date</u>	<u>Location</u>	<u>Topic</u>	<u>Speaker</u>
November 10, 2011	Shriner's Lodge Marietta, OH	Marcellus Development	Corky Demarco
February 9, 2012	The Chadwick Wexford, PA	Full-Day Seminar "Oil & Gas Basics"	Matt Vavro, PG, PE
March 8, 2012	Waterfront Place Hotel Morgantown, WV	Half-Day Seminar with Ethics	
April 12, 2012	Bella Sera Banquet Center Canonsburg, PA	AAPL Presidential Update	Jack Richards
May 10, 2012	Wheeling Island Hotel Wheeling, WV	Joint seminar with EMLF and MLBC Charity Golf Outing	
June 7, 2012	Bridgeport Conf. Center Bridgeport, WV	Introduction of new officers GSC Scholarship Update & Award	

Support Your Local Association

Please remember, this is your Association. The strength of the MLBC is in its people. While the Officers and Executive Committee members of the Association are elected to serve the needs of the organization, we look forward to and encourage volunteerism for many of the important and necessary committee positions. Volunteers are always welcome to participate in registration for meetings and seminars. Please contact any of the officers to see how you can help. The Association is in real need of volunteers for the Education Committee and Photography Committee. Please consider yourself for one of these committees. Your Association needs you.



Memberships

The MLBC membership application is located on the website at www.mlbc-aapl.org. If you failed to renew your MLBC membership timely, please complete a new membership application and submit it with the required reinstatement fee.

The MLBC website has an updated version of the membership listing. Please use this resource if you can not find yours or others information in the directory. Please report any errors or omissions to Jeremy D. Preston at jpreston@eqt.com.



October 2011 — New Members*

<u>First Name</u>	<u>Last Name</u>	<u>Employer</u>	<u>Member Type</u>
Raymond	Schmaus	Armstrong Search and Associates	Associate
Keith	Zabela	Burleson LLP	Associate
Chari	Kiger	Chesapeake Energy	Associate
Travis	Carpenter	Dominion East Ohio	Active
Susan	Sobole	Dominion East Ohio	Active
Misty	Christie	EQT	Associate
Nicholas	Bumgardner	EQT Production	Associate
Julia	Abbott	EQT Production	Active
Eric	Buddenbohn	EXCO Resources	Active
Shawn	Snyder	Folse Land Services	Active
Adam	Hall	Hawkeye Research Inc	Associate
Dashiell	Voorhees	Hawkeye Research Inc.	Active
Phillip	Daniel	Hawkeye Research Inc.	Active
Kaitlin	Gammack	Hawkeye Research Inc.	Associate
Justin	Lamm	Hawkeye Research Incorporated	Associate
Blake	Schooler	Holland Services	Active
bryan	bandes	Holland services	Active
Andrea	Holley	Honor Resources Co.	Associate
Joseph	Dominguez	Honor Resources Co.	Associate
Rose	Sikes	Honor Resources Co.	Associate
Michelle	Tinsley	Honor Resources Co.	Associate
James	Jeter	Honor Resources Co.	Associate

October 2011— New Members* (Con't.)

<u>First Name</u>	<u>Last Name</u>	<u>Employer</u>	<u>Member Type</u>
Terri	Askew	Honor Resources Co.	Associate
Rose	Cruikshank	Honor Resources Co.	Associate
Joshua	Collins	Honor Resources Co.	Associate
James	McKelroy	Honor Resources Co.	Associate
Kelly	Cicarelo	Honor Resources Co.	Associate
Karen	Jackson	Honor Resources Co.	Associate
Connie	Mosteller	Honor Resources Co.	Associate
Jarrett	Barnhouse	Independent	Associate
John	Heaster	Mason Dixon Energy	Active
Ampliss	Walker	Mason Dixon Energy	Active
Andrew	Brown	Mason Dixon Energy L.L.C	Active
Ryan	Butcher	Mason Dixon Energy, LLC	Active
Daniel	Khalil	OGM Land	Active
James	haga	PDC Energy	Associate
Karen	Thorne	Precision Oil & Gas	Associate
Cindy	Lane	Precision Oil & Gas	Associate
DEBRA	AKER	RANGE RESOURCES - APPALACHIA, LLC	Associate
Heather	Foster	RedSky Land	Associate
Julian	Powell	RedSky Land LLC	Associate
Dienna	Robinson	S & A Property Research, LLC	Associate
Dan	Miceli	Williams Production Company	Active

* Notice of the application(s) of all potential Chapter member(s) shall be published in the next regularly scheduled monthly Chapter "Takeoff" newsletter. Active members shall have the opportunity during for a period of thirty (30) days following the first publication to object to the potential members' application. Such objections to membership approval may be submitted to any member of the Executive Committee and shall be in writing. The Executive Committee shall take any such objection under counsel in the next regularly scheduled monthly Executive Committee meeting. A decision to accept or reject the membership application shall be determined by a majority vote at such meeting. The Executive Committee shall notify the applicant in writing of rejection.

Application for membership in the Chapter shall be subject to the approval by a majority vote of the Executive Committee at a regularly scheduled meeting, after the aforementioned thirty (30) day newsletter publication period, and shall require the signed approval by the acting President of the Executive Committee, as evidence of the Committee's approval. Names of any and all newly approved members shall be read at the following regularly scheduled general meeting of the Chapter.

Michael Late Benedum Chapter

3945 Forbes Ave., #451
Pittsburgh, PA 15213

We are on the web!
www.mlbc-aapl.org



Michael Late Benedum



MLBC WEBSITE

If you experience any problems using the website or if you have any suggestions, please contact Jeremy Preston via e-mail at JPreston@eqt.com.

JOB BANK WEBSITE

The direct link for MLBC Job Bank is www.mlbcjobbank.com. If you have any questions, please contact Darryl Griwatz at Darryl@honorresourcescompany.com.

2011-2012 Officers and Executive Committee

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