

**MONIQUE NORMAN**  
**ATTORNEY AT LAW**

P.O. Box 50245  
AUSTIN, TEXAS 78763

512.459.9428  
FAX 512.459.8671  
NORMAN.LAW@EARTHLINK.NET

October 24, 2019

Alan M. Day, General Manager  
Brazos Valley Groundwater Conservation District  
P.O. Box 528  
Hearne, TX 77859

*by email:* aday@brazosvalleygcd.org

Re: Statement of Qualifications for Legal Services

Dear Alan and Board Members:

It has been a pleasure to work with the Brazos Valley Groundwater Conservation District, its employees, directors, and constituents for almost twenty years. I hope to continue to serve the District. I am very proud of the accomplishments of the District, from working on its creation with the Texas Legislature, educating the public for its confirmation election, working with the Citizens Advisory Group to research and draft the initial Management Plan and District Rules, permitting and registering wells, and to developing the Groundwater Management Area (GMA) framework and Desired Future Conditions (DFCs). The Brazos Valley Groundwater Conservation District is a respected role model in Texas of an ideal groundwater district that strives to balance Texas water law, property rights, hydrogeological science, conservation, and education to deliver a valuable public service. I appreciate your consideration of continued engagement as the District's General Counsel, to assist you in working diligently and with integrity to achieve the District's goals.

Firm History

I started my water law career a year out of law school, when I began as a staff attorney for the Texas Natural Resource Conservation Commission, the predecessor agency to the Texas Commission on Environmental Quality, in the Water Rights and Water Quality Section. I worked there for two years, where I assisted in regulating surface water permits and use, administering the Texas Pollutant Discharge Elimination System water quality permits, and designating Priority Groundwater Management Areas. I then entered private practice with two Austin firms, where I first began representing the District, as well as cities, counties, river authorities, and private businesses, in both a general counsel, regulatory, and litigation capacity.

In 2003, I began my solo practice, focusing only on water law. After practicing groundwater law and water utility law for several years, I narrowed my practice to only representing groundwater conservation districts. I do not represent applicants to any groundwater districts and do not have any known conflicts of interests with the District. I do not have employees and ensure that all work product for my clients is handled personally. On the rare occasion that it is necessary, I contract out for litigation and engineering services, after coordination with my clients. I give my groundwater district clients full attention and access to my services. My office is in Austin, which is 180 miles from the District office. The hour and a half drive is convenient and is not an obstacle

to attending any District meeting. I have full access to a conference room in downtown Austin, adjacent to the Capital Complex, available for clients' meetings.

### Experience and Qualifications

Representing different groundwater conservation districts across Texas in seven different Groundwater Management Areas has sharpened my full-service legal skill set. My clients cover varying geographic and hydrologic areas with different populations and politics—all which serve as resources and examples of options in groundwater management, regulation, and administration. I often get a call from a client stating that they “have a new one for me.” Sometimes that is true and sometimes I have experienced the issue with other clients, but either way, I utilize those resources and then tailor my legal research and recommendations to my specific requesting client. For example, I recently had a client that had a boundary dispute with a neighboring district. My beginning point on the boundary issue was my experience with the Brazos Valley Groundwater Conservation District on a boundary question several years ago and related discussions with the General Land Office. I then researched the law and developed a strong case supporting my client's boundary lines. Having many groundwater districts in varying areas creates a synergy of groundwater and administrative law experiences and resources that greatly benefits all of my groundwater district clients.

As general counsel to groundwater conservation districts, I am able to offer experienced legal advice regarding many areas of the law, not just Chapter 36 of the Texas Water Code. Groundwater districts are Texas local governments that must comply with many laws that are not related to groundwater. I routinely counsel clients and give presentations on Open Meetings, Public Information, Conflict of Interest, and Record Retention laws, and review recent Texas case law and Attorney General Opinions to stay current in these and other relevant matters. Although not applicable to the District, I advise clients on election and tax law and work with the Texas Comptroller and Secretary of State on those issues. Real estate and employment law issues often arise. For example, I recently drafted a lease for a client's new office and also drafted an unpaid internship agreement for the District. I draft and review employment policies and employment applications, as well as consultant agreements. I aid in professional and product procurement issues, and recently achieved a settlement for a client regarding a dispute for contracted mobile drip irrigation products and services for a demonstration project. My experiences and resources allow me to competently address all legal needs of the District, including accessing experts on issues, if needed.

My commencement of the practice of water law coincided with the passage of Senate Bill 1 in 1997, the landmark Texas water legislation creating the regional water planning process. Groundwater law and groundwater district regulation has changed immensely since the creation of the District in 1999. I have closely and diligently worked to affect and react to the Texas groundwater law evolution. I represented the District in 2001 to draft and negotiate its legislation to gain ratification, after it was created as a temporary district in 1999. The District's idea in the initial draft of its 2001 legislation of creating coordination of groundwater resources with neighboring groundwater districts, was the spark that developed into the current Groundwater Management Area coordination of Desired Future Conditions that was passed in 2005. I continue to serve as a legislative legal resource every legislative session to the District to monitor, analyze, and draft legislation and amendments on groundwater and administrative issues that affect groundwater districts, as well as provide my clients an annotated Chapter 36 of the Texas Water Code to indicate recent redlines changes in the law.

In the area of groundwater regulation, I have developed vast expertise in the past two decades to assist groundwater districts in creating and amending regulatory documents, through continual research, experience, drafting, and district and public participation. I work with the Texas Water Development Board to help districts navigate the Management Plan and Desired Future Condition processes. I participate at the GMA level to assist in the coordination of DFCs, write the explanatory reports, and defend the DFCs in the petition process, if needed. I have successfully defended three DFC petitions to the TWDB. Every five years, district management plans must be amended and updated, including the incorporation of the updated DFCs. I also frequently aid districts in drafting and amending district rules. I keep an informal “running rules list” of ideas that are raised in communications of issues that may need to be addressed the next time a district amends their rules. Rules are an ever-evolving document that should be updated to reflect the law and address administrative and hydrogeologic issues.

Research and writing are always important in representing groundwater districts and often used in unique ways. I draft many amicable to stern enforcement letters, which almost always achieve compliance. I draft delicately crafted correspondence to permit applicants, permittees, legal counsel, and legislators on behalf of my clients. Legal drafting requires research and creativity when drafting new concepts, such as the BV WaterSmart Controller Study Participant Agreement, recently written for the District, or the Affidavit of Legal Right to Produce Groundwater, drafted to accompany the District’s permit applications. In all of my district documents and communications, I aim to write with a language and style that breaks down the law so that it is easy to understand and places the relevant information in one document. Groundwater districts serve the public and it is important to communicate and educate the public without speaking confusing legalese.

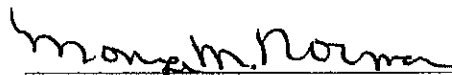
My practice is to counsel my clients about the pros and cons of the options for a path forward on legal and regulatory issues and help them to educate their constituents. Informing the client and the public usually prevents legal issues. And when contentious legal issues arise, I try to develop an agreeable solution for the participants. My goal is to keep my clients out of litigation and I have been able to do that over the years, for the most part. As general counsel, I have had only a few permits contested and referred to SOAH. Two of the cases were with the District, which you are aware that one resulted in a settlement and the other in a decision against the complainant. I had one other permit that was initially contested and referred to SOAH for the Colorado County Groundwater Conservation District in 2014, but the permit application was quickly withdrawn. I was hired to represent the Board of the Cow Creek GCD in a contested permit issue in 2011, which concluded in a settlement. And I represented the Harris-Galveston Subsidence District in three contested permit issues, representing the General Manager, which were all settled. I am experienced in litigation support and prefer to engage litigation specialists on the rare occurrence of contested client issues. The experienced gained from the litigation that occurred a decade ago with the District, and the resulting legal and political fallout, have enhanced my ability to counsel my clients in the myriad of issues that they face. I always tell my clients that although a contentious issue may be difficult to deal with at the time, we always learn from it and it makes us both better. I wish for peace among all of those involved and would like to work with the District and other parties to settle any unresolved issues.

I value the relationships that I have developed within the Texas groundwater community, which is imperative in assisting my clients. I know many non-client groundwater districts' general managers and board members, and these relationships help tremendously as resources in problem solving, as well as working together with groundwater management areas and in legislative work groups. Listening to and sharing ideas about what works and does not work in other districts is extremely advantageous to my clients. My contacts with state agencies such as the Texas Commission on Environmental Quality are constructive in working on groundwater issues such as aquifer storage recovery and reported groundwater contamination by power plants. I also work with the Texas Department of Licensing and Regulations on groundwater commingling issues. And coordination with the Railroad Commission of Texas helps with overlapping regulation of oil and gas wells. I worked with its enforcement division for a client to succeed in having a botched oil-turned-water well plugged, which was flooding the surface owner's property. A \$10,000 administrative penalty, paid to the district by the oil and gas company, was also achieved through an agreed enforcement order.

And I value the relationships I have with my clients' staff and board members. My general managers never hesitate to call me on my cell phone with any question they may have. I strive to have a congenial and accessible relationship with all of my clients. These professional and supportive relationships are evidenced by the retention of all of my clients for who I have serve as general counsel.

I truly appreciate working with the District over the past 19 plus years and hope to continue that relationship. My proposed engagement letter with my rate and fee schedule is enclosed. Please let me know if you would like any other information. This letter is only a small snapshot of my experience in working with groundwater districts and I am happy to expand on my client representations. I always wish the Brazos Valley Groundwater Conservation District the very best.

With great regard,

  
Monique M. Norman

**MONIQUE NORMAN**  
**ATTORNEY AT LAW**

P.O. Box 50245  
AUSTIN, TEXAS 78763

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FAX 512.459.8671  
NORMAN.LAW@EARTHLINK.NET

**PROFESSIONAL EXPERIENCE**

- |  |              |
|--|--------------|
| <u>Monique Norman, Attorney at Law</u>   | 2003-Present |
| <p>Practice is principally in the area of water and administrative law, focusing primarily on the representation of groundwater conservation districts. As general counsel for many groundwater conservation districts, I assist with all of the districts' legal needs, including all aspects of regulatory programs, board governance, and district operations.</p>  |              |
| <u>Thomas, Hudson &amp; Nelson, L.L.P.</u>   | 2002-2003    |
| <p>Practiced law at this firm with other former Bickerstaff attorneys and focused on water law, while also representing counties, districts, and other clients in a general counsel and litigation capacity.</p>   |              |
| <u>Bickerstaff, Heath, Smiley, Pollan, Kever &amp; McDaniel, L.L.P.</u>  | 2000-2002    |
| <p>Practiced in the areas of water and environmental law, administrative law and public law. I assisted municipalities, river authorities, and water districts in all phases of regulation, use and development of surface water rights and groundwater regulation, including water utility service and regulation. I also represented governmental, industrial, commercial, and private clients in administrative and litigation matters.</p> |              |
| <u>Texas Natural Resource Conservation Commission</u>  | 1997-2000    |
| <p>Practiced law at the predecessor agency to the Texas Commission on Environmental Quality in the Water Quality and Water Rights section. In this practice, I focused on wastewater and surface water right permit applications, administrative hearings, and designations of priority groundwater management areas.</p>  |              |
| <u>Maroney, Crowley, Bankston, Richardson &amp; Hull, L.L.P.</u>   | 1996-1997    |
| <p>Contract attorney for tobacco litigation.</p>   |              |

**PROFESSIONAL LICENSE AND EDUCATION**

- |  |            |
|--|------------|
| Licensed by the State Bar of Texas             | 11/01/1996 |
| South Texas College of Law, J.D.<br>Law Review | 1993-1996  |
| University of Texas, B.A                       | 1989-1993  |

## **CURRENT CLIENTS**

Brazos Valley Groundwater Conservation District (General Counsel)	2000-present
Panhandle Groundwater Conservation District (General Counsel)	2006-present
Rusk County Groundwater Conservation District (General Counsel)	2006-present
Fayette County Groundwater Conservation District (General Counsel)	2007-present
Gateway Groundwater Conservation District (General Counsel)	2007-present
Colorado County Groundwater Conservation District (General Counsel)	2009-present
Cow Creek Groundwater Conservation District (General Counsel)	2011-present
Harris-Galveston Subsidence District (as needed for contested matters)	2014-present
Evergreen Underground Water Conservation District (General Counsel)	2016-present

## **RECENT PUBLICATIONS / PRESENTATIONS RELATED TO GROUNDWATER REGULATION**

Co-Author of “Groundwater Management Area Joint Planning” chapter in *Essentials of Texas Water Resources 1<sup>st</sup>* (2009), *2<sup>nd</sup>* (2012), *3<sup>rd</sup>* (2014), *4<sup>th</sup>* (2016), *5<sup>th</sup>* (2018), and *6<sup>th</sup>* (2020) editions published by the State Bar of Texas

Various presentations annually to the Texas Association of Groundwater Districts regarding legislative, regulatory, and administrative law issues

*Legal Aspects of Groundwater Management in Texas*, Author/Speaker, National Groundwater Association conference: Groundwater Management in Texas: A Continuing Challenge in a Changing Environment (April 2006)

*Past, Present, Future—Coordination Between Regional Water Planning Groups and Groundwater Conservation Districts*, Author/Speaker, Texas Water Law Institute conference (September 2005)

*Presentation on Groundwater Legislative Issues*, Author/Speaker, Texas Water Law seminar by CLE International (September 2005)

*Negotiating with Regulatory Agencies*, Co-Author/Speaker, 14th Annual Local Government Seminar (April 2001)

## **PROFESSIONAL ASSOCIATIONS**

Texas Association of Groundwater Districts, Associate Member

The State Bar of Texas, Environmental & Natural Resources Section

**MONIQUE NORMAN**  
**ATTORNEY AT LAW**

P.O. Box 50245  
AUSTIN, TEXAS 77863

512.459.9428  
FAX 512.459.8671  
MNORMAN@EARTHLINK.NET

August 26, 2019

Brazos Valley Groundwater  
Conservation District  
P.O Box 528  
Hearne, Texas 77859

Re: Legal Services

Dear District Directors:

The purpose of this letter, together with the enclosed "Standard Terms of Engagement," is to set out my understanding with respect to the specific terms of our relationship. Please review the Standard Terms of Engagement carefully and contact me promptly if you have any questions regarding our relationship. This letter, together with the Standard Terms of Engagement, constitutes my agreement with you (this "Agreement") under which my services will be provided.

**Identity of Client**

I will be representing the interests of Brazos Valley Groundwater Conservation District.

**Nature and Scope of Representation**

I understand that while in the future I may from time to time be employed on other matters, our present relationship is limited to representing Brazos Valley Groundwater Conservation District on all general matters involving the District and the Board of Directors, in their official capacity.

**Supervision and Delegation**

I will be the attorney who will coordinate and supervise the services to be performed on your behalf and will perform the work on this matter.

**Financial Arrangements**

The enclosed Standard Terms of Engagement, together with this letter, outlines the financial terms of my engagement. I will charge the District a flat fee rate of \$5000 per month for all general counsel services. This flat fee rate does not include litigation-related legal services. Litigation services will be charged at an hourly rate of \$225/hour, above and beyond the monthly flat fee rate. The above-quoted rates are exclusive of expenses. Any out-of-pocket expenses incurred on your behalf exceeding Five Hundred Dollars (\$500.00) in amount will be submitted to you directly for payment. If anything in this letter or the Standard Terms of Engagement is unclear or presents a problem to you, please advise me promptly so I may discuss it and reach a full understanding.

**Term of Agreement**

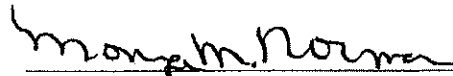
The term of this Agreement is from the execution date in October of 2019 through the following 2020 calendar year.

**Acceptance of Terms**

If this arrangement is acceptable to you, please sign the enclosed duplicate original of this letter and return it to us at your earliest convenience.

I truly appreciate the opportunity to be of service to you and look forward to working with you in a mutually beneficial relationship.

Sincerely,

  
Monique M. Norman

**AGREED TO AND ACCEPTED**

Brazos Valley Groundwater Conservation District

By: \_\_\_\_\_

Title: \_\_\_\_\_

Date: \_\_\_\_\_



**Standard Terms of Engagement**  
**MONIQUE NORMAN, ATTORNEY AT LAW**

This statement sets forth the standard terms of my engagement as your attorneys. Unless modified in writing by mutual agreement, these terms will be an integral part of my agreement with you. Therefore, I ask that you review this statement carefully and contact me promptly if you have any questions. I suggest that you retain this statement in your file.

**1. The Scope of Work**

You should have a clear understanding of the legal services I will provide. Any questions that you have should be dealt with promptly. I will provide services related only to matters as to which I have been specifically engaged.

I will at all times act on your behalf to the best of my ability. Any expressions on my part concerning the outcome of your legal matters are expressions of my best professional judgment, but are not guarantees. Such opinions are necessarily limited by my knowledge of the facts and are based on the state of the law at the time they are expressed. I cannot guarantee the success of any given matter, but I will strive to represent your interests professionally and efficiently.

**2. Fees For Legal Services**

My charges for professional services are customarily based on the time devoted to the matter, the novelty and difficulty of the questions presented, the requisite experience, reputation and skill requested to deal with those questions, time limitations imposed by the circumstances, and the amount involved and the results obtained. My fees for legal services are determined on the basis of hourly rates and/or flat fee rates, as negotiated and indicated in writing. I may adjust these rates from time to time. I will notify you in writing if this fee structure is modified.

**3. Other Charges**

All out-of-pocket expenses (such as long-distance telephone charges, copying charges, travel expenses, messenger expenses and the like) incurred by me in connection with my representation of you will be billed to you as a separate item on your monthly statement. Expenses that exceed Five Hundred Dollars (\$ 500.00) in amount will be submitted to you directly for payment. I reserve the right to modify the rates for such expenses in the event of market changes.

**4. Billing Procedures and Terms of Payment**

My billing period begins on the 1<sup>st</sup> of the month and runs through the end of the month. I will render periodic statements to you for legal services and expenses. I usually mail these periodic statements after the first of the month following the latest date covered in the statement. Each statement is payable within 30 days of its stated date and must be paid in U.S. Dollars. If any statement is not paid within 30 days after its stated date, interest at the rate of 1 ½ percent per month (18 percent per annum) will accrue on the balance due. However, if at any time 18 percent per annum exceeds the highest interest rate permitted by applicable law, then the interest rate that

will be applied to any overdue amounts will be reduced to the maximum rate permitted under applicable law.

If you have any question or disagreement about any statement that I submit to you for payment, please contact me at your earliest convenience so that I can resolve any problems without delay. Typically, such questions or disagreements can be resolved to the satisfaction of both sides with little inconvenience or formality.

**5. Termination of Services**

You have the right at any time to terminate my employment upon written notice to me, and if you do I will immediately cease to render additional services. I reserve the right to discontinue work on pending matters or terminate our attorney-client relationship with you at any time that payment of your account becomes delinquent. Additionally, in the event that you fail to follow my advice and counsel, or otherwise fail to cooperate reasonably with me, I reserve the right to withdraw from representing you upon short notice, regardless of the then status of your matter. No termination shall relieve you of the obligation to pay fees and expenses incurred prior to such termination.

**6. Retainers**

With new clients or with substantial new matters for existing clients, I may require a retainer. The retainer amount is not meant to be an estimate or limit of the fees and expenses required to complete the work on this matter, but is intended as your good faith deposit against a portion of such fees and expenses. The retainer will be placed in our Trust Account and I will bill our fees and disbursements against the retainer. I will advise you if additional amounts are necessary to be placed in trust against which to bill future work.

**7. Retention of Documents**

Although historically I have attempted to retain for a reasonable time copies of most documents generated by this Firm, I cannot be held responsible in any way for failure to do so, and I hereby expressly disclaim any such responsibility or liability. You must ultimately retain all originals and copies you desire among your own files for future reference.

**8. Fee Estimates**

I am often requested to estimate the amount of fees and costs likely to be incurred in connection with a particular matter. I do my best to estimate fees and expenses for particular matters when asked to do so. However, an estimate is just that, and the fees and expenses required are ultimately a function of many conditions over which I have little or no control, especially in litigation or negotiation situations where the extent of necessary legal services may depend to a significant degree upon the tactics of the opposition. Unless otherwise agreed in writing with respect to a specific matter, all estimates made by me shall be subject to your agreement and understanding that such estimates do not constitute maximum or fixed fee quotations and that the ultimate cost is frequently more or less than the amount estimated.

**9. Governing Law**

This Agreement shall be governed by and construed in accordance with the laws of the State of Texas, United States of America. Venue of any case or controversy arising under or pursuant to this Agreement shall be in the State District Courts of Brazos or Robertson counties, Texas, United States of America.

**10. Questions**

If you have any questions from time to time about any aspect of our arrangements, please feel entirely free to raise those questions. I want to proceed in my work for you with a clear and satisfactory understanding about every aspect of my billing and payment policies; and I encourage an open and frank discussion of any or all of the matters mentioned in this memorandum.

**Client Costs Advanced**  
**MONIQUE NORMAN, ATTORNEY AT LAW**

The firm incurs expenses on behalf of clients only when required by the legal needs of the clients. Some cases or matters require extensive use of copy facilities, and other cases may not be so paper intensive. Standard services such as secretarial and word processing time, file setup, and file storage are not charged; however, other expenses such as copies, and delivery fees, are billed to the client needing those services. An explanation of the billing structure is as follows:

**Delivery Services**

Outside delivery services are used for pick-up and delivery of documents to the client as well as to courts, agencies, and opposing parties. Outside delivery fees are charged to the client at the rate charged to the firm. Overnight delivery services are also charged at the rate charged to the firm. Firm personnel may provide delivery service in urgent situations and charges for such in-house service will not exceed the charge that would be made by an outside service in a similar situation.

**Postage**

My postal equipment calculates exact US postage for all sizes and weights of posted material. The rate charged for postage is the same as the amount affixed to the material that is mailed.

**Copies**

My standard rate for copies made by firm personnel is \$.15 per copy. This charge covers paper, equipment costs, and other supplies. If savings can be realized within the required time frame by sending copy jobs to subcontractors, the firm uses only qualified legal services copiers and the cost charged to the client is the same as the amount billed to the firm.

**Travel**

Attorney time spent traveling on behalf of a client is billed to the client. Hotel, meal, local transportation, and similar expenses are charged based on receipts and travel expense forms submitted by the attorney. Documentation is available to the client if requested.

**Other Expenses**

Expenses incurred to outside providers in connection with the client's legal services should be paid by the client directly to the outside provider unless specifically arranged in advance. If the firm agrees to pay outside providers, the cost charged to the client is the same as the amount billed to the firm. Examples of such charges include: court reporter fees, filing fees, newspaper charges for publication notices, PUC download fees, expert witness fees, consultants, and other similar expenses. Such expenses will not be incurred without approval from the client. In addition, expenses incurred on a client's behalf that exceed Five Hundred Dollars (\$ 500.00) in amount will be submitted to you directly for payment.

**EXHIBIT A**

**CERTIFICATION OF NON-DISCRIMINATION**

**TO BE EXECUTED BY PROPOSER AND SUBMITTED  
WITH STATEMENT OF QUALIFICATIONS**

Proposer hereby certifies in performing work or providing services for the District, there shall be no unlawful discrimination in its hiring or employment practices, and Proposer shall comply with applicable federal and Texas anti-discrimination laws.

IN WITNESS WHEREOF, the undersigned has executed this Certificate of Non-Discrimination this 24 day of October, 2019.

PROPOSER: **Monique Norman, Attorney at Law**

\_\_\_\_\_  
(Type or print complete legal name of firm)

BY:

*Monique Norman 10-24-19*  
\_\_\_\_\_  
(Signature)

NAME: **Monique Norman**

\_\_\_\_\_  
(Type or Print)

TITLE: **Attorney, Owner**

\_\_\_\_\_  
(Type or Print)

ADDRESS:

**P.O. Box 50245**

\_\_\_\_\_  
CITY Austin, STATE Texas, ZIP 78763

## EXHIBIT B

### REFERENCES

Proposer shall provide a minimum of three (3) References with three (3) or more years' experience with the Proposer.

#### REFERENCE #1

NAME	<b>Panhandle Groundwater Conservation District</b>
ADDRESS	P.O. Box 637
CITY, STATE ZIP CODE	White Deer, TX 79097
TELEPHONE #	806-883-2501
CONTACT	<b>C. E Williams</b> , General Manager
DATES OF SERVICE	2006 to present
DESCRIPTION OF SERVICES	General Counsel

#### REFERENCE #2

NAME	<b>Rusk County Groundwater Conservation District</b>
ADDRESS	P.O. Box 97
CITY, STATE, ZIP CODE	Henderson, TX 75652
TELEPHONE #	979-268-9382
CONTACT	<b>Amanda Maloukis</b> , General Manger until 9/19 due to move out of region
DATES OF SERVICE	2006 to present
DESCRIPTION OF SERVICES	General Counsel

#### REFERENCE #3

NAME	<b>Fayette County Groundwater Conservation District</b>
ADDRESS	55 Svoboda Lane, Room 115
CITY, STATE, ZIP CODE	La Grange, TX 78945
TELEPHONE #	979-968-3135
CONTACT	<b>David Van Dresar</b> , General Manger
DATES OF SERVICE	2007-present
DESCRIPTION OF SERVICES	General Counsel

**REFERENCES**

**Proposer shall provide a minimum of three (3) References with three (3) or more years' experience with the Proposer.**

**REFERENCE #4**

NAME	<b>Gateway Groundwater Conservation District</b>
ADDRESS	P.O. Box 338
CITY, STATE ZIP CODE	Quanah, TX 79252
TELEPHONE #	(940)663-5722
CONTACT	<b>Carrie Dodson</b> , General Manager
DATES OF SERVICE	2007 to present
DESCRIPTION OF SERVICES	General Counsel

**REFERENCE #5**

NAME	<b>Evergreen Underground Water Conservation District</b>
ADDRESS	110 Wyoming Boulevard
CITY, STATE ZIP CODE	Pleasanton, TX 78064
TELEPHONE #	830-569-4186
CONTACT	<b>Russell Labus</b> , General Manager
DATES OF SERVICE	2016 to present
DESCRIPTION OF SERVICES	General Counsel

**REFERENCE #6**

NAME	<b>Cow Creek Groundwater Conservation District</b>
ADDRESS	P.O. Box 1557
CITY, STATE, ZIP CODE	Boerne, Texas 78006
TELEPHONE #	(830) 816-2504
CONTACT	<b>Micah Voulgaris</b> , General Manager
DATES OF SERVICE	2011-12 (as counsel to the Board in contested hearing); 2016 to present (as General Counsel)
DESCRIPTION OF SERVICES	General Counsel

**REFERENCES**

**Proposer shall provide a minimum of three (3) References with three (3) or more years' experience with the Proposer.**

**REFERENCE #7**

NAME	<b>Colorado County Groundwater Conservation District</b>
ADDRESS	P.O. Box 667
CITY, STATE, ZIP CODE	Columbus, TX 78934
TELEPHONE #	979-732-9300
CONTACT	<b>Jim Brasher</b> , General Manger
DATES OF SERVICE	2009 to present
DESCRIPTION OF SERVICES	General Counsel

**REFERENCE #8**

NAME	<b>Harris-Galveston Subsidence District</b>
ADDRESS	1660 West Bay Area Blvd
CITY, STATE, ZIP CODE	Friendswood, TX 77546-2640
TELEPHONE #	(281) 486-1105
CONTACT	<b>Michael Turco</b> , General Manager
DATES OF SERVICE	2014 to present
DESCRIPTION OF SERVICES	Represent General Manager in contested permit matters

**REFERENCE #9**

NAME	<b>Bill Hutchison, Ph.D., P.E., P.G.</b> Independent Groundwater Consultant
ADDRESS	
CITY, STATE, ZIP CODE	
TELEPHONE #	(512) 745-0599
CONTACT	
DATES OF SERVICE	2009 to present
DESCRIPTION OF SERVICES	I have worked with Bill since he was TWDB's Groundwater Resources Director, and have continued to work with him as a consultant since 2012. We co-author the Texas Essentials of Water Law chapter together.



**Board of Directors**

Suzan E. Fenner, Chair, *Dallas*  
Larry W. Hicks, Vice Chair, *El Paso*  
Billy C. Allen, III, *Houston*  
Mary-Ann A. Bellatti, *Houston*  
Patricia D. Chamblin, *Beaumont*  
Ben Davidson, *Lubbock*  
Asher B. Griffin, *Austin*



Thomas L. Hanna, *Nederland*  
Richard C. Hile, *Austin*  
Henry A. Kelly, *Albuquerque*  
John H. Lovell, *Amarillo*  
Carrie J. Phaneuf, *Dallas*  
Harry G. Potter, III, *Houston*  
Julie C. Stern, *Canton*

September 13, 2019

Re: Monique Norman, Attorney at Law

To Whom It May Concern,

This letter confirms that Monique Norman, Attorney at Law, currently has in-force, lawyers professional liability insurance with Texas Lawyers' Insurance Exchange (TLIE) for legal and professional services rendered on behalf of Monique Norman, Attorney at Law.

Sincerely,

A handwritten signature in black ink that reads "Jason Syesta". The signature is written in a cursive style.

Jason Syesta  
Vice President of Member Services