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STATE OF WISCONSIN )  
 )  
DEPARTMENT OF AGRICULTURE, ) SS.  
TRADE & CONSUMER PROTECTION )

TO ALL TO WHOM THESE PRESENTS SHALL COME, GREETINGS:

We, Howard C. Richards, Secretary of the Department of Agriculture, Trade and Consumer Protection and member of the Farm Mediation and Arbitration Board; and John W. Torgerson, and Joe J. Schaitel, members of the Farm Mediation and Arbitration Board, do hereby certify that the annexed order adopting Chapter Ag 2, Wis. Adm. Code, relating to procedures under the farm mediation and arbitration program was duly approved and adopted by the Farm Mediation and Arbitration Board and by the Department of Agriculture, Trade and Consumer Protection on March 17, 1988.

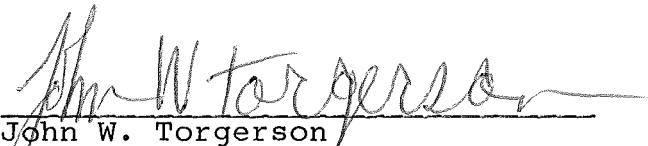
We further certify that said copy has been compared by us with the original on file in the Department of Agriculture, Trade


5-1-88

IN TESTIMONY WHEREOF, We have hereunto set our hands and affixed the official seal of the Department at the Department offices in the city of Madison, this 17th day of March, 1988.

STATE OF WISCONSIN  
FARM MEDIATION AND  
ARBITRATION BOARD

  
\_\_\_\_\_  
Howard C. Richards  
Board Member

  
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John W. Torgerson  
Board Member

  
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Joe J. Schaitel  
Board Member

ORDER OF THE STATE OF WISCONSIN  
FARM MEDIATION AND ARBITRATION BOARD

ADOPTING RULES

- 1       To create ch. Ag 2, relating to procedures under the farm  
2 mediation and arbitration program.
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Analysis by the Farm Mediation  
and Arbitration Board

The Wisconsin farm mediation and arbitration program was created by 1985 Wisconsin Act 153. The program is administered by the farm mediation and arbitration board (FMAB), which is attached for administrative purposes to the department of agriculture, trade and consumer protection. The program provides for possible voluntary mediation or arbitration of financial disputes between farmers and their creditors. Under 1985 Wisconsin Act 153, the FMAB may also adopt rules which make the program available to an "agriculturally related business" and its creditors.

These rules were proposed by the FMAB to govern procedures under the farm mediation and arbitration program. Under the proposed rules, the program is made available to an "agriculturally related business" and its creditors. An "agriculturally related business" means a business engaged in the sale or rental of farm supplies, services or equipment to farmers, provided that the sale or rental of farm supplies, services or equipment to farmers comprises at least 50 percent of the annual gross revenue of the business.

The rules establish general requirements for mediators and arbitrators. Mediators and arbitrators must comply with statutory qualifications, and must be impartial. Mediators and arbitrators must successfully complete all training required by the FMAB, and must sign a written agreement with the FMAB. Mediators and arbitrators may not provide legal, financial or therapeutic advice to the parties, but a mediator may refer a party to alternative sources of professional assistance. All information and records obtained in connection with a mediation or arbitration must be kept confidential, except as otherwise agreed by the parties and the FMAB.

To assure the impartiality of mediators and arbitrators, no mediator or arbitrator may offer or deliver services to a party for compensation on any issue raised in the proceeding; nor may the mediator or arbitrator offer or deliver services to a party on any other issue for a period of one year after the proceeding is concluded. Mediators and arbitrators may not solicit or accept any payment or thing of value which may affect their actions in the proceeding, or use confidential information for personal gain. Mediators and arbitrators must disclose any potential conflict of interest, and may withdraw from a proceeding if they are unable to act in a fair and impartial manner.

Any party may petition the FMAB for substitution of a mediator or arbitrator. Petitions shall be in writing, and shall specify the reason for the petition. The FMAB may require a petitioner to substantiate his or her claim, and may conduct its own investigation as necessary. The FMAB may order a substitution if the board determines that a conflict of interest exists, or that there are reasonable grounds to believe that the mediator or arbitrator cannot act impartially. The immunity of an arbitrator from liability, as provided under s. 93.50(2)(c), Stats., does not include immunity from civil liability because of fraud, or because of an intentional failure to disclose a conflict of interest. Nor does it include immunity from criminal liability.

A request for mediation must be submitted in writing to the FMAB on a form provided by the FMAB. Each party who agrees to participate in the mediation proceeding must sign an agreement to mediate. No mediation may be initiated unless an agreement to mediate is signed by the farmer or agriculturally related business, and at least one secured creditor of the farmer or agriculturally related business. A secured creditor includes a land contract vendor or lessor of agricultural property. Additional parties, including unsecured creditors, may also agree to participate in the mediation proceeding.

Before a mediator is appointed, the farmer or agriculturally related business must complete and submit a confidential background questionnaire provided by the FMAB. The completed questionnaire must include a current balance sheet, an itemization of liabilities, and an identification of creditors. The FMAB may ask any party to meet with a person chosen by the board, to assess whether the party has voluntarily requested mediation and is prepared for mediation. The FMAB may provide resources to assist a party in preparing for mediation, but may not take a position with respect to the competing claims of the parties in mediation.

Mediators shall be appointed as provided in s. 93.50(3)(e), Stats. After entering into a written agreement with the FMAB, an appointed mediator assumes responsibility for directing mediation proceedings. Prior to mediation, the parties must enter into a specific mediation agreement prepared under the direction of the mediator. Mediation proceedings shall be concluded within 60 days unless the parties and the mediator agree to extend the proceedings. Upon consent of the parties, mediation proceedings may be initiated or continued during the pendency of a court action between the parties, whether or not the court action is stayed. This does not authorize any proceedings in violation of a court order or automatic stay in bankruptcy. Agreements reached as a result of mediation, if any, shall be in writing. Agreements may provide for continued mediation at a future date. A party may withdraw from mediation at any time.

A request for arbitration must be submitted in the same manner as a request for mediation. Among other things, the request must identify every court action pending between the parties. No issue which is contested between the parties in a court action may be arbitrated under these rules unless the court action is suspended as provided in s. 93.50(2m), Stats. If no court action is

currently pending, the parties to arbitration must agree to refrain from initiating any court action for at least 60 days, or until the arbitration is completed, whichever occurs first.

Following the appointment of an arbitrator, the parties must enter into a specific arbitration agreement prepared under the auspices of the FMAB. The agreement shall include an agreement to abide by the arbitration award, a specific statement of the issues to be arbitrated, an agreement on the type of arbitration to be used, an agreement on whether evidence will be received at hearing or in writing, an agreement on transcript and briefing procedures, and other matters relevant to the proceeding.

Arbitration proceedings must be conducted by the arbitrator in conformity with ch. 788, Stats., and the arbitration agreement. An award by the arbitrator shall be in writing. Arbitration agreements and awards may be enforced in court, as provided in ch. 788, Stats.

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1 Pursuant to authority vested in the State of Wisconsin farm  
2 mediation and arbitration board under s. 93.50(2)(f), Stats., the  
3 board creates rules interpreting s. 93.50, Stats., as  
4 follows:

5 SECTION 1. Chapter Ag 2 is created to read:

6 CHAPTER AG 2

7 FARM MEDIATION AND ARBITRATION

8 PROGRAM; PROCEDURES

9 Ag 2.01 PURPOSE. This chapter is adopted by the farm medi-  
10 ation and arbitration board to govern mediation and arbitration  
11 proceedings under s. 93.50, Stats. The farm mediation and arbi-  
12 tration board is a board created under s. 15.135(5), Stats., and  
13 attached for administrative purposes to the department of agricul-  
14 ture, trade and consumer protection.

15 Ag 2.02 DEFINITIONS. As used in this chapter:

16 (1) "Agricultural property" means agricultural property as  
17 defined in s. 93.50(1)(am).

18 (2) "Agriculturally related business" means any person, or

1 any business association or entity, which is engaged in the sale  
2 or rental of farm supplies, services or equipment to farmers,  
3 provided that the sale or rental of farm supplies, services or  
4 equipment to farmers comprises at least 50 percent of the annual  
5 gross revenue of the person, association or entity.

6 "Agriculturally related business" does not include a person,  
7 association or entity regulated under ss. 100.03 or 100.06, or  
8 ch. 127, Stats.

9 (3) "Board" means the farm mediation and arbitration board.

10 (4) "Creditor" means any person or entity who has a claim  
11 to payment from a farmer or agriculturally related business, and  
12 includes a representative of creditors, such as an assignee for  
13 the benefit of creditors, a trustee in bankruptcy, a receiver in  
14 equity, and an executor or administrator of an estate.

15 (5) "Farmer" means a farmer as defined in s. 93.50(1)(d),  
16 Stats.

17 (6) "Party" means a farmer, agriculturally related business  
18 or creditor who requests or agrees to participate in a mediation  
19 or arbitration proceeding under this chapter.

20 (7) "Secured creditor" means a creditor whose claim is  
21 secured by a mortgage, lien or security interest in agricultural  
22 property, and includes a land contract vendor or lessor of agri-  
23 cultural property.

24 Ag 2.03 MEDIATORS AND ARBITRATORS; GENERAL

25 (1) QUALIFICATIONS; SELECTION. Mediators and arbitrators  
26 shall meet the requirements under ss. 93.50(2)(a) and (am),  
27 Stats., and shall successfully complete all training required by

1 the board. Mediators and arbitrators shall be impartial.

2 (2) WRITTEN AGREEMENT. Every mediator and arbitrator  
3 appointed by the board shall enter into a written agreement with  
4 the board setting forth the terms and conditions under which medi-  
5 ation and arbitration services are to be provided under s. 93.50,  
6 Stats., and this chapter.

7 (3) FUNCTIONS. (a) Mediators. Upon consent of the parties  
8 to mediation under s. 93.50 and this chapter, the appointed medi-  
9 ator shall encourage and assist the parties to reach a voluntary  
10 settlement of the matter, as provided in s. 93.50(3)(f), Stats.  
11 Neither the mediator nor the board may impose a settlement upon  
12 any party.

13 (b) Arbitrators. Upon consent of the parties to arbitration  
14 under s. 93.50 and this chapter, an arbitrator shall conduct an  
15 arbitration proceeding and render an arbitration award. Arbitra-  
16 tion proceedings shall conform to ch. 788, Stats., and this  
17 chapter.

18 (4) ADVISING PARTIES PROHIBITED; REFERRAL FOR CONSULTATION.  
19 No mediator or arbitrator may provide legal, financial or thera-  
20 peutic advice to the parties in a mediation or arbitration pro-  
21 ceeding. A mediator may, upon request, refer a party to alter-  
22 native sources of professional consultation or assistance. A  
23 mediator may not solicit or accept any payment or thing of value,  
24 either directly or indirectly, in return for making a referral.

25 (5) CONFIDENTIALITY. Mediators and arbitrators shall keep  
26 confidential all information and records obtained in connection  
27 with a mediation or arbitration proceeding, except upon agreement

1 with the parties and the board. At the conclusion of the proceed-  
2 ing, the mediator shall file all records with the board.

3 (6) CODE OF ETHICS. (a) Prohibitions. No mediator or  
4 arbitrator appointed under s. 93.50, Stats., and this chapter may:

5 1. Offer or deliver services, for compensation, to any party  
6 to a mediation or arbitration proceeding brought before the medi-  
7 ator or arbitrator:

8 a. Regarding any issue raised in the proceeding.

9 b. Regarding any other matter, not raised in the proceeding,  
10 for a period of one year after the proceeding is concluded.

11 2. Solicit or accept from any person or entity, directly or  
12 indirectly, anything of value if the thing of value:

13 a. Could reasonably be expected to influence the actions or  
14 judgment of the mediator or arbitrator, in his or her capacity as  
15 a mediator or arbitrator.

16 b. Could reasonably be considered as a reward for any action  
17 or inaction by the mediator or arbitrator, in his or her capacity  
18 as a mediator or arbitrator.

19 3. Disclose confidential information gained as a result of  
20 his or her service as a mediator or arbitrator, or use the infor-  
21 mation in any way which could result in the receipt of anything of  
22 value by the mediator or arbitrator, or any person or organization  
23 with which the mediator or arbitrator is associated.

24 4. Use or attempt to use his or her position as a mediator  
25 or arbitrator to gain unlawful benefits, advantages or privileges  
26 for himself or herself, or for others.

27 (b) Disclosure; voluntary withdrawal. A mediator or



1 arbitrator shall disclose to the board, and to the parties to a  
2 mediation or arbitration proceeding, every potential conflict of  
3 interest and every other matter which may affect the mediator's or  
4 arbitrator's ability to act in a fair and impartial manner in the  
5 proceeding. A mediator or arbitrator may withdraw from the pro-  
6 ceeding if the mediator or arbitrator is unable to act in a fair  
7 and impartial manner.

8 (c) Compensation by board not affected. This subsection  
9 does not prohibit a mediator or arbitrator from receiving normal  
10 compensation or reimbursement of expenses from the board, pursuant  
11 to s. 93.50(2)(b).

12 (7) SUBSTITUTION. Any party to a mediation or arbitration  
13 proceeding may petition the board for substitution of a mediator  
14 or arbitrator. A petition for substitution shall be made in  
15 writing, and shall specify the reason for the petition. The board  
16 may require the petitioner to substantiate his or her claim, and  
17 may conduct its own investigation as necessary. The board may  
18 order a substitution if the board determines that a conflict of  
19 interest exists, or that there are reasonable grounds to believe  
20 that the mediator or arbitrator cannot act fairly and impartially  
21 in the matter. A substitution order shall be issued in writing,  
22 and served on all parties to the proceeding. If substitution is  
23 ordered, a new mediator or arbitrator shall be selected according  
24 to procedures provided under s. 93.50, Stats., and this chapter.

25 (8) IMMUNITY FROM LIABILITY; LIMITATIONS. Immunity from  
26 civil liability, as provided under s. 93.50(2)(c), Stats., does  
27 not include immunity from liability because of fraud, or because

1 of an intentional failure to disclose a conflict of interest in  
2 violation of this section. Immunity provided under s. 93.50(2)(c)  
3 does not include immunity from criminal liability.

4 Ag 2.04 MEDIATION. (1) REQUEST FOR MEDIATION. A request  
5 for mediation shall be submitted to the board in writing, on a  
6 form provided by the board. The request form shall be signed by  
7 the party or parties requesting mediation, and shall be accom-  
8 panied by an agreement to mediate under sub. (2). A request for  
9 mediation shall include:

10 (a) A statement of the issue or issues which the requesting  
11 party seeks to resolve by mediation.

12 (b) The name and address of each party, or the representa-  
13 tive of each party, with which the requesting party seeks to  
14 mediate.

15 NOTE: A request for mediation may be submitted to the  
16 farm mediation and arbitration board, in care of the  
17 Wisconsin department of agriculture, trade and consumer  
18 protection, P.O. Box 8911, 801 W. Badger Rd., Madison,  
19 Wisconsin 53708. Request forms may be obtained from the  
20 same address.

21 (2) AGREEMENT TO MEDIATE. Before a mediation proceeding is  
22 initiated, every party who agrees to participate in the mediation  
23 proceeding shall sign an agreement to mediate, on a form provided  
24 by the board. A separate form may be signed by each party. No  
25 mediation may be initiated with respect to a farmer or agricul-  
26 turally related business unless an agreement to mediate is signed  
27 by the farmer or agriculturally related business, and at least one  
secured creditor of the farmer or agriculturally related business.  
Additional parties may also agree to participate in the mediation

1 proceeding by signing an agreement to mediate. An agreement to  
2 mediate shall include a statement authorizing the board to appoint  
3 a mediator, or reserving the party's right to select a mediator  
4 from among a list of potential mediators provided by the board  
5 under s. 93.50(3)(e).

6 (3) INFORMATION REQUIRED PRIOR TO MEDIATION. Before a medi-  
7 ator is appointed, the farmer or agriculturally related business  
8 requesting mediation shall complete and submit a confidential  
9 background questionnaire provided by the board. The completed  
10 questionnaire shall include:

11 (a) A current balance sheet setting forth the assets,  
12 liabilities and owner's equity of the farmer or agriculturally  
13 related business.

14 (b) An itemization of liabilities, including the name and  
15 address of each creditor.

16 (c) A statement authorizing or prohibiting the board from  
17 providing a copy of the completed background questionnaire to the  
18 mediator, if appointed.

19 (4) ASSESSMENT AND PREPARATION FOR MEDIATION. The board may  
20 ask a party to meet with a person chosen by the board to assess  
21 whether the party has voluntarily requested mediation and is pre-  
22 pared for mediation. The board may provide resources to assist a  
23 party in preparing for mediation, but may not take a position with  
24 respect to the competing claims of the parties in mediation.

25 (5) APPOINTMENT OF MEDIATOR. The board may provide the  
26 parties with the names, addresses and qualifications of potential  
27 mediators, as provided in s. 93.50(3)(e), Stats., or may appoint a

1 mediator with the authorization of the parties. If any party  
2 declines to authorize board appointment of a mediator, the parties  
3 shall choose a mediator from among those named by the board under  
4 s. 93.50(3)(e), Stats. The chosen mediator shall then be  
5 appointed by the board. All parties shall be given notice of the  
6 mediator appointment. The appointed mediator shall enter into a  
7 written agreement with the board under s. Ag 2.03(2). Upon execu-  
8 tion of the agreement, the mediator shall assume responsibility  
9 for directing the mediation proceeding.

10 (6) TERMS OF MEDIATION. Before a mediation proceeding is  
11 initiated, the parties shall sign a specific agreement setting  
12 forth the terms of mediation. The agreement shall be prepared  
13 under the direction of the mediator, and shall include:

14 (a) An identification of every court action currently pend-  
15 ing between the parties. If any court action is pending, the  
16 agreement shall include a copy of any court order under  
17 s. 93.50(2m) suspending the court action pending mediation, and a  
18 copy of any stipulation between the parties related to the status  
19 of the litigation pending mediation.

20 (b) If no court action is currently pending between the  
21 parties, an agreement by the parties to refrain from initiating  
22 any court action against another party for at least 60 days, or  
23 until mediation is completed, whichever occurs first. This agree-  
24 ment may be waived or modified by consent of the parties. For the  
25 purposes of this section, the 60-day period for refraining from  
26 initiating any court action as between the farmer or agricul-  
27 turally related business and each secured creditor shall run from

1 the date that the farmer or agriculturally related business and  
2 secured creditor shall unconditionally agree to mediate.

3 (c) A statement prepared by the mediator, which sets forth  
4 the guidelines under which the mediator will conduct the mediation  
5 proceedings.

6 (7) MEDIATION PROCEEDINGS. Mediation proceedings shall be  
7 conducted by the mediator at times and locations which are agreed  
8 upon by the parties and the mediator. The mediator may hold joint  
9 or separate meetings with the parties, as the mediator deems  
10 necessary. Upon agreement by the parties, the mediator may  
11 request other persons to participate in the mediation proceedings.  
12 Parties may have representatives present at mediation sessions.  
13 The mediator may regulate the proceedings to prevent disruptions,  
14 and may terminate mediation sessions in his or her discretion.  
15 Mediation may be conducted by telephone. Mediation proceedings  
16 shall be concluded within 60 days unless the parties and the  
17 mediator agree to extend the proceedings. Upon consent of the  
18 parties, mediation proceedings may be initiated or continued  
19 during the pendency of a court action between the parties, whether  
20 or not the court action is stayed under s. 93.50(2m), Stats. This  
21 does not authorize any proceedings in violation of a court order  
22 or an automatic stay in bankruptcy.

23 (8) AGREEMENT AFTER MEDIATION. Interim and final agreements  
24 of the parties, if any, shall be reduced to writing. At the con-  
25 clusion of the mediation proceedings, the mediator shall provide  
26 copies of all written agreements to the board. Agreements may  
27 provide for continued mediation at a future date. The parties to

1 a mediation proceeding are solely responsible for any agreement  
2 reached, and for the enforcement of any agreement. An agreement  
3 is subject to applicable laws and court orders, and is subject to  
4 the exercise of rights by persons not parties to the agreement.

5 (9) WITHDRAWAL FROM MEDIATION. A party may withdraw from  
6 mediation at any time prior to final agreement or other conclusion  
7 of the mediation proceeding.

8 Ag 2.05 ARBITRATION. (1) REQUEST FOR ARBITRATION. A  
9 request for arbitration shall be submitted to the board in writ-  
10 ing, on a form provided by the board, and be signed by every party  
11 who agrees to participate in the arbitration proceeding. No arbi-  
12 tration may be initiated with respect to a farmer or agricul-  
13 turally related business unless the arbitration request form is  
14 signed by the farmer or agriculturally related business, and at  
15 least one secured creditor of the farmer or agriculturally related  
16 business. Additional parties may also agree to participate in the  
17 arbitration proceeding. A request for arbitration shall include:

18 (a) A preliminary agreement by all parties to participate in  
19 arbitration.

20 (b) A preliminary statement of the issue or issues which the  
21 parties seek to resolve by arbitration.

22 (c) The name and address of each party, or the party's  
23 representative in the arbitration proceeding.

24 (d) A statement authorizing the board to appoint an arbitra-  
25 tor, or reserving the parties' right to select an arbitrator from  
26 among a list of potential arbitrators provided by the board under  
27 s. 93.50(4)(e).

1 (e) An identification of every court action currently pend-  
2 ing between the parties. If any court action is pending, the  
3 request for arbitration shall include a copy of any court order  
4 under s. 93.50(2m) suspending the court action pending arbitra-  
5 tion. No issue which is contested between the parties in a court  
6 action may be arbitrated under this chapter unless the court has  
7 entered an order suspending the action.

8 (f) If no court action is currently pending between the  
9 parties, an agreement by the parties to refrain from initiating  
10 any court action against another party for at least 60 days, or  
11 until arbitration is completed, whichever occurs first.

12 NOTE: A request for arbitration may be submitted to the  
13 farm mediation and arbitration board, in care of the  
14 Wisconsin department of agriculture, trade and consumer  
15 protection, P.O. Box 8911, 801 W. Badger Rd., Madison,  
16 Wisconsin 53708. Request forms may be obtained from the  
17 same address.

18 (2) APPOINTMENT OF ARBITRATOR. The board may provide the  
19 parties with the names, addresses and qualifications of potential  
20 arbitrators, as provided in s. 93.50(4)(e), Stats., or may appoint  
21 an arbitrator with the authorization of the parties. If any party  
22 declines to authorize board appointment of an arbitrator, the  
23 parties may choose an arbitrator from among those named by the  
24 board under s. 93.50(4)(e), Stats. The chosen arbitrator shall  
25 then be appointed by the board. All parties shall be given notice  
26 of the arbitrator appointment. The appointed arbitrator shall  
27 enter into a written agreement with the board under s. Ag 2.03(2).  
Upon execution of the agreement, the arbitrator shall assume  
responsibility for directing the arbitration proceeding.

1           (3) ARBITRATION AGREEMENT. Following the appointment of an  
2 arbitrator, the parties shall enter into a specific arbitration  
3 agreement which shall be prepared under the auspices of the board.  
4 The arbitration agreement shall include:

5           (a) A specific agreement by all parties to arbitrate, and  
6 to abide by the arbitration award.

7           (b) A specific statement of the issue or issues to be  
8 decided in arbitration.

9           (c) An agreement on the type of arbitration which will be  
10 used, such as whole package final offer, issue-by-issue final  
11 offer, or open arbitration.

12           (d) An agreement on whether evidence in the arbitration  
13 proceeding will be received at hearing or in writing, or both.

14           (e) An agreement on whether the arbitrator will make a  
15 physical examination of property.

16           (f) An agreement on transcript and briefing procedures.

17           (g) Other matters which the arbitrator and the parties  
18 consider necessary and relevant.

19           (4) ARBITRATION PROCEEDINGS. Arbitration proceedings shall  
20 be conducted by the arbitrator in conformity with ch. 788, Stats.,  
21 and the arbitration agreement under sub. (3). Arbitrators have  
22 the authority provided under ch. 788, Stats., and the arbitration  
23 agreement. This section does not authorize any proceedings in  
24 violation of a court order or an automatic stay in bankruptcy.

25           (5) ARBITRATION AWARD. An award by the arbitrator shall be  
26 in writing. The arbitrator shall serve a copy of the award on  
27 each party and on the board.



1 (6) ENFORCEMENT. Arbitration agreements may be enforced by  
2 a court as provided in s. 788.03, Stats. Arbitration awards may  
3 be confirmed, modified or corrected by court order, subject to the  
4 limitations of ch. 788, Stats., and judgment may be entered in  
5 conformity with the court order as provided in ch. 788, Stats.

6 SECTION 2. The rules contained in this order shall take  
7 effect upon publication in the Wisconsin administrative register,  
8 as provided in s. 227.22(2)(intro.), Stats.

9 Dated this 17th day of March, 1988.

10 STATE OF WISCONSIN  
11 FARM MEDIATION AND  
12 ARBITRATION BOARD

13  
14 By Howard C. Richards  
15 Howard C. Richards  
16 Board Member

17  
18 By John W. Torgerson  
19 John W. Torgerson  
20 Board Member

21 By Joe J. Schaitel  
22 Joe J. Schaitel  
23 Board Member

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