Michael Late Benedum Chapter

American Association of Professional Landmen

June 2017

Proud to be Benedum

The Take-

ost of you know the story by now. In July of 1959 fifteen landmen met at the Sherwyn Hotel in Pittsburgh and formed the first chapter of the AAPL, naming it after the area's most famous landman Michael Late Benedum. Being the only local AAPL association that is named after a person rather than some geographical identifier, we have often been asked...Why Benedum?

Mr. Benedum's accomplishments in business are indeed impressive. During his lifetime in the oil and gas industry, Michael Benedum amassed a fortune, ranking him in his day among the 100 wealthiest Americans. To be known by his peers as the "Greatest Wildcatter of Them All", "Oil Man of the Century", and "Foremost Oil Pioneer of All Time" somewhat speaks for itself. However, Benedum did not define himself simply by his success in the oil fields or his accumulated riches. To put it into his own words..."Those who use a material yardstick to appraise their wealth and foolishly imagine themselves to be rich are objects of pity. In their ignorance and misanthropic isolation, they suffer from shrinkage of the soul."

Perhaps William P. Getty, President of the Benedum Foundation, described the man best: "Ultimately, the Mike Benedum story is about character, in itself an oldfashioned concept, but one that is forever relevant." Guided by a strong work ethic and relentless perseverance with an underlying integrity that was unique for his profession at the time, Benedum was always looking ahead to the next opportunity while leaving the ladder in place for others to climb along with him. In life and in legacy, in spirit and in wealth, his love and generosity toward his native home in West Virginia as well as his adopted home of Pittsburgh and surrounding region is extraordinary.

These are the underlying principles that guide our organization. Integrity first and foremost with a dedication to the professional development of the members that we serve and the betterment of our region as a whole. We do this by maintaining the highest ethical standards, providing valuable educational and social networking opportunities, contributing to the needs of our community through various charitable events, and aiding our aspiring young land professionals through our scholarship and mentorship programs. This is who we are. This is why we do what we do. Do you have what it takes to be a Benedum land professional?

In the name and spirit of Michael Late Benedum, we proudly dedicate our Association.

MLBC P.O. Box 955 Bridgeport, WV 26330

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UPCOMING EVENTS

July Dinner Meeting Point Park University Pittsburgh, PA July 13, 2017 **Registration Link**

Wild Things Night Washington Wild Things Washington, PA August 4, 2017 Registration Open Soon

Jeremy Preston Vice President

J.W. FINDLEY LIFETIME ACHIEVEMENT AWARD



THANKS!

would like to thank the MLBC, its Officers and the rest of the Executive Committee for presenting me with the J.W. Findley Lifetime Achievement Award ...I am humbled to have been considered for the award and it is greatly appreciated. To follow in the footsteps of the first two award recipients and very well respected Landmen, Arnold Schulberg and Richard Elswick, is an honor. Receiving the award on June 1, 2017 was even more special as I celebrated my 40th anniversary with the oil and gas industry, having began my career as a Landman on June 1, 1977.

As the years pass, I often reflect on my career and what I might be able to pass on to a new generation of Landmen. As a lot of you know, I have advocated professionalism repeatedly in various articles I have authored over the years. I have been fortunate to attend many educational events in the past 4 decades as a Landman, and the one take away remains ...if one behaves professionally, everything else will follow suit ...it may be as simple as removing your hat while in the Recorder's Office or as important as negotiating a multimillion-dollar deal.

As many of you know, Ohio is facing a unique problem in regards to certain Independent Landmen possibly being required to be licensed Real Estate Brokers in order to acquire oil and gas leases. The Ohio Oil and Gas Association ("OOGA") along with representatives of the AAPL, MLBC and NALA are working diligently to have legislation passed to amend this requirement. It is too early to determine where we may land in this process ...just know it is being energetically pursued.

To that end, remember we (Landmen) are generally the first point of contact that the public has with the business of Oil and Gas; we are not only representing ourselves, our client or company, but also our great industry! The AAPL Code of Ethics and Standards of Practice clearly defines our responsibilities as Professional Landmen. It is our responsibility to act fairly without making any false statements or representations. If not a member of a local chapter or the AAPL ...join! Go to your local land association meetings, learn as much as you can and become actively involved by volunteering to serve your local chapters or the AAPL. I can honestly say my most rewarding endeavors in the industry have been serving the MLBC, AAPL, OOGA and other industry organizations in one capacity or another and not only did it encourage and enable me to be a better Landman, it allowed me to foster many lasting friendships I continue to cherish to this day.

One last piece of advice ...LEAVE A TRAIL. When performing a task, do it well and leave the finished product in a fashion that is organized with a synopsis/conclusion of the decision made. Allow the next Landman to retrieve the same file in a manner that he/she may see your conclusion and how you arrived at the same. Your conclusion may not always be 100% correct; however, at the very least, the next Landman working on the project can follow the reasoning for your decision ...PAY IT FORWARD!

As Bruce Turner so often and accurately states ...we are AMERICA's LANDMEN!

Jud Byrd Vice president Artex Energy Group LLC

APRIL 2017 NEW MEMBER LIST

| Name | Last Name | Employer | Member Type |
|-----------------|---------------|--------------------------|-------------|
| Brian | Lacy | | Active |
| Wanda | Hescht | Abstract WV, LLC | Associate |
| Roger | Christenson | Antero Resources | Active |
| Phillip | Khoury | Chevron | Active |
| Kelly | Gray | Chevron | Associate |
| Dana | Tate | Chevron | Active |
| Irvin | Gutierrez | Chevron U.S.A. Inc. | Active |
| Alice | Acord | Holland | Active |
| Joseph | Knotts | JBC Services , LLC | Associate |
| Kimberly | Paletta | KMP Land Services | Associate |
| Katheryn 'Kate' | McCoy | Peacock Keller | Associate |
| Joe | Cunningham | Purple Land Management | Associate |
| Dustin | Hardbarger | Ridgeline Resources, LLC | Active |
| Janie | Testa Michael | Sole Proprietor | Active |
| Phillip | Griffith | Steptoe & Johnson PLLC | Associate |
| Randy | Kamer | Terra Services | Active |
| William | Wallace | Wallace and Wallace | Active |

MAY 2017 PENDING MEMBER LIST

| Name | Last Name | Employer | Member Type |
|-----------|-----------|-------------------------------|-------------|
| Alexander | Work | American Mineral Solutions | Active |
| Ethan | Bonnette | Artex Oil Company | Associate |
| Lucas | Pattison | Artex Oil Company | Associate |
| Scott | Sizer | DPS Land Services | Active |
| Zackary | Goldsmith | Honor Resources | Active |
| Норе | Murphy | Independent | Active |
| Clayton | Kleevic | Mark A. O'Neal and Associates | Active |
| Justin | Booth | Southwestern Energy | Associate |

JUNE 2017 PENDING MEMBER LIST

| • | Last Name | Employer | Member Type |
|---|-----------|-------------------------|-------------|
| | Bennett | Honor Resources Company | Active |

Name

Taylor



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Your Story, Your Impact, Your Legacy

I'm sure you have been asked on multiple occasions, how did you begin your career in the oil and gas industry? The history of our chapters namesake, Michael Late Benedum tells a great story that begins in 1890 and an opportunity proposed by John Worthington, General Superintendent of the South Penn Oil Company.

In 1894 his Landman career was in full swing. Compared to his flour mill salary of \$16 per month, his new monthly salary was \$150 and he was responsible for managing South Penn's operations in Marshall County, W.Va. and Greene County, Pa. This didn't come easy for Michael considering he had to prove himself to Mr. Worthington. One of the first noted assignments from Worthington was to lease targeted property for future drilling. One name was a prominent landowner who had refused to sign a lease. Not only did Benedum lease this "King Bee", a name often given to hold-outs, but he engaged the King Bee to assist leasing neighboring properties. Does this sound familiar?

Here is another story that Landmen can relate to. Michael was authorized to pay a dollar an acre for a 1,200-acre lease. During negotiations, the landowner told Benedum there would be no negotiating and he must be paid 10 cents per acre in which Benedum replied, "I have to call the office for approval." Worthington is noted saying, "See if you can get it for 5 cents an acre." Benedum responded, "I'll be damned if I do," and the lease was executed for 10 cents per acre. Worthington favored this story and would often recount it.

In 1895, Joseph Clifton Trees engaged Benedum with a proposition and the beginning of a 50-year partnership. In 1904, Benedum and Trees formed the Benedum Trees Oil Company. Over a century later, these names still ring out.

At the age of 90, Benedum passed leaving no survivors. His wife had predeceased him and their only child, Claude Worthington Benedum, passed in 1919 as a victim of influenza. The Benedum Estate was valued at \$70 million. Half of the estate funded the Claude Worthington Benedum Foundation, a present-day foundation serving West Virginia and Southwestern Pennsylvania by providing grants to support Education, Economic Development, Health and Human Services, and Community Development.

On that day in 1890 when Benedum met John Worthington aboard a train in West Virginia, I doubt he fathomed the impact he would have on the oil and gas industry and the legacy that he would leave behind. What is your story? What impact are you making? What will be your legacy?

Rob Greiner

Oil and Gas Lease Did Not Terminate for Failure to Pay Minimum Rental/Royalty Payments

Posted By: Nick Habursky

On June 1, 2017, the Ohio Supreme Court ruled that a provision in an oil and gas lease requiring the lessee to pay a minimum rental/royalty does not automatically invoke a termination provision in an unrelated delay rental clause and is not void as against public policy.

In Bohlen v. Anadarko E&P Onshore, L.L.C., Slip Opinion No. 2017-Ohio-4025, the Ohio Supreme Court was asked to determine whether a lessor can terminate an oil and gas lease if the lessee fails to pay minimum rental/royalty payments. In <u>Bohlen</u>, the oil and gas lease contained a primary term of one year along with standard secondary term language. The lease allowed the lessee to pay a delay rental for the privilege of deferring the commencement of a well. If this delay rental was not paid, then the lease would terminate. The Addendum attached to the lease stipulated that if royalty payments due to the lessor under the lease were less than \$5,500, then lessee would pay any shortfall between the royalty payments and the \$5,500. This minimum rental/royalty clause did not contain a termination provision. Lessee drilled two wells during the primary term of the lease but ultimately failed to pay yearly royalty amounts equal to or greater than \$5,500. Lessors argued that the failure to pay a minimum rental/royalty triggered the termination clause found within the delay rental provision.

In <u>Bohlen</u>, the Court reasoned that the delay rental clause and the minimum annual-rental/royalty clause were two distinct clauses. Therefore, since the minimum rental/royalty clause did not contain termination language, the failure to pay the minimum royalty would not trigger the termination of the lease. It was of no consequence that the lease contained termination language in the delay rental clause since the two clauses at issue were to be read separately. Whether the lessee needed to compensate the lessor for underpayment was not at issue in the case.

Additionally, since the lease at issue contained a primary term, it did not violate public policy for being an indefinite lease.

As published on Babst Calland's ShaleEnergyLawBlog.com on June 1, 2017. Shale Energy Law Blog provides timely legal and business information on issues impacting the energy industry and specifically natural gas development, as well as articles published by the attorneys of Babst Calland.

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MEMBER SPOTLIGHT

JIM TALKINGTON, JR.

A resident of Fairmont, WV with his wife Nancy, Jim Talkington Jr. has a lifetime of contributions to the land profession and the efforts of furthering the education and goals of the MLBC. An Air Force Veteran, member of the Air Force Band and 249th Army Band, Certified Professional Landman, AAPL Certification Chairman, Business owner and entrepreneur, a restauranteur and music club owner, and a Retired Life-Member of the AAPL are just a few of Jim's many accomplishments. Jim and his wife Nancy are also active members of the Life United Methodist Church and have been for many years.



In speaking with Jim, it is apparent he has had a dedication to the land profession and passion for listening and playing music. Jim said he joined the National Guard in his senior year of high school, where Jim jokingly says he may have had to "fudge his age in order to obtain admission." Jim went on to join the Air Force, and at basic training he joined the Drum and Bugle Corps and eventually the Air Force Band where he was a member from 1957 to 1961. Jim played trumpet and made up one of the fifty-piece Air Force Band. His time in the Air Force took him from Cheyenne, Wyoming to Amarillo, TX, among other places, until returning home to Fairmont, WV after his time in the Air Force.

Jim said he started in the oil and gas industry in 1979, when he says his friend Ed Stitt "talked me in to leaving a steady job and go on the road buying leases." Jim then went to work for Royal Resources Corporation buying leases in WV, PA, NY and VA and Jim says "They were all 10 year leases and we never paid more than \$1.00/acre." Jim had quite the success and natural skill-set to perform as an acquisition Landman as he says they "started (me) out at \$50.00/per day, then up to \$75.00/day and \$125.00 in just a few short weeks."

Jim went on to work for a company by the name of Anvil Oil and Gas, owned by Justin Henderson, where Jim served as a Land Manager and Vice President. He oversaw the duties of land acquisition and the development of wells primarily in Doddridge and Tyler Counties, West Virginia. Jim continued with Anvil until there was a bust in the business.

The next step for Jim in the land profession proved his adaptability and ability to survive the cyclical nature of the industry, when in 1994 Jim then decided to start his own company, JET Energy Company. With JET Energy, Jim would buy leases and sell them to interested drilling operators and manage the lease acquisition crews for his clients. Jim owned and operated JET Energy Company through 2013 when he moved to his next business venture, TAPO Energy LLC.

Jim and his partner, Jerry Poling, a Geologist, who Jim says in a modestly chuckling voice is "The brains of the operation", started TAPO Energy LLC in 2005. Jim says the business model of TAPO is to "acquire leases, drill wells, find and locate outside investors and to acquire old production and potentially deepen the vertical wells, all located in West Virginia." TAPO currently operates 200-250 wells; Jim was proud to share he produces a field to this day held by the Copley Wells, which South Penn Oil Company produced 8,000 barrels per day in early 1900's in Lewis County, WV.

It's obvious Jim has a respect for the Landman's role in the oil and gas industry and the profession as Jim says, "There's no grease without the Lease!"

Jim joined the Michael Late Benedum Chapter of the A.A.P.L in 1981 and holds the Certification Chair for the MLBC and AAPL and he has held the chair for over 20 years. Jim encourages Landmen to become certified, and he helps members prepare for the test and obtain certification as the Certification Chair.

Jim appreciates the service of the MLBC and the impact of the organization in furthering and promoting the profession. When Jim first joined the MLBC, there were 20-50 members and he has enjoyed seeing the organization grow and offer more classes to teach about the industry and offering social and educational opportunities. Jim says "The organization and its members are a heck of a bunch of great people, and really likes the involvement in the local church." Jim's past community outreach involves being a contributing member to Fairmont's Meals on Wheels and playing music in his local church.

MEMBER SPOTLIGHT CONTINUED

When Jim was asked what he enjoyed doing outside of the profession, he responded, "Like most Landmen, my hobbies involve work." However, Jim did share his enjoyment of playing music, Jim says he started playing music at the age of 7 years old and has played ever since, he says "I love playing music." While working as a Landman, Jim said he always had music and music clubs on the side, he plays trumpet, brass instruments and sings. In his past, he owned clubs by the name of Club Diaz, and the Red Vest where they played jazz and pop-oriented music, "Stuff people could dance to" Jim recalls. Jim says he brought in a lot of musical acts and says one year they brought in the MLBC members for a meeting and his band played for the chapter.

Jim also holds an Environmental Site Assessor (E.S.A) certification by the AAPL, he is a member of the Independent Oil and Gas Association (I.O.G.A) and the Independent Petroleum Association of America (IPAA). When asked if Jim could offer advice to the current members of the MLBC organization, Jim said "Take the test, get a certification, get a raise!"

Speaking on behalf of the members of the MLBC, we would like to thank Jim for his continued service, community outreach and his role as Certification Chairman, helping members earning certification and his countless efforts producing oil and gas and promoting oil and gas Landmen education.

By: John Thomas Catsonis



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2017 TOP GUN CHARITY CLAY SHOOT



Veterans Advocacy

Demonstrating its commitment to veterans across the state, the West Virginia University College of Law has expanded its Veterans Assistance Project (VAP) from a practice area within the General Clinic to a standalone clinic, the WVU Veterans Advocacy Clinic (VAC), directed by Associate Professor Jennifer Oliva, a graduate of the United States Military Academy and an Army veteran.

There are approximately 170,000 veterans that currently reside in the state of West Virginia, many with acute and unique legal needs related to their military service or return to civilian life. In the VAC, students represent West Virginia veterans in litigation before administrative agencies and courts, on benefits, discharge upgrades, employment claims and other civil and criminal matters. In addition, students will represent local and national organizations in non-litigation matters relating to the legal needs of veterans, including regulatory and legislative reform efforts, media advocacy, and strategic planning. <u>READ MORE HERE</u>



2017 Sponsorship Opportunities

PLATINUM Sponsor: \$1,500

Includes: Four (4) shooters to participate in the day's activities, one (1) station sponsorship, and recognition as a **PLATINUM** Sponsor throughout the day and on main signage.





Includes: Recognition as the GOLD Sponsor throughout the day and on Main Signage.

GOLD Sponsor: \$1,000

The GOLD Sponsors have the opportunity to set up a hospitality table/tent, games, provide adult beverages, non-alcoholic beverages, and food to the shooters during check in and during the awards ceremony.



Includes: Recognition as a SILVER Sponsor throughout the day and on one (1) station.



BRONZE Sponsor: \$100

Includes: Honorable mention during the event kickoff and at reception. The BRONZE Sponsor is a pledge to provide the means for a Student Veteran to join us for the day's festivities.

Note: for an additional \$250 you can set up a table/tent to pass out swag and water to shooters at select stations along the course (4 available)- <u>Contact me for multiple sponsorship discounts.</u>

After the shoot there will be beverages, steak dinner, and prizes. The 1st place shooter will be named the MLBC Top Gun and 1st, 2nd, and 3rd place, high ladies and high team get prizes! 50/50 and other drawings will be held throughout the day and announced after the shoot.

SPRING CLAY SHOOT

The MLBC held it's first clay shoot of the 2017 year on March 24, 2017 at Hunting Hills in Dilliner, PA. As always it was great fun. Steve Kennedy and Bennet Wood had matching scores, after looking at specifics, Bennet Wood took home the Top Gun trophy.

High Ladies went to Morrysa Raney with Brighton Resources. High Overall Team was Rob Lindsey, Seth Wilson, Joe Kelly and Steve Kennedy.



Benett Wood, Top Gun Trophy



High Ladies



Rich Robb, Benett Wood and Steve Kennedy (Top three shooters)



Joe Kelly, Seth Wilson, Rob Lindsey, Steve Kennedy (High Overall Team)

MLBC SPRING CLAY SHOOT PICTURES











CORPORATE SPONSORSHIP LEVELS

Platinum \$5,000.00 per year

Benefits of Platinum Sponsor

- Logo on the corporate sponsor board at every meeting along with the meeting sponsor board.
- Logo on the back of every Takeoff and the bottom of every membership email.
- Receive three meeting/dinner passes for each meeting for one year.
- Receive one free Full Page advertising ad.
- Receive free Half Page ad in the takeoff per year.
- Logo on Golf Outing sponsorship boards.

Gold \$2,500.00 per year

Benefits of Gold Sponsor

- Logo on the corporate sponsor board at every meeting.
- Logo on the back of every Takeoff and the bottom of every membership email.
- Receive one free Half Page advertising ad in the Takeoff per year.
- Logo on Golf Outing sponsorship boards.

Silver \$1,500.00 per year

Benefits of Silver Sponsor

- Logo on the corporate sponsor board at six meetings.
- Logo on the back of every Takeoff and the bottom of every membership email.
- Receive one free Half Page advertising ad in the Takeoff per year.

Bronze \$750.00 per year

Benefits of Bronze Sponsor

- Logo on the corporate sponsor board at three meetings.
- Logo on the back of every Takeoff.

Advertising in The TakeOff

Full page ad \$500.00 per month

Half page ad \$250.00 per month

Dinner Meeting Sponsorship

Cost \$250.00 per meeting. Companies will receive advertising at the dinner meeting as well as your logo displayed on our website for the month of the meeting you sponsor.

To secure a corporate sponsorship, advertise in the Take-Off, or if you have any questions please contact Tara White at <u>twhite@mlbc-aapl.org</u>. Please contact Jeremy White at <u>jwhite@eqt.com</u> for dinner meeting sponsorships.









2016-2017 EXECUTIVE COMMITTEE



President John Kimbleton, CPL Latitude Land and Regulatory jkimbleton@gmail.com



Director Anthony Romeo Mountaineer Keystone aromeo@mkeystone.com



Vice President Jeremy Preston, RPL EQT Production jpreston@eqt.com



Director Lori Naser <u>naser.lori@gmail.com</u>



Secretary Britney Crookshanks, RPL Northeast Natural Energy <u>bcrookshanks@nne-llc.com</u>



Director Robert Greiner, RPL MidWest Land Services, Inc. rgreiner@mwlandservices.com



Treasurer Christa Dotson EQT Production <u>cdotson@eqt.com</u>



National Director Bruce Turner Steptoe & Johnson PLLC bruce.turner@steptoe-johnson.com



Sergeant-At-Arms Jeremy White, RPL EQT <u>jwhite@eqt.com</u>



President Emeritus Aaron R. Yost, CPL Percheron Energy <u>aaron.yost@percheronllc.com</u>



Executive Director Tara White MLBC twhite@mlbc-aapl.org

| | 2016—2017 COMMI | TTEE CHAIRS |
|--------------------|--------------------------------|---|
| Awards | Christa Dotson | <u>cdotson@eqt.com</u> |
| Bylaws | Chris Elswick | chris.m.elswick@gmail.com |
| Certification | James Talkington, Jr., CPL/ESA | jeta@frontier.com |
| Education | Mark Mudrick, RPL | mark.mudrick@percheronllc.com |
| Ethics | Justin Nixon | jrnixon@eqt.com |
| Fall Golf | Steve Carr, CPL | steve.carr@tsdudley.com |
| Finance | Adam Morgan | adam.morgan@cabotog.com |
| Historian | David Aman | davidaman@consolenergy.com |
| Legislative | Steve Perdue | steve.perdue@steptoe-johnson.com |
| Marketing | Daniel Germain | daniel.germain@completetitlesolutions.com |
| Membership | OPEN | |
| Directory | OPEN | |
| Photography | Mike Kalany, RPL | mkalany@eqt.com |
| Spring Golf | Jeffrey Junstrom | jjunstrom@tuckerlaw.com |
| Scholarship | Justin Nixon | jrnixon@eqt.com |
| Sponsorships | Lhag Bowers | lhag.bowers@percheronllc.com |
| Website /Job Bank | Jeremy D. Preston , RPL | jpreston@eqt.com |
| University Liaison | Mark Acree, CPL | macree1959@yahoo.com |

MLBC SCHEDULE

| <u>Speaker</u> | Location | Date |
|----------------------------------|--|---|
| TBD | Point Park University Pittsburgh, PA | July 13, 2017 |
| Baseball Social | Washington Wild Things Washington, PA 15301 | August 4, 2017 |
| TBD | Hilton Garden Inn Canonsburg, PA | August 10, 2017 |
| TBD | Marietta College Marietta, OH | September 14, 2017 |
| | Appalachian Land Institute | October 5-6, 2017 |
| Charity Clay Shoot | Hunting HIlls Dilliner, PA | October 6, 2017 |
| TBD | TBD | <i>November 9, 2017</i> |
| TBD TBD Charity Clay Shoot | Washington Wild Things Washington, PA 15301 Hilton Garden Inn Canonsburg, PA Marietta College Marietta, OH Appalachian Land Institute Hunting HIlls Dilliner, PA | August 10, 2017 September 14, 2017 October 5-6, 2017 October 6, 2017 |

MEMBERSHIP INFORMATION

Michael Late Benedum



"The Great Wildcatter"

The MLBC membership application is located on the website at <u>www.mlbc-aapl.org</u>. Please check your information on the website prior to submitting your renewal. 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 Tara White at <u>twhite@mlbc-aapl.org</u>.

Notice of the application(s) of all potential Chapter members shall be published in the next regularly scheduled monthly Chapter "Takeoff" newsletter. Active members shall have the opportunity during 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.



MLBC WEBSITE

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



JOB BANK

The direct link for MLBC Job Bank is <u>www.mlbcjobbank.com</u>. If you have any questions, please contact Jeremy Preston via e-mail at <u>JPreston@eqt.com</u>.



PHOTO ALBUM

We would like to share our Photo Album with you to show you what MLBC has been doing throughout the year. The direct link for MLBC Photo Album is <u>www.mlbc-aapl.org/VPhoto.php</u>.