REBECCA FRIESENHAHN

PROFESSIONAL EXPERIENCE

2005-present **Border Therapy Services** El Paso, Texas
Controller

- Oversee all aspects of financial accounting from payroll to financial statements
- Analyze and prepare all aspects of the annual operating budgets.

2004-present **Big Brothers Big Sisters** El Paso, Texas
Controller

- Oversee all aspects of accounting from payroll to financial statements.
- Manage federal, state and local grant funding totaling over $1 million
- Coordinate and implement internal controls

2001-2004 **Advant-Edge Pharmacy** El Paso, Texas
Controller

- Oversaw all aspects of accounting from payroll to financial statements
- Directed and analyzed all aspects of the annual operating budgets.
- Coordinated and implemented internal controls

1993 - 2000 **Thomason Hospital** El Paso, Texas
Director-Fiscal Services

- Oversaw preparation of financial statements that fairly reported the results of the hospital operations.
- Oversaw preparation of annual operating and capital budgets
- Directed the daily operations of Fiscal Services.
- Managed the daily cash management operations of the hospital and all clinics.
- Coordinated the physical inventories of hospital supplies.
- Coordinated the annual audit with external auditors.

Financial Analyst II

- Prepared and analyzed financial information detailing assets, liabilities, and capital.
- Prepared operating budgets for 72 cost centers and clinics.
- Coordinated accounting matters with other departments.
- Coordinated and supervised work process of financial reporting staff.

Materials Manager/Business Coordinator-Operating Room

- Maintained appropriate materials, equipment, instruments and supply levels for Perioperative services.
- Compiled and maintained computerized or manual records of materials inventory.
- Developed systems to assure timely and appropriate patient charges.
- Assisted Nurse Manager in development of Perioperative services equipment/supplies budget.
- Developed and maintained system of data collection for analysis of hospital cost and statistical information.

Business Coordinator-Nursing Administration

- Coordinated with other departments, the nursing unit financial/business systems.
- Coordinated purchases of capital equipment with Nurse Managers.
- Supported the preparation of the operational budgets.
- Served as a resource to nurse managers, assistant administrators, and chief nursing officer in development of business plans/Performa for new patient care services.

Accountant –Accounts Payable

- Assured accounting records were prepared/maintained in accordance with hospital's accounting policies, chart of accounts and related principals/practices.
- Reviewed monthly expenses/accruals and prepared monthly journal entries for general ledger account reconciliation.
- Implemented new materials management and accounts payable system for the hospital. Trained all accounts payable staff.

1992 - 1993 Valley Industries, Inc. El Paso, Texas

Accountant

- Prepared and posted all sub ledgers for fiscal year end close.
- Prepared all bank reconciliations for two fiscal years.
- Prepared all work papers for internal audit and corporate tax returns.

1988 – 1991 I. Air Systems, Inc., El Paso Stainless Steel Fabricators Inc., Visual Enterprises, Inc., and Bisali Inc. El Paso, Texas

Accounting Manager

- Oversaw daily operations of accounting offices, which included supervision of 7 employees in various locations.
- Responsible for all Accounts Receivable, Accounts Payable, and Payroll.
- Prepared all quarterly and year-end tax reports to include sales tax, 941, unemployment tax, and franchise tax.
- Prepared monthly, quarterly, and year end financial statements.
- Prepared internal cost analysis for all jobs completed and in progress.
- Converted manual accounting systems to computerized automated systems.

1987 - 1988 Richard Goldberg, CPA El Paso, Texas

- Staff Accountant.

CIVIC AFFLIATIONS

2001 to present-Junior League of El Paso

2004 to present-President Manhattan Heights Neighborhood Association

2003 and 2005- American Cancer Society Relay for Life

2004 to present – Crockett PTA

2005 to present – Building & Standards Commission –City of El Paso

EDUCATION

1986 University of Texas at El Paso

Bachelor Business Administration-Accounting

REFERENCES

MARIA ONTIVEROS - DIRECTOR OF OPERATIONS

Community Voices

1107 N. Stanton

El Paso, Texas 79901

(915) 545-4531

KENT GILES-CHIEF FINANCIAL OFFICER

911 Bypass Road

Pikeville, Kentucky 71501

(606) 218-3531

E-Mail: Kent.Giles@Pikevillehospital.org

JANINA PRADA-DIRECTOR-INFORMATION SYSTEMS

Thomason Hospital

4815 Alameda

El Paso, Texas 79905

(915) 521-7944

E-Mail: JPrada@ThomasonCares.org

Hector Gutierrez Jr.

Executive Vice President, External Affairs

As El Paso Electric Executive Vice President of External Affairs, Hector Gutierrez Jr., is responsible for regulatory, public affairs and governmental affairs areas.

Gutierrez has more than 34 years of experience in industries such as national defense, telecommunications, higher education and federal/state legislation. Prior to joining EPE, Gutierrez was the Managing Director of Governmental Operations at Hillco Partners where he provided strategies and tactical advice to the company's team of lobbyists. He has served as a Public Affairs Consultant for the City of El Paso, the El Paso Water Utilities Public Service Board, AT&T, and the American Heart Association. Gutierrez was also the first Senior Advisor for Legislative Affairs for Governor Perry when he was first elected Lt. Governor of Texas. He holds a Bachelor of Art's degree from Texas A&M University and also attended the International Executive Program at the Amos Tuck Graduate School of Business at Dartmouth College.

Gutierrez is Legislative Committee Chairman of the Texas A&M University Association of Former Students and is a member of the Development Council for the George Bush School of Government and Public Service at Texas A&M University. He also serves on the Texas Affiliate Board of Blue Cross Blue Shield of Texas. Gutierrez was a member of the board of Ballet Austin and of the Knights of the Austin Symphony, and served as co-chair for the 2005 Texas Medal of Arts Ceremony.

Education

- Texas A&M University, Bachelor of Arts in mathematics
- Dartmouth College, International Executive Program, Amos Tuck Graduate School of Business
- United States Air Force Air Command and Staff College

Business Career

- HillCo Partners
  - Managing Director, Business Development and Communications Director for Lobby Firm

- Independent Public Affairs Consultant
  - Clients included: The City of El Paso, El Paso Water Utilities' Public Service Board, AT&T, American Heart Association, George M. Construction
- Office of the Lieutenant Governor, State of Texas
  - Senior Advisor for Legislative Affairs
- InfoLink, S.A. de C.V.
  - Marketing Consultant, International Software Development Services
- Billings and Associates, Inc.
  - Marketing Consultant, Environmental Remediation
- The Texas A&M University System
  - Special Assistant to the Chancellor
- Southwestern Bell Telephone Company
  - Assistant Vice President, Government Relations
  - Assistant Vice President, Marketing and Sales
  - Division Manager, Customer Service

Community Activities

- El Paso Chamber of Commerce Governing Board of Directors, Board Member
- El Paso Hispanic Chamber of Commerce Education Foundation, Board Member
- El Paso International Museum of Art, Board Member
- Blue Cross/Blue Shield of Texas, Texas Affiliate Board Member
- KLRU Public Television, Former Board Member
- 2005 Texas Medal of Arts Ceremony, Co-Chair
- Ballet Austin, Former Management Committee Board Member
- Knights of the Austin Symphony, Former Board Member
- Texas Lyceum Association, Inc., Senior Advisory Board Member
- Texas A&M University
  - Development Council for the George Bush School of Government and Public Service at Texas A&M University, Member
  - Texas A&M Hispanic Network, Former Chairman
  - Health Science Center, Development Foundation Board Member
  - Association of Former Students, Chair of Legislative Committee and Board Member
  - University Press, Board Member
  - President's Board of Advisors, Member
  - President's Board of Visitors for Corps of Cadets, Member
  - Vision 2020 Advisory Board Member

HECTOR GUTIERREZ, Jr.
P.O. Box 982
El Paso, Texas 79960
Office: 915-543-2022-
E-mail: hgutie1@epelectric.com

CAPABILITIES PROFILE

An experienced and skilled executive-level manager capable of motivating people to maximize an organization's effectiveness in both the public and private sector. Presents proposals and ideas and leads group activities with ease and tact in both the internal organization and with external stakeholders at all levels of management. Possesses strong inner-work standards, strongly focused, and energetic.

Strong organizational, public relations, and negotiation skills. Thirty-seven years experience in communicating highly sensitive information and complex issues in the national defense, telecommunications, higher education, federal/state legislation, and international technical disciplinary areas. Regarded as expert in state and local governmental relations matters.

PROFESSIONAL EXPERIENCE

EL PASO ELECTRIC COMPANY **July 2006—Present**

Executive Vice President–External Affairs

Responsible for all external regulatory matters, public relations and state and federal governmental public affairs management for Texas, New Mexico, Arizona and Washington, D.C., for the company's 10,000 square mile area and their 334,000 retail and wholesale customers.

HILLCO PARTNERS **Oct 2002—June 2006**

Managing Director–Governmental Operations

Provided strategies and tactical advice to HillCo team of lobbyists to accomplish client objectives with the state legislature and governmental agencies. Communicated all major topical legislative updates to over 125 business clients in real time.

PUBLIC AFFAIRS CONSULTANT **Jan 2000—Sept 2002**

Consultant to the following clients:

The City of El Paso, El Paso Water Utilities Public Service Board, AT&T, Polunsky and Beitel, P.C., American Heart Association, Comarco, Inc., Casella, Inc., Southeast Texas Biotechnology Park, Tobacco Reduction Using the Settlement in Texas (TRUST) Consortium, and Hillco Partners, Inc.

OFFICE OF THE LIEUTENANT GOVERNOR-STATE OF TEXAS **Dec 1998—Dec 1999**

Senior Advisor for Legislative Affairs

- Acted as chief liaison and senior advisor for the Lt. Governor with all State Senators and their Staffs, the Speaker's Office, and the Governor's Office.
- Took lead role in formulating all interim charges for the Senate prior to 2001 legislative session.

INFOLINK, S. A. de C.V. **June 1998—Dec 1998**

Marketing Consultant–International Software Development Services–Juarez, Mexico

BILLINGS AND ASSOCIATES, INC Oct 1997—
Dec 1998
Marketing Consultant–Environmental Remediation–Albuquerque, New Mexico

EL PASO PUBLIC WATER UTILITIES PUBLIC SERVICE BOARD (PSB) Jan 1996—Dec 1998

Lobbyist/ Political Consultant

- Provided legislative, executive, and administrative services in matters involving water and wastewater to this regional utility at both the state and federal level.
- Assisted in receiving federal grants; represented entity on funding and regulatory issues before the Texas Water Development Board and the Texas Natural Resource Conservation Commission.

CITY OF EL PASO, Austin, Texas Jan 1995—Dec 1998

Lobbyist/Political Consultant

- Personally represented all City interests with key constituents, including the Governor's office, members of the Texas Senate and House of Representatives, legislative committees, State agencies, and other public entities. Assisted with Washington, D.C. representation.
- Provided analysis, counsel, planning, and recommended action regarding legislation of interest to the client.

GEORGE M. CONSTRUCTION, INC., Houston, Texas Mar 1995—Dec 1998

Marketing Consultant

- As marketing and business consultant expanded their operations from Houston market base area to Austin, San Antonio, and Corpus Christi.
- Led effort to enable Company to be #1 volume contractor for Southwestern Bell in Austin.

THE TEXAS A&M UNIVERSITY SYSTEM (TAMUS), Austin, Texas
1994

The administrative body for the seven academic and eight state agencies, which comprise TAMUS.

Special Assistant to the Chancellor

- Directly monitored the $100 million biennial South Texas Legislative Border Initiative.
- Developed strategies to expand educational opportunities and programs in the South Texas Border Region.
- Chaired System task force, which fully designed and structured the System's Historically Underutilized Business (HUB) Program.

SOUTHWESTERN BELL TELEPHONE COMPANY (SWBT)
1975—1993

Assistant Vice President–Government Relations, Austin, Texas

- Directed lobbying activities and communicated directly with the U.S. Congressional Texas delegation in Washington on all federal telecommunications issues.
- Managed all issues and programs related to economic development, minority procurement, and education in the state of Texas and was key decision-maker on major grant awards in these categories.

Assistant Vice President–Marketing & Sales, St. Louis, Missouri
1989—1992

- Led inter-departmental team to negotiate a seven-year, $450 million billing and collection contract with AT&T — the largest revenue contract in SWBT history.
- Managed the forecasting, budgeting and analysis functions of the business and consumer operations services and public telephone segments, producing 70% of company revenue stream.
- Performed internal liaison function and served as key point of contact with senior managers of AT&T, Sprint, MCI and other long distance companies on sales, representing 28% of company revenues.
- Supervised and managed all sales operations, market business planning and product development for every major market.

Division Manager–Customer Service, El Paso, Texas

1987—1989

- Obtained number one consumer sales results in the 5 state company region.
- Achieved the lowest net bad debt on account billing — number one division in the total company.
- Administered marketing and sales operations and community relations for 480,000 accounts in El Paso and 56 other West Texas cities.

EDUCATION

Dartmouth College
1989

- International Executive Program, Amos Tuck Graduate School of Business, Dartmouth College, New Hampshire

Air Command & Staff College
1987

- Senior level management curriculum for Air Force military operations/command and control management

Texas A&M University **1965—1969**

- Bachelor of Arts in mathematics with a minor in Russian.
- Commander of Corps of Cadets and President of University Honor Council.
- Participant in Experiment in International Living/Exchange student in Poland/Soviet Union

J.W. Nixon High School **1961—1965**

- Valedictorian, Student Body President

MILITARY EXPERIENCE

United States Air Force — 5 years (Active duty); 15 years (Reserve duty) **1969—1989**

- Advanced to Lt. Colonel rank in Intelligence career field.
- Served over four years as command briefer to General Officer Staff; coordinated with Mexican military and United States Embassy in Mexico in Reserve Air Attaché position for over five years.

COMMUNITY AND PROFESSIONAL AFFILIATIONS

- Member, George Bush School of Government and Public Service, Development Council, Texas A&M University – 2004—Present
- Board Member, Texas Mexican American Legislative Caucus Foundation – 2003–Present
- Co-Chair, Best of the Arts Texas Medal Ceremony—2005
- Board of Directors, Ballet Austin
- Knights of the Austin Symphony Board Member
- Member, Texas A&M University President's Board of Visitors–2003
- Chairman, Texas A&M Hispanic Network (Promoting Hispanic Collegiate Enrollment)–2003
- Development Foundation Board – Texas A&M Health Science Center–2003–Present
- Board of Directors—Association of Former Students Association—2002–Present
- Texas Affiliate Board—Blue Cross/Blue Shield of Texas—2001–Present
- Board of Senior Advisors—Texas Lyceum Association, Inc.–2001–Present
- Board of Directors—Austin Club—2001-June 2006
- Board of Directors—Texas A&M University Press—2001–Present
- Board of Directors and Vice Chairman—Texas Cultural Trust—2000–2005
- Board of Directors—Texas Leadership Institute--2000–2002
- Corps of Cadets Development Council, Texas A&M University—1998–Present
- Downtown Rotary Club--1997–1999
- President's Board of Advisors, Texas A&M University - 1996–Present
- Chancellor's Advisory Council, Texas A&M University System, 1994–1997, 2005–Present
- Board of Directors, Association of Former Students, Texas A&M University, International Vice-President, 1993–1994, Legislative Chairman, 2003–Present
- Cited as one of "Top 100 Influential Hispanics in the Nation" by U.S. Hispanic Business Magazine, 1991

- Board of Directors of El Paso Chamber of Commerce, El Paso Boy Scout Council, and Leadership El Paso, 1989
- Board of Directors, Texas Lyceum Association, Inc., 1989–1993
- Chairman, United Way Campaign, El Paso County, 1989
- Board Member, National Hispanic Corporate Council Fortune 500 Company Network, 1988–1992
- Gubernatorial Appointee, Texas Economic Development Commission, 1979–1987

FRANK RENÉ LÓPEZ

EDUCATION

BOALT HALL SCHOOL OF LAW
UNIVERSITY OF CALIFORNIA BERKELEY, J.D. May 1990

UNIVERSITY OF TEXAS AT AUSTIN, BBA in Accounting, May 1984

LICENSES

Texas State Bar Association (admitted 1995)
California State Bar Association (admitted 1990, inactive)

EMPLOYMENT - CURRENT

NONPROFIT ENTERPRISE CENTER, (NpEC) El Paso, Texas 01/04 - to present
Co-founder and Executive Director (NpEC is a resource center for nonprofit organizations)
Responsible for drafting all organizational documents; developed most of initial programs; primary trainer and presenter; responsible for management and supervision of employees and programs. Wrote over five grants resulting in cumulative amounts of over $700,000 in grant funds. See www.nonprofitec.org.

Community involvement in the past two years:

- Pro bono work provided thousands of hours to area nonprofit organizations
- Mexican American Bar Association, board member
- Texas C-BAR, board member - 2006
- Paso Del Norte Civil Rights Project, Advisory Committee, member
- Facilitator round table discussion on *Creating a Resource Center* at Alliance Conference in Los Angeles, California on August 3, 2006
- United Way, Allocations Committee, volunteer - 2005
- El Paso Lyceum Resource Development Cabinet, member
- El Paso Regional Economic Summit 2005, Steering Committee, member
- Presenter on *Economic Impact of Nonprofit Organizations* at the El Paso Economic Summit on August 18, 2005
- YWCA Reach Award, volunteer judge - 2005

EMPLOYMENT - ACADEMIC EXPERIENCE

TEXAS TECH UNIVERSITY SCHOOL OF LAW, Lubbock,Texas 7/01 to 5/04
Associate Professor of Law
Courses Taught: *Jurisprudence; Race & Racism; Business Entities and Problems in Small Business;*
University Service: Admissions Committee, Enrollment Committee, Curriculum Committee, Grade Appeals Committee, Summer Program Committee, Diversity Committee;
Co-founder of Student Public Interest Initiative (a public interest foundation established to fund student public interest projects).
Faculty advisor: Hispanic Law Student Association; Equal Justice Society.

UNIVERSITY OF TEXAS AT EL PASO
CENTER FOR LAW & BORDER STUDIES, EI Paso, Texas 11/99 to 6/01
Program Manager/Adjunct Professor
Developed and taught: *Justice & Law* and *Courts in Action.*
Developed the following programs: *Internship program* for pre-law undergraduate students; *Law clerkship program* for law students; *Journal of Law & Border Studies* (co-founder); *Continuing Legal Education seminars* and *Conference with Mexico*-Coordinated a series of presentations for law students from the Universidad Automoma de Chihuahua, Mexico ("UACH"); Coordinated visit of the Texas Supreme Court and the 8th Circuit court of appeals to UT EI Paso campus.

UNIVERSITY OF TEXAS at EL PASO, El Paso Texas
Lecturer - Taught *"Critical Inquiry: Justice, Leadership & Law."* Fall 1999
Taught *Chicano Legal History/Issues.* Spring 1999 & Fall 1998

TEXAS TECH UNIVERSITY SCHOOL OF LAW, Lubbock, Texas Spring 1999
Adjunct Professor - Taught *Business Entities.*

EL PASO COMMUNITY COLLEGE, EI Paso, Texas Fall 1995
Adjunct Professor - Taught *Business and Commercial Law.*

UNIVERSITY OF CALIFORNIA, Berkeley, California
HAAS SCHOOL OF BUSINESS 1993 & spring 1992
Lecturer - Taught upper-division: *Legal Environment of Business.*

LANEY COLLEGE, Oakland, California Fall 1993
Adjunct Professor - Taught *Principles of Financial Accounting.*

NEW COLLEGE OF CALIFORNIA SCHOOL OF LAW, San Francisco, CA. 1992
Assistant Dean of Admissions and Professor - Chaired the admissions committee consisting of faculty and students; responsible for admitting the class of 1995.
Taught *Corporations,* including material on non-profit corporations and corporate social responsibility.

CLEO INSTITUTE
BOALT HALL SCHOOL OF LAW, University of California, Berkeley Summer 1992
Adjunct Instructor - Taught *Legal Research and Writing* to students preparing for law school.

VISTA COMMUNITY COLLEGE, Oakland, California Spring 1992
Adjunct Professor - Taught upper-division *Management and the Legal Environment.*

GOLDEN GATE UNIVERSITY, San Francisco, California Fall 1991
Adjunct Professor - Taught upper-division *Business Law.*

EL PASO COMMUNITY COLLEGE, EI Paso, Texas May 1987
Course Developer - Developed a course titled *Lotus* 1-2-3 *Applications in Accounting.*

EMPLOYMENT - LAW EXPERIENCE

FRANK R. LOPEZ, ATTORNEY AT LAW; EI Paso, Texas 2/98 to 12/99
Solo Practice
Primary areas of practice: business law and non-profit organization law. Advised and assisted clients in several areas of starting a business; drafted contracts, employee agreements, partnership and shareholder agreements, and leases; handled many transactional matters, including the sale/purchase of businesses; formed and counseled several non-profit and community organizations, including Mujer Obrera and EI Puente CDC which developed a small business incubator for displaced workers; Provided several community organizations with pro-bono advise and legal work, including the formation of several non-profit corporations with tax exempt status.

KRAFSUR GORDON MOTT, P .C., EI Paso, Texas 8/97 to 2/98
Associate (Six month contract)
Primary areas of practice: business and commercial law, drafted several agreements, assisted in several business transactions, formed various business entities and prepared legal documents for trademark registration.

LEWIS & COLLINS, P.C., El Paso, Texas 2/96 to 6/97
Associate
Primary areas of practice: litigation, business and school law; assisted in several business transactions, formed various business entities, including corporations and partnerships.

FRANK R. LOPEZ ATTORNEY AT LAW, El Paso, Texas 2/94 to 2/96
Solo Practice
Primary areas of practice: business transactions, school law, personal injury litigation; completed several contract engagements with Rodriguez, Lewis & Collins, P.C., Manuel Bejarano P.C. and Evelina Ortega. Appointed by 65th

District Court to represent several children under the Child Protective Service custody. Worked with Child Protective Service (CPS) case workers and Court Appointed Special Advocates (CASA) representatives.

MORRISON & FOERSTER, San Francisco, California 10/90 to 11/91
Associate
Responsible for several transactional matters, initiated public offerings, due diligence and legal research.

MORRISON & FOERSTER, San Francisco, California 6/89 to 8/89
Law Clerk
Responsible for several projects involving business and litigation matters; legal research.

YOUTH LAW CENTER, San Francisco, California 8/88 to 11/88
Law Clerk
Legal research in the area of children's rights.

EMPLOYMENT - BUSINESS & ACCOUNTING EXPERIENCE

EXCEL MICRO SOLUTIONS, Oakland, California 1989 to 1991
Partner and co-founder
Developed software program and wrote manual for analyzing businesses. Prepared business plan for Excel Micro Solutions, established accounting system, reviewed contracts, prepared all tax returns and developed marketing plans.

RATCLIFF STOCKTON SCURRY & TORRES, EI Paso, Texas 5/86 to 7/87
Staff Accountant
Responsible for all areas of accounting, including financial statement preparation and analysis, auditing, tax and consulting on accounting software and other computer related matters.

COOPERS & LYBRAND, EI Paso, Texas 5/85 to 5/86
Auditor
Responsible for various areas of accounting, including financial statement preparation and auditing.

PUBLIC UTILITY COMMISSION OF TEXAS, Austin, Texas 2/84 to 5/85
Auditor
Responsible for all areas of regulatory accounting, auditing, and compliance matters.

PROFESSIONAL MEMBERSHIPS

Mexican American Bar Association of El Paso
State Bar of Texas
State Bar of California

PUBLICATIONS:

Lopez, F. "Corporate Social Responsibility in a Global Economy after September 11: Profits, Freedom and Human Rights," 55 Mercer Law Review 739 (2004)

Lopez, F. "Pedagogy on Teaching Race & Law: Beyond "talk show" Discussions- 10 Texas Hispanic Journal of Law and Policy 39 (2004)

Lopez, F. "Creating Public Interest Opportunities in Law Schools" - anticipated date of publication 2007.

Lopez, F. "State Neglect along the Texas-Mexico Border" - anticipated date of publication 2007.

PROFESSIONAL PRESENTATIONS

Anatomy of a Nonprofit
Presented as part of the capacity building curriculum of the NONPROFIT ENTERPRISE CENTER in El Paso, Texas in 2005, 2006 and 2007.

Boards that Wow (Also titled Habits of Effective Boards)
Presented as part of capacity building curriculum of the NONPROFIT ENTERPRISE CENTER in 2004, 2005 and 2006. Delivered in the following cities, El Paso, TX, Dallas, TX, Las Cruces, NM, Silver City, NM and Deming, NM.

Social Entrepreneurs
Presented to students at the UNIVERSITY OF TEXAS AT EL PASO on November 15, 2006.

Introduction to Social Justice and Catholic Social Teachings
Presented at the TEPEYAC INSTITUTE as part of course series on May 20, 2006.

Patriots, Terrorists and the U.S. Constitution
Presented at the UNIVERSITY OF TEXAS AT EL PASO as part of Constitution Day Celebration September 18, 2006.

The Color of War: Race, Ethnicity and the War on Terrorism
Presented at the UNIVERSITY OF TEXAS AT EL PASO Conference on the US-Iraq War on October 19, 2006.

Social Enterprise Legal Structures in a Nutshell
Presented as part of a conference sponsored by the EL PASO EMPOWERMENT ZONE on January 18, 2006.

Texas Education Demographics
Presented to STATE BAR OF TEXAS annual meeting in San Antonio on July 29, 2005.

Social Change and the Power of Nonprofit Organizations
Presented at the NONPROFIT MANAGEMENT CONFERENCE held in El Paso, Texas on June 8, 2005.

U.S. Supreme Court: Politics, Rhetoric and Impact
Presented to students at the UNIVERSITY OF TEXAS AT EL PASO on November 7, 2005.

Globalization and Our Daily Life
Presented as part of a Social Justice Program at TEPEYAC INSTITUTE on June 23, 2005.

Nonprofit Organizations: Political and Economic Potential
Presented to nonprofit organization leaders as part of a program of the NONPROFIT ENTERPRISE CENTER in El Paso, Texas on February 17, 2005.

Diversity and Cultural Competence
Presented as part of a Continuing Education Course at the UNIVERSITY OF TEXAS AT EL PASO on December 1, 2004.

Commentary on the University of Michigan Affirmative Action case
Presented as part of the Hispanic Heritage Month sponsored by LAS FIESTAS DEL LLANO, Lubbock Texas on October 15, 2003.

Affirmative Action and Grutter Case
Presented to the Hispanic Issues Section of the STATE BAR OF TEXAS at the State Bar Convention in Houston, Texas on June 13, 2003.

The Future of Nonprofit Organizations
Presented to executive directors of various nonprofit organizations as part of a program sponsored by the EL PASO COMMUNITY FOUNDATION on September 12, 2003.

The Struggle for Equality: Analyzing Gender Issues
Presented at the Women and Law Conference at TEXAS TECH UNIVERSITY in Lubbock, Texas on March 28, 2003.

Practice Pointers
Presented as part of a program entitled, "A Guide to the Basics of Law Practice by the Texas Legal Ethics and Professionalism Division of the STATE BAR OF TEXAS in EI Paso, Texas on April 25, 2003.

Avoiding Malpractice
Presented as part of a program entitled, "A Guide to the Basics of Law Practice by the Texas Legal Ethics and Professionalism Division of THE STATE BAR OF TEXAS in El Paso, Texas on April 25, 2003.

Affirmative Action and the University of Michigan case
Presented to students at the CENTER FOR LAW & BORDER STUDIES AT THE UNIVERSITY OF TEXAS AT EL PASO on February 28, 2003.

Entrepreneurship and Nonprofit Organizations
Presented to executive directors of various nonprofit organizations as part of a program sponsored by the EL PASO COMMUNITY FOUNDATION on February 14, 2003.

State Neglect along the Texas - Mexico Border
Presented at the LatCrit VII Conference sponsored by the UNIVERSITY OF OREGON on May 4, 2002.

Leadership and Social Justice
Presented to students as part of a leadership conference organized by the CENTER FOR CIVIC ENGAGEMENT at the UNIVERSITY OF TEXAS AT EL PASO on September 13, 2001 in Ruidoso, New Mexico.

Essentials of a Successful Nonprofit Organization
Presented to attorneys and nonprofit directors and personnel sponsored by the CENTER FOR LAW & BORDER STUDIES AND the CENTER FOR CIVIC ENGAGEMENT AT THE UNIVERSITY OF TEXAS AT EL PASO on March 21, 2001.

What Every Lawyer Should Know About Limited Liability Companies
Presented to attorneys on behalf of the MEXICAN AMERICAN BAR ASSOCIATION of El Paso on November 3, 2000.

The Reality and Impact of Nonprofits in El Paso
Delivered for the CENTER for CIVIC ENGAGEMENT at the UNIVERSITY OF TEXAS AT EL PASO as part of "3rd Policy Round Table" on September 8, 2004.

Small Fortunes and Missed Opportunities: Collaboration Now
Presented to the Nonprofit Community on September 22, 2005 in El Paso, Texas.

Miracles, Economics and the Shaping of the Cocoon
Presented to the ASSOCIATION of FUNDRAISING PROFESSIONALS on January 9, 2006 in El Paso, Texas.

Understanding Non-profit Organization Board of Director Responsibilities
Presented to members of several non-profit boards of directors on behalf of the UNITED WAY AND THE TEXAS DEPARTMENT OF HOUSING AND COMMUNITY AFFAIRS on September 9, 2000 in EI Paso, Texas.

Legal Issues Confronting the Entrepreneur
Presented to small business owners on behalf of the SMALL BUSINESS DEVELOPMENT CENTER, EL PASO COMMUNITY COLLEGE on August 31, 2000 in El Paso, Texas.

Social Justice& Colonias
Presented at St. Pius X Catholic Church as part of a seminar for individuals working with colonias (under-developed impoverished areas) in the EI Paso and the Juarez area on August 5, 2000 in EI Paso, Texas.

Commencement Address to Graduating Class of University of Texas-Houston, Health Science center School of Public Health
Presented to the graduating class of 2000 at The UNIVERSITY OF TEXAS-HOUSTON, HEALTH SCIENCE CENTER SCHOOL OF PUBLIC HEALTH at EI Paso on April 28, 2000.

Introduction to Catholic Social Teachings
Presented as part of a semester long course at TEPEYAC INSTITUTE on February 10, 2000 in EI Paso, Texas.

Social Justice in El Paso
Presented at the UNIVERSITY OF TEXAS-HOUSTON, HEALTH SCIENCE CENTER SCHOOL OF PUBLIC HEALTH at El Paso on March 2, 2000 in El Paso, Texas.

Selecting Proper Business Entity
Presented as part of the "Business Planning and Resources for Military Veterans" program sponsored by the SMALL BUSINESS DEVELOPMENT CENTER, EI PASO COMMUNITY COLLEGE on November 10, 1998 in EI Paso, Texas.

Essentials of Starting a Business
Presented seminar to entrepreneurs on behalf of the SMALL BUSINESS DEVELOPMENT CENTER, EI PASO COMMUNITY COLLEGE on October 15, 1998 in EI Paso, Texas.

Selecting a Business Entity
Presented to small business owners on behalf of the HISPANIC CHAMBER OF COMMERCE of El Paso on August 6, 1998 in El Paso, Texas.

Selecting a Business Entity
Presented to small business owners as part of a program of the SMALL BUSINESS ADMINISTRATION on July and August 1998 in El Paso, Texas.

Creating a Non-Profit Organization and Establishing its Initial Board
Presented to students as part of a Leadership program established by ASOCIACION DE LIDERES MEXICO-AMERICANOS (ALMA) on October 13, 1998 in El Paso, Texas.

Selecting a Business Entity
Delivered several presentations as part of small business program organized by the SERVICE CORP OF RETIRED EXECUTIVES (S.C.O.R.E.) in1997 and 1998 in El Paso, Texas.

Funding Analysis of the Texas Department of Aging
Presented to the SENATE FINANCE COMMITTEE OF THE STATE OF TEXAS at a hearing held on November 15, 1994 in El Paso, Texas. This was a historic event; it was the first time in the history of Texas that the Senate Finance Committee met outside of Austin, Texas.

Social Change with Impact: Court of Inquiry
Presented as one session of the MALDEF Leadership Program on October 12, 1994 in El Paso, Texas.

Knowledge is Power
Delivered several presentations to hundreds of students at high schools in the Bay Area of California throughout 1992 and 1993 on behalf of FUERZA POSITIVA.

COMMUNITY INVOLVEMENT AND OTHER INTERESTS

1985 to present - *Have donated thousands of hours of time advising several community and non-profit organizations in Texas and California; have also formed many non-profit organizations with tax exempt status in both states.*

MEXICAN AMERICAN BAR ASSOCIATION, El Paso, Texas, September 16- present
Board Member

C-BAR OF TEXAS February 2006 to January 2007
Board Member

SOCIAL JUSTICE LEADERSHIP PROGRAM, El Paso, Texas 7/03 to 2/07
Co-Founder and Lead Coordinator - Organized mini-conference on social justice and leadership predominately for college students.

INSTITUTE FOR COMMUNITY BASED TEACHING AND LEARNING, UNIVERSITY OF TEXAS AT EL PASO in EI Paso, Texas 1/01 to 12/01
Advisory Board Director

JOURNALS OF LAW & BORDER STUDIES, UTEP, EI Paso, Texas 6/00 to 12/01
Co-Founder and Managing Board Member

GUARDIAN ANGEL FAMILY SERVICES CENTE, EI Paso, Texas 6/96 to 12/01
Advisory Board Member - Drafted all legal documents for formation of the organization; obtained tax exempt status; provided the organization with initial guidance on establishing its board and operating as a non-profit organization. Currently provide legal and business advice.

LAS MUJERES DE ESPERANZA Y FE, Juarez, Chihuahua, Mexico 10/99 to12/01
Advisory Board member - Provided advice on various issues especially non-profit and business matters; conducted several workshops.

COLONIA MINISTRY ST. PIUS CATHOLIC CHURCH, EI Paso, Texas 5/99 to 12/01
Founder and former Lead-Chair - Worked with people living in colonias located in Ciudad Juarez, Mexico and Horizon, Texas. Received the Oak of Justice Award from the Catholic Diocese of EI Paso.

MUJER OBRERA & EL PUENTE CDC, EI Paso, Texas 2/98 to 12/99
Both organizations serve the displaced worker population in the EI Paso area. I provided both organizations with advice on non-profit organization law issues; was part of the team that developed the strategy and plan for forming a small business incubator for displaced workers.

SCORE (Service Corp of Retired Executives), EI Paso, Texas 8/97 to 12/99
Provided small business owners with legal advice on a pro-bono basis.

PASO DEL NORTE PUBLIC POLICY INSTITUTE, EI Paso, Texas 1/96 to 1998
Advisory Board member; former Board member and Chairman - Drafted all legal documents for the formation of the organization; obtained tax exempt status; organized initial board of directors, met with Levi Straus Foundation representatives and modified original proposal to obtain a $50,000 grant.

FUERZA POSITIVA, Oakland, California 10/91 to 12/93
Executive Director and Founder - Drafted all legal documents for formation of the organization; obtained tax-exempt status, established accounting system, organized initial Board of Directors and necessary committees. Responsible for fund-raising, presentations at various schools and organization, writing and editing articles; and various other duties associated with starting a non-profit organization. (Youth magazine organization)

LEGAL SERVICES FOR CHILDREN, San Francisco, California 4/91 to 1/93
Board Member

YOUTH EMPLOYMENT PARTNERSHIP, Oakland, California 3/92 to 6/93
Treasurer, Board member - Involved in numerous fund raising functions and activities.

ST. ELIZABETH ELEMENTARY SCHOOL, Oakland, California 11/90 to 12/93
Volunteer - Organized fund raiser to establish the school's first library; made several motivational presentations to junior high students with an emphasis on pursuing higher education.

STREET LAW PROGRAM, Oakland, California Spring 1989
Volunteer Teacher - As part of a program through the University of San Francisco and Boalt Hall School of Law at U.C. Berkeley, taught fundamental principles of law to high school students-semester long course.

SPECTRUM, Austin, Texas 1/85 to 5/85
Volunteer - Assisted counselors at the Center for Runaway and Abused Children with various tasks and duties, including cooking, cleaning, driving and counseling sessions.

GUILLEN JUNIOR HIGH/RIVERSIDE MIDDLE SCHOOL, EI Paso, TX. 9/85 to 5/86
Volunteer teacher -Taught basic entrepreneurship to middle high school students.

CONFERENCES - COORDINATED

"NAFTA Impact on the Border: Problems & Solutions, focusing on Displaced Worker Issues," October 5 & 6, 2000; obtained grant of$6,500 from Levi Straus Co.

Social Change & the Power of Nonprofits-Nonprofit Management Conference - June 9th & 10th 2005.

Nonprofit Organizational Law & Capacity Building - March 21, 2001

Keith A. Mahar

PERSONAL OVERVIEW

Keith Mahar is an energetic individual who returned to El Paso several years ago with one mission: to improve quality of life in El Paso. He focused his energies on developing new businesses in both Downtown El Paso and the Cincinnati entertainment district. Working in dining, entertainment, promotions and publishing has enabled Keith to improve the quality of life for locals and tourists alike by offering unique menus, entertainment and media in the Borderland. In November 2006, Keith partnered with the Central Business Association to produce a monthly magazine featuring news and information about Downtown El Paso. Keith spearheaded the effort to form the Kern Place Merchants association, raising $25,000 to support the businesses in and around the Kern Place area. Keith also believes in giving back to the community and is an active member of Boys and Girls Clubs of El Paso and most recently started a Fund for the Arts with the Community Foundation.

PROFESSIONAL EXPERIENCE

Managing Partner - EP Promotions
2006- Present — El Paso, TX

- Produce the Legacies of Legends Boxing event, which was televised on both Azteca America and HBO
- Produce all boxing events for Julio Cesar Chavez, Jr. nationwide in 2007

President, Kern Place Merchants Association — El Paso, TX
2005- Present

- Oversee the development of a merchant's association comprised of Kern Place business owners
- Develop and produce website for association
- Plan fund-raisers and events to promote association message

Owner – Club Blu, Six Tapas Restaurant, Bar 26, The Garage Tequila Bar, Downtown Sports Bar & Grill, Panache Jazz Club
2003-Present — El Paso, TX

- Open and maintain several bars and restaurants in El Paso
- Employ and manage over 150 employees
- Produce and promote music events
- Host and cater business receptions and dinners

Publisher - El Paso Media Group
El Paso Magazine, The El Pasoan, Newspaper Tree, In the 915
2003-Present — El Paso, TX

- Manage editorial and sales staff of 15
- Provide financial support and forecasting for group investments
- Employ team of freelance writers and photographers

Consultant - Direct General
2004-2005 Memphis, TX

- Provide insurance business insight and advice to Unicco's new parent company
- Maintain full travel schedule to do on-site consulting work and training

Owner & President - Unicco California
2004-2005 San Diego, CA

- Own and manage four retail insurance stores in San Diego County
- Grew and sold store to a publicly traded company after 2 years

Territory Manager - Unistar Auto Insurance
1998-2004 TX, FLA, CA

- Manage over 250 retail locations in three states
- Obtain California retail locations as part of a buyout
- Oversee the sale of Unistar to Direct General

Owner and President - Lone Star Insurance
1996-1998 El Paso, TX

- Start the agency with one store and grew it into four retail locations
- Oversee the sale of the agency to a publicly traded company
- Grow agency into $8 million in annual sales in three years

General Sales Manager - Fred Loya Insurance
1984-1996 TX

- Grow company from one store to 47 retail locations in seven cities in Texas
- Oversee and manage all 47 stores

PUBLIC SERVICE

Director - El Paso Magazine Fund for the Arts
Member - Sunturian
Board Member - Boys and Girls Clubs of El Paso
Board Member – Central Business Association

PROFESSIONAL REFERENCES

Rudolfo Mata, Attorney
Henry Gallardo, GP Graham Capital Group
Renard Johnson, METI Corp.
Edward Escudero, CFO Petro
Trae Apodoca, Café Central Restaurant Owner
Carolyn Harmon

George Reynoso is a 53 year-old native El Pasoan and sole proprietor of All That Music, the regions largest independent music store. He founded his company in 1980. He graduated from Burges High School in 1971 and UT-El Paso in 1977 with a degree in mass communications. He is a former broadcaster having worked at a number of El Paso and Houston, Texas radio & TV operations in the 70's & 80's. In the last 25 years he has been active in a number of organizations, including 1992 - Chairman East Council of the El Paso Chamber of Commerce, Leadership El Paso Class 15, 1994 - Chair for the "Friends of Rosa Guererro" a group he founded to fundraise for a film that would capture the legacy of Rosa Guererro's message of unity and understanding between all cultures. 1995 - Chairman of the Business Committee for the Arts. He served on the first El Paso Museum of Art advisory board for two consecutive terms from 1992 -1995. Chaired the Public Opening Committee for the dedication of the new El Paso Museum of Art building downtown, and was Chairman of the EPMA public advisory board 2001-2003. He was recently asked by the family of recently deceased and longtime broadcast pioneer Steve Crosno, to produce and coordinate the public memorial service set for the El Paso County Coliseum for September 2006. He presently serves on the City of El Paso's Ethics Review Commission.