



NC LAP Annual Report

August 1, 2015 - July 31, 2016



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 has been an exciting and productive year for the Lawyer Assistance Program (“LAP”).

In early 2016, the ABA released the results of a national landmark study that is the first of its kind to bring into sharp focus, with hard data and real numbers, what we are facing in our profession across a spectrum of mental health issues. The study was conducted by the Hazelden Betty Ford Foundation and the American Bar Association Commission on Lawyer Assistance Programs. The findings were published in the peer-reviewed *Journal of Addiction Medicine* in February. The study found what our own NC data has shown for years: that depression and alcoholism are the two 600-pound gorillas. And yet there remains a host of other issues. Younger lawyers are the most at risk. Both the peer reviewed research article and a more reader-friendly article summarizing the results can be found on our website under the research tab. Thanks to this study, we now have hard data showing that 1 in 3-to-4 of us are at real risk and are not likely to seek out assistance. The good news is that this study has caught the attention of the bar and we have received many requests to provide CLE talks about the study and the results.

The study verifies why LAP messaging and outreach should continue to be a priority. In order for lawyers to be comfortable utilizing LAP services they first need to know about the program. While not uncommon, it is still surprising to me whenever a lawyer approaches me after I have delivered a CLE presentation to report that he or she was unaware of our program or services (usually despite many years in practice). LAP staff and volunteers give an extraordinary number of CLE talks each year across the state. We have a regular column that appears quarterly in the *State Bar Journal*. And in an effort to make contact with every lawyer in the state, a few years ago our LAP Steering Committee secured our position as the state-wide provider of the requisite one-hour work-life balance talk as part of the mandatory professionalism program for all newly admitted lawyers. Even with those efforts, we realize our outreach needs to start sooner in a lawyer’s career.

The ABA study found that 32% of lawyers under the age of 30 have problems with alcohol while 28% are struggling with depression. The LAP Steering Committee has continued its focus on bolstering LAP’s relationship with our seven law schools through its on-going law school initiative. Seven of our Steering Committee members are serving as primary liaisons for each of the law schools. In addition, LAP partnered with the NC Board of Law Examiners to host a law school summit in September to examine these issues more closely and provide best practice guidance to law schools regarding character and fitness. Our hope is that by the time a lawyer is licensed, he or she will be well aware of LAP, its services, and its confidentiality. There is no such thing as too much messaging or too many reminders about confidentiality given that fears around this issue accounted for the single greatest obstacle cited in the study for lawyers’ reluctance to seek help.

Continued on next page....

Continued...

Along the lines of continued messaging and outreach, LAP also undertook three other initiatives this year. We partnered with Lawyers Mutual (“LM”) to develop “Getting By With a Little Help From Our Friends,” a mental health CLE program for the annual CLE program LM offers to all its insureds. That program will launch in the late fall. We also began the development of a series of short videos to be used in the LM CLE as well as on our website. And finally, we collaborated with HRC, the administrator of the NCBA’s BarCARES program, on an educational presentation to the BarCARES board about how LAP and BarCARES differ but complement each other, focusing specifically on how they cross refer and collaborate.

While the LAP Foundation of NC, Inc. (“Foundation”) is not part of LAP or the State Bar, I would be remiss if I did not highlight its recent activity, which is having an immediate and profound impact on our clients. The Foundation is a separate, stand-alone 501(c)(3) entity. Its mission is to provide last dollar support for lawyers and judges who meet financial eligibility guidelines and who cannot afford the level of care needed. The Foundation provides grants and loans to allow lawyers and judges to obtain the treatment they need for whatever issues they face. Due to extremely limited resources, the Foundation has historically helped only a couple of lawyers a year with treatment costs or counseling fees. The new Foundation board launched a major gifts campaign this year in an effort to increase its impact and its ability to assist those in real need. The campaign has been a major success and lawyers who would otherwise have had to forego essential treatment and care have already begun to benefit. The impact of this initiative will be felt for decades to come.

In terms of our client base, the rate of new cases and the ratio of addiction to mental health cases have remained fairly consistent over the past several years. Alcoholism and depression continue to be the two most prevalent issues with which lawyers struggle. Overall, the data this year remains consistent with the trends we have seen over the past few years. The percentage of lawyers who refer themselves to our program continues to remain high (52% this year), an indicator that our messaging and outreach efforts are indeed effective.

A Special Note Regarding Our Volunteers

We could not accomplish all that we have this year (or any other year), without the dedication and enthusiasm of our incredible volunteers. It is an honor and a privilege to witness their love for their fellow lawyers (no other word for it) and their commitment to fostering the well-being of those in our profession. They inspire me every day. Interacting with our volunteers is unquestionably the highlight of my job, and I want to thank each and every one of them for their unique contribution to making our program one of the best, most dynamic, most enviable programs in the country.

Robynn E. 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 abuse, 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, three clinicians 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 assistance to lawyers, judges, and law students in addressing substance abuse, mental health issues and other stressors which impair or may impair an attorney's ability to effectively practice law. 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
4. Educate the legal community about the issues of substance abuse 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 abuse. Of that 40%, about 90% of those calls are concerns about alcoholism or substance abuse. 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 exception is if an individual signs a release of information and asks LAP to report on his or her behalf to another organization or individual. Confidentiality is guaranteed by Rule 1.6(c).

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 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.

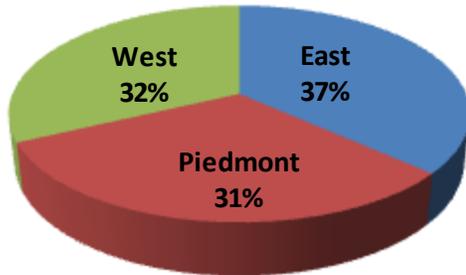
Whatever the issue is that brings an individual to LAP for assistance, we follow up with ongoing case management services.

THE YEAR IN REVIEW ~ STATISTICAL SNAPSHOT

NEW CASES/FILES

Now in its 37th year of operation, NC LAP remains consistently busy. NC LAP typically fields anywhere from five to ten “new inquiry or concern” calls a week in each of its Charlotte and Raleigh offices, totaling approximately 600-800 telephone calls, from impaired attorneys, judges, or law students, or concerned family members, managing partners, and colleagues. Of these calls this year, 101 resulted in newly opened files, with 27 additional files reopened, bringing the total number of opened cases to 128. We closed 17 files resulting in a combined total of 603 open cases at year’s end.

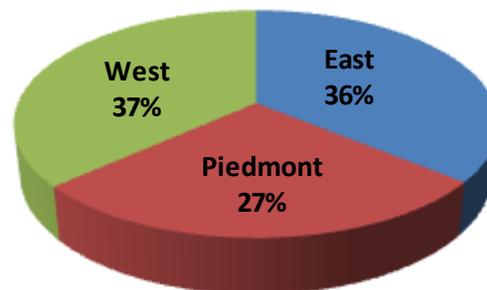
128 Newly Opened Files by Region



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:

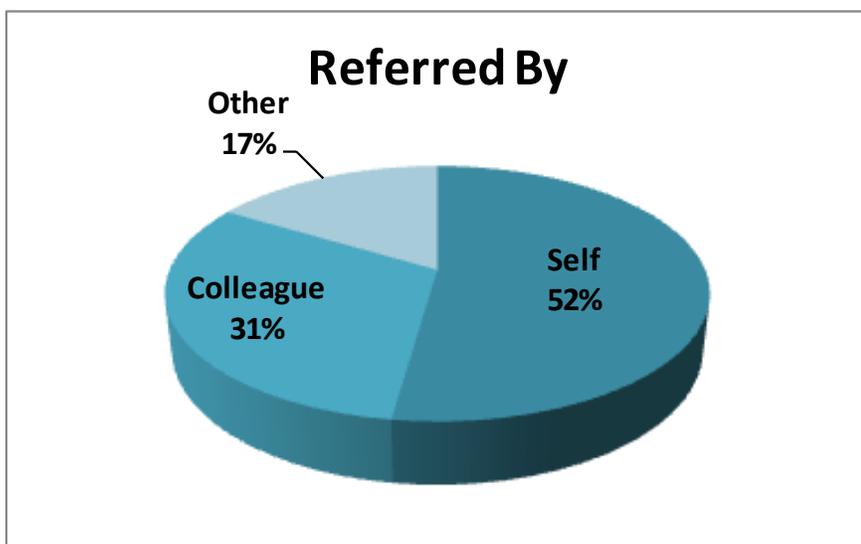
- An older lawyer may need to wind down a practice and the judge or lawyer who is concerned does not know how to approach the individual or what to say. We coach them and eventually become directly involved if needed, but we typically do not open a file. We have recently begun collaborating with the NCBA Transitioning Lawyer Commission (TLC) on these cases, and we 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 in and need treatment center recommendations for their own clients who appear to be impaired professionals (like doctors, nurses, pilots, etc).
- 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.

603 Total Cases by Region



REFERRAL SOURCES

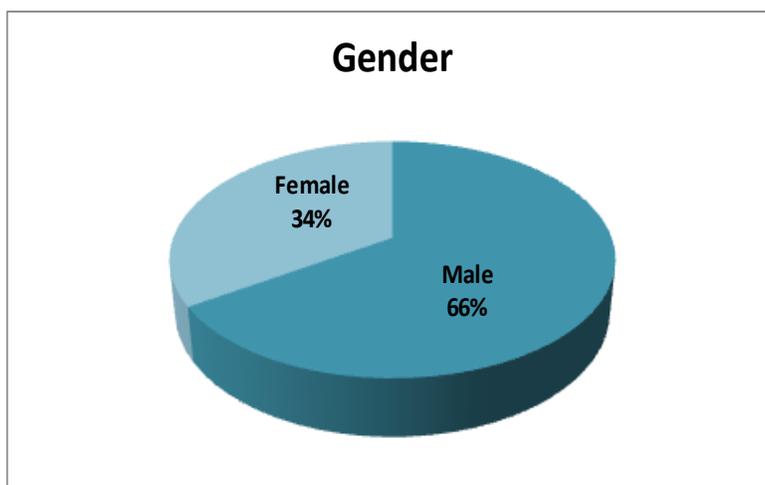
The rate of self-referral to LAP remained steady at 52%. This year 31% of LAP referrals came from colleagues, law firms, friends, family and judges who expressed concern about a lawyer or judge. The remaining 17% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff, the grievance committee or the DHC. These percentages are almost identical from those we saw last year.



Referred by	Total
Another LAP	5
Another Lawyer	118
Bar Staff	34
Board of Law Examiners	15
DA	1
DHC	1
Employer	3
Family	26
Law Firm/Employer	19
Friend, Non-lawyer	4
Grievance	9
Judge	19
Law School	14
Other	6
Physician	6
Self	315
Therapist	8
Grand Total	603

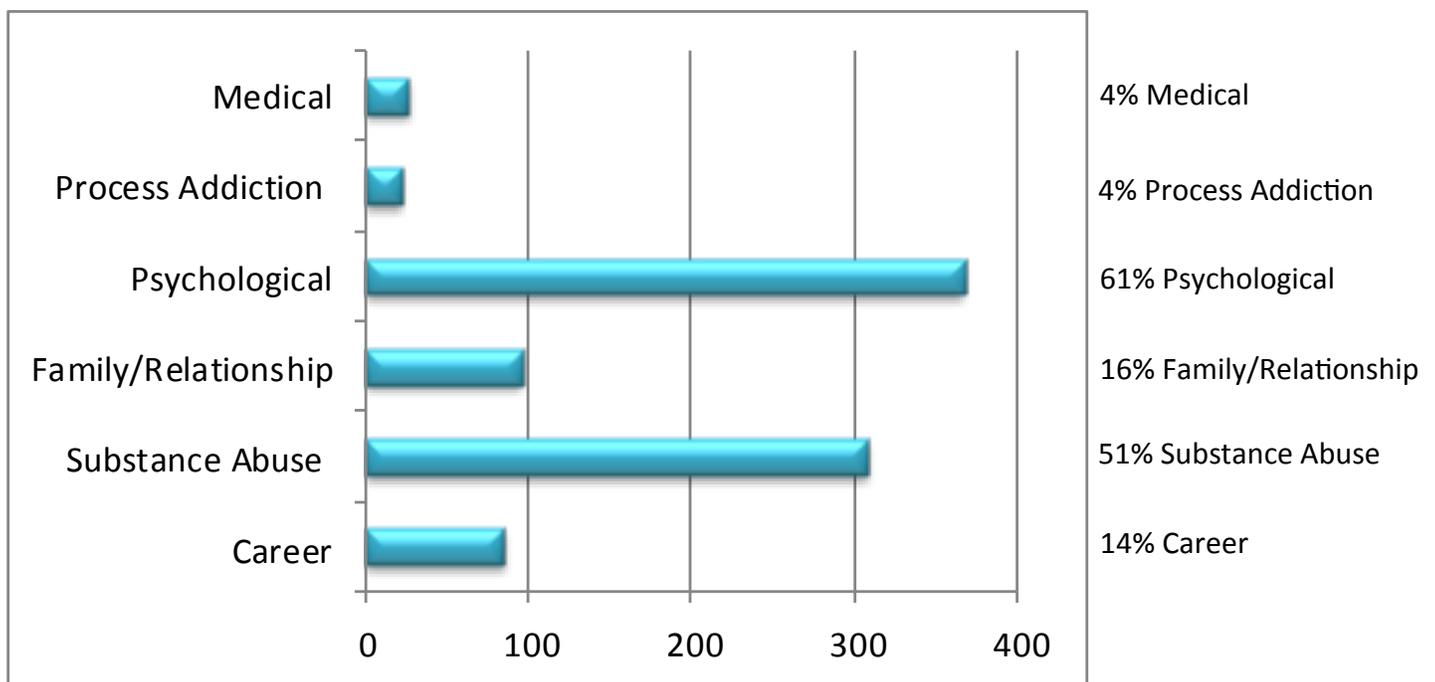
GENDER

The gender breakdown for clients seeking services this year was 66% men and 34% women. We saw a slight uptick in the percentage of women seeking services.



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 abuse issues. 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, eating disorders, compulsive spending or sexual addiction including overuse of internet for sexual reasons. And more lawyers are turning to the LAP for assistance in finding treatment for their young adult children who are having drug or alcohol problems.

The table below shows the breakdown of the issues in both real numbers and percentage of total cases:



* Because lawyers often have more than one issue, these percentages do not equal 100%. Instead, they show the total percent of 603 clients that are dealing with a given issue.

THE YEAR IN REVIEW ~

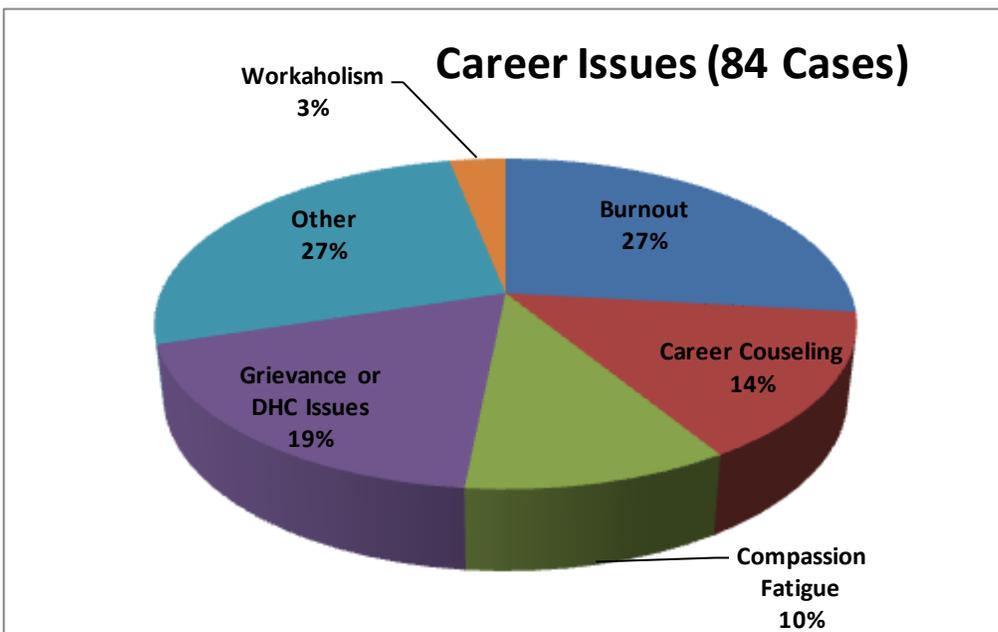
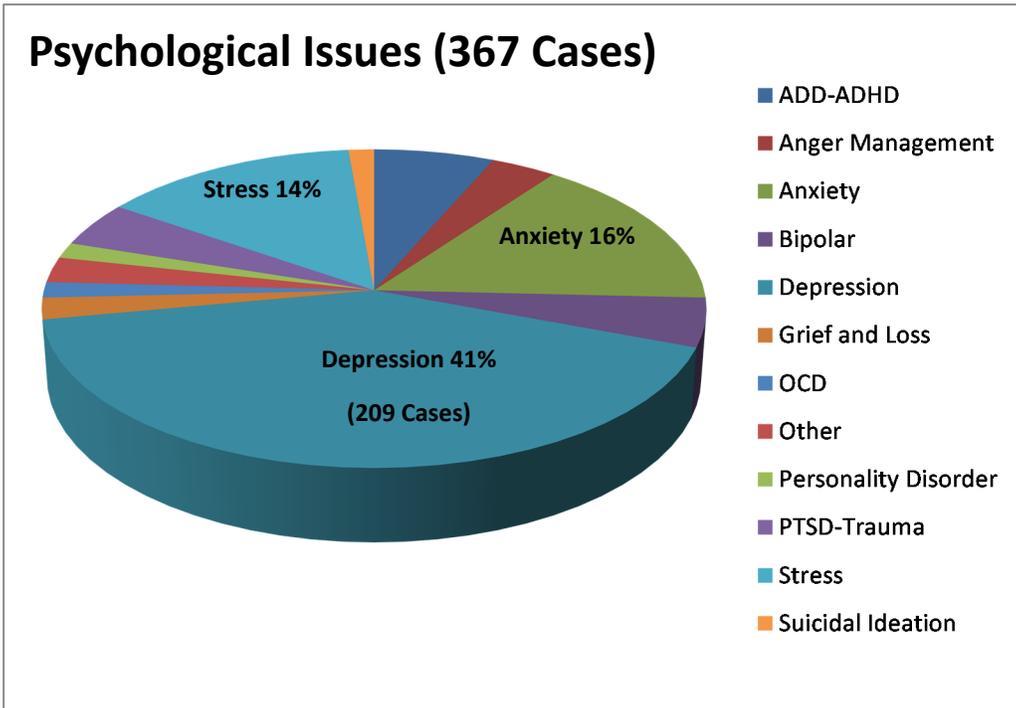
A CLOSER LOOK AT THE ISSUES

PSYCHOLOGICAL ISSUES (367 CASES)

In the psychological category, we continue to see more complex issues and individuals with multiple issues that compound each other. Depression remains by far the single largest issue lawyers face today.

We also have clients dealing with grief and loss, psychosis, schizophrenia, thoughts of suicide, obsessive compulsive disorder, and severe financial distress.

Sadly we have had some recent suicides in the state. LAP recently conducted a crisis debrief session for a local bar that experienced the suicide of one of its members. It should be noted, however, that substance abuse has a higher correlation to suicide than depression.



CAREER ISSUES (84 CASES)

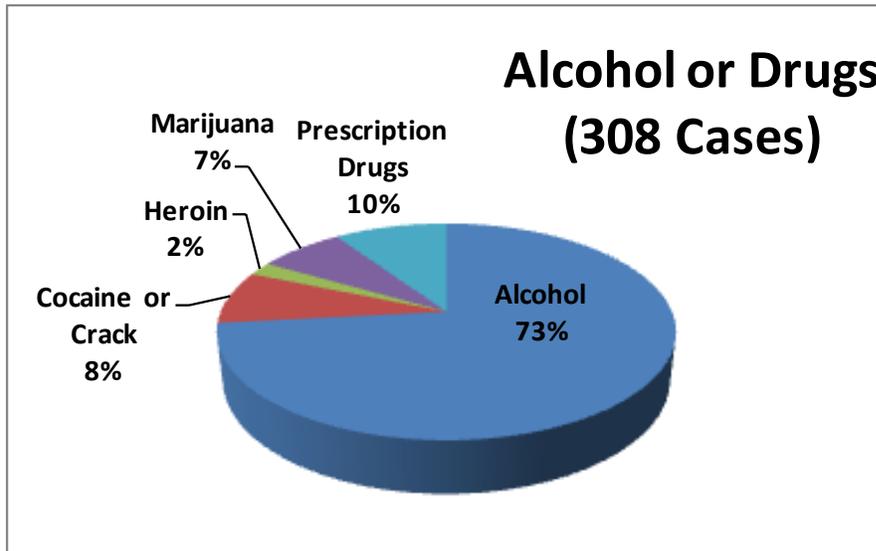
Many of the career issues that lawyers report are co-occurring with psychological issues or substance abuse issues. Sometimes career issues cause psychological or substance abuse issues and sometimes pre-existing psychological or substance abuse issues can cause career issues. It is important to discern and treat the core cause while also addressing the co-occurring symptoms.

We are seeing a fair number of cases of compassion fatigue and secondary trauma, especially in lawyers who are working in practice areas involving criminal law, domestic and family law, personal injury and workers compensation. Many NC judges also report suffering from compassion fatigue and secondary trauma.

A CLOSER LOOK AT THE ISSUES

ALCOHOL AND DRUG PROBLEMS (308 CASES)

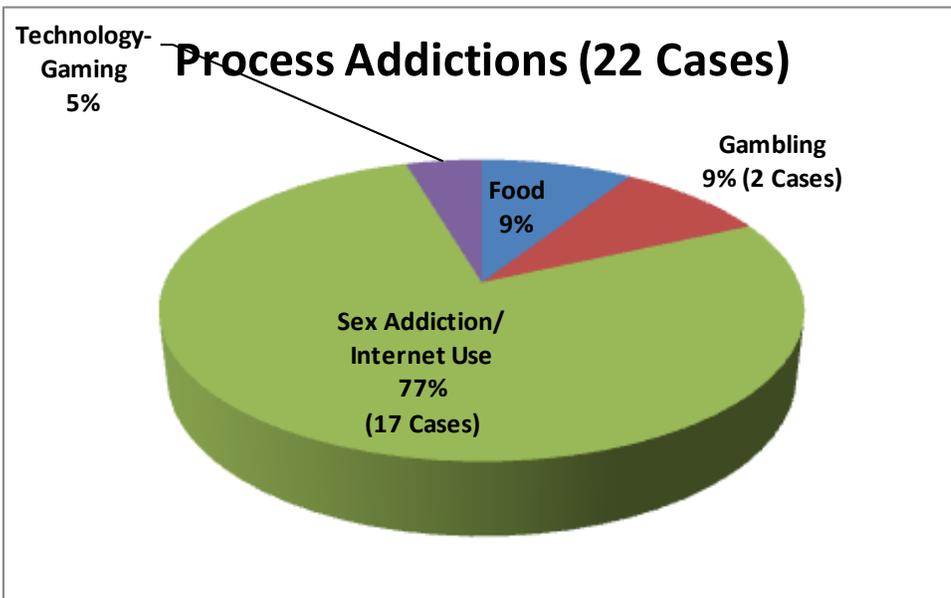
Alcoholism remains by far the single largest problem lawyers are dealing with, with over 70% of cases reporting problems with alcohol. We also have seen a surge in recent years of the abuse of prescription drugs, whether prescribed and being used in a manner not as prescribed or those same drugs being used without a prescription. We also had a small



number of cases of use of methamphetamine or designer drugs (less than 10 cases total), so those have been omitted from the graph. In addition, if a bar applicant is referred to LAP from the Board of Law Examiners, we categorize the issues as a “drug or alcohol background” if there is not further concern. We had a dozen of those cases this year, which have also been omitted from the graph.

PROCESS ADDICTIONS (22 CASES)

While the word addiction traditionally refers to overuse of alcohol and drugs, it also applies to compulsive behaviors, such as gambling, sex, work, eating, shopping/spending, internet usage, or other technologically driven activities such as video gaming. Rather than being addicted to a substance, the person is addicted to a behavior,



or more precisely: the feeling brought about by a certain behavior or action. The suffering, losses, and devastating consequences stemming from process addictions are similar to those of alcohol/drug addiction. Like addiction to alcohol/drugs, 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 progressive in nature. Left untreated, it will only continue to get worse over time. The highest percentage we are currently seeing involve use of sexual internet websites.

THE YEAR IN REVIEW ~

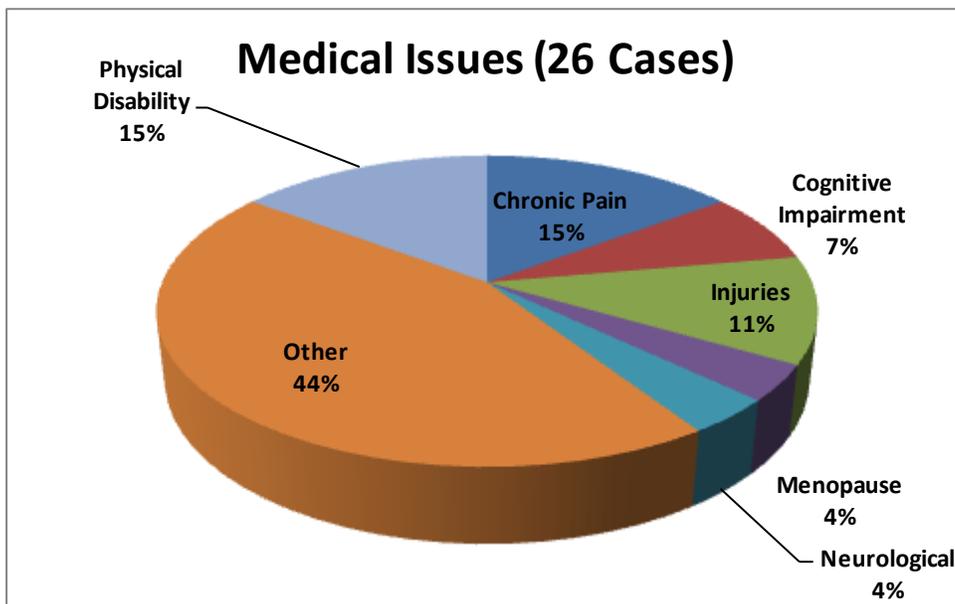
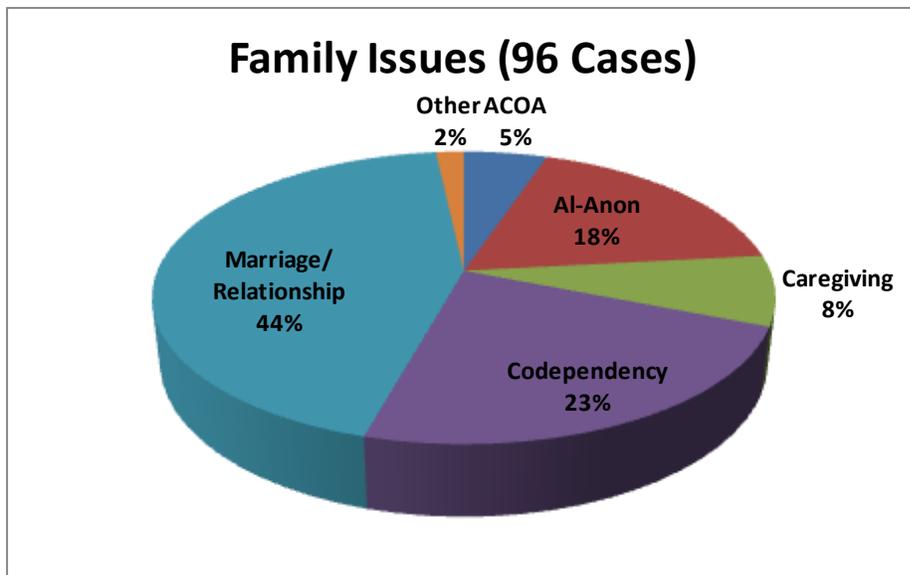
A CLOSER LOOK AT THE ISSUES

FAMILY ISSUES

(96 CASES)

Some lawyers have been deeply affected emotionally and psychologically by the substance abuse 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 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

(26 CASES)

Sometimes lawyers are coping with a medical issue or a physical disability or injury. Sometimes the issue warrants assistance in coping with early retirement or winding down a practice. Sometimes 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

Continuing legal education programs remain the single most effective outreach tool we have available. We receive at least one referral from almost every CLE talk we give. North Carolina is 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.

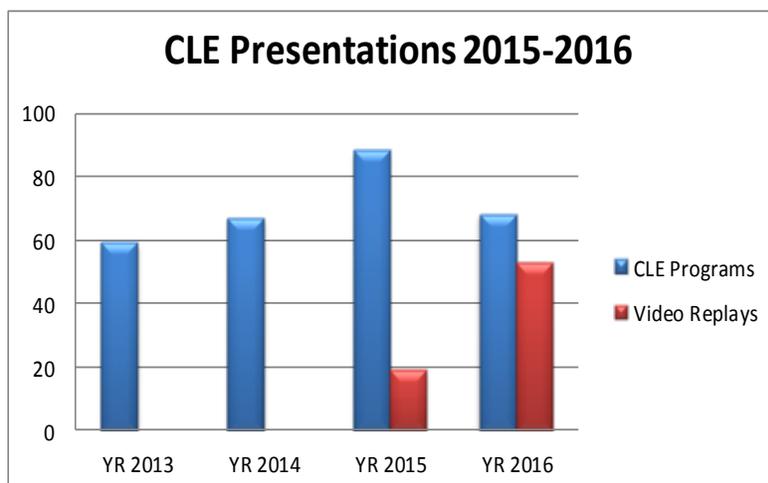
MINORITY OUTREACH CONFERENCE

The Minority Outreach Conference continues with great success. This year it was held in Chapel Hill on February 19, 2016. In its sixth year, the conference’s goal is to reach out to minority members of the bar. Historically, LAP has been underutilized by African American attorneys. The conference provides an opportunity to explore themes related to practice unique to African American attorneys and to dispel myths about the LAP and how it works. We reached registration capacity of 400 African American attorneys within 12 hours of opening registration. It was a wonderful event and has resulted in more African American attorneys utilizing LAP services.

SUBSTANCE ABUSE AND MENTAL HEALTH CLE PRESENTATIONS

The LAP presented at least 68 CLE programs this year (see Appendix A) with a high number of additional video replays (53 video replays; see Appendix B). We are able to present this volume of programs due to our dedicated volunteers who regularly speak and present as LAP representatives. Occasionally our volunteers are asked directly to speak at a CLE in addition to the requests that formally come through our office, and we do not necessarily receive that information for statistical reporting purposes.

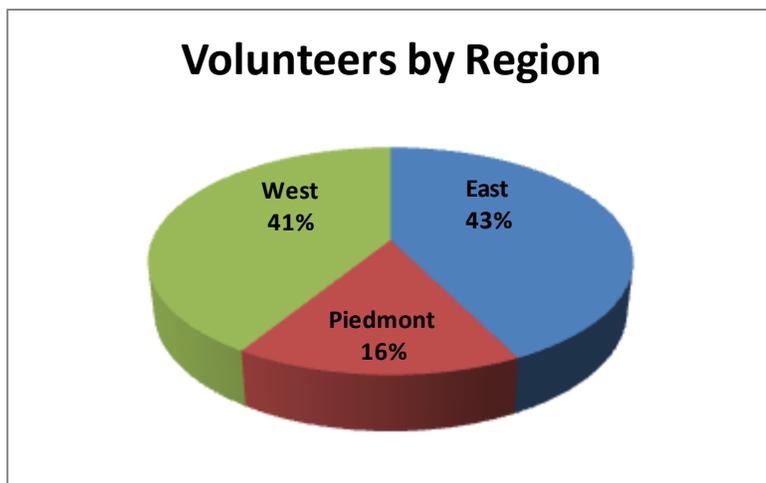
We’ve seen a big jump in the number of CLE presentations in recent years as we continue to provide the presentation on work-life balance to all newly admitted lawyers as part of the Professionalism Program for New Admittees. Many CLE sponsors are now recording our live presentations and offering video replays, which we are attempting to track. We have not discovered a streamlined or simple method of tracking video replays, so there are some gaps in information and possibly more replays than shown in Appendix B.



VOLUNTEERS

LAP'S TRAINED VOLUNTEERS MAKE A DIFFERENCE

As I stated in the opening message for this year's annual report, our 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
- 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 from others for publication
- Serve on leadership committees and boards that undertake specific initiatives to support the program (such as the law school initiative)

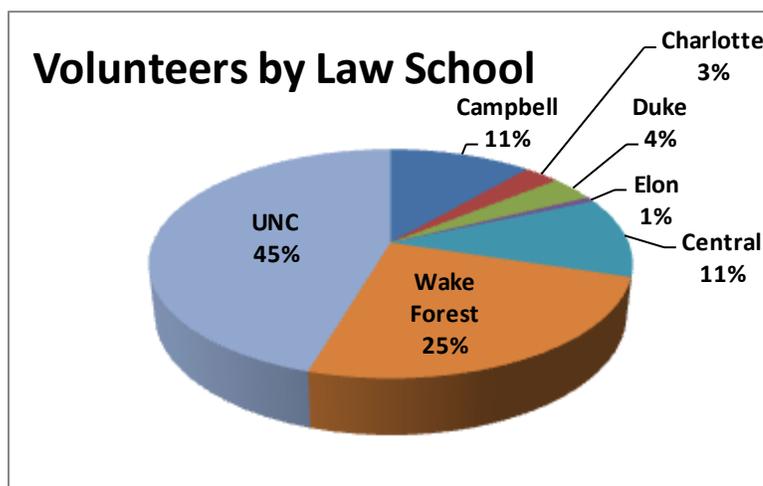
- Meet lawyers for coffee or lunch to mentor lawyers new to the program and introduce them to others
- Monitor lawyers who are on recovery contracts that require monitoring
- Secure speakers and workshop leaders for retreats

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 problems, 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 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 204 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 Volunteers
Campbell	16
Charlotte	4
Duke	5
Elon	1
Central	16
Wake Forest	35
UNC	64



LAP STEERING COMMITTEE

The LAP Steering Committee is a volunteer leadership committee. It was formed in 2012 when the former PALS and FRIENDS subcommittees combined into one committee. LAP Steering Committee members are all active LAP volunteers from across the state and are appointed by the LAP Director. The Steering Committee is composed of 2 volunteers (a member and an alternate) from each of the LAP meetings across the state as well as 2 members at large from each region (West, Piedmont and East).



The LAP Steering Committee selects projects and initiatives that it deems important to the function or direction of the LAP. The LAP Steering Committee has continued with these selected major initiatives this year:

- Ongoing operation of SIDEBAR, an electronic quarterly newsletter as an outreach tool, subscriptions now total over 1,600 across the state,



- For the law school initiative, this year the committee drafted and published a law school brochure that contains information about character and fitness for use and distribution at all law schools,
- Also in continuation of the law school initiative, each law school was assigned a primary volunteer liaison as a key point of contact for students and staff and the liaisons will attend a law school summit mid-September for all law schools to discuss bar admissions and character and fitness issues and how LAP is involved,
- Continuation of a 12-step study retreat weekend (not paid for by LAP, but self-supporting through paid registrations of participants) that was revived in 2013 and held this year at the Caraway Conference Center in Sophia, NC, again to rave reviews. The retreat will be expanded next year to include a special track for codependency, depression, and the family side focus.



The LAP Steering Committee continues to innovate and consider new ideas and directions. We look forward to its continued visionary process and success.

TRAINING

- The 36th Annual LAP Meeting and Workshop was held November 6-8, 2015 at the Crowne Plaza Resort, in Asheville, North Carolina. Approximately 150 lawyer volunteers attended the event to receive on-going training. Justice Robert Edmunds was in attendance and presented the Chief Justice’s LAP Service Award.
- The 37th Annual LAP Meeting and Workshop will be held on November 4-6, 2016 at the DoubleTree by Hilton Riverfront in New Bern. NC.

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
Hickory	Wilmington
Moorehead City	Winston-Salem

LAP BOARD

- Darrin Jordan, Chair
- Lanée Borsman, Vice Chair
- Reid Acree
- John Bowman
- Christopher Budnick
- Barbara Christy
- Dr. Joseph Jordan
- Robert “Bert” Nunley



NCLAP
 NORTH CAROLINA
 LAWYER ASSISTANCE PROGRAM

LAP BOARD MEETINGS SCHEDULED FOR 2016-2017

LAP Board meetings are usually scheduled for lunchtime on Thursday of the week the Bar Council meets except in October. Instead, the LAP Board meets at the Annual LAP Meeting and Conference held the first weekend in November.

APPENDIX A—CLE

8/6/2015	BridgeTrust Title Group	Banner Elk
8/18/2015	School of Government - Clerks Seminar	Winston Salem
8/20/2015	NCBA PNA	Concord
8/21/2015	DSS/GAL Attorneys	Raleigh
8/27/2015	Campbell Law School	Raleigh
9/8/2015	Moore County Bar	Pinehurst (Webinar)
9/9/2015	Duke Power	Charlotte
9/11/2015	District Bar Meeting (District 27A)	Gaston County
9/11/2015	Catawba County Bar	Newton, NC
9/16/2015	BridgeTrust Title Group	Charlotte
9/15/2015	Fidelity National Title Company	Asheville
9/16/2015	Fidelity National Title Company	Bryson City
9/17/2015	Fidelity National Title Company	Raleigh
9/18/2015	Paralegal Conference	Winston Salem
9/18/2015	Annual LAMP Conference	Cary, NC
10/2/2015	28th Judicial District (PNA)	Asheville
10/2/2015	Chief Justice Commission	Salisbury
10/8/2015	BridgeTrust Title Group	Wrightsville Beach
10/9/2015	Wake County Criminal Bar	Raleigh
10/13/2015	NCBA PNA	Cary
10/14/2015	MCB PNA	Charlotte
10/15/2015	NCBA Annual Review	Greenville
10/16/2015	Investor's Title	Chapel Hill
10/17/2015	NC Assoc of Women Attys	Wrightsville Beach
10/17/2015	Advocates for Justice	Asheville
10/23/2015	EZ CLE	Winston Salem
10/29/2015	Womble Carlyle (webcast)	Charlotte
10/30/2015	Legal Aid of NC	Greenville
10/30/2015	Attorneys Title	Wilmington
11/10/2016	Campbell Law School	Raleigh
11/19/2015	Advocates for Justice	Raleigh
12/1/2015	NCBA PNA	Cary
12/4/2015	Haywood County Bar	Waynesville
12/10/2015	NCBA PNA	Concord
12/11/2015	Charles Hall Firm (Social Security/Disability Attys)	Greensboro
12/23/2015	Attorneys Title	Hendersonville
1/6/2016	Mecklenburg County Bar	Charlotte
1/13/2016	28th Judicial District Bar	Asheville
1/20/2016	The Title Company	Wilmington
1/22/2016	Columbus County Bar	Whiteville
1/29/2016	NC Assoc of Defense Attys	Durham

APPENDIX A – CLE (CONTINUED)

2/2/2016	Wake Forest School of Law	Wake Forest
2/5/2016	High Point Bar Association	High Point
2/10/2016	Association Roundtable	Raleigh
2/11/2016	Union County Family Court	Monroe
2/12/2016	UNC CH Law School	Charlotte
2/11/2016	DSS Conference	Chapel Hill
2/17/2016	Advocates for Justice	Webinar
2/18/2016	Greensboro Bar Association	Greensboro
2/25/2016	NCCBA Conference	Cary
3/4/2016	Haywood County 30th District Bar	Waynesville
3/11/2016	District Bar Meeting (District 27B)	Lincolnton
4/11/2016	Campbell Law School	Raleigh
4/15/2016	Mecklenburg County Bar	Charlotte
4/27/2016	Mecklenburg County Bar PNA	Charlotte
4/29/2016	NCBA - Family Law Section	Charleston, SC
4/29/2016	District Bar Meeting (District 3A)	Greenville
5/5/2016	Eastern Bankruptcy Institute	Myrtle Beach, SC
5/5/2016	NCCA - NC Conference of Court Administrators	Ocean Isle Beach, SC
5/7/2016	NCBA	Asheville
5/11/2016	Bumcombe County CLE	Asheville
5/14/2016	Guilford Paralegal Association	Greensboro
5/18/2016	Pitt County Criminal Defense Bar	Greenville
5/20/2016	District Bar Meeting (District 30)	Cullowhee
6/16/2016	Williams Mullen	Chapel Hill
6/20/2016	Advocates for Justice Conference	Wilmington
6/28/2016	Lenoir County Bar Association	Kinston
7/28/2016	NCBA PNA	Concord

APPENDIX B – VIDEO REPLAYS

Date	Program	City
August 27- 28, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
September 10 - 11, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
September 29 - 30, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
October 6 - 7, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
October 8 - 9, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
October 14 - 15, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
October 22 - 23, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
October 27- 28, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
November 5 - 6, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
November 10, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
November 19 - 20, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
Nov. 30-Dec. 1, 2015	NCBA 2015 Annual Review	Charlotte
December 3, 2015	NCBA 36th Annual Estate Planning and Fiduciary Law Program	
December 8-9, 2015	NCBA 2015 Annual Review	Cary
December 14–15, 2015	NCBA 2015 Annual Review	Fayetteville
December 17-18, 2015	NCBA 2015 Annual Review	Cullowhee
December 17–18, 2015	NCBA 2015 Annual Review	Williamston
December 29–30, 2015	NCBA 2015 Annual Review	Smithfield
December 29–30, 2015	NCBA 2015 Annual Review	Greenville
January 6, 2016	Mecklenburg County Bar	Charlotte
January 7–8, 2016	NCBA 2015 Annual Review	Rocky Mount
January 14, 2016	Mecklenburg County Bar	Charlotte
January 14–15, 2016	NCBA 2015 Annual Review	Morganton
January 19–20, 2016	NCBA 2015 Annual Review	Jacksonville
January 20-21, 2016	Mecklenburg County Bar	Charlotte
January 22, 2016	Mecklenburg County Bar	Charlotte
January 21–22, 2016	NCBA 2015 Annual Review	Roanoke Rapids
January 21–22, 2016	NCBA 2015 Annual Review	Wilmington
January 25–26, 2016	NCBA 2015 Annual Review	Goldsboro
January 25–26, 2016	NCBA 38th Annual Bankruptcy Institute	Wilmington
January 27-28, 2016	NCBA 38th Annual Bankruptcy Institute	Charlotte
January 28–29, 2016	NCBA 38th Annual Bankruptcy Institute	Asheville
January 28–29, 2016	NCBA 2015 Annual Review	Statesville
January 29, 2016	Mecklenburg County Bar	Charlotte

APPENDIX B – VIDEO REPLAYS (CONTINUED)

February 2–3, 2016	NCBA 2015 Annual Review	Wilson
February 4–5, 2016	NCBA 2015 Annual Review	Pinehurst
February 5, 2016	Mecklenburg County Bar	Charlotte
February 8-9, 2016	NCBA 2015 Annual Review	Boone
February 9, 2016	Mecklenburg County Bar	Charlotte
February 9-10, 2016	NCBA 2015 Annual Review	Cary
February 11-12, 2016	NCBA 2015 Annual Review	Concord
February 11–12, 2016	NCBA 2015 Annual Review	River Bend/New Bern
February 15-16, 2016	NCBA 2015 Annual Review	Asheville
February 15-16, 2016	NCBA 2015 Annual Review	Atlantic Beach
February 16, 2016	Mecklenburg County Bar	Charlotte
February 16–17, 2016	NCBA 2015 Annual Review	Hickory
February 16–17, 2016	NCBA 38th Annual Bankruptcy Institute	Cary
February 18–19, 2016	NCBA 2015 Annual Review	Lumberton
February 24, 2016	Mecklenburg County Bar	Charlotte
February 25–26, 2016	2015 NCBA Annual Review	Shelby
February 25–26, 2016	2015 NCBA Annual Review	Southern Shores
June 9-10, 2016	NCBA 2015 Annual Review	Cary
July 15, 2016	2016 Family Law Section Annual Meeting	Charlotte