THE TENNESSEE JOURNAL OF BUSINESS LAW

ARTICLES

BANK MERGERS IN TENNESSEE: An Annotated Model Tinnessee Bank Merger Agreement Joan MacLeod Heminway & Jackie G. Prester

> PENNZOIL V. TEXACO, TWENTY YEARS AFTER: LESSONS FOR BUSINESS LAWYERS ROBERT M. LLIWD

ACCURACY IS NOT A LOT TO ASK: DECISIONS IN THE SECOND AND THIRD CIRCUITS SET THE TONE FOR LITIGATION OVER CONFLICTS BETWEEN ERISA PLAN DOCUMENTS AND SUMMARIES MICHAEL A. VALENZA

INDEMNIFICATION OF DIRECTORS AND OFFICERS:
DELAWARE AND TENNESSEE
MAILE W. PIERCE

MAINTAINING THE HOME COURT ADVANTAGE: FORUM SHOPPING AND THE SMALL BUSINESS CLIENT TRIPPE S. FILLED

MEMO TO THE PARTNER

PUT OPTION PROVISION IN A BOND MASTER TRUST INDENTURE
ANTHONY M. CALDWELL

CASE NOTE:

EXCEPTIONS TO THE EMPLOYMENT AT WILL DOCTRINE:
THE RELATIONSHIP BETWEEN THE COMMON LAW
TORT OF RETALIATORY DISCHARGE AND THE
TENNESSEE "WHISTLE-BLOWER ACT"
Guy v. Mutual of Omaba, Ins. Co., 79 S.W.3d 528 (Tenn. 2002).
RYAN L. RUSSILI

CASE COMMENTARIES

BANKRUPTCY, CONSTITUTIONAL LAW, CONTRACTS, EMPLOYMENT, PROPERTY, SECURITIES & TAX



A PUBLICATION OF THE CLASTON CONTESTOR ENTREPRENEURAL LAW OF THE UNIVERSES OF TENNESSES COLLEGE OF LAW



The Tennessee Journal of Business Law

VOLUME 6 SPRING 2005	NUMBER 2
----------------------	----------

EXECUTIVE EDITORIAL BOARD

ASHLEY W. BECK Editor in Chief

ANTHONY M. CALDWELL Managing Editor

NATHAN EARLE
Executive Editor

SENIOR EDITORIAL BOARD

HANNAH M. METZGER Senior Commentary Editor

ZAK STANSELL News & Publications Editor

ASSISTANT EDITORS

MIKE BAISLEY

Articles & Research Editor

EDDIE L. BROOMFIELD

Articles & Research Editor

JEREMY DEESE

Articles & Research Editor

JOSHUA FLOWERS

Articles & Research Editor

THIRD-YEAR MEMBERS

EDDIE BAKER TRACY D. CLEVENGER EDWARD W. COLLINS JASON GAST EMILY S. KADERLY MATTHEW LEDWITH JOESEPH LODATO TED MORRISSEY JASON NAHON RYAN RUSSELL JASON WHITLER

SECOND-YEAR MEMBERS

CHRISTIAN M. CRADDOCK JERRY J. FABUS DANIEL FRENCH GENNIE GIESELMANN C. DAMON GUNNELS CHRIS HARRIS David Headrick Catherine Huie Meredith A. Mallard Darsi M. Newman Courtney M. Rogers Elizabeth Saxton

ADAM G. SMITH
STEPHANIE THOMPSON
LEXI WALSH
KRISTINE WEST
MEGAN J. WILSON
PATRICK C. WOODSIDE

FACULTY ADVISOR

Professor George W. Kuney Director, The Clayton Center for Entrepreneurial Law

THE TENNESSEE JOURNAL OF BUSINESS LAW

ISSN 4486-1457. Transactions: The Tennessee Journal of Business Law is published semi-annually and edited by students of the University of Tennessee College of Law. The publisher is Transactions: The Tennessee Journal of Business Law, Inc., c/o The Clayton Center for Entrepreneurial Law, 1505 W. Cumberland Ave., Knoxville, Tennessee 37996-1810. The domestic subscription rate is \$20.00 per volume, \$10.00 per single issue; foreign subscription is \$25.00 per volume, \$15.00 per single issue, plus postage. Unless notice to the contrary is received, Transactions: The Tennessee Journal of Business Law assumes that a renewal of the subscription is desired. All claims of non-receipt of an issue should be made within six months of date of publication if claimant wishes to avoid paying for the missing issue. To order back issues, contact William S. Hein & Co., Inc. at 1285 Main Street, Buffalo NY 14209-1987, or call toll free at (800) 828-7571. POSTMASTER: Send address changes to: Transactions: The Tennessee Journal of Business Law, c/o The Clayton Center for Entrepreneurial Law, 1505 W. Cumberland Ave., Knoxville, Tennessee 37996-1810.

The University of Tennessee College of Law does not discriminate on the basis of race, sex, color, religion, national origin, age, handicap, or veteran status in provision of educational opportunities or employment opportunities and benefits. The UT College of Law does not discriminate on the basis of sex or handicap in its educational programs or activities, pursuant to requirements of Title IX of the Educational Amendments of 1972, Public Law 92-318, and Section 504 of the Rehabilitation Act of 1973, Public Law 93-112, and the Americans With Disabilities Act of 1990, Public Law 101-336. This Policy extends to both employment by and admission to the University. Inquiries concerning Title IX, Section 104, and the Americans With Disabilities Act should be directed to the Office of Equity and Diversity ("OED") at 1840 Melrose Avenue, Knoxville, TN 37996-3560; or telephone (865) 974-2498. Charges of violations of the above policy should also be directed to OED.

THE UNIVERSITY OF TENNESSEE

COLLEGE OF LAW

UNIVERSITY ADMINISTRATION

JOHN D. PETERSON, B.S., Ph.D.	President President
LOREN W. CRABTREE, B.A., Ph.D.	
COLLEGE OF LA	AW ADMINISTRATION
THOMAS C. GALLIGAN, JR., A.B., J.D., LL.M.	Dean and Elvin E. Overton Distinguished Professor of Law
JOHN L. SOBIESKI, JR., B.S., J.D	Associate Dean for Academic Affairs and
	Lindsay Young Distinguished Professor of Law
RACHEL E. INMAN, B.S., J.D.	Assistant Dean for Student Affairs
	Director of Clinical Programs,
	Art Stolnitz Distinguished Professor of Law, and
	Elvin E. Overton Distinguished Professor of Law
GEORGE W. KUNEY, B.A., J.D., M.B.A.	Director of The Clayton Center for Entrepreneurial Law and
•	Associate Professor of Law
CAROL M. PARKER, B.S., M.A., J.D.	Director of Legal Writing and Associate Professor of Law
WILLIAM J. BEINTEMA, B.B.A., J.D., M.S.L.S	Director of the Law Library and Associate Professor
D. CHERYN PICQUET, B.A., M.S.L.S	Associate Director of the Law Library and Professor
	Head of Cataloging for the Law Library and Professor
KAREN REAGAN BRITTON, B.S., M.S., Ed.D.	
	Director of Development and Alumni Affairs
R.G. SMITHSON, B.S., M.S.	Director of Public Affairs
TERESA L. PETERSON, B.S	Budget Director
WILLIAM HODGES, B.S.	
	Networking Manager of the Law Library
MARY ANN JAMES	Human Resources and Administration Manager

COLLEGE OF LAW FACULTY

DWIGHT L. AARONS, B.A., J.D., Associate Professor of Law GARY L. ANDERSON, S.B., J.D., LL.M., Associate Professor of Law FRANCES LEE ANSLEY, B.A., J.D., LL.M., Distinguished Professor of Law BENJAMIN H. BARTON, B.A., J.D., Associate Professor of Law WILLIAM J. BEINTEMA, B.B.A., J.D., M.S.L.S., Associate Professor of Law and Director of the Law Library REBA A. BEST, B.S., M.L.S., Professor and Head of Cataloging for the Law Library JERRY P. BLACK, JR., B.A., J.D., Associate Professor of Law DOUGLAS A. BLAZE, B.S., J.D., Art Stolnitz Distinguished Professor of Law, Elvin E. Overton Distinguished Professor of Law, and Director of Clinical Programs CATHLEEN COCHRAN, B.A., M.S.I.S., Associate Professor and Computer Services Librarian NEIL PHILIP COHEN, B.A., J.D., LL.M., UTK Distinguished Service Professor of Law and W.P. Toms Professor of Law CAROL MORGAN COLLINS, B.A., M.S., Assistant Professor and Catalog Librarian JOSEPH G. COOK, A.B., J.D., LL.M., Williford Gragg Distinguished Professor of Law

JUDY M. CORNETT, B.A., J.D., M.A., Ph.D., Associate Professor of Law THOMAS Y. DAVIES, B.A., M.A., J.D., Ph.D., UT National Alumni Professor of Law THOMAS C. GALLIĞAN, JR., A.B., J.D., LL.M., Dean and Elvin E. Overton Distinguished Professor of Law JOAN MACLEOD HEMINWAY, A.B., J.D., Associate Professor of Law AMY MORRIS HESS, B.A., J.D., Waller Lansden Dortch & Davis Professor of Law and UTK Distinguished Service Professor of Law JEFFREY M. HIRSCH, B.A., M.P.P., J.D., Associate Professor of Law BECKY L. JACOBS, B.S., J.D. Associate Professor of Law DESERIEÉ A. KENNEDY, B.A., J.D., LL.M., Associate Professor of Law JOSEPH H. KING, JR., B.A., J.D., Walter W. Bussart Professor of Law and UTK Distinguished Service Professor of Law GEORGE W. KUNEY, B.A., J.D., M.B.A., Associate Professor of Law and Director of The Clayton Center for Entrepreneurial Law DON A. LEATHERMAN, B.A., J.D., LL.M., Associate Professor of Law ROBERT M. LLOYD, B.S.E., J.D., Lindsay Young Distinguished Professor of Law

SIBYL MARSHALL, B.A., J.D., M.L.S., Assistant Professor and Reference Librarian JEAN E. MOORE, B.A., M.A.L.S., Reference Librarian and Instructor CAROL M. PARKER, B.S., M.A., J.D., Associate Professor of Law and Director of Legal Writing D. CHERYN PICQUET, B.A., M.S.L.S., Professor and Associate Director of the Law Library CARL A PIERCE, B.A., J.D., Professor of Law THOMÁS E. PLANK, A.B., J.D., Professor of Law NATHANIEL PRESTON, B.A., M.A., Ph.D., Writing Specialist M. LORETTA PRICE, B.A., M.S.L.S., Associate Professor and Acquisitions Librarian GARY PULSINELLI, Â.B., Ph.D., J.D., Associate Professor of Law

GLENN H. REYNOLDS, B.A., J.D., Beauchamp E. Brogan Distinguished Professor of Law DEAN HILL RIVKIN, A.B., J.D., Distinguished Professor of Law JOHN L. SOBIESKI, JR., B.S., J.D., Lindsay Young Distinguished Professor of Law and Associate Dean for Academic Affairs BARBARA J. STARK, B.A., J.D., LL.M., Professor of Law GREGORY M. STEIN, A.B., J.D., Woolf, McClane, Bright, Allen & Carpenter Distinguished Professor of Law OTIS H. STEPHENS, A.B., Ph.D., J.D., Resident Scholar in Constitutional Law and Alumni Distinguished Service Professor of Political Science PENNY J. WHITE, B.S., J.D., LL.M., Associate Professor of Law PAULETTE J. WILLIAMS, B.A., J.D., Associate Professor of Law

EMERITI

GRAYFRED B. GRAY, B.A., J.D.,
Associate Professor of Law
FREDERIC S. LE CLERCQ, B.A., M.A., LL.B.,
Professor of Law
TOXEY H. SEWELL, B.S., J.D., LL.M.,
Professor of Law
RICHARD S. WIRTZ, B.A., M.P.A., J.D.,
Elvin E. Overton Distinguished Professor of Law

The Tennessee Journal of Business Law

VOLUME 6	SPRING 2005	NUMB	ER 2
	CONTENTS		
BUSINESS FACULTY NOTES			243
ARTICLES			
Bank Mergers In Tennessee: A Tennessee Bank Merger Agree		Joan MacLeod Heminway& Jackie G. Prester	247
PENNZOIL V. TEXACO, TWENTY YE LESSONS FOR BUSINESS LAWYERS	EARS AFTER:	Robert M. Lloyd	321
Accuracy Is Not A Lot to Ask: Decisions in the Second and Ti For Litigation Over Conflicts Documents and Summaries		Michael A. Valenza	361
Indemnification of Directors of Delaware & Tennessee	& Officers:	Mark W. Pierce	395
MAINTAINING THE HOME COURT A FORUM SHOPPING AND THE SMALL		Trippe S. Fried	419
MEMO TO THE PARTNER Put Option Provision in a Bond Master Trust Indenture		Anthony M. Caldwell	435
CASE NOTE EXCEPTIONS TO THE EMPLOYMEN' THE RELATIONSHIP BETWEEN THE TORT OF RETALIATORY DISCHARG: TENNESSEE "WHISTLE-BLOWER AC	E COMMON LAW E AND THE		
Guy v. Mutual of Omaha, Ins. Co., 79 S	S.W.3d 528 (Tenn. 2002).	Ryan L. Russell	447
CASE COMMENTARIES BANKRUPTCY, CONSTITUTIONAL L. EMPLOYMENT, PROPERTY, SECURIT			471

BUSINESS FACULTY NOTES

Professor Joan Heminway presented a working paper on Nov. 12 at a forum sponsored by UT's Corporate Governance Center. The paper, tentatively entitled "Just Do It!: Specific Rulemaking Proposals for Materiality Guidance in the Insider Trading Context," represents an extension of Professor Heminway's earlier work on the role of materiality in insider trading regulation. Professor Heminway was a "guest blogger" January The Conglomerate in on

(http://www.theconglomerate.org), a Weblog hosted by Gordon Smith and Christine Hurt (law professors from the University of Wisconsin and Marquette University, respectively). More recently, she presented a paper focusing on the criminal securities fraud charges brought against Martha Stewart (on which she later was acquitted) at an April corporate governance conference at The University of Maryland School of Law. She also gave a presentation entitled "Pitfalls and Problems in State Limited Liability Company Statutes: Underlying Conflicts and Teambuilding . . . and the Resulting Statutory Frameworks" as part of her participation in a panel discussion at the American Bar Association Section of Business Law's Spring Meeting in Nashville. Professor Heminway currently is working on a variety of other research projects in the area of insider trading regulation and law teaching. She recently was awarded the Harold C. Warner Outstanding Teacher Award for 2004 Professor Heminway will be a Visiting Professor at Boston College Law School for the Fall 2005 semester.



Professor Amy Morris Hess has just completed the 2005 supplements to the treatise BOGERT AND HESS, THE LAW OF TRUSTS AND TRUSTEES, and has begun work on the replacement of the first volume of the treatise. In late April 2005, she will be the keynote speaker at the Kasner Symposium on Estate Planning at the University of Santa Clara Law School in California.



Professor Jeffrey Hirsch is currently preparing a paper entitled "Taking Property Rights Out of Labor Law: A New Paradigm for Union Right-to-Access Cases" for presentation at the Southeastern Association of Law Schools. Professor Hirsch continues to focus on his teaching; now in his first year at the College of Law, he teaches Labor Law, Law of the Workplace, Employment Discrimination, and Federal Courts.



An article by **Professors George Kuney** and Donna Looper, Successor Liability in California, is to be published in the Spring issue of THE CALIFORNIA BUSINESS LAW PRACTITIONER, a quarterly published by The University of California's Continuing Education of the Bar. Another article by Prof. Kuney, "Product Line Continuity and Successor Corporation Liability: Where are We Twenty Years Later?" dealing with Successor Liability, the late Professor Jerry Phillips' work

on that subject, and the state of the law in California, Michigan, and New Hampshire will be forthcoming in an issue of THE TENNESSEE LAW REVIEW this summer. He is also preparing a comprehensive overview of the state of the law of successor liability in the United States, detailing the specific doctrines in force in particular jurisdictions which are too often generalized and described inaccurately by commentators, the Restatement (Second) of Torts, and the courts themselves. Finally, Professor Kuney's article, Hijacking Chapter 11, has been published by the EMORY BANKR. DEV. J. as the lead article in Volume 21.



Professor Becky Jacobs made a presentation at the Rulci Colliquium on Constitutional Law and Theory at the University of the Western Cape in Cape Town, South Africa, Aug. 9-10. Her topic was "The Post-Apartheid City in the New South Africa: Constitutional Triomf?" She attended the Annual South-North Exchange on Theory, Culture and Law at the IAUPR School of Law in San Juan, Puerto Rico, where she participated on a panel that discussed NAFTA. Her most recent

publications include Brazil's Agricultural Trade War: Success and Failure on the Southern Route to Antarctica, U. MIAMI INTER-AM. L. REV. (forthcoming); Policy and Praxis: A Role for LatCrit Institutional-Class Analysis in Latin American Judicial Reform, 16 FLA. J. INT. L. 601 (2004); and PMS HAH Acronym: Perpetuating Male Superiority, 14 TEX. J. WOMEN & L. 101 (2004). Professor Jacobs also serves as the coach for the University's Philip C. Jessup International Law Moot Court Competition team.



Professor Don Leatherman spoke on current developments for consolidated groups in January at the ABA tax section meeting in San Diego and will speak on the same subject at the May ABA tax section meeting in Washington DC. Professor Leatherman recently completed a short article on current developments for consolidated groups for TAX LAWYER. He is currently writing a book review of David Cay

Johnston's book PERFECTLY LEGAL, as well as an analysis of proposed regulations recently issued by Treasury on liquidations of a consolidated subsidiary into multiple consolidated members. He is also working on an article on the history of the consolidated return regulations.



Professor Robert Lloyd's article *Hard Law Firms and Soft Law Schools* was published in the NORTH CAROLINA LAW REVIEW [83 N.C. L. REV. 101 (2005)]. He is currently working on a series of articles on contract damages. The first, tentatively entitled *Proving Lost Profits After Daubert*, should be finished soon.



Professor Carl Pierce will be teaching a course on Comparative Regulation of the Legal Profession during the 2005 Cambridge Summer Program, a fully ABA-accredited program organized in association with Downing College of Cambridge University and a consortium of law schools including the University of Mississippi School of Law, the University of Arkansas-Fayetteville School of Law, the University of Tennessee College of Law, and the University of Nebraska College of

Law.



Professor Thomas Plank spent the last week in January 2005 as the 2005 Southeastern Bankruptcy Law Institute Distinguished Visiting Professor at Georgia State University College of Law. He participated in classes, consulted with faculty, and made a presentation on why as a matter of constitutional law insolvency of a debtor should be a jurisdictional requirement for seeking relief under the Bankruptcy Code.

Professor Plank won the 2004 Marilin V. Yarbrough Faculty Award at the UT Honors Banquet in February for his article, *The Erie Doctrine and Bankruptcy*, published in 79 NOTRE DAME L. REV. 633-92 (2004), and reprinted in 13 J. BANKR. L. & PRAC. 55-113 (2004). The Marilin V. Yarbough Faculty Award is given for Writing Excellence for the best law review article published in 2004 by a member of the UT faculty.



Professor Gary Pulsinelli continues to concentrate on research and teaching. Professor Pulsinelli was also a coach for the College of Law's Trademark Moot Court Team, which competed on Feb 20.

Professor Greg Stein will serve as Visiting Professor of Law at Shanghai Jiaotong



University Law School in Shanghai, People's Republic of China, during the summer semester of 2005. Professor Stein will teach Chinese law students (in English) about American property law and real estate finance law. He also will undertake academic research into Chinese real estate finance. Professor Stein previously served at the university as a Fulbright Lecturer for the 2003 spring semester. Professor Stein spoke at a conference presented by the William and Mary Bill of Rights

Institute honoring Frank Michelman, a professor at Harvard Law School, held in Williamsburg, Virginia, in November 2004. He will speak at the ABA Real Property, Probate and Trust Law Section's Spring Continuing Legal Education Meeting in Washington, DC, in April 2005. Professor Stein's article, Early Land Use Cases, Continued Uncertainty: The Religious Land Use and Institutionalized Persons Act, was published in PROBATE & PROPERTY in early 2005.



Professor Paulette J. Williams taught the Business Law Clinic in both the fall and spring semesters of the 2004 - 2005 academic year. She and her students are working on several projects for new businesses, non-profits and community organizations. Her article, *The Continuing Crisis in Affordable Housing: Systemic Issues Requiring Systemic Solutions*, 31 FORDHAM URB. L. J. 413 (2004), was published last year, and she is currently working on a chapter on Preservation of Affordable

Housing for an American Bar Association book to be published later in 2005. Her next two projects will concern affordable housing development in Knoxville and community economic development in clinical legal education.