

LEGAL SERVICES CORPORATION
BOARD OF DIRECTORS

ANNUAL PERFORMANCE REVIEWS
COMMITTEE

OPEN SESSION

Friday, January 26, 2001

5:00 p.m.

Embassy Suites Hotel
300 Tallapoosa Street
Montgomery, AL 36104

COMMITTEE MEMBERS PRESENT:

Thomas F. Smegal, Jr. Maria Luisa Mercado
John N. Erlenborn

BOARD MEMBERS PRESENT:

LaVeeda Battle Douglas Eakeley (ex-officio)
Hulett Askew Edna Fairbanks-Williams
John T. Broderick, Jr. F. William McCalpin
Nancy Rogers Ernestine Watlington

STAFF AND PUBLIC PRESENT:

John McKay, President Randi Youells, VP
Victor M. Fortuno, VP James Hogan, VP
Mauricio Vivero, VP David Richardson, Treasurer
Alice Dickerson, HR Dir Michael Genz, OPP Dir
Danilo Cardona, OCE Dir Cynthia Schneider, Counsel
John Eidleman, Counsel Christopher Sundeth, Budget
Reginald Haley, Counsel Regina Derzon, Conf. Conslt.
Mattie Condray, Counsel

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of November 10, 2000 4

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MOTIONS: 3, 4, 7, 23

1 P R O C E E D I N G S

2 CHAIR SMEGAL: This is a meeting of the annual
3 performance review committee, and we are gathered at 5:00,
4 Central Standard Time.

5 M O T I O N

6 CHAIR SMEGAL: And I would entertain a motion to
7 approve the agenda, which is found at page 75 of the board
8 book.

9 MS. MERCADO: So moved.

10 MR. EAKELEY: Second.

11 CHAIR SMEGAL: As many as are in favor, please say
12 aye.

13 (Chorus of ayes.)

14 CHAIR SMEGAL: I would note the presence at the
15 moment of board members Bill McCalpin and LaVeeda Battle, and
16 Ernestine and Nancy, and John and Doug, in addition to those
17 who made motions and seconded. And on the phone is Bucky
18 Askew. I believe that accounts for everyone, with the
19 exception of John Broderick and Ernestine -- I'm sorry, Edna.
20 Ernestine is here. Edna is going to come back. We also
21 have our president with us, and Mattie is out there in the
22 audience at the moment.

1 M O T I O N

2 CHAIR SMEGAL: All right, we've approved the
3 agenda, we have some minutes of a prior meeting of this
4 committee on November 10, and I would entertain a motion to
5 approve those minutes; they are found at pages 76, 77, and
6 78. Is there such a motion? Oh, all the way to 80.

7 MR. EAKELEY: So moved.

8 MS. MERCADO: I've got an --

9 CHAIR SMEGAL: You have an amendment?

10 (No response.)

11 CHAIR SMEGAL: Let's have a second. Do you want to
12 second? Maria Luisa, please second.

13 MS. MERCADO: Oh, I second.

14 CHAIR SMEGAL: Oh, thank you. While you're looking
15 for your change --

16 MS. MERCADO: Yes, I'm not quite -- on page 78, the
17 first full paragraph, third line. I think that we meant to
18 say morale, rather than moral. I don't want anybody to think
19 we're being --

20 MR. McCALPIN: I was pleased to see that the morals
21 of this committee were beyond reproach.

22 CHAIR SMEGAL: We want an "e" there.

1 MR. McCALPIN: You have to add either the "s" or
2 the "e," I think.

3 CHAIR SMEGAL: All right, what else?

4 MS. MERCADO: And then somewhere, the -- I don't
5 know whether it would be actually the -- I guess it must have
6 been on -- when they were talking about doing additional
7 staff people that we talked about making sure that we had
8 folks that were experienced.

9 Yes, it's the -- let me see, the paragraph that
10 starts with, "Chairman Smegal and Mr. McKay."

11 CHAIR SMEGAL: "Discuss the results panel?" You're
12 talking about the third paragraph on page 78?

13 MS. MERCADO: Right. Yes, I thought we discussed
14 that -- at least for a few minutes, anyway -- the discussion
15 about that additional staff being people who have experience
16 with legal services as the compliance and enforcement
17 staffing it, I think we discussed it.

18 I mean, I don't know how you would incorporate it
19 in it, but I think that that was important, so that we're
20 just not necessarily hiring consultants or people in that
21 field that don't have the experience or expertise of legal
22 services.

1 MR. EAKELEY: I think the -- as I reread the
2 transcript last night, but maybe the minutes, Mattie, might
3 just say, "Ms. Rogers then urged the president to consider,
4 in hiring compliance and enforcement program officers, to
5 look for people with legal services backgrounds."

6 CHAIR SMEGAL: Mattie, do you understand where they
7 are?

8 MS. CONDRAY: Yes, I do.

9 CHAIR SMEGAL: Okay, all right. Anything else?
10 All right, there's one little change on page 79, under
11 "vote," the meeting -- second sentence, "The meeting
12 adjourned," "to" open session, rather than "in," because the
13 meeting adjourned "in" open session a little later, at 11:45,
14 I think.

15 MR. EAKELEY: We're just warming up here, aren't
16 we?

17 MS. MERCADO: Darn. See, I thought I had it by the
18 --

19 MR. EAKELEY: Did you see how Bill McCalpin slunk
20 down in his chair when you caught that and he didn't?

21 CHAIR SMEGAL: He's not on this committee, it's not
22 his responsibility.

1 M O T I O N

2 CHAIR SMEGAL: All right, I'll entertain a motion
3 to go into closed session. Is there such a motion?

4 MR. EAKELEY: So moved.

5 CHAIR SMEGAL: And is there a second?

6 MS. MERCADO: Second.

7 CHAIR SMEGAL: As many as are in favor, please say
8 aye.

9 (Chorus of ayes.)

10 (Whereupon, at 5:07 p.m., the committee was
11 adjourned to closed session.)

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17 CHAIR SMEGAL: Thank you. We're back in open
18 session.

19 MR. EAKELEY: Bucky, thank you very much for
20 joining us.

21 CHAIR SMEGAL: Bucky, do you want to stick around?

22 MR. ASKEW: Pardon?

1 CHAIR SMEGAL: You don't have to stick around. You
2 can leave.

3 MR. ASKEW: Okay, thanks.

4 CHAIR SMEGAL: Enjoy the warm weather.

5 MR. EAKELEY: Bucky?

6 MR. ASKEW: Yes.

7 MR. EAKELEY: This is Doug. Do you have a number
8 where you can be reached, or you want to touch base some time
9 tonight or tomorrow morning?

10 MR. ASKEW: Yes. Elizabeth has my number. I'm at
11 the Ritz Carlton in Phoenix, and I'll be back over there
12 within the next hour, and then we're going out to dinner at
13 about 7:45 your time, in Birmingham.

14 MR. EAKELEY: Okay.

15 MR. ASKEW: So I'll be there from the next hour
16 until about 7:45.

17 MR. EAKELEY: Okay, I'll try.

18 MR. ASKEW: Okay, thanks.

19 CHAIR SMEGAL: All right, we're in open session,
20 and back on the agenda, which indicates we will act on --
21 consider and act on any other business which we may have. Is
22 there any other business?

1 (No response.)

2 CHAIR SMEGAL: There being no other business going
3 before this committee, is there any public comment?

4 (No response.)

5 M O T I O N

6 CHAIR SMEGAL: There being no public comment, it
7 would be appropriate for a motion to adjourn.

8 MS. MERCADO: So moved.

9 CHAIR SMEGAL: Is there a second?

10 MS. ROGERS: Second.

11 CHAIR SMEGAL: As many as are in favor of
12 adjourning, please say aye.

13 (Chorus of ayes.)

14 CHAIR SMEGAL: Opposed?

15 (No response.)

16 MR. EAKELEY: We're adjourned.

17 (Whereupon, at 5:23 p.m., the meeting was
18 adjourned.)

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