



# Briefcase

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A PUBLICATION OF THE OKLAHOMA COUNTY BAR ASSOCIATION

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## INSIDE

### 2024 OCBA Holiday Reception

Check out photos from the 2024 OCBA Holiday Reception hosted by Phillips Murrah Law Firm.

Pages 6-7



### The Mysterious Return of Luke Skywalker ... the Cat

I confess upfront: I don't like cats. They are preening, pretentious, and high maintenance. Come to think of it, I don't care for people like that, either.

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# 2025 OCBA Young Lawyers Division Chili Cook-Off and Silent Auction

Randy Gordon  
OCBA Chair

The OCBA Young Lawyers Division (YLD) is pleased to announce the 2025 Chili Cook-Off and Silent Auction will be held on Friday, Feb. 28. The competition formally kicks off the YLD's year-long commitment to the Regional Food Bank of Oklahoma, raising funds and awareness within our community to support the mission of the Regional Food Bank and the Oklahomans who rely on its services.

Many teams are expected to compete this year, and Oklahoma County judges will once again serve as the final adjudicators of the county's best chili. Awards are at stake for best traditional, non-traditional, and hottest chili, as well as the coveted best overall award. The event is open to the public and will be held in the Leadership Square Atrium. Teams of four or five are encouraged to preregister; the entry fee is a \$15 donation per person. Attendees can sample as much chili as they would like and enjoy complimentary coffee, tea, soft drinks, and sides. Cold libations will also be available for cash purchase. For more information, please visit [www.okcbar.org](http://www.okcbar.org) or call (405) 236-8421.



## SAVE THE DATE

Oklahoma County Bar Association Young Lawyers Division

## CHILI COOK-OFF AND SILENT AUCTION 2025

Friday, Feb. 28  
5:30–8 p.m.  
(Judging begins at 6 p.m.)  
Leadership Square Atrium

The OCBA Young Lawyers Division presented a \$20,000 check to the Regional Food Bank in December 2024.

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FROM THE PRESIDENT

# A New Year, and New (AI) Goals

**Courtney Warmington**  
President, OCBA

I have a confession to make. I still use a paper calendar.

It goes everywhere I go, and I love it. I picked up the habit decades ago from my mentor, and I cannot seem to let it go. I still have an electronic calendar too (as a backup), but somehow it fails to provide the comfort of my trusted, spiral-bound month-at-a-glance. Sometimes I just like the old school way of doing things. Indeed, I would probably still be using a Dictaphone if someone hadn't finally taken mine away. When it comes to technology, I've always been a little (intentionally) late the party.



It will not surprise you, therefore, to know that I have also been slow to use AI. In fact, I used ChatGPT for the first time only about a month ago. I find it alarming in many ways, and yet intriguingly useful. So, as I dip my toes deeper into the waters of AI this year, I thought where better to start than to ask ChatGPT to give me the best New Years Resolutions for lawyers in 2025. I must admit, it seems to know us pretty well ...

**A Guide to Professional Growth in 2025 (as \*mostly\* written by ChatGPT)**  
As the new year begins, it's an ideal time

for attorneys to reflect on their professional development and set meaningful resolutions. The fast-paced nature of legal work can make it difficult to step back and evaluate areas for improvement. Setting resolutions provides a chance to enhance skills, foster client relationships, and create a more balanced life. Here are key resolutions for attorneys in 2025:

**1. Enhance Legal Skills and Knowledge**  
The legal landscape is ever-changing, making ongoing learning essential for any attorney. Staying up-to-date with case law, regulations, and emerging trends can give you a competitive edge.

**Actionable Steps:**  
**Attend CLE Programs** to stay current on developments in your practice area.  
**Expand Your Expertise** by diving deeper into a specialized area of law.

**2. Improve Client Communication**  
Effective communication is crucial in building trust and managing expectations. Clients value clear, timely and responsive interactions.

**Actionable Steps:**  
**Set Clear Expectations** from the outset of a case regarding timelines and costs.  
**Increase Responsiveness** by replying to client communications promptly.  
**Simplify Legal Jargon** to ensure clients fully understand complex issues.

**3. Prioritize Work-Life Balance**  
The legal profession is demanding and maintaining a healthy balance between work and personal life is vital for avoiding burnout.

**Actionable Steps:**  
**Set Boundaries** for your work hours to ensure personal time is protected.  
**Delegate Tasks** where possible, allowing you to focus on high-value work.  
**Practice Stress Management** techniques like exercise or meditation to manage stress.

**4. Embrace Technology**  
Legal technology can boost efficiency, reduce errors, and improve client service. Incorporating more tech into your practice can help streamline operations and save time.

**Actionable Steps:**  
**Invest in Legal Tech** tools for case management, billing, and document automation.  
**Enhance Cybersecurity** by using encrypted communication and secure file storage.  
**Improve Online Presence** with updated websites and social media engagement.

**5. Build Your Network**  
Networking remains crucial in the legal field, whether for securing new clients, collaborating with peers, or gaining referrals.

**Actionable Steps:**  
**Attend Legal Conferences** to connect with colleagues, clients, and industry experts.  
**Join Bar Associations** or committees to engage with the legal community.  
**Cultivate Relationships** with mentors, clients, and peers for personal and professional growth.

**6. Strengthen Financial Management**  
Financial discipline is critical for both individual attorneys and law firms. A strong financial foundation ensures long-term success and stability.

**Actionable Steps:**  
**Review Billing Practices** to ensure they align with market rates and reflect the value you provide.  
**Track Expenses and Income** closely to optimize profitability and reduce unnecessary costs.  
**Plan for the Future** by contributing to retirement savings or exploring investment options.

**Conclusion: Making 2025 a Year of Growth**  
Whether it's expanding your knowledge, improving client communication, or prioritizing well-being, these resolutions can set the stage for a successful and rewarding year. By committing to continuous improvement, you'll not only enhance your practice but also ensure long-term career satisfaction. I couldn't agree more. Wishing all of you a happy and prosperous 2025.

# Lessons may be learned from celebrity disputes

**Byline**  
Byline source

I generally do not pay any attention to celebrity disputes, as they have little-to-no bearing on my day-to-day life, and it just feels exhausting to follow the ins and outs of people I will likely never meet. However, a recent celebrity dispute caught my attention because of aggressive legal maneuvering by the lawyers representing the celebrities (as well as the other non-celebrities involved).

The main dispute involves actress Blake Lively and her accusations against an actor and producer named Justin Baldoni that

he, along with a public relations firm hired by him and others, engaged in a campaign to "smear" Ms. Lively in the media after she reported sexual harassment on the set of a movie Ms. Lively and Mr. Baldoni were working on called "It Ends With Us."

The other key player in this dispute is Stephanie Jones, the founder of Jonesworks LLC, a publicity firm that has represented Mr. Baldoni and his production company, Wayfarer Studios.

The dispute has led to four separate lawsuits being filed: 1) a complaint with the California Civil Rights Department by Ms. Lively against Mr. Baldoni, Wayfarer and others; 2) a complaint filed in the South-


ern District of New York by Ms. Lively against Mr. Baldoni, Wayfarer, and others; 3) a complaint filed by Mr. Baldoni against Ms. Lively and the New York Times who published a story on the dispute; and 4) a complaint filed by Ms. Jones and her company against former employee Jennifer Abel and consultant Melissa Nathan as well as Mr. Baldoni and Wayfarer.

The interesting turn, at least from a litigator's perspective, comes from the detailed factual allegations that permeate Ms. Lively's complaints which span 62 and 93 pages, not including exhibits. These are not "notice pleading" complaints nor are they recitations of formu-

laic aphorisms about wrongful conduct. Instead, the complaints provide detailed and specific factual allegations buttressed by screenshots of text messages, emails, and other communications between Mr. Baldoni, his associates, and Ms. Abel and Ms. Nathan.

The complaints are more akin to the "speaking indictments" that were utilized to great publicity (if ultimately not great effect) in the charges against Donald Trump for misuse of classified documents as well as his obstruction of the investiga-

See **CELEBRITIES**, Page 3

<p><b>BRIEFCASE</b> January 2025</p> <p>Briefcase is a monthly publication of the Oklahoma County Bar Association 119 North Robinson Ave. Oklahoma City, OK 73102 (405) 236-8421</p> <p><b>Briefcase Committee</b> Todd Blasdel, Judge Anthony Bonner, Michael Brewer, Judge Jason Glidewell, Rick Goralewicz, Ben Grubb, Jeff Massey, Shanda McKenney</p> <p>Editor.....Curtis J. Thomas</p>	<p><b>Oklahoma County Bar Association</b></p> <p><b>OFFICERS:</b> President.....Courtney Warmington President-Elect ..... Todd Blasdel Vice President ..... Judge Anthony Bonner Past President..... Judge Richard Ogden Treasurer ..... Cody J. Cooper Bar Counsel ..... Coree Stevenson</p> <p><b>STAFF:</b> Executive Director ..... Debbie Gorden Legal Placement Director ..... Pam Bennett Membership Services ..... Christina Drake</p>	<p><b>Sharpen Media LLC</b> For advertising information, email: advertising@sharpen-media.com</p> <p>Sharpen Media LLC produces Briefcase for the Oklahoma County Bar Association, which is solely responsible for its content.</p> <p>Postmaster: Send address changes to OCBA Briefcase, 119 North Robinson Ave., Oklahoma City, Oklahoma 73102.</p> <p>© 2025 Oklahoma County Bar Association</p>	
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## ■ STUMP ROSCOE | By Roscoe X. Pound

**Dear Roscoe: Can you explain greenwashing? Sounds like something more serious than leaving your Christmas decorations up past Epiphany.**

**S. D. Edmond.**

**Dear S.D.** It depends on your perspective. I'm always mindful of the 12-day rule. Leaving Christmas decorations up beyond Epiphany can cause ill-fortune in the new year. With everything going on around me, I don't need that hanging over me. There-

premium for "greener" products. While the term and theory has been around since the 80's, public — and legal-attention has blossomed over the past decade.

The current greenwashing boom may impact the legal profession in several ways. Obviously, trained and environmentally aware lawyers and firms will be increasingly in demand on all sides of the issue including the bringing and defense of environmentally-focused cases. Corporate counsel (both in-house and retained firm)

**The current greenwashing boom may impact the legal profession in several ways. Obviously, trained and environmentally aware lawyers and firms will be increasingly in demand on all sides of the issue including the bringing and defense of environmentally-focused cases.**

fore, I always take mine down in a timely fashion. A guy that lives up the street hasn't taken his outside lights down since 1995. I have an aunt who leaves her 1970 vintage artificial tree up all year round and changes the decorations with the holiday of the month. In March, unless Easter falls in that month, she celebrates her own birthday. In August, it's VJ Day. Neither seems any worse for it, but I still don't want to push it.

OK, "greenwashing" is the term used to describe untrue or misleading statements made about the environmental performance or impact of a business, product or service. People or firms engaging in such practices risk reputational, regulatory, and litigation. Government enforcement actions and civil suits alleging greenwashing are on the rise through a myriad of different laws, including securities regulations, consumer protection laws, fraud and misrepresentation statutes, and advertising standards. These lawsuits largely focus on claims like "environmentally responsible," "sustainably sourced" and "humanely raised," arguing that these false environmental claims induce consumers to pay a

will need to advise on the propriety of advertising and public affairs for allegedly green businesses. Ethical and malpractice issues may arise as well. For example, is it ethical for a firm to list its green credentials on the one hand, while advising hydrocarbon plants on the other? What is the extent of the malpractice exposure for corporate counsel's failure to "catch" potentially greenwashed statements in company prospectuses, advertising or public statements. It's a brave new and green world out there. Try to stay ahead of the curve.

**Dear Roscoe: Is a medical marijuana business immune from FLSA liability since it's essentially an illegal operation under federal law?**

**RS, OKC.**

**Dear RS:** Green seems to be the color of the day. The final appellate decision (or decision(s)) has not been made on this issue and the matter is still percolating through the lower courts. However, as your very own 10th Circuit ruled in *Kenny v. Helix*, 939 F.3d 1106 (2019):

tion is how or why Ms. Jones provided those communications to Ms. Lively's legal team. Ms. Lively's complaints state that "Ms. Lively obtained the communications set forth in the Complaint through legal process, including a civil subpoena served on Jonesworks LLC.

Oklahoma has a limited process for pre-lawsuit depositions, see 12 Okla. Stat. § 3227, but the deposition procedure was not utilized in the Lively case — instead, it appears to be a subpoena duces tecum. Limited research revealed that California and New York have provisions for obtaining discovery prior to a lawsuit being filed, however, those avenues appear to be limited and require a high standard to demonstrate that showing that the evidence exists in the first place. Other speculation includes that the subpoena to Jonesworks referred to in Ms. Lively's complaints was issued in another case, like an arbitration proceeding (it is worth noting that Jones and Jonesworks are not named as defendants in Ms. Lively's complaints). Other speculation is that the civil subpoena was a "friendly subpoena," wherein Ms. Lively became aware that Jonesworks had responsive information and provided a sub-

"As outlined below, however, 'case law is clear that employers are not excused from complying with federal laws' because of their other federal violations. Kenney, 284 F. Supp. 3d at 1190; accord *United States v. Sullivan*, 274 U.S. 259, 47 S.Ct. 607, 71 L.Ed. 1037 (1927) (holding there was no reason 'why the fact that a business is unlawful should exempt it from paying the taxes that if lawful it would have to pay'); Lucas, 721 F.3d at 934 ("The employers' argument to the contrary rests on a legal theory as flawed today as it was in 1931 when jurors convicted Al Capone of failing to pay taxes on illicit income."). Contrary to Helix's claims, recognizing Mr. Kenney as covered by the FLSA is in line with both the plain reading and the overall purposes of that statute, and doing so does not require disavowal of the CSA."

The Court went on to note:

"The district court correctly reasoned and case law has repeatedly confirmed that employers are not excused from complying with federal laws just because their business practices are federally prohibited. See, e.g., *Sullivan*, 274 U.S. at 263, 47 S.Ct. 607; see also *Greenwood v. Green Leaf Lab LLC*, 2017 WL 3391671 at \*3 (D. Or. July 13, 2017), adopted by district court, 2017 WL 3391647 (D. Or. Aug. 7, 2017) ('[J]ust because an Employer is violating one federal law, does not give it license to violate another.') (internal citation omitted)."

The Greenway case cited above has itself generated favorable traction among various lower courts. So, at this juncture I'd answer your question in the affirmative, particularly within your own circuit.

.....

Johnny guided us by memory to a restaurant just outside of Doylestown called *Deitschi Wege* or Dutch Ways. Having taken us so far in the opposite direction from home I expected some great food. Johnny rarely struck out into the unknown without a purpose. The place had a decent early dinner crowd. We selected a booth in the rear toward an inner wall. That way everyone except me had his back to the wall. A young girl, probably a member of the owner's family, passed out menus. Inside each, a laminated, two-sided supplement

announced that they served breakfast all day. It listed half a dozen scrapple combos plus an option to build your own. We each ordered according to our tastes, with Justin Loi adopting Johnny's selection. No sooner had she left with our orders than the waitress returned with a tray of coffee cups and two hottles — one holding regular coffee and the other decaf.

When she left, Ernie said: "Hey Roscoe, you spent a lot of time here in P-A, right?" "Yeah," I answered. "My mom had an aunt who lived in Lancaster."

"So is it really like that movie *Witness* where people come here to dump on the Amish 'cause they won't fight back?"

"I've heard it, but I've never actually seen it. Why?" I asked, suddenly concerned.

"I was kinda hopin' some punk would start something so I could finish it. Can't stand bullies."

"If that did happen, I think we should stay under the radar."

Ernie shrugged. "But 'The world is a dangerous place to live; not because of the people who are evil, but because of the people who don't do anything about it.' Einstein said that, you know."

"Yes, I know. On the other hand, 'You will never reach your destination if you stop and throw stones at every dog that barks.' That's Winston Churchill, by the way."

Johnny chuckled. "I like that one. I'll be using it, I think."

At this point, the waitress began setting plates down before us. Each of us automatically began our personal condimentation rituals with catsup, syrup, and tabasco. Daddy Mike asked for some grape jelly. Loi stared suspiciously at his own plate, like he felt the need to pull his gun and cover it. The rest of us digging in, and our joint accolades, did not seem to convince him. I think that, ultimately, his reluctance to back down from something in front of Johnny and Ernie became the decisive factor. Nonetheless, he first buried the uncertain pork loaf in a protective cloak of catsup.

After dinner, with the table cleared and our dinner plates replaced with generous slabs of pie, Johnny pulled out some aerial shots of our target. "Listen boys," he said, "I don't think we need to reinvent the wheel on this one."

## CELEBRITIES

Continued from page 2

tion into the same. The complaints contain a trove of text messages purporting to demonstrate that Mr. Baldoni, his production company and two publicists affiliated with Jonesworks plotting "social manipulation," among other tactics, to fend off any airing of Ms. Lively's grievances and to preserve Mr. Baldoni's reputation.

It is the kind of evidence one would expect to see after months and months of wrangling over discovery requests, ensuring searches for electronically stored information are adequate, issuing subpoenas, and a host of other legal battles focused on the scope and burdensomeness of the discovery process.

Instead, Ms. Lively's attorneys were able to obtain critical evidence even before they filed a complaint. The obvious question is how did Ms. Lively's legal team obtain the candid, private chats of Mr. Baldoni's public relations team? The short answer is that Ms. Jones effectively outed herself as the source of the damaging communications in her lawsuit. The more interesting ques-

**Ms. Lively's attorneys were able to obtain critical evidence even before they filed a complaint. The obvious question is how did Ms. Lively's legal team obtain the candid, private chats of Mr. Baldoni's public relations team?**

poena to provide legal cover for Ms. Jones to provide the communications.

A statement issued by Ms. Lively indicates that details about the subpoena will be produced during the discovery in the litigation. Ms. Jones' lawsuit reveals that Ms. Jones took to the step of "forensical-

ly preserving" Ms. Abel's company-issued phone after Ms. Abel's employment ended.

We are sure to learn more about the litigation tactics and the relative strength of each party's claims as the lawsuits proceed. In the interim, in addition to the unique issue of Ms. Lively's legal team being able to obtain significant pre-trial discovery to bolster the impact of their complaint, there are several considerations from a legal and ethical perspective that we don't have space to delve into here, but which are worth considering such as: ethical and practical implications of hiring a public relations firm, advice to clients about when and when not to put things in writing, the rise of "texting" as a form of communication and how it can impact discovery obligations, and relatedly, considerations about distinctions between "work" and "personal" electronic devices and what types of messages are sent on each type of device. At a minimum, the facts of this celebrity dispute provide an up-to-date reminder that writing is a primary form of communication in our modern world and there are more tools than ever for preserving that writing — so, be thoughtful and civil with your words.

## BAR OBSERVER

### Preston Sullivan Elected to Partnership at Conner & Winters

The partnership at Conner & Winters has voted to elevate Preston Sullivan to the role of partner. A commercial litigator in the firm's Oklahoma City office, Sullivan represents companies in contract disputes and various business-related matters. As an associate, he has worked for clients in a broad range of industries, including manufacturing, construction, commercial real estate, medical technology, and more. "Preston's creativity and pragmatism serve the firm's business clients well," says Oklahoma City partner Dillon Curran. "He's a valued member of our litigation team and I'm pleased he's joining the ranks of our partnership." Working closely with other Conner & Winters litigators, Preston has developed experience in a variety of contract disputes, including construction defect claims, employment disputes, tortious interference claims, unlawful detainer actions, commercial foreclosures, and breach of contract disputes.

For his work as an emerging litigator, Sullivan has been recognized by Super Lawyers® on the list of Oklahoma Rising Stars in both 2023 and 2024. That distinction is more than warranted, according to corporate litigation partner Kiran Phansalkar.

"Preston is the very personification of a 'rising star' in the legal community," said Phansalkar, who Sullivan has worked closely with during his time as an associate. "Preston has the distinctive ability to combine a zealous advocacy for his client, while still working in a professional manner with opposing counsel," Phansalkar added.

Sullivan joined Conner & Winters in 2022 after working at a boutique law firm in Oklahoma City. "From the time Preston joined Conner & Winters, he has been a consummate model of professionalism and hard work for our clients," said managing partner Kevin Redwine. "We're thrilled to recognize his efforts by elevating him to partner, and we are looking forward to seeing his growth continue."



Sullivan

"Our firm is pleased to welcome our newest shareholders, each bringing unique skills and dedication to their respective practice areas," said Steve Ray, Managing Partner at Hall Estill. "We are confident that their contributions will continue to enhance our firm's reputation for legal excellence."

Daniel G. Couch, litigation and business attorney, assists businesses and families with a variety of legal needs, including litigation, construction, real estate, business services, probate and trusts, as well as homeowners' association matters. He works out of both the Denver and Oklahoma City offices.

Dr. J. Kirk McGill, based in the Denver office, but practicing throughout the country, assists clients routinely with Federal and State appeals, litigation, constitutional law and civil rights defense, tax, estates and trusts, business law, administrative law & regulatory compliance, contracts, commercial transactions and cybersecurity.

Aaron C. Tift, based in the Tulsa office, is a litigation attorney who assists clients in a variety of areas including, real estate, oil & gas, eminent domain, and landlord/tenant disputes. His practice also includes representing clients in numerous aspects of Federal and State marketing regulations including defending claims brought under telephone consumer protection laws Acts.



Couch



McGill



Tift

### McClintock Joins Spencer Fane

Spencer Fane LLP is pleased to announce Michael D. McClintock joined the firm's Oklahoma City office as a partner in the Litigation and Dispute Resolution practice group.

With more than 20 years of experience, McClintock advises and represents clients as trial counsel and serves as a trusted advisor in all aspects of business litigation, successfully resolving cases for businesses, owners, executives, individuals, and family offices facing some of the most challenging situations. His practice includes experience across a variety of industries and legal areas, including antitrust; banking; corporate investigations and white-collar defense; environmental; healthcare; intellectual property; mergers and acquisitions; product liability; real estate; securities; and tax, trust, and family wealth litigation.

Early in his career, McClintock worked for two federal judges at the trial and appellate level, including as a law clerk for the Honorable Robert H. Henry, U.S. Circuit Court Judge for the 10th Circuit and former Oklahoma Attorney General, gaining valuable insight into judicial processes and decision-making. McClintock's courtroom successes are also shaped by the discipline and strategic thinking developed during his military service, where he served as an officer aboard the USS Joseph Hewes.

"Michael's diverse legal background has

contributed to a strong and varied skill set he employs as a comprehensive business litigator," said Shannon Forth Davies, Office Managing Partner for Spencer Fane in Oklahoma City. "His consistent success regardless of industry, matter, or venue will be a marked asset to our robust litigation team in Oklahoma City and across our 28 national offices."

### Ten Fall Associates Add Diverse Talents and Perspectives Across Spencer Fane Platform

Spencer Fane LLP is pleased to announce the addition of 10 talented associates across numerous practice areas and offices within our firm. The new team members bring a wealth of knowledge and diverse experiences that will enhance our ability to serve clients and continue our commitment to excellence within the legal profession.

The new associates joining Spencer Fane include individuals who have demonstrated exceptional academic achievements and dedication to the practice of law. Each with a unique background, they will contribute significantly to our firm's growth and commitment to providing valuable legal counsel across a broad range of industries.

We are excited to welcome these new associates to Spencer Fane and look forward to their contributions to our firm's success. Their arrival marks a significant step in our ongoing efforts to expand our capabilities and deliver outstanding results for our clients.

"We look forward to providing mentorship and collaboration opportunities to each of these new attorneys in a way that supports their professional development as they contribute to the creative strategies our firm aims to provide its clients," said Spencer Fane Chair Patrick J. Whalen. "We also look forward to each of these new attorneys playing a pivotal role in nurturing our culture by practicing our core values of humility, empowerment, and inclusivity."

### David Driggs, Corporate and Business Transactions, Las Vegas

Employing his background in real estate finance, Driggs takes a methodical, highly collaborative approach to helping clients navigate a wide array of intricate business transactions. After receiving a finance degree from Brigham Young University, Driggs spent two years in the real estate investment space before earning his Juris Doctor from the University of Nevada, Las Vegas, William S. Boyd School of Law. His early career in finance and instinctive legal acumen helps Driggs strategically solve clients' unique problems with high attention to potential risks and both short- and long-term business needs.

### J.B. Fishman, Litigation and Dispute Resolution, Dallas

Using all forms of dispute resolution, Fishman consistently achieves desirable outcomes for his clients. Prior to entering private practice, he externed with a federal magistrate judge and interned with a state district judge, gaining valuable insights which further enhance his ability to advocate for clients. He received his undergraduate degree from the University of Texas at Austin. Following, Fishman earned his Juris Doctor cum laude from the Southern Methodist University (SMU) School of Law, where he represented clients as chief

counsel in the SMU Civil Litigation Clinic and became the first-ever student to be named a fellow of the clinic while still in school.

### Andrew Hua, Corporate and Business Transactions, Denver

With a focus on real estate, finance, banking, and business law, Hua assists clients in a wide range of transactional matters. In his diverse practice, he develops and maintains timely, multidisciplinary solutions for optimal outcomes that align with clients' varied interests. Hua received his undergraduate degree from Duke University, then earned his Juris Doctor at the University of Colorado Law School. While there, Hua was an active member of the Colorado Law Sustainable Community Development Clinic, where he drafted operating agreements, bylaws, and various other corporate documents for clients. Additionally, he served as a Spencer Fane summer associate in 2022 and 2023.

### Erich Linder, Litigation and Dispute Resolution, Salt Lake City

With more than 20 years of global industry experience navigating complex business decisions, Linder brings sharp insight and sound judgment to every matter, from high-stakes litigation to critical negotiations. After receiving his undergraduate degree from Pomona College, Linder spent two decades in strategic planning, consultancy, and advisory roles, leading some of the largest international businesses across diverse industries, including finance, technology, and oil and gas. In 2018, he earned his Master of Business Administration at INSEAD, later earning his Juris Doctor at the University of Utah S.J. Quinney College of Law while serving as a law clerk at Snow Christensen & Martineau prior to and following its combination with Spencer Fane.

### LeeAnn Littlejohn, Litigation and Dispute Resolution, Oklahoma City

A former Spencer Fane summer associate with diverse experience, Littlejohn employs a strategically precise, collaborative approach to her practice, delivering tailored legal solutions to clients across estate planning, probate, labor and employment, and complex litigation. She received her Bachelor of Business Administration summa cum laude from the University of Central Oklahoma before earning her Juris Doctor at the University of Oklahoma College of Law, where she held officer roles in the Black Law Students Association and the American Constitution Society, served as secretary for the Student Bar Association, competed nationally as a member of the Black Law Students Association Negotiations Team, and served as research editor and assistant managing editor of the American Indian Law Review.

### Victoria Narezo, Labor and Employment, Houston

With experience at every stage of litigation – from pre-trial proceedings through trial and appeal – Narezo focuses her practice on a variety of commercial, employment, and general litigation matters. She provides



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# 2024 OCBA HOLIDAY RECEPTION



Judge Sheila Stinson, Judge Jason Glidewell and Jake Jones



View from Phillips Murrah Law Firm, host for this year's reception



Curtis Thomas, David Cheek and Clayton Ketter



Cody Cooper and Monica Weedn



Mymy Chung and Chris Deason



Max West, Chesli Bonano, Any Gin and Calvin Sharpe



Phillip Whaley, Judge Anthony Bonner and Daniel Webber



Cody Cooper, Judge Sheila Stinson, Coree Stevenson and Courtney Warmington



Missing cutline



Andy Gin, Wyatt Swinford and Braden Hoffmann



Judge Jason Glidewell and Scott Anderson



Todd Blasdel and Shea Bracken



A great crowd!



President Judge Richard Ogden served as host of the 2024 Law Day Luncheon.

# LAW DAY AWARDS NOMINATIONS ARE NOW BEING ACCEPTED

Do you know a judge or attorney who should be recognized for their dedication or willingness to go above and beyond their everyday life to better the legal or local community? The Oklahoma County Bar Association is seeking nominations for the following awards to be presented at the Law Day Luncheon on May 1, 2025.

The **OCBA Lifetime Achievement Awards** (formerly known as the Journal Record Award) is presented to an attorney or judge who has served both the local and legal communities in a professional and outstanding way. Based on lifetime achievements, this award recipient is selected by the Law Day Committee and is one of the OCBA's most prestigious awards. Letters of nomination for this award should be sent to: OCBA, 119 N. Robinson, Ste. 240, Oklahoma City, OK 73102, attn.: Law Day Committee. Nominations should be received in the bar office no later than April 1, 2025.

**Leadership in Law Awards** are selected by the OCBA Awards Committee. The Awards Committee is looking for outstanding leaders in the legal community who unselfishly give their time and energy to improve the lives of fellow Oklahoma, in addition to juggling their busy legal careers. Only five recipients are selected each year. Letters of nomination should be mailed to: OCBA, 119 N. Robinson, Ste. 240, Oklahoma City, OK 73102, attn.:

Awards Committee. The nomination deadline is April 1, 2025.

The **Liberty Bell Award** is presented at the Law Day Luncheon by the Young Lawyers Division. This award is given to a non-lawyer who has given their time to assist the legal community in Oklahoma County. Nominations for this award can be mailed to: YLD Chair Randy Gordon, 119 N. Robinson, Ste. 240, Oklahoma City, OK 73102, with a deadline of April 1, 2025.

The **Howard K. Berry, Sr. Award** is given to an individual who resides in Oklahoma County or a charitable organization that is located in Oklahoma County to honor that individual's or organization's outstanding achievement or contribution to Justice or the Justice System. The winner of the Award will be honored by the presentation and a cash reward of \$25,000 from the Oklahoma County Bar Foundation. The winner of the Howard K. Berry, Sr. Award is selected by the Board of the Oklahoma County Bar Foundation from the nominations received without action on the part of the nominee to seek this award or enter the proceedings. One need not be an attorney or member of the bar to make a nomination, but one must be a resident of Oklahoma County to make the nomination.

The winner of the award need not be an attorney or employed in the legal profession or the Justice System, but the winner's achievement or contribution must advance

the cause of Justice, equal access to justice for all and/or the improvement of the Justice System. No nominee will be disqualified by having been previously nominated for any other award in recognition of his, her or its achievement or contribution to Justice and/or the Justice System or the legal profession. The winner of the Award will not be required to render any substantial future services as a condition to receiving the prize of the Award. This Award is made possible through a generous gift of Oklahoma County attorney, Howard K. Berry, Jr., to honor his father and long-time Oklahoma County attorney, Howard K. Berry, Sr. Mr. Berry's gift has established the Howard K. Berry, Sr. Fund at the Oklahoma County Bar Foundation to provide

funds for the Howard K. Berry, Sr. Award and support other causes related to law and justice.

No special form is required to make the nomination, but a form is available on the OCBA website at [www.okcbar.org](http://www.okcbar.org) under the OCBF tab. Please keep the following in mind when making the nomination: the entire nomination — letter, supporting materials, clippings, seconding letters and attachments included — may be no longer than five single-sided, 8 1/2" x 11" pages. No exceptions. The nomination must contain contact information as the qualification of the individual to make the nomination and the Nominee's qualification to receive the award. Deadline for submission is April 1, 2025.

## IMPORTANT DATES 2025

- Feb. 14-17** 2025 Winter Seminar — Santa Fe, New Mexico
- Feb. 28** Chili Cook-Off & Silent Auction — Leadership Square Atrium
- May 1** Law Day Luncheon — TBD
- June 13** Awards Luncheon — Embassy Suites Hotel

## BAR OBSERVER

Continued from page 4

preventive counsel and litigates disputes on behalf of public and private employers across a diverse range of industries in federal and state courts. After completing her undergraduate degree at the University of Mississippi, Narezo obtained her Master of Social Work from Columbia University, then went on to earn her Juris Doctor at the South Texas College of Law. She has notably advocated for Spencer Fane clients as a law clerk since 2021.

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### Hunter Quinn, Litigation and Dispute Resolution, Dallas

Quinn represents private and public companies in complex commercial litigation and general business litigation, achieving favorable outcomes with proactive strategies that mitigate risk and maximize value. Additionally, he provides valuable counsel on all legal aspects of sophisticated real estate transactions and financings, developing and implementing creative solutions that allow projects to remain on schedule and within budget to the benefit of all key stakeholders. Quinn received his undergraduate degree from San Diego State University. While earning his Juris Doctor at the Southern Methodist University Dedman School of Law, he was an active member of the Mack Kidd Administrative Law Moot Court Team.

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### Doug Reynolds, Litigation and Dispute Resolution, Springfield

Working primarily within commercial litigation, Reynolds diligently helps clients ranging from individuals to large corporations pursue favorable outcomes at all stages of litigation. When possible, he works to resolve disputes before any case is filed. After completing his Bachelor of Business Administration magna cum laude at the University of Missouri, Reynolds earned his Juris Doctor summa cum laude from the University of Mississippi School of Law, where he served as president of the mock trial team and associate case editor of The Mississippi Law Journal. He is a former Spencer Fane summer associate.

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### Mykaela Delgado Schluter, Litigation and Dispute Resolution, Denver

Delgado Schluter represents public, private, and corporate clients with a diverse range of litigation needs with a focus on real estate and construction litigation. After receiving her undergraduate degree from Westmont College, she earned her Juris Doctor at the University of Colorado Law School, where she gained valuable experience navigating sensitive matters as a member of the Colorado Law Immigration Clinic and was a production editor for the Colorado Law Review. She is also a former Spencer Fane summer associate.

Outside of her private practice, Delgado Schluter volunteers at immigration clinics throughout Denver to help new Venezuelan arrivals receive Temporary Protective Status.

.....

### Grace Taskinsoy, Corporate and Business Transactions, Phoenix

Taskinsoy provides efficient and effective legal counsel designed to help clients navigate their way through a diverse range of transactional matters, including mergers and acquisitions, forming and structuring business entities, and commercial real estate. After completing her undergraduate studies at the University of Arizona, Taskinsoy earned her Juris Doctor at the Sandra Day O'Connor College of Law at Arizona State University, where she served as editor-in-chief of the Corporate and Business Law Journal. Notably, she is the recipient of the 2024 John J. Ross Award, which is given by the fellows of the Arizona Bar Foundation to the student who excelled in business law.

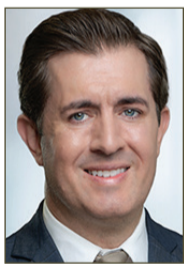
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### DSDA Welcomes Grimmert and Showman

Doerner, Saunders, Daniel & Anderson, LLP (DSDA) welcomes Todd L. Grimmert and Thomas S. Showman to our Oklahoma City office. Joining the firm as of counsel attorneys, they will be involved in our Liti-

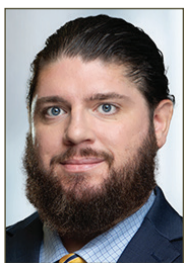
gation and Transactional Practice Groups.

Todd has extensive experience representing public and private clients as in-house attorney and outside counsel. His primary areas of focus include civil litigation and commercial transactions. He's been recognized as a Top 40 Under 40 by the National Trial Lawyers Association as an accomplished lawyer maintaining high professional and ethical standards. Todd received his Juris Doctorate from the University of Oklahoma College of Law and his undergraduate degree in business administration from Oklahoma State University.



**Grimmett**

Thomas is an accomplished attorney with more than 15 years of legal experience. He leverages his diverse background to represent clients across a multitude of practice areas, including business, oil and gas, trusts, estates and probates, civil litigation, real estate and Native American law. Thomas earned his Juris Doctorate from the University of Oklahoma College of Law and his bachelor's degree in political science and anthropology from the University of Pittsburgh.



**Showman**

## VOLUNTEER OPPORTUNITIES

Legal Aid has two volunteer opportunities coming up. The first is their ongoing 3rd Saturday Clinic, and the other is a Wills Clinic. Sign up to help by scanning the QR codes.

**3rd Saturday:** The clinic is held on the 3rd Saturday of every month from 9 a.m. to noon at ReMerge, 823 N Villa Ave., Oklahoma City, Oklahoma 73107.



**Wills Clinic:** Legal Aid Services of Oklahoma Inc. is hosting a Wills Clinic for members of the Mt. Moriah Baptist Church. We are in need of attorneys to assist the participants in drafting estate planning documents including, wills, trusts, durable designation of agents, health care power of attorney, and advance directives.

The document templates will be provided to volunteers before the event, as well as provided a thumb drive on the day of to work on the documents.



## EXECUTIVE DIRECTOR POSITION OPEN

The Oklahoma County Bar Association, located in Oklahoma City, Oklahoma, is seeking an Executive Director. The OCBA has a membership of approximately 2,400 attorneys and judges, with a 30-member board of directors.

The search committee is looking for candidates with the following qualifications:

- Strong organizational skills are a must. The OCBA has 12 committees, three sections, and one division, all of which are coordinated by the Executive Director.
- Membership development skills — ideally has a track record of membership recruitment, retention and growth.
- Effective communicator with internal and external constituents including members, Board, Judges and the public. Ability to develop strong relationships with key constituencies.
- Experience in event planning. The Executive Director and staff coordinate all OCBA events, 10-15 per year, including 1-2 weekend events.
- Knowledgeable of Continuing Legal Education (CLE) requirements and reporting, and offering qualified CLE for members.
- Support of all committees and sections, as well as OCBA Board of Directors, Foundation Board, and Young Lawyers Division Board.
- Financial skills, including: Preparation of budget, payroll, payroll tax, and monthly financials for both Bar and Foundation. Coordinate insurance and other offered benefits.
- Experienced in the use of Quicken and Word. Knowledge of YourMembership Database preferred but not required, but willing to attend training.
- Maintenance and upgrades of computers, phones, other office equipment and assets.
- Able to travel 2-3 times per year. This includes attendance at the Bar Leadership Institute, Bench & Bar Conference, and Winter Seminar.
- Coordinate and edit monthly publication of The Briefcase.
- Supervise two-member staff, including Membership Secretary and Director of Legal Placement.
- Other duties as directed by the Board.

Education: College degree required.

Salary: Range will be 60-70K plus full benefits including health, vision, dental, 401(k), parking.

To apply, send resume to Pam Bennett, pam@okcbar.org. Questions may be directed to Pam at 405-236-8421.

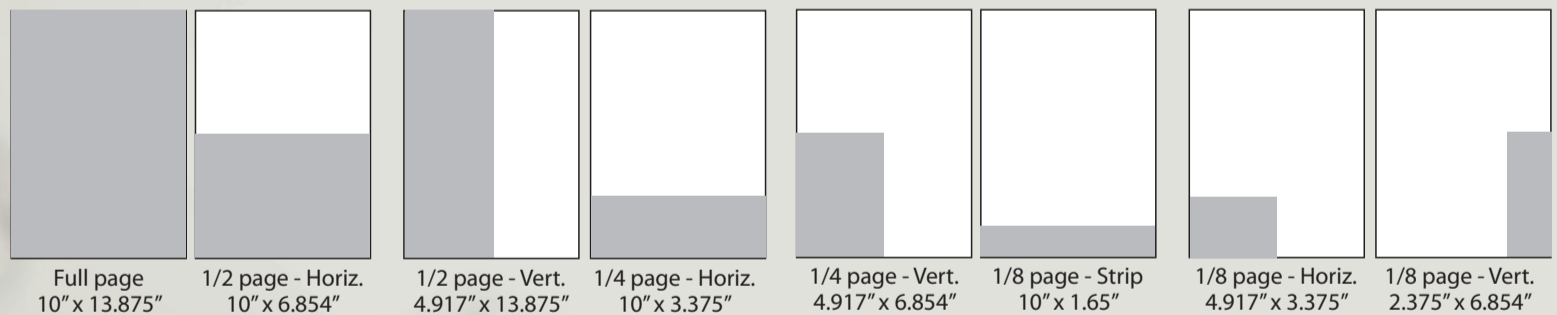
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	1 Month	6 Months	1 Year
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1/2 Page	\$700 x 1	\$600 x 6	\$500 x 12
1/4 Page	\$350 x 1	\$300 x 6	\$225 x 12
1/8 Page	\$180 x 1	\$170 x 6	\$160 x 12

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# The Mysterious Return of Luke Skywalker ... the Cat

By Jeffery W. Massey  
Assistant District Attorney

*My son named the cat. So apologies to George Lucas and all the SW universe. Copyrights mean nothing to children and pets.*

Luke Skywalker the Cat came into our lives during the late summer of 2008. He was a cute cuddly medium gray Russian Blue male cat. I confess upfront: I don't like cats. They are preening, pretentious, and high maintenance. Come to think of it, I don't care for people like that, either.

Luke showed up and was the typical bouncy kitten. However, we quickly discovered he had a unique feature: His tail was on backward. In the cat world, this is called having a 'ringtail'. Now ringtails are a rare feature outside of specialized breeds. It quickly became a game to brush Luke's grey coat and watch his tail shoot straight into the air and slowly dip toward his ears. His tricks included being "Godzilla Kitty," where he would sit on his haunches and forcefully attack the closest dangling string or interloping cat toy. Luke was noted for his slow gait, but he was always pacing. He was affectionately labeled as the family Guard Kitty. He actually developed canine qualities much more readily than he embraced the languid life of a feline.

Luke learned his name and would come running when called. I actually worked with him on whistle calls, and he would come bounding into the room. Luke belonged to my son, but he was developing such a personality that he was deeply loved by the entire family. Luke also endured the ups and downs associated with Life events. When my son graduated from college and went to Europe, Luke stayed behind with me. **Me! I don't even like cats!**

My time with Luke increased as I became an empty nester. My private practice permitted me to come home each night and be greeted at the front door by a cross, attention-starved male Russian Blue with an attitude. Luke was never one to eat regular cat food. He was quite insistent on nothing but the finest in turkey/chicken cutlets in heavy gravy. Heavy Gravy!? He loved gravy just like his owner/caregiver/butler/concierge/chef! We shared pizza, old movies, and wood-burning fireplaces (he would sleep on the hearth). He would curl upon my chest while I tried to read



Luke Skywalker the Cat

any book in my recliner.

When I got married, my lovely bride had a calico female cat named Peaches. She was very persnickety about her life and lifestyle (as in she liked being a solo kitty in a two-person house). We decided to introduce her slowly to Luke. We bought pheromone/aroma therapy scents, double food/water dishes, separate litter boxes. We were going to slowly integrate these two into a united household. Both cats would only be around in certain rooms and slowly they could be introduced into the opposing rooms when the other was away at food/cat box, etc. Perfect plan according to those brilliant online Einstein's at Cats World Today magazine and cat-food promoter.

We brought Luke into the house successfully. However, during the transfer from hallway to piano room, he made a break for it. Now I mean this break-out was worthy of the finest escapes of cinematic history. Think sirens wailing, whistles screeching, guard boots running on concrete and search lights swarming. Down the hall he ran like an escaped felon. Cagney, Bogart or Eddie G. Robinson would have been

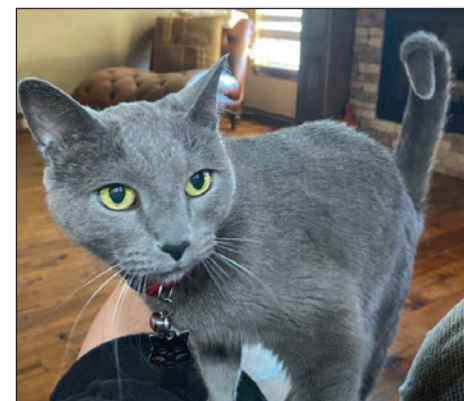
proud. At top speed, he shot the gap in the door into the warden's bedroom. He dove under the bed and the pursuing guards quickly surrounded erstwhile hideout. But not before a blood-curdling scream came from under the bed. Luke and Peaches had met.

Dropping to my knees, I prepared to sacrifice limbs and digits to separate the warring factions of felinity. As I peered under the bed in the light of my cellular phone, I braced for feline Armageddon. Instead, there sat what looked like a sphinx. Peaches was inconsolable. Her whole life had been a lie. She was not the only cat in the world with a dedicated staff and accompanying meal plan. Second, here was a MALE interloper in HER house. And finally, worst of all, this bounding testosterone-laden boy cat was perched in her day bed! She was inconsolable until I finally pulled her bed from underneath and retrieved Luke. As I carried him in my arms back to the piano room, he looks up at me and says "... what? I didn't do anything." Completely deadpan. Timing is everything.

When we moved to Yukon, Luke had outside privileges. He would stay in the backyard and march along the wooden fence line. Always on patrol. He kept a worn path along the perimeter. As he aged, Luke had the best disposition of any cat, anywhere. He was meticulously clean, always on patrol and having few annoying qualities. All was fine until ...

The 27<sup>th</sup> of December, 2021, is memorable in our family, as that is when our beloved Luke went missing. My daughter was in from college, and my son had his own place with his own cat. He felt it unwise to mix Luke, now 13, with his young male black/white mix. So, Luke spent Christmas with all the family and all was well. The night of Dec. 27, I let him out the patio door to make the rounds and then back in for the night. The "back in" part never happened. We began a short search and then a longer search. I patrolled the neighborhood. I yelled and whistled down storm drains. We posted pictures of our missing cat at the neighborhood entrances and surrounding additions. We carried on an intensive search for weeks. No Luke.

I was devastated from his loss. I had caused the event. I opened the door. I was his responsible parent! Guilt hung on me like a sodden raincoat. Our family forgave



Luke Skywalker Ring Tail

me and there were plenty of tears all the way around. After six months, we talked about doing a service and getting him a marker of some type. It was a crushing reality for me to accept that my boy cat was not coming home. We continued to look around the neighborhoods. If a flash of gray was sighted anywhere, we checked to see if it was The Boy. It never was.

In May 2023, a large gray cat showed up in our yard. It was not Luke. It was a feral outside gray male. He was extremely well groomed, and he wanted to be friendly, but not just yet. We named him GreyBoy and he became a staple of attendance. Finally in the Fall 2023, he let lovely bride touch him. Soon she could groom the sand burrs from his fur. I put the cat carrier out on the porch with a blanket over it, so he could come out of the cold. He availed himself on many nights. But he was not Luke.

On Saturday morning in mid-April 2024, our veterinarian in Yukon called. I answered the phone believing it was time to schedule Peaches (the little darling!) for an annual checkup.

The tech said she was calling about Luke. I had finished mourning Luke in 2023, so I said that he was, sadly, deceased.

The tech paused and said, "No, I don't think so. He's right here in front of me."

I said, "No, I think you are mistaken, but why do you think he is Luke?"

She said, "Well we ran his chip as Luke Skywalker Massey."

My heart skipped a beat. "OK, well what does he look like?"

She said, "Well, he is a mischievous good-looking older male Russian Blue."

"OMG. You have my cat!"

The polite tech told me he was very sick, and would I authorize treatment.

Yes! I asked if I could come get him.

She said, "Well, we close at noon but will open at 8 a.m. on Monday."

I said, "Lady, I am already in my car on my way to your location. You have my cat!"

Luke was indeed very sick. He received antibiotics and a pint of saline for rehydration. I called my son, who was soon enroute to the vet. Luke was very disoriented, and it took him a little while to re-orient.

We took him home wrapped in warm towels. It was touch and go for a few days. He healed rapidly and got his appetite back, once I remembered that he only ate canned cat food in heavy gravy.

Luke slowly came back to remembering the setup of the house. He continues to annoy Peaches (not because he does anything to her, just because he is back).

We received additional history as to his lost 30 months, but I will save that for another time. Regardless, he has re-assumed his rightful place amongst the Massey Family. And December 27, 2024, passed like it was just another day on the calendar.

Luke Skywalker the Cat has Returned and All Was Well.



Luke Skywalker & Peaches

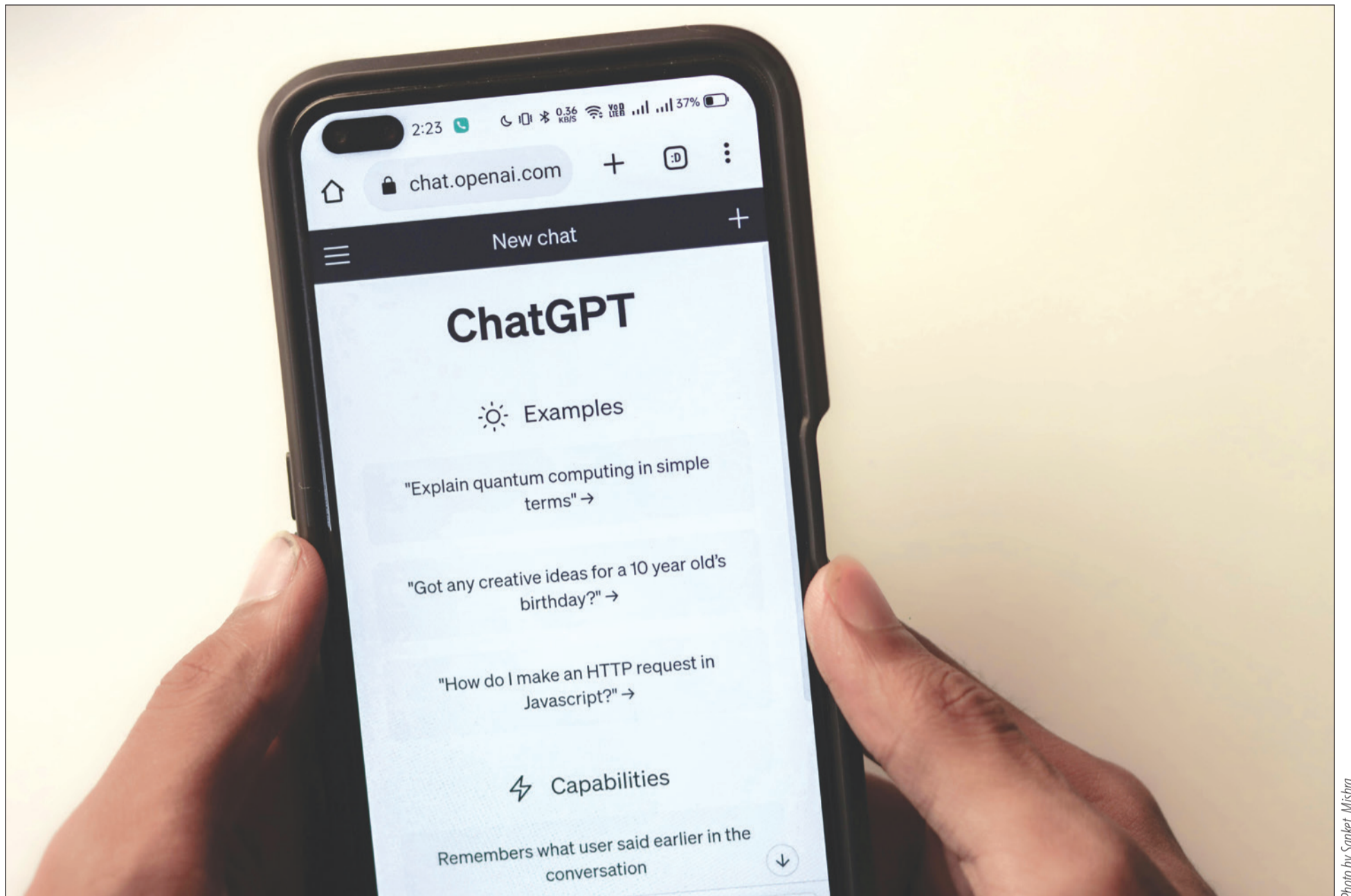


Photo by Sanket Mishra

# Ready or Not, Here (A)I Come

**By Braden Hoffmann**  
Associate Attorney, McAfee and Taft

You have probably heard something to this effect almost a million times over the past two years: “the age of Artificial Intelligence is upon us.” And it’s true. In November 2022, ChatGPT, the gold standard in generative AI, launched to the public. Bing AI rolled out in February 2023, which was followed by Google Bard in March 2023 (rebranded to Google Gemini in 2024). Numerous other products have launched since then, including artificial intelligence programs offered by legal research databases such as Westlaw. Though it seems like these products have been around a while, these programs are essentially in their developmental infancy.

Perhaps you have played around with these programs and comprehend their capabilities. Need a vacation itinerary for Maine in the spring? In a matter of seconds, ChatGPT can create a weeklong travel schedule for your upcoming vacation. Need help meal prepping for the upcoming week? Google Gemi can help you get your 2025 healthy eating resolution started off on the right track in no time at all.

But have you considered using generative AI in your legal practice? Increasingly, large law firms around the country are incorporating generative AI models into their practice. Even so, risks associated with the use of artificial intelligence are prevalent. While generative AI can be used to create deposition outlines, draft pleadings, opening statements, and even legal arguments, these programs are prone to

“hallucinating.” Maybe you have heard of some of these ‘horror’ stories, e.g., an attorney uses ChatGPT, or a like program, to create a legal argument with legal citations and files a brief with the AI-generated legal argument only for opposing counsel and judge to determine that the legal authority cited within the brief is not authority at all. Sometimes the legal authority cited does

**While generative AI can be used to create deposition outlines, draft pleadings, opening statements, and even legal arguments, these programs are prone to “hallucinating.”**

not remotely support the legal argument being made. Other times, the generative AI has created a legal case from thin air, complete with vague references to fictitious facts and legal rulings. That’s exactly what happened to everyone’s favorite “fixer,” Michael Cohen, in December 2023, when he passed along artificial intelligence-generated legal case citations to his counsel in support a brief moving for an early end to Mr. Co-

hen’s court supervision. Mr. Cohen’s counsel included those citations in the brief without reviewing them for accuracy, and was caught red-handed.

This problem arises frequently with younger attorneys. In November 2023, a young Colorado attorney, Zachariah Crabill, was caught citing fictitious and artificial intelligence-generated cases in a civil court motion. At first, Mr. Crabill blamed a legal intern for the mistake, but eventually he came clean and admitted to using ChatGPT to draft the motion. Mr. Crabill said that, as a young lawyer, he was “stressed out to the max” and had never drafted such a motion. To save the client some money and alleviate some stress, Mr. Crabill used ChatGPT to short circuit the motion. After coming clean, Mr. Crabill was terminated from his law firm and temporarily suspended from the Colorado State Bar.

While you may not use AI in your legal practice, you must understand that these programs are readily available and generally free to the public. Therefore, associates, legal assistants, paralegals, and other employees at your law firm can use them. If your firm does not have a policy on the use of generative AI, you and your firm could be exposed to unnecessary risk, especially considering that Oklahoma does not currently have any ethical standards in effect specifically related to the use of AI. The treatise Practical Guidance from the State of California recommends that supervisory lawyers “establish clear policies regarding the permissible uses of generative AI and make reasonable efforts to ensure that

the firm adopts measures that give reasonable assurance that the firm’s lawyers and non-lawyers’ conduct complies with their professional obligations when using generative AI.”

This is sound practice advice regardless of whether or not your firm is ready to adopt the use of generative AI in its everyday practice. Law firms should, at the very least, explicitly prohibit the use of AI at their firm unless and until it is determined that generative AI can be used at the firm ethically, efficiently, and effectively. If you or your firm is ready to implement generative AI as part of the practice, then the firm needs to adopt policies to govern that implementation. Here are a few practical examples: 1) artificial intelligence-generated legal and fact citations should be checked by a supervisory attorney before filing, 2) a lawyer submitting a brief with portions created by AI should check the local court rules to determine if a disclosure related to the use of AI is needed, and 3) the attorney using AI should not disseminate confidential client information to a third-party AI program. There are certainly numerous other considerations, but this gives you a flavor of the issues that arise with the use of AI as a part of a firm’s everyday practice.

In short, whether or not you or your firm is ready to use AI in the everyday practice of law, now is the time for adopting policies and procedures related to the use of AI. Doing so can protect your firm from unnecessary liability and ensure effective, efficient, and ethical AI practices in the future as AI becomes a more prevalent part of law practices.

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