



NC LAP Annual Report

August 1, 2021 - July 31, 2022



NCLAP
NORTH CAROLINA
LAWYER ASSISTANCE PROGRAM

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



Message from the Executive Director



We have had another productive, mostly-virtual year at the NC Lawyer Assistance Program (NC LAP).

The two most noteworthy technology-based initiatives this year are the launch of our podcast and LAP's engagement on social media. We are always looking for ways to connect with members of the bar and judiciary as well as law students. LAP staff, volunteers, and board members are engaged in a perpetual educational campaign to destigmatize recovery and help-seeking behavior. Folks will only reach out to us if they know about us, first and foremost. Second, they must trust we are confidential and that we know what we are talking about. Younger lawyers and law students communicate almost exclusively via social media. So, we must adapt how we are reaching folks.

We created a [LinkedIn page](#) and a Twitter account ([@NCLAPtweets](#)). We are tracking numbers closely, and during the first 90 days, we had 697 LinkedIn post views and 948 Twitter views (average of about 10 a day). We also had over 1,600 Twitter profile visits within the first 90 days. We hope to see those numbers grow as our social media presence gains traction.

As to adapting our messaging, we launched [Sidebar](#), a podcast, to accompany our [quarterly Sidebar e-newsletter](#). Episodes feature interviews of lawyers and judges who share their personal stories and journeys of recovery. We have released about [25 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. Although some topics may sound depressing, the episodes are quite inspirational because they are focused on recovery, tools, and solutions. 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. We are excited about the podcast as a new way to reach a broader audience and reinforce recovery seeking behavior.

We resumed in-person events in fits and starts. We held our annual conference in person in November 2021. Volunteers from across the state came together for the first time in two years. Our volunteers held sacred space for each other as they shared their experiences through the past several years, including losses of beloved family members and friends. Notwithstanding, our volunteers are a jovial

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group, both by nature and as a result of their recovery. The raucous laughter and meaningful reconnection with each other throughout the weekend served as a balm on everyone's souls. By sheer luck, the event was well-timed between the surges of the Delta and Omicron variants.

LAP's annual Minority Outreach Conference (MOC) is usually held in February, which was during the first Omicron surge. Recognizing how crucial these in-person connections are for our mental and emotional well-being, rather than cancel the February 2022 event, we postponed it until June. Again, lawyers and judges came together for mutual support for the first time in two years. The event also served as a balm on people's souls; as a result, we received overwhelming feedback that it was the best MOC held to date.

In March, we co-sponsored an inaugural Women's Well-being Conference in conjunction with the lawyer assistance programs of 4 other states (KY, TN, VA and WV). The event was held in Asheville. About 150 lawyers and judges attended, of which approximately 30 were from NC. Feedback on the evaluation forms was excellent and confirmed, much like our Minority Outreach Conference, this event is meeting an unmet need. Next year's event will be held March 2-5, 2023 in Roanoke, VA.

We have begun resuming in-person support groups across the state and have decided that some will remain virtual, allowing lawyers and judges who live in more rural areas to participate on a regular basis. The monthly law student support group will continue to meet virtually as it allows students attending different law schools across the state to participate. We have also begun tabling in-person events, like orientation or lawyer well-being week, at some of the law schools.

Any report would be incomplete without acknowledging our dedicated volunteers. Their contribution to the basic functioning and success of our program cannot be overstated. By participating at support groups and mentoring (both formally and informally), they offer hope and guidance to new participants. There is no way our small staff could cover the number of CLE requests we receive each year. Volunteers not only share their stories at CLE, but they also learn to give talks on topics like compassion fatigue and work/life balance. Our volunteers visit lawyers in distress, essentially doing welfare checks and informal interventions. They appear in videos on our website. They write articles for the Sidebar and the State Bar Journal and have now jumped into giving podcast interviews. We would be far less effective without the meaningful involvement and contributions of each and every one of our volunteers. I thank them all.

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).

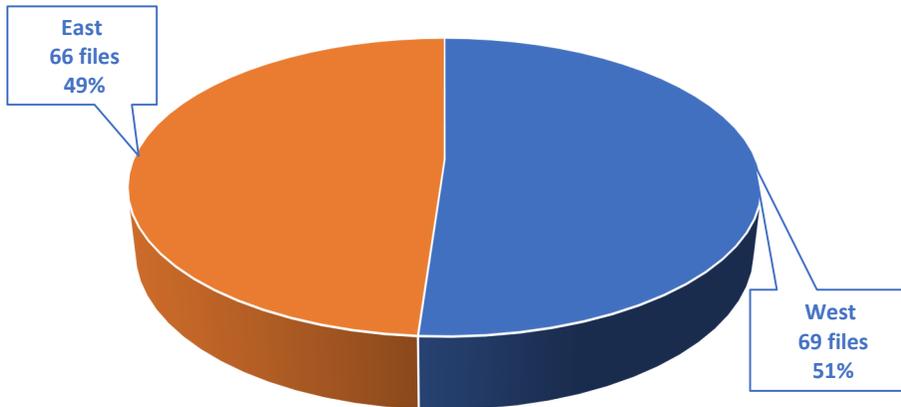
Intervention is a group process that, with respect and concern, helps an individual who may not realize he or she has a serious problem with alcohol or other drug use. The objective is to dismantle denial, stop family and friends from enabling the subject's behavior, and initiate change. For informal 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

135 New & Reopened Files By Region



New cases/files

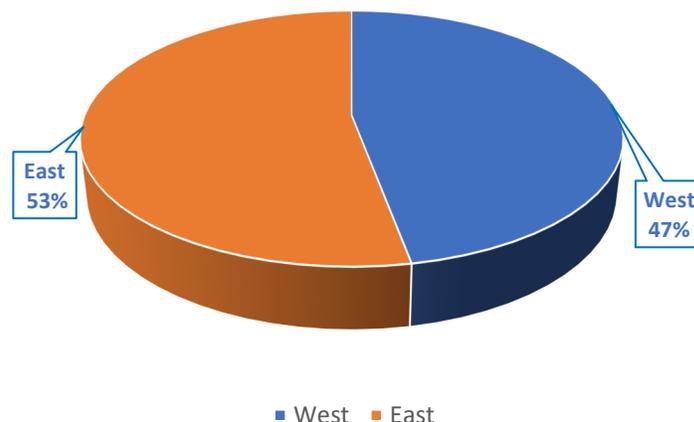
NC LAP is now in its 43rd year of operation. Despite operating mostly virtually, we remain busy.

For the 2021-2022 reporting year we had 135 total files opened (119 new and 16 reopened), bringing the total number of open cases to 778. We closed 30 files resulting in a combined total of 748 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.

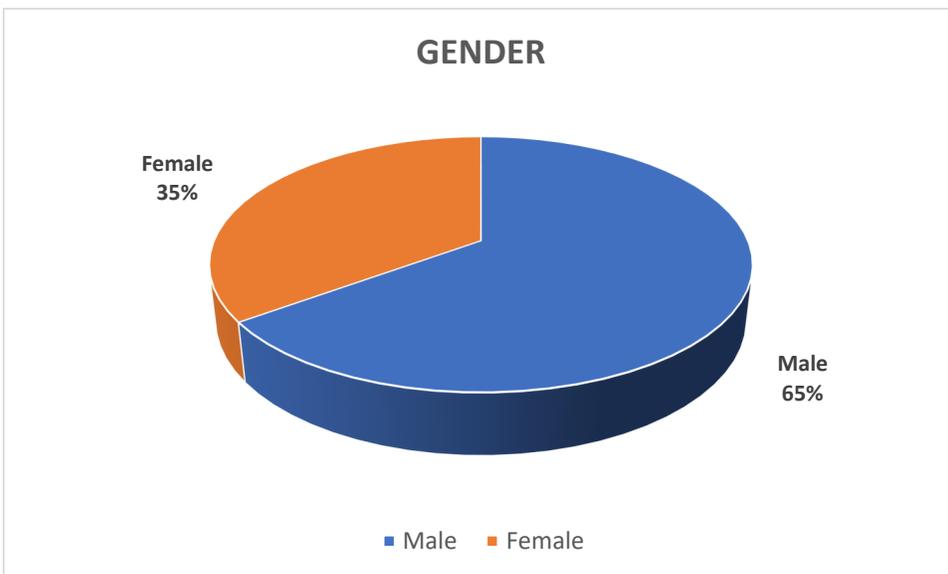
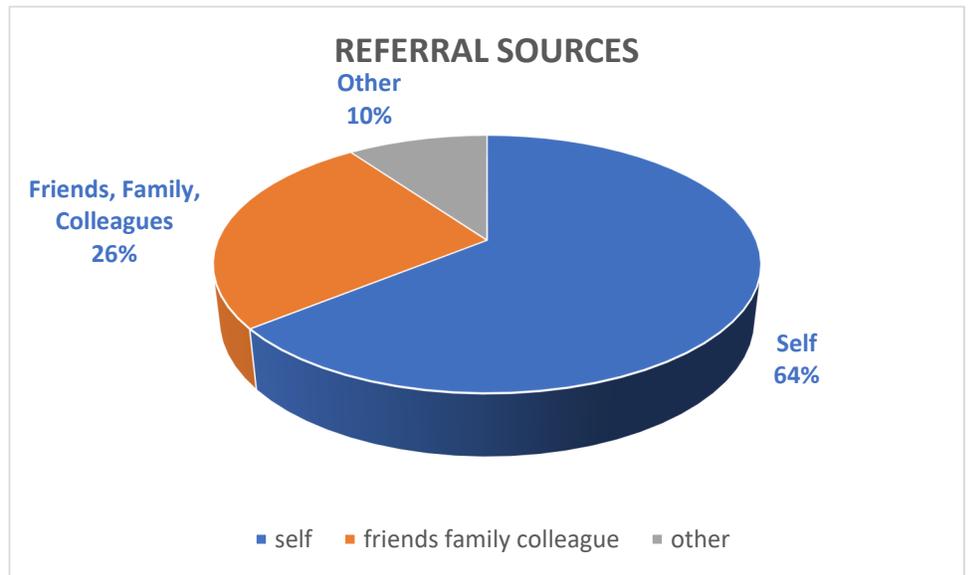
TOTAL CLIENTS BY REGION



Referral Sources

The rate of self-referral to LAP increased to 64% this year, while 26% of LAP referrals came from colleagues, law firms, friends, family and judges who expressed concern about a lawyer or judge. The remaining 10% of referrals came from law schools, the board of law examiners, other LAPs, therapists, physicians, state bar staff, the grievance committee or the DHC.

Referred by	
Another LAP	3
Another Lawyer	128
Bar Staff	24
Board of Law Examiners	10
DA	1
DHC	3
Employee (his or hers)	1
Employer	5
Family	13
Firm (his or hers)	28
Friend, Non-lawyer	3
Grievance	8
Investigators/SCA	2
Judge	16
Law School	10
Other	4
Physician	4
Self	480
Therapist	5
Grand Total	748

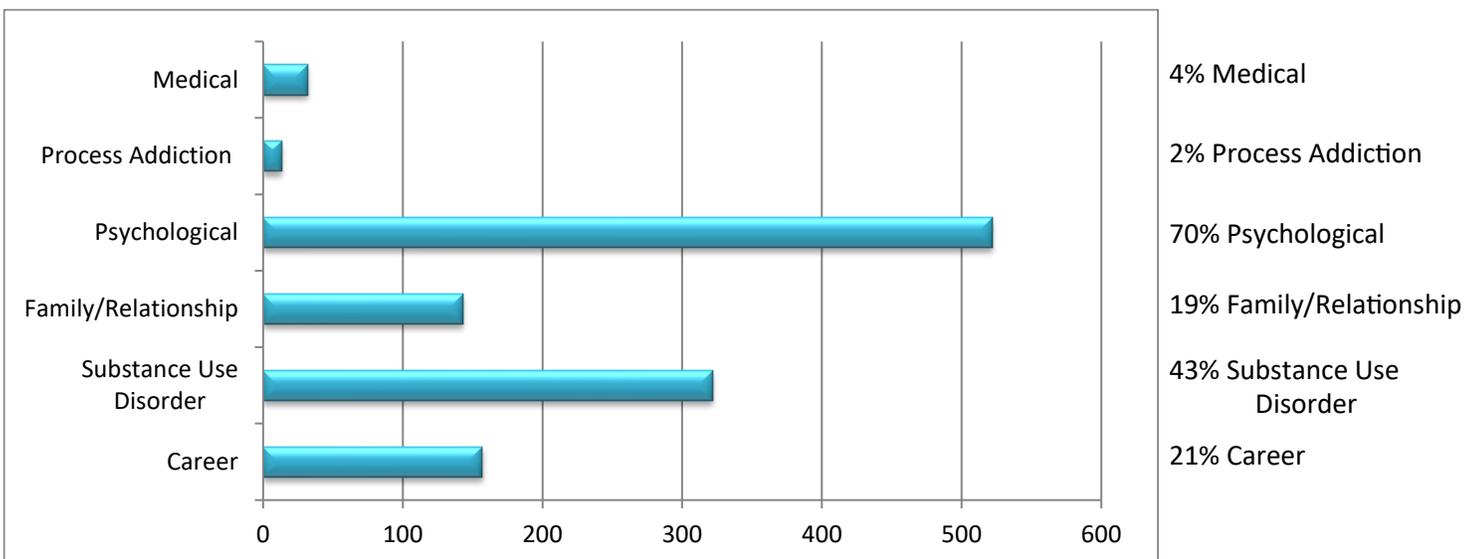


Gender

The gender breakdown for clients seeking services is the same as last year: 65% men and 35% women. This statistic stays generally consistent year after year, shifting only a percentage point or two.

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.

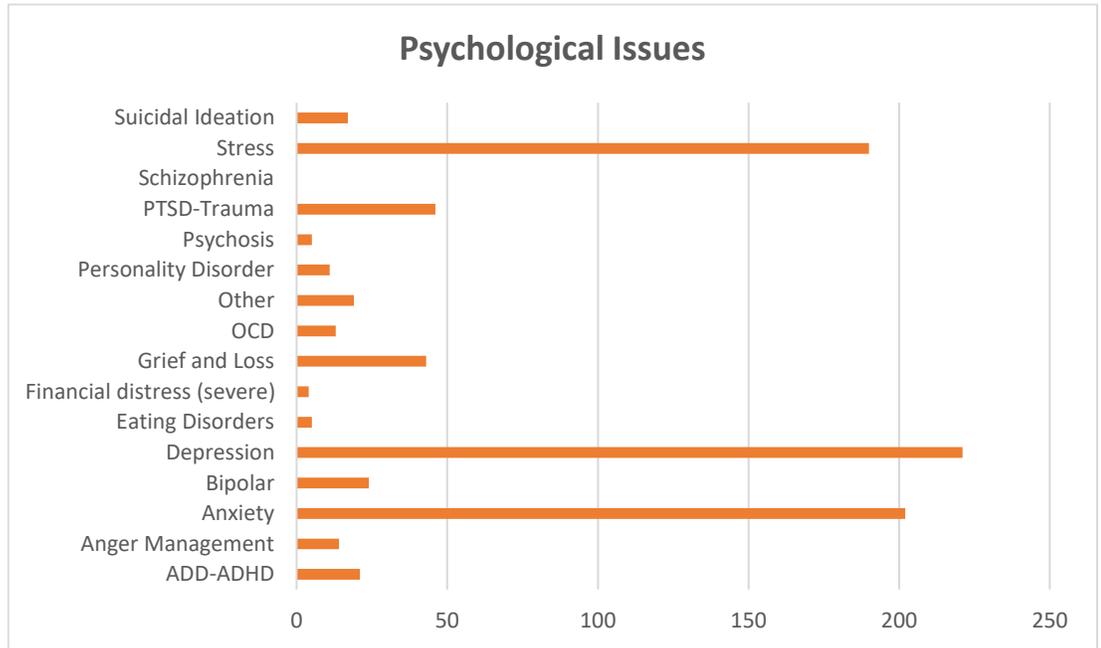
The table below shows the breakdown of the issues in real numbers and percentages*:



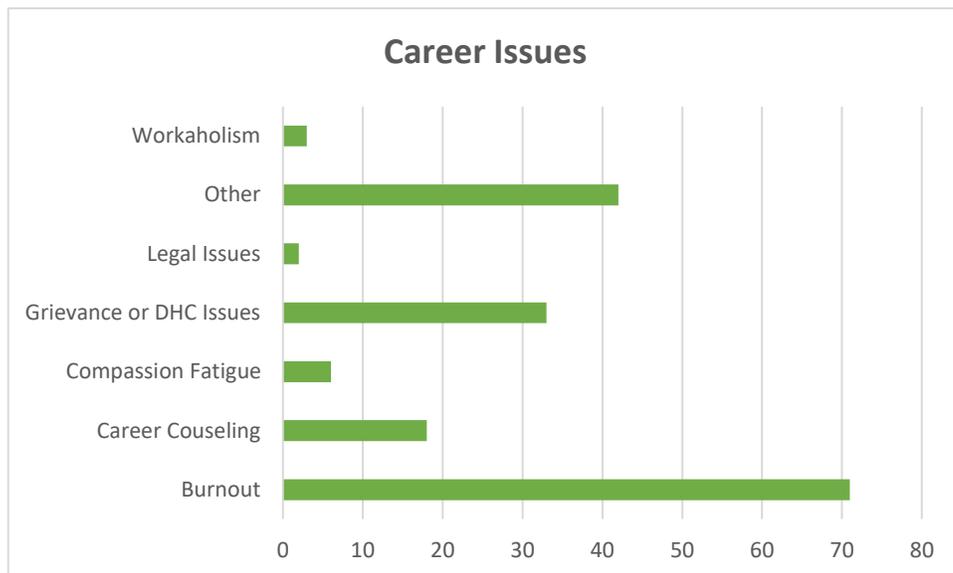
* Because lawyers often have more than one issue, these percentages do not equal 100%. Instead, they show the total percent of 748 clients that are dealing with a given issue.

Psychological Issues

This year we assisted 522 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. 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). 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.

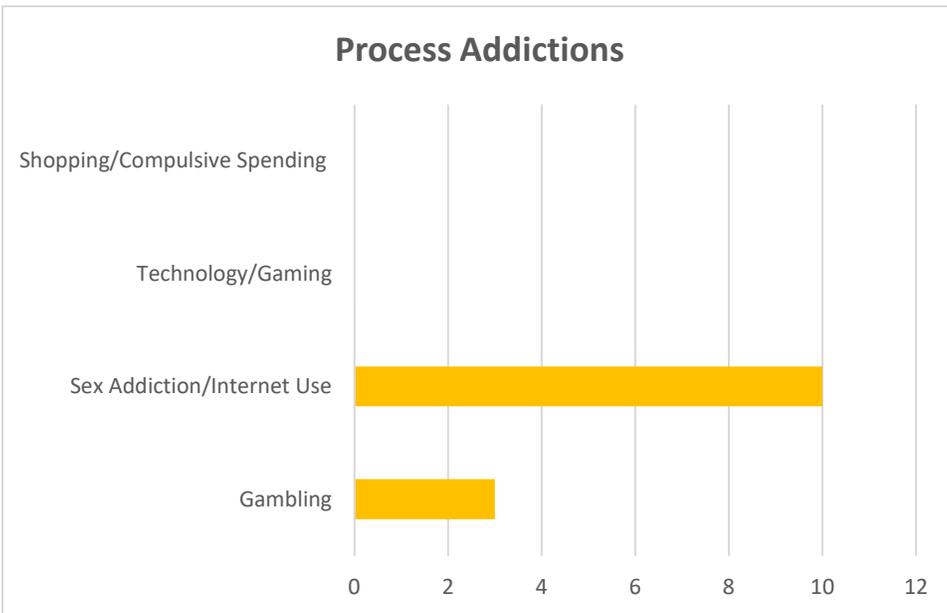
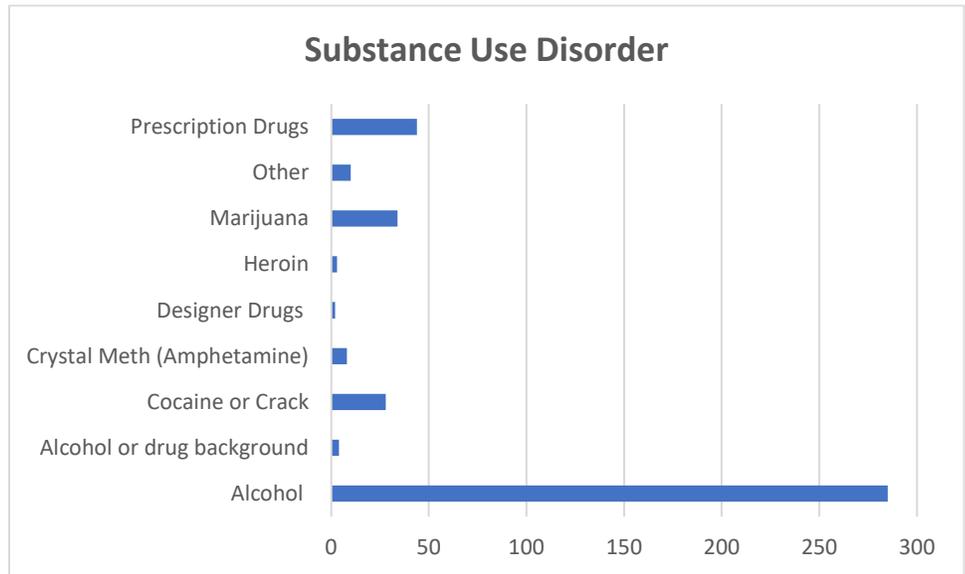


Career Issues

We assisted 157 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 322 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.



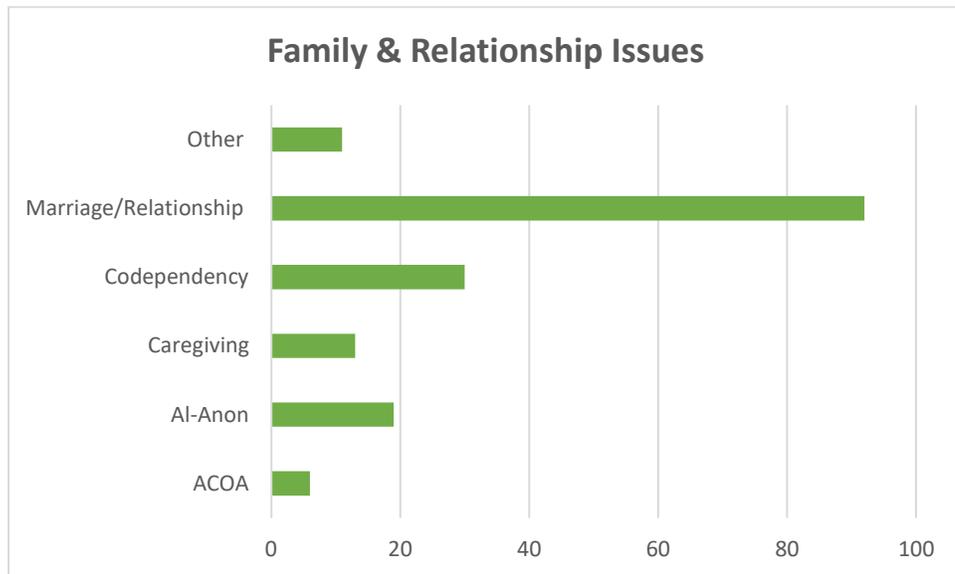
Process Addictions

We assisted 13 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.

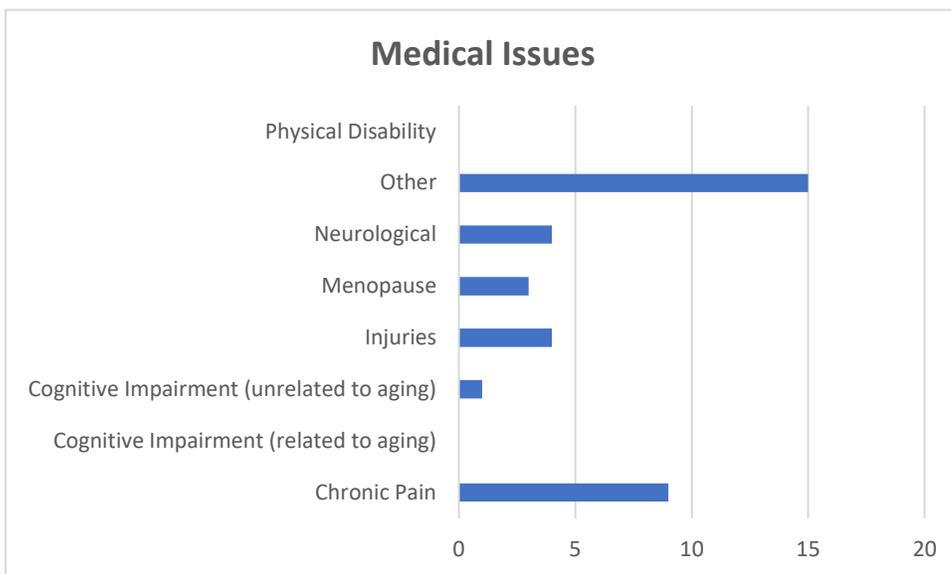
Family Issues

We assisted 143 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 32 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

LAP’s annual Minority Outreach Conference (MOC) is usually held in February, which was during the first Omicron surge. Recognizing how crucial these in-person connections are for our mental and emotional well-being, rather than cancel the February 2022 event, we postponed it until June. Approximately 450 lawyers and judges registered and 340 actually attended, coming together for mutual support for the first time in two years. The event served as a balm on people’s souls; as a result, we received overwhelming feedback that it was the best MOC we have held.

Due to skyrocketing costs and logistical challenges with parking for a group of this size, 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 are planning to return there for 2023 and resume a February schedule for 2023.

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. Each of these sponsors has been financially supporting this event for years now.

Lawyers Mutual



Brooks Pierce



The Justice Firm



NC Association of Black Lawyers

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). The conference was held in March 2022 in Asheville, NC. Approximately 150 women lawyers and judges attended, 30 of which were from North Carolina. A couple of the attendees contacted NC LAP as self-referred clients after the event. Feedback on the evaluation forms was excellent and confirmed, much like our Minority Outreach Conference, this event is meeting an unmet need. Planning is already underway for March 2-6, 2023 in Roanoke, VA.

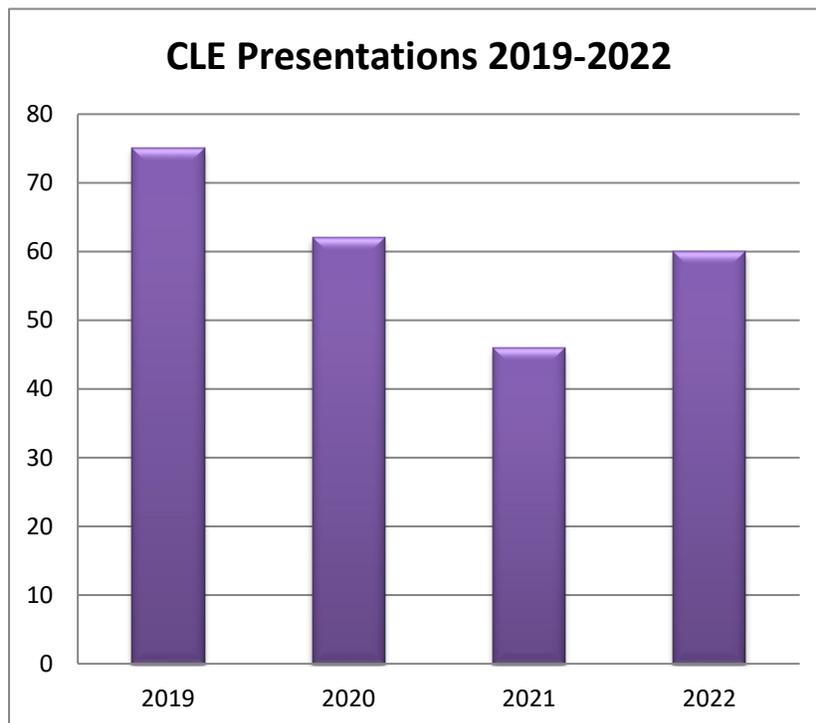
Continuing Legal Education and Outreach

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 60 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.

After a 2 ½ year-long demand for Covid-related programming, by now everyone is pretty well-versed in Covid trauma and how it has detrimentally effected the whole world’s mental health. Accordingly, demand for Covid-related CLE has come to a (welcome) halt. CLE sponsors are resuming requests for programs on compassion fatigue, work/life balance, and stories of renewal and recovery. We are in the process of developing some new well-being and resilience topics to expand our menu of CLE offerings.

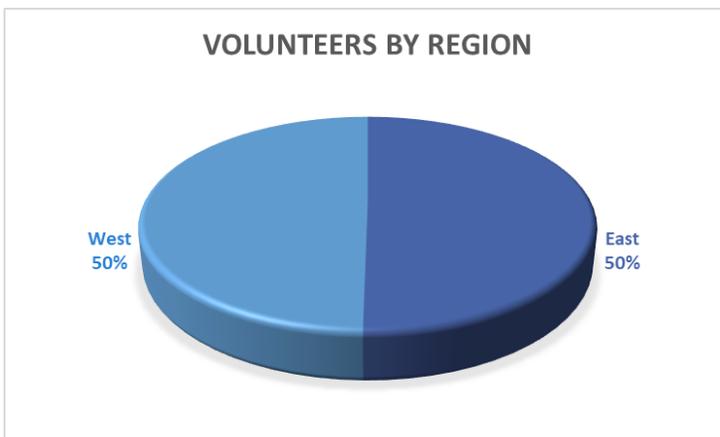
Continuing legal education programs remain the single most effective outreach tool we have available. On average, we receive at least one referral from almost every CLE talk we give. North Carolina remains a leader in its CLE requirements and many states around the country are only beginning to add mental 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:



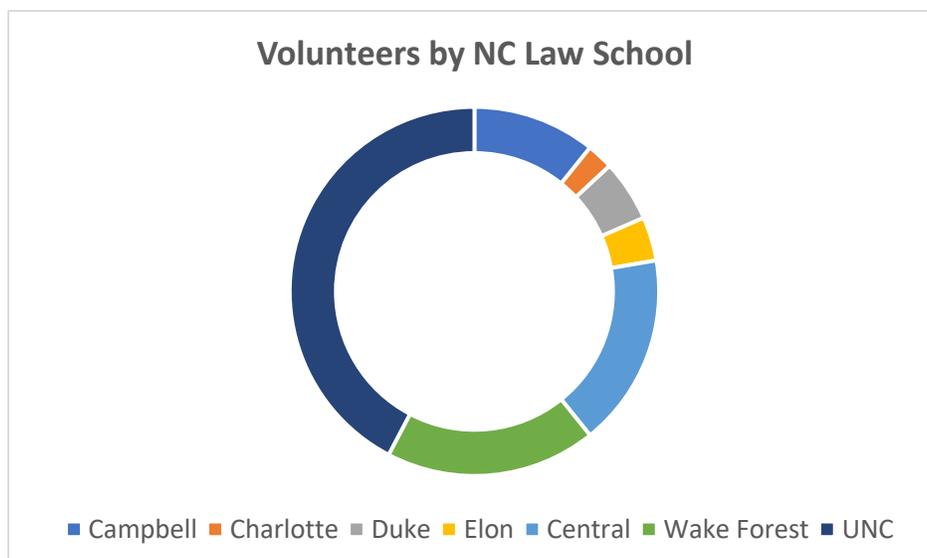
- Speak at CLE, both stories and specific topics
- Visit lawyers who have been referred to LAP to explain the assistance the program can offer
- Attend local discussion/support groups
- Write articles for the Sidebar or the quarterly State Bar Journal or solicit articles
- As a new activity they can be interviewed for 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

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 **190** 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	14
Charlotte	3
Duke	7
Elon	5
Central	22
Wake Forest	24
UNC	55
Total	130



LAP Steering Committee

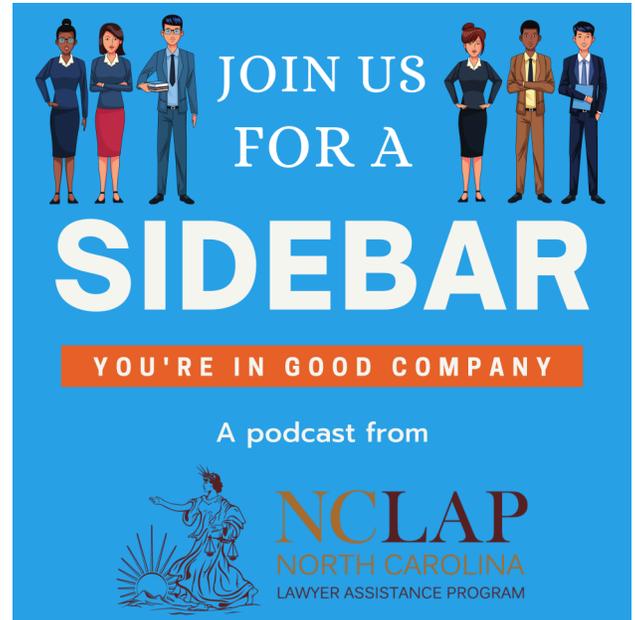
The LAP Steering Committee is a volunteer leadership committee that has been on hold since the beginning of Covid. We have fully integrated the initiatives this committee has undertaken to date (Sidebar, Law School Initiative including office hours, CLE presentations for the Professionalism for New Admittees) 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 October, 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 1,500 downloads/unique listens. 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 [25 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 41st Annual Conference on Nov. 5-7, 2021 at the Hotel Ballast in Wilmington. We are holding the 42nd Annual Conference on Nov. 11-13, 2022 at the Crowne Plaza Resort in Asheville.
- We began training a new group of volunteers on our compassion fatigue and work/life balance CLE's.

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 2021-2022

Ted Edwards, Chair
Shelli Buckner
Tim Carroll
Crawford Cleveland, Vice Chair
Anthony Flanagan
Mike McGuire
Paul Nagy
Eben Rawls
Warren Savage



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Jerry Collins rotated off the LAP Board having served a term during his final term as a Bar Councilor, and Warren Savage was appointed to fill the Bar Councilor seat vacancy. Reid Acree rotated off the LAP Board having served two terms, and Anthony Flanagan was appointed to fill the LAP Volunteer seat vacancy. Ted Edwards and Crawford Cleveland were re-appointed as chair and vice chair, respectively.

LAP Board Meetings Scheduled For 2021-2022

LAP Board meetings were held on January 13, April 14, and July 12, 2022. Usually the meeting is held as part of the quarterly Bar Council meetings. Due to Covid, members of the LAP Board have been meeting by Zoom but may resume in-person meetings as part of the quarterly Bar Council meetings.

Appendix A – CLE

2021		
August		
8/5/2021	Campbell Law School	Live webinar
8/7/2021	NC Association of Municipal Attorneys & UNC SOG	Atlantic Beach, NC
8/12/2021	Campbell Law School	Raleigh, NC
8/12/2021	NC Central University School of Law	Durham, NC
September		
9/15/2021	Mecklenburg County District 26	Live webinar
9/15/2021	Duke Energy	Live webinar
9/17/2020	NC Court of Appeals	Raleigh, NC
9/21/2021	NC Association of Defense Attorneys	Hilton Head, SC
9/21/2021	NC Advocates for Justice	Live webinar
9/21/2021	Chief Justice's Commission on Professionalism	Fayetteville, NC
9/30/2021	Chief Justice's Commission on Professionalism	Jacksonville, NC
October		
10/1/2021	NC Association of Women Attorneys	Live webinar
10/6/2021	Industrial Commission's Annual Conference	Live webinar
10/8/2021	35th Judicial District Bar	Boone, NC
10/14/2021	Wake County Bar Association	Live webinar
10/15/2021	Moore County Attorneys (CLE#1)	Pinehurst, NC
10/15/2021	Moore County Attorneys (CLE #2)	Pinehurst, NC
10/15/2021	Womble Bond Dickson	Live webinar
10/22/2021	Wake County Bar Association	Live webinar
10/22/2021	UNC School of Government & NC General Assembly	Live webinar
10/22/2021	NC Society of Healthcare Attorneys	Live webinar
10/28/2021	Parker Poe	Video
November		
11/1-30/2021	Attorneys Title	On-demand video replays
11/2/2021	Investors Title	Live webinar
11/4/2021	District 33 Bar Meeting	Lexington, NC
11/4/2021	Parker Poe	Video
11/10/2021	Buncombe County Bar	Live webinar
11/16/2021	Mecklenburg County Bar Association	Live webinar
11/18/2021	Federal Public Defender Office, Middle District	Live webinar
December		
12/3/2021	District 41 Bar Meeting	Marion, NC
12/7/2021	NC Bar Association (PNA)	Cary, NC
12/9/2021	Mecklenburg County Bar Association	Live webinar
12/9/2021	Moore & Van Allen	Live webinar
12/10/2021	NC Bar Association (Professionalism Section)	Live webinar

Appendix A—CLE (continued)

2022		
January		
1/25/2022	NC Bar Association (Corporate Counsel Section)	Live webinar
1/26/2022	Inn of Court	Winston Salem, NC
1/31/2022	Moore County Bar	Video
February		
2/3/2022	Mecklenburg County Bar Association (Annual Review)	Live webinar
2/4/2022	NC Advocates for Justice (Employment Law)	Live webinar
2/4/2022	High Point Bar Association	High Point, NC
2/10/2022	UNC School of Law	Chapel Hill, NC
2/16/2022	NC Advocates for Justice (Ethics Hot Issues)	Raleigh, NC
2/17/2022	A Southern Land Title Agency - Moore County Bar	Pinehurst, NC
2/25/2022	Kilpatrick Townsend	Live webinar
March		
3/4/2022	13th Judicial District Bar	Smithfield, NC
3/11/2022	UNC School of Government	Live webinar
3/11/2022	4th Judicial District Bar	New Bern, NC
3/11/2022	NC Advocates for Justice (Women's Attorneys Caucus)	Raleigh, NC
3/25/2022	Poyner Spruill	Raleigh, NC
3/31/2022	NC Bar Association (Intellectual Property Section)	Cary, NC
April		
4/5/2022	Fidelity National Title	Video
4/7/2022	Chief Justice's Commission on Professionalism	Oxford, NC
4/11/2022	Wake Forest Law School	Winston Salem, NC
4/22/2022	NC Advocates for Justice (Social Security & Disability)	Raleigh, NC
May		
5/13/2022	NC Advocates for Justice (Eminent Domain Section)	Cary, NC
5/13/2022	Mecklenburg County Bar Association (Labor & Employment)	Live webinar
5/20/2022	40th Judicial District Bar	Asheville, NC
5/27/2022	NC Bar Association (Tax & Estate Planning Section)	Live webinar
June		
6/9/2022	NC Society of Healthcare Attorneys	Live webinar
6/27/2022	Campbell Law School	Raleigh, NC
July		