



# NC LAP Annual Report

August 1, 2022 - July 31, 2023



**NCLAP**  
NORTH CAROLINA  
LAWYER ASSISTANCE PROGRAM

Protecting the public by  
insuring the health and integrity  
of the legal profession.



# Message from the Executive Director



This year marks our first, real “back to normal” year since Covid first arrived on our collective doorstep. All of our LAP-sponsored events (conferences, support groups) are again being held in-person.

In terms of program utilization, we have returned to our second straight year of utilization rates that mirror pre-Covid utilization rates. We opened 157 new files. The most common issues lawyers, judges, and law students face are depression, anxiety, and alcoholism.

One Covid-related change that appears here to stay is virtual meetings like support groups or hybrid CLE. By offering our support groups via Zoom, lawyers based in more rural areas can participate. As a result, while we have returned to mostly in-person support groups, we will retain a few monthly or weekly virtual support groups and meetings. In addition, having a hybrid option for CLE speakers makes our lives a little bit easier. Giving as many CLE programs as we do (74 this year), the drive time alone for purely in-person programs is quite time consuming. We are finding a nice balance between in-person and hybrid presentations.

In December there was a tragic shooting incident at a law firm down east that resulted in the death of a lawyer. Nicki Ellington, our Raleigh-based counselor, was on site the next day, providing psychological triage and stabilization services and referrals to both lawyers and staff. It became apparent that stakeholders across the state needed to work together to develop a coordinated first response protocol to avoid duplication of effort or working at cross purposes.

LAP spearheaded the initiative, and we held a series of meetings over the course of many months. Critical stakeholders involved in the planning process included BarCARES, Lawyers Mutual, the State Bar Ethics Office, the Attorney Client Assistance Program, and the State Bar Office of Counsel. We developed materials that will be included on LAP’s website, along with the websites of several other stakeholders. In the coming year, we hope to provide training to elected district bar presidents as well as elected State Bar councilors and the BarCARES board.

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Interacting with our volunteers is my favorite part of the job. It is an absolute joy and pleasure to work with them. LAP volunteers embody a genuine gratitude and humility seldom seen in the legal profession. They want others to be spared the pain they have experienced, and they expend a considerable amount of energy working toward that aim, carrying a message of hope in all they do for our program and their peers. I am blessed to call so many of them friends, and I am grateful for the work they do on our behalf. When it comes to our volunteers' contributions to our program and its daily operation, the whole is truly greater than the sum of the parts.

*Robynn Moraites*

# Lawyer Assistance Program Overview

## History of NC LAP

The North Carolina Lawyer Assistance Program's ("NC LAP") roots began in 1979 with the assemblage of a group of lawyer volunteers who were themselves recovering alcoholics who saw the need to offer assistance to other lawyers suffering from addiction and alcoholism. The group was named the Positive Action for Lawyers ("PALS") committee. In 1994, the State Bar formally recognized the PALS Committee and incorporated PALS as part of the State Bar administration and infrastructure. In 1999, further recognizing the need for additional assistance for lawyers dealing with mental health issues not related to substance use disorder, the State Bar then formed the FRIENDS committee.

Today both programs have been merged into a single Lawyer Assistance Program. NC LAP currently has a staff consisting of a director, two clinicians, a field coordinator and 2 office administration and special projects personnel.

NC LAP has a Board consisting of three State Bar Councilors, three LAP volunteers, and three clinicians or experts in the field of mental health and addiction. NC LAP also has a steering committee of volunteers from around the state who assist in the execution of special initiatives. NC LAP is also part of the ABA's Commission on Lawyer Assistance Programs (CoLAP), a network of LAPs serving nearly all 50 states in the U.S.

## LAP Services

- Assessment
- Referral
- Case Management
- Peer Support
- Intervention
- Facilitated Support Groups
- Educational Programs

## Mission of NC LAP

NC LAP is a service of the North Carolina State Bar which provides free, confidential, non-disciplinary assistance to lawyers, judges and law students in addressing mental health issues, including problems with drugs or alcohol, and other life stresses which impair or may impair an attorney's ability to effectively practice law. NC LAP assistance is designed to promote recovery, protect the public, prevent disciplinary problems for lawyers, and strengthen the profession. In sum, our mission is to:

1. Protect the public from impaired lawyers and judges;
2. Assist lawyers, judges, and law students with any issues that are or may be impairing;
3. Support the on-going recovery efforts of lawyers and judges; and
4. Educate the legal community about the issues of substance use disorder and mental health.

## NC LAP Goals and Guiding Principles

### NC LAP Program Goals:

- To respond to the referral and identification of legal professionals who may be impaired and need assistance;
- To assist NC LAP clients in their personal recovery from alcohol or drug problems, or mental health conditions;
- To educate the legal community on identification, assessment, referral, treatment and resources available to meet the needs of judges, lawyers, and law students;
- To provide a network of trained volunteers who are available to respond to the needs of NC LAP clients through a peer assistance model;
- To monitor and assist clients while they work to gain admission to practice law, rehabilitate and return to the practice of law or to a better quality of life;
- To establish and maintain a cooperative and on-going working relationship with the Superior and District Courts of North Carolina and their judges, the NC State Bar Office of Counsel, the CLE Board and other administrative offices of the NC State Bar, the Board of Law Examiners and the legal community at large.

### NC LAP Guiding Principles:

- The program recognizes that the most effective way to protect the public is to insure the mental health and emotional integrity of the legal profession;
- The program recognizes that addiction, mental health issues and physical disabilities are treatable conditions and are not moral issues;
- The program is motivated by a humanitarian concern for the legal community and the public;
- The program also recognizes that accountability is key in treating many impairments;
- Impaired lawyers and judges are ethically obligated to seek assistance and to participate in services necessary to renew their full effectiveness;
- Lawyers and judges have a moral and ethical responsibility to recognize the signs and symptoms of a colleague who may be impaired and to assist the colleague in accessing appropriate services.

# Lawyer Assistance Program Overview

## How the Program Works

About 50% of calls to LAP are self-referrals from those who recognize they have a problem and ask for help. About 90% of these problems range from temporary conditions caused by grief, relationship issues, or work difficulties to ongoing struggles with anxiety and depression. About 10% of the self-referred clients are calling about alcoholism or addiction. Usually LAP clinicians do an assessment, in person wherever possible, or refer the individual to an outside professional for an assessment. LAP works with treatment programs throughout the country as well as with individual therapists, psychologists, and psychiatrists, and often makes referrals to these professionals. We can also arrange peer support with one of our trained LAP volunteers who has experienced a similar problem and successfully managed it and we invite the client to attend the local lawyer support group meeting.

For those clients who are not self-referred, about 40% of calls come from colleagues, judges, friends, and family members who are concerned about a lawyer, judge, or law student who may be showing signs of a mood disorder or a problem with substance use disorder. Of that 40%, about 90% of those calls are concerns about alcoholism or substance use disorder. Our clinician will offer suggestions on ways to express concern and motivate the individual to get help. Often, in the case of these referrals, the person making the referral prefers to remain anonymous and not participate further in the process. Sometimes, LAP will refer the caller to a professional interventionist or the LAP will assist in conducting either a formal or an informal intervention.

## Confidentiality is the Cornerstone

All client interactions with LAP are held in strict confidence as are any referrals. The only time information is shared is when an individual signs a release and asks LAP to report on his or her behalf to another organization or individual. Confidentiality is guaranteed by Rules 1.6(c) and 8.3(c), by ethics opinion 2001 FEO 5, and by statute NCGS §84-32.1(d).

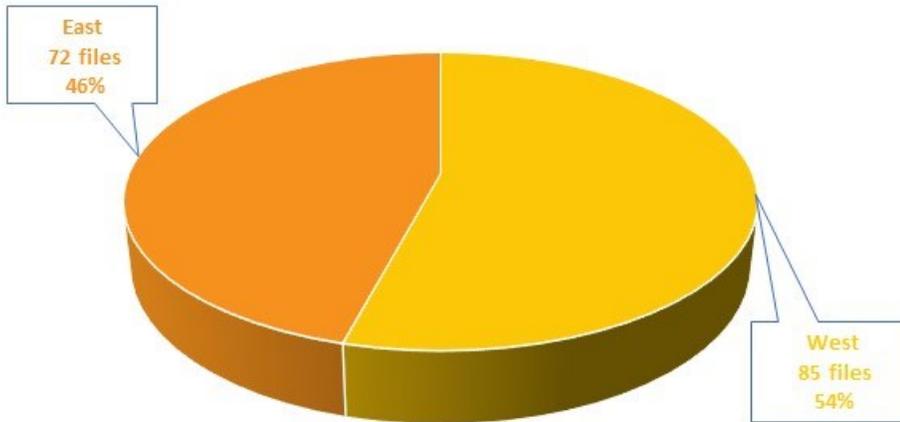
Intervention is a group process that, with respect and concern, helps an individual who may not realize he or she has a serious problem with alcohol or other drug use. The objective is to dismantle denial, stop family and friends from enabling the subject's behavior, and initiate change. For informal interventions without a professional interventionist, LAP uses a peer intervention model with two trained, experienced volunteers who are in recovery from the same issue. The LAP volunteers meet with the subject individual and share their experience with him or her. In the course of that meeting, they inform the individual about the services offered by LAP. Because recovery is an ongoing process, we also continue to work with individuals following treatment as part of an after-care plan.

Although we address serious mental health and addiction problems, we address and offer assistance for a range of issues within the category of general life problems. We encourage lawyers to seek assistance for less severe issues of stress, grief, or simply feeling overwhelmed. Everyone has problems at times and the confidential help available through LAP can prevent problems from becoming more severe.

Whatever the issue is that brings an individual to LAP for assistance, we offer peer support, on-going follow-up and case management services.

# The Year in Review ~ Statistical Snapshot

## 157 New & Reopened Files By Region



## New cases/files

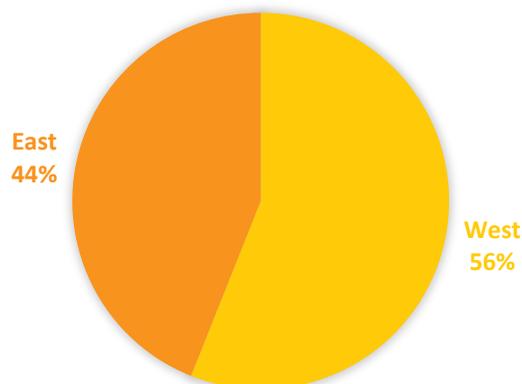
NC LAP is now in its 44th year of operation. We are in our second consecutive year of utilization rates that mirror pre-Covid rates.

For the 2022-2023 reporting year we had 157 total files opened (128 new and 29 reopened), bringing the total number of open cases to 905. We closed 441 files resulting in a combined total of 464 open cases at year's end.

Many of the calls that do not result in the opening of a new file include situations where a lawyer or a judge calls seeking guidance for next best steps. For example:

- Lawyers who have attended a CLE where we spoke and are seeking a recommendation for a good therapist in his or her local area, but where it is clear there is not a need for full LAP involvement or case management.
- An older lawyer may need to wind down a practice and the judge or lawyer who is concerned does not know how to approach the individual or what to say. We coach them and eventually become directly involved if needed, but we typically do not open a file.
- A Bar Councilor, judge or lawyer may call to ask for guidance about a certain lawyer or situation without giving us the name of the lawyer at issue. We will often coach the caller through that situation and/or provide some referral resources.
- A lawyer has a child (ranging from teen to middle aged) who has an impairment requiring treatment and needs a referral for a treatment center or mental health provider.
- Lawyers sometimes call because they need treatment center recommendations for non-lawyer friends or clients who are impaired.

## TOTAL CLIENTS BY REGION

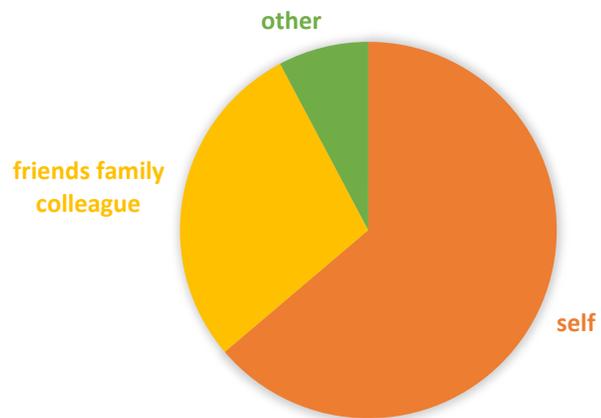


## Referral Sources

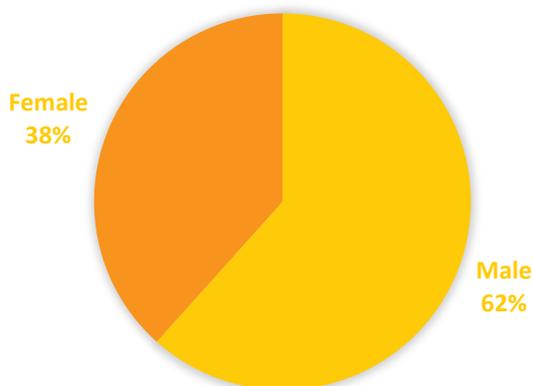
The rate of self-referral to LAP held steady at 64% this year, while 28% (up 2% from last year) of LAP referrals came from colleagues, law firms, friends, family and judges who expressed concern about a lawyer or judge. The remaining 8% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff, the grievance committee or the DHC (down 2% from last year).

Referred by	
Another LAP	3
Another Lawyer	86
Bar Staff	7
Board of Law Examiners	4
DA	1
DHC	2
Employer	2
Family	5
Firm (his or hers)	21
Friend, Non-lawyer	3
Grievance	3
Investigators/SCA	1
Judge	15
Law School	7
Other	3
Physician	2
Self	296
Therapist	3
<b>Client Grand Total</b>	<b>464</b>

REFERRAL SOURCES



GENDER

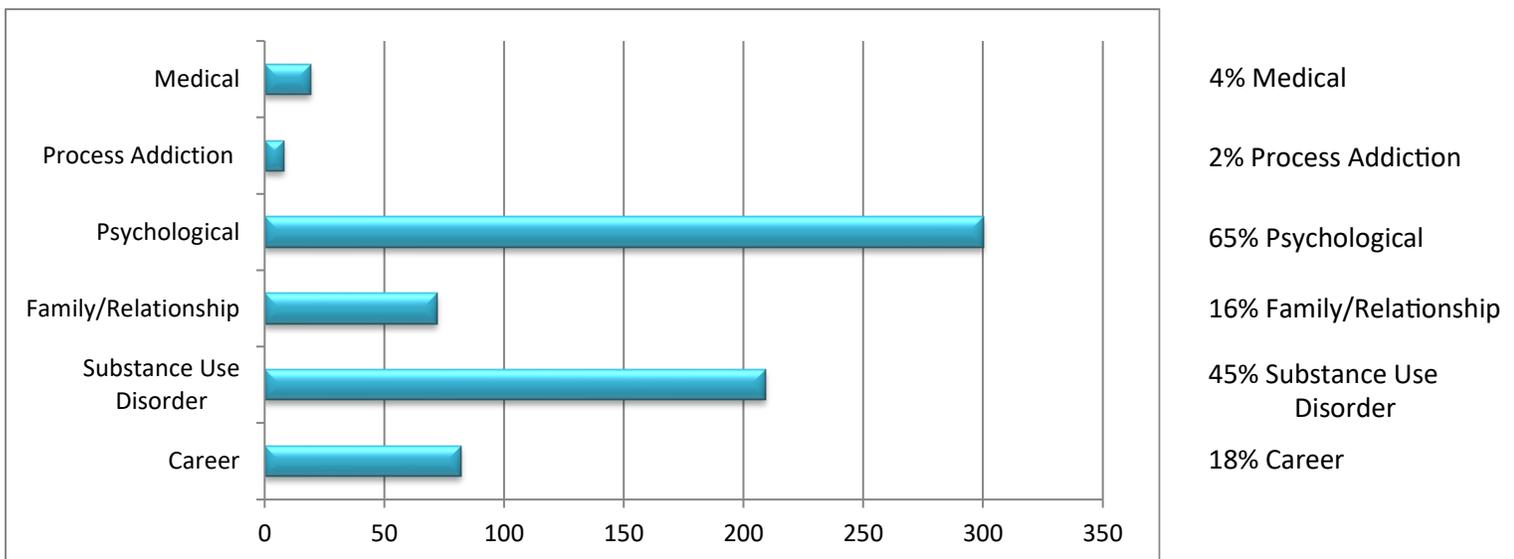


## Gender

The gender breakdown for clients seeking services is: 62% men and 38% women. This statistic stays generally consistent year after year, shifting only a percentage point or two. We are pleased to see a 3% increase for women participating this year.

Many clients exhibit problems in more than one category, so there is overlap in documenting the issues. We continue to see psychological problems more often than other issues and these frequently coexist with substance use disorders. Although lawyers rarely come to us with only career related issues, many describe their job-related concerns that exist along with depression, anxiety and problem drinking. The term “process addiction” refers to compulsive behaviors such as problem gambling, compulsive spending or sexual addiction including overuse of internet for sexual reasons. And more lawyers are turning to the LAP for assistance in dealing with spouses or children that are having serious mental health issues or substance use disorders.

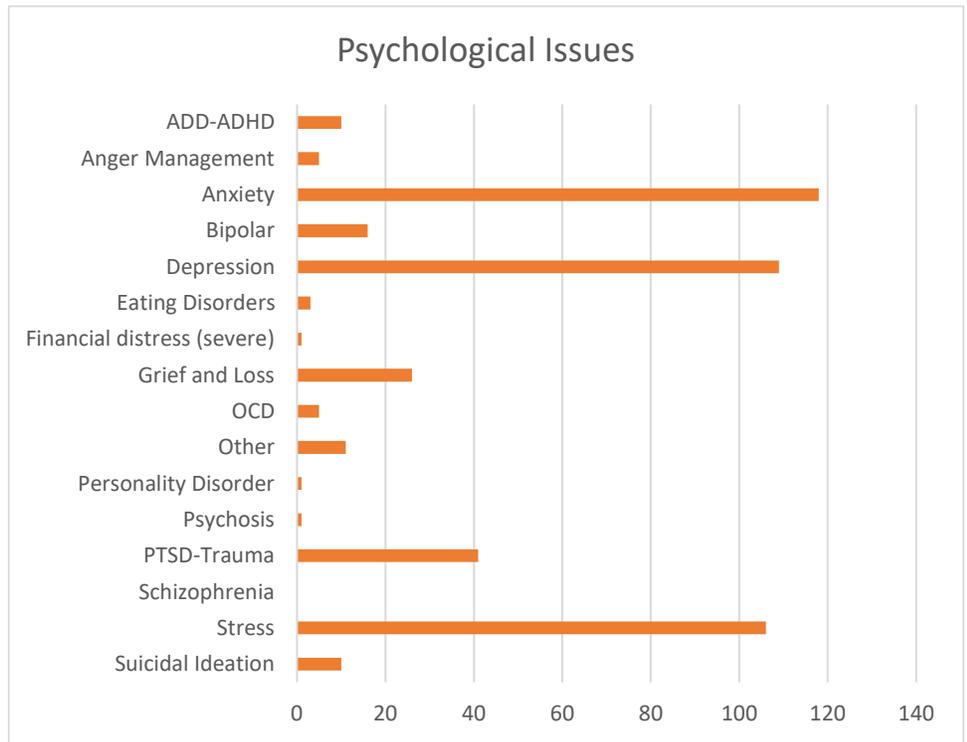
The table below shows the breakdown of the issues in real numbers and percentages\*:



\* Because lawyers often have more than one issue, these percentages do not equal 100%. Instead, they show the total percent of 464 clients that are dealing with a given issue.

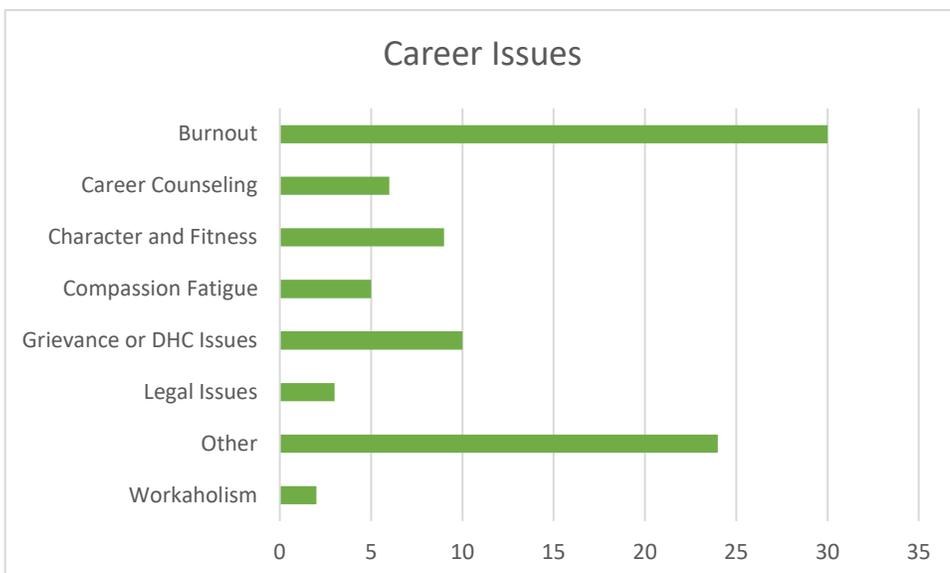
## Psychological Issues

This year we assisted 300 lawyers, judges, and law students with psychological issues. The data indicates that lawyers struggling with psychological issues are often dealing with more than one single issue. Anxiety, depression and debilitating stress are the most frequent issues. The culture and demands of the profession itself are the greatest factors causing these issues for most of the lawyers who are struggling with them (rather than a genetic/biological cause). The Well-Being in Law movement is trying to address the toxic culture issues by advocating for structural changes across the nation. In the meantime, behavioral changes will make the greatest impact as opposed to pharmacological interventions. Anti-depressants certainly have a place and can play a key role, but for lasting happiness and satisfaction in the profession, most lawyers will need to do additional work to move from surviving to thriving.



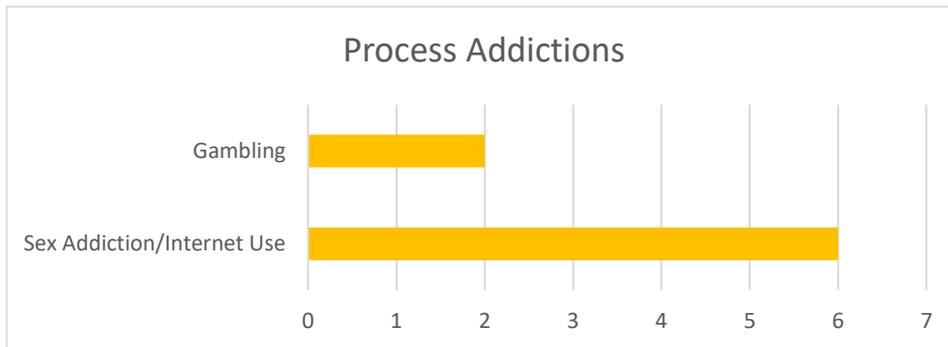
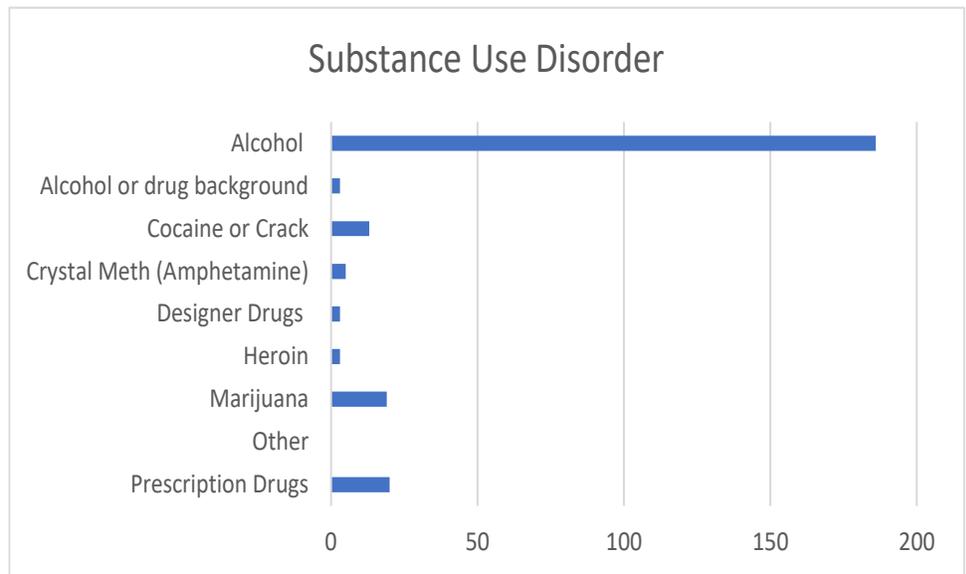
## Career Issues

We assisted 82 lawyers and judges who were dealing with career issues. As stated above, a large percentage of the depression, anxiety and debilitating stress cases we see are caused by the profession itself. The specific issues related to their work in the profession are indicated in this graph.



## Alcohol and Drug Problems

We assisted 209 lawyers, judges, and law students with alcohol or drug problems. Alcohol abuse and dependency continue to be the single largest problem lawyers face when there is a substance use disorder present. Based on the ABA-Hazelden study, we know there are many more lawyers with this problem than are involved with LAP.



## Process Addictions

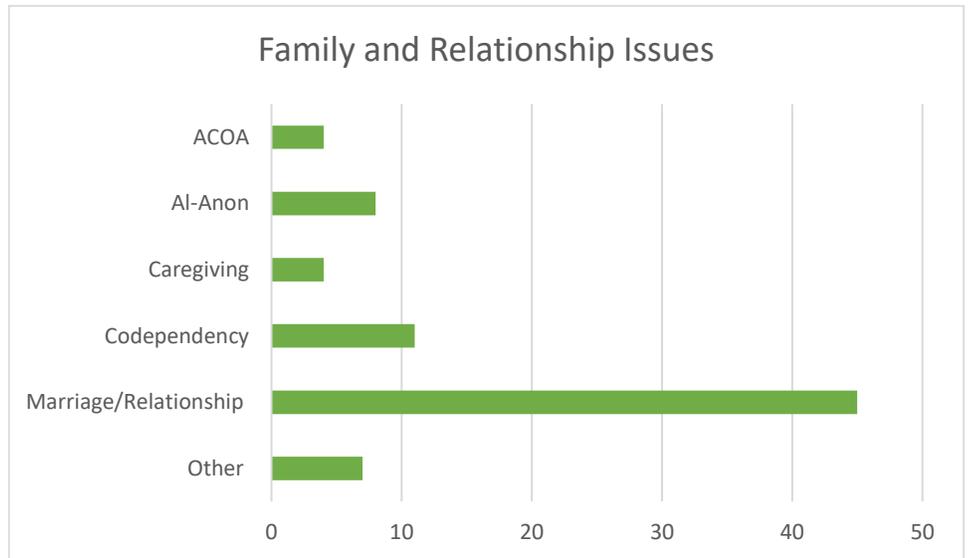
We assisted 8 lawyers and judges with process addictions. While the word addiction traditionally refers to dependency on alcohol

and drugs, it also applies to compulsive behaviors, such as gambling, sex, work, shopping/spending, internet usage, or other technologically driven activities such as video gaming. The suffering, losses, and devastating consequences stemming from process addictions are similar to those of substance use disorders. Process addictions follow a characteristic course with similar phases and stages. A process addiction follows a destructive process characterized by a recognizable set of signs and symptoms. It is also progressive in nature like a substance use disorder; left untreated, it will only continue to get worse over time. The highest percentage we are currently seeing involve use of sexual internet websites.

## Family Issues

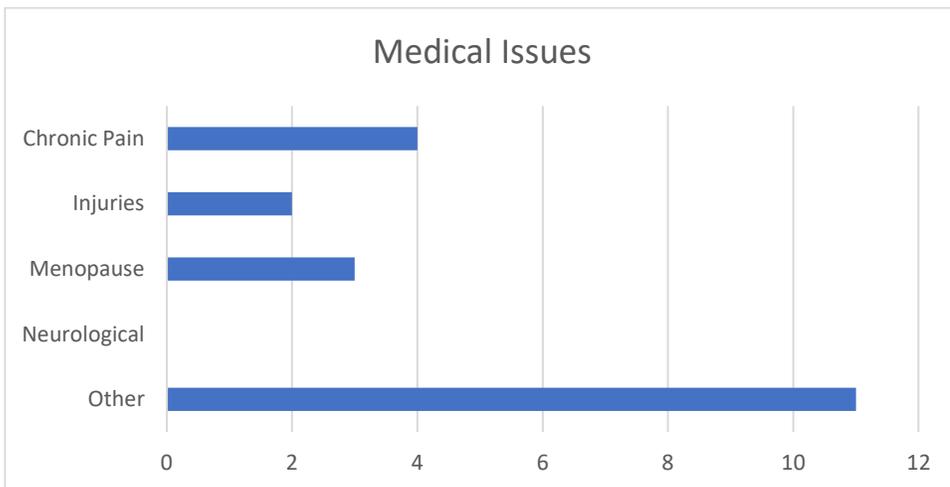
We assisted 72 lawyers, judges, and law students experiencing family issues. Some lawyers have been deeply affected emotionally and psychologically by the substance use disorder of a parent or a grandparent. The syndrome and symptoms associated with such a scenario is “ACOA” which stands for Adult Child of an

Alcoholic. We have lawyers who also seek our assistance because they have a spouse, partner or child who is having problems with alcohol or drugs (Al-Anon). The stress of having to be a primary caregiver for a disabled or chronically ill parent or spouse can also take a toll. A majority of our clients experience some form of marriage or relationship difficulty, but we only track those who have this issue as a primary issue.



## Medical Issues

We assisted 19 lawyers and judges experiencing medical issues. Sometimes lawyers face a medical issue, physical disability or injury that is problematic enough that it affects the lawyer’s ability to practice. Often the issue warrants assistance with coping and management strategies as well as support for the on-going emotional strife of dealing with a medical issue.



## Continuing Legal Education and Outreach

### Minority Outreach Conference

We resumed our regular February timeframe for LAP’s annual Minority Outreach Conference. Approximately 480 lawyers and judges registered and 405 actually attended, sharing camaraderie and insight about issues unique to minority attorneys.

Due to skyrocketing costs and logistical challenges with parking for a group of this size, in 2022 we moved the venue to the McKimmon Center in Raleigh, which offered free parking, great food at a reasonable cost, and an overall stellar customer service experience. We held the MOC again at the McKimmon Center and had another great experience there. We plan to return for 2024.

I would like to take a moment to acknowledge the sponsors of this event, without whom, our conference would not be nearly as successful. Their direct financial contribution allows us to charge participants only a nominal fee to help defray lunch costs.

#### Lawyers Mutual



#### Brooks Pierce



#### The Justice Firm



#### NC Association of Black Lawyers



#### The Banks Law Firm

## Women’s Well-Being Conference – a 5-State LAP Collaborative

Virginia’s Lawyer Assistance Program contacted us in the fall of 2021 to ask if we were interested in collaborating on a women’s well-being conference. NC LAP’s mission includes identifying areas of mental health need in the legal profession and providing support and resources to address those needs. Research indicates that women face special challenges in the legal profession. For example, the most recent study by Patrick Krill (who was the key researcher in the seminal ABA study of lawyer impairment in 2016), examined gender risk specifically as it related to alcohol use and mental health problems in the legal profession. (“Findings indicated that the prevalence and severity of depression, anxiety, stress, and risky/hazardous drinking were significantly higher among women.”) His findings were published in a peer-reviewed [medical journal](#). In deciding to co-sponsor the event, the LAP was fulfilling its commitment to providing resources and assistance in the areas of greatest need.

NC LAP worked together with the Lawyer Assistance Programs of four other state bars (VA, WV, TN, KY). This year, the conference was held in March 2023 in Roanoke, VA. Approximately 150 women lawyers and judges attended, 35 of which were from North Carolina. Feedback on the evaluation forms was excellent.

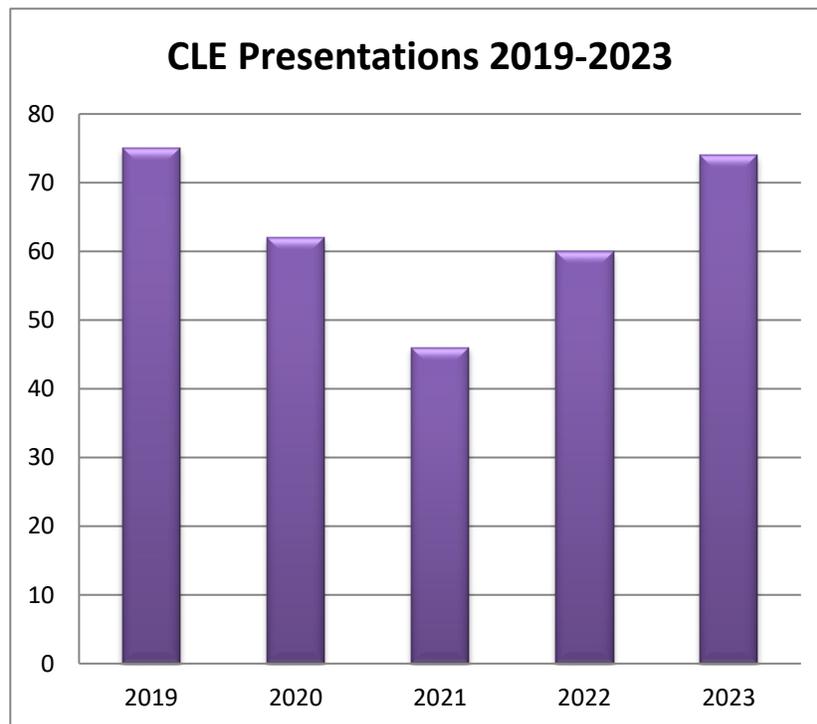
## Continuing Legal Education and Outreach

### Substance Use Disorder and Mental Health CLE Presentations

CLE sponsors around the state have begun resuming live programs, and many now offer a hybrid live/virtual format. We presented 74 live or live webinar CLE programs this year (see Appendix A). We cannot track how many video replays are offered or when a video is used from our website unless someone alerts us that they are going to use the video-on-demand feature.

“Resilience” is a hot buzz word right now in the legal profession. LAP Volunteers have years of daily practice putting resilience skills to use. They are in a unique position to share what has worked for them. We developed a new resilience CLE, and at our annual conference, we will be training our volunteers to give this customizable presentation.

Continuing legal education programs remain the single most effective outreach tool we have available. On average, we receive at least one referral from almost every CLE talk we give. North Carolina remains a leader in its CLE requirements and many states around the country are only beginning to add mental health topics as either an approved ethics hour or a mandatory stand-alone hour.



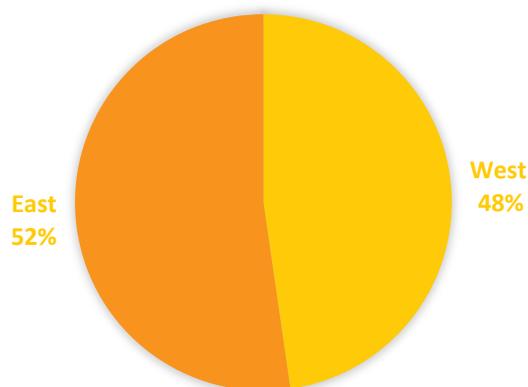
# Volunteers

## LAP's Trained Volunteers Make a Difference

As I always emphasize, LAP volunteers are the core foundation of NC LAP. We could not accomplish a fraction of what we accomplish without their dedication and hard work on our behalf. They do any number of the following activities:

- Speak at CLE, both stories and specific topics
- Visit lawyers who have been referred to LAP to explain the assistance the program can offer
- Attend local discussion/support groups
- Write articles for the Sidebar or the quarterly State Bar Journal or solicit articles
- Be a guest on our Sidebar podcast
- Serve on leadership committees and boards that undertake specific initiatives to support the program
- Meet lawyers for coffee or lunch to mentor and introduce them to others
- Monitor lawyers who are on recovery contracts that require monitoring
- Secure speakers and workshop leaders for retreats

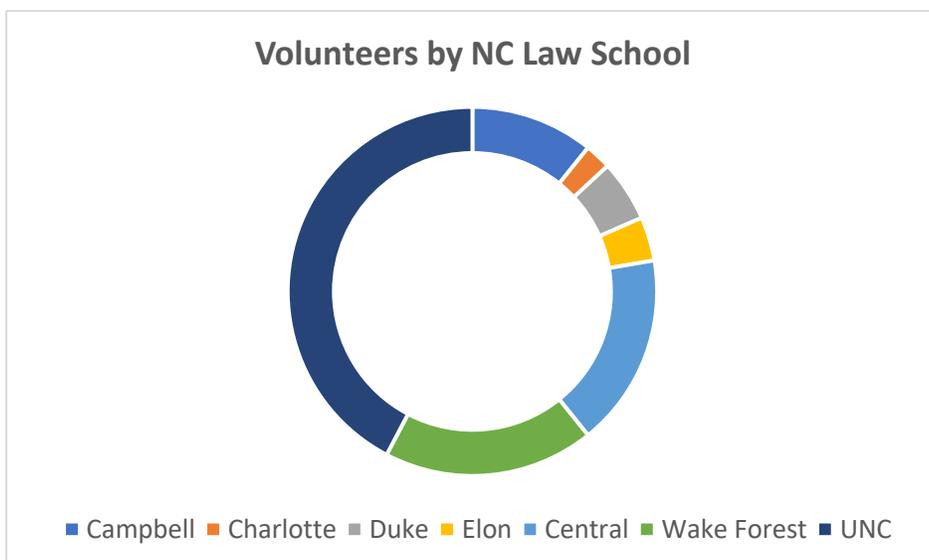
**TOTAL VOLUNTEERS BY REGION 2023**



LAP has volunteer opportunities for attorneys and judges 1) who themselves are in recovery from alcohol or drug problems, depression, anxiety or other mental health issues, or 2) who have experienced a family member or friend who has suffered from these ailments and who learned how to effectively deal with that situation. We are continually trying to build our volunteer base on the family side.

LAP volunteers are not volunteers in the usual sense. All LAP volunteers receive formal and informal training from LAP staff. Volunteers are individually selected to be paired with clients based upon the facts and circumstances of their experience and that of the lawyer who is of concern. We currently have **197** active volunteers and our volunteer base is represented by the following NC law schools (some of our volunteers did not attend law school in NC).

NC Law School	Total
Campbell	13
Charlotte	3
Duke	7
Elon	5
Central	21
Wake Forest	24
UNC	57
<b>Total</b>	<b>130</b>



## LAP Steering Committee

The LAP Steering Committee is a volunteer leadership committee that has been on hold since the beginning of Covid. We have fully integrated the initiatives this committee has undertaken to date (Sidebar, Law School Initiative including office hours, CLE presentations for the Professionalism for New Admittees) while some remain on hold (Step Study).

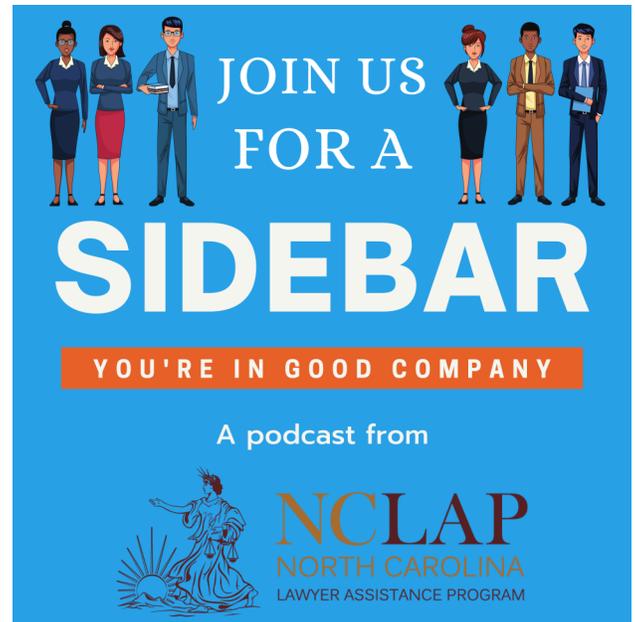
## LAP Active Volunteer Involvement

Although the Steering Committee has been dormant due to Covid, we have relied on our active volunteer network as much as ever.

In 2021, we launched [Sidebar](#), a podcast, to accompany our [quarterly Sidebar e-newsletter](#). From the beginning, we had a national and international audience. We currently show almost 2,500 downloads/unique listens. This represents 1,000 more than last year. A law school professor let us know that she has integrated our podcast as required listening for many of the class assignments.

Our volunteers have been submitting stories and articles to be used as a basis for a podcast interview. Their stories are honest, self-reflective, insightful, and inspire hope. We have released about [33 episodes](#) so far. Topics include [imposter syndrome](#), [compassion fatigue](#), the [fight or flight](#) response, [stigma and anonymity](#), being a [parent of an alcoholic](#), [depression](#), [suicide](#), [alcoholism](#), and regular [mindfulness-based tools](#) with Laura Mahr. One can listen to the podcast directly from the LAP website or on [Apple](#), [Spotify](#), or anywhere you listen to your podcasts. You can subscribe to the podcast directly on your player of choice to be alerted when new episodes drop.

Lawyers and judges are inundated with email and reading material; it is easy for LAP's outreach messaging to get lost in the shuffle. We are excited about the podcast as a new way to reach a broader audience and reinforce recovery seeking behavior.



## Training

- We held the 42nd Annual Conference on Nov. 11-13, 2022 at the Crowne Plaza Resort in Asheville. Our 43rd Annual Conference will be held on Nov. 3-5, 2023 at the Hotel Ballast on Wilmington.
- We began training a new group of volunteers on our resilience CLE.

## Local Volunteer Meetings

The LAP continues the development of local volunteer meetings to provide greater continuity and support in meeting the needs of lawyers new in recovery and allowing volunteers the chance to grow in their own recoveries. Local volunteer support meetings are held in the following areas (contact the clinical coordinator in the area for more information as to time and location).

Asheville	Greensboro
Charlotte	Greenville
Durham-Chapel Hill	Raleigh
Fayetteville/Sandhills	Boone
Winston-Salem	Wilmington

## LAP Board 2022-2023

Warren Savage, Chair  
Shelli Buckner  
Tim Carroll  
Crawford Cleveland, Vice Chair  
Anthony Flanagan  
Bill Ingraham  
Takiya Lewis  
Mike McGuire  
Eben Rawls



**NCLAP**  
NORTH CAROLINA  
LAWYER ASSISTANCE PROGRAM

Ted Edwards rotated off the LAP Board having served a two full terms, and Takiya Lewis was appointed to fill his Bar Councilor seat vacancy. Paul Nagy also rotated off the LAP Board having served two terms, and Bill Ingraham was appointed to fill the seat vacancy in the “clinician/special knowledge” category. Warren Savage was appointed chair and Crawford Cleveland was re-appointed as vice chair.

## LAP Board Meetings Scheduled For 2022-2023

LAP Board meetings were held in-person with a hybrid option for those unable to travel to Raleigh on January 19, April 20, and June 22, 2023 (June was purely virtual). Usually the meeting is held as part of the quarterly Bar Council meetings.

# Appendix A—CLE

<b>2022</b>		
<b>August</b>		
8/2/2022	Carolinas Credit Union League	Charlotte, NC
8/3/2022	Bridge Trust Title	Live webinar
8/9/2022	Central Law School	Durham, NC
8/25/2022	Chief Justice's Commission on Professionalism	Wilkesboro, NC
8/26/2022	NC Association of County Commissioners	Wrightsville Beach, NC
<b>September</b>		
9/9/2022	42nd Judicial District Bar	Hendersonville, NC
9/12/2022	Forsyth County Bar Association	Winston Salem, NC
9/13/2022	Chief Justice's Commission on Professionalism	Monroe, NC
9/14/2022	New Waters Recovery	Durham, NC
9/16/2022	Carolina Patent, Trademark & Copyright Law Assoc.	Kiawah Island, SC
9/16/2022	NC Court of Appeals	Raleigh, NC
9/16/2022	Kilpatrick Townsend & Stockton	Winston Salem, NC
9/21/2022	Duke Energy Corporation	Live webinar
9/21/2022	UNC Law School, Black Law Students Association	Chapel Hill, NC
9/23/2022	NC Land Title Association	Wilmington, NC
9/29/2022	UNC Law School	Chapel Hill, NC
9/29/2022	Chief Justice's Commission on Professionalism	Goldsboro, NC
<b>October</b>		
10/6/2022	Legal Aid	Live webinar
10/7/2022	Investors Title	Chapel Hill, NC
10/7/2022	Watuaga County Bar Association	Boone, NC
10/10/2022	Attorneys Title	Video replay
10/11/2022	UNC Law School	Chapel Hill, NC
10/13/2022	Wake County Bar Association	Raleigh, NC
10/14/2022	Wake County Bar Association & Wake County Association of Criminal Trial Lawyers	Raleigh, NC
10/14/2022	NC Guardian ad Litem Program	Live webinar
10/15/2022	Center for Legal Education and Advocacy	Wilmington, NC
<b>November</b>		
11/4/2022	NCSU Lawyers Alumni Association	Raleigh, NC
11/4/2022	American Immigration Lawyers Association	Raleigh, NC
11/9/2022	Durham County Bar Association	Durham, NC
<b>December</b>		
12/1/2022	Tryon Title	Charlotte, NC
12/1/2022	Ogletree Deakins	Charlotte, NC
12/6/2022	NC Bar Association (PNA)	Live webinar
12/6/2022	Moore & Van Allen	Charlotte, NC
12/9/2022	NC Advocates for Justice	Raleigh, NC
12/9/2022	NC Bar Association (Professionalism Committee)	Cary, NC

# Appendix A—CLE (continued)

<b>2023</b>		
<b>January</b>		
1/19/2023	UNC School of Government	Chapel Hill, NC
1/19/2023	Tryon Title	Wrightsville Beach, NC
1/19/2023	McGuire Woods	Charlotte, NC
1/25/2023	NC Bar Association (Corporate Counsel Section)	Live webinar
<b>February</b>		
2/2/2023	NC Bar Association (Litigation Section)	Cary, NC
2/3/2023	NC Advocates for Justice (Employment Section)	Raleigh, NC
2/10/2023	UNC School of Government	Chapel Hill, NC
2/10/2023	High Point Bar Association	High Point, NC
2/10/2023	Richmond County District Attorneys Office	Rockingham, NC
2/20/2023	NC Bar Association	Cary, NC
2/22/2023	Robinson Bradshaw - CLE prgrm #1	Charlotte, NC
2/22/2023	Robinson Bradshaw - CLE prgrm #2	Charlotte, NC
2/24/2023	Mecklenburg County Bar (Juvenile Law Society)	Charlotte, NC
<b>March</b>		
3/3/2023	NC Advocates for Justice (Women's Attorneys Caucus) CLE prgrm#1	Raleigh, NC
3/3/2023	NC Advocates for Justice (Women's Attorneys Caucus) CLE prgrm #2	Raleigh, NC
3/5/2023	VA Women's Well-Being Conference	Roanoke, VA
3/8/2023	Women Lawyers of Charlotte	Charlotte, NC
3/10/2023	Judicial District Bar 34	Wilkesboro, NC
3/24/2023	Judicial District Bar 5	Jacksonville, NC
3/29/2023	Legal Aid	Live webinar
3/30/2023	NC Administrative Office of the Courts - CLE prgrm #1	Beaufort, NC
3/30/2023	NC Administrative Office of the Courts - CLE prgrm #2	Beaufort, NC
<b>April</b>		
4/6/2023	Duke Law School	Durham, NC
4/14/2023	New Waters Recovery	Raleigh, NC
4/28/2023	NC Administrative Office of the Courts (Family Court Conference)	Concord, NC

## Appendix A—CLE (continued)

<b>May</b>		
5/5/2023	Judicial District Bar 23	Pilot Mountain
5/11/2023	Mecklenburg County Bar Association (PNA)	Charlotte, NC
5/19/2023	Ellis & Winters LLP	Raleigh, NC
5/19/2023	NC Bar Association (Real Property Section)	Kiawah Island, SC/Live webinar
5/19/2023	Mecklenburg County Bar & 26th Judicial District	Charlotte, NC
5/19/2023	NC Electric Membership Corporation	Video replay
5/23/2023	Parker, Poe, Adams and Bernstein	Live webinar
5/24/2023	Intellectual Property Association of Chicago	Live webinar
5/25/2023	Innovation Legal	Live webinar
5/25/2023	Parker, Poe, Adams and Bernstein	Live webinar
5/26/2023	NC Bar Association (Tax Section)	Kiawah Island, SC/Live Webinar
<b>June</b>		
6/15/2023	Legal Aid	Raleigh, NC
6/21/2023	New Hanover County's District Attorneys Office	Wrightsville Beach, NC
<b>July</b>		