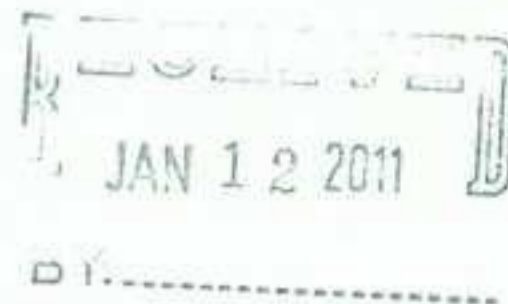


January 11, 2011



Mr Norman Skeens
Skeens & Anderson
5021 N 66th Ave
Glendale, AZ 85301-7208

Dear Norman:

This year – 2011 - marks your 50th year in the practice of law in Arizona. On behalf of the State Bar of Arizona, I congratulate you on your service to your clients, the legal profession and the people of Arizona.

In recognition of your anniversary, you are invited to attend the State Bar of Arizona's Annual Luncheon on Friday, June 17 to receive everyone's congratulations and your 50-year Certificate. The luncheon will take place during the State Bar Convention at the Westin La Paloma Resort and Spa in Tucson and begins at noon. Due to the number of awards presented at the luncheon, there will not be an opportunity for remarks. Nevertheless, we sincerely hope that you will join your colleagues on this special occasion.

A complimentary ticket and reserved seating will be provided for you and your spouse/guest. If desired, additional tickets for open seating may be purchased for \$55 each. Please contact Karolyn Kiburz, Convention Coordinator at 602-340-7203 by February 18 to confirm your attendance. If you can't attend the Convention, your certificate will be mailed to you following the Convention. We look forward to seeing you in June.

Sincerely,



Alan P. Bayham, Jr.
President

AB/kk