

Brandy

From: snellreporting <snellreporting@bellsouth.net>
Sent: Monday, January 28, 2013 1:25 PM
To: brandyisenhour@gmail.com
Cc: Donna
Subject: I Support Ethics

I support our Code of Ethics being upheld and enforced and support the proposed rule change.

Karen S. Snell, ACCR

Section 8: Refrain from giving, directly or indirectly, any gift or anything of value to attorneys or their staff, other clients or their staff, or any other person or entities associated with any litigation, which exceeds \$100 in the aggregate per recipient each year. Nothing offered in exchange for future work is permissible, regardless of its value. Pro bono services as defined by NCRA Guidelines for professional Practice or by applicable state and local laws, rules and regulations are permissible in any amount.

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 1:16 PM
To: brandyisenhour@gmail.com
Subject: Support of ABCR rule changes

Brandy, and yet another one for support!

From: Cheryl Smith [<mailto:cherylsmith256@bellsouth.net>]
Sent: Monday, January 28, 2013 12:48 PM
To: Donna Henderson
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Yes, I am in favor of this and think it is a great idea!!!!

Thank you for all of your hard work!!

Cheryl Smith

Sent from my iPhone

On Jan 28, 2013, at 12:33 PM, "Donna Henderson" <deh@hendersondepo.com> wrote:

Please read below. Thanks so much.

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

To all licensed court reporters it is urgent to review the following information and make your decision on whether you are for or against the following recommended rule change by our licensing board (ABCR). Please read below.

I am asking each of you who have an interest in our profession moving forward and our Code of Ethics being enforced to send me an email of support. If not me, then

Brandy

From: snellreporting <snellreporting@bellsouth.net>
Sent: Monday, January 28, 2013 1:30 PM
To: brandyisenhour@gmail.com
Cc: Donna
Subject: Proposed rule change

As a reporter in this state for many years, I support the proposed rule change and the enforcement of our Code of Ethics now and in the future.

Dennis M. Snell
Alabama Certified Court Reporter

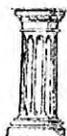
Brandy

From: Debbie Isbell <debbie@isbell.com>
Sent: Monday, January 28, 2013 1:57 PM
To: 'Donna Henderson'
Cc: brandyisenhour@gmail.com; 'Roy Isbell'
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Dear Donna:

We at Isbell & Associates, LLC, support your efforts in the proposed rule change regarding gift giving. We abide by and believe all court reporters in the State of Alabama should abide by NCRA's ethical guidelines.

Debra Amos Isbell, CCR,RDR,CRR
Roy Isbell, CCR,RDR,CRR



ISELL & ASSOCIATES
Registered Professional Reporters

Debra Amos Isbell,
CCR, RDR, CRR

910 Government St.
Mobile, AL 36604
debbie@isbell.com

Phone: 251-432-3376
800-565-3376
Fax: 251-432-6376
www.isbellandassociates.com

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:27 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please read below. Thanks so much.

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

To all licensed court reporters it is urgent to review the following information and make your decision on whether you are for or

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Wednesday, January 30, 2013 10:52 AM
To: brandyisenhour@gmail.com
Subject: FW: Support Ethics

[Another support email](#)

From: April Smith [<mailto:aprismith08@att.net>]
Sent: Wednesday, January 30, 2013 10:57 AM
To: Donna Henderson
Subject: Support Ethics

Hey Donna,

I've gotten your e-mails about the Code of Ethics and I fully believe they should be enforced and I support it. I will also send an e-mail to Brandy letting her know I support the Code of Ethics. Thanks for all the hard work that you do!

April

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Wednesday, January 30, 2013 10:41 AM
To: brandyisenhour@gmail.com
Subject: SUPPORT ON ABCR PROPOSED RULE CHANGES

[Another email of support](#)

From: Stephen Bradley [<mailto:Stephen.Bradley@alacourt.gov>]
Sent: Tuesday, January 29, 2013 4:39 PM
To: Donna Henderson
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please consider this e-mail response my support of the efforts being made to limit the gift giving that is presently occurring in the State of Alabama. Having now served as an Official for 36 years, I can find no benefit to the integrity of our profession to allow such practice to continue as is.
Stephen M. Bradley

From: Donna Henderson [deh@hendersondepo.com]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
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I am asking each of you who have an interest in our profession moving forward and our Code of Ethics being enforced to send me an email of support. If not me, then you can send an email of support to ABCR brandyisenhour@gmail.com, or more importantly if you can attend the meeting in Montgomery, Alabama, on Friday, February 5th at 9:00 a.m., for the public hearing on the proposed rule change, **your voice is very important** to our profession.

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Wednesday, January 30, 2013 10:38 AM
To: brandyisenhour@gmail.com
Subject: SUPPORT ON ABCR PROPOSED RULE CHANGES

[Another support email](#)

From: April Sexton [<mailto:asb1607@aol.com>]
Sent: Tuesday, January 29, 2013 9:51 PM
To: 'Donna Henderson'
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

I support you fully, but will be unable to attend the meeting.
April Sexton

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:34 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Wednesday, January 30, 2013 10:37 AM
To: brandyisenhour@gmail.com
Subject: SUPPORT ON ABCR PROPOSED RULE CHANGES

Another support email...

From: covcourt@andycable.com [<mailto:covcourt@andycable.com>]
Sent: Wednesday, January 30, 2013 8:32 AM
To: Donna Henderson
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Donna,
I support the rule change.
Thanks,
Kathryn Sharpe

On Monday 01/28/2013 at 1:06 pm, Donna Henderson wrote:

DATE CORRECTION: February 1, 2013, 9:00 a.m., ABCR office, 2011 Berry Chase Place, Montgomery, AL 36117

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:34 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 3:28 PM
To: brandyisenhour@gmail.com
Subject: FW: ABCR proposed changes -- adopting a National Code of Ethics for Court Reporting

Brandy, another lawyer supporting the changes....

From: Jay Minus (8265) [<mailto:jay.minus@phelps.com>]
Sent: Monday, January 28, 2013 3:30 PM
To: 'Donna Henderson'
Subject: RE: ABCR proposed changes -- adopting a National Code of Ethics for Court Reporting

I would support the amendment.

Jay Minus

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 1:47 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: ABCR proposed changes -- adopting a National Code of Ethics for Court Reporting

To all concerned with court reporters following a National Code of Ethics: It is urgent to review the following information and make your decision on whether you are for or against the following recommended rule change by our licensing board (ABCR). Please read below.

I am asking each of you who have an interest in our Code of Ethics being enforced to send me an email of support. If not me, then you may send an email of support to the Alabama Board of Court Reporting, ABCR, brandyisenhour@gmail.com, or more importantly if you can attend the meeting in Montgomery, Alabama, on Friday, February 1st at 9:00 a.m., for the public hearing on the proposed rule change, **your voice is very important** to our profession.

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 1:01 PM
To: brandyisenhour@gmail.com
Subject: Support of ABCR rule changes....

Brandy, another letter of support!

From: Mike Camp [<mailto:mcamp@bellsouth.net>]
Sent: Monday, January 28, 2013 1:06 PM
To: Donna Henderson
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Donna: Count me in as a definite support of the rule change to limit gift giving. Thank you for your work for all of us.

From: Donna Henderson
Sent: 1/28/2013 12:51 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

DATE CORRECTION: FEBRUARY 1ST, 2013, 9:00 a.m., AT ABCR OFFICE LOCATED AT 2011 Berry Chase Place, Montgomery, AL 36117

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowny@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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Brandy

From: Jill Sanders <jill.sanders@alacourt.gov>
Sent: Monday, January 28, 2013 12:44 PM
To: brandyisenhour@gmail.com
Subject: Rule Changes

Please note that I am STRONGLY in favor of the new Rule Changes. Thank you!

Jill B. Sanders
ABCR: 191
Official Court Reporter
Judge H.L. Conwill

Brandy

From: Cindy Segars <chsegars@gmail.com>
Sent: Monday, January 28, 2013 2:45 PM
To: brandyisenhour@gmail.com
Subject: code of ethics

Brandy,

I am writing this to inform you of my support of our Code of Ethics being enforced. I hope the board with support Rule 8.

Thank you.

Cindy H. Segars, RPR, ACCR 45

Brandy

From: emilyhelms25@aol.com
Sent: Monday, January 28, 2013 3:16 PM
To: brandyisenhour@gmail.com
Subject: ABCR Rule Change

Yes, Brandy, I am very much in favor of this proposed rule change. I will be unable to attend the meeting.

Emily Helms, #78

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Thursday, January 31, 2013 10:12 AM
To: brandyisenhour@gmail.com
Subject: SUPPORT OF ABCR Rule change

Brandy, another email in support

From: pawilbanks@aol.com [<mailto:pawilbanks@aol.com>]
Sent: Thursday, January 31, 2013 8:29 AM
To: Donna Henderson
Subject: Rule change

I support the proposed rule change/ amendment that will be before the Board [on February 1, 2013](#).

Pam Wilbanks
Haislip Ragan

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Thursday, January 31, 2013 10:16 AM
To: brandyisenhour@gmail.com
Subject: SUPPORT ON ABCR PROPOSED RULE CHANGES

Brandy, another supporting email

From: Vila Davenport [<mailto:viladavenport@gmail.com>]
Sent: Wednesday, January 30, 2013 9:41 PM
To: Donna Henderson
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

You have have my complete support on the rule changes. This has been needed for so long now. Our Code of Ethics needs to be enforced. Thanks to everyone for all the hard and relentless work getting this done.

Vila Davenport

Sent from my iPad

On Jan 28, 2013, at 12:44 PM, "Donna Henderson" <deh@hendersondepo.com> wrote:

DATE CORRECTION: February 1, 2013, 9:00 a.m, ABCR office, 2011 Berry Chase Place, Montgomery, AL

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:25 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please read below! Thanks so much!

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 4:46 PM
To: brandyisenhour@gmail.com
Subject: Support for ABCR PROPOSED RULE CHANGES

[Another letter of support of rules changes](#)

From: Michael Woolley [mailto:mbw@hendersondepo.com]
Sent: Monday, January 28, 2013 4:48 PM
To: 'Donna Henderson'
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Donna,

Ok, I know I'm not a reporter and I do obviously work with you and for your company. However, I do want to respond to this.

I've been in this business sector for a little over ten years now. Before that, I worked in a human resource related industry for a Fortune 500 company. In dealing with the major workforce realignments, downsizing efforts, and the impact of mergers, one of the quickest ways to get in trouble was in the area of excessive gifting to gain or reward business. The national guiding organization, SHRM (Society of Human Resource Management) has always been adamant concerning this and since it is the guiding beacon of right and wrong – it has simply been followed. Because, it is right and it is ethical. When I entered the litigation related field I was blown away, and am continued to be, by the over the top gifting and rewards system. You and I have been competitors as well as me working for you. I chose to work where a company adheres to the national standard and sticks with it. Yes, as a competitor, I did succumb to offer a points/rewards system because it was ingrained in the this state that it's the *only* way to survive. That's simply not true since you have never, one time, given anything beyond the dictates of the national NCRA (National Court Reporter's Association) guideline. And, you have survived and thrived since 1996. That is what brought me to this company. Nothing in life is free and clients and the general public pay for this practice. Those of us who know this industry can sit down and in less than five minutes highlight how the cost of such gifting is funded. You've been villainized and actually addressed in such a disrespected manner that it's hard to believe --- because you are fighting for an ethical stance. NO, it's not about free enterprise. Right is right and wrong is wrong. (This should certainly be obvious in Alabama due to the number of decision and policy makers along with politicians who have faced sentencing due to gifting issues!) So, I guess I just wanted to respond to let you know I'm proud of you for doing the right thing --- not the easy thing.

And, to make it is obvious, I fully support the ABCR proposed rule changes.

Michael

Michael B. Woolley
Henderson & Associates Court Reporters, Inc.
LGS ... Litigation Group Solutions
2101 Magnolia Avenue South, Suite 400
Birmingham, Alabama 35205
205-380-6609 or 1-888-557-2969
205-603-0915 cell

Brandy

From: Donna <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 6:12 PM
To: Brandy
Subject: Support of ABCR PROPOSED RULE CHANGES

Brandy, another email in support of changes

Donna Henderson

Begin forwarded message:

From: Shelagh56 <shelagh56@gmail.com>
Date: January 28, 2013 4:36:33 PM MST
To: Donna Henderson <deh@hendersondepo.com>
Cc: "<deh@hendersondepo.com>" <deh@hendersondepo.com>
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Donna,

I DO AGREE with this. Unfortunately, I will be in jury trials on Feb. 5th and will not be able to attend the public hearing. PLEASE keep me informed on what happens, okay?
Thank you for your efforts in this endeavor!

Shelagh Dunckley
Sent from my iPad

On Jan 28, 2013, at 12:24 PM, "Donna Henderson" <deh@hendersondepo.com> wrote:

Please read below! Thanks so much!

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowndy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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Brandy

From: Donna <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 6:16 PM
To: Brandy
Subject: Support on ABCR PROPOSED RULE CHANGES

Another email of support!

Donna Henderson

Begin forwarded message:

From: "Margo Bryan" <margo_inc@bellsouth.net>
Date: January 28, 2013 5:16:26 PM MST
To: "Donna Henderson" <deh@hendersondepo.com>
Subject: **Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...**

Donna, thanks for all of the work the Board is doing on this issue. I have always been against the gift giving. I completely support this rule change and thinks it levels the playing field in the freelance world. Thanks!

Margo Bryan
Official Reporter
17th Circuit

----- Original Message -----

From: [Donna Henderson](mailto:Donna.Henderson@hendersondepo.com)
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com ; [Michael Woolley](mailto:Michael.Woolley@hendersondepo.com) ; ashley.arrowood@gmail.com ; kimdowndy@hendersondepo.com ; [Margaret Turner](mailto:Margaret.Turner@hendersondepo.com)
Sent: Monday, January 28, 2013 12:22 PM
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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I am asking each of you who have an interest in our profession moving forward and our Code of Ethics being

Brandy

From: Penny Enoch <penny.enoch@gmail.com>
Sent: Monday, January 28, 2013 6:38 PM
To: brandyisenhour@gmail.com
Subject: Support of proposed Ethics Rule for Court Reporters

This is to inform you that I am in support of the proposed new Ethics Rule for Court Reporters in Alabama. Thank you, Penny Enoch

Brandy

From: Alan Peacock <peacock63@comcast.net>
Sent: Monday, January 28, 2013 8:50 PM
To: Donna Henderson; Brandy Isenhour
Subject: Support for Court Reporter Ethics

Good morning!

My name is Alan Peacock. I am a court reporter working in Alabama and am duly licensed by the Alabama Board of Court Reporting. My CCR license number is 013.

I am a past president of the Alabama Court Reporters Association. In fact, I was president the year that certification was passed in the State of Alabama. I was proud of our association then and I am just as proud today with the pursuit of an ethics addendum to our bill.

I am also a member of the National Court Reporters Association. I have been a member since 1985. I hold several professional designations from that association (RPR, RMR, CRR, CBC, CCP, and Realtime Systems Administrator).

I am writing to support the adoption of the NCRA Ethical Guidelines by our State Board. This would ensure that all professionals maintain an even playing field in our profession and would eradicate any appearance of impropriety amongst competitors and associates.

The practice of "*gifting*," even when innocently used and used only as a marketing strategy, can carry several other implications, even when it's not intended.

Court reporters in this state sign a certificate at the conclusion of each transcript, stating that we are impartial, that we have no interest in either side of the case, and that we are completely neutral. I believe that the practice of gifting does make it appear that one side is getting something over another and that appearance of *quid pro quo* could indeed be construed as unethical by some.

For that reason, I strongly urge the ABCR to adopt the ethical guidelines of NCRA and prohibit excessive gifting practices amongst court reporters in Alabama.

I appreciate your time and efforts!

Sincerely,

Alan Peacock
Certified Court Reporter AL CCR #013

Brandy

From: Roy Durham <roydurham56@yahoo.com>
Sent: Monday, January 28, 2013 11:37 PM
To: brandyisenhour@gmail.com

Dear Brandy,

I wrote Donna Henderson but I want to express my vote to you also. I vote YES in favor of the new law. It is long overdue. These big firms taking advantage of smaller ones in buying depositions by using points for paralegals to get vacations and other big gifts.

Thanks Roy Durham

Brandy

From: Kelly Wood <kaww77@aol.com>
Sent: Monday, January 28, 2013 11:52 PM
To: brandyisenhour@gmail.com
Subject: Proposed rule change

Brandy,

I am writing to voice my support for the rule change to put an end to "gifting" in our profession. It is my opinion that this change is long overdue.

Kelly Wood
Sent from my iPhone

Brandy

From: ritter@prolegalcopies.com
Sent: Tuesday, January 29, 2013 10:19 AM
To: brandyisenhour@gmail.com
Subject: Section 8

I support section 8. No payments should be made for business being done. That is a bribe.

Brandy

From: Janie <tjroper@knology.net>
Sent: Tuesday, January 29, 2013 10:25 AM
To: brandyisenhour@gmail.com
Subject: Supporting Section 8

Brandy,

I am sending you my support for Section 8 . Thanks so much to you and everyone else that is working so hard to assist our profession concerning ethics.

Janie S. Roper,
Certified Court Reporter
(256)882-2320
(256)651-9035

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Tuesday, January 29, 2013 10:23 AM
To: brandyisenhour@gmail.com
Subject: FW: SUPPORT ABCR PROPOSED RULE CHANGES

Brandy, another supporting email.

From: Susan Rourke [<mailto:susan.rourke44@gmail.com>]
Sent: Tuesday, January 29, 2013 10:03 AM
To: 'Donna Henderson'
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Dear Ms. Henderson – I vote for having NO enticement gifts to any firm or organization. The enticement should be a promptly done, accurate transcript. How else can a reporter be totally objective, have no interest, no loyalty to one side or the other, if you curry business with gifts? I have in freelanced in Atlanta (Pratt & Associates) in the Sixties, freelance in Michigan and Alabama, also been official in Ohio and Alabama. so this isn't just from a secure paycheck point of view. If I had made the rules, there wouldn't even be a \$100 consideration. There are some of us who in our training, have been taught that it's wrong, as well as insurance companies directing law firms to call reporters they have an agreement with on rates. So they don't, and they won't.

How fair is it for some to reach past them and get the business because they have groomed the secretaries in law firms to call them?

Susan Rourke (ABCR #494)

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:48 PM
To: 'Donna Henderson'
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

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Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please read below. Thanks so much.

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Tuesday, January 29, 2013 3:43 PM
To: brandyisenhour@gmail.com
Subject: SUPPORT ON ABCR PROPOSED RULE CHANGES

Supporting email

From: dcamp55 [<mailto:dcamp55@bellsouth.net>]
Sent: Tuesday, January 29, 2013 1:15 PM
To: Donna Henderson
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Donna, first and foremost I want to thank you and support you for your energy & efforts regarding our Professional Code of Ethics, Section 8. **Question:** Who and how will our Professional Code of Ethics be enforced?

While you and I abide by and respect our Professional Code of Ethics, specifically Section 8, there are and will continue to be those who simply turn a blind eye to it and continually violate Section 8, with no consequences to their licensure or reporting status. We at Camp & Associates will continue to abide by and support the Alabama Court Reporters' Professional Code of Ethics.

Once again, thank you for all you're doing and continue to do for Alabama Court Reporters.

*Delia Camp, CCR
Camp & Associates
Certified Court Reporters
"Providing state-of-the-art
reporting services to the
Southeast since 1977."*

*Toll free: 888-661-8833
Local : 251-661-8833*

*Toll free fax: 888-661-8844
Local fax: 251-666-9797*

From: Donna Henderson <deh@hendersondepo.com>
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Sent: Mon, January 28, 2013 12:51:02 PM
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

DATE CORRECTION: FEBRUARY 1ST, 2013, 9:00 a.m., AT ABCR OFFICE LOCATED AT 2011 Berry Chase Place, Montgomery, AL 36117

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com

Brandy

From: Ashley Arrowood <ashley.arrowood@gmail.com>
Sent: Tuesday, January 29, 2013 5:48 PM
To: brandyisenhour@gmail.com
Subject: Fwd: Proposed Rule 257-X-4-.02

Proposed Rule 257-X-4-.02 Concerning Ethics

January 29, 2013

I stand in full support of the proposed rule referenced above.

Court reporters are neutral and impartial to the causes we report and should be held to the highest level of ethical behavior.

In the rules governing the United States Congress, the term "gift" is defined broadly to include any item gratuity, favor, entertainment, hospitality, or other item having monetary value. This includes POINTS that may be exchanged by the recipient for something of value. The National Court Reporters Association's board adopted the language as follows:

Refrain from giving, directly or indirectly, any gift or anything of value to attorneys or their staff, other clients or their staff, or any other persons or entities associated with any litigation, which exceeds \$100 in the aggregate per recipient each year. Nothing offered in exchange for future work is permissible, regardless of its value.

The Association adopted this language because the practice of giving items of value to attorneys, clients, or their staff could create in the eyes of the public the appearance that the reporter or firm holds some partiality or favoritism toward the recipient. As such, these practices undermine and dilute the integrity of the reporting profession.

Thank you for your consideration.

--

J. Ashley Arrowood, RPR

--

J. Ashley Arrowood, RPR

Brandy

From: David Scarborough <david@prolegalcopies.com>
Sent: Wednesday, January 30, 2013 9:16 AM
To: brandyisenhour@gmail.com
Subject: ABCR proposed changes

I am writing you in order to support the proposed ABCR changes.

Section 8: Refrain from giving, directly or indirectly, any gift or anything of value to attorneys or their staff, other clients or their staff, or any other person or entities associated with any litigation, which exceeds \$100 in the aggregate per recipient each year. Nothing offered in exchange for future work is permissible, regardless of its value. Pro bono services as defined by NCRA Guidelines for professional Practice or by applicable state and local laws, rules and regulations are permissible in any amount.

David Scarborough
Pro-Legal Copies, Inc.
251-433-8777
www.prolegalcopies.com

Brandy

From: Rodney Hamilton <rodney@prolegalcopies.com>
Sent: Wednesday, January 30, 2013 9:31 AM
To: brandyisenhour@gmail.com
Subject: Code of Ethics

I support Section 8. I think that it is unfair business practice to bribe clients into doing business with them.

Rodney Hamilton
Pro Legal Copies
54 N. Royal St.
Mobile, AL 36602
www.prolegalcopies.com

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 1:10 PM
To: brandyisenhour@gmail.com
Subject: Support of ABCR proposed rule changes

[Another email of support](#)

From: Cornelia Baker [<mailto:corneliajbaker@gmail.com>]
Sent: Monday, January 28, 2013 12:53 PM
To: Donna Henderson
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

I support the proposed rule.

Cornelia Baker
334.262.3332

Sent from my iPhone

On Jan 28, 2013, at 12:22 PM, "Donna Henderson" <deh@hendersondepo.com> wrote:

To all licensed court reporters it is urgent to review the following information and make your decision on whether you are for or against the following recommended rule change by our licensing board (ABCR). Please read below.

I am asking each of you who have an interest in our profession moving forward and our Code of Ethics being enforced to send me an email of support. If not me, then you can send an email of support to ABCR brandyisenhour@gmail.com, or more importantly if you can attend the meeting in Montgomery, Alabama, on Friday, February 5th at 9:00 a.m., for the public hearing on the proposed rule change, **your voice is very important** to our profession.

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 1:00 PM
To: brandyisenhour@gmail.com
Subject: Support of proposed ABCR rule changes

Brandy, another email for support!!!

From: Denise Carlee [<mailto:denise.alverson@alacourt.gov>]
Sent: Monday, January 28, 2013 1:03 PM
To: Donna Henderson
Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

I cannot make the meeting. I have court that day but I am for this. I think that we should NOT be able to give gifts, etc.

Should you have any questions, please call me or e-mail. Denise Alverson-Carlee 251-867-0272

From: Donna Henderson [deh@hendersondepo.com]
Sent: Monday, January 28, 2013 12:43 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

DATE CORRECTION: FEBRUARY 1ST, 2013, 9:00 a.m., AT ABCR OFFICE LOCATED AT 2011 Berry Chase Place, Montgomery, AL 36117

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

To all licensed court reporters it is urgent to review the following information and make your decision on whether you are for or against the following recommended rule change by our licensing board (ABCR). Please read below.

I am asking each of you who have an interest in our profession moving forward and our Code of Ethics being enforced to send me an email of support. If not me, then you can send an email of support to ABCR brandyisenhour@gmail.com, or more

Brandy

From: gjfws@aol.com
Sent: Monday, January 28, 2013 2:29 PM
To: brandyisenhour@gmail.com
Subject: Proposed rule change

I am in favor of this change.

Gayle Watson
#573

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 12:57 PM
To: brandyisenhour@gmail.com
Subject: Support for ABCR rule changes

Brandy, please find below email of support for the proposed rule change! Thanks, Donna Henderson

From: swanner@frontiernet.net [<mailto:swanner@frontiernet.net>]
Sent: Monday, January 28, 2013 12:57 PM
To: Donna Henderson
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

I am not a freelance reporter but even I can see the need in this new Rule. All of these large firms have formed almost a monopoly of some sort by being able to offer these wonderful incentives to all their clients. In my eyes, it makes it very unfair to the smaller, self-employed freelancers who don't have the means to "buy" their clients. You should not be allowed to conduct business in this fashion. And if you think about it, you shouldn't have to offer incentives to get and keep clients if you produce a good work product. If you are doing your job properly and effectively, your clients should just want to use you for your work product.

From: [Donna Henderson](#)
Sent: Monday, January 28, 2013 12:33 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please read below. Thanks so much.

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

To all licensed court reporters it is urgent to review the following information and make your decision on whether you are for or against the following recommended rule change by our licensing board (ABCR). Please read below.

I am asking each of you who have an interest in our profession moving forward and our Code of Ethics being enforced to send me

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 2:16 PM
To: brandyisenhour@gmail.com
Subject: Support for Rule Changes ABCR

[Another one for support](#)

From: WOM678@aol.com [<mailto:WOM678@aol.com>]
Sent: Monday, January 28, 2013 2:01 PM
To: deh@hendersondepo.com
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VO...

I support the proposed rule changes.

Joyce Sasser, ACCR #353

Brandy

From: Donna Henderson <deh@hendersondepo.com>
Sent: Monday, January 28, 2013 1:18 PM
To: brandyisenhour@gmail.com
Subject: Support of ABCR rule changes

And another supporting changes

From: Sandy Daniel [<mailto:danielreporting@aol.com>]
Sent: Monday, January 28, 2013 12:46 PM
To: deh@hendersondepo.com
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

I cannot make the February meeting, but I am absolutely FOR the proposed rule change. Thanks Sandy

Sandy Daniel
Daniel Court Reporting, Inc.
1310 32nd Street South
Birmingham, Alabama 35205
205.250.7765
danielreporting@aol.com
1-888-250-7779

-----Original Message-----

From: Donna Henderson <deh@hendersondepo.com>
To: deh <deh@hendersondepo.com>
Cc: deh <deh@hendersondepo.com>
Sent: Mon, Jan 28, 2013 12:32 pm
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please read below! Thanks so much!

From: Donna Henderson [<mailto:deh@hendersondepo.com>]
Sent: Monday, January 28, 2013 12:22 PM
To: deh@hendersondepo.com
Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com; kimdowdy@hendersondepo.com; Margaret Turner
Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

To all licensed court reporters it is urgent to review the following information and make your decision on whether

Brandy

From: Donna <deh@hendersondepo.com>
Sent: Thursday, January 31, 2013 5:22 PM
To: Brandy
Subject: Fwd: Support of ABCR

Brandy, another email of support.

Donna Henderson

Begin forwarded message:

From: "Valarie Riggs" <val@hendersondepo.com>
Date: January 31, 2013 1:05:35 PM MST
To: "Donna Henderson" <deh@hendersondepo.com>
Subject: Support of ABCR
Reply-To: <val@hendersondepo.com>

Donna,

This is a letter in support of the limits on gifting for court reporters. As you know, I worked for Associated Court Reporters for ten years before working here and I know a lot of court reporters. I've seen how the excessive "gift system" has impacted court reporters and/or their firms. From my experience, I have seen how it impacts the small guys and the independents. It's just wrong!!

Thanks for standing up for everyone.

Valarie Riggs

Brandy

From: Donna <deh@hendersondepo.com>
Sent: Thursday, January 31, 2013 5:20 PM
To: Brandy
Subject: Support ON ABCR PROPOSED RULE CHANGES

Brandy, another email of support

Donna Henderson

Begin forwarded message:

From: debard63@aol.com
Date: January 31, 2013 1:23:13 PM MST
To: deh@hendersondepo.com
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Donna,
Yes, I am in support of passing the revision to the rules and regulations.

Thanks so much.

Cathy DeBardleben

-----Original Message-----

From: Donna Henderson <deh@hendersondepo.com>

To: 'Donna Henderson' <deh@hendersondepo.com>

Sent: Mon, Jan 28, 2013 12:52 pm

Subject: RE: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

DATE CORRECTION: February 1, 2013, 9:00 a.m, ABCR office, 2011 Berry Chase Place, Montgomery, AL

From: Donna Henderson [<mailto:deh@hendersondepo.com>]

Sent: Monday, January 28, 2013 12:25 PM

To: deh@hendersondepo.com

Cc: deh@hendersondepo.com

Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Please read below! Thanks so much!

From: Donna Henderson [<mailto:deh@hendersondepo.com>]

Sent: Monday, January 28, 2013 12:22 PM

To: deh@hendersondepo.com

Cc: deh@hendersondepo.com; Michael Woolley; ashley.arrowood@gmail.com;

kimdowndy@hendersondepo.com; Margaret Turner

Subject: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

To all licensed court reporters it is urgent to review the following information and make your decision on

Brandy

From: Donna <deh562@aol.com>
Sent: Thursday, January 31, 2013 5:18 PM
To: Brandy
Subject: Support ABCR rule changes

Brandy, another support letter from Clark Hall, business owner in Mobile, Al.

Support of Proposed Rule 257-X-4-.02 Concerning Ethics January 29,2013 I fully support the proposed rule as listed above. In our line of business as Court reporters we are neutral and impartial to the causes we report and are held to the highest of ethical standards. The term "gift" as defined in the rules governing the United States Congress is defined broadly to include any item gratuity, favor, entertainment, hospitality, or other item having monetary value. It is my understanding that this includes POINTS that can be exchanged by the recipient for anything of value. The National Court Reporters Association's board adopted the language as follows: Refrain from giving, directly or indirectly, any gift or anything of value to attorneys or their staff, other clients or their staff, or any other persons or entities associated with any litigation, which exceeds \$100 in the aggregate per recipient each year. Nothing offered in exchange for future work is permissible, regardless of its value. In my thirty-three years in the business climate, as an employee, any favoritism given to a client from which money and or gifts were received in excess of \$100.00 is strictly forbidden. This would dilute the integrity of the reporting profession. Thank you. &-z H Donna Henderson

Brandy

From: Donna <deh562@aol.com>
Sent: Thursday, January 31, 2013 6:21 PM
To: Brandy
Subject: SUPPORT ABCR rule changes.

Brandy, another support email

Donna Henderson

Begin forwarded message:

From: Nita Cabaniss <nrs1807@icloud.com>
Date: January 31, 2013 12:04:46 PM MST
To: "donna@hendersondepo.com" <donna@hendersondepo.com>, deh562@aol.com
Subject: Code of ethics in court reporting

I would like to submit my support for the code of ethics in court reporting as per the following:

Section 8: Refrain from giving, directly or indirectly, any gift or anything of value to attorneys or their staff, other clients or their staff, or any other person or entities associated with any litigation, which exceeds \$100 in the aggregate per recipient each year. Nothing offered in exchange for future work is permissible, regardless of its value. Pro bono services as defined by NCRA Guidelines for professional Practice or by applicable state and local laws, rules and regulations are permissible in any amount.

I was an office manager for a court reporting firm for almost 10 years and was always completely shocked by the attorneys who allowed their staff to receive gifts through a point system.

I am thankful that the ABCRA is finally promoting the Code of Ethics in court reporting and fully support their efforts.

Sincerely,

Nita Cabaniss

Sent from my iPad

Brandy

From: Donna <deh@hendersondepo.com>
Sent: Thursday, January 31, 2013 5:47 PM
To: Brandy
Subject: SUPPORT ON ABCR PROPOSED RULE CHANGES

Brandy, another email of support.

Donna Henderson

Begin forwarded message:

From: "Kim Dowdy" <kimdowdy@hendersondepo.com>
Date: January 31, 2013 4:36:12 PM MST
To: "'Donna Henderson'" <deh@hendersondepo.com>
Subject: FW: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...
Reply-To: <kimdowdy@hendersondepo.com>

ANOTHER IN FAVOR OF..... :)

From Casey Atchison

From: Casey Atchison [mailto:caseyatchison@gmail.com]
Sent: Thursday, January 31, 2013 3:44 PM
To: <kimdowdy@hendersondepo.com>
Subject: Re: MEETING ON ABCR PROPOSED RULE CHANGES -- PLEASE READ ASAP AND LET YOUR VOICE BE HEARD...

Hey Kim, I won't be able to go down to Montgomery with you guys but I do feel like this is a really important issue. NCRA and ACRA both have guidelines in place that do not allow for more than \$100 a year to be given as a gift. ABCR needs to get with the times. This whole idea of paying for jobs or giving firms kickbacks just blows my mind.

Casey

On Jan 30, 2013, at 4:02 PM, "Kim Dowdy" <kimdowdy@hendersondepo.com> wrote: