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JEFFREY R. CRUZ, ROBERT A. RUBIN, DAVID P. LIPARI

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Honnold, Uniform Law for International Sales. Kluwer Law International, Aspen Publishers p. The sale of goods in international franchising – the impact of the United Nations Convention on Contracts for the International Sale of Goods, in: International Unification of Commercial Law, in: Trade Usages in International Sales of Goods: An Analysis of the and Sales Conventions, in: The Law Merchant and the Common Law, in: The sky is falling or is it? Vienna Convention on International Sales, in: General Principles of Civil Law, 8th ed. Universalist Lex Mercatoria v. Extra-national legal principles in the global village: Liability for Contractual Negotiations in English Law: Available at SSRN 21 p. A Common Law of Contracts for the Americas? Study of the systems of private law in the EU with regard to discrimination and the creation of a European Civil Code, in: A European Civil Code, international agreements and European directives, in: Gieseling 1 et seq. From Principles to codification: Paving the way forward with Principles of European Private Law, in: Communication on European Contract Law: Closing the Loophole 25 January 10 p. A Comparative Study, 1 Ariz. Towards a European Civil Code. Go East, Young Arbitrator! To a Mentor, Taskmaster, Colleague and Friend, in: Festschrift for Albert H. The Internet and e-contracts, in: The renaissance of uniform law: European contract law and its components, 18 Legal Studies, n. Codification of Private Law in the European Union: The case for a European Contract Act, in: Towards a universal doctrine of breach of contract: Lex Mercatoria and Legal Pluralism, ed. Mary Elizabeth Basile, et al. Sales Transactions in Latin America: International Dispute Resolution, Volume 2: Harmonization of international and regional trade law: Towards a Law of Contract for Europe: The Europeanization of Contract Law, in: Finding the remaining traps instead of unifying contract law, in: Contract cases and materials, 3d ed. Oxford and Portland, Oregon p. Formation of contract for the international sale of goods: Central European University 91 p. The Sales Convention in Europe: Principles of the Law of Scotland, 10th ed. New Challenges for the Uniformisation of Laws: National – Global – Comparative: Rome Convention, Rome I Regulation: University of Michigan John M. University of Michigan Paper No. The detailed drafting of a force majeure clause, in: Incoterms as a Risk Management Tool for Importer. The new law merchant and the global market place: This book is a record of that conference. Transnational Commercial Law in the Age of Globalization, Centro di studi e ricerche di diritto comparato e straniero; saggi, conferenze e seminari, No. Klaus Peter Berger ed. Center for Transnational Law ed. International Arbitration and International Commercial Law: Process of unification of commercial law methods of improving coordination between formulating agencies: Fourth Annual Willem C. Vis International Commercial Arbitration Moot: Arbitration Yearbook ; see also: Vis International Commercial Arbitration Moot The Reports of the Zagreb Team, 5 Croat. Arbitration Yearbook et seq. How the Convention was negotiated, in: Celebrating the first 20 years and looking to its future application, Seminar: Teaching about International Commercial Law and Arbitration: The Eighth Annual Willem C. Ten years of the Willem C. Article 29 CISG, in: The History and Purpose of the Moot, in: American law at the end of the 20th century: Past and Future, 60 Louisiana Law Review et seq. Sources, Content, and Legitimacy, in: The Uniform Laws on International Sale: International Contracts in European Courts: Kluwer p.

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Chapter Jeffrey R. Cruz Jeffrey R. Cruz is a partner in Postner & Rubin in New York City. A member of the ABA Forum on the Construction Industry (ABAFCI), the Construction Law Committee of the ABA Section of Litigation, and the New Jersey Bar Association Construction Law Committee, he currently serves on the Construction Advisory Committee.

We want to be big enough to undertake We constantly strive to anticipate the rapidly changing needs of our clients and to develop new services Cover: This is the business of Goldman Sachs. By helping our clients reach their objectives, we help to support economic progress. These concerns weighed on markets and hindered a broad-based recovery. While presented its own challenges amidst rapidly shifting investor sentiment, we are pleased to report that Goldman Sachs performed relatively well, posting solid results. The Operating Environment in While the sovereign debt crisis in Europe and a weak recovery in the U. Despite ongoing political ambiguity both in the U. It also expressed its willingness to make outright purchases in the secondary bond market. While the potential for instability remains, these actions reduced systemic risk across Europe. As corporate and investing clients digested these macroeconomic developments, activity levels increased in some areas and remained sluggish in others. For example, global debt issuance increased by 11 percent year over year, with high-yield issuance increasing by 38 percent. We then will address our response to structural changes reshaping the marketplace, including regulatory change, globalization and technology. Lastly, we will provide you with an update on the important work taking place across our corporate engagement initiatives that we believe are making a meaningful difference for many individuals and communities. This last area is especially important to our overall strategic framework. We never lose sight of the fact that we are stewards of an industry-leading franchise that was built over nearly years. This means that while we have an obligation to meet the near-term demands of the current environment in which we operate, we need not completely surrender to them. Nonetheless, the cyclical pressures facing our industry are real, and we have responded by reducing costs and proactively managing our capital. If the environment deteriorates further, we will take additional action. In addition, durable long-term trends, such as regulation, globalization and technology, will continue to have a profound effect on economies and markets. And, in these areas, we have protected our ability to be proactive. In short, we compensate better in good years and have restricted pay in weaker ones. For example, in , our net revenues were down 26 percent. Last year, our compensation ratio was the second lowest since we became a public company. Roughly 70 percent of all corporate funding in the U. We expect that higher capital requirements, which we As we have often stated, our businesses do not lend themselves to predictable earnings. However, over the long term, we are committed to the goal of providing our shareholders with returns on equity at the top of our industry, while continuing to grow book value and earnings per share. Our ability to achieve operating leverage was particularly important in when economic growth remained challenged. For this reason, it should not be surprising that in a period of contraction and uncertainty we would experience lower levels of corporate and investor activity and risk appetite. Of course, we respect cycles, which can sometimes last a very long time. As part of our expense initiative, our overall headcount was down nine percent over the past six quarters. At the same time, we have increased the number of people in certain high value locations, including Bangalore, Salt Lake City, Dallas and Singapore. For example, we sold our hedge fund administration business, which provides various accounting and processing services to hedge funds. We have a long track record of allocating capital and other scarce resources based on risk-adjusted returns, providing greater balance sheet and resources to higher return businesses while downsizing or eliminating lower return businesses. To assist us in making the right decisions as they relate to capital allocation, we have begun to roll out technology that enables us to see capital charges at a granular level â€” often by individual security. We use the software to run analyses when buying or selling securities in our sales and market- making businesses in order to understand the capital implications associated with different scenarios. By understanding the key drivers of our risk positions, our securities professionals can

more effectively deploy and manage our capital. It also helps us to serve clients better. This provides not only a basis from which to understand and improve returns, but also operating leverage when the opportunity set expands. This presents a real opportunity for Goldman Sachs to engage with and help our clients to secure the funding they need to expand and prosper. In every instance, we look to develop the relationship based on the evolving needs of our clients, and understand that by focusing on their success, our own will follow.

Secular Trends While always mindful of cyclical conditions and potential outcomes, we have long been focused on the structural trends that will have long-term effects on economies and the underlying structure of markets. Within our Equities business, a majority of shares are now traded through low-touch channels. In derivatives, approximately 50 percent of the liquid credit index market trades electronically; in the FX options market, the number is ten percent. For more than a decade, larger size and complexity were viewed entirely as synergistic and virtuous. However, as capital surcharges associated with size and complexity are introduced, the costs and barriers to entry in some businesses will be raised and institutions will be forced to be more disciplined about their resource allocation. Any synergy from housing multiple businesses together must be weighed against the requirements for more capital and liquidity.

Globalization One theme that we believe will continue to play an integral part in economic growth is globalization. Cross-border transactions represent roughly one-third of global volume, as companies with large exposure to developed markets continue to look beyond their borders for attractive acquisition targets to enhance growth.

He has nearly three decades of leadership in the insurance and banking sectors and a proven understanding of effective risk management. He has advised companies and institutions around the world and invested in many of the most important sectors in the global economy. Over the past two years, we have received nearly , applications. We hired fewer than three percent of our applicants and nearly nine out of 10 people accepted the offer to join Goldman Sachs. We also rely on technology to manage risk effectively. While judgment remains paramount, the speed, comprehensiveness and accuracy of information can materially enhance or hinder effective risk decision making. We mark to market approximately 6 million positions every day. And, we rely on our systems to run stress scenarios across multiple products and regions. In a single day, our systems use roughly 1 million computing hours for risk management calculations. We are pleased that he has joined our Board of Directors as a non-independent director. David represents the very best of Goldman Sachs, and will remain an example of rigor, work ethic, collegiality and decency for many years to come.

Since its inception in , the program has assisted nearly 7, women-owned businesses drawn from more than 40 countries, and is on track to reach its 10,th woman in . An independent report reviewing program graduates in India published by the International Center for Research on Women found that nearly 80 percent of surveyed scholars have increased revenues and 66 percent have added new jobs within 18 months after graduation. These grants also helped fund long-term housing and small business reconstruction and recovery.

Looking Ahead Each year as we look to the next, we also are prompted to consider our recent past. In and , we engaged in a rigorous and comprehensive review of our business practices, committed to self-prescribed changes and took aggressive steps to implement them. In , while navigating constantly shifting economic and market sentiment, we remained true to our core businesses, investing in our client franchise and our people. Heading into , we remain cautious given the ever-present risks and challenges to the markets and global economy. At the same time, we are encouraged by early signs of broad-based improvement. We can achieve these goals by remaining focused on the needs of our clients, committed to prudent risk management, disciplined with our capital and expenses, focused on superior execution and intent on building on our market- leading positions. The most likely alternative was the capital markets, but access to them was limited by the fact that neither Doric nor Emirates had raised funds in the U. These securities, which use the aircraft as collateral, are commonly employed by American carriers and are traditionally sold in the U. A recent international treaty had enabled the same kind of collateral arrangement outside the United States; given this development, the Goldman Sachs team saw an opportunity to use EETCs in countries that had signed the treaty. The success has not only enabled Emirates to achieve its immediate business objective, but it also enabled us to introduce a new way to bring companies from growth markets into

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the global capital markets. It was a landmark deal that continues to help connect growth market airlines and global investors, according to three investment bankers who worked on the deal. Doric, the leasing company; Emirates, the airline; and Airbus, the manufacturer. What was the mission? For Doric and Emirates, capital markets were obviously the next step – particularly the U. What made this unique? Emirates, the ultimate user and credit, had never raised money in the United States either, and the transaction would rely on protections given by a special treaty in the United Arab Emirates that U. So we needed a solution that would overcome all the challenges. What was the biggest challenge? For investors, perceived risk. Can I retrieve the plane and sell it to get my money back? The thing is, we now had that framework because of the Cape Town Convention, a treaty that bound countries that signed to a similar set of rules. But that was yet to be tested. How did you start? By mapping out everything that had to go right, from positioning the A as an asset to creating an instrument for a leasing company many investors were not aware of. We knew we were doing something new, but we also knew it could be done – and that, if anyone could do it, it was probably Goldman Sachs. Our biggest advantage is a global culture based on collaboration and teamwork – the kind of thing where, if you have to solve a problem, people jump in, no questions asked. We had a team in Dubai covering Emirates, a team in London working with Doric, and sales teams around the world who could educate and work with investors. We also had a structuring team in New York with a lot of experience in the transport sector – and all of these people were extremely used to working well together. How did you successfully market the deal? By focusing on the concerns of investors in each market – in Europe, it was the structure; in Asia, the Emirates brand and its business strategy; in the United States, the quality of the plane as an asset, because most Americans are unfamiliar with the A What was the impact of our success? Also, it was especially important for companies from the growth markets – and not just airlines. Others now see this as a creative new way to access the capital markets. It was a complex issue, and we were able to deliver a very clear solution. As the Verizon Investment Management Corp. Our new mandate involves not only managing assets, but also extends to active portfolio management responsibility across hundreds of private equity investments. Clockwise from top left:

Chapter 3 : Full text of "Encyclopedia Of Capitalism"

The WPBA shall not be liable for any direct, indirect, incidental, consequential, special or punitive damages arising out of your use and/or access to this website or any materials contained hereon. Your sole remedy for dissatisfaction with the site or the materials is to stop using the site or the materials.

The birth of any new journal is a fragile affair, and whether it truly succeeds is judged by a number of factors. It remains to be seen where the journal finds its place when judged by the hard indices of impact factor and citations. This may take another year and four further issues, though we are quietly confident that the quality of reviews and original articles we have published will be reflected in those figures. Another important measure of success of a specialist journal is the reception it receives from the clinical and scientific community that willed it into being. This reception has been loud and clear: The journal is fulfilling its mission of providing a high-quality forum for some of the best ideas, authoritative reviews, and original observations in the field of pulmonary vascular disease. This will serve to accelerate the generation and analysis of knowledge, ultimately leading to a greater understanding of disease mechanisms and better treatments for patients. But still the one-year-old journal is only an infant growing to the toddler stage. A major milestone over the past year was the indexing of our journal on PubMed after only two issues, an extraordinary achievement. This has projected us from relative obscurity to immediate visibility. This visibility leads to more citations and wider interest in individual articles. As an Open Access journal, readers can instantly access articles and download them from the journal website free of charge. The website statistics are testimony to the popularity of many of our best articles with many of them achieving several hundreds of downloads to date. To sustain the growth of our journal through this second year of life we continue to need your help. We need your contributions, your time for peer-reviewing the articles submitted, and your advocacy. Each of us must champion this journal to see it through the next stage of development. For example, handing round your print copy to researchers and clinicians who may not be familiar with the journal will definitely increase the exposure. Similarly, suggesting the journal to colleagues as an ideal outlet for their research will also spread the message. You can also download images for presentations from our comprehensive review articles and cite the journal during your talks. Within another year we will be running. This infant journal is very fortunate to have a huge family around the globe to help guide it to success. There are editorial board members from 24 countries. The majority of manuscripts received to date are from contributors Access this article online Quick Response Code: A one-yearold baby€ into the Year of the Dragon. Pulmonary Circulation was born in the Year of the Rabbit according to the Chinese zodiac calendar. The Rabbit symbolizes creativity, compassion, and sensitivity. In confrontational situations, Rabbits approach situations calmly and with consideration for the other party. But is the Year of the Dragon. Dragons symbolize dominance and ambition. Dragons are passionate, prefer to live by their own rules and are unafraid of challenges, and willing to take risks. In we intend to let our journal grow under the wing of the Dragon. Most importantly we want this fledgling journal to grow up healthy and strong, becoming an adult admired and respected by their peers, acting as a role model for others. This issue contains state-of-the-art reviews and the full spectrum of basic science and clinical research. We are also starting to publish a new type of article of great practical value from the second year onward: A methodological paper describing detailed protocols. In this issue we begin this series with the protocols for identification of adult progenitor cells in the pulmonary vasculature. Harikrishnan, and Ghazwan Butrous Email: A potential approach to therapy that considers epigenetic change Kurt R. It is clear that adventitial cells, and in particular the adventitial fibroblast, are activated early following vascular injury, and play essential roles in regulating vascular wall structure and function through production of chemokines, cytokines, growth factors, and reactive oxygen species ROS. The recognition of the ability of these cells to generate and maintain inflammatory responses within the vessel wall provides insight into why vascular inflammatory responses, in certain situations, fail to resolve. It is also clear

that the activated adventitial fibroblast plays an important role in regulating vasa vasorum growth, which can contribute to ongoing vascular remodeling by acting as a conduit for delivery of inflammatory and progenitor cells. These functions of the fibroblast clearly support the idea that targeting chemokine, cytokine, adhesion molecule, and growth factor production in activated fibroblasts could be helpful in abrogating vascular inflammatory responses and thus in ameliorating vascular disease. Further, the recent observations that fibroblasts in vascular and fibrotic diseases may maintain their activated state through epigenetic alterations in key inflammatory and pro-fibrotic genes suggests that current therapies used to treat pulmonary hypertension may not be sufficient to induce apoptosis or to inhibit key inflammatory signaling pathways in these fibroblasts. New therapies targeted at reversing changes in the acetylation or methylation status of key transcriptional networks may be needed. At present, therapies specifically targeting abnormalities of histone deacetylase HDAC activity in fibroblast-like cells appear to hold promise. Indeed, the adventitial compartment has been suggested to Address correspondence to: Targeting the adventitial microenvironment in pulmonary hypertension: A potential approach to therapy that considers epigenetic change. Targeting microenvironment in PH directly affecting resident vascular wall cell growth and of initiating inflammation in a manner that influences overall vascular tone and wall structure. A particularly intriguing concept, given the fact that pulmonary hypertension in many cases is considered a chronic inflammatory disease, is that the fibroblast plays an active role in the persistence of inflammation. In fact, fibroblast-leukocyte interactions at sites of chronic inflammation appear to promote sustained leukocyte survival and retention resulting in failure to resolve the inflammatory lesion. The purpose of this review is to provide evidence that pulmonary vascular adventitial fibroblasts 1 initiate and perpetuate chronic vascular inflammation through the production of soluble factors such as chemokines that facilitate recruitment of circulating leukocytes and progenitor cells to the vessel wall, and cytokines that subsequently promote retention and activation of the recruited cells; 2 synthesize and release angiogenic factors which support neovascular growth of the vasa vasorum, creating a conduit that serves to perpetuate the inflammatory response; 3 undergo epigenetic alterations that drive the fibroblast towards a persistent pro-inflammatory activation state, thus preventing them from returning to a resting phenotype as would occur in physiological wound healing; and 4 may provide a promising therapeutic target to mitigate inflammation and fibrosis in the vessel wall. For a long period of time, most immunologists

Figure 1: Contrasting hypotheses regarding origin and perpetuation of vascular remodeling and inflammation. Fibroblast activation, leukocyte and progenitor cell accumulation and retention lead to remodeling not only of the adventitia, but cause subsequent changes in the media and ultimately even the intima. Targeting microenvironment in PH regarded fibroblast activation as relatively insignificant in regulating immune responses and concentrated primarily on interactions between lymphocytes, macrophages, and dendritic cells. However, it is now becoming clear that local immune responses are initiated by a variety of exogenous and endogenous danger signals that engage pattern recognition receptors, and thus a more integrated concept focuses on an extended local immune response in which tissue stromal cells, including fibroblasts, play a key role in modulating both innate and adaptive immune responses. In addition, small peptides released during activation of the coagulation or complement cascades as well as during remodeling of the extracellular matrix can profoundly affect fibroblast immune responses. The activated adventitial fibroblast plays a pivotal role in the recruitment and retention of inflammatory cells in the vascular wall. In response to a variety of environmental stimuli, the adventitial fibroblast, potentially through a number of cell surface receptors, including Toll-like receptors TLR , integrins, and receptors for advanced glycosylation end products RAGE is activated to produce extracellular matrix proteins, matricellular proteins, matrix metalloproteinases MMPs and tissue inhibitors of metalloproteinases TIMPs. In addition, the fibroblast upregulates production of chemokines and cytokines, adhesion molecules, and angiogenic factors. This leads to the recruitment of leukocytes and ultimately to an increase in vasa vasorum density or adventitial neovascularization, which perpetuates the inflammatory process. When monocytes and aortic adventitial fibroblasts were co-cultured in vitro, increased levels of IL-6 and MCP-1 were detected in the conditioned medium. Importantly, this

conditioned medium promoted the differentiation of monocytes into macrophages and enhanced expression of MCP-1 and MMP-9 by adventitial fibroblasts. Using laser capture microdissection LCM in the hypoxic rat model of pulmonary hypertension, Burke et al. Similar findings using LCM of the pulmonary vessels in the monocrotaline models have been produced personal communication, Scott Barman, David Fulton. Thus, there are likely numerous cytokines and chemokines that fibroblasts release in a stimulus-specific and temporal manner that create a microenvironment tailored to regulating the influx and persistence of specific leukocyte subtypes and subsequent fine-tuning of their functional phenotype. This transition to a chronic nonresolving inflammatory tissue response requires changes in the expression repertoire of adhesion molecules, cytokines, chemokines, and cognate receptors on both fibroblasts and leukocytes. As such, fibroblasts do indeed express and upregulate adhesion molecules, including ICAM-1 and VCAM-1 that facilitate cell-adhesion of leukocytes in response to a variety of stimuli. In the systemic circulation, the adventitial vasa vasorum undergoes marked neovascularization in a number of vasculopathies, including atherosclerosis, type II diabetes, metabolic syndrome, restenosis, and vasculitis. Vasa vasorum expansion in the hypoxic calf model of pulmonary hypertension and in iPAH. A In both large panels A and C and small pulmonary arteries panels B and D of the chronically hypoxic calf, marked expansion of the vasa vasorum is observed. Panels A and B demonstrate H and E staining. Panels C and D demonstrate von Willebrand Factor expression. However, it is increasingly appreciated that activation of fibroblasts must play a critical role since stromal fibroblasts have been clearly implicated in the angiogenesis that accompanies tumor progression in cancers of epithelial origin and in chronic inflammatory diseases such as rheumatoid arthritis. Using both co-culture and conditioned media approaches, they found that adventitial fibroblasts, especially those from pulmonary hypertensive animals, were capable of stimulating vasa vasorum endothelial cell VVEC proliferation. Interestingly, all these molecules have been found to be upregulated in the pulmonary arteries of human patients with various forms of PAH. Importantly, previous studies in our laboratory have established that adventitial fibroblasts exhibit the earliest and most dramatic activation responses among all cells in the vessel wall. These cells respond to chemotactic cytokines released in the tissue environment, and are frequently the first cell type to migrate to the wound site where they orchestrate reparative neovascularization. It is now appreciated that this vascular network can serve as a conduit for continued delivery of leukocytes and progenitor cells to the vessel wall. Targeting microenvironment in PH pro-angiogenic factors may be beneficial in certain inflammatory vascular diseases Fig. Questions arise as to origins and mechanisms regulating this phenotype. Intriguingly, this phenotype resembles, in certain ways, the phenotypic characteristics of rheumatoid arthritis RA synovial fibroblasts RASFs , cancer-associated fibroblasts and fibroblasts derived from the fibrotic lung, kidney and liver. It has been demonstrated that synovial fibroblasts SF , perhaps more than other types of fibroblasts, acquire phenotypic characteristics commonly associated with transformed cells. IPF fibroblasts are more resistant to apoptosis compared to fibroblasts isolated from nonfibrotic tissues. Fibroblasts isolated from sites of scleroderma, including the lung, have increased CCR2 expression. Smooth muscle cells isolated from the same arteries of hypertensive animals exhibited either no or a far lesser degree of activation of all the aforementioned molecules and mediators. Expression of inflammatory genes, DNA repair genes and proliferation genes is controlled by the degree of acetylation of histone and nonhistone proteins produced by histone acetyltransferase HAT and histone deacetylase HDACs. These findings are consistent with those of Kawabata et al. Targeting microenvironment in PH Figure 5: This phenotype was confirmed at the mRNA level and at the protein level both in vivo and in vitro. Targeting microenvironment in PH Figure 7: HDAC inhibitors attenuate the pro-liferative and -inflammatory phenotype exhibited by the constitutively activated fibroblast from pulmonary hypertensive animals. Another highly important mechanism through which cells become epigenetically altered is through DNA methylation changes. DNA methylation refers to the covalent attachment of a methyl group to the C5 position of cytosine residues in CpG dinucleotide sequences that are called CpG islands. DNA islands are often in the promoter or enhancer regions of genes and methylation of these sites can alter transcription. DNA methylation is involved in normal cellular control of gene expression

and is dynamically regulated. However, changes in DNA methylation are also relevant to disease and may be of particular relevance to the changes in fibroblast phenotype that are observed in chronic fibrotic disorders. It was proposed that the hyper-aggressive and pro-inflammatory phenotype of RASFs was the result of a progressive loss of methylation marks and tissue-specific transcription factors, which are not normally expressed, are upregulated and are responsible for activation of many genes involved in the pathogenesis of rheumatoid arthritis.

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Chapter 4 : Remembering 9/11, Names of Those who Died 13 Years Ago – The Roundup

Table of contents for Construction business handbook / Robert F. Cushman. Bibliographic record and links to related information available from the Library of Congress catalog. Note: Contents data are machine generated based on pre-publication information provided by the publisher.

An unanticipated exogenous shock—the announcement of an impending merger—occurred in the middle of data collection. Both organizational changes reflect an emerging employment contract characterized by increasing employee temporal flexibility even as employers wield greater flexibility in reorganizing their workforces. We theorized STAR would reduce turnover intentions and actual turnover by making it more attractive to stay with the current employer. We found being in a STAR team versus a usual practice team lowered turnover intentions 12 months later and reduced the risk of voluntary turnover over almost three years. We also examined potential mechanisms accounting for the effects of these two organizational changes; STAR effects on reducing turnover intentions are partially mediated by reducing work-to-family conflict, family-to-work conflict, burnout, psychological distress, perceived stress, and increasing job satisfaction. The effect of learning about the merger on increasing turnover intentions is fully mediated by increased job insecurity. STAR also moderates the negative effects of learning about the merger on turnover intentions for different subgroups. Ambos cambios organizativos reflejan un contrato de empleo emergente caracterizado por aumentar la flexibilidad temporal del empleado aun cuando los empleadores mantienen una mayor flexibilidad en reorganizar su fuerza laboral. First, work-time flexibility is increasingly being allocated to more employees Matos and Galinsky A decline in job security means that some employers are seeking other ways to gain or sustain the commitment of valuable employees by offering them greater temporal flexibility. The second element of the emerging social contract is that employers are claiming greater flexibility to downsize or contract their workforces; this flexibility is justified by a turbulent global digital economy and facilitated by the absence of policy protections in the United States Blossfeld, Buchholz, and Kurz ; Kalleberg ; Rubin ; Sweet and Meiksins Greater employer flexibility means that fewer contemporary workers, even highly skilled professionals, can count on secure jobs. Understanding the implications of this emerging social contract between employers and employees requires investigating the micro-level consequences for individual workers of the macro-forces producing a climate of time pressures and uncertainty, as well as, for some, greater work-time flexibility and support. This is what we begin to do in this article. This study is part of a randomized field experiment conducted by an interdisciplinary research team the Work, Family and Health Network or WFHN to test the effects of an intervention called STAR; STAR aims to reduce work-family conflict and improve health and well-being by redesigning the work environment Bray et al. We utilize longitudinal data from a Fortune firm we call TOMO a pseudonym, to comply with confidentiality agreements. We theorize that STAR would make remaining with the organization more attractive to employees, reducing both their turnover intentions and actual exits. This expectation addresses the effects of one side of the emerging social contract, the move to offer employees greater temporal flexibility and greater support around family and personal goals and obligations. In the midst of the randomized field trial of the STAR intervention, employees were confronted with an unexpected announcement that TOMO would be merged with—actually acquired by—another firm. Thus this study became a de facto investigation of both a randomized field experiment of the effects of introducing employee flexibility and supervisor support STAR and a natural experiment to assess the effects of learning about an impending merger in the midst of data collection. Note that these represent two competing institutional logics Greenwood et al. These events thus provide a serendipitous opportunity to investigate:

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Chapter 5 : AAA Handbook on Construction Arbitration and ADR - Second Edition - PDF eBook

AAA HANDBOOK ON CONSTRUCTION ARBITRATION AND ADR vi Jeffrey R. Cruz James P. Groton, Robert A. Rubin and Bettina Quintas.

A new venue for communicating your findings, ideas and perspectives Pulmonary circulation is the flow of blood from the right ventricle through the pulmonary artery to the lungs, where carbon dioxide CO₂ is exchanged for oxygen O₂, and back through the pulmonary vein to the left atrium. The pulmonary vasculature includes the arteries from the main pulmonary to the precapillary arterioles, the capillaries, and the vein from the capillary to the left atrium. The pulmonary circulation, once referred to as the lesser circulation, is now a circulatory system that medical and research professionals as well as patients can no longer ignore. The survival from idiopathic pulmonary arterial hypertension IPAH, a rare form of pulmonary hypertension that predominantly affects younger women, is similar to cancer and is worse than many ischemic cardiovascular diseases. There are many journals currently available in the fields of cardiology, cardiovascular physiology, cardiovascular disease, systemic circulation and systemic hypertension, as well as lung biology, respiratory physiology and pathophysiology. For many years, physicians, investigators and trainees with an interest in the field of pulmonary circulation and pulmonary vascular disease published their work in general medical journals. We should be rightly proud of the great and extensive contributions made during the last century by physicians and investigators in the pulmonary circulation field and published in the prestigious journals mentioned above. However, journals specifically aiming at the pulmonary circulation and pulmonary vascular diseases are not available at present. After discussion with many colleagues in the field, there was widely held enthusiasm for a new and specialized journal for: Providing a high-quality venue for these investigators and clinicians to publish articles relevant to the pulmonary circulation is the major goal for this new journal, *Pulmonary Circulation*. As evidenced in this current issue, *Pulmonary Circulation* will publish i original articles in basic and clinical research, ii review articles on clinical and research topics, iii progress in clinical trials, iv new techniques and technology and v case reports. *Pulmonary Circulation* will publish articles on the topics related to a molecular and cell biology, structure and morphology, 1 Yuan, et al.: A new journal for pulmonary vascular disease physiology and pathophysiology and translational research topics of the pulmonary circulation, b the state-of-the-art techniques and their potential applications in diagnosis and treatment of pulmonary vascular diseases, c clinical diagnosis and treatment and surgical interventions of pulmonary vascular diseases and d techniques and technology applied to research on pulmonary vasculature and to clinical management of pulmonary vascular diseases. We believe that *Pulmonary Circulation* will appeal to two main audiences. The primary group is the physicians, surgeons, clinical scientists, basic science researchers and cardiopulmonary and critical care practitioners, whose clinical activity and research interests are primarily focused on pulmonary vascular disorders. In addition, postdoctoral fellows, medical students and graduate students will comprise another major audience for the journal. This is also a journal for libraries in medical schools and universities that contain biomedical science departments, and also in veterinary medical schools. A second group is the investigators in pharmaceutical companies who conduct clinical and basic research on developing diagnostic and therapeutic approaches for patients with pulmonary vascular disease and other cardiopulmonary diseases. The journal is printed and distributed by Medknow Publishing Ltd. We sincerely appreciate the support and effort put forth by the colleagues at PVRI and Medknow to achieve the goal; it would not have happened without the support and encouragement from the members and fellows of PVRI and the staff of Medknow. We truly appreciate the support and enthusiasm of all the members on the editorial board for establishing this journal, and the fantastic encouragement of our colleagues in the field. We look forward to working with you all to make the new journal a communication medium that you and your colleagues would like to use to convey your research findings, scientific perspectives and clinical experience with the physicians and investigators in the world. Therefore, we strongly urge you to submit your next

manuscript to *Pulmonary Circulation*. All manuscripts, of course, will go through the peer-review process; the editorial office will make sure to process your manuscript as fast as possible. We will try our best to make *Pulmonary Circulation* an interesting and informative journal that you would like to read, to cite and to recommend to your students and colleagues. It is time for us to be silent so we can hear from you, the good, the bad and either or neither. Intimal thickening and fibrosis, medial hypertrophy and fibroproliferative changes in the adventitia are commonly observed, as is the extension of smooth muscle into the previously non-muscularized vessels. Atypical abundances of functionally distinct endothelial cells, particularly in the intima plexiform lesions, and also in the perivascular regions, are also described. At present, neither the origins of these cells nor the molecular mechanisms responsible for their accumulation, in any of the three compartments of the vessel wall, have been fully elucidated. The possibility that they arise from either resident vascular progenitors or bone marrow-derived progenitor cells is now well established. Resident vascular progenitor cells have been demonstrated to exist within the vessel wall, and in response to certain stimuli, to expand and express myofibroblastic, endothelial or even hematopoietic markers. Bone marrow-derived or circulating progenitor cells have also been shown to be recruited to sites of vascular injury and to assume both endothelial and SM-like phenotypes. Here, we review the data supporting the contributory role of vascular progenitors including endothelial progenitor cells, smooth muscle progenitor cells, pericytes, and fibrocytes in vascular remodeling. A more complete understanding of the processes by which progenitor cells modulate pulmonary vascular remodeling will undoubtedly herald a renaissance of therapies extending beyond the control of vascular tonicity and reduction of pulmonary artery pressure. Intimal thickening and fibrosis, medial hypertrophy, and fibroproliferative changes in the adventitia are commonly observed, as is the extension of smooth muscle into previously non-muscularized vessels. For instance, the possibility that both epithelial and endothelial cells have the capability of transitioning into a mesenchymal, SM-like phenotype has been raised [Figure 1]. Progenitor cells in pulmonary vascular remodeling within the vessel wall, and in response to certain stimuli, to expand and express myofibroblastic, endothelial or even hematopoietic markers. Here, we review the data supporting a contributory role for vascular progenitors including endothelial progenitor cells, smooth muscle progenitor cells, pericytes, and fibrocytes in systemic and pulmonary vascular remodeling. A more complete understanding of the processes by which progenitor cells modulate pulmonary vascular remodeling, will undoubtedly herald a renaissance of therapies extending beyond the control of vascular tonicity and reduction of pulmonary artery pressure. Their discovery in, by Asahara et al. The common features of these cells, arguably, encompass the expression of the progenitor and endothelial markers i. Several potential origins for tissue myofibroblasts have been proposed: Investigators have also explored the growth properties and colony forming unit CFU potential of these cells, which have been found to be useful as biomarkers for outcomes in acute lung injury, as well as in cardiovascular diseases, including pulmonary hypertension. It has been shown that, similar to the EPCs, these progenitor cells can reside in the bone marrow, can circulate, or can be found in the peripheral tissues. Fibrocytes are bone marrow-derived mesenchymal progenitors that co-express hematopoietic stem cell antigens, markers of the monocyte lineage, and fibroblast products. Upon stimulation, these cells express type 1 collagen, fibronectin, vimentin, and MMP This expression pattern has led several investigators to hypothesize that fibrocytes, like some dendritic cell subsets, derive from precursors of the monocyte lineage. Fibrocytes also exhibit antigen-presenting activity, and activate both the CD4 and CD8 T-lymphocytes. Pioneering research uncovering endothelial cell division and proliferation by tritiated thymidine uptake is now nearing its fortieth anniversary. This zone was located between the outer media and the adventitial layers. Only a few cells in this zone of the vascular wall were positive for a leukocytic antigen CD If confirmed, such a phenomenon would make Figure 2: This vascular mural zone at the border between the media and adventitia contains EPCs and probably also multipotent mesodermal stem cells. EPCs present in this zone are proposed to differentiate into endothelial cells and form capillary-like sprouts from the vascular wall, whereas, the multipotent mesodermal stem cells in this zone may serve as precursors of macrophages, fibroblasts, and SMC Adapted from Zengin et al.

Progenitor cells in pulmonary vascular remodeling unclear the current distinctions between resident and circulating progenitors, and potentially also between the processes of angiogenesis and vasculogenesis. Resident adventitial progenitors Other investigators have reported that non-EPC progenitor cells reside in the adventitia of the vessel wall and are capable of giving rise to vascular wall cells including SMCs. They do, however, express transcription factors thought to be required for SMC differentiation, including the serum response factor SRF and myocardin family members, and in vitro they readily differentiate into SM-like cells. It is possible that these cells, when activated in response to injury, contribute to the accumulation of SM-like cells in the vessel wall. Strengthening these findings, Pasquinelli et al. Further confirmation using robust lineage-tracking systems is needed to fully elucidate the true potential of progenitor cell subsets within the vasculogenic zone. Currently, the true nature of their origin remains complex and poorly understood. Their location in vessels can vary, from a peri-endothelial localization to the media, adventitia, and in association with the vasa vasorum. Although it has been known for some time that pericytes are able to differentiate into osteoprogenitor cells,[63] they seem to figure prominently in aortic calcification during atherosclerosis. Interestingly, it has been suggested that pericytes and vasculogenic zone MSCs may be closely related. A better understanding of the mechanisms of control that facilitate pericyte and vessel wall MSC progenitor competence, particularly in the context of vascular remodeling, could open a new era of therapy targeting the vessel wall to repair itself. The term side population SP is based on the cytometric profile in which there is a side arm of cells protruding from the main Hoechst stained population and is referred to as Hoechstlow [Figure 3]. The Hoechst vital dye is taken up by live cells and fluoresces in red and blue when excited by a UV laser. An ABCG2 multidrug resistance MDR transporter mechanism allows the cells to pump out the dye, thus leading to a lower fluorescence intensity. Progenitor cells in pulmonary vascular remodeling examined by bone marrow transplantation analyses and it was determined that the CD45pos fraction was derived from the bone marrow, while the origin of the CD45neg population was undefined. Many of these studies serve as the rationale for investigations in pulmonary circulation, and thus, a brief review of this study is critical for a better understanding of progenitor cells in pulmonary vascular remodeling. Contribution of circulating vascular progenitors to systemic vascular remodeling As mentioned earlier, in contrast to the initial conventional assumption that damaged organs are repaired only by migration and proliferation of adjacent resident cells, accumulating the evidence supports the idea that multifunctional progenitor cells are mobilized into the circulation and are recruited specifically into the sites of tissue regeneration. Many reports have demonstrated that bone marrow-derived EPCs significantly contribute to neovascularization and re-endothelialization after acute vascular injury. The role of EPC cells in vascular healing has been well demonstrated and recently reviewed and will not be discussed further. However, some clinical studies The vascular potential of the lung SP is defined in vitro by their ability to express VE-Cadherin, bind isolectin B4, take up diLDL, and their ability to form angiogenic tubes in matrigel. These cells express high levels of telomerase, relative to the liver tissue, which does not decrease significantly over time. The clonal analyses demonstrated that a single lung SP could assume the phenotype of mesenchymal lineages such as bone, cartilage, and fat. Thus, the lung SP may play a role in the remodeling associated with pulmonary hypertension. The contribution of circulating progenitor cells to vascular remodeling has been studied more extensively in systemic Pulmonary Circulation January-March Vol 1 No 1 7 Yeager, et al.: Progenitor cells in pulmonary vascular remodeling have demonstrated that the number of circulating EPCs correlates inversely with the risk factors of coronary artery disease. For example, unlike SMCs in the normal vascular media that express a differentiated contractile phenotype, neointimal SM-like cells are characterized by a large number of synthetic and secretory organelles. Intriguingly, however, it was reported that some neointimal SM-like cells express a number of hematopoietic lineage makers along with certain SM markers. In addition to diseases of the proper vessels, fibrocytes are associated with pathological vascular remodeling in the context of a diverse set of disease states including obliterative bronchiolitis, [] asthma, [] pulmonary fibrosis,[] and ischemic cardiomyopathy. Progenitor cells in pulmonary vascular remodeling primitive endothelial cells. Each of these

molecules has been implicated in inflammatory cell responses, including adhesion, migration, division, and differentiation of cells, including monocytes, macrophages, and progenitor cells. Very few cells were observed in the control mice. Expansion of the vasa vasorum in hypoxic pulmonary hypertension. Increase in the density of vasa vasorum arrows in proximal a and distal b vessels from hypoxic animals, compared with proximal c and distal d vessels from normoxic animals. Vasa arrows in hypoxic proximal and distal arteries express platelet endothelial cell adhesion molecule PECAM -1 e and f, respectively. Quantitative morphometric analysis demonstrated that the volume density V_v of the vasa vasorum is significantly greater in the adventitia and media of the pulmonary arteries of chronically hypoxic animals, at every level along the longitudinal axis of the pulmonary circulation than in the controls. Progenitor cells in pulmonary vascular remodeling hypertension. Collectively, the Davie et al. Circulating fibrocytes have been implicated in the pathogenesis of lung fibrosis in several mouse models, including irradiation- and bleomycin-induced lung injury. In vivo labeling of circulating monocytic cells with liposome-encapsulated DiI a red fluorochrome provided additional evidence that, in response to chronic hypoxic exposure, the circulating cells were recruited specifically to the pulmonary vessels and not to the systemic vessels, and consequently expressed fibroblast antigens type 1 procollagen in the remodeled pulmonary vessel wall. These results are consistent with studies in other organ systems, where inhibition of fibrocyte accumulation resulted in reduced collagen deposition and reduced accumulation of myofibroblasts. Progenitor cells in pulmonary vascular remodeling A recent study on two distinct rodent models of pulmonary hypertension highlights the potential contribution of BM-derived progenitor cells and the efforts to unravel their contribution to pulmonary vascular remodeling. The possibility that cell fusion could have been playing a role in the differentiation of BM-derived cells into mesenchymal cells was addressed. However, as indicated by fluorescence in situ hybridization FISH assays, the incidence of cell fusion in the lung was very low, ruling this out as a major contributing mechanism. Importantly, the investigators also showed the presence of BM-derived cells in the right ventricle of MCT-treated chimeric rats. Therefore, as in the case of many fibrotic diseases, these results identify BM-derived progenitors as important players in vascular pathology and suggest that strategies aimed at the inhibition of the recruitment of these cells may constitute important therapeutic options in the treatment of pulmonary vascular disease.

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It discusses ADR as it relates to subcontracting and labor disputes, the use of a neutral architect, the importance of site visits, and the significance of understanding ADR procedures before agreeing to them. The use of arbitration is also looked at in depth and guidance is provided for both the arbitrator and for the advocate. There is an entire section devoted to partnering the creation of a working relationship between a building owner and a contractor which further involves subcontractors, design professionals, and other agencies, discussing its benefits and providing useful tips. Lastly, advice is provided for both small and complex construction claims, and the use of Dispute Review Boards comprising panels of three technically qualified neutral individuals. All the major facets of the field are addressed and provide the reader with comprehensive and accurate information, lucid evaluations, and an indication of future developments. They not only acquaint, but also ground the reader in the field. The American Arbitration Association AAA, with its long history and experience in the field of alternative dispute resolution, provides services to individuals and organizations who wish to resolve conflicts out of court. Loulakis is President of Capital Project Strategies, LLC, a consulting firm that specializes in advising clients on procurement and contracting strategies, particularly on projects delivered through design-build. With over 30 years of experience of construction industry experience, Mr. Loulakis received a B. Luc Picard Luc Picard is a senior contract claims manager under contract to a Fortune company in the power generation industry. He is a member of the Ordre des Ingenieurs du Quebec. She serves as a Mediator in the federal courts of the District of Columbia. Formerly an assistant U. Attorney for the District of Columbia, deputy general counsel of the American Institute of Architects, and a vice president of Victor O. Abramowitz is a senior fellow of the Design Futures Council and is serving as the first public member of the National Council of Architecture Registration Boards. Sink and David K. Sink received his B. He is the author of several books and chapters on construction agreements and ADR. Ismay received his B. Naval Academy and his J. Michael Evan Jaffe and Ronan J. McHugh is a counsel in the Washington, D. A contractor for more than 22 years, he was executive vice-president of a Colorado commercial building contractor where he managed operations and contract negotiations. He now serves as a Mediator and Arbitrator on the construction panel of the American Arbitration Association. He has participated in over arbitrations as either counsel or Arbitrator and over mediations as Mediator. District Court for the Western District of Missouri. He is the author of numerous articles and a frequent lecturer on ADR matters. His principal areas of law practice involved ADR, problem solving and litigation, especially in the construction industry. He is a long-time panelist and a member of the board of directors of the American Arbitration Association and is a past recipient of the Whitney North Seymour Medal for outstanding contributions to the responsible use of ADR. Keil is an experienced Mediator and Arbitrator. He is a former policy-making official of Maine state government, having directed a person bureau, and has been instrumental in leading the state of Maine into development of a total quality management TQM program. Begg is a partner in the River Edge, N. He serves on the roster of neutrals for complex construction cases for the American Arbitration Association. Kemp was the neutral architect on the projects described in this article. Altschuler is a practicing architect and principal of his firm since Peters is Executive Vice President, General Counsel and Secretary of Dick Corporation, a national firm headquartered in Pittsburgh that provides general contracting, EPC, design-build services, construction management, project design review, value engineering, document control, cost control, inspection, and materials testing. Lurie earned a B. Venzie, Jr Howard D. His experience in construction litigation includes all types of contract claims and disputes involving the construction of public and private projects. He specializes in construction law and surety law. Lamb, served as a senior vice president

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of Hill International, Inc. Lamb serves the construction industry as an independent consultant providing construction management and claims services. Helen Hawkinson and Michael Roller helped tabulate the survey results. Peckar has long been an advocate of using ADR to resolve construction disputes. Flake and Susan G. A former general counsel of Spaw-Glass Construction, Mr. Flake is an active Mediator and Arbitrator of construction, commercial and employment disputes. Flake is also a municipal judge for the City of Friendswood, Texas. He is admitted to practice before the U. Perin has a full-time mediation and arbitration practice in Houston, Texas. She has 20 years of previous litigation experience with an emphasis on construction cases and has mediated and arbitrated numerous complex, multi-party construction cases. She has taught mediation to hundreds of attorneys and for six years, was an Adjunct Professor in Mediation at the University of Houston Law Center. Busch and Nicole Hantusch Jeffrey S. Busch is a principal of Pinnell, Busch Inc. He is an active panel member of the American Arbitration Association. Nicole Hantusch is on a business exchange with Pinnell, Busch Inc. Peckar, Esq Robert S. MacNaughton and John F. Clay has presided over mediation matters, particularly focusing on commercial and property disputes. Clay is listed in Best Lawyers in America; Best Lawyers in Hawaii; and Super Lawyers in categories of alternative dispute resolution and construction law. Clay has lectured and trained arbitrators and mediators for professional and dispute resolution organizations world-wide. Co-author and lead editor of Environmental Dispute Resolution: A consulting attorney-mediator, facilitator and conflict management coach with more than 25 years of experience advising multinational energy companies, governmental organizations, and NGOs, she is a founding member of Stakeholder Solutions LLC, headquartered in Houston, Tex. He has over 20 years of public accounting, auditing and consulting experience, and has served as a Mediator. Quinney College of Law at the University of Utah. Smith and Roy S. MacPherson is a Director of Gibbons, P. His law practice is limited to construction matters. Mitchell is a full time Mediator and Arbitrator. Since January, he has been a full-time Mediator and Arbitrator. He may be reached at www. He also serves as a consultant and claims analyst for sureties in bond defaults and provides litigation support and expert witness testimony in construction disputes in the United States and overseas. He is a graduate of the University of North Carolina at Charlotte. He has lectured extensively on ADR in the construction industry and has produced several papers on the topic. Malpasuto is currently a full time Mediator and Arbitrator. He has been a construction Attorney since Malpasuto also spent 16 years in the construction materials manufacturing business. Tyrone Holt Albert Bates Jr. Also an Arbitrator and Mediator, Mr. Holt provides professional construction arbitration and mediation services throughout the United States through his company, Western Neutral Services, LLC. He is a co-editor and a chapter author of the book, Design Professional and Construction Manager Liability. Smith and Robert A. He is a partner in Wickwire Gavin, P. Smith, a civil engineer and an Attorney, practices with the firm of Wickwire Gavin, P. Lesser and Belinda A. Bacon is an associate at the firm and a professional engineer. They are both board certified in construction law by the Florida Bar Association and practice exclusively in the field of construction law and litigation. Lesser serves as special construction litigation counsel to the School Board of Broward County. Harmon holds a Ph. Rubin and Bettina Quintas James P. Groton and Robert A. Rubin are, respectively, president and immediate past president of the American College of Construction Lawyers.

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I am working on the template of this blog today in order to chase down some problems that have developed with my template and widgets.

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