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Michael B. Brough (now retired) founded the Brough Law Firm in 1988 in Chapel Hill, North Carolina. Today, the Principals of the firm are G. Nicholas (Nick) Herman, Robert E. (Bob) Hornik, Jr., and T.C. Morphis, Jr. The other attorneys in the firm are Albert M. Benshoff, S. Ellis Hankins, Kevin R. Hornik, and Brady N. Herman. With offices in Chapel Hill, Concord, and Raleigh, North Carolina, the firm has a statewide practice primarily devoted to land use and local government work.

The firm regularly assists developers in obtaining zoning and other land use entitlements, and we also represent individuals, citizen groups, businesses, and other corporations in a broad range of capacities relating to planning, zoning and land-use related matters. We regularly assist clients with rezonings, variances, special and conditional use permits, annexations, condemnations, vested rights, subdivision development, historic district designations, and regulations under the N.C. Coastal Area Management Act, as well as other State and federal land use and environmental laws.

The firm also has a robust local government practice. We serve as general counsel to nineteen North Carolina municipalities, including Aberdeen, Cameron, Carrboro, Carthage, Creedmoor, Foxfire Village, Hamlet, Hillsborough, Hoffman, Mocksville, Oakboro, Pinebluff, Robbins, Roxboro, Spring Lake, Stanfield, Stem, Vass, and Whispering Pines. The firm also provides special litigation services for the Town of Cary, City of Concord, Currituck County, Rockingham County, Cabarrus County, Robeson County, and Brunswick County, and regularly assists numerous other cities and counties throughout the State in matters ranging from ordinance drafting to litigation.

The members of the firm have extensive expertise in litigation and appellate matters, and they have argued over 135 cases in the N.C. Supreme Court, N.C. Court of Appeals, and the United States Court of Appeals for the Fourth Circuit. In addition, members of the firm have taught on the adjunct faculties at the University of North Carolina School of Law, North Carolina Central University School of Law, Duke University School of Law, Campbell University School of Law, North Carolina State University, Elon University, National Institute for Trial Advocacy, and at the School of Government in Chapel Hill. Collectively, the members of the firm have published 13 books and monographs, and over 100 articles (including Continuing Legal Education papers) on various areas of law in which the firm practices.

G. NICHOLAS (NICK) HERMAN

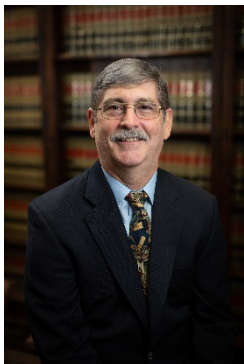


Nick Herman received his Bachelor of Arts degree from the University of North Carolina at Chapel Hill as a Morehead-Cain Scholar and his law degree from Duke University School of Law. He has extensive litigation experience in state and federal court in a wide variety of areas of law, including municipal and county defense, zoning issues, constitutional law, civil rights, eminent domain, and employment law. He has also argued over 40 cases in the North Carolina Supreme Court, North Carolina Court of Appeals, and the United States Court of Appeals for the Fourth District.

Mr. Herman is also an Adjunct Professor at North Carolina Central University School of Law, Campbell Law School, and Elon University, and he has taught on the adjunct faculties at Duke Law School and UNC-CH Law School. He teaches courses in trial practice, the law of evidence, legal counseling and negotiating, arbitration, appellate advocacy, civil procedure, alternative dispute resolution, and pretrial litigation, among other courses. He has also taught on the faculty of the National Institute of Trial Advocacy in trial practice, negotiation and mediation, and deposition-taking skills. He is the author of six law books: *North Carolina Civil Trial Practice* (Juris Publishing, Inc. 2012); *Navigating the First Year of Law School* (Carolina Academic Press 2016); *Practical Evidence: The Law, Foundations, and Trial Techniques* (2d ed. West Group 1999); *Plea Bargaining* (4th ed. Juris Publishing Inc. 2017); *Legal Counseling, Negotiating & Mediating: A Practical Approach* (Carolina Academic Press 2009); and *A Practical Approach to Client Interviewing, Counseling, and Decision-Making: For Clinical Programs and Practical-skills Courses* (Carolina Academic Press 2009). He has also written over 60 articles on various subjects of law, litigation, and appeals.

Mr. Herman has been a lecturer at numerous Continuing Legal Education programs on topics such as land-use regulation powers, civil litigation and trial advocacy, eminent domain, the law of damages, witness preparation, disability law, and ethical considerations in civil litigation and appellate practice. He now serves as general counsel to the Town of Carrboro and the City of Roxboro. He has served as special litigation counsel for Cabarrus County, Rockingham County, Brunswick County, Chatham County, Currituck County, Robeson County, the City of Concord, the City of Wilmington, the Town of Unionville, and the Town of Garner. His practice is otherwise primarily devoted to general representation and complex litigation and appeals involving areas such as county and municipal law, zoning issues, land use regulation, condemnation cases, nuisance abatement, constitutional law, employment law, disability law, and business litigation.

ROBERT E. (BOB) HORNIK, JR.



Bob Hornik received his Bachelor of Arts degree, with honors, in Political Science from LeMoyne College in Syracuse, New York, and his law degree from The Washington & Lee University School of Law in Lexington, Virginia. Before becoming a principal in the Brough Law Firm, he engaged in the private practice of law in Syracuse, New York, representing local governments and real estate developers.

Mr. Hornik's practice emphasizes municipal law, zoning and land use law, litigation, and ordinance drafting. He serves as general counsel to the Towns of Hillsborough, Hoffman, Pinebluff, and Stem, and supports others in the firm in their capacities as counsel for the Firm's other municipal clients. Mr. Hornik has represented and advised municipalities in New York and North Carolina on issues including local finance, employment, annexation, zoning, planning and environmental law, and private developers in administrative and judicial proceedings at the State and Federal levels.

Mr. Hornik has extensive litigation experience in municipal, land use, and annexation matters in trial and appellate courts, including the North Carolina Supreme Court and the United States Supreme Court. He has also counseled clients in various commercial real estate transactions, including site acquisition, leasing and financing of multi-million-dollar commercial, retail and office ventures, and large scale residential subdivisions. Mr. Hornik's practice has included representation of several regional and national wireless telecommunication providers in the site acquisition and permitting processes for wireless telecommunications facilities, including State and Federal court actions brought under the Telecommunications Act.

Mr. Hornik is admitted to practice not only in North Carolina and New York, but also in the federal courts in the Northern and Western Districts of New York, in the Eastern, Middle and Western Districts of North Carolina, in the United States Circuit Court for the Fourth Circuit, and in the United States Supreme Court. He is a member of the North Carolina, New York and American Bar Associations. Mr. Hornik is active in the North Carolina Bar Association's Zoning, Planning, and Land Use Section, having served as a member of the Section's first Section Council. He served two terms as Chairman of the Section's Continuing Legal Education Committee, and has presented continuing legal education programs for municipal attorneys and newly admitted attorneys on numerous occasions.

T.C. MORPHIS, JR.



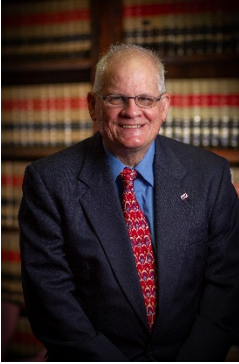
T.C. Morphis grew up in Hickory, North Carolina. He received a Bachelor of Arts in Philosophy and History from UNC-Chapel Hill and his Law Degree and a Master's Degree in City and Regional Planning from UNC-Chapel Hill.

Mr. Morphis' primary practice areas include municipal, zoning, land use, employment, code enforcement, environmental, and coastal area management law. He provides general legal counsel for the Cities of Creedmoor and Hamlet; the Towns of Aberdeen, Cameron, Carthage, Pinebluff, Robbins and Vass; and the Village of Whispering Pines. He also serves as outside counsel to the Concord and Chatham County Boards of Adjustment, and regularly represents citizen groups and other private clients in land-use litigation throughout North Carolina. Mr. Morphis has experience at all stages of litigation, from quasi-judicial hearings before local boards to trial court work and appellate advocacy before the North Carolina Court of Appeals and North Carolina Supreme Court. Mr. Morphis also regularly advises local government clients on code enforcement and board governance issues.

Early in his career, Mr. Morphis served as a clerk with the Charlotte City Attorney's Office and as an extern for the Honorable Judge Linda McGee of the North Carolina Court of Appeals. Mr. Morphis' Masters-Degree Project compared land trusts and resource conservation efforts in North Carolina with forest conservation in India, and he was a recipient of a U.S. Department of Education Foreign Language Area Studies scholarship for the study of Hindi and Urdu. Mr. Morphis also received, at UNC-CH Law School, the Gressman-Pollitt Award for Oral Advocacy, the Best Overall award in the UNC Environmental Negotiation Competition, and recognition as a finalist in the Merhige National Environmental Negotiation Competition.

Mr. Morphis is admitted to practice in the State courts in North Carolina and in the United States District Court, Middle District of North Carolina. He is a member of the North Carolina Bar Association, and he has previously served as the Chair of the North Carolina Bar Association's Zoning, Planning and Land Use Section Council and as the Co-Editor of the North Carolina Bar Association's *Land Use Law Quarterly*. He also previously served on the Triangle Land Conservancy's Land Protection Committee and as the Chairman of the Advisory Committee to the City of Durham's Community and Family Life Center at Lyon Park.

ALBERT M. BENSHOFF



Al Benshoff graduated from the University of Michigan with a Bachelor of Science in Natural Resources. He briefly worked as a contractor for the U.S. Department of the Interior, Bureau of Outdoor Recreation (now the National Park Service) before working in environmental compliance for National Steel Corp. He later received a Master's Degree in Regional Planning from the University of Michigan.

For many years, he worked as a planner, first for the Beaufort County, S.C. Planning Commission, and then for the City of Cary, N.C. where he oversaw the adoption of the first Unified Development Ordinance, the construction of the first five miles of greenway, and several comprehensive plans. While working in Cary, he attended the evening law program at N.C. Central University School of Law, in Durham, NC.

After receiving his law degree, Mr. Benshoff became the City Attorney for Lumberton, N.C. and then served as the City Attorney for Concord, N.C. Some of his accomplishments in Concord include litigating a major zoning challenge to the new Cabarrus County jail, re-writing the Concord Development Ordinance, obtaining and defending Inter-Basin Transfer Permits from the Yadkin and Catawba Rivers to Concord and Kannapolis, assisting with the redevelopment of "Brownfield" sites, and organizing community development and the construction of the joint Albemarle-Concord- Kannapolis water pipeline.

Mr. Benshoff provides general legal counsel to the Towns of Oakboro, Mocksville and Stanfield, as well as the City of Sanford Board of Adjustment and Historic Preservation Commission. He has worked with other local government clients, including the Towns of Aberdeen, Carthage, Carrboro, Creedmoor, Selma, Holly Springs, Pinebluff, Robbins, the Lumberton Convention and Visitors Bureau, the Cities of Kannapolis and Roxboro, and the Village of Pinehurst. He practices in the areas of real estate development, code enforcement, contracts, economic development, annexation, land use and zoning, eminent domain, housing authorities, personnel, and community development, including U.S. Housing and Urban Development programs.

Mr. Benshoff is licensed in the North Carolina state courts and U.S. District Courts of the Eastern, Middle and Western Districts of North Carolina, as well as the U.S. Fourth Circuit Court of Appeals. He is a member of the North Carolina Bar Association, where he is a member of the Zoning, Planning and Land Use section and on the Board of Directors of the Government & Public Sector section. He also serves as the President of the Board of Directors of two non-profit corporations providing housing to low income seniors in Cabarrus County, the Methodist Episcopal Senior Housing, Inc. and Housing Episcopal Methodist Presbyterian, Inc.

S. ELLIS HANKINS



Ellis Hankins earned his B.A., Master of Regional Planning and Law degrees from UNC-Chapel Hill. As an attorney with the firm based in Raleigh, his practice focuses primarily on local government representation and appellate advocacy.

Mr. Hankins provides general legal counsel to the Town of Spring Lake. He also teaches as a visiting professor in graduate public policy and management programs at UNC-Chapel Hill, NC State, and Duke University, in the areas of state and local government, tax policy and public finance, public law and ethics, and intergovernmental relations. He also has assisted cities, counties, public risk pools, state municipal leagues, and county associations with executive searches and other management needs, as a member of a nationwide public sector consulting firm.

Mr. Hankins served as Executive Director of the North Carolina League of Municipalities, the statewide municipal association, and previously as the League's General Counsel and chief state legislative lobbyist. He has represented municipalities and other public and private sector entities and associations in state and federal trial and appellate courts and before congressional committees, as a member of the League staff and in private law practice. He is licensed to practice law in North Carolina and is admitted to practice before the U.S. District Court for the Eastern District of North Carolina and the U.S. Court of Appeals for the Fourth Circuit.

He is a former member of the National League of Cities Board of Directors; the NLC Mutual Insurance Company Board of Directors and Executive Committee (reinsurance company); the NCLM Risk Management Services Board of Trustees; the UNC School of Government Foundation Board of Directors; and the Wake County Parks and Recreation Commission. He assisted with the transition of North Carolina Governor-Elect Roy Cooper, leading the assessment team that evaluated the Governor's Office, Department of Administration and Office of State Human Resources.

Mr. Hankins is a lifetime honorary member of the NC Municipal Attorneys Association and the NC City-County Management Association, and he received the Grainger Barrett Award for Excellence from the NC Bar Association Government and Public Sector Section. He is a member of the Order of the Long Leaf Pine, bestowed by Governor McCrory for exemplary service to the State of North Carolina.

KEVIN R. HORNIK



Kevin Hornik received his Bachelor of Arts degree, with honors, in History from Queens University of Charlotte in Charlotte, North Carolina in 2013. He received his law degree in 2016, and was admitted to practice in all courts of this State in 2017.

While in law school, Mr. Hornik worked as a legal writing consultant and instructor, assisting and advising students on their legal writing assignments. He also worked as an intern at the school's Community and Economic Development Clinic, providing pro bono legal services to non-profit and community and economic development organizations in the Charlotte area and in the surrounding communities. He also was a member of the World Affairs Council of Charlotte, participating in and attending lecture series in the greater Charlotte area through both law school and The Magellan Society.

Mr. Hornik's experience includes local government and municipal land use matters, as well as non-profit and community economic development work. He practices with the firm by counseling the firm's numerous local government clients in land-use, regulatory, and employment matters, including all operational and transactional aspects of those local governments. In addition, he provides integral legal research, and litigation representation and support for cases litigated by the firm on behalf of local governments. This includes counsel and representation in administrative matters, quasi-judicial proceedings, trial proceedings, and appellate cases brought on behalf of the local governments represented by the firm in the N.C. Court of Appeals, N.C. Supreme Court, the federal district courts of North Carolina, and the Fourth Circuit Court of Appeals.

BRADY N. HERMAN



Brady Herman received his B.A. degree from Elon University and his J.D. degree from Campbell University School of Law. While in law school, he concentrated his studies in litigation. He was also a named contributor to *Navigating the First Year of Law School*, a nationally-distributed book published by Carolina Academic Press.

His practice is devoted to assisting private clients obtain zoning and land use entitlements and advising local government clients in a wide range of areas, zoning and planning matters, code-enforcement, quasi-judicial functions, ordinance drafting and interpretation, police and fire functions, storm water and other public-utility matters, employment matters, and contract and other transactional matters for local governments. Mr. Herman also provides legal research and litigation representation and support for cases litigated by the firm. This includes counsel and representation in negotiation and mediation, administrative matters, quasi-judicial proceedings, trial proceedings, and appellate cases brought on behalf of the local governments represented by the firm in the North Carolina and federal courts.

Brady is a contributing author to the regular updates for *North Carolina Civil Trial Practice—With Application of the N.C. Rules of Evidence*—which is North Carolina’s leading trial-practice treatise published by Juris Publishing Company. He is admitted to practice in all North Carolina courts.

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Publications by Firm Members

Books & Monographs

Navigating The First Year of Law School (Carolina Academic Press 2016).

North Carolina Civil Trial Practice (Juris Publishing, Inc 2012-present)

Legal Counseling, Negotiating & Mediating: A Practical Approach (Carolina Academic Press 2009)

The Nonconforming Use in North Carolina Zoning Law: Text and Model Ordinance, (Institute of Government 1976)

North Carolina Volunteer Fire Department Journal (1995 to present)

The Order Of The Golden Fleece At Chapel Hill, 1904-2004: America's First Honor Society For University Leaders (The University of North Carolina at Chapel Hill Library 2005).

Plea Bargaining (4th ed. Juris Publishing, Inc. 2017)

A Practical Approach to Client Interviewing, Counseling, and Decision-Making: For Clinical Programs and Practical-skills Courses (Carolina Academic Press 2009)

Practical Evidence: The Law, Foundations, and Trial Techniques (2d ed. West Group 1999).

Preparing Ordinances Regulating Mobile Homes and Mobile Home Parks in North Carolina: A Guidebook (Institute of Government 1976)

Selected Major Issues in North Carolina Zoning and Land Use Law (1986)

A Unified Development Ordinance (American Planning Association 1985)

The Zoning Board of Adjustment in North Carolina (Institute of Government 2d. ed. 1984)

Articles

“The Future of Impact Fees in Light of *Quality Built Homes, Inc. v. Town of Carthage*, 789 S.E.2d 454 (N.C. 2016),” N.C. Bar Association, 2017 Zoning Planning & Land Use Section Annual Meeting (April 6, 2017).

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reprinted in Brinkos, Janet L., *Course Book on: "The Woman Advocate '94"* (Seminars sponsored by Prentice Hall Law & Business and the Section of Litigation of the American Bar Association, April 14-15, 1994 in New York City; May 5-6, 1994 in Chicago; and May 19-20, 1994 in San Francisco); reprinted for the *King Hall Civil Rights Clinic Student Manual*, University of California School of Law at Davis (1996); reprinted for the Federal Public Defender, District of New Mexico seminar on "How to Do a Federal Criminal Appeal," February 27, 1998 in Las Cruces, New Mexico; reprinted for St. John's University School of Law (summer course, 1999); reprinted for the Honorable Rhonda Reid Winston, Superior Court of the District of Columbia, presentation at the Charlotte E. Ray Inn of Court meeting, October 23, 2003.

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“Fending off Forfeiture,” 21 *Trial*, No. 12, at 70 (Dec. 1985).

“International Extradition in CCE and RICO Cases,” 9 *Inside Drug Law*, No. 2, at 5 (Nov., 1985).

“Protecting Innocent Owners from Drug-Related Forfeiture,” 2 *Inside Drug Law*, No. 2, at 1 (March, 1985).

“Problems of Double Criminality,” 21 *Trial*, No. 1, at 58 (January 1985).

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“Flexibility Without Arbitrariness in the Zoning System: Observations on North Carolina Special Exception and Zoning Amendment Cases,” 53 *N.C. Law Review* 925-958 (1975).

Presentations by Firm Members

Faculty Presenter, “Local Government Compliance With the “Reasonable Accommodation” Requirement of the FHA, ADA, and RA,” N.C. Municipal Attorney’s Association Summer Conference, August 2-4, 2018

“Quasi-Judicial Procedure: Evidence and Building a Record,” City of Creedmoor Board of Adjustment (July 12, 2018)

“Code Enforcement,” North Carolina Municipal Attorney’s Conference (UNC-School of Government, March 23, 2018)

“Wireless Telecommunication Zoning after H.B. 310,” N.C. Association of Zoning Officials (February 19, 2018)

“Wireless Telecommunications Workshop,” sponsored by the Town of Carthage and The Brough Law Firm (N.C. Chapter of the American Planning Association, December 12, 2017)

“Reexamining Checks and Balances: Legislative Changes to State and Local Government,” Government and Public Sector Section (N.C. Bar Association, November 17, 2017)

Telecommunication and Public Rights-of-Way Ordinances, Town of Carthage Board of Commissioners and Planning Board (August 23, 2017)

“The Future of Water and Sewer Impact Fees,” Zoning, Planning & Land Use Law Section Annual Meeting (N.C. Bar Association, April 6, 2017)

“Local Government Overview,” City of Creedmoor Board of Commissioners (May 17, 2016)

“Illegal Fees and Attorneys’ Fees,” Zoning, Planning & Land Use Section Annual Meeting (N.C. Bar Association, March 18, 2016)

“Trial Advocacy Tips,” Campbell Law School Trial Advocacy Program (Campbell Law School, March 25, 2015)

“Professionalism Issues for Local Government Counsel,” Professionalism for New Attorneys Program (N.C. Bar Association, October 14, 2015)

“Protecting Endangered Properties - Prevention of Demolition by Neglect and Other Preservation Tools,” Preservation North Carolina Annual Conference. (Salisbury, NC, September 17, 2015)

“A Reluctant Acceptance of Public Private Partnerships in North Carolina,” Zoning Planning and Land Use Law Section Annual Meeting (N.C. Bar Association, March 27, 2015)

“A Discussion of *Lanvale Properties v. County of Cabarrus*,” N.C. Association of County Attorneys Winter Conference (U.N.C.-School of Government, February 6, 2015)

“Quasi-Judicial Procedures,” Town of Aberdeen Planning Board and Historic Preservation Commission (January 15, 2015)

“Fair Housing and Local Government Land-use Regulations Affecting Persons with Disabilities,” Town of Cary Board of Adjustment (October 6, 2014)

“Fair Housing and Reasonable Accommodations by Local Governments,” 2014 North Carolina Planning Conference (October 2, 2014)

“Managing the Attorney-client Relationship and Organization of a Legal Department,” Professionalism for New Admittees Program (N.C. Bar Association, May 15, 2014)

“The State of Local Government Powers after *Lanvale Properties, LLC v. Cabarrus County* and into the Future,” Joint Zoning, Planning & Land Use Section and Government/Public Sector Section C.L.E. Program (N.C. Bar Association, March 28, 2014)

“The Aberdeen Board of Commissioners,” Town of Aberdeen Board of Commissioners (February 27, 2014)

“The Aberdeen Planning Board: An Introduction,” Town of Aberdeen Planning Board (October 17, 2013)

“Quasi-Judicial Procedure,” City of Concord Board of Adjustment (August 28, 2012)

“*Lanvale Properties, LLC v. Cabarrus County and the City of Locust* and Its Implications,” N.C. Municipal Attorneys Winter Conference (U.N.C.-School of Government, March 14-15, 2013)

“Quasi-Judicial Procedure,” Town of Cary Board of Adjustment (March 22, 2011)

“Town of Aberdeen Historic Preservation Commission,” Town of Aberdeen Historic Preservation Commission (March 21, 2011)

Lecture on “Litigation in Real Estate Development Process” course at Kenan-Flagler School of Business (U.N.C.-Chapel Hill, January 27, 2011)

Testimony on behalf of the National League of Cities, National Association of Counties, National Sheriffs Association, National School Boards Association, International City-County Management Association, International Public Management Association for Human Resources, et. al. in Opposition to H.R. 413, Public Safety Employer-Employee Cooperation Act of 2009, before the U.S. House of Representatives Subcommittee on Health, Employment, Labor and Pensions, 111th Congress (March 10, 2010)

“With a Little Help From My Friends—Negotiation Techniques,” N.C. Bar Association C.L.E., “We Can Work It Out—15th Dispute Resolution Section Annual Meeting,” (April 11, 2008)

Leadership Lecture (Elon University Center for Leadership, March 12, 2008)

“Constitution Day,” Lecture to Elon University, College of Arts & Sciences: “Exploring Some Common Constitutional Myths” (September 19, 2007)

“The Legal Responsibilities of the Landlord Under N.C. Law,” Housing Workshop (City of Roxboro, N.C., July 23, 2007)

“Professionalism in Your Practice” (Orange County Bar Association C.L.E. Second Celebration of Professionalism, January 26, 2006)

“Law Students and Lawyers in Professionalism” (Orange County Bar Association C.L.E. on Professionalism, February 12, 2004)

“Update on the City of Hickory Unified Development Ordinance” (Catawba County Bar Association meeting, June 12, 2009)

“Development Agreements and Conditional Zoning in North Carolina” (Moore County Planning Retreat, August 15, 2008)

“Origin, History, And Status Of Bill Dealing With Quasi-Judicial Land Use Decisions” (Law Seminars International Two-Day Conference, July 24-25, 2008)

“Senate Bill 212: Land-Use Permit Appeals” (N.C. Bar Foundation, May 3, 2007)

“Governmental Immunity” (U.N.C.-Chapel Hill School of Government, October 27, 2005)

“Judicial Review of Quasi-Judicial Zoning Decisions” (N.C. Bar Foundation, May 7-8, 2004)

“Getting the Most Out of Your Appraiser (Updated)” (C.L.E. International Eminent Domain Conference August 14-15, 2003)

“Local Regulation of Intensive Livestock Operations After *Craig v. County of Chatham*” (N.C. Bar Association C.L.E. Program October 4, 2002)

“Getting the Most Out of Your Appraiser” (C.L.E. International Eminent Domain Conference June 27-28, 2002)

“Neither Fish Nor Fowl: Conditional Use Zoning” (N.C. Bar Foundation, 2002)

“The Law of Depositions in North Carolina” (N.C. Academy of Trial Lawyers CLE Program January 11, 2002)

“A Proposed Statute Dealing With Appeals of Quasi-Judicial Land Use Decisions” (N.C. Bar Foundation 2001)

“How Land Use Regulations Can Affect Property Values” (N.C. Bar Foundation 1999) “Appealing to and From the Board of Adjustment” (N.C. Bar Foundation 1997)

“Update in Telecommunications Law with an Emphasis on Cell Tower Permitting” (N.C. Municipal Attorneys’ Conference, August, 1997)

“Enforceability of Manager Employment Agreements,” N.C. City-County Management Association Winter Conference (Chapel Hill, February 9, 1996)

“Overview of the Telecommunications Act of 1996,” N.C. Association of Municipal Attorneys Summer Conference (Pinehurst, August 3, 1996)

“Rate Regulation and Other Issues Affecting NC Municipalities in the Cable Television Consumer Protection and Competition Act of 1992 and FCC Regulations and Rulings,” N.C. League of Municipalities Annual Convention (Asheville, October 18, 1994)

“*Dolan vs. Tigard*: The Supreme Court Advances Taking Law” (N.C. Bar Foundation 1994)

“Legal Issues in Obtaining Development Permission for Your Client Under Local Zoning and Subdivision Ordinances” (Wake Forest C.L.E. 1992)

“Liability of Local Governments for Damages for Unlawful Land Use Decisions” (N.C. Bar Foundation 1991)

“Recent Developments in N.C. Land Use Law” (National Business Institute, Inc. 1990)

“Legal Issues in Obtaining Development Permission for Your Client Under Local Zoning and Subdivision Ordinances” (Wake Forest C.L.E. 1990)

“Local Watershed Protection Programs,” Water Rights Resources and Quality (N.C. Bar Foundation and Environmental & Natural Resources Law Section, N.C. Bar Association 1990)

“Land Use Litigation Procedural Issues,” Land Use Regulation and Planning (N.C. Bar Foundation and Real Estate Section, N.C. Bar Association 1988)

“Vested Rights,” Land Use Litigation Seminar (N.C. Academy of Trial Lawyers 1987)

“Punitive Damages,” Seventh Annual Festival of Legal Learning (U.N.C. Law School CLE 1997)

“Ethics of Witness Preparation” (U.N.C. Law School CLE 1996)

“Ethical Considerations in Civil Litigation & Appellate Practice” (N.C.C.U. Law School C.L.E. 1990)

Organizational Affiliations of Firm Members

North Carolina Bar Association, Zoning, Planning, Land Use Law Section
North Carolina Bar Association, Real Property Section
North Carolina Bar Association, Government and Public Sector Section
North Carolina Association of Municipal Attorneys
Scribes - The American Society of Writers on Legal Subjects

Bar Memberships for Firm Members

North Carolina State Bar
U.S. District Court, Eastern District, N.C.
U.S. District Court, Middle District, N.C.
U.S. District Court, Western District, N.C.
U.S. Court of Appeals for the Fourth Circuit
United States Supreme Court