

AGREEMENT

THIS AGREEMENT is made and entered into by and between the Alabama State Bar (hereinafter "State Bar") by its duly elected president, James R. Seale, and the Alabama Law Foundation, Inc. (hereinafter "the Foundation") by its duly elected president, Roy J. Crawford, on the 1st day of June, 1994.

The State Bar agrees to assign a full time employee of the State Bar to the Foundation who shall assist the Foundation's executive director in administering the Interest on Lawyer Trust Accounts (IOLTA) program and perform such other assistance to the Foundation as prescribed by the Foundation's executive director.

In consideration for the State Bar agreeing to assign a full time employee to the Foundation, The Foundation hereby agrees to reimburse the State Bar for the employee's salary and benefits. These benefits shall include but shall not be limited to medical insurance, FICA, and retirement. The Foundation further agrees to make reimbursements to the State Bar quarterly or annually, at the discretion of the State Bar.

It is further understood by and between the parties hereto that said employee shall devote approximately 80% of his or her time and efforts to the work of the Foundation and that the parties will annually assess the work of the assigned employee to insure said work percentage.

This agreement shall be effective from June 1, 1994, and shall continue for one year from that date and thereafter from year to year unless, on or before on the other of its intention to require this agreement to terminate.

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DIVISION FOR BAR SERVICES
CLEARINGHOUSE AND LIBRARY

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A certified copy of the minutes wherein the Board of Bar Commissioners authorized the state bar president to execute *this* agreement is attached hereto as Exhibit A and made a part hereof.

The parties have signed and sealed this instrument this the day of

1994.

James R. Seale
President
Alabama State Bar

ATTEST:

Secretary, Alabama State Bar

Roy J. Crawford
President
Alabama Law Foundation, Inc.

Secretary, Alabama Law
Foundation

AGREEMENT

THIS AGREEMENT is made and entered into by and between the Alabama State Bar (hereinafter "State Bar") by its duly elected president, Phillip E. Adams, Jr., *and* the Alabama Law Foundation, Inc. (hereinafter "the Foundation") by its duly elected president, Charles R. Hare, Jr., on the 1st day of October, 1991.

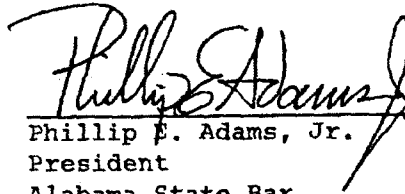
The State Bar agrees to assign a full time employee of the State Bar to the Foundation who shall administer the Interest on Lawyer Trust Accounts (IOLTA) hereinafter program and perform such other assistance to the Foundation as prescribed by the Foundation's president.

in consideration for the State Bar agreeing to assign a full time employee to the Foundation, the Foundation hereby agrees to reimburse the State Bar for the employee's salary and benefits. These benefits shall include but shall not be limited to medical insurance, FICA, and retirement. The Foundation further agrees to make reimbursements to the State Bar quarterly or annually, at the discretion of the State Bar.

This agreement shall be effective from October 1, 1991, and shall continue for a term of one year from that date and thereafter from year to year unless, on or before one month before the last date of the first or any subsequent year, either party gives notice to the other of its intention to require this agreement to terminate.

A certified copy of the minutes wherein the Board of Bar Commissioners authorized the state bar president to execute this agreement is attached hereto as Exhibit A and made a part hereof.

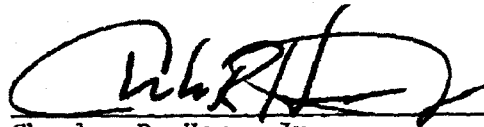
The parties have signed and sealed this instrument this the 1st day
of October, 1991.



Phillip F. Adams, Jr.
President
Alabama State Bar

ATTEST:

Secretary, Alabama State Bar



Charles R. Hare, Jr.
President
Alabama Law Foundation, Inc.

Secretary, Alabama Law
Foundation