



Kessler
CONSTRUCTION



Burton
CONSTRUCTION



McLaughlin
FINANCE



Capps
FINANCE



Sohn
FINANCE



Robles
FINANCE



Griffin
LAW

■ ADVERTISING

Outside the Box welcomes **Stacy Jones** from EGR Communications to coordinate advertising and marketing projects. **Kabrina Campbell** has been promoted to VIP manager. An Outside the Box employee of two years, Campbell will manage the firm's larger house accounts. Her new role gives her the opportunity to spend more time on the creative side of event planning, advertising and public relations.

■ CONSTRUCTION

Joeris General Contractors Ltd. welcomes **Russell Kessler** and **Travis Burton**, who have joined its project management team. Kessler was named project manager and Burton was named assistant project manager.

■ EDUCATION

Marjie M. French will join the University of Texas at San Antonio (UTSA) as the new vice president for university advancement effective Jan. 28, 2008. French comes to UTSA from the University of Texas at Dallas where she served as vice president for development since June 2005. A development professional with more than 15 years of experience at public research institutions, her service includes 10 years with the University of Texas at Austin and three years with the University of Houston. French's university advancement career includes management experience in development, alumni relations and communications with leadership roles in two university multimillion-dollar comprehensive capital campaigns and personal major gift solicitations and acquisi-

tions from both state and national charitable foundations.

■ FINANCE

KPMG LLP has admitted **Joseph S. McLaughlin** into the partnership of the U.S. firm. McLaughlin provides tax services to industrial markets clients, primarily in the energy sector. He joined the company in 1997.

International Bank of Commerce (IBC Bank) - San Antonio has promoted two longtime commercial lenders to positions of executive leadership. **Richard Capps** and **Mike Sohn** have both been promoted to the position of executive vice president and senior commercial lender, respectively. Capps has more than 30 years of experience in the banking industry and has spent the last 15 years of his career working at IBC. In his new role, Capps will manage senior-level commercial lending for the San Antonio market. He will also remain the head of local real estate lending and site selection for IBC. Sohn has 23 years of experience in the banking industry, and has worked for IBC for the past 16 years. In his new position, he will serve as the commercial lending department manager for the San Antonio market. His areas of expertise include commercial real estate, construction, manufacturing, oil and gas, and professional and executive lending. He also remains involved in the bank's marketing and employee development initiatives.

Major General **Josue (Joe) Robles Jr.** has been named USAA's new president and CEO. Robles served as chief administrative officer,

chief financial officer and corporate treasurer for USAA.

Security Service Federal Credit Union has promoted **Marilyn Hartmann** to senior commercial loan officer. Hartmann joined the credit union in 2004 as a commercial loan officer in the business services department. She has worked in the financial services industry for several years and has extensive experience in commercial lending.

Quirk & Co. welcomes **Kristen Bayness** as its new underwriter. Bayness has more than four years of experience in renewal underwriting with various commercial products. Her focus will be servicing renewal accounts for the Professional Risks Team.

Independence Title welcomes Attorney, **Bruce D. Liesman** as vice president/general counsel. Liesman comes to Independence with 24 years of experience in the title industry. He was general counsel of Alamo Title Insurance, chief division counsel of United General Title Insurance Co. and senior underwriting and regulatory and compliance counsel of Fidelity National Title Insurance Co.

■ LAW

Sean Crandall has joined Jackson Walker as an associate in the Intellectual Property section of the San Antonio office. His practice involves all aspects of intellectual property, including patents, trademarks, copyrights and licensing.

Brown PC welcomes **James B. Griffin** as the