



# ALTA Quarterly

## PRESIDENT'S MESSAGE

Dear ALTA Members and Friends,

It is my associations honor and pleasure to report to you today about the activities, events and accomplishments of The Association of Lease and Title Analysts during the just concluded 2020 1st Quarter. As always, our members are guided in what we do by the Association's purpose, as defined in its By-laws and Standing Rules:

*“We help to promote the profession, raise industry awareness, provide for the exchange of information and increase the stature of the Analyst within the industry.”*

In our first quarter the Board of Directors has met several times. We began the year with a January Workshop. It was fun to come together and work through thoughts and ideas for the year to come. This year is ALTA's 40<sup>th</sup> Anniversary and we are collecting stories and comments from past and present members to share their experience with ALTA. If you would like to submit your experience or short story please email [alta.secretary@gmail.com](mailto:alta.secretary@gmail.com).



PRESIDENT

JOEY D. KING, CPLTA

ALTA hosted Ben Eisterhold that kicked off our January Luncheon with his discussion about a day in the life of a Landman. Lori Fisher and Sharon Tucker came in February to give us a fantastic CPLTA Presentation.

## INSIDE THIS ISSUE

President's Message.....	1-2
Director Education.....	4
NALTA Information.....	5
Luncheon Information.....	5
EOY Financials.....	6
Membership .....	7
CPLTA Announcements.....	8
Add'l Highlights.....	9-10

## SPECIAL POINTS OF INTEREST

- New ALTA website coming soon [houstonalta.org](http://houstonalta.org)
- For employment opportunities please contact [Damaris Quijano](mailto:Damaris.Quijano@ALTA.Secretary@gmail.com) at [ALTA.Secretary@gmail.com](mailto:ALTA.Secretary@gmail.com)

The Coronavirus has affected our companies and scheduled events. We are staying very connected as to when we can resume our scheduled luncheons and seminars. We are giving you options to continue your educations through online webinars. You will begin seeing Webinar options via your email. We have additionally decided to cancel the May and June events unless we are advised otherwise. For more information about COVID-19 and what you can do to keep healthy and safe, visit the Centers for Disease Control at [cdc.gov](https://www.cdc.gov) or your local health department's website.

I would like to highlight just some of the ways that our board members have sought to exemplify the Association's purpose:

**Susan Eaton, First Vice President**- Susan has done a stellar job obtaining the speakers and has been an outstanding supporter of ALTA as well as our 2019 ALTA Member of the Year.

**Regina Paura, Second Vice President** - Regina has streamlined our newsletter and wants to give you ALTA news that you want to see.

**Katha Valigura, Recording Secretary** - Katha was elected for the 2020 term. She had previously served on the board and we welcome her back with enthusiasm.

**Jessica Douglas, Corresponding Secretary** - Jessica was elected for the 2020 term. She has done a great job in delivery of all the emails to our members and staying in contact with the Petroleum Club regarding event status.

**Katie Hess, Treasurer** - Katie is a crucial part of the ALTA Board. She has done a fantastic job on our Budget and keeping all the finances straight.

**Bobbie Gustus, Director of Education** - Bobbie has been busy gathering all our speakers for the April Seminar and even though we cancelled our event we are hoping to reschedule later in the year.

**Damaris Quijano, Director of Employment & Technology**-Damaris has returned to the 2020 Board. She has been busy assisting on the Website and creating an awesome career board. Please visit our website at [alтахouston.org](https://alтахouston.org) for more details.

**Roslyn Allen, Director of Ethics and By-laws**-Roslyn has updated our By-laws and Standing Rules for ALTA's future. Please see the new changes in her report.

**Michelle Luna, Director of Membership**-Michelle was elected for the 2020 term. She has goals to increase our membership.

**Lori Gaskill, Social Ways and Means**-Lori has returned to her position for the 2020 term. She has been busy working on social events and fundraisers.

**Robyn Arnold, NALTA Liaison**-Robyn also returned as this year's NALTA Liaison and has a wealth of knowledge for the board.

**Sharon tucker, CPLTA Liaison**-Sharon stepped back into the Board as our CPLTA Liaison, which is a perfect position, as she is a CPLTA instructor and a former member of the board.

As I conclude my report, I am so honored and privileged to be the ALTA President, It is such a joy to share it with such a talented and dedicated ALTA Board, and with such a terrific group of members. I cannot thank you all enough for your support, and most of all, for continuing to participate and be involved with this historic and important organization. Thank you again, and best wishes always! Stay safe and healthy.

# SPRING

So happy to be able to communicate with our ALTA family.

ALTA held its first luncheon in January and was treated to a look into the life of an oil and gas landman. Ben Eisterhold of ConocoPhillips gave a presentation on a typical day in our industry. We were given insight into his day to day activities and functions and how we as land analysts play an important role in each of these activities. Our jobs enable the landmen and ideally the company to continue their course navigating this complicated world of oil and gas.

February was ALTA's insight into NALTA's CPLTA program. Lori Fisher, NALTA Certification Director and Sharon Tucker, ALTA's CPLTA Liaison honored seven members with their certification: Kathleen May, Jamie Attaway, Lakeiva Noel, Marjorie Russell, Stacey Koch, Yvette Watson and Jaye Laney. Big welcome to these ladies and a reminder to log your CPLTA credits in the NALTA website at <https://nalta.org/certification>.

Unfortunately, ALTA's Board of Directors made the decision to cancel our March luncheon due to the Covid-19 restrictions. We sincerely hope we are able to begin our luncheons again in the near future. In the meantime, please stay safe and healthy.



1ST VICE PRESIDENT  
SUSAN EATON, CPLTA



As you all may know, the ALTA/HADOA social event, which was scheduled on May 5<sup>th</sup>, was postponed due to the COVID-19 shut-down. Please accept our sincerely apologies concerning this unfortunate turn of events and know that we are working hard to find a suitable date for rescheduling.

ALTA and HADOA would like to express our deepest regret for any inconvenience caused by this and we assure you, we will get this event back on our calendars soon.

Until then, stay well, stay safe, stay home.

SOCIAL WAYS &  
MEANS  
LORI GASKILL



DIRECTOR OF EDUCATION  
BOBBIE GUSTUS, CPLTA

Dear ALTA Members,

What a year 2020 has been thus far. Working in the oil and gas sector has always had its ups and downs. We are aware of the challenges in our industry and prepare for the volatility. But this year is especially challenging. It is full of unprecedented times, from record lows in the price of oil, the stock market crash and of course, the historical pandemic of COVID-19.

This is a lot to take in at once. With all that life is throwing at us, we have to ask ourselves what can we do to maintain our professional and mental well being. We know what we cannot control, but what options do we have in order to manage our careers and our mental well-being? Well, ALTA is working very hard, behind the scenes to continue providing educational opportunities and support for our members.

As many of you know, we normally host a half day seminar in the spring. We had a great lineup prepared, but for obvious safety reasons the seminar is postponed, at best. But what we can bring to our members is e-learning. Quorum has so graciously offered to assist with several webinars to ensure we can maintain our CPLTA credits. Steptoe & Johnson is also hosting occasional webinars. So please check your email from ALTA to take advantage of free learning opportunities for our members during this time. You will receive correspondence if you are a current member, notifying you of these opportunities.

I would like to suggest another way we can maintain our resilience and well-being. Go out of your way to stay connected. Why not, we are at home! Reach out to your cohorts and encourage one another. It's important to support each other and maintain a good network. Perhaps you could try a virtual coffee group or happy hour.

We can all use the moral support and motivation. Offer reassurance where you can.

Many of us are working remotely and/ or have lost our job. It can be stressful, some of us are burned out, others are battling anxiety. Take a breather and try to stay in the present. Try not to overthink the future. Let's try to be realistic in our expectations of ourselves and others.

I want this message to be clear: the most important thing that I want for each of our members, is to know you are not alone. We are here to support each other, and times like these are a great reminder of the resources we have through membership. Utilize those resources, be proactive and creative.

I can't wait for us to all be back together, live and in person! I look forward to seeing all of you at a luncheon or our next seminar very soon.

Stay safe!



NALTA LIAISON  
ROBYN ARNOLD,  
CPLTA

Greetings from your ALTA NALTA Liaison practicing safe distancing since March!

First and foremost, I hope you are all healthy and well. As if a worldwide pandemic is not enough, we know that a large number of companies have been executing reduction plans. I pray that each person reading this is withstanding the downturn of our industry.

The 2020 NALTA Board of Directors met for two day meeting this past January in Dallas. At that meeting the 2019 NALTA Conference was reviewed and the 2020 Budget was set. The Site Selection committee was asked to present detailed reports on three cities in the running for 2022 Conference (2021 Seattle): Palm Desert, CA; Norfolk, VA & Pittsburgh, PA.

Preparations for the 2020 NALTA Conference in San Antonio have been under way. As of this date, the conference contractual obligations are being examined and NALTA is focused on making the best decisions for our membership and the organization.

NALTA's 2020 membership campaign wrapped up March 31. **NALTA MEMBER BENEFITS INCLUDE:** Networking Opportunities \* Member Directory Access \* Industry Publications \* Salary Survey Access \* Discounts \* Job Posting Access \* Certification Opportunities. **Current CPLTA's please note:** If you wish to retain your certification with NALTA you will be required to maintain your NALTA membership. Should you have any questions regarding this policy please contact Lori Fisher.

I hope that you are an active member of both ALTA and NALTA. Membership in both organizations is required by ALTA in order to qualify for the conference grants. Please go to [www.nalta.org](http://www.nalta.org) and become a new or renewed NALTA member (annual fee is \$75) if this has not been done yet!

***"ALTA – 40 Years! Honoring the Past - Valuing the Present – Celebrating the Future".***



SEPT 30<sup>TH</sup> - OCT 2<sup>ND</sup>, SAN ANTONIO, TEXAS



CORRESPONDING  
SECRETARY  
JESSICA DOUGLAS  
CPLTA

## Let's Do Lunch!!!

I am missing all your faces at the monthly luncheon during this time but I hope you all are enjoying some quality time with your families. I hope to see you all really soon!

As a reminder when luncheons do start back:

Any special dietary restrictions please email [Alta.Secretary@gmail.com](mailto:Alta.Secretary@gmail.com) at time of registration so we can make the necessary accommodations.

\*Check-in is quick if you prepay at time of registration. This method is preferred, however, payment by paper or plastic can be made at Luncheon Check-In. \*\*Reminder: Last day to Preregister or Cancel a luncheon is Thursday before Tuesday Luncheon, and Wednesday before a Monday Luncheon.



### Luncheon Pricing

**Members:**

\$35 in advance  
\$40 at the door

**Non-members:**

\$40 in advance  
\$45 at the door



## Association of Lease and Title Analysts

PROFIT AND LOSS  
January - March, 2020

	TOTAL
Income	
ALTA's Income	0.00
Donations	1,200.00
Membership Dues	0.00
ALTA Membership Dues	7,260.00
<b>Total Membership Dues</b>	<b>7,260.00</b>
Monthly Luncheons	2,440.44
Seminars (April/November)	375.00
<b>Total ALTA's Income</b>	<b>11,275.44</b>
Other Types of Income	130.81
<b>Total Income</b>	<b>\$11,406.25</b>
GROSS PROFIT	<b>\$11,406.25</b>
Expenses	
Bank Fees	0.00
AffiniPay Fee	398.11
Monthly Service Fee	10.00
<b>Total Bank Fees</b>	<b>408.11</b>
Business Expenses	0.00
Badges	75.78
<b>Total Business Expenses</b>	<b>75.78</b>
Dues & subscriptions	458.38
Gift/Awards for Board Members	200.00
Luncheon Costs	0.00
Holiday Luncheon (Dec)	4,693.76
Monthly Luncheon Only (7)	1,190.36
<b>Total Luncheon Costs</b>	<b>5,884.12</b>
Meetings	0.00
Monthly Board Meetings	287.62
<b>Total Meetings</b>	<b>287.62</b>
Operations	563.02
Other Types of Expenses	0.00
Reimbursements	245.00
<b>Total Other Types of Expenses</b>	<b>245.00</b>
Travel Expenses	0.00
NALTA Lesion	417.05
<b>Total Travel Expenses</b>	<b>417.05</b>
<b>Total Expenses</b>	<b>\$8,539.08</b>
NET OPERATING INCOME	<b>\$2,867.17</b>
NET INCOME	<b>\$2,867.17</b>

As of the end of the 1st quarter of 2020, ALTA has 231 active members. Our Membership Drive has been extended until the end of April, so please remember to pay your outstanding invoices so you can attend events at Member prices.

**Membership in the Association of Lease & Title Analysts organization provides a wealth of benefits, such as:**

- |   |                       |
|---|-----------------------|
| Networking Opportunities                                  | New Friendships       |
| Discounts to Luncheons & Seminars                         | Job Posting Access    |
| Certification Opportunities – CPLTA                       | Education             |
| Member Directory Access                                   | Industry Publications |
| Grant Opportunities to attend the Annual NALTA Conference |                       |

**...and your Board of Directors are working hard to create additional membership benefits!**



- Education
- Members
  - 01. Join
  - 02. Renew
  - 03. Log In/Profile
  - 04. Member Directory
- Services
- Organization



If you have any membership questions, please reach out to me and I'll be glad to help out.

Michelle.Luna@cop.com

DIRECTOR OF MEMBERSHIP  
MICHELLE LUNA

If you are already a CPLTA, this is a wonderful time to get your continuing education hours updated. The new portal is working, and credits need to be entered. All credits must be updated quickly so you will not lose any credits. Credits should always be entered within 6 months of the event. Since the portal was down while it was restructured, we have opportunity now to enter those credits that couldn't be entered in 2019. There are instructions for using the portal on NALTA's page under Certification. [www.nalta.org/certification/](http://www.nalta.org/certification/). If you have any issues using the portal, please let us know through the contact form on NALTA.org or reach out to me directly at [sharon.tucker@percheronllc.com](mailto:sharon.tucker@percheronllc.com).

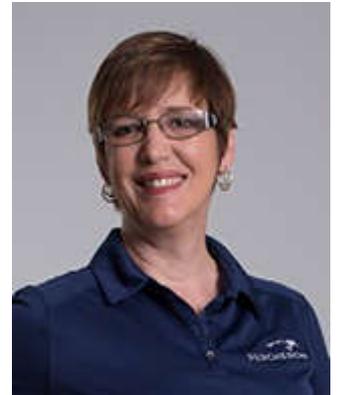
As many local events have been cancelled or postponed, your chapter has been working diligently to bring you information on webinars to continue earning continuing education credits. Notifications are being sent by email frequently to let you know about these events. If your email address has changed, please make sure to update your information on ALTA ([www.altahouston.org](http://www.altahouston.org)) and NALTA ([www.nalta.org](http://www.nalta.org)) so that you don't miss these opportunities.

If your recertification is due at the end of 2020, you should have received an email with recertification details. Please make sure your email address on the NALTA site and ALTA site are updated. If you have not received an email, please reach out to me at [sharon.tucker@percheronllc.com](mailto:sharon.tucker@percheronllc.com).

As a CPLTA you rise above the crowd. Our professional status as a CPLTA sets a standard of excellence and achievement among lease and title analysts.

And we all stand with you. At a distance, of course.

Thank you!



CPLTA LIAISON  
SHARON TUCKER, CPLTA



2ND VICE PRESIDENT  
REGINA PAURA

Have an article you would like to share, pictures too good to keep to yourself or just want to promote your business? Please contact me at [Regina.m.Paura@conocophillips.com](mailto:Regina.m.Paura@conocophillips.com) and have it added to our quarterly newsletter.

Check us out on Facebook!!! [www.facebook.com/ALTAHouston](http://www.facebook.com/ALTAHouston)  
We're also on **LinkedIn**. Just search for "Association of Lease and Title Analysts (ALTA)" and join our conversations!

Dearest ALTA Members,

I am sure we can all agree, it has been a difficult first quarter of 2020. During times like these, we can find inspiration and guidance in our core values—to advance our fellow Lease and Title Analysts, our industry and our communities. As we respond to the serious health and economic challenges facing us today, we are relying more on technology. Most days, I am sure we are very thankful we have the technology that allows us to work from home, meet with our colleagues, collaborate, even see friends and family via video conference. However, technology is not without its issues, and we must remember to be patient with ourselves, and the tools we rely on, as we, and our tools, continue to evolve and improve.

To that end, I have been working hard to bring new resources to our members in 2020.

### **Website –**

Improvement of the existing website content. The work has begun on the new website! We hope to roll out the new design to our members soon. It should be faster, resolve compatibility issues, and be more user friendly. A big, “thank you,” to our President, Joey King, for personally helping with the website. We have also enlisted the help of Web Development company, SiteMinder. We are currently in the blue-printing phase of the new website development, but I am excited about the final product and the value it will provide to our members!

### **Webinars –**

Work is also underway to provide webinars and create a webinar library available to active members, creating continuing education opportunities year-round.

### **Professional Development –**

Although the program is still in development, I hope to roll out a new Mentorship program this year. Currently, I am hoping to recruit volunteers to help with the planning and design of the program, as well as volunteers to participate as Mentors. Please contact me at [ALTAHoustonJobs@gmail.com](mailto:ALTAHoustonJobs@gmail.com) for details.

### **Employment –**

The Career page of our existing website was re-designed and new opportunities have been posted as employers reach out to us. Please let any employer looking to place open positions know to reach out to us at [ALTAHoustonJobs@gmail.com](mailto:ALTAHoustonJobs@gmail.com). Recruiter contacts have also been added to the website as a resource to our members looking for help in finding a new opportunity.

I look forward to reporting more great things to come this next quarter. Please do not hesitate to reach out to me with suggestions, questions, or concerns regarding any Employment and Technology matters. Stay healthy, positive, and continue to grow in your career by reaching out to your fellow ALTA members!



DIRECTOR OF EMPLOYMENT & TECHNOLOGY  
DAMARIS QUIJANO, JD,CPLTA

# ETHICS WORD SEARCH

F X O C O N R I C O N F I D E N T I A L I T Y V  
 T A D B S D Q Z N H D D S V X S H L S V Z D M B  
 G U N L T K D E P X R M S J C Y I Q F M O V T N  
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 F X O U I P U B E E K H B S E U L A V U Y V L O  
 J Q C U S T C M A L R L A C I H T E O S V K P C  
 S O T W T T C F B B D Y H T R O W T S U R T I E  
 D E S A I B T O N I Q E E T T I M M O C P Z C R  
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 I F M Q L I V W I E L A P L Q G H I L H S B D L  
 K I T P F I I D R C U Z Q I H Z C W A J F S I Q  
 D P Y C O N F L I C T V I E W P O I N T D T T S  
 S T H G I R U Y K A E V Z F N O L F Z U L J L T  
 Q V L E A S T R E S T R I C T I V E D P T B U D  
 W N O I T A N I M R E T E D F L E S M W W P M P

openminded	quarterly meeting	multi disciples	not biased
fair	accessible	perspective	education
moral	ethical	self determination	consultation
scarcity	belief	autonomy	recommendation
viewpoint	issue	committee	confidentiality
conflict	values	standard	Paternalistic
Least Restrictive	diminished capacity	honest	Rights
trustworthy	just		



DIRECTOR OF ETHICS & BYLAWS —  
DR. ROSLYN ALLEN, CPLTA