



NC LAP Annual Report

August 1, 2018 - July 31, 2019



NCLAP
NORTH CAROLINA
LAWYER ASSISTANCE PROGRAM

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



MESSAGE FROM THE EXECUTIVE DIRECTOR



Now in our 40th year, your NC Lawyer Assistance Program (LAP) staff and volunteers remain dedicated and extremely busy. The ABA's Task Force Report on Lawyer Well-Being created a groundswell of support and national movement across the nation and the profession. Task forces were created, and the results are rolling in. Several states that did not have an adequately funded LAP have now fully funded those programs. I was privileged to be asked to participate in helping educate stakeholders and guide that process for a couple of sister states. States that did not have a CLE requirement for wellbeing and mental health are now modifying their rules. States that had never heard of secured leave are in the process of learning about it and some are adopting secured leave rules. Law firms are taking bold action and moving these issues to the fore, adopting model policies and working towards creative solutions. Studies show law students enter law school with the same rate of mental health and alcohol problems as the general public but are graduating at the staggering rates seen in the profession (3 to 4 times higher than upon entering law school). Law schools are increasingly working hand-in-hand with LAPs to begin educating and supporting students in understanding the stresses they will face in the profession and helping them find constructive coping mechanisms while still in school. And an entire new industry of speakers, coaches, and wellness gurus has emerged, willing to coach and teach for a hefty fee what LAP has been coaching and teaching for 40 years for free.

Last year at the time of this report, LAP had just begun holding office hours at five of our six law schools. Based on the success of the first academic year, we have been invited back this academic year and plan to now be at all six schools. Our pilot year went well. Volunteers interacted with over 150 law students. Students of every class (1L, 2L, 3L) either made private appointments in advance or dropped by our table to talk and ask questions. The topics of greatest interest were 1) questions about the character and fitness portion of the bar application, and 2) general anxiety and stress related to law school. Several students scheduled appointments with our clinical staff, some without ever stopping by the table. UNC invited LAP to be part of its student orientation last year and again this year. NC Central had LAP volunteers present at a stand-alone, special event that was widely attended during mental health week. We hope these office hours and related activity will become a fixture at each school going forward. From the reports I receive, our volunteers very much enjoy

Continued on next page....

Continued...

interacting with law students; some informal mentoring relationships have emerged from the initial office hours contact.

LAP staff and volunteers gave 75 CLE presentations this year. We opened 176 files and closed 120 files. Attendance at the Minority Outreach Conference remains strong and in 2020 we hope to break our record high of 600 registered.

LAP staff continued providing in-house trainings for midsize and large law firms that participated in either the Risk Management Roundtable or the Summit hosted by Lawyers Mutual Insurance. Large firms in NC are beginning to evaluate their culture, their HR policies (and whether those policies encourage lawyers to seek assistance when needed), and to develop wellness initiatives and programs. Many firms have asked LAP to provide ideas and input. LAP has historically worked one-on-one at the individual level and will continue to do so. Systemic and institutional change like real and effective in-house wellness programs are new territory. I have attended brainstorming sessions at several firms. Each firm is starting from scratch given this is a growth edge (for all of us - the entire profession) with no best-practice road maps yet established (here in NC or nationally). As these initiatives take hold and we evaluate their efficacy, I hope that within a few years LAP will be able to share information about those initiatives that appear to have the greatest impact and value.

North Carolina has one of the most, *if not the most*, active volunteer networks of any LAP program in the country. Our volunteers excel at paying it forward in myriad ways - from speaking at CLE to now holding office hours at our law schools. The single most important activity our volunteers do is share their experience, strength and hope with other lawyers. Like lighthouses perched high above a rocky and treacherous cliff overlooking rough seas, LAP volunteers serve as a beacon of hope, light, and promise to those who may be losing their way in our profession, guiding them to calmer waters and safer shores. I thank each and every one of our volunteers for their personal contributions, both public/visible (CLE) and private/unseen (like having coffee with a lawyer new to LAP). I was going to write "both big and small," but then realized there really are no small contributions in LAP considering a phone call or coffee date can save a life.

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 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 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 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.

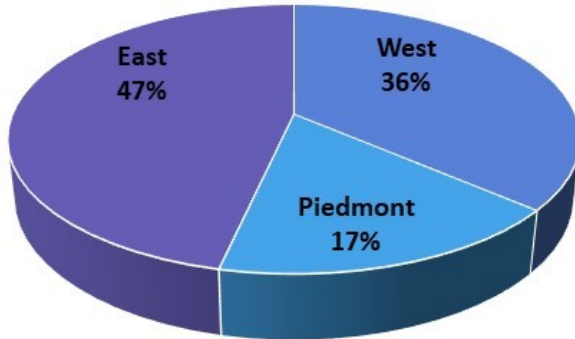
Whatever the issue is that brings an individual to LAP for assistance, we offer peer support, on-going follow-up and case management services.

THE YEAR IN REVIEW ~ STATISTICAL SNAPSHOT

NEW CASES/FILES

Now in its 40th 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, 155 resulted in newly opened files, with 21 additional files reopened, bringing the total number of opened cases to 811. We closed 120 files resulting in a combined total of 691 open cases at year’s end.

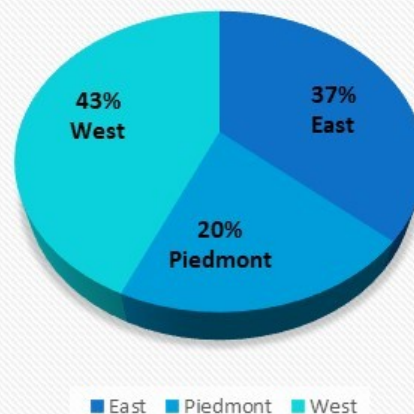
New and Reopened Files by Region



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 typically refer the call to 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 because they need treatment center recommendations for non-lawyer friends or clients who are impaired.
- 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.

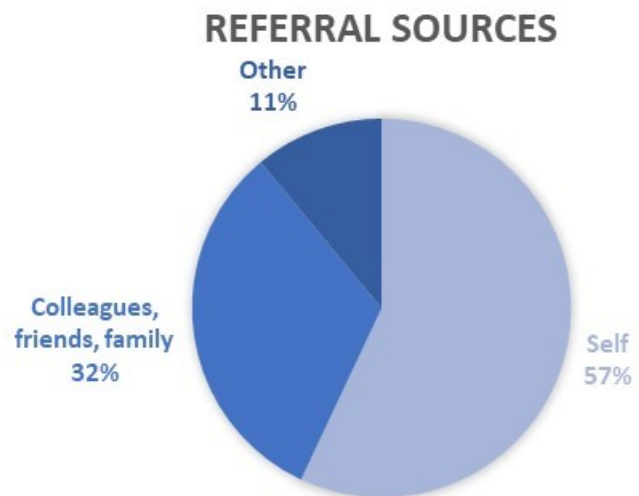
Total Clients by Region



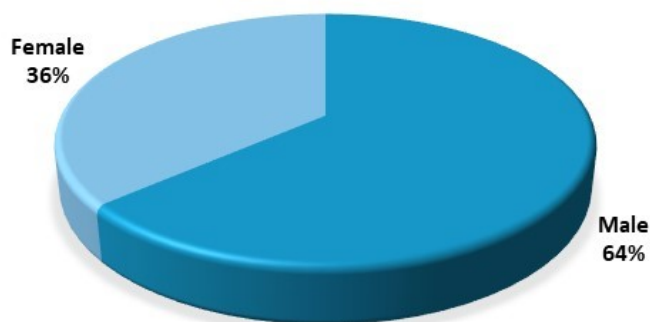
REFERRAL SOURCES

The rate of self-referral to LAP increased to 57% this year while 32% of LAP referrals came from colleagues, law firms, friends, family and judges who expressed concern about a lawyer or judge. The remaining 11% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff, the grievance committee or the DHC.

Referral Source	
Another LAP	4
Another Lawyer	142
Bar Staff	26
Board of Law Examiners	13
DA	1
DHC	3
Employee (his or hers)	1
Employer	2
Family	17
Firm (his or hers)	28
Friend, Non-lawyer	5
Grievance	9
Investigators/SCA	1
Judge	14
Law School	11
Other	5
Physician	2
Self	395
Therapist	12
Total	691



GENDER

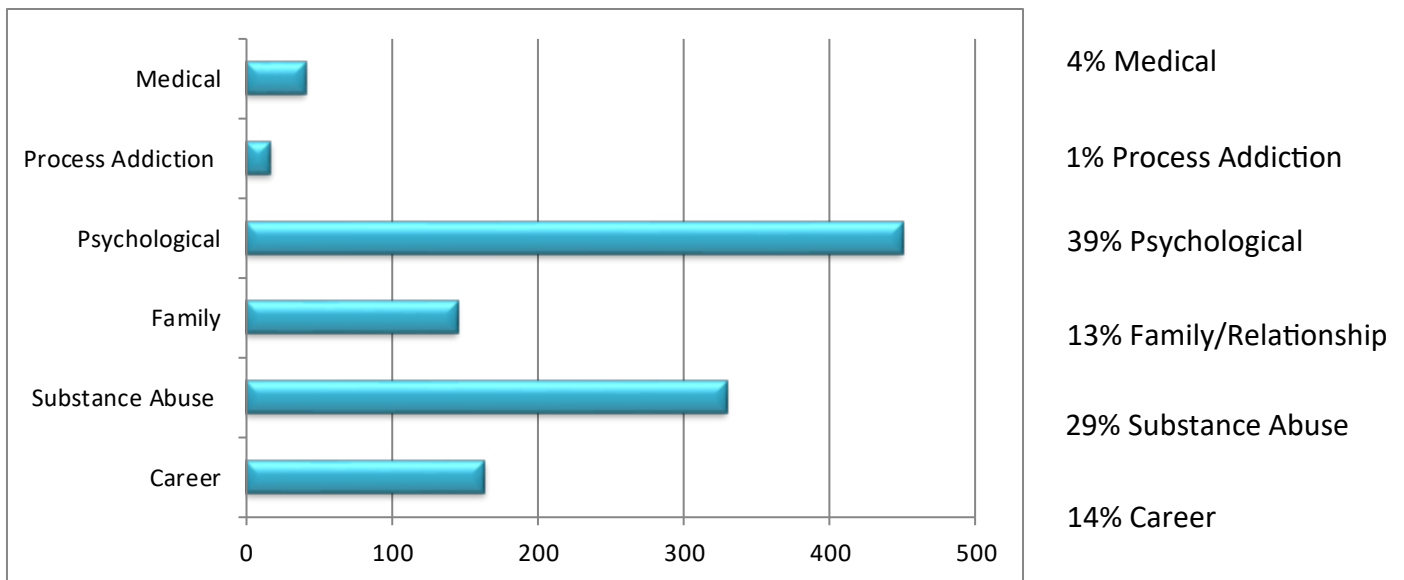


GENDER

The gender breakdown for clients seeking services this year was 64% men and 36% women. There has been a small 2% increase in the percentage of female attorneys with a corresponding decrease for male attorneys.

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, 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 dealing with spouses or children that are having serious mental health issues or substance use disorders.

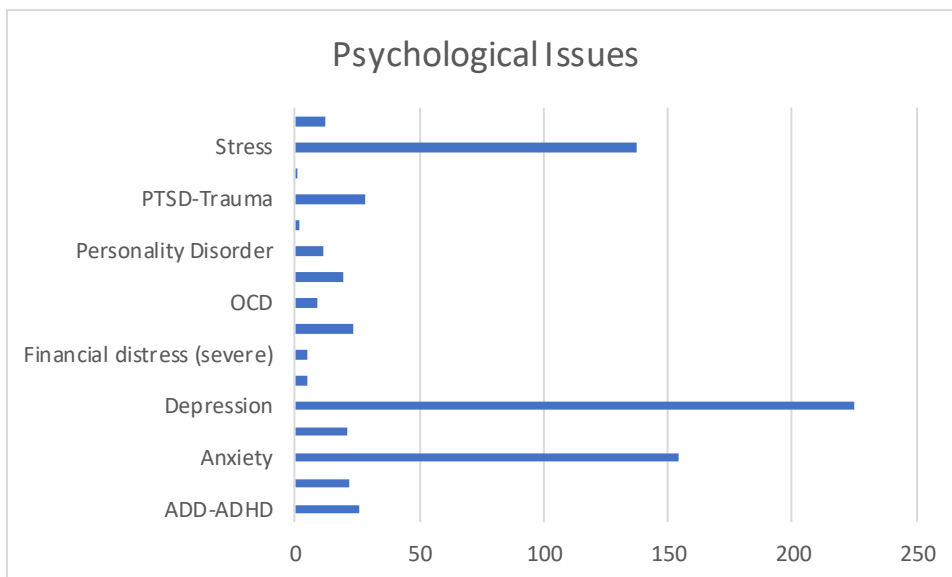
The table below shows the breakdown of the issues in real numbers and percentages*:



* Because lawyers often have more than one issue, these percentages do not equal 100%. Instead, they show the total percent of 691 clients that are dealing with a given issue.

PSYCHOLOGICAL ISSUES

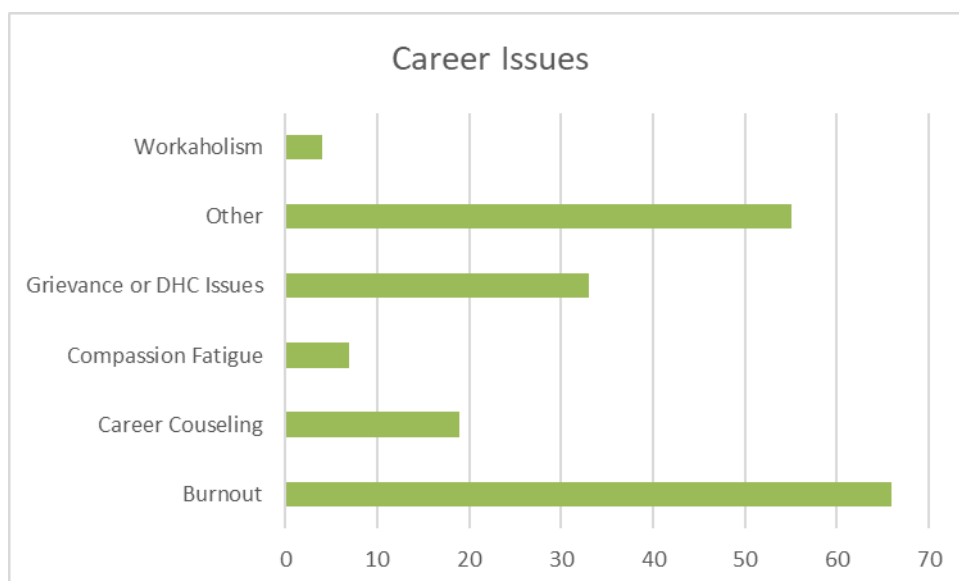
The data indicates that lawyers struggling with psychological issues are often dealing with more than one single issue. To illustrate, we show 451 lawyers dealing with psychological issues, yet we show a total of 700 issues identified overall in this category.



***Depression remains by far the single largest issue lawyers face today with severe anxiety and debilitating stress coming in second and third respectively. 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), indicating 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.**

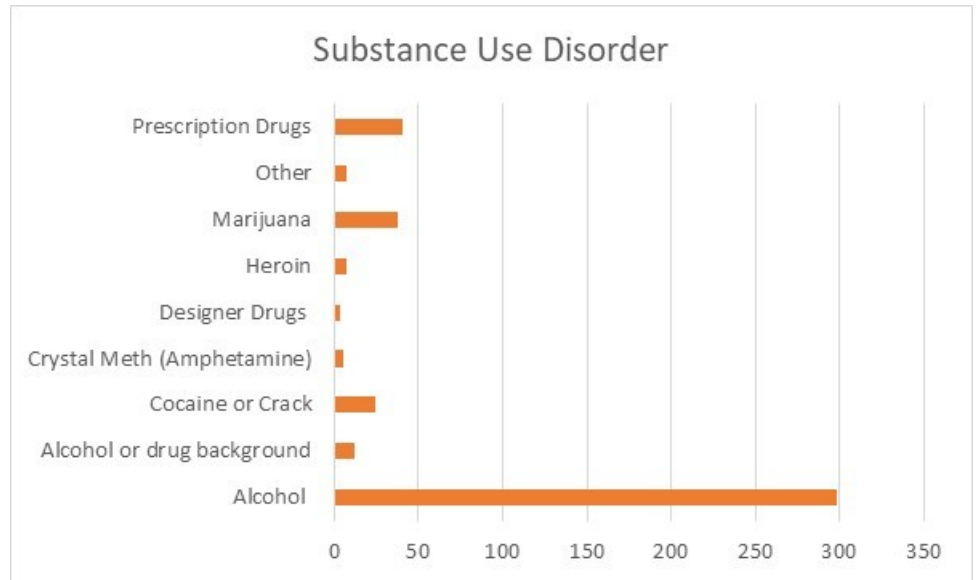
CAREER ISSUES

As stated above, a large percentage of the depression, anxiety and debilitating stress cases we see are caused by the profession itself. Sometimes a lawyer may seek out assistance based on what he or she can identify as a specific issue related to the profession as indicated in this graph.



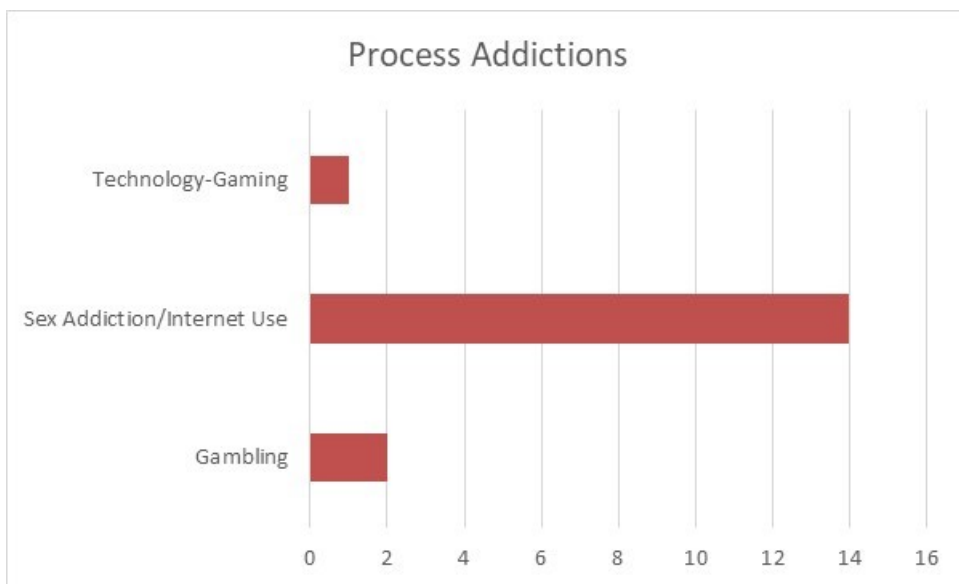
ALCOHOL AND DRUG PROBLEMS

Alcohol abuse and dependency continue to be the single largest problem lawyers face when there is a substance use disorder present.



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, eating, shopping/spending, internet usage, or other technologically driven activities such as video gaming. The suffering, losses, and devastating consequences stemming from process

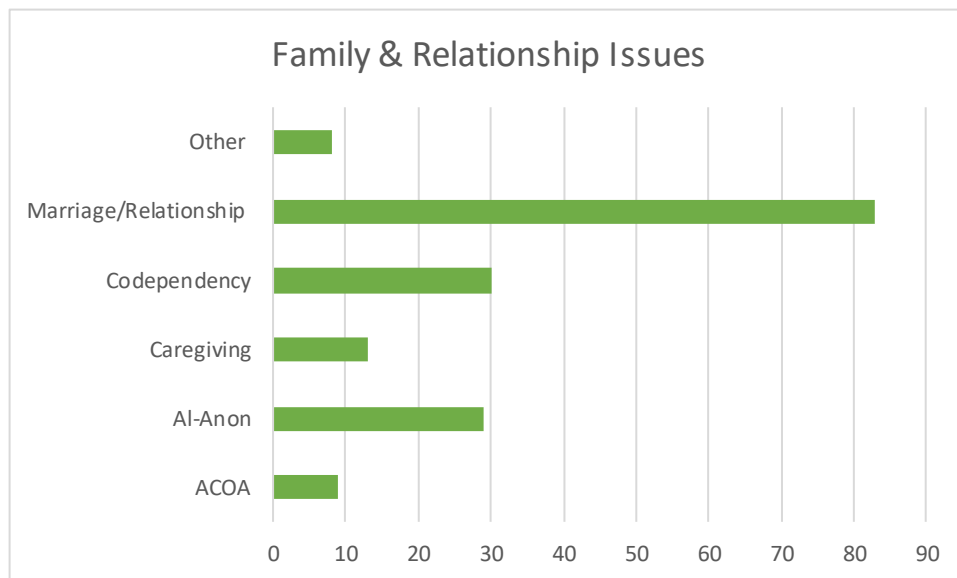


addictions are similar to those of substance use disorders. Process addictions follow a characteristic course with similar phases and stages. A process addiction follows a destructive process characterized by a recognizable set of signs and symptoms. It is also progressive in nature like a substance 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

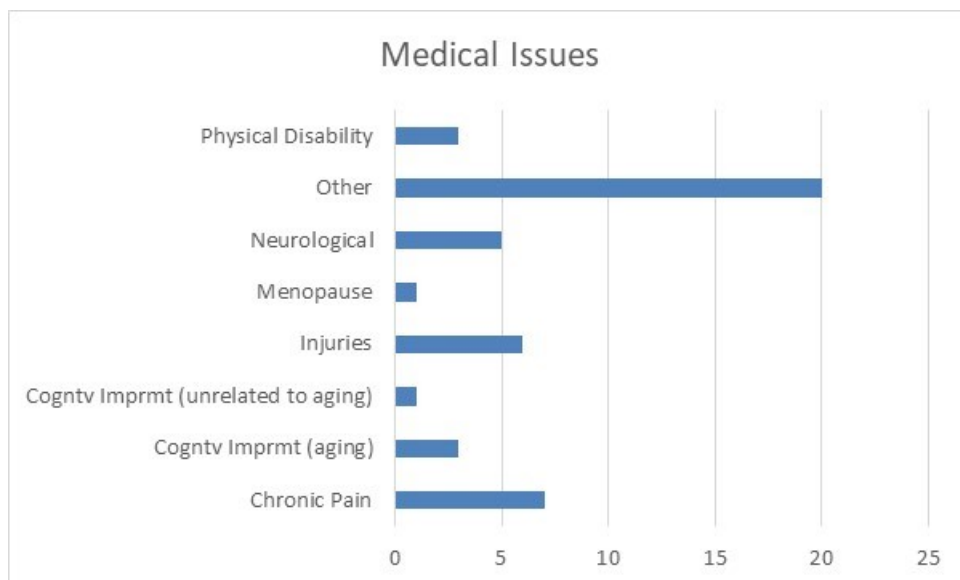
Some lawyers have been deeply affected emotionally and psychologically by the substance abuse of a parent or a grandparent. The syndrome and symptoms associated with such a scenario is “ACOA” which stands for Adult Child of an Alcoholic. We have lawyers who also seek our assistance because they have 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 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

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

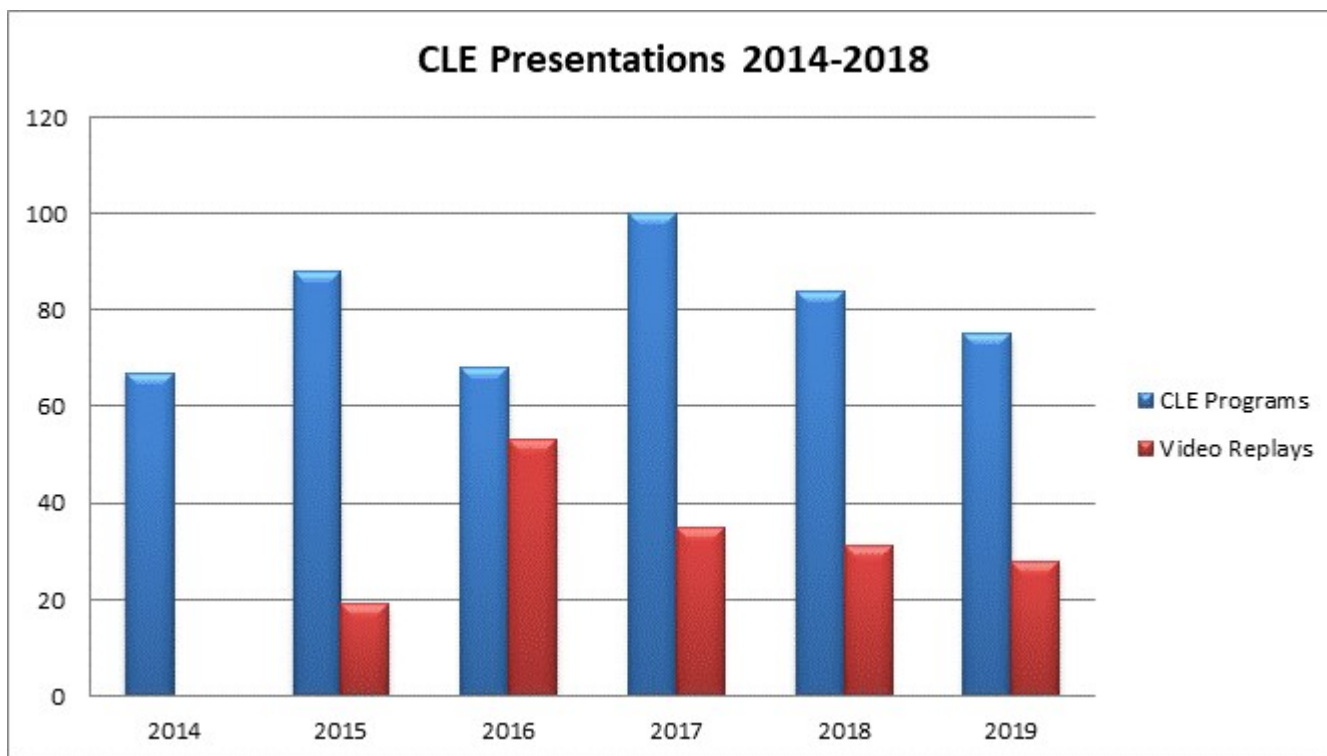
Continuing legal education programs remain the single most effective outreach tool we have available. We receive at least one referral from almost every CLE talk we give. North Carolina is a leader in its CLE requirements and many states around the country are only beginning to add mental health topics 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 at the Durham Convention Center. 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. We have consistently had registration numbers in the 600 range.

SUBSTANCE ABUSE AND MENTAL HEALTH CLE PRESENTATIONS

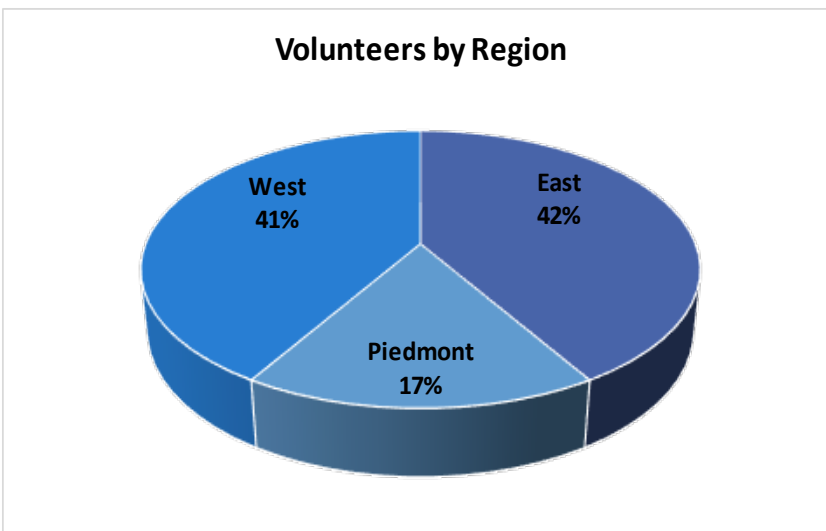
Due to short staffing, we have had to rely much more on our LAP volunteers for CLE this year. We presented at least 75 CLE programs this year (see Appendix A) with additional video replays. The graph below indicates the CLE presentations that were requested through our office directly and does not include any presentations made by our volunteers that may have not been reported to us. We are making an effort to track video replays as well but may not have captured all that occurred across the state this year.



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:



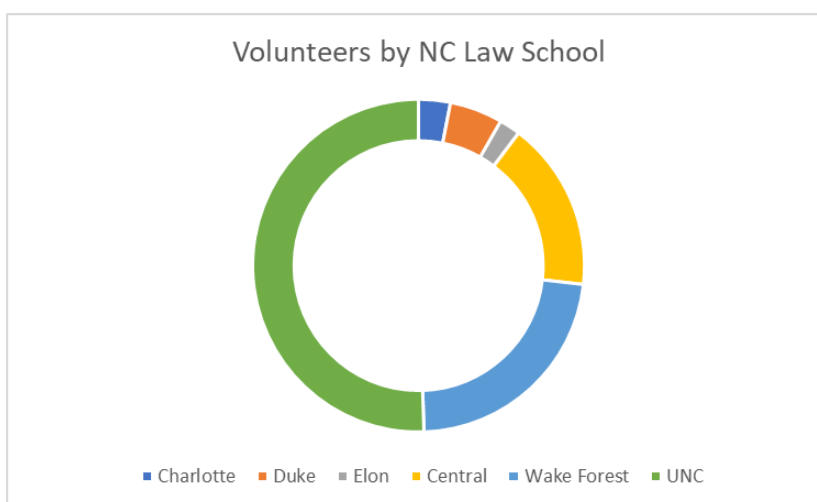
- Speak at CLE
- Visit lawyers who have been referred to LAP to explain the assistance the program can offer
- Attend local discussion/support groups
- Write articles for the Sidebar or the quarterly State Bar Journal or solicit articles
- Serve on leadership committees and boards that undertake specific 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

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 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 **208** 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	5
Elon	2
Central	16
Wake Forest	22
UNC	49



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 2,000 across the state and country.



SIDEBAR ■

- 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. The relationships developed have allowed LAP Volunteers to hold office hours in 5 of the schools for 2 consecutive academic years.

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 39th Annual LAP Meeting and Workshop was held October 26-28, 2018 at the Hilton Ballast in Wilmington, North Carolina. Approximately 150 lawyer volunteers attended the event to receive on-going training. Justice Robin Hudson was in attendance and presented the Chief Justice’s LAP Service Award.
- The 40th Annual LAP Meeting and Workshop was held on Nov. 2-4, 2019 at the Grandover, in Greensboro, NC. Approximately 150 lawyer volunteers attended the event to receive on-going training. Former Supreme Court Justice Robert Edmunds, Jr. was in attendance and presented the Chief Justice’s LAP Service Award.

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 2018-2019

John Bowman, Chair
 Ted Edwards, Vice Chair
 Reid Acree
 Lanée Borsman
 Gerald Collins
 Mike McGuire
 Paul Nagy
 Connie Mele
 Eben Rawls



NCLAP
 NORTH CAROLINA
 LAWYER ASSISTANCE PROGRAM

LAP BOARD MEETINGS SCHEDULED FOR 2018-2019

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

APPENDIX A—CLE

2018		
August		
8/1/2018	Fidelity National Title Insurance	Charlotte
8/3/2018	30th District Bar	Waynesville
8/16/2018	UNC School of Government	Chapel Hill
September		
9/11/2018	Duke Energy	Charlotte
9/19/2018	Fidelity National Title Insurance	Asheville
9/20/2018	Fidelity National Title Insurance	Bryson City
9/21/2018	Cranfill, Sumner & Hartzog	Raleigh
October		
10/3/2018	Fidelity National Title Insurance	Winston Salem
10/4/2018	Fidelity National Title Insurance	Boone
10/5/2018	28th Judicial Bar	Asheville
10/10/2018	NC School of Government & Court of Appeals	Raleigh
10/11/2018	Wake County Bar Association	Raleigh
10/12/2018	Investors Title	Chapel Hill
10/12/2018	Catawba County Bar	Newton
10/12/2018	NCBA Elder Law Section	Cary
10/16/2018	NCBA PNA	Cary
10/20/2018	NC Advocates for Justice	Asheville
November		
11/1/2018	Judicial 3A Pitt County	Greenville
11/1/2018	NCBA Family Law Basics	Cary
11/8/2018	Fidelity National Title Insurance	Jacksonville
11/12/2018	Mediator Training Course (Wake Forest School of Law)	Winston-Salem
11/14/2018	Attorneys Title	Wilmington
11/15/2018	NC Advocates for Justice	Raleigh
11/16/2018	UNC School of Government	Chapel Hill
11/30/2018	Ward & Smith	Cary
11/30/2018	NCBA Family Law Section	Winston-Salem
December		
12/7/2018	Roundpoint Mortgage	Charlotte
12/7/2018	Rowan County Bar Association	Salisbury
12/11/2018	Moore & Van Allen	Charlotte
12/14/2018	Judicial District 22	Lexington
2019		
January		
1/7/2019	NCBA	Cary
1/25/2019	UNC School of Government	Chapel Hill
1/25/2019	Cranfill Sumner Hartzog	Wilmington

APPENDIX A – CLE (CONTINUED)

February		
2/4/2019	Moore County Bar Association	Southern Pines
2/5/2019	Bridge Trust Title	Raleigh
2/6/2019	Poyner Spruill	Durham
2/8/2019	NCBA Workers Compensation Section	Greensboro
2/8/2019	Kilpatrick Townsend	Winston-Salem
2/8/2019	UNC School of Law (Festival of Legal Learning)	Chapel Hill
2/8/2019	High Point Bar Association	High Point
2/8/2019	Fidelity National Title	Greensboro
2/8/2019	Chief Justice's Commission on Professionalism	Shelby
2/12/2019	Ray Law Firm PLLC	Fayetteville
2/13/2019	Buncombe County Bar (28th District Bar)	Asheville
2/15/2019	NCBA Business & International Law Sections	Pinehurst
2/15/2019	McNair Law Firm	Charlotte
2/20/2019	UNC School of Government	Chapel Hill
2/21/2019	Wake County Academy Criminal Trial Lawyers	Raleigh
2/22/2019	NCBA Elder Law Section	Pinehurst
2/22/2019	Wake County Bar Association YLD	Raleigh
2/22/2019	Watauga County Bar Association	Boone
2/26/2019	Vera Justice Institute	Webinar
2/28/2019	NCBA	Cary
March		
3/8/2019	NCBA	Cary
3/15/2019	AILA Carolinas Chapter	Asheville
3/22/2019	District 27 Rowan County	Salisbury
3/29/2019	NCBA Administrative Law Section	Cary
April		
4/16/2019	Fidelity National Title Insurance	New Bern
4/24/2019	Mecklenburg County Bar	Charlotte
4/26/2019	NC Advocates for Justice	Raleigh
4/26/2019	NC Advocates for Justice	Greensboro
May		
5/3/2019	NC Advocates for Justice	Raleigh
5/6/2019	NCBA PNA	Cary
5/7/2019	Wake Forest Univ. Workers Comp Seminar	Winston-Salem
5/10/2019	District 35	Boone
5/11/2019	NCBA Energy, Environment, & Nat. Resc. Section	Wrightsville Beach
5/13/2019	Chief Justice's Commission on Professionalism	Halifax
5/14/2019	Chief Justice's Commission on Professionalism	Greenville
5/15/2019	Chief Justice's Commission on Professionalism	New Bern
June		
6/5/2019	Attorneys Title	Raleigh
6/20-6/22/2019	NC Advocates for Justice	Wilmington
6/17/2019	NC Conference of District Attorneys	Cherokee
July		
7/15/2019	NCBA	Cary
7/20/2019	DSS Attorneys & NC Assoc of County Attorneys	Wrightsville Beach
7/25/2019	McIntosch Law Firm	Davidson