



District School Board of Pasco County

20430 Gator Lane • Land O' Lakes, Florida 34638 • 813/794-2221

Heather Fiorentino, Superintendent


www.pasco.k12.fl.us

Department of Purchasing
Kendra Goodman, CPPO, CPPB, Purchasing Agent
813/794-2221 Fax: 813/794-2111
727/774-2221 TDD: 813/794-2484
352/524-2221 e-mail: kgoodman@pasco.k12.fl.us

December 20, 2011

MEMORANDUM

TO: Honorable School Board Members

FROM: Kendra Goodman, CPPO, CPPB, Purchasing Agent 

SUBJECT: Approval of Letter of Engagement and Request to Place Purchase Order:
Charter Schools Department
Thompson, Sizemore, Gonzalez and Hearing, P.A.

Attached is a Letter of Engagement (LOE) for legal services with Thompson, Sizemore, Gonzalez and Hearing, P.A., a firm which provides legal services related to representing the District in Charter School application appeals. The Charter School Department is requesting approval of this contract to represent the District in a maximum of five application appeals that may be filed by applicants denied approval to open a charter school.

The District is permitted to negotiate for legal services based on Florida Administrative Code Rule 6A-1.012(11) (a). The attached LOE was reviewed and approved by the Board's attorney from McClain, Alfonso, Meeker & Dunn P.A. Please see the attached memo and recommendation from Dennis Alfonso for additional information.

The Charter School Department requests Board approval of this contract, and permission to place a purchase order not to exceed \$75,000. If you have any questions, please feel free to contact Nancy Scowcroft, Supervisor of Charter Schools, or me at your earliest convenience.

KDG/mw
Attachments



District School Board of Pasco County

7227 Land O' Lakes Boulevard • Land O' Lakes, Florida 34638 • 813/794-2000

Heather Fiorentino, Superintendent


www.pasco.k12.fl.us

Charter Schools Department
Nancy C. Scowcroft, Supervisor of Charter Schools
813.794.2408 Fax: 813.794.2152
727.774.2408 TDD: 813.794.2484
352.524.2408 e-mail: nscowcro@pasco.k12.fl.us

MEMORANDUM
NS/CS-047-11/12

M E M O R A N D U M

December 8, 2011

To: Kendra Goodman, CPPO, CPPB, Purchasing Agent
From: Nancy C. Scowcroft, Supervisor of Charter Schools 
RE: Request for Approval of Legal Services for New Charter Application Appeals

The Charter Schools Department respectfully requests approval to utilize the legal services of the Law Offices of Thompson, Sizemore, Gonzalez and Hearing, P.A., Tampa, FL, as necessary, to represent the District School Board of Pasco County on new charter application appeals.

The specific services to be provided are outlined in the attached Letter of Engagement, along with the recommendation from Dennis Alfonso. To recap, there is the potential that the Pasco County School Board may be required to respond to a maximum of five (5) new charter application appeals which could be filed by applicants denied approval to open a charter school at the November 22, 2011 School Board meeting.

Thompson, Sizemore, Gonzalez and Hearing, P.A. have agreed to provide legal representation for charter school appeals as may be requested by the School Board's representative, Nancy Scowcroft, Supervisor of Charter Schools.

It is anticipated that the legal expenses will be approximately \$15,000.00 per appeal. Total fee per appeal may vary depending upon actual hours required and firm's individuals being utilized. This does not include additional fees for legal representation beyond FDOE's Charter School Appeal Commission and State Board of Education process.

Funds for payment of legal fees will come from the General Revenue.

The governmental agency rate for services provided by the firm's partners is \$175.00 per hour; associates: \$150.00 per hour; and paralegal services: \$95.00 per hour. The firm also bills for costs and out-of-pocket expenses incurred, including travel, photocopies, telephone charges, and postage, are in addition to services provided at an hourly rate. Clients are invoiced monthly.

At this time, we respectfully request our approval of the referenced firm.

Should you have questions, please let me know.

Thank you for your assistance in this matter.

McCLAIN, ALFONSO, MEEKER & DUNN

A PROFESSIONAL ASSOCIATION

ATTORNEYS AT LAW

JOE A. McCLAIN †
NANCY McCLAIN ALFONSO
DENNIS J. ALFONSO
R. ELLIOTT DUNN, JR. *
PAUL M. MEEKER

† Of Counsel

* Also Admitted in Georgia

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TELEPHONE (352) 567-5636 · FACSIMILE (352) 567-6696

38416 FIFTH AVENUE · ZEPHYRHILLS, FLORIDA 33540
TELEPHONE (813) 782-8700 · FACSIMILE (813) 788-0441

WWW.McCLAINALFONSO.COM

REPLY TO: DADE CITY OFFICE

MEMORANDUM

Date: 12 December 2011
To: School Board Members
From: Dennis Alfonso, General Counsel
Subject: Specialty Counsel for Charter School Appeals
Thompson, Sizemore, et al. - (revision of estimate for cost of services)
C: Heather Fiorentino, Superintendent
Kendra Goodman, Purchasing

It may be possible for one or more of the pending charter school applicants to challenge the District's Recommendation and Board Action to deny a charter application. While my office is available to assist the District and Board with such application reviews, challenges to denials are appealable to the State Board of Education, and my firm does not currently provide such appellate services.

My firm's contract with the Board provides in pertinent part as follow:

8. Specialized Legal Services: Although it is contemplated that the School Board will use the Law Firm for all of its legal services, if the legal needs of the School Board present a demand for a unique or specialized legal skill that the Law Firm does not regularly provide to its clients, the Law Firm shall inform the School Board that such specialized legal services are required or recommended and the Law Firm shall identify and recommend that the School Board retain such other competent legal counsel at School Board expense to represent it with respect to the exceptional matter only. Any legal matter referred to other legal counsel will require the approval of the School Board.

My firm recommends that the Board consider engagement of counsel for the purpose of providing such appellate services, and to consult as may be appropriate with the Law firm and District staff regarding practices and procedures related to such appellate services.

Attached please find a letter of potential representation received by my office from Attorney Thomas M. Gonzalez, regarding charter school appeal issues. Mr. Gonzalez's firm is well respected as general counsel to the Hillsborough County School Board, and has also been retained as specialty counsel on labor and charter school issues by a number of Districts throughout the State of Florida. Additionally, his firm has been retained by the Board to work in conjunction with my office in the context of "conflict" cases involving suits against the Board and individual District staff.

School Board Members

Re: *Specialty Counsel for Charter School Appeals*

Tbompson, Sizemore, et al. - (revision of estimate of cost for services)

12 December 2011

Page -2-

I have consulted with District staff regarding an assessment of anticipated expenses associated with the scope and level of service concerning such cases. While the specific facts and details of each appeal may differ, it is estimated that such services should not exceed \$15,000 per application denial.

I submit this information for consideration by the Board for engagement of his firm as specialty counsel to interface and assist with my firm as may be necessary in the event that any of the charter school application denials result in appeal to State Board of Education.

Please feel free to contact me if you have any comments and/or questions.

LAW OFFICES

THOMPSON, SIZEMORE, GONZALEZ & HEARING

PROFESSIONAL ASSOCIATION

HARRISON C. THOMPSON, JR.
(1925 - 1994)

WILLIAM E. SIZEMORE
(1945 - 2004)

CHRISTOPHER M. BENTLEY

WHITNEY M. BUESCHER

LAUREN B. DAVIS

SACHA DYSON

MATTHEW L. EVANS

THOMAS M. GONZALEZ

ONE TAMPA CITY CENTER
201 N. FRANKLIN STREET, SUITE 1600

POST OFFICE BOX 639

TAMPA, FLORIDA 33601

(813) 273-0050

FAX NO. (813) 273-0072

October 31, 2011

MATTHEW F. HALL

GREGORY A. HEARING *†

MARQUIS W. HEILIG

ERIN G. JACKSON *

KEVIN D. JOHNSON *

LAKISHA M. KINSEY-SALLIS

JEFFERY L. PATENAUDE

NATHAN J. PAULICH

DONNA V. SMITH

CHARLES J. THOMAS

BRIAN C. USSERY

JENNIFER L. WATSON

† BOARD CERTIFIED IN CIVIL TRIAL BY THE FLORIDA BAR

* BOARD CERTIFIED IN LABOR & EMPLOYMENT LAW BY THE FLORIDA BAR

Dennis J. Alfonso, Esq.
McClain, Alfonso, Meeker & Dunn, P.A.
Post Office Box 4
Dade City, Florida 33526-0004

Re: Potential Representation

Dear Mr. Alfonso:

Pursuant to your request I provide this firm's proposal for representation of The School Board of Pasco County, Florida in the matter of Charter Schools state and federal laws. I enclose a copy of the firm's resume. If retained, the firm will provide legal representation in this matter on the following terms.

The firm bills on an hourly basis, which is billed monthly. The firm's rates for representation of governmental agencies is \$175.00 for the undersigned, \$150.00 for associates and \$95.00 for paralegal. The firm also bills for out-of-pocket expenses including copies, computer research, postage, actual travel expenses or mileage, and premium communication charges. The firm bills clients on a monthly basis.

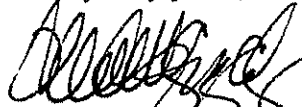
The firm would provide those services requested by the School Board's representative. The representation would be terminable at will upon notice given by the client.

Please let me know if I may provide any additional information. Should the Board elect to retain the firm, signature of this letter will constitute the firm's retention letter.

Accepted: _____

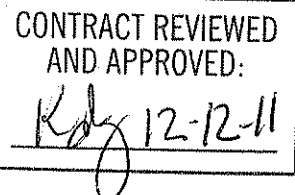
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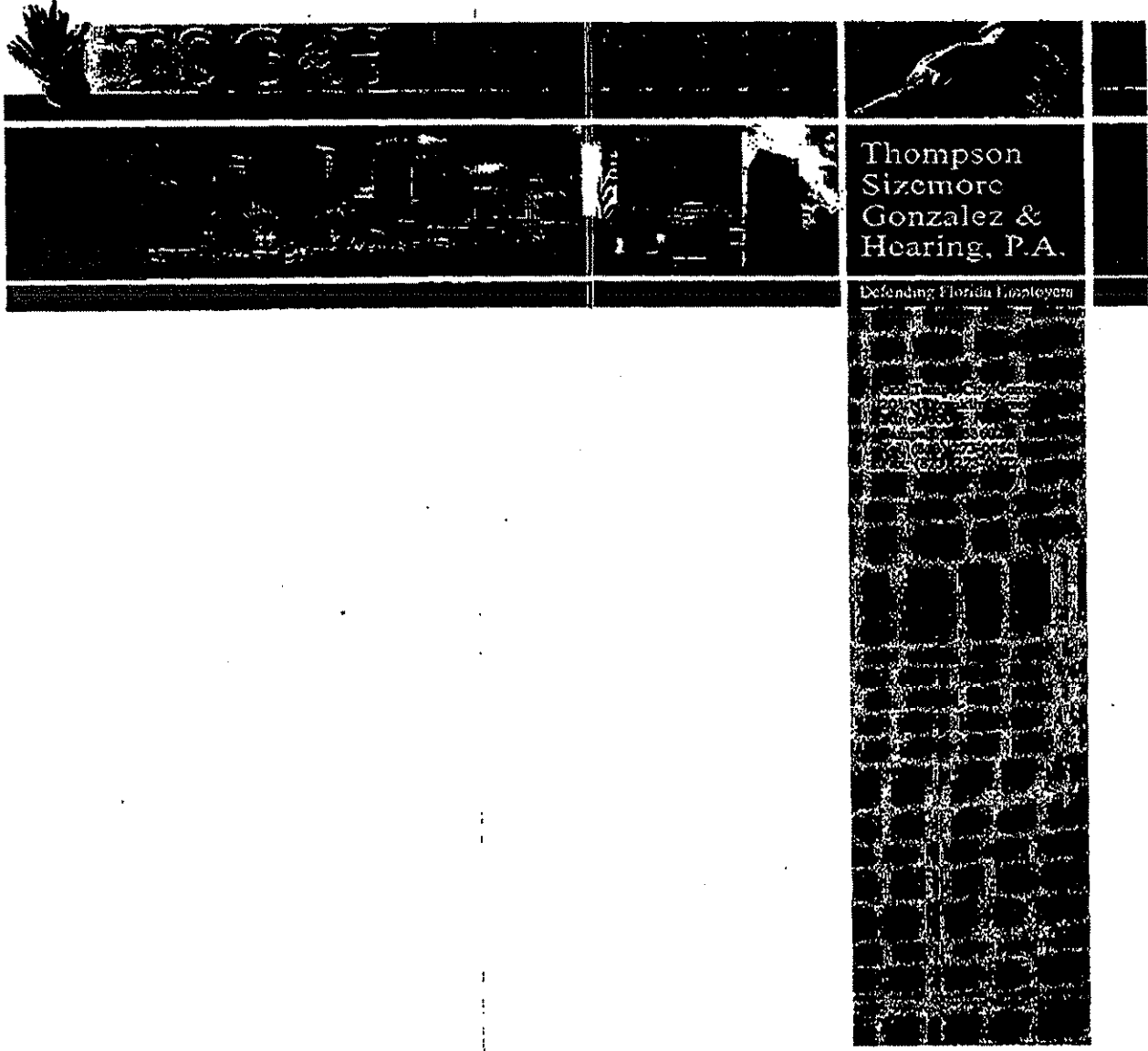
Very truly yours,


Thomas M. Gonzalez

TMG/hs

Enclosure: As noted





Thompson
Sizemore
Gonzalez &
Hearing, P.A.

Defending Florida Employers

RESUMÉ OF THOMPSON, SIZEMORE, GONZALEZ & HEARING, P.A.

I. Introduction

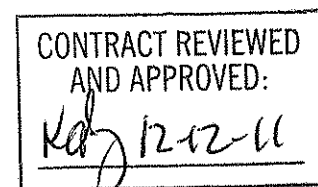
At Thompson, Sizemore, Gonzalez & Hearing, we limit our practice to management-side labor and employment law. We are dedicated to providing high-quality legal services in a cost-effective manner to the owners and managers of businesses and to governmental entities. We assist our clients in managing their employees, help our clients deal with labor organizations, and represent them before courts and agencies that regulate any aspect of the employment relationship. We believe in helping our clients prevent legal problems by having sound personnel policies and practices, including effective training programs for their managers. When our clients are faced with litigation, we defend their interests vigorously with the goal of extricating them from the court system at the earliest opportunity with the best possible result and at the lowest cost.

Our practice is built on our belief in hard work, quality, loyalty, and attention to detail. From Fortune 500 companies to local governments to sole proprietors, our clients count on us to provide them with clear answers, to help them make good decisions, and to provide the strongest possible defense of their interests. Because our practice is limited to labor and employment law, we have been trusted by many attorneys in other areas of the profession to represent their clients on an as-needed basis when those clients face problems requiring the expertise offered by our firm.

II. Areas of Practice

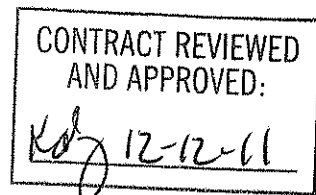
The firm is equipped to provide legal advice on all matters affecting the relationship between an employer and its employees. Our firm's practice is aimed at assisting management in retaining as much freedom as the law permits in a variety of areas, including:

- a. **Defense of Employment Discrimination Charges/Suits.** The firm represents employers charged with violating Title VII of the Civil Rights Act of 1964, the Florida Civil Rights Act of 1992, the Equal Pay Act, the Americans with Disabilities Act, the Family and Medical Leave Act, and the Age Discrimination in Employment Act, and various other civil rights statutes and ordinances. The representation includes dealing directly with agents of the United States Equal Employment Opportunity Commission ("EEOC"), the Florida Commission on Human Relations ("FCHR"), and the Department of Labor. In any matter not resolved at the administrative level, the firm handles the litigation and trial of the case before the state Circuit Courts and the federal District Courts, including appellate review.
- b. **Employment Torts.** The firm defends employers against a broad range of employment torts, including negligent hiring and/or retention, wrongful discharge, defamation, fraudulent or negligent misrepresentation, promissory



estoppel, whistleblower retaliation, workers' compensation retaliation, malicious prosecution, and intentional infliction of emotional distress.

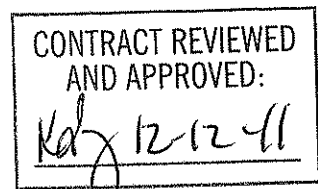
- c. **Defeating Union Organizational Campaigns.** With the growth of our region, labor organizations have turned their attention and resources to Florida. Under both federal laws applicable to private companies and state laws applicable to governmental entities, an employer has the right to resist a union's attempt to achieve representation status so the employer may conduct affairs in a more productive and wholesome environment than the traditional adversarial relationship between "management" and "labor." The right to resist, however, has severe restrictions and, at times, devastating penalties for violators of the rules regulating employer conduct. Our firm assists employers in complying with those rules while effectively delivering the message to employees that alternatives to the system of unionization are superior for both the employees and the employer.
- d. **Collective Bargaining; Contract Administration; Labor Arbitration.** For an employer whose employees are already organized into bargaining units, our firm directly negotiates contracts on behalf of the employer. Alternatively, the firm will provide more limited assistance in drafting or reviewing provisions for collective bargaining contracts for employers who have a labor negotiator on their staff. In this area our firm also represents private sector employers in dealing with strikes, picketing, and other interruptions in production caused by labor organizations. In the public sector, the firm represents governmental units through the impasse resolution process. Furthermore, the firm counsels employers on their rights and obligations under contracts with a union. This area includes handling grievance cases through various steps, including the trial of an arbitration case before a labor arbitrator.
- e. **Problems Under The Wage and Hour Laws.** The firm assists employers in complying with the variety of federal and state wage and hour laws that govern the employment relationship. The firm serves as the attorney for employers under investigation by the United States Department of Labor and also defends employers against suits involving the wage and hour laws.
- f. **Family and Medical Leave.** The firm is available to provide advice regarding employers' rights and obligations under the Family and Medical Leave Act, along with the interplay between the Family and Medical Leave Act, the Americans With Disabilities Act and Florida's workers' compensation statute.
- g. **Occupational Safety and Health.** The firm provides counseling and representation to employers charged with failing to follow the Safety and Health Standards set out by the Occupational Safety and Health Act of 1972 and the Florida laws dealing with worker safety.



- h. **Drug Testing and Employee Screening.** The firm is available to help employers establish and implement employee drug testing and screening policies and procedures. Additionally, the firm can provide assistance to employers subject to the federal Drug Free Workplace Act and the state and federal Department of Transportation drug testing regulations, or those employers who want to comply with the workers' compensation drug free workplace statute.
- i. **General Employment Problems.** Our firm prefers to establish a relationship with an employer prior to the time any union organizational drive or other labor or civil rights problem arises. In this setting, the firm can assist top management in arriving at practices that forestall expensive and time-consuming matters. We can negotiate releases with discharged employees with an eye toward avoiding future claims. Additionally, the firm represents employers in a variety of other employee/employer related disputes such as disputes over contracts, commissions, severance agreements, and covenants-not-to-compete and non-solicitation agreements. Finally, we are available to represent employers faced with unemployment compensation claims.
- j. **Human Resource and Personnel Policy Development.** The firm's members have broad experience in training a company's supervisory staff - whose acts may legally bind the company - to be sensitive to the legal requirements surrounding the employment relationship. In addition, the firm is capable of providing a full range of management and supervisory development programs designed to improve the overall effectiveness of a company and to reduce intervention by external agencies in the decision-making process. These services can encompass advice and consultation on a wide range of issues such as developing and implementing personnel programs, policies, and procedures in areas including recruiting, performance evaluation and salary administration. The firm's efforts in this area also include the drafting or editing of employment handbooks or management personnel policies and procedure manuals.

III. The Firm's Attorneys

Thomas M. Gonzalez has practiced labor relations law since 1975. He was educated at Tulane University and Florida State University's College of Law. He served on the Executive Council of The Florida Bar's Labor and Employment Law Section. He served as President of the Tampa/Hillsborough County Bar Association in 1984/1985, the youngest person ever to serve in that capacity, and is a past member of the Board of Governors of The Florida Bar (1988-1991). He is an "AV" rated lawyer by Martindale-Hubbell and has been identified as one of Florida's "Legal Elite" by Florida Trend magazine. He currently is listed in the publication Best Lawyers in America, and has been listed in every edition since 1987. He is a Fellow in the American College of Trial Lawyers. He is a Fellow in the College of Labor and Employment Lawyers and an associate of the American Board of Trial Attorneys. In 2001 he received the Michael A. Fogarty "In the Trenches Award" given annually by the Trial Lawyers Section of the Hillsborough County Bar Association. He has been admitted to practice in the Northern, Middle



and Southern United States District Courts of Florida, the Fifth, Sixth, Eleventh and District of Columbia Circuit Courts and the United States Supreme Court.

Gregory A. Hearing is the managing partner of the firm. He has practiced management labor and employment law since 1989. He is a Phi Beta Kappa graduate of the University of the South, where he graduated magna cum laude in 1986. He received his law degree from the Florida State University College of Law cum laude in 1989, where he served on the Florida State University Law Review. He is a member of the American Bar Association, The Florida Bar, and the Hillsborough County Bar Association. He chaired the Hillsborough County Bar Association Labor and Employment Law Section in 1997-1998, and chaired The Florida Bar Practice Management and Development Section in 1998-2000. He has served on the Executive Council of the Labor and Employment Law Section of The Florida Bar since 2001. He is also Board Certified in Civil Trial and Labor and Employment Law by The Florida Bar, and served as Chair of the Committee for Board Certification in labor and employment law for The Florida Bar in 2005-2006. He has achieved an "AV" rating in the Martindale-Hubbell legal directory, has been recognized as one of Florida's "Legal Elite" by Florida Trend magazine and is listed in the publication Best Lawyers in America. He is admitted to practice before the U.S. District Courts for the Northern, Middle and Southern Districts of Florida, the U.S. Court of Appeals for the Eleventh Circuit and U.S. Supreme Court. He is a frequent lecturer and has authored many papers on labor and employment related topics.

Kevin D. Johnson joined the firm in September 1994. He received his undergraduate degree from the University of Florida in 1991 and his law degree with honors from the University of Florida College of Law in 1994. He is Board Certified in Labor & Employment Law by The Florida Bar. He has achieved an AV rating in the Martindale-Hubbell legal directory, has been recognized as one of Florida's "Legal Elite" by Florida Trend magazine, and is listed in the publication Best Lawyers in America. He has been a member of The Florida Bar since 1994, and currently serves as Vice Chair of the Florida Bar's Civil Procedure Rules Committee, in addition to serving as the Treasurer of the Executive Council of the General Practice, Solo, and Small Firm Section. He currently serves as the Vice President of the Board of Directors of the Tampa Bay Chapter of the Federal Bar Association. He was a contributor to the 2006, 2007 and 2008 Cumulative Supplements to The Fair Labor Standards Act, an ABA/BNA publication. In law school, he was a member of the Justice Campbell Thornal Moot Court Team; a participant in the University of Florida College of Law's intramural moot court competition (Best Oralist, Best Team); and a participant in the Florida Workers' Compensation Educational Conference Moot Court Competition (Best Oral Advocates, Best Team). He is admitted to practice in the U.S. District Courts for the Northern, Middle and Southern Districts of Florida, as well as the U.S. Circuit Court of Appeals for the Eleventh Circuit.

Erin G. Jackson joined the firm in September 2000 and became a partner in January of 2008. She received her undergraduate degree at the University of Florida in 1997 and received her law degree from Florida State University College of Law in 2000. She is Board Certified in Labor and Employment Law by The Florida Bar and has achieved an AV rating in the Martindale-Hubbell legal directory. In law school, she was a member of the Florida State University Law Review from 1998-2000 and served as Associate Editor for Notes and

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AND APPROVED:

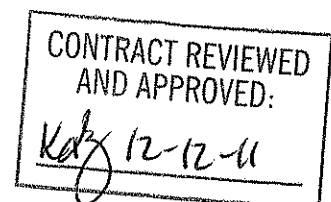
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Comments in 1999. She was also a Mock Trial member from 1998-2000, and served as a law clerk/intern to Justice R. Fred Lewis, Florida Supreme Court, from August 1999 to December 1999. She has been recognized as one of Florida's "Legal Elite Up and Coming" by Florida Trend Magazine in 2006, 2007 and 2008. She is a member of The Florida Bar and the Hillsborough County Bar Association. She is admitted to practice in the Northern, Middle, and Southern Districts of Florida, as well as the United States Court of Appeals for the Eleventh Circuit.

Charles J. Thomas began his practice in September 1993 and first joined the firm several months later. Chad is a Phi Beta Kappa graduate of Northwestern University, where he graduated with distinction, and attended the University of Michigan Law School, from which he graduated cum laude. He worked at the firm through December 1998, when he left to become Senior Corporate Counsel, Labor & Employment at Intermedia Communications Inc. Chad rejoined the firm on a part-time basis in December 2001. He is a member of The Florida Bar and is admitted to practice in the Northern, Middle and Southern Districts of Florida, as well as before the U.S. Courts of Appeals for the Sixth and Eleventh Circuits.

Sacha Dyson received her undergraduate degree, cum laude, from Rochester Institute of Technology in 1998, and her law degree, cum laude, from Stetson University College of Law in 2001, where she served as Executive Editor of the Stetson Law Review from 2000 to 2001. From 2001 to 2003, she served as a law clerk to United States Magistrate Judge Howard T. Snyder, and from 2003 to 2005, she served as a law clerk to then United States Magistrate Judge Marcia Morales Howard. Thereafter, in November 2005, she joined the firm. In July 2007, she returned to serve as a law clerk to Judge Marcia Morales Howard, who had been recently confirmed as a United States District Judge. At the conclusion of her clerkship, in February 2009, Ms. Dyson rejoined the firm. She is a member of the Florida Bar and is admitted to practice in the Northern, Middle, and Southern Districts of Florida, as well as the Eleventh Circuit Court of Appeals.

Brian C. Ussery received his undergraduate degree from the University of Tampa in 1996, and his law degree from the Florida State University College of Law in 2001. While at law school, he was a member of the Mock Trial team from 1999-2001, and received the book award for Workers' Compensation Practice. He began his practice in August 2001, and joined the firm in May 2004. He has been recognized as one of Florida's "Legal Elite Up and Coming" by Florida Trend Magazine in 2008 and 2009, and was named a "Rising Star" by Super Lawyers Magazine in 2010. Mr. Ussery was selected President of the Hillsborough County Bar Association Leadership Institute in 2008-2009, and was named to their Board of Directors in 2009-2010. Mr. Ussery was appointed as the Legal Advisor to the Board of Directors for Head Start Child Development and Family Services, Inc. in 2010. His article "Guidelines for an Effective Cross-Examination" has been published in the ALI/ABA's The Practical Litigator Magazine, as well as The Florida Bar Labor and Employment Section's monthly magazine, The Checkoff. Mr. Ussery is a former minor league baseball player for the California Angels, a member of the University of Tampa 1993 National Champion Baseball Team, and was inducted into the University of Tampa Athletic Hall of Fame in 2006. He is a deacon at Bayshore Baptist Church, where he also serves as a member of the Policy Board and Special Advisory Group. He



is a member of The Florida Bar and the Hillsborough County Bar Association, and is admitted to practice in the Northern, Middle and Southern Districts of Florida.

Marquis W. Heilig joined the firm in August 2006. He received his undergraduate degree in Journalism from Ithaca College in 2003, and his law degree from the Florida State University College of Law in 2006. He was appointed to the Florida Bar's Student Education and Admission Committee in 2007. He has served on the Board of Directors of Voices for Children of Hillsborough since 2007. In 2009, he is the Parrish Counsel at Christ the King Catholic Church. He is a member of The Florida Bar and the Hillsborough County Bar Association, and is admitted to practice in the Middle, Northern, and Southern Districts of Florida.

Jennifer L. Watson joined the firm in May 2007. She received her undergraduate degree in English and Psychology, magna cum laude, from Rhode Island College in 2003, and her law degree, with honors, from Florida State University College of Law in 2006. While at law school, she served as a member of the Florida State University Law Review, Associate Editor of the Journal of Land Use and Environmental Law, Article Editor for the Journal of Transnational Law and Policy, and Article Editor for the Business Law Review. She also received Book Awards in Torts, Legal Writing, and Intellectual Property. She is a member of The Florida Bar and is admitted to practice in the Middle, Northern and Southern Districts of Florida, as well as the Eleventh Circuit Court of Appeals.

Donna V. Smith joined the firm in October 2007. She received her undergraduate degree, cum laude, from St. John's College (Annapolis) in 1984. She graduated cum laude from Tulane University School of Law in 1987. She is a member of The Florida Bar and the State Bar of Georgia. She is admitted to practice in the Middle District of Florida as well as the Northern District of Georgia.

Christopher M. Bentley joined the firm in March 2008. He received his undergraduate degree in Finance, magna cum laude, from Stetson University in 2004, and his law degree, cum laude, from the University of Florida Levin College of Law in 2007. While in law school, he received a book award in Perspectives on Family Law and served as member of The Journal of Technology Law and Policy. He also served as a teaching assistant for Legal Research and Writing and Appellate Advocacy. He is a member of The Florida Bar and is admitted to practice in the Middle and Northern Districts of Florida, and the Eleventh Circuit Court of Appeals.

Nathan J. Paulich joined the firm in August 2010. He received his undergraduate degree in Chemistry, magna cum laude, from the University of South Carolina in 2006, and his law degree, highest honors, from Florida State University College of Law in 2010. While in law school, he was a member of the Florida State Law Review and Journal of Land Use and Environmental Law, and for two years served as a teaching assistant for the Legal Writing and Research class. He received book awards in Constitutional Law I, Business Associations, Agency & Partnership, Criminal Procedure-Police, Endangered Ecosystems, and Labor Law. His papers *Increasing Private Conservation through Incentive Mechanisms* and *Pleading Scientist: How Tellabs Changed Securities Class Action Litigation* have been published by the

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AND APPROVED:

Kelly 12-12-11

Stanford Journal of Animal Law & Policy and Florida State University Business Review, respectively. He is a member of The Florida Bar.

Jeffery L. Patenaude joined the firm in November 2010. He received his undergraduate degree in Political Science and Psychology, *magna cum laude*, from Sewanee: The University of the South in 2006, and his law degree, *magna cum laude*, from the Florida State University College of Law in 2009. While in law school, he received book awards in *Environmental Issues in Business Transactions* and *Growth Management*. He also served as member of *The Business Law Review*. As a law student, he worked as the firm's summer associate in 2008. He is a member of the Order of the Coif and a member of and the Hillsborough County Bar Association. He is a member of The Florida Bar and is admitted to practice in the Middle and Northern Districts of Florida.

LaKisha Kinsey-Sallis joined the firm in February 2011. She received her undergraduate degree in Political Science, *magna cum laude*, from Florida A & M University in 2002, and her law degree from Loyola University Chicago School of Law in 2005. While in law school, she served as a Moot Court Co-Justice and was a member of the Thurgood Marshall Moot Court Team (Best Petitioner's Brief & 3rd Place Team - Regionals, 4th Place Team - Nationals). She also was a member of the Philip H. Corboy Trial Team and selected as a Cooney & Conway fellow given her demonstrated interest and skills in advocacy/litigation. Prior to returning to Florida in 2009, she practiced exclusively in the area of labor and employment law. She is a member of the Illinois and Florida state bars as well the United States District Courts for the Northern District of Illinois and the Middle District of Florida.

IV. Service Area

The firm is prepared to represent employers throughout the State of Florida and at any other locations of the employer.

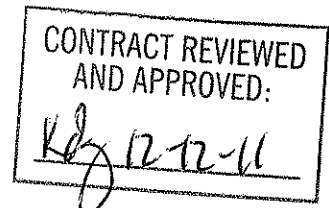
V. Offices

The firm's offices are located in downtown Tampa at One Tampa City Center, 201 N. Franklin Street, Suite 1600, Tampa, Florida 33602.

VI. Representative Firm Clients

The firm represents clients in many different businesses, industries, and areas of government. A sample of the firm's clientele is provided below:

- a. Health Care: BayCare Health Systems; Tampa General Hospital; Shands Healthcare; Bayfront Medical Center; Citrus Memorial Hospital; Mease Manor.
- b. Utilities/Communication: Celco Partnership d/b/a Verizon Wireless; Verizon Florida, Inc.; Verizon Data Services, Inc.; Tampa Electric Company; Progress Energy Corporation; Florida Reliability Coordinating Council.



- c. Media: Time-Life, Inc.; News-Journal Corporation; Cox Enterprises; Palm Beach Post; Citicasters, Inc. (WTSP, Channel 10); Cox Radio, Inc.; The St. Petersburg Times.
- d. Public Sector: State of Florida; City of Tampa; Hillsborough County Sheriff's Office; City of St. Petersburg; City of Clearwater; City of Dunedin; City of Largo; City of Oldsmar; City of Pinellas Park; City of Tarpon Springs; City of Bradenton; City of North Port; City of Gainesville; City of Winter Haven; city of Sarasota; Alachua County; Gainesville Housing Authority; Tampa Bay Water Authority.
- e. Education: The University of South Florida; School Board of Hillsborough County; School Board of Pinellas County; School Board of Volusia County; School Board of Lee County; School Board of Orange County; School Board of Manatee County; Academy of the Holy Names; Jesuit High School; St. John's Episcopal Day School; University of Florida.
- f. Restaurants: OSI Restaurant Partners, Inc. (parent of Outback Steakhouse, Carrabba's Italian Grill, Bonefish Grill, Fleming's Prime Steakhouse & Wine Bar, Roy's Restaurant), Lee Roy Selmon's, Cheeseburger in Paradise, Caspers Company; P.F. Chang's; Red Robin; South Florida Barbeque.
- g. Retail/Commercial: Walgreen Co.; HSN; Beall's Department Stores; Beall's Outlets; Handy Food Stores; Asbury Automotive Group; Lazy Days RV SuperCenter; Sutton Distributing; McKesson Corporation; Brown-Forman Corporation; Nextran Truck Center; Ferman Motor Car Company; Best Buy; AstraZeneca; Coca-Cola Refreshments.
- h. Financial/HR Consulting: SAP America, Bancorp Bank, General Electric Company; AdvanTech Solutions; GTE Federal Credit Union, Tampa Bay Federal Credit Union, Gould and Lamb, LLC; NorthStar Bank.
- i. Construction/Development: Associated Builders and Contractors, Florida West Coast Chapter; Pulte Homes; Southern Crafted Homes; APG Electric; Coastal Plumbing & Mechanical.
- j. Manufacturing: Vemitron Corporation; Raytheon E-Systems; Ford Motor Corporation; Trak Microwave; Lockheed Missiles & Space Co.; KC Industries; Rochester-Midland Corporation, P&F Industries; FICAP.
- k. Professional Organizations/Groups: The Florida Bar; Hillsborough County Bar Association; local State of Florida Circuit Courts; law firms; accounting firms; physicians; dentists.
- l. Non-Profit Organizations: The Children's Home; Boley Centers, Inc., Big Brothers/Big Sisters of Tampa Bay; Episcopal Diocese of Southwest Florida, Girls Inc. of Pinellas; Pinellas Head Start; Manatee Head Start; Hospice of the

<p>CONTRACT REVIEWED AND APPROVED:</p> <p><i>Kdy 12-12-11</i></p>

Florida Suncoast, Achieve Tampa Bay, Boys and Girls Clubs of Tampa Bay; and a variety of United Way and religious organizations.

- m. Other: Tampa Bay Buccaneers; Sanwa Growers; Baldwin Krystyn and Sherman.
- n. Authorized Insurance Defense Counsel for: Kemper National; St. Paul Fire & Marine; State Farm; Northwestern Mutual Life; Davis Baldwin; Chubb, Inc.; Lexington; Universal Underwriters; Houston Casualty; CUNA.

VII. Conclusion

Our firm offers high-quality assistance to employers and to other members of the legal profession to prevent and resolve problems arising out of the employment relationship.

CONTRACT REVIEWED
AND APPROVED:
10/21/11