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## Equal Pay for Equal Work?

*by Jackie Armstrong*

The 2004-2005 year for I.O.W.A. has drawn the attention of the Iowa State Bar Association on a subject that is near and dear to our hearts: MONEY. Or more specifically, the lack of pay parity amongst male and female attorneys in our state. The ISBA president, Nick Critelli, has sent a call to members of our organization and the committee on women and minorities of the state bar to brainstorm about the causes and solutions for the clearly documented disparity between the earnings of men and women in our profession, particularly at the partner level. One proposal is to feature women attorneys in the state bar's current PR campaign. Another proposal is to do a study on why significant numbers of women abandon our profession for other careers--Why is the legal community suffering the drain of talent and expertise from a significant percentage of its qualified professionals? Please send your thoughts and ideas to help further the dialogue on this pay inequity issue.

## Board Meeting Schedule

All I.O.W.A members are welcome to participate in the monthly Board Meetings. The meetings are either by teleconference or in person, with the ability to call in. The schedule for 2004-2005, subject to some changes, is as follows:

- Thursday, Dec. 2, noon, conference call
- Thursday, Jan. 6, noon, conference call
- Thursday, Feb. 3, noon, conference call
- Saturday, Mar. 5, in person in Ames
- April- TBA
- May- TBA



For more information about the exact locations of these meetings, contact Jackie at [jarmstrong@iowabar.org](mailto:jarmstrong@iowabar.org). or visit our website at [www.iowawomenattorneys.org](http://www.iowawomenattorneys.org). We'd love to have your input!

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(515) 281-3592

## Rules of Professional Conduct

*by Elizabeth Croco*

As many of you know, the Supreme Court will soon be adopting new rules of professional conduct, based on the Model Code; rather the Model Rules Iowa has had in the past. The process of reviewing and revising the rules has been a lengthy one. The Supreme Court first ordered that the rules be reviewed in 2000. A Committee composed of dedicated attorneys and law professors spent many hours studying this important matter before making a final proposal to the Court in July 2002. You can view the Committee's proposed rules and comments at <http://cartwright.drake.edu/gregory.sisk/iowaethicsrulesdrafting.html>

Based on the Committee's work, the Supreme Court released its draft of the proposed rules in September 2004. You can view the Court's proposed rules at [http://www.judicial.state.ia.us/model\\_rules/](http://www.judicial.state.ia.us/model_rules/)

The Court's proposed rules differ, sometimes significantly, from the Committee's draft. The Committee's draft, and especially the comments to the rules, represent an enormous undertaking and are an invaluable source of research on the topic of ethics in Iowa, and elsewhere.

The Supreme Court is now seeking comments on its proposed rules. Comments may be submitted in writing or by e-mail to the Clerk of the Supreme Court and may contain a written request to be heard orally. The deadline for comments has been extended until **January 3, 2005**, and the date for oral presentation is set for **January 31, 2005**.

Take the time to review these proposed rules. The new rules will mean many practical changes for Iowa lawyers. It is important for all Iowa attorneys to familiarize themselves with the rules to avoid any ethical violations and to have a chance to voice their opinion in the adoption of these new rules.

## DRI Report on Task Force for Women Trying Cases

DRI just issued its report on its task force on women. Even though it is from a defense organization, it has application to a lot of women attorneys. The final copy of the paper is attached via a link which will lead you to the PDF of this paper.

<http://www.dri.org/dri/course-materials/2004cdwchidden.html>

## Emily's Boutique

The Holidays are just around the corner! Emily's Boutique is open for Holiday shopping. Emily has a supply of beautiful pins made by Designs by Lucinda. The current supply includes the ever-popular Woman Pins, including a few Christmas style Woman Pins, and Flag Pins. All of these styles sell for \$14.00. She also has a number of "Jewel" Pins in Heart, Dog, Cat, Angel, Flower and Cross pin styles. The Jewel Pins sell for \$20.00. The proceeds from the sales of these pins benefit I.O.W.A. and related projects. Emily also has a supply of I.O.W.A. T-shirts, sweatshirts and mugs for sale. She still has a number of Puckerbrush Potluck Recipe Cards, created in honor and memory of Bess Osenbaugh. Please contact Emily at [ebchafa@dmgov.org](mailto:ebchafa@dmgov.org) or 515-283-4530 with any questions about any of these items or to place an order. We appreciate your support of these fundraising endeavors.



## Joint ABA Commission Releases Draft Ethics Rules Revisions Regarding Gifts to Judges

The American Bar Association Joint Commission to Evaluate the Model Code of Judicial Conduct released proposed code revisions governing gifts to judges and judicial attendance at expense-paid seminars.

"The changes that are proposed in our draft terminology definitions and Rules 4.13 through 4.16 would require judges to consider whether a gift would reasonably be perceived as intended to influence performance of judicial duties. Additionally, they would specify items and benefits that in most cases would not be gifts and could be accepted, distinguishing them from those that are gifts that may be accepted but must be publicly reported," said Mark I. Harrison of Phoenix, commission chair. "Finally, it would set monetary limits on the value of items or benefits that could be accepted."

"We are circulating this draft revision of portions of the code to seek comment," said Harrison.

"The joint commission is continuing to review the Code provisions dealing with judicial political activity and election campaign speech, along with the preamble and terminology sections. When we have completed our initial drafting process and received comments on our proposals, we will consider how we can make additional improvements," he said.

The proposed new language is posted on the ABA Web site at <http://www.abanet.org/judicialethics/drafts.html>, with previous drafts of proposed revisions. The current model code is posted at [http://www.abanet.org/cpr/mcjc/mcjc\\_home.html](http://www.abanet.org/cpr/mcjc/mcjc_home.html). Comments should be directed to commission counsel Eileen Gallagher by Nov. 1 at [gallaghE@staff.abanet.org](mailto:gallaghE@staff.abanet.org) or at the ABA Justice Center, 321 N. Clark St., Chicago, IL 60610.

Proposed for the code's terminology section is a gift definition that includes, among other things, gratuities, favors, discounts, entertainment, loans or anything of monetary value, but also identifies exceptions. The exceptions include ordinary social hospitality extended by individuals, not corporations, limited to modest items common in the judge's

community; presentation items, such as plaques and trophies that have little intrinsic value; and loans, discounts, scholarships and fellowships or other opportunities and benefits available or awarded on the basis of factors other than judicial status. Also expressly excluded from the gift definition, but addressed separately in the draft rules, are reimbursements for or waiver of travel-related expense and compensation for extra-judicial activities.

Draft Rule 4.13 lists gifts that judges would be free to accept, requiring that they be publicly reported if the value of any single gift or if the aggregated value of gifts from a single source in one year exceeds \$250.



Draft Rule 4.14 would allow a judge to accept from sources other than the judge's employer reimbursement for or waiver of necessary expenses to participate in extrajudicial activities, if doing so would not cast reasonable doubt on the judge's capacity to act with impartiality, integrity or independence. The reimbursement would be limited to actual costs reasonably incurred for travel, food and lodging for the judge and, where appropriate, a spouse or guest. The rule would require public disclosure at least quarterly of any reimbursement or waiver for a single expense exceeding \$100 or for aggregated expenses from the same source exceeding \$100 per year.

Draft Rule 4.15 would permit judges to accept reasonable compensation for permitted extrajudicial activities, such as speaking fees, as long as the amount does not exceed fees for a person who is not a judge, and as long as it would not cast reasonable doubt on the judge's capacity to act with impartiality, integrity or independence.

Rule 4.16 would require judges to report the date, place and nature of any activity for which the judge received compensation, reimbursement or waiver of charges, the source and the value. The report would be required at least quarterly, filed as a public document with the clerk of the court on which the judge serves or in any other office designated by law. When technically feasible, the rule also would require posting the report on a Web site of the court or office.

# Artistic Attorneys

by Emily Chafa, Jane Robinette, Renae Angeroth

Most of us realize that there's more to life than the practice of law. For some of us, a creative outlet is just what the juris doctor ordered. Two Des Moines area women attorneys tell us how they found creative inspiration in poem-paintings and musical composition. Perhaps their experiences will inspire some of you to find your creative side! Please tell us about it and we may include your endeavors in upcoming issues.

## Jane Robinette: Poem-Paintings



Heal Your Life, by Jane Robinette

In mid-life I have returned to the passion of my youth—writing poems and combining them with color images. In the 1990s, while working for the federal court as law clerk and staff attorney, I found the book *The Artist's Way* which helped me realize the importance of creativity in my life.

Until then, I did not see myself doing what I do today: creating what I call “poem-paintings”—small, abstract, colorful paintings into which I hand-write my own poetry—and showing and selling them in galleries and special exhibits. (For a sampling of paintings and audio of some poems, see my website, [www.janerobinette.com](http://www.janerobinette.com).)

I eventually quit my court job to pursue other work, but it still took a few years to focus on my own artwork. First, I started an arts/interview project, the Iowa Women Artists Oral History Project ([www.lucidplanet.com/IWA](http://www.lucidplanet.com/IWA)), in which I interviewed 79 women visual artists living in Iowa. Later I coordinated another arts/interview project, Beyond 9-11: The Art of Renewal in Iowa ([www.beyond9-11.org](http://www.beyond9-11.org)), which received grant support from the Department of Cultural Affairs, and featured visual art, writing, and music in response to the events of September 2001.

Now, in addition to my paintings, I do some web design and maintenance\* and other life history interviewing. I cannot see myself returning to the law, but I don't regret the time I spent there. For now, though, having the time and space to devote to my own creative work is most meaningful to me.

My advice: listen to the passion of your youth. Doing so may not completely change your current path, but it probably will enrich your life.

## Renae Angeroth: Musical Composition

Unlike Jane, I have not quit my day job as a staff attorney with the Southern District of Iowa. My musical training consisted of eight years of piano lessons, 1-A Iowa High School band and choir, and a lot of harmonies over the kitchen sink.

Around 1998, I watched a movie about the war in Bosnia. It contained a throw-away line about how the western world cared more about the divorce of Andy and Fergie than the ongoing war in Bosnia-Herzegovina (1992-1995). I wrote a song to reflect this concept.



Then I remembered the story of a mixed-ethnicity couple who were killed when trying to leave Bosnia during the war. With the first song started and this Romeo and Juliet plot, I began to write *Palace of the Fields*, a modern opera about the war in Sarajevo. I studied Bosnian culture and history through books, magazines, and web sites. I even attended a semester of Bosnian language classes. Each new piece of information served as a genesis for a new song.

Although it has been a tedious and long process, this past summer I received a grant from the Iowa Arts Council to record excerpts from the musical.\*\* The compact disc will be used to promote *Palace of the Fields* to schools and organizations who may want to perform part or all of the production. I also plan to have a website for the project; check back later this fall at [www.palaceofthefields.org](http://www.palaceofthefields.org).



Palace of the Fields

One of the books I have appreciated in this process is *Art and Fear: Observations on the Perils (and Rewards) of Artmaking* by David Bayles and Ted Orland. I believe the authors were writing every chapter for me. If you want to do anything creative, I recommend this book.

\*Jane Robinette is I.O.W.A.'s web designer and webmaster. We appreciate her great work for our organization!

\*\*A few women attorneys participated in the recording session of Renae Angeroth's opera. Deborah Svec-Carstens, Emily Chafa and LuAnn White sing together in the Des Moines Choral Society, and, along with a number of other talented people, spent a lovely summer day learning and recording excerpts from *Palace of the Fields*. Jane Robinette painted the logo image.

## Job Opening

### Domestic Violence Intervention Program (DVIP) — Executive Director

Immediate opportunity for an Executive Director. The mission of DVIP, a United Way agency, is to end domestic violence through support, advocacy, shelter and education. The Executive Director is responsible for directing agency operations and personnel, overseeing programs and budget, fundraising, and acting as the agency's spokesperson in the community.

Requirements: B.A. in related field, Master's degree preferred. Minimum two years human services experience. Experience/ability to work with culturally diverse populations. Experience with fundraising. Excellent oral and written communication skills, including public speaking. Personnel management experience. Budgeting and financial management skills. Proficiency with computers. Ability to work occasional weekends and evenings. Salary range: \$39,000 - \$50,000 plus benefits. Position description at [www.dvipiowa.org](http://www.dvipiowa.org) under job opportunities. EOE.

Send cover letter, resume, and three professional references (include name, address, and phone number) by **November 6**, to [dvipdirectorsearch@hotmail.com](mailto:dvipdirectorsearch@hotmail.com) or mail to:

DVIP Director Search  
PO Box 908  
Iowa City, IA 52244-0908

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### In the Spotlight: Sarah Kuehl Kleber

*by Jackie Armstrong*



Member Sarah Kuehl Kleber (pronounced Keel Klee-ber) hails from the northwestern edge of our state and is increasingly recognized as an accomplished expert in workers' compensation law in Iowa. She began her education at Drake University and received her law degree from Washington & Lee University in Virginia in 1998. While at Washington & Lee, she was the managing editor of the Environmental Law Digest and a member of the Moot Court Executive Board.

Sarah now practices workers' compensation and employment law in Sioux City with the Heidman law firm. Sarah is co-author of "Offers to Confess Judgment: An Important Tactical Tool for Defense Counsel" published in "Defense Update" 2000.

Most recently, Sarah lectured at the prestigious IWAC October seminar before defense and claimants counsel on an analysis of the appellate court decisions on workers' compensation.

Sarah is active in her community and serves on the Board of Directors for the Council for Sexual Assault and Domestic Violence and as a mentor for Big Brothers and Big Sisters. She is a 2001 recipient of the Sioux City Journal Forty Under 40 Young Leaders award. She is the proud mother of Sam, age 8 months, and she is married to Tom, employed with the engineering department at Prince Hydraulics. When she is not protecting clients, nurturing her family or building her community, Sarah enjoys camping and cards.



## CLE Opportunities

### The Changing World of Child Support

This CLE seminar takes place on **Friday, November 12, 2004**, over the Iowa Communications Network with ten sites around the state. This Iowa Legal Aid Volunteer Lawyers Project seminar includes a Child Support Update presented by James M. Meade as well as sessions on Post Secondary Education Subsidy, The New Child Support Guidelines, UIFSA, and Paternity Disestablishment. Accreditation of 4 hours State CLE is anticipated. The registration fee for the seminar is \$75, with a discounted rate of \$50 for attorneys who take part in the Polk County Bar Association or Iowa Legal Aid Volunteer Lawyers Project. For a PDF file with location details and registration information, go to <http://www.lawhelp.org/link.cfm?593> or contact Linda Grathwohl (*see contact information below*).

For a PDF file with location details and registration information, copy and paste this following URL in your browser: <http://www.lawhelp.org/link.cfm?630>

For more information, please contact:

Linda Grathwohl  
 Managing Attorney, Development Unit  
 Iowa Legal Aid  
 1111 9th Street, Suite 230  
 Des Moines, Iowa 50314  
 (515) 243-2980, ext. 1630  
[lgrathwohl@iowalaw.org](mailto:lgrathwohl@iowalaw.org)  
[www.iowalegalaid.org](http://www.iowalegalaid.org)



### The Practice of Family Law: He Says/She Says/They Say/Pro Se

This CLE Seminar will be presented by the Iowa Legal Aid Volunteer Lawyers Project on **December 3, 2004**, from 8:30 a.m. to 4:30 p.m. at ten sites around the state over the Iowa Communications Network. This seminar includes sessions on Winning Your Family Law Appeal, Family Law Update (presented by James M. Meade), as well as sessions on Working With Domestic Violence Advocates, A Mediation Primer, Service Members Civil Relief Act, Internet Resources for the Family Law Attorney and Pro Se Litigant, and a panel discussion on the Ethics of Dealing with Pro Se Litigants.

Accreditation of 6.25 hours State CLE (including 1 hour Legal Ethics) is anticipated plus .5 hour Federal CLE.

The registration fee for the seminar is \$150, with a discounted rate of \$100 for attorneys who take part in the Polk County Bar Association or Iowa Legal Aid Volunteer Lawyers Projects.

### Member Information

**Heather Palmer** was recently elected to the Board of the National Conference of Women Bar Associations. Congratulations Heather! As a member of the Board, Heather will have the opportunity to attend a number of national conferences throughout the country. Davis Brown Koehn Shors & Roberts of Des Moines where Heather works has generously agreed to cover the cost of her attendance at these meetings.

**Deborah Svec-Carstens** is now working as a Research Attorney with the Department of Human Services/Child Support Recovery Unit in Des Moines. Her work number is 515-281-6939.

**Judy Freking** has joined the law firm of Oostra & Bierma, P.L.C in Sioux Center, Iowa. Ms. Freking's areas of practice include Family Law, Criminal Defense, Personal Injury and Immigration law. Judy is bilingual in Spanish and is a licensed Social Worker. She can be reached at 712-722-2424 or [judyf@sc-law.com](mailto:judyf@sc-law.com).

## Upcoming Events

### Ceremony to Honor Women Judges

On **November 18** at 4:30 p.m. there will be a ceremony to honor past Iowa women judges at the Judicial Branch Building. Portraits of Iowa's early women judges will be unveiled. This event is sponsored by the American Judicature Society. Several other states have sponsored similar projects, including Wisconsin and California. This will be held during the fall judges conference, so many of you will be in Des Moines anyway. Several representatives of the National Association of Women Judges will be in attendance as well.



### Professional Women's Dinner

PCWA will be holding its annual Professional Women's Dinner on **February 24, 2005**, at the Hotel Ft. Des Moines. In conjunction with the PCWA dinner, similar dinners are also being planned in Cedar Rapids and Mason City. Stay tuned for more information about locations of these dinners. All members are invited to participate in these pilot projects to extend our contacts to professional women within our districts. If your district is not organizing a professional woman's dinner this year, you are welcome to attend one of these three dinners and extend your network statewide, meet more I.O.W.A. members, and think about the development of your own district activities.

## Mock Trial Judges Needed!!

Volunteer judges are needed at the annual middle school mock trial tournament. The Iowa Junior High Mock Trial Tournament will be held all around the state in regional tournaments in October and November. Please consider giving a few hours of your time to assist in this unique educational endeavor. See below for information requesting your assistance, the list of regional dates and sites; and the "fax back form" to volunteer. You may also just send an e-mail message to John Wheeler ([jwheeler@iowabar.org](mailto:jwheeler@iowabar.org)) expressing an interest in judging at a particular region or at the State Competition. Contact John if you have any questions.

September 2004

Dear Member of The Iowa State Bar Association:

Each year the Young Lawyer's Division works with the ISBA Center for Law & Civic Education to help teach students in grades 6-12 about law and contemporary issues through the Iowa Mock Trial Program. As you may know, Iowa has one of the strongest and most active mock trial programs in the country. Close to 4,000 students participate each year. Teachers and parents encourage students to participate in this unique learning experience that teaches essential communication and thinking skills. Because of the continued growth and interest in this educational program, we are asking ISBA members to work with area middle and high school teachers to help in this law-related experience.

We are writing to you today to invite you to sit as a judge at a regional or state mock trial tournament during the 2004-2005 school year. In order to be effective, law-related programs like mock trials require the participation and support of legal professionals. Your role as a judge brings your legal training and expertise to the classroom and helps teach students about law and trials in America. You do not have to be a trial attorney in order to participate as a mock trial judge. You will be asked to assess student performance as they take on the roles of attorneys and witnesses. Last year, more than 600 members of the Bar assisted as judges and coaches in tournaments held throughout Iowa.

*continued on next page*

## Upcoming Events

*cont'd from page 7*

If you are interested in serving as a judge (typically you will be paired with a colleague when judging a round), we ask that you complete and return the enclosed Fax Reply Form. The middle school tournaments are held in late October and November; the high school competitions take place in March. Please indicate on the form whether you can commit to judging at the regional tournament(s) near you, and/or at the state tournaments held in Des Moines. Enclosed, for your information, is a preliminary listing of regional tournaments this year. More information on the high school program will be sent this winter. Please return the form by fax or post to the Center for Law & Civic Education at The Iowa State Bar Association.

Serving as a mock trial competition judge is a great way to be involved in the community and to help young people learn about law and citizenship. Many of you have helped generously in the past. Your continued support and enthusiasm is a credit to the profession and shows dedication to civic education in Iowa.

If you have any questions, comments, or concerns about the Iowa Mock Trial Program, please contact John Wheeler at 515/243-3179 (ph.), 515/243-2511 (fax); or [jwheeler@iowabar.org](mailto:jwheeler@iowabar.org) (email).

Sincerely,

Pat McAvan, Chair  
Mock Trial. Committee  
Young Lawyer's Division

John Wheeler, Director  
Iowa State Bar Association  
Center for Law & Civic Education

### 2004 Iowa Middle School Mock Trial—Regional Competition Schedule

REGION 1 (South/West Iowa)	Thursday, Nov. 11 @ Creston
REGION 2 (Central Iowa)	Saturday, Nov. 13 @ Iowa Central C.C. (Ft. Dodge)
REGION 3 (Des Moines Area)	Monday, Oct. 25 @ Drake Univ. Wednesday, Oct. 27 @ TBA (Play-Off)
REGION 4 (Northeast Iowa)	Saturday, Oct. 30 @ Black Hawk Co. Courthouse
REGION 5 (South Central Iowa)	Saturday, Nov. 6 @ DMACC-Newton
REGION 6 (West Central Iowa)	Thursday, Nov. 11 @ Carroll
REGION 7 (Linn County)	Saturday, Nov. 6 @ Linn Co. Courthouse
REGION 8 (East Central Iowa)	Saturday, Nov. 13 @ Scott Co. Courthouse
REGION 9 (Southeast Iowa)	Saturday, Nov. 6 @ Des Moines Co. Courthouse
REGION 10 (Northwest Iowa)	Saturday, Nov. 6 @ Central Lyon (Rock Rapids)
REGION 11 (Des Moines Area)	Monday, Nov. 1 @ Drake Univ. Wednesday, Nov. 3 @ Drake Univ. (Play-Off)
REGION 12 (North Central Iowa)	Tuesday, Nov 9 @ NIACC (Mason City)
REGION 13 (Dubuque)	Monday, Nov. 8 @ Loras College (Dubuque)
STATE TOURNAMENT	Thurs., Nov. 18 & Friday, Nov. 19 @ Des Moines Saturday, Nov. 22 @ Des Moines (Semis & Finals)



# National Conference Of Women's Bar Associations

by Heather Palmer

In August 2004, I was elected to serve on the Board of Directors for the National Conference of Women's Bar Associations ("NCWBA"), during the Annual Meeting of the American Bar Association in Atlanta, Georgia. The NCWBA is an organization for women's bar associations. It provides a national forum for exchanging ideas and information vital to organizational growth and success in today's profession.

The NCWBA Board gathers three times during the year at the ABA Annual Meeting in August, the ABA Mid-Year Meeting in February, and in October, to exchange ideas and foster connections between the leadership of women's bar associations throughout the country and abroad. Each year, during the ABA Annual Meeting, the NCWBA holds the NCWBA Bar Leadership Summit, where representatives of state and local women's bar associations of all sizes share ideas for improving organizational structure, programming, and effectiveness.

The NCWBA provides a listserv to Member bar leaders for business referrals, job posting, and information on matters of concern to women in law. In addition, the NCWBA provides a newsletter to share news of significance to women's bar associations.

On August 6, 2004, Miki McGovern and I attended the Annual NCWBA Bar Leadership Summit, "The Secrets of Our Success". During the Summit we met

with women bar leaders from across the country. We discussed women's bar projects, networking/rainmaking opportunities for members, signature events and celebrations for women's bar associations, and unique programs and projects, including CLE presentations focusing on judicial elections, opportunities for youth in the legal profession, membership recruitment, strategic planning, and fundraising and sponsorship. The next Summit will be held in Chicago, on August 5, 2005, during the ABA Annual Meeting.

On October 1 - 2, 2004, the Board of Directors for the National Conference of Women's Bar Associations met in Boston, Massachusetts for a two-day retreat. Michael Greco, the President-Elect for the American Bar Association came as a guest to the Board meeting on Friday, October 1, 2004. Mr. Greco recently served on the ABA Commission on Women in the Profession and is committed to working on women's issues during his presidency. At the meeting the Board worked on developing a new strategic plan. Surveys will be sent to member organizations of the NCWBA in November. The Board will analyze the surveys at the February Board meeting in Salt Lake City in crafting the strategic plan for the NCWBA.

Please contact me if you are interested in attending next year's Summit in Chicago or if you have questions about the organization in general at [Heather.Palmer@lawiowa.com](mailto:Heather.Palmer@lawiowa.com) or 515-288-2500.

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## WellFem-in-Law



Looking for suggestions on well-being? Recipes for tonight's dinner?

Visit our website at

<http://www.iowawomenattorneys.org> to read Bev Clark's WellFem-in-Law monthly columns (on the News page).



## Newsletter Submissions

Do you have an idea for the I.O.W.A. newsletter? Do you have a job to advertise, news about an I.O.W.A. member, or an upcoming event to announce?



Contact Liz Croco at [ecroco@simmonsperine.com](mailto:ecroco@simmonsperine.com)

P.O. Box 4736  
Des Moines, IA 50306

