

PAMELA L. REEVES
ATTORNEY AT LAW
5913 Holston View Lane
Knoxville, TN 37914
(865) 567-6830
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January 6, 2014

Hon. Patrick J. Leahy
Chairman
Committee on the Judiciary
United States Senate
437 Russell Senate Building
Washington, DC 20510

Dear Mr. Chairman:

I have reviewed the Senate Questionnaire that I previously filed in connection with my nomination on May 16, 2013 to be a United States District Judge for the Eastern District of Tennessee. Incorporating the additional information below, I certify that the information contained in these documents is, to the best of my knowledge, true and accurate.

Question 3: Address

My current office address is:

Pamela L. Reeves—Mediation
5913 Holston View Lane
Knoxville, Tennessee 37914

Question 6: Employment Record

From October 15, 2013 to December 31, 2013, my firm was known as Reeves & Herbert, P.A.

On December 31, 2013, our firm dissolved. My current employment information is as follows:

Pamela L. Reeves—Mediation
5913 Holston View Lane
Knoxville, Tennessee 37914
Sole Practitioner

Question 6: Other Affiliations

As of June 13, 2013, I ended my term as the Chair-Elect and began my term as the Chair of the Tennessee Bar Foundation.

My term as a board member on the American College of Civil Trial Mediators ended on July 16, 2013.

Question 8: Honors and Awards

Best Lawyers in America (2006-2013)
Top 50 Women Lawyers in the Mid-South (2012-2013)

Question 16a ii: Legal Career

January 2013-present
Pamela L. Reeves—Mediation
5913 Holston View Lane
Knoxville, Tennessee 37914
Sole Practitioner

Question 16a iii: Legal Career

2002-2013
Reeves & Herbert, P.A.
(Formerly known as Reeves, Herbert & Anderson, P.A. (2012-October 2013); Reeves, Herbert & Murrian, P.A. (2008-2012); Anderson, Reeves & Herbert, P.A. (2005-2008); and Anderson, Reeves & Cooper, P.A. (2002-2005))
2607 Kingston Pike, Suite 130
Knoxville, Tennessee 37919
Managing Attorney

January 2013-present
Pamela L. Reeves—Mediation
5913 Holston View Lane
Knoxville, Tennessee 37914
Sole Practitioner

I am also forwarding an Updated Net Worth Statement and Financial Disclosure Report as requested. I thank the Committee for its consideration of my nomination.

Very truly yours,


Pamela L. Reeves
PLR:pds
Enclosures

cc: Hon. Chuck Grassley
Ranking Member
Committee on the Judiciary
United States Senate
135 Hart Senate Office Building
Washington, DC 20510

**UNITED STATES SENATE
COMMITTEE ON THE JUDICIARY**

QUESTIONNAIRE FOR JUDICIAL NOMINEES

PUBLIC

1. **Name:** State full name (include any former names used).

Pamela Lynn Reeves

2. **Position:** State the position for which you have been nominated.

United States District Judge for the Eastern District of Tennessee

3. **Address:** List current office address. If city and state of residence differs from your place of employment, please list the city and state where you currently reside.

Reeves, Herbert & Anderson, P.A.
2607 Kingston Pike, Suite 130
Knoxville, Tennessee 37919

4. **Birthplace:** State year and place of birth.

1954; Marion, Virginia

5. **Education:** List in reverse chronological order each college, law school, or any other institution of higher education attended and indicate for each the dates of attendance, whether a degree was received, and the date each degree was received.

1976-1979, George C. Taylor College of Law, University of Tennessee Knoxville; J.D.
1979

1972-1976, University of Tennessee Knoxville; B.A., 1976

6. **Employment Record:** List in reverse chronological order all governmental agencies, business or professional corporations, companies, firms, or other enterprises, partnerships, institutions or organizations, non-profit or otherwise, with which you have been affiliated as an officer, director, partner, proprietor, or employee since graduation from college, whether or not you received payment for your services. Include the name and address of the employer and job title or description.

2002-present

Reeves, Herbert & Anderson, P.A.

(Formerly known as Reeves, Herbert & Murrian, P.A. (2008-2012); Anderson, Reeves & Herbert, P.A. (2005-2008); and Anderson, Reeves & Cooper, P.A. (2002-2005))

2607 Kingston Pike, Suite 130
Knoxville, Tennessee 37919
Managing Attorney (2008-present)
Attorney (2002-2008)

1987-2002
Watson, Hollow & Reeves, P.L.C.
(Formerly known as Watson, Reeves & Beeler, P.L.C. (1988-1991); Law Office of
Robert H. Watson, Jr. (1987-1988))
Post Office Box 131
Knoxville, Tennessee 37901
Partner (1988-2002)
Associate (1987-1988)

1991-1996
University of Tennessee College of Law
1505 Cumberland Avenue
Knoxville, Tennessee 37916
Adjunct Professor Trial Practice

1985-1988
Knoxville College
901 Knoxville College Drive
Knoxville, Tennessee 37921
Instructor in the Paralegal Program

1985-1987
Morrison, Morrison, Tyree & Dickenson
Market Street
Knoxville, Tennessee 37902
Associate

1979-1985
Griffin, Burkhalter, Cooper & Reeves
901 Bearden Drive
Knoxville, Tennessee 37919
Attorney

Other Affiliations (uncompensated unless otherwise indicated)

2009-present
Tennessee Bar Foundation
618 Church Street, Suite 120
Nashville, Tennessee 37219
Chair-Elect (2012-present)
Trustee (2009-present)

2007-present
American College of Civil Trial Mediators
20 North Orange Avenue; Suite 704
Orlando, Florida 32801
Board Member (2011-present)
President (2009-2011)
Board Member (2007-2009)

1999-2013
Medic Regional Blood Center
1601 Ailor Avenue
Knoxville, Tennessee 37921
Secretary (2009-2013)
Board Member (1999-2009)

2003-2009
Knox County Election Commission (compensated)
300 W. Main Street
Knoxville, Tennessee 37902
Chair

1993-1994, 2006
Executive Women's Association
Post Office Box 5081
Knoxville, Tennessee 37928
Secretary (2006)
Executive Committee (1993-1994)

1993-2000, 2003-2006
Tennessee Bar Association
221 Fourth Avenue North, Suite 400
Nashville, Tennessee 37219
Board of Governors (1988-1990, 1993-2000)
President (1998-1999)
Vice-President (1997-1998)
Moving Vice-President (1996-1997)

1993-1994, 2004-2005
Fellows of the Tennessee Young Lawyers Division
221 Fourth Avenue North, Suite 400
Nashville, Tennessee 37219
President (2004-2005)
Board of Directors (1993-1994)

2003-2005
Federal Defender Services of Eastern Tennessee
800 South Gay Street, Suite 2400
Knoxville, Tennessee 37902
Board of Directors

2000-2004
American Inns of Court Foundation
1229 King Street, Second Floor
Alexandria, Virginia 22314
National Trustee

2000-2003
American National Lawyers Insurance Reciprocal
(No longer in existence)
Board of Directors

1996-1998
Tennessee Supreme Court Historical Commission
c/o Joy Day
341 Cool Springs Boulevard, Suite 430
Franklin, Tennessee 37067
Treasurer

1989-1996
Tennessee Supreme Court Lawyer's Fund for Client Protection Commission
221 Fourth Avenue North, Suite 500
Nashville, Tennessee 37219
Treasurer (1995-1996)
Board Member (1989-1996)

1984-1985, 1989-1990, 1992-1995
Knoxville Bar Association
505 Main Street, Suite 50
Knoxville, Tennessee 37902
Secretary (1994, 1995)
Board of Governors (1984-1985, 1992-1994)
Knoxville Barristers President (1984)

1994
Hamilton Burnett Inn of Court
Inn Administrator

1986-1989
Legal Aid of East Tennessee
502 South Gay Street

Knoxville, Tennessee 37902
Board Member

1985-1987
Agape, Inc.
428 East Scott Avenue
Knoxville, Tennessee 37902
Board of Directors
Advisory Board

1980-1984
Knoxville Women's Center
(No longer in existence)
Board of Directors

7. **Military Service and Draft Status:** Identify any service in the U.S. Military, including dates of service, branch of service, rank or rate, serial number (if different from social security number) and type of discharge received, and whether you have registered for selective service.

I have never been a member of any branch of the U.S. Military. I was not required to register for selective service.

8. **Honors and Awards:** List any scholarships, fellowships, honorary degrees, academic or professional honors, honorary society memberships, military awards, and any other special recognition for outstanding service or achievement.

Best Lawyers in America (2006-2012)
Best Lawyers in Knoxville (approximately 2008-2013)
Knoxville Bar Association Dicta Award (2011)
Knoxville Bar Association Governors' Award (2008)
Knoxville YWCA Finalist for Tribute to Women Award (2007)
American College of Civil Trial Mediators Fellow (2004)
Tennessee Bar Association's President's Award (2004)
Knoxville Bar Foundation Fellow (2002)
University of Tennessee College of Law Citation for Outstanding Public Service (1999)
American Bar Foundation Fellow (1998)
Knoxville YWCA Finalist for Tribute to Women Award (1997)
Tennessee Bar Foundation Fellow (1992)
Top 50 Women in the Mid-South (2012)
Top 100 Lawyers in Tennessee (2006-2012)
University of Tennessee Law School Dean's List (1976-1979)
Am-Jur Award for Contracts (1977)
University of Tennessee Torch Bearer (1976)
University of Tennessee B.A. with Highest Honors (1976)
Mortar Board (1976)

Omicron Delta Kappa (1976)
Phi Beta Kappa (1975)

9. **Bar Associations:** List all bar associations or legal or judicial-related committees, selection panels or conferences of which you are or have been a member, and give the titles and dates of any offices which you have held in such groups.

American Bar Association (1979-present)
ABA Alternative Dispute Section

American Board of Trial Advocates (1997-present)

American College of Civil Trial Mediators (2004-present)
Board Member (2011-present)
President (2009-2011)
Board Member (2007-2009)

American Inns of Court Foundation (2000-present)
National Trustee (2000-2004)

Defense Research Institute (1992-2006)

East Tennessee Lawyers Association for Women (2007-present)

Federal Bar Association (2005-present)

Federal Defender Services of Eastern Tennessee (2003-2005)
Board of Directors

Fellows of the Tennessee Young Lawyers Division (1993-1994, 2004-2005)
President (2004-2005)
Board of Directors (1993-1994)

Hamilton Burnett Inn of Court
Master Emeritus (1999-present)
Master of the Bench (1994-1998)
Inn Administrator (1994)

Knoxville Bar Association (1979-present)
Alternative Dispute Resolution Section
Chair (2003)
Knoxville Bar Association Blue Ribbon Panel on Professional Etiquette
(2001-2002)
Knoxville Bar Association Task Force on the Future
Co-Chair (2000)
Secretary (1994, 1995)

Board of Governors (1984-1985, 1992-1994)
Editor of DICTA, the KBA's monthly newsletter (1990-1991)
Knoxville Barristers President (1984)

Sixth Circuit Standing Committee on Local Rules (2004-2008)

Sixth Circuit Court of Appeals Life Member (2006-present)

Tennessee Bar Association (1979-present)

Tennessee Bar Association Leadership Law Steering Committee Co-Chair
(2009-2011)

Chair of Committee on Local Rules of Federal Court (2003-2006)

Board of Governors (1988-1990, 1993-2000)

Past President (1999-2000)

President (1998-1999)

Vice-President (1997-1998)

Moving Vice-President (1996-1997)

President Elect Advisory Committee Member (1994)

Tennessee Young Lawyer's Division, President (1989-1990)

House of Delegates Member (1986-1993)

Alternative Dispute Resolution Section

Commission on Women and Minorities

Tennessee Bar Foundation (2009-present)

Chair-Elect (2012-present)

Trustee (2009-present)

IOLTA Grant Review Committee (1988)

Tennessee Board of Judicial Conduct Special Panel (2012-2013)

Tennessee Court of the Judiciary (2007-2012)

Tennessee Judicial Selection Commission (2008-2009)

Tennessee Lawyers' Association for Women (1996-1999)

Tennessee Supreme Court Advisory Commission on the Rules of Practice and Procedure
(2008)

Tennessee Supreme Court Task Force on Public Trust and Confidence in the Judiciary
(1998)

United States District Court Eastern District Tennessee Magistrate Judge Selection
Committee Chair (2002)

10. **Bar and Court Admission:**

- a. List the date(s) you were admitted to the bar of any state and any lapses in membership. Please explain the reason for any lapse in membership.

Tennessee, 1979.

There has been no lapse in membership.

- b. List all courts in which you have been admitted to practice, including dates of admission and any lapses in membership. Please explain the reason for any lapse in membership. Give the same information for administrative bodies that require special admission to practice.

Supreme Court of the United States, 1996

United States Court of Appeals for the Sixth Circuit, 1983

United States District Court for the Eastern District of Tennessee, 1980

United States District Court for the Middle District of Tennessee, 1996

United States District Court for the Western District of Tennessee, 1997

Supreme Court of Tennessee, 1979

There have been no lapses in membership.

11. **Memberships:**

- a. List all professional, business, fraternal, scholarly, civic, charitable, or other organizations, other than those listed in response to Questions 9 or 10 to which you belong, or to which you have belonged, since graduation from law school. Provide dates of membership or participation, and indicate any office you held. Include clubs, working groups, advisory or editorial boards, panels, committees, conferences, or publications.

Agape, Inc. (1985-1987)

Board of Directors

Advisory Board

American National Lawyers Insurance Reciprocal (2000-2003)

Board of Directors

Big Brothers/Big Sisters of Knoxville (1986-1997)

Church Street United Methodist Church (1998-present)

Staff Parish Committee (2004-2006)

City of Knoxville Better Building Board (2000-2002)

Co-Chair (2001-2002)

Executive Women's Association (1985-present)

Secretary (2006)

Executive Committee (1993-1994)

Knox County Election Commission (2003-2009)

Chair
 Knoxville Leadership (1997-present)
 Knoxville Private Industry Council (1995-1997)
 Knoxville Women's Center (1980-1984)
 Board of Directors
 Legal Aid of East Tennessee (1986-1989)
 Board Member
 Medic Regional Blood Center (1999-2013)
 Secretary (2009-2013)
 Board Member (1999-2009)
 National Academy of Distinguished Neutrals (2011-present)
 Tennessee Academy of Mediators and Arbitrators (2010-present)
 Tennessee Young Lawyer's Division (1991-present)
 Tennesseans for Fair and Impartial Courts (2010-2013)
 Tennessee Supreme Court Historical Commission (1996-present)
 Treasurer (1996 – 1998)
 Tennessee Supreme Court Lawyers Fund for Client Protection Commission (1989-1996)
 Treasurer (1995-1996)
 Board Member (1989-1996)
 The Historical Society for the United States District Court, Eastern District of Tennessee
 United States Supreme Court Historical Society (2001-present)
 University of Tennessee Chancellor's Associates (1996-1998)
 University of Tennessee College of Law Speakers Series Advisory Committee (1996-1999)
 University of Tennessee History Department, Board of Visitors (2002)
 University of Tennessee Women's Council (1990-1992)

- b. The American Bar Association's Commentary to its Code of Judicial Conduct states that it is inappropriate for a judge to hold membership in any organization that invidiously discriminates on the basis of race, sex, or religion, or national origin. Indicate whether any of these organizations listed in response to 11a above currently discriminate or formerly discriminated on the basis of race, sex, religion or national origin either through formal membership requirements or the practical implementation of membership policies. If so, describe any action you have taken to change these policies and practices.

To the best of my knowledge, none of the organizations listed above currently discriminates or formerly discriminated on the basis of race, sex, religion or national origin, either through formal membership requirements or the practical implementation of membership policies.

12. **Published Writings and Public Statements:**

- a. List the titles, publishers, and dates of books, articles, reports, letters to the editor, editorial pieces, or other published material you have written or edited, including material published only on the Internet. Supply four (4) copies of all published material to the Committee.

Understand the Terms when Signing a Non-Compete Agreement, Knoxville News Sentinel (May 18, 2013). Copy supplied.

Be Careful Responding to Harassment Charges, Knoxville News Sentinel (Apr. 20, 2013). Copy supplied.

A Jail House Love Affair, 40 DICTA 4, 15 (Apr. 2013). Copy supplied.

Employers Need Consistent Sexual Harassment Policies, Knoxville News Sentinel (Mar. 17, 2013). Copy supplied.

Mind the Law When Your Firm Hires Interns, Knoxville News Sentinel (Feb. 17, 2013). Copy supplied.

Workers Can be Required to Take Flu Shots, Knoxville News Sentinel (Jan. 20, 2013). Copy supplied.

Dealing with Pregnancy Issues in Workplace, Knoxville News Sentinel (Dec. 16, 2012). Copy supplied.

Avoid the Risk of Improperly Monitored Email, Knoxville News Sentinel (Nov. 18, 2012). Copy supplied.

EEOC Takes Strong Position on Preferences, Knoxville News Sentinel (Oct. 21, 2012). Copy supplied.

Understanding New Law on Jobless Benefits, Knoxville News Sentinel (Sept. 16, 2012). Copy supplied.

Are Strippers Employees or Contractors?, Knoxville News Sentinel (Aug. 19, 2012). Copy supplied.

Employers Should be Aware of NLRB Social Media Rulings, Knoxville News Sentinel (July 15, 2012). Copy supplied.

Be Cautious When Traveling with Co-workers, Knoxville News Sentinel (June 17, 2012). Copy supplied.

Obesity Discrimination Can Spark Employee Suits, Knoxville News Sentinel (May 20, 2012). Copy supplied.

Employers Should Know Rules When Hiring Veterans, Knoxville News Sentinel (Apr. 15, 2012). Copy supplied.

Businesses Should Make Twitter Policies Clear, Knoxville News Sentinel (Mar. 18, 2012). Copy supplied.

Privacy Rights Evaporate in Public Settings, Knoxville News Sentinel (Feb. 18, 2012). Copy supplied.

State Judges Center of Regulatory Debate, Knoxville News Sentinel (Jan. 14, 2012). Copy supplied.

Suit Shows Bloggers Should Think before Posting, Knoxville News Sentinel (Dec. 18, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 11, 12 (Dec. 2011). Copy supplied.

State Law Clear about Reporting Sexual Abuse, Knoxville News Sentinel (Nov. 20, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 10, 12 (Nov. 2011). Copy supplied.

States, Courts Protecting Gender Identity, Knoxville News Sentinel (Oct. 15, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 9, 12 (Oct. 2011). Copy supplied.

EEOC Suit Challenges Company's Alcohol Policy, Knoxville News Sentinel (Sept. 17, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 8, 12 (Sept. 2011). Copy supplied.

Economy Doesn't Justify Financial Malfeasance, Knoxville News Sentinel (Aug. 21, 2011). Copy supplied.

Comment, <http://www.billhaltom.com/blog>, "The Woman Who Empowered a Princess." (Aug. 24, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 7, 12 (Aug. 2011). Copy supplied.

Starbucks Suit Shows EEOC Trend, Knoxville News Sentinel (July 17, 2011). Copy supplied.

Weiner Story Offers Good Lesson, Knoxville News Sentinel (June 19, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 6, 12 (June 2011). Copy supplied.

Review Work Harassment Policies, Knoxville News Sentinel (May 15, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 5, 16 (May 2011). Copy supplied.

Couple's Luck Goes from Bad to Worse, Knoxville News Sentinel (Apr. 17, 2011). Copy supplied.

Dicta in the Rear View Mirror, 38 DICTA 4, 14 (Apr. 2011). Copy supplied.

Judge Selection an Open Process, Knoxville News Sentinel (Mar. 20, 2011). Copy supplied.

Work's Rules Trump Life's Issues, Knoxville News Sentinel (Feb. 20, 2011). Copy supplied.

Board Service Requires Due Care, Knoxville News Sentinel (Jan.16, 2011). Copy supplied.

Private Information Leaks Illegal, Knoxville News Sentinel (Dec. 19, 2010). Copy supplied.

Social Media Ruling Affects Employers, Knoxville News Sentinel (Nov. 21, 2010). Copy supplied.

Certain Firings Made More Difficult, Knoxville News Sentinel (Oct. 17, 2010). Copy supplied.

Different Kind of Alumni Cruise, Tennessee Law Between the Lines (Oct. 1, 2010). Copy supplied.

Legal Issues in Church Staffing, Knoxville News Sentinel (Sept. 19, 2010). Copy supplied.

Legal Issues College Kids Face, Knoxville News Sentinel (Aug. 15, 2010). Copy supplied.

Under Law, Cleaver Days are Gone, Knoxville News Sentinel (July 18, 2010). Copy supplied.

Watch Online Postings in New Job, Knoxville News Sentinel (June 20, 2010). Copy supplied.

Is Drug Abuse Covered by ADA?, Knoxville News Sentinel (May 16, 2010). Copy supplied.

EEOC Files Lawsuit against Lowe's, Knoxville News Sentinel (Apr. 18, 2010). Copy supplied.

Digital Trail Follows Employees, Knoxville News Sentinel (Mar. 21, 2010). Copy supplied.

Background Checks Problematic, Knoxville News Sentinel (Feb. 21, 2010). Copy supplied.

Comment, <http://www.billhaltom.com/blog>, "*Any Country That Can't Put a Man on the Moon....*" (Feb. 3, 2010). Copy supplied.

Unemployment Law Better Defined, Knoxville News Sentinel (Jan.17, 2010). Copy supplied.

Postnups Still Must Follow Rules, Knoxville News Sentinel (Dec. 20, 2009). Copy supplied.

Accused Must Have a Good Defense, Knoxville News Sentinel (Nov. 15, 2009). Copy supplied.

Avoid Dating Problems at Work, Knoxville News Sentinel (Oct. 18, 2009). Copy supplied.

Careless Tweet May Mean Trouble, Knoxville News Sentinel (Sept. 20, 2009). Copy supplied.

Your Cell Can Be Used Against You, Knoxville News Sentinel (Aug. 16, 2009). Copy supplied.

Lawyers Held to Code of Standards, Knoxville News Sentinel (July 19, 2009). Copy supplied.

Take Part in Judicial Selection, Knoxville News Sentinel (July 5, 2009). Copy supplied.

Employers Need E-mail Policies, Knoxville News Sentinel (June 21, 2009). Copy supplied.

On the Internet, Buyer Beware, Knoxville News Sentinel (May 17, 2009). Copy supplied.

Deal with Problem Worker Correctly, Knoxville News Sentinel (Apr. 19, 2009). Copy supplied.

Up-front Legal Research May Pay Off, Knoxville News Sentinel (Mar. 15, 2009). Copy supplied.

Courts Uphold Employment Contract, Knoxville News Sentinel (Feb. 15, 2009). Copy supplied.

Reasons for Termination Needed, Knoxville News Sentinel (Jan. 18, 2009). Copy supplied.

Be Informed on How Judges are Chosen, Knoxville News Sentinel (Dec. 20, 2008). Copy supplied.

Case Affects Workers' Comp Action, Knoxville News Sentinel (Nov. 16, 2008). Copy supplied.

Workplace Conduct a Good Lesson, Knoxville News Sentinel (Oct. 19, 2008). Copy supplied.

Net Scams Getting More Sophisticated, Knoxville News Sentinel (Sept. 21, 2008). Copy supplied.

Mediation Can Settle Succession, Knoxville News Sentinel (Aug. 17, 2008). Copy supplied.

Retaliation Protection Includes Family, Knoxville News Sentinel (July 20, 2008). Copy supplied.

Law Targets Genetic Discrimination, Knoxville News Sentinel (June 15, 2009). Copy supplied.

Hang on to Electronic Documents, Knoxville News Sentinel (May 18, 2008). Copy supplied.

Little Fish Halted Work on Big Dam in '78, Knoxville News Sentinel (Apr. 20, 2008). Copy supplied.

Grisham Novel Mirrors Real-life Case, Knoxville News Sentinel (Mar. 16, 2008). Copy supplied.

Create Recovery Plan in Case of Disaster, Knoxville News Sentinel (Feb. 17, 2008).
Copy supplied.

Supervisors Held to High Standard, Knoxville News Sentinel (Jan. 20, 2008). Copy
supplied.

When a Christmas Gift Isn't a Gift, Knoxville News Sentinel (Dec. 16, 2007). Copy
supplied.

Web Postings can Bring Legal Peril, Knoxville News Sentinel (Nov. 18, 2007).
Copy supplied.

Guidelines Help Caregivers, Employers, Knoxville News Sentinel (Oct. 21, 2007).
Copy supplied.

In Whose Court Does Comp Claim Fall?, Knoxville News Sentinel (Sept. 16, 2007).
Copy supplied.

Businesses Enforcers of Smoking Ban, Knoxville News Sentinel (Aug. 19, 2007).
Copy supplied.

Employers Liable for Client Actions, Knoxville News Sentinel (July 15, 2007). Copy
supplied.

Developers Left with Cleanup Costs, Knoxville News Sentinel (June 17, 2007). Copy
supplied.

Do-gooder Employees get a Little Help, Knoxville News Sentinel (May 20, 2007).
Copy supplied.

State Supreme Court Makeup in Limbo, Knoxville News Sentinel (Apr. 15, 2007).
Copy supplied.

Internet Posts May Turn up in Job Search, Knoxville News Sentinel (Mar. 18, 2007).
Copy supplied.

Construction Runoff Can Be a Nuisance, Knoxville News Sentinel (Feb. 18, 2007).
Copy supplied.

Essential Travel Must Be Compensated, Knoxville News Sentinel (Jan. 21, 2007).
Copy supplied.

Vacation Not an Automatic Benefit, Knoxville News Sentinel (Dec. 17, 2006). Copy
supplied.

Racial Harassment Can Be Expensive, Knoxville News Sentinel (Nov. 19, 2006).
Copy supplied.

Food-borne Illnesses Pose Legal Issues, Knoxville News Sentinel (Oct. 15, 2006).
Copy supplied.

Employers Must Prove "Good Cause," Knoxville News Sentinel (Sept. 17, 2006).
Copy supplied.

Orientation Harassment Can Be Costly, Knoxville News Sentinel (Aug. 20, 2006).
Copy supplied.

Victims of Discrimination Get a Win, Knoxville News Sentinel (July 16, 2006). Copy
supplied.

E-Discovery May Be the Latest Plague, Knoxville News Sentinel (June 18, 2006).
Copy supplied.

A Twist on Workplace Sexual Harassment, Knoxville News Sentinel (May 21, 2006).
Copy supplied.

Employment Insurance is Often Helpful, Knoxville News Sentinel (Apr. 16, 2006).
Copy supplied.

Parents Can Be Liable for Youth Drinking, Knoxville News Sentinel (Mar. 19, 2006).
Copy supplied.

Court Dismisses Case of Unread Contract, Knoxville News Sentinel (Feb. 19, 2006).
Copy supplied.

Internet Porn Raises Risks for Employers, Knoxville News Sentinel (Jan. 15, 2006).
Copy supplied.

'Don'ts' Can Make Workplace Merry, Knoxville News Sentinel (Dec. 18, 2005).
Copy supplied.

Outspoken Worker Equals Dilemma, Knoxville News Sentinel (Nov. 20, 2005).
Copy supplied.

State of Residence Not Valid Defense, Knoxville News Sentinel (Oct. 16, 2005).
Copy supplied.

Incorporation Requires Strict Bookkeeping, Knoxville News Sentinel (Sept. 18,
2005). Copy supplied.

Ensure Employee Handbooks Current, Knoxville News Sentinel (Aug. 21, 2005).
Copy supplied.

Short-Circuit Political Incorrectness, Knoxville News Sentinel (July 17, 2005).
Copy supplied.

Lessons Learned from Liability Suit, Knoxville News Sentinel (June 19, 2005). Copy
supplied.

Train Workers on Workplace Conduct, Knoxville News Sentinel (May 15, 2005).
Copy supplied.

Background Checks Can Curb Problems, Knoxville News Sentinel (Apr. 17, 2005).
Copy supplied.

Employee Dating a Precarious Affair, Knoxville News Sentinel (Mar. 20, 2005).
Copy supplied.

Hospital Worker Needed to Read Contract, Knoxville News Sentinel (Feb. 20, 2005).
Copy supplied.

Get-Rich-Quick Scheme Backfires, Knoxville News Sentinel (Jan. 16, 2005). Copy
supplied.

Lucien Pera, Richard L. Hollow & Pamela L. Reeves, *Survey of Tennessee
Employment Privacy Law*, Media Law Resource Center 50 State Survey (Oxford
University Press, 1999-2006). 2005 edition supplied. I have been unable to locate
the other editions, but they are substantially similar to the 2005 edition.

Lucien Pera, Richard L. Hollow & Pamela L. Reeves, *Survey of Tennessee
Employment Libel Law*, Media Law Resource Center 50 State Survey (Oxford
University Press, 1999-2006). 2005 edition supplied. I have been unable to locate
the other editions, but they are substantially similar to the 2005 edition.

OT Ghost Could Haunt Employers, Knoxville News Sentinel (Dec. 19, 2004). Copy
supplied.

Severance Packages Can Get Dicey, Knoxville News Sentinel (Nov. 21, 2004). Copy
supplied.

Nashville Offers Case Study of Hiring Bias, Knoxville News Sentinel (Oct. 17, 2004).
Copy supplied.

Stay Out of Trouble – Stay Professional, Knoxville News Sentinel (Sept. 19, 2004).
Copy supplied.

Every Outfit Needs a Wardrobe Policy, Knoxville News Sentinel (Aug. 15, 2004).
Copy supplied.

For Employers, FMLA Can Be Tricky, Knoxville News Sentinel (July 18, 2004).
Copy supplied.

Contract Fight Shows Power of Words, Knoxville News Sentinel (June 20, 2004).
Copy supplied.

Picture Phones Create Privacy Issues, Knoxville News Sentinel (May 16, 2004).
Copy supplied.

In the Workplace, Age Talk Has No Place, Knoxville News Sentinel (Apr. 18, 2004).
Copy supplied.

Personal Liability Possible if Fine Print Ignored, Knoxville News Sentinel (Mar. 21, 2004). Copy supplied.

Non-Compete Pacts Must Be Reasonable, Knoxville News Sentinel (Feb. 15, 2004).
Copy supplied.

Logic, Legality Can Differ in Hiring, Knoxville News Sentinel (Jan. 18, 2004). Copy
supplied.

Religion Can Be Trouble in Workplace, Knoxville News Sentinel (Dec. 21, 2003).
Copy supplied.

Detailed Written Records Avert a Suit, Knoxville News Sentinel (Nov. 16, 2003).
Copy supplied.

Arbitration Deal Precluded Lawsuit, Knoxville News Sentinel (Oct. 19, 2003). Copy
supplied.

Workplace Needs Policy on Violence, Knoxville News Sentinel (Sept. 21, 2003).
Copy supplied.

Will Takes Little Effort, Saves Lots of Grief, Knoxville News Sentinel (Aug. 17, 2003). Copy supplied.

Pet Owners Must Guard Against Harm to Others, Knoxville News Sentinel (July 20, 2003). Copy supplied.

Drain Altering Calls for Caution, Knoxville News Sentinel (June 15, 2003). Copy
supplied.

Ruling Makes it Harder to Prevent Shoplifting, Knoxville News Sentinel (May 18, 2003). Copy supplied.

If Employees Wed, One May Be Let Go, Knoxville News Sentinel (Apr. 20, 2003). Copy supplied.

Wiretapping Is Legal Minefield, Knoxville News Sentinel (Mar. 16, 2003). Copy supplied.

Justices Extend Reach of Liability Over Tree Branches, Knoxville News Sentinel, (Feb. 16, 2003). Copy supplied.

Working It Out: Mediation Advice for Employment Law Disputes, 39 TENN. B.J. 2, 34 (Feb. 2003). Copy supplied.

Irritation at Time-Consuming Requests Can Cost, Knoxville News Sentinel (Jan. 19, 2003). Copy supplied.

Even Small Judgments Can Cost Companies Big, Knoxville News Sentinel (Dec. 15, 2002). Copy supplied.

Thin Line Separates Improper, Legitimate Business Practices, Knoxville News Sentinel (Nov. 17, 2002). Copy supplied.

Punitive Damages Can Become an Extremely Costly Surprise, Knoxville News Sentinel (Oct. 20, 2002). Copy supplied.

Adult Children May Seek Support from Fathers Who Never Knew Them, Knoxville News Sentinel (Sept. 15, 2002). Copy supplied.

Businesses Not Always Liable for Injuries on Their Premises, Knoxville News Sentinel (Aug. 18, 2002). Copy supplied.

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Do-It-Yourself Not Best Tack in Discrimination-Suit Defense, Knoxville News Sentinel (June 16, 2002). Copy supplied.

Seniority Can Justify Saying No to Some Requests, Courts Rule, Knoxville News Sentinel (May 19, 2002). Copy supplied.

Employers Must Not Ignore Same-Sex Harassment at Work, Knoxville News Sentinel (Apr. 21, 2002). Copy supplied.

Applying Protections to Former Employees, Knoxville News Sentinel (Mar. 17, 2002). Copy supplied.

Many Women Have Benefited from Education Act of 1972, Knoxville News Sentinel (Feb. 17, 2002). Copy supplied.

Americans with Disabilities Act – Minor Impairments, Knoxville News Sentinel (Jan. 20, 2002). Copy supplied.

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The Power of Potter, Newsweek Magazine (Dec. 10, 2001), at 18. Copy supplied.

General Sessions Court Often Flooded by Delinquent Actions, Knoxville News Sentinel (Nov. 18, 2001). Copy supplied.

State Lags Behind Michigan’s Cyber Court, But Advancing, Knoxville News Sentinel (Oct. 21, 2001). Copy supplied.

How Does the Call to Duty Affect Current Employment?, Knoxville News Sentinel (Sept. 16, 2001). Copy supplied.

Police Officers Authorized to Use Reasonably Necessary Force, Knoxville News Sentinel (Aug. 19, 2001). Copy supplied.

Legislators Ponder Caps on State Tort Liability Awards, Knoxville News Sentinel (June 17, 2001). Copy supplied.

In Business It’s Important to Know Regimen of Depositions, Knoxville News Sentinel (May 20, 2001). Copy supplied.

Businesses Liable for Off-Duty Officers Who Provide Security, Knoxville News Sentinel (Apr. 15, 2001). Copy supplied.

Bill Aims to Protect Kids when Parents Split Up, Knoxville News Sentinel (Mar. 18, 2001). Copy supplied.

Defamation Lawsuits in Workplace Slippery Slope, Knoxville News Sentinel (Feb. 18, 2001). Copy supplied.

Employer Can’t Take Cash Owed From Final Check, Knoxville News Sentinel (Jan. 21, 2001). Copy supplied.

Introduction to Bill Haltom, In Search of Hamilton Burger: The Trials and Tribulations of a Southern Lawyer (2000). Copy supplied.

Office Parties Wane as Harassment Suits Increase, Knoxville News Sentinel (Dec. 17, 2000). Copy supplied.

'Outrageous Conduct' Cause for Legal Action, Knoxville News Sentinel (Nov. 19, 2000). Copy supplied.

Malicious Harassment Redefined in Recent Case, Knoxville News Sentinel (Oct. 15, 2000). Copy supplied.

Handle Firings Carefully to Avoid Future Lawsuits, Knoxville News Sentinel (Sept. 17, 2000). Copy supplied.

Employers Need to be Wary of Discrimination, Knoxville News Sentinel (Aug. 20, 2000). Copy supplied.

Sudden Work Stress May be Valid Claim, Knoxville News Sentinel (July 16, 2000). Copy supplied.

Employers Must Take Care Not to Retaliate, Knoxville News Sentinel (June 18, 2000). Copy supplied.

Employers Must Use Care in Disability Cases, Knoxville News Sentinel (May 21, 2000). Copy supplied.

Unemployment Claims are Difficult to Contest, Knoxville News Sentinel (Apr. 16, 2000). Copy supplied.

Reasons to Not Hire Must be Truly Valid, Knoxville News Sentinel (Mar. 19, 2000). Copy supplied.

Conducting Sexual Harassment Investigations, Knoxville News Sentinel (Feb. 20, 2000). Copy supplied.

Employee Handbook Can Constitute Contract, Knoxville News Sentinel (Jan. 16, 2000). Copy supplied.

Santa May Not Get a Peek at Personnel Files, Knoxville News Sentinel (Dec. 19, 1999). Copy supplied.

Pregnant Women's Job Security Explained, Knoxville News Sentinel (Nov. 21, 1999). Copy supplied.

Drug Testing Rules Differ for Public, Private Firms, Knoxville News Sentinel (Oct. 17, 1999). Copy supplied.

Employers Required to Enable Jury Service, Knoxville News Sentinel (Sept. 19, 1999). Copy supplied.

Warning: Federal Law Protects Trade Secrets, Knoxville News Sentinel (Aug. 15, 1999). Copy supplied.

Office Romance Can Turn into Sexual Harassment, Knoxville News Sentinel (July 18, 1999). Copy supplied.

Employers Must Be Able to Avoid Violence, Knoxville News Sentinel (June 20, 1999). Copy supplied.

TBA Plays Vital Role in Speaking for Legal Profession, 35 TENN. B.J. 6, 3 (June 1999). Copy supplied.

Difficult for Employee to Prove Case Under "Whistleblower" Act, Knoxville News Sentinel (May 16, 1999). Copy supplied.

Phenomenal Facilities at Pinehurst Will Give Convention a Boost, 35 TENN. B.J. 5, 3 (May 1999). Copy supplied.

Non-Compete Contracts Can Ambush Employers, Knoxville News Sentinel (Apr. 18, 1999). Copy supplied.

Online CLE is a Great Member Benefit, 35 TENN. B.J. 4, 3 (Apr. 1999). Copy supplied.

Supreme Court Adds to School Budget Woes, Knoxville News Sentinel (Mar. 19, 1999). Copy supplied.

Legal Community Makes Me Proud in Aftermath of Tornado, 35 TENN. B.J. 3, 3 (Mar. 1999). Copy supplied.

Convenient E-mail Also May Be a Danger, Knoxville News Sentinel (Feb. 21, 1999). Copy supplied.

A National Plan to Improve Public Trust, 35 TENN. B.J. 2, 3 (Feb. 1999). Copy supplied.

New Tennessee Law Allows Legal Separation, Knoxville News Sentinel (Jan. 17, 1999). Copy supplied.

Developing Relationships Helpful in Law Practice, 35 TENN. B.J. 1, 3 (Jan. 1999). Copy supplied.

A Few Tips to Help You Understand Lawyers, Knoxville News Sentinel (Dec. 20, 1998). Copy supplied.

Prospective Hires Must be Told of Background Checks, Knoxville News Sentinel (Nov. 15, 1998). Copy supplied.

TBA Outgrows Building, Needs Your Help, 34 TENN. B.J. 6, 3 (Nov./Dec. 1998). Copy supplied.

Personal Data Easily Found Via Computer, Knoxville News Sentinel (Oct. 18, 1998). Copy supplied.

Downtown Knoxville Entertains, Informs, Knoxville News Sentinel (Sept. 20, 1998). Copy supplied.

Strategic Plan Will Keep TBA in Forefront, 34 TENN., B.J. 5, 3 (Sept./Oct. 1998). Copy supplied.

Firing Older Worker Can Open Door to Lawsuit, Knoxville News Sentinel (Aug. 16, 1998). Copy supplied.

It's a Time of Great Change at the TBA, 34 TENN. B.J. 4, 3 (July/Aug. 1998). Copy supplied.

ADA Hasn't Brought Predicted Nightmares, Knoxville News Sentinel (July 16, 1998). Copy supplied.

New Rules Affect Firms' Drug-Testing Policies, Knoxville News Sentinel (June 21, 1998). Copy supplied.

Tape Recordings Can Turn up at Any Time, Knoxville News Sentinel (May 17, 1998). Copy supplied.

Adequate Liability Policy Mandatory for Business, Knoxville News Sentinel (Apr. 19, 1998). Copy supplied.

Selection Process for High Court Complicated, Knoxville News Sentinel (Mar. 15, 1998). Copy supplied.

Mediation Often Solves Legal Issues Out of Court, Knoxville News Sentinel (Feb. 15, 1998). Copy supplied.

Firms Need Safeguards Against Harassment, Knoxville News Sentinel (Jan. 18, 1998). Copy supplied.

Pamela L. Reeves & Charles W. Swanson, *Ten Reasons to Read The Life of the Law*, 23 DICTA 2, 6 (Feb. 1997). Copy supplied.

Author's Preface and Chapter 14: Discovery and Mandatory Disclosures (with William H. Haltom, Jr.), *Federal Civil Procedure Before Trial -- Sixth Circuit* (Lawyers Cooperative Publishing, 1996). Copy supplied.

Pathways to Leadership, 31 TENN. B.J. 4, 22 (July/Aug. 1995). Copy supplied.

Attorney Profile: Bruce A. Anderson, 16 DICTA 10, 4 (Nov. 1991). Copy supplied.

Attorney Profile: Hugh C. Simpson, 16 DICTA 9, 4 (Oct. 1991). Copy supplied.

Attorney Profile: Lawyers in Fatigues, 16 DICTA 6, 4 (June 1991). Copy supplied.

Lawyers Become Clients, 16 DICTA 3, 6 (Mar. 1991). Copy supplied.

TYLC: A Historical Perspective, 6 THE QUARTERLY 7 (Spring 1990). Copy supplied.

Young Lawyer Receives Supreme Compliment, 6 THE QUARTERLY 1 (Winter 1990). Copy Supplied.

Ed Air: Young Lawyer at Large, 6 THE QUARTERLY 1 (Fall/Winter 1989). Copy supplied.

We Want to Focus on You, 6 THE QUARTERLY 4 (Summer 1989). Copy supplied.

Prepaid Legal Plans: A Glimpse of the Future, 47 TENNESSEE L. REV. 148 (1979). Copy supplied.

- b. Supply four (4) copies of any reports, memoranda or policy statements you prepared or contributed in the preparation of on behalf of any bar association, committee, conference, or organization of which you were or are a member. If you do not have a copy of a report, memorandum or policy statement, give the name and address of the organization that issued it, the date of the document, and a summary of its subject matter.

During the years from 2007 until 2012 when I served on the Tennessee Court of the Judiciary, the Tennessee Administrative Office of the Courts issued an annual report. Copies of the reports from 2008 to 2012 are supplied.

The Tennessee Court of the Judiciary issues public reprimands to judges in Tennessee. Although, as a member of the Court of the Judiciary, my name has appeared on the letterhead for these reprimand letters, I may or may not have had a role in the drafting or approving of the letters, depending on whether I was a member

of the particular investigative panel or not. Most of these letters are included as attachments to the annual reports supplied above. The following are additional reprimand letters in which my name appears on the letterhead.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge John Gasaway, (June 27, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge Johnny D. Houston, (June 21, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge Sheridan Randolph, (June 15, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge Jimmy C. Smith, (April 2, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge John Bell, (February 23, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge A. Andrew Jackson, (January 27, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge Robert L. Moon, Jr., (January 3, 2012) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge Ronnie Zachary, (December 21, 2011) regarding a public reprimand. Copy supplied.

Letter from Chris Craft, Presiding Judge, Court of the Judiciary to Judge David Bales, (December 6, 2011) regarding a public reprimand. Copy supplied.

Report of the Knoxville Bar Association Task Force on the Future (Aug. 2001). Copy supplied.

The Knoxville Bar Association Blue Ribbon Panel on Professional Etiquette produced a continuing legal education program as opposed to a report on March 30, 2001. PowerPoint and handouts supplied.

The Tennessee Supreme Court Task Force on Public Trust and Confidence in the Judiciary may have released a report in 1998, but I do not have copies of any information generated by this Task Force. The Administrative Office of the Courts in Nashville has advised me that they do not have a copy of any reports. Elizabeth Sykes, Executive Director, 511 Union Street, Suite 600, Nashville, Tennessee 37219. Sometime during 1998 or 1999, as part of this Task Force, I gave a speech

somewhere on Threats and Intimidation on the Judicial Campaign Trail. Transcript supplied.

Summary Report of the Tennessee Bar Association President-Elect Advisory Committee, Jan. 11, 1995. Copy supplied.

- c. Supply four (4) copies of any testimony, official statements or other communications relating, in whole or in part, to matters of public policy or legal interpretation, that you have issued or provided or that others presented on your behalf to public bodies or public officials.

When I was on the Board of Governors of the Tennessee Bar Association, the Tennessee Bar Association took official positions on certain legislative issues in accordance with their policies. Copies of the TBA's Public Policy statement and copies of the minutes of the Tennessee Bar Association Board of Governors meetings from 1988 to 1990 and 1994 to 2000 are supplied.

- d. Supply four (4) copies, transcripts or recordings of all speeches or talks delivered by you, including commencement speeches, remarks, lectures, panel discussions, conferences, political speeches, and question-and-answer sessions. Include the date and place where they were delivered, and readily available press reports about the speech or talk. If you do not have a copy of the speech or a transcript or recording of your remarks, give the name and address of the group before whom the speech was given, the date of the speech, and a summary of its subject matter. If you did not speak from a prepared text, furnish a copy of any outline or notes from which you spoke.

February 19, 2013: Speaker, "Deal or No Deal – The Mediator's Role in Getting to Deal No Matter What the Dispute," Tennessee Valley Mediation Association, Knoxville, Tennessee. Copy of CLE materials supplied.

February 5, 2013: Speaker, "Top 10 Tips to Avoid Being Sued," The Knoxville Downtown Rotary Club, Knoxville, Tennessee. Transcript supplied.

January 12, 2013: Speaker, "Ten Commandments for Leaders," Tennessee Bar Association Law Leadership Retreat, Dickson, Tennessee. Transcript supplied.

September 10, 2012: Co-Speaker, "Mediating a Business Dispute," Knoxville Bar Association Alternative Dispute Resolution Section, Knoxville, Tennessee. Copy of CLE materials supplied.

January 2012: Speaker, "Ten Commandments for Leaders," Central United Methodist Church, Knoxville, Tennessee. I used the same notes supplied for the January 12, 2013 event.

September 21, 2011: Speaker, "Heroines of the Law," East Tennessee Lawyers Association, Knoxville, Tennessee. Transcript supplied. I have given variations of this presentation on numerous occasions especially around 1998 to 1999 when I was state bar president. I do not have records on all the places or dates I have given this speech, but I recall giving it to the Knoxville Executive Women's Association, Knoxville, Tennessee, to the Memphis Bar Association, Memphis, Tennessee, to the Mississippi State Bar Association, Destin, Florida, to various local bar associations, to the Knoxville Women's Political Caucus, Knoxville, Tennessee and to the Roane County Rotary Club, Harriman, Tennessee.

September 12, 2011: Speaker, "In Their Own Words – What Expert Employment Lawyers Say About Mediating Employment Cases," Knoxville Bar Association Alternative Dispute Resolution Section, Knoxville, Tennessee. Copy of CLE materials supplied.

September 8, 2011: Speaker, "A Lesson in Leadership," Knoxville Nucleus, Knoxville, Tennessee. Transcript supplied.

March 11, 2011: Co-Presenter, "Master Mediators – Lessons from the Trenches," University of Tennessee College of Law. I have no notes, transcript or recording. The address of the University of Tennessee College of Law is 1505 Cumberland Avenue, Knoxville, TN 37996.

January 2011: Speaker, "Ten Commandments for Leaders," Tennessee Bar Association Law Leadership Retreat, Dickson, Tennessee. I used the same notes supplied for the January 12, 2013 event.

September 10, 2010: Speaker, "The Anatomy of a Personal Injury/Wrongful Death Mediation," Knoxville Bar Association, Knoxville, Tennessee. Copy of CLE materials supplied.

January 2010: Speaker, "Ten Commandments for Leaders," Church Street United Methodist Church, Knoxville, Tennessee. I used the same notes supplied for the January 12, 2013 event.

May 20, 2009: Speaker, "Top Ten Reasons Why Mediations Fail," East Tennessee Lawyers Association for Women, Knoxville, Tennessee. Copy of CLE materials supplied.

May 4, 2009: Speaker, "Mediator Liability – When the Mediator Becomes the Party," Knoxville Bar Association Alternative Dispute Resolution Section, Knoxville, Tennessee. Copy of CLE materials supplied.

December 12, 2008: I made brief remarks when I was awarded the Knoxville Bar Association's Governors' Award at the annual meeting in Knoxville, Tennessee. I

have no notes, transcript or recording. The address of the Knoxville Bar Association is 505 Main Street, Suite 50, Knoxville, TN 37902.

November 29, 2007: Speaker, "Sex in the Workplace – Litigating Sexual Harassment and Sexual Discrimination Claims," Knoxville Bar Association's Master in the Law series, Knoxville, Tennessee. Copy of CLE materials supplied.

November 16, 2007: Participant, An American Board of Trial Advocates Masters of Trial Presentation at the University of South Carolina School of Law, Columbia, South Carolina. The program was sponsored by ABOTA and involved conducting a mock trial. I have no notes, transcript or recording. The address of ABOTA is 2001 Bryan Street, Suite 3000, Dallas, TX 75201.

June 14, 2007: Speaker, "We're Not Your Daddy's Bar Association Any More—A Brief History of Women and Minorities in the Tennessee Legal System," Tennessee Bar Association Annual Meeting, Nashville, Tennessee. Transcript supplied.

June 2007: Speaker, "Top 10 Reasons Why Mediations Fail," Tennessee Lawyers Association for Women, Nashville, Tennessee. Copy of CLE materials supplied.

April 18, 2007: Speaker, "Deal or No Deal – the Mediator's Role in Getting to Deal," Tennessee Bar Association, Nashville, Tennessee. Copy of CLE materials supplied.

Spring 2007: Speaker, "Backpacks to Briefcases," National Society of Collegiate Scholars at the University of Tennessee, Knoxville, Tennessee. Transcript supplied.

February 7, 2007: Speaker, "Mediation Advocacy: A Program for Those Interested in Mediation and Mediating," University of Tennessee College of Law. I have no notes, transcript or recording. The address of the University of Tennessee Law School is 1505 Cumberland Avenue, Knoxville, Tennessee 37916.

October 12, 2006: Speaker, the Tennessee Attorney General public hearings, Nashville, Tennessee. I spoke briefly in support of my candidacy and introduced the two speakers who spoke on my behalf. I have no notes, transcript or recording. The address of the Tennessee Administrative Office of the Courts is 511 Union Street, Suite 600, Nashville, TN 37219.

August 18, 2006: Participant, American Board of Trial Advocates (ABOTA) Masters in Trial Demonstration, Nashville, Tennessee. The program was sponsored by ABOTA and involved a mock trial presentation. I have no notes, transcript or recording. The address of ABOTA is 2001 Bryan Street, Suite 3000, Dallas, TX 75201.

June 2006: Speaker, the Tennessee Bar Association Dispute Resolution Section CLE program on the concept of "good faith." I have no notes, transcript or recording.

The address of the Tennessee Bar Association Dispute Resolution Section is 221 4th Avenue North, Suite 400, Nashville, TN 37219.

April 2005: Speaker, "Jury Reform" Knoxville Bar Association's Law Day Luncheon, Knoxville, Tennessee. Transcript supplied.

May 5, 2004: Speaker, "Getting to Home Plate in Commercial Mediations," Knoxville Bar Association Alternative Dispute Resolution Section, Knoxville, Tennessee. Copy of CLE materials supplied.

February 5, 2003: Speaker, "Sex in the Law Firm – A Horror Story, How to Keep Your Law Firm from Becoming Another Firm's Client," Blount County Bar Association, Maryville, Tennessee. I gave a similar presentation to the Tennessee Bar Association but I do not know the exact date. Copy of CLE materials supplied.

January 20, 2003, Speaker: "Setting Up a Mediation Practice," Tennessee Valley Mediator's Association, Knoxville, Tennessee. Copy of CLE materials supplied.

November 2002: Participant, "Adam's Rib – a Morality Play in 2 Acts," Knoxville Bar Association, Knoxville, Tennessee. Copy of CLE materials supplied.

February 13, 2002: Speaker, "Swearing in Ceremony" United States Magistrate Judge Clifford Shirley. Knoxville, Tennessee. Transcript supplied.

2000-2002: Speaker, City of Knoxville Better Building Board monthly meetings. As co-chair, I presided over or spoke at monthly meetings where the Board determined to affirm or alter the public officer's decisions regarding repairs or demolition of unfit structures in the City of Knoxville. I have no notes, transcript or recording. The address of the City of Knoxville Better Building Board is 400 Main Street, Knoxville, Tennessee 37902.

June 1999: Speaker, Tennessee Bar Association Annual Convention, Pinehurst, North Carolina. I summarized the activities of the Tennessee Bar Association during my year as President. I have no notes, transcript or recording. The address of the Tennessee Bar Association is 221 Fourth Avenue N., Suite 400, Nashville, TN 37219.

March 18, 1999: Federal Court Naturalization Ceremony Speech. Knoxville, Tennessee. Transcript supplied.

December 3, 1998: Speaker, Harriman, Tennessee Rotary Club. The talk was a history of women in the legal profession similar to Heroines of the Law speech referenced earlier. Press coverage supplied. I have no notes, transcript or recording. Harriman Rotary Club, Post Office Box 633, Harriman, TN 37748.

December 1998, Speaker, UT Law School Commencement Address, University of Tennessee Law School Commencement, Knoxville, Tennessee. Transcript supplied.

November 1998: Speaker, “New Lawyer Swearing In Ceremony,” Tennessee Supreme Court, Nashville, Tennessee. Notes supplied.

August 1998: Speaker, 4-H Round Up speech, Knoxville, Tennessee. Transcript supplied.

June 1998: Speaker, Tennessee Bar Association Annual Convention Acceptance Speech, Nashville, Tennessee. Transcript supplied.

April 17, 1997, Speaker “Welcome to the Big League” United States District Court New Admittees Ceremony. Transcript supplied.

1995: My CLE records indicate that I gave a presentation on sexual harassment to the Knoxville Bar Association in Knoxville Tennessee. I do not have notes, transcript or recording. The address of the Knoxville Bar Association is 505 Main Street, Suite 50, Knoxville, TN 37902.

May 6, 1994: Speaker, “Discovery Goals, Strategies & Tactics (From a Trial Practice Point of View),” Knoxville Bar Association, Knoxville, Tennessee. Copy of CLE materials supplied.

Approximately 1990: I believe I gave a presentation at a Knoxville Bar Association Lunch and Learn on the Americans with Disabilities Act in Knoxville, Tennessee shortly after the ADA was passed in 1990. I have no notes, transcript or recording. The address of the Knoxville Bar Association is 505 Main Street, Suite 50, Knoxville, Tennessee 37902.

- e. List all interviews you have given to newspapers, magazines or other publications, or radio or television stations, providing the dates of these interviews and four (4) copies of the clips or transcripts of these interviews where they are available to you.

Laura Ayo, *Group Seeks to Match Volunteers with Legal Needs*, Knoxville’s Best Lawyers, 2013. Copy supplied.

Anything is Possible (NBC television broadcast, Mar. 3, 2013 and July 22, 2012.) That interview can be found at www.blip.tv/anythingispossible.

Georgiana Vines, *Interest High in Retiring Federal Judge’s Job*, Knoxville News Sentinel (Nov. 12, 2012). Copy supplied.

Sara Shookman, *Can You Be Fired for what You Post on Facebook?*, WVLT, Nov. 10, 2010. Copy supplied.

Report Critical of Knox Greenwaste Facility Management, WBIR TV, Mar. 19, 2010. Copy supplied.

Sara Shookman, *The Pizza Kitchen Faces Social Media Libel Lawsuit*, WVLT, Sept. 21, 2009. Copy supplied.

Heather Haley, *Voter Turnout was Noticeably Low in Knox County*, WVLT, Aug. 8, 2008. Copy supplied.

Yasmine Alotaibi, *Early Voting Centers Open Wednesday for Knox County*, Daily Beacon, Jan. 14, 2008. Copy supplied.

Gary Loe, *Voting Machine Problems Continue in Knox County*, WVLT, 2006. Copy supplied.

Knox Co. Deputies Get Pension Plan After Vote Retrieval, WATE, Nov. 9, 2006. Copy supplied.

Georgiana Vines, *Reeves Has Eye on State AG Position*, Knoxville News Sentinel, May 10, 2006. Copy supplied.

Jeff Lennox, *Knox Co. Election Commission Seeks Answers on Key Questions*, WATE, April 21, 2006. Copy supplied.

Amelia Graham, *Despite Lawsuits, Knox Co. Election Comm. Certifies Results*, WATE, Feb. 20, 2004. Copy supplied.

Bryan Massey, *Writer, Attorney, Advocate is New TBA Vice President*, Daily News, Feb. 27, 2003. Copy supplied.

Ex-UT Aide Claims Gilley Pressured, Harassed Her, Charleston Gazette (Feb. 22, 2003). Copy supplied.

Tennessee Bar Association Moves Convention from Grove Park Inn to Pinehurst Resort, Tennessee Bar Journal (April 1999). Copy supplied.

TBA Announces Executive Staff Realignment, Tennessee Bar Journal (Mar. 1999). Copy supplied.

Support from Family, Law Partners and Friends Make Presidency Possible, 34 TENN. B.J. 4, 18 (July/Aug. 1998). Copy supplied.

Packets Offer Voters Data on Judges, Maryville Daily Times. (July 16, 1998). Copy supplied.

Rebecca Ferrar, *Knox Lawyer to Be First Female Head of State Bar*, Knoxville News Sentinel (July 8, 1998). Copy supplied.

Attorney Profile Pam Reeves, 22 DICTA 6, 4 (June 1996). Copy supplied.

13. **Judicial Office:** State (chronologically) any judicial offices you have held, including positions as an administrative law judge, whether such position was elected or appointed, and a description of the jurisdiction of each such court.

I have never held any elected judicial offices. I was appointed in 2000 to sit as a special hearing officer for a matter before the Knox County Sheriff's Merit Board. My job was to preside over hearings and rule on admissibility of evidence, but not to make decisions on the merits. The matter was styled *Dunn v. Hutchison* and was resolved in 2008 prior to a final hearing.

I have also sat as Impartial Hearing Officer under the Tennessee School Teacher Tenure Act pursuant to T.C.A. 49-5-512 on four occasions from 2011 to 2012.

- a. Approximately how many cases have you presided over that have gone to verdict or judgment?

Four.

- i. Of these, approximately what percent were:

jury trials:	0%
bench trials:	100%
civil proceedings:	100%
criminal proceedings:	0%

- b. Provide citations for all opinions you have written, including concurrences and dissents.

None of the opinions have any official citations.

- c. For each of the 10 most significant cases over which you presided, provide: (1) a capsule summary of the nature the case; (2) the outcome of the case; (3) the name and contact information for counsel who had a significant role in the trial of the case; and (3) the citation of the case (if reported) or the docket number and a copy of the opinion or judgment (if not reported).

1. *Carico v. Hawkins County Board of Education*

The Hawkins County Board of Education had terminated Ms. Carico due to an incident where she lost control in the classroom and touched a student repeatedly on the arm with a pen. She later refused to comply with the School Board's Corrective Action Plan. She was terminated for incompetent, inefficient, negligent, unprofessional conduct and for insubordination. I upheld the school

board's decision to terminate in an opinion rendered on August 6, 2010. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392.

Attorney for School Board: Larry Giordano, Lewis, King, Krieg & Waldrop, P.C., Post Office Box 2425, Knoxville, Tennessee 37901; (865) 546-4646.

2. *Ingle v. Anderson County Board of Education*

The Anderson County Board of Education had terminated Mr. Ingle due to a series of erratic incidents in his classroom and due to the fact that he was routinely late showing up for work. The school board determined that he was inefficient, neglectful of his duties and that he displayed unprofessional conduct. I upheld the school board's decision in an opinion rendered on May 8, 2012. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392

Attorney for School Board: Sal Varsalona, Pratt & Varsalona, Post Office Box 398, Clinton, Tennessee 37716. (865) 463-6010.

3. *Wilder v. Union County Board of Education*

The Union County Board of Education terminated Ms. Wilder after an incident occurred at her home where a group of underage people from another county were found to be in possession of alcohol. The Board of Education determined that this incident constituted unprofessional conduct justifying her termination despite many years of excellent teaching service. In an opinion issued on November 28, 2012, I recommended that she be suspended without pay for two months and reinstated. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392.

Attorney for School Board: Chris W. McCarty, Lewis, King, Krieg & Waldrop, P.C., Post Office Box 2425, Knoxville, Tennessee 37901; (865) 546-4646.

4. *Hickerson v. Greeneville City Schools*

The Greeneville City School System terminated Ms. Hickerson after she entered a guilty plea to reckless endangerment following an arrest for DUI by consent and resisting arrest. The Board of Education also relied upon the fact that Ms. Hickerson had been counseled for many performance issues in her tenure at the school system and the fact that she had not kept the school system adequately advised of the status of her criminal charges. The Board found that she was unprofessional and incompetent. In an opinion issued February 11, 2013, I upheld the school system's dismissal. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392

Attorney for School Board: Chris W. McCarty, Lewis, King, Krieg & Waldrop, P.C., Post Office Box 2425, Knoxville, Tennessee 37901; (865) 546-4646.

- d. For each of the 10 most significant opinions you have written, provide: (1) citations for those decisions that were published; (2) a copy of those decisions that were not published; and (3) the names and contact information for the attorneys who played a significant role in the case.

1. *Carico v. Hawkins County Board of Education*

Opinion rendered: August 6, 2010. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392.

Attorney for School Board: Larry Giordano, Lewis, King, Krieg & Waldrop, P.C., Post Office Box 2425, Knoxville, Tennessee 37901; (865) 546-4646.

2. *Ingle v. Anderson County Board of Education*

Opinion rendered: May 8, 2012. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392.

Attorney for School Board: Sal Varsalona, Pratt & Varsalona, Post Office Box 398, Clinton, Tennessee 37716; (865) 463-6010

3. *Wilder v. Union County Board of Education*

Opinion rendered: November 28, 2012. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392.

Attorney for School Board: Chris W. McCarty, Lewis, King, Krieg & Waldrop, P.C., Post Office Box 2425, Knoxville, Tennessee 37901; (865) 546-4646.

4. *Hickerson v. Greeneville City Schools*

Opinion rendered: February 11, 2013. Copy supplied.

Attorney for Teacher: Virginia McCoy, Staff Attorney; Tennessee Education Association, Legal Services Division; 801 Second Avenue North, Nashville, Tennessee 37201; (615) 242-8392.

Attorney for School Board: Chris W. McCarty, Lewis, King, Krieg & Waldrop, P.C., Post Office Box 2425, Knoxville, Tennessee 37901; (865) 546-4646.

- e. Provide a list of all cases in which certiorari was requested or granted.

None.

- f. Provide a brief summary of and citations for all of your opinions where your decisions were reversed by a reviewing court or where your judgment was affirmed with significant criticism of your substantive or procedural rulings. If any of the opinions listed were not officially reported, provide copies of the opinions.

None.

- g. Provide a description of the number and percentage of your decisions in which you issued an unpublished opinion and the manner in which those unpublished opinions are filed and/or stored.

None of the opinions were ever published. Copies of the opinions are stored electronically on the office system at Reeves, Herbert & Anderson, P.A., and hard copies are maintained in the firm's files.

- h. Provide citations for significant opinions on federal or state constitutional issues, together with the citation to appellate court rulings on such opinions. If any of the opinions listed were not officially reported, provide copies of the opinions.

None of the opinions involved any federal or state constitutional issues.

- i. Provide citations to all cases in which you sat by designation on a federal court of appeals, including a brief summary of any opinions you authored, whether majority, dissenting, or concurring, and any dissenting opinions you joined.

I have never sat by designation on any federal court of appeals.

14. **Recusal:** If you are or have been a judge, identify the basis by which you have assessed the necessity or propriety of recusal (If your court employs an “automatic” recusal system by which you may be recused without your knowledge, please include a general description of that system.) Provide a list of any cases, motions or matters that have come before you in which a litigant or party has requested that you recuse yourself due to an asserted conflict of interest or in which you have recused yourself sua sponte. Identify each such case, and for each provide the following information:

- a. whether your recusal was requested by a motion or other suggestion by a litigant or a party to the proceeding or by any other person or interested party; or if you recused yourself sua sponte;
- b. a brief description of the asserted conflict of interest or other ground for recusal;
- c. the procedure you followed in determining whether or not to recuse yourself;
- d. your reason for recusing or declining to recuse yourself, including any action taken to remove the real, apparent or asserted conflict of interest or to cure any other ground for recusal.

I have never been asked to recuse myself or recused myself sua sponte. When I am asked to sit as Impartial Hearing Officer, I determine if we have any conflicts within my law office. We have a database that contains a list of every file that the attorneys in our office have ever worked on that we use to cross-reference potential new cases. Additionally, we check with the attorneys to ensure there are no conflicts.

15. **Public Office, Political Activities and Affiliations:**

- a. List chronologically any public offices you have held, other than judicial offices, including the terms of service and whether such positions were elected or appointed. If appointed, please include the name of the individual who appointed you. Also, state chronologically any unsuccessful candidacies you have had for elective office or unsuccessful nominations for appointed office.

Chair, Knox County Election Commission, 2003-2009, appointed by State of Tennessee Election Commission.

- b. List all memberships and offices held in and services rendered, whether compensated or not, to any political party or election committee. If you have ever

held a position or played a role in a political campaign, identify the particulars of the campaign, including the candidate, dates of the campaign, your title and responsibilities.

Treasurer, Randy Nichols for Knox County Attorney General, 1994, 1998.

In addition, on occasion, I was listed as a host for fundraising events for Roy Herron from 1990 to 2010 in his various campaigns for State Representative, State Senator and Governor.

During now-Governor Bill Haslam's campaign in 2010, I was listed as a "Democrat for Haslam" and accompanied him when he came to speak at the Tennessee Bar Association Annual Meeting in June 2010.

16. **Legal Career:** Answer each part separately.

a. Describe chronologically your law practice and legal experience after graduation from law school including:

i. whether you served as clerk to a judge, and if so, the name of the judge, the court and the dates of the period you were a clerk;

I have never served as a clerk for any judge.

ii. whether you practiced alone, and if so, the addresses and dates;

I have not practiced law alone. However, I have practiced as a sole proprietor in the following associations of attorneys:

1979-1985

Law offices of Griffin, Burkhalter, Cooper and Reeves
901 Bearden Drive
Knoxville, Tennessee 37919
Sole proprietor

2002-present

Reeves, Herbert & Anderson, P.A.
(Formerly known as Reeves, Herbert & Murrian, P.A. (2008-2012);
Anderson, Reeves & Herbert, P.A. (2005-2008); and
Anderson, Reeves & Cooper, P.A. (2002-2005))
2607 Kingston Pike, Suite 130
Knoxville, Tennessee 37919
Managing Attorney

- iii. the dates, names and addresses of law firms or offices, companies or governmental agencies with which you have been affiliated, and the nature of your affiliation with each.

1979-1985

Law offices of Griffin, Burkhalter, Cooper and Reeves
901 Bearden Drive
Knoxville, Tennessee 37919
Sole proprietor

1985-1987

Morrison, Morrison, Tyree & Dickenson
Market Street
Knoxville, Tennessee 37902
Associate

1987-2002

Watson, Hollow & Reeves, P.L.C.
(Formerly known as Watson Reeves & Beeler, P.L.C. (1988 – 1991); Law Office of Robert H. Watson, Jr. (1987 – 1988))
Post Office Box 131
Knoxville, Tennessee 37901
Partner

2002-present

Reeves, Herbert & Anderson, P.A.
(Formerly known as Reeves, Herbert & Murrian, P.A. (2008-2012); Anderson, Reeves & Herbert, P.A. (2005-2008); and Anderson, Reeves & Cooper, P.A. (2002-2005))
2607 Kingston Pike, Suite 130
Knoxville, Tennessee 37919
Managing Attorney

- iv. whether you served as a mediator or arbitrator in alternative dispute resolution proceedings and, if so, a description of the 10 most significant matters with which you were involved in that capacity.

I have served as both a mediator and an arbitrator in alternative resolution proceedings. Below, I describe nine mediations and one arbitration in which I have presided.

1. Age Discrimination: The most significant case I have arbitrated to conclusion involved a claim of age discrimination under the Age Discrimination in Employment Act and under the Tennessee Human Rights Act. The plaintiff claimed he was terminated because of his age and that the reasons given for his termination were pretextual. The case

was tried over the course of two days in Nashville, and approximately 15 witnesses testified. I rendered a lengthy written opinion finding in favor of the employer.

2. Environmental Spill: The most significant case I have ever mediated is one in which I am currently involved. I was chosen in January 2013 by the parties and appointed by the federal district judge as co-mediator to mediate the claims arising from the release of coal ash from the TVA Kingston Steam Plant facility in Roane County, Tennessee. There are more than 872 plaintiffs in this matter. The issues involve whether the ash spill constituted a nuisance or trespass to the plaintiffs' land and if so, the amount of damages. The case is not a class action, but there are nine plaintiffs' law firms involved in this dispute representing many different types of plaintiffs, some of whom are located much closer to the actual spill site than others. Since the defendant is a public utility, there are also issues with regard to the ratepayers' interests. This mediation is on-going.

3. Products Liability: In 2010, I was chosen by the federal district court in the Western District of Kentucky to coordinate a panel of four mediators in a multi-district litigation matter involving all-terrain vehicles. The plaintiffs claimed that the vehicles were defectively designed and that the vehicles would roll over causing severe injuries. The plaintiffs were represented by many law firms from all across the country. I mediated approximately 25 of these claims over the course of about two weeks.

4. Medical Malpractice: I mediated a medical malpractice claim where a very young child died allegedly as a result of the negligence of the treating physician and the hospital staff. There were multiple defendants, including the treating doctor, the hospital, the nurse, and the medical group.

5. Business Dissolution: I mediated the dissolution of a law firm that involved separating assets of a very successful law firm. The assets included a significant number of pending lawsuits that potentially represented several million dollars. The mediation lasted for 17 hours.

6. Prison Conditions: I have mediated a number of civil rights cases involving situations where inmates in local detention facilities died or suffered damage as a result of the alleged failure to provide proper medical treatment. One of the most significant cases involved a young woman in her early twenties who was suffering from drug withdrawal after being incarcerated in a county jail in Tennessee. The young woman died in the county jail before she was transported for medical treatment. The primary issue was whether jail officials had been deliberately indifferent to the medical needs of the young woman. There were also

issues with regard to the monetary value of her life because she had never been gainfully employed.

7. Americans with Disabilities Act: I mediated an Americans with Disabilities Act case involving the United States Department of Agriculture and an employee who had experienced psychological problems resulting in performance issues. The legal issues were whether the employer had failed to reasonably accommodate the illness of the employee and whether she had been terminated because of her disability. The damages were potentially significant because the employee was a highly compensated professional. In addition, a significant amount of attorneys' fees were at issue.

8. Comparative Fault: I mediated a case involving a young college student who was raped in her on-campus apartment resulting in permanent emotional and psychological damages. The issue was whether the college had provided adequate security. There were also issues of comparative fault because the defendant alleged that the student had left her apartment door unlocked. This matter is still on-going.

9. Religious Discrimination: I mediated a case involving a claim that a woman was the victim of religious discrimination because her supervisor was religiously opposed to homosexuality. The plaintiff contended that she had chosen this particular company to work for in part because it had a policy that it did not discriminate based on sexual orientation. She claimed that she initially received glowing reviews, but that when her female supervisor learned she was gay, she was suddenly criticized for her performance on the job and was constructively discharged.

10. Hostile Work Environment: I mediated a case where a female employee was initially involved in a consensual relationship. There was also evidence that suggested that the woman had, at some point, attempted to end the relationship and that her supervisor continued to pursue her until she quit her job. Ultimately the supervisor sent the female a text suggesting she could be promoted to a manager's position if she would engage in sexual relations with him. There were issues regarding the voluntary nature of the relationship, whether she had timely complained about his actions, and constructive discharge.

b. Describe:

- i. the general character of your law practice and indicate by date when its character has changed over the years.

From 1979 until 1987, I was engaged in a general civil practice that involved juvenile court representation, domestic relations representation,

plaintiff's personal injury representation, employment discrimination (both plaintiff and defendant), bankruptcy, collections work and other general civil matters. I was frequently appointed by different judges to serve as *guardian ad litem* in juvenile or chancery court.

From 1987 to 2002, I represented many governmental entities, school boards and law enforcement agencies across the state of Tennessee in federal courts on civil rights cases, including First Amendment claims, due process claims, claims of excessive force, jail constitutionality claims, and other constitutional violations. I also represented governmental entities in state court on governmental tort liability claims.

From 1996 to 2002, I was also the Tennessee Municipal League Risk Management Pool's primary defense attorney on employment matters in both eastern and western Tennessee. I represented governmental entities in all phases of employment discrimination claims, including responding to charges of discrimination, conducting discovery, filing motions for summary judgment, representing the defendants in mediation and federal judicial settlement conferences, at trial and if necessary, on appeal. During this time period, I also represented private employers in discrimination and other employment matters, individual plaintiffs in employment cases, and other clients in tort and commercial matters.

From 2002 to date, my law practice has focused on alternative dispute resolution with approximately 60-70% of my time being spent on mediation and arbitration. I regularly serve as a mediator all across the state, especially in the areas from Nashville to the Tri-Cities. From time to time, other lawyers will ask me to conduct an independent investigation on employment issues for their clients. In that capacity, I interview witnesses and make a recommendation to the attorneys or companies as to whether I think there is an issue and, if so, what disciplinary action should be taken. I continue to represent a limited number of clients in employment matters (both on behalf of employees and employers). I also advise clients on other commercial and contract issues.

- ii. your typical clients and the areas at each period of your legal career, if any, in which you have specialized.

Tennessee Supreme Court Rule 21 Section 10 prevents attorneys from claiming to be specialists in any field unless they have complied with the requirements of the Rule 21. I have never attempted to become certified as a specialist in any area of the law. However, my legal practice has consistently involved work in the employment law area. I have represented both plaintiffs and defendants in employment matters in both state and federal courts.

From 1979 until 1987, my clients were primarily individuals or small companies who were involved in a unique legal matter. From 1987 to 2002, the majority of my work was for the Tennessee Municipal Risk Management Pool. This was the group that administers claims for members of the Tennessee Municipal League. The law firm where I worked during this time was one of the Pool's primary defense firms. In that capacity, I represented cities, towns, other governmental entities, agencies and employees all across the state of Tennessee. I also regularly did legal work for the Tennessee Risk Management Trust, which was the group that administers claims for counties insured through the county insurance pool. I did the same type of work for counties and school boards insured through the Tennessee Risk Management Trust that I did for the Tennessee Municipal League Risk Management Pool. This included civil rights defense and the defense of employment matters for counties and their officials.

From 2002 to date, I have represented approximately five companies or organizations on an ongoing basis primarily involving employment and contract issues. My remaining clients during this time period have generally been individuals or companies who were involved in a specific legal dispute. Due to the nature and demand of my mediation and arbitration practice, I have not been as actively involved representing clients in the last ten years.

- c. Describe the percentage of your practice that has been in litigation, and whether you appeared in court frequently, occasionally, or not at all. If the frequency of your appearances in court varied, describe such variance, providing dates.

Prior to 2002, my practice involved a great deal of litigation, and I was in court very frequently. Since 2002, when I started focusing more on mediations, I have been in court only occasionally. My practice has been primarily civil litigation though I did serve as the attorney of record in one federal criminal case.

- i. Indicate the percentage of your practice in:

- | | |
|-----------------------------|-----|
| 1. federal courts: | 50% |
| 2. state courts of record: | 35% |
| 3. other courts: | 12% |
| 4. administrative agencies: | 3% |

- ii. Indicate the percentage of your practice in:

- | | |
|--------------------------|-------|
| 1. civil proceedings: | 99.9% |
| 2. criminal proceedings: | 0.1% |

- d. State the number of cases in courts of record, including cases before administrative law judges, you tried to verdict, judgment or final decision (rather

than settled), indicating whether you were sole counsel, chief counsel, or associate counsel.

Before 2002, I would estimate that I tried at least 30 cases in state court and at least 10 cases in federal court. Since 2002, most of the cases in which I have served as counsel of record have settled. I would ordinarily have been the sole counsel for state court cases. I would have been lead counsel or sole counsel on the federal court cases.

- i. What percentage of these trials were:
 - 1. jury: 33%
 - 2. non-jury: 67%

- e. Describe your practice, if any, before the Supreme Court of the United States. Supply four (4) copies of any briefs, amicus or otherwise, and, if applicable, any oral argument transcripts before the Supreme Court in connection with your practice.

I have not practiced before the Supreme Court of the United States.

17. **Litigation:** Describe the ten (10) most significant litigated matters which you personally handled, whether or not you were the attorney of record. Give the citations, if the cases were reported, and the docket number and date if unreported. Give a capsule summary of the substance of each case. Identify the party or parties whom you represented; describe in detail the nature of your participation in the litigation and the final disposition of the case.

- 1. *Doe v. Claiborne County Board of Education, et al.* 103 F.3d 495 (6th Cir. 1996).

This case involved a claim by the mother of a 14-year-old girl who had been involved in a sexual relationship with a high school teacher. The plaintiffs sued under Title IX of the Educational Act and Section 1983 claiming due process violations and deliberate indifference on the part of my clients and other school board members and employees. I was lead counsel for three school board superintendents in their individual capacities who had served at various times during the teacher's term of employment. United States District Judge Leon Jordan presided over the case. I served as primary counsel on the defense team conducting the discovery depositions of the minor child, her mother and several of her witnesses. I prepared the motion for summary judgment, and I argued a number of pretrial motions which resulted in the case being dismissed at the trial level. On appeal, I was the primary author of the defense brief, and I argued the case before the Sixth Circuit on behalf of the defendants. The Court of Appeals held, among other things, that no special relationship existed between the student and the Board of Education that gave rise to a duty to protect the student from sexual abuse under the Fourteenth Amendment due process clause, that agency principles applicable to Title VII applied equally to Title IX claims and that my superintendent clients did not act with

deliberate indifference to the student's rights. The case was dismissed as to my clients by the Sixth Circuit.

Counsel for the Plaintiffs were Eddie Pratt and Mike Kinnard, Post Office Box 1792, Knoxville, Tennessee 37901, 865-549-7000. My Co-counsel was Robert H. Watson, Jr., Post Office Box 131, Knoxville, Tennessee 37901, 865-637-1700. Counsel for other defendants were C. Clifford Shirley (now United States Magistrate Judge), Howard H. Baker, Jr., United States Courthouse, 800 Market Street, Suite 144, Knoxville, Tennessee 37902, 865-545-4260, Donald Howell, Post Office Box 39, Knoxville, Tennessee 37901, 865-546-9321, Frank Q. Vettori, 7610 Gleason Drive, Suite 200, Knoxville, Tennessee 37919, 865-546-7190, Albert Harb, Post Office Box 869, Knoxville, Tennessee 37901, 865-292-2307, and Elizabeth A. Townsend and John W. Baker, Jr., Post Office Box 1708, Knoxville, Tennessee 37901, 865-637-5600.

2. *Waters v. City of Morristown, TN, et al.*, 242 F.3d 353 (6th Cir. 2001).

This case involved a woman who worked as a veterinary assistant for a city alderman in Morristown, Tennessee. The Plaintiff claimed that the alderman used his official position as a city alderman to imprison her at his veterinary clinic, to arrange for Morristown Police Department employees to force her to accompany him from her boyfriend's home to her apartment where the alderman beat her, and to harass the people who had helped her attempt to escape from him. She alleged he ultimately attempted to hire a hit man to kill her, a crime to which the alderman pled guilty. The plaintiff sued the alderman in his official and individual capacity, a police lieutenant in his official capacity, and a local rental agency claiming violations of her constitutional rights under 42 U.S.C. Section 1983. I represented the alderman and the police lieutenant in their official capacities. I was primarily responsible for taking the depositions of the plaintiff and her witnesses, and I defended numerous depositions of my parties and witnesses. United States District Judge Thomas Hull presided, and the case was dismissed at the trial level on a motion for summary judgment. The plaintiff appealed to the Sixth Circuit, where I briefed and argued the case. It was dismissed on appeal.

Counsel for the Plaintiff was Elaine Burke, 612 South Gay Street, Suite 1, Knoxville, Tennessee 37902, 865-522-8767 and Jim Moore, 713 Market Street, Second Floor, Knoxville, Tennessee 37909, 865-637-8810. Counsel for the other Defendants were Denise Stapleton and Charles Terry (now deceased), 918 West First North Street, Morristown, Tennessee 37815, 423-586-5800, Edwin Treadway, Post Office Box 3740, Kingsport, Tennessee 37664, 423-378-8800, Richard Jessee and Herbert Bacon, 1135 West Third North Street, Morristown, Tennessee 37814, 423-586-5291.

3. *Trump, et al. v. Cowan, et al.*, No. 2:94-cv-00044, (E.D. Tenn. 1994)

This case involved a claim by six former employees of the town of Bluff City, Tennessee, who were terminated following a municipal election. The plaintiffs contended they were terminated in violation of their First Amendment rights because they had not supported the winning candidates. I represented the mayor and five council members in their

official capacity, and I served as lead defense counsel for the defense team. The case involved many discovery depositions, including the individual plaintiffs, all of the named defendants, the City Attorney, and numerous fact witnesses. Judge Thomas Hull presided. My co-counsel and I prepared the motion for summary judgment that resulted in the dismissal of the case at the trial level. The case was appealed to the Sixth Circuit but was resolved prior to briefing and oral argument.

Counsel for the Plaintiffs were Anthony A. Seaton, 118 East Watauga Avenue, Johnson City, Tennessee 37601, 423-282-1041, Earl R. Booze, Post Office Box 629, Johnson City, Tennessee 37605, 423-929-7113 and Robert J. Jessee, Post Office Box 997, Johnson City, Tennessee 37605, 423-928-7175. My co-counsel was John R. Duffy, Post Office Box 11007, Knoxville, Tennessee 37939, 865-766-0904. Counsel for the remaining Defendants were Julie C. West and M. Lacy West (now deceased), Post Office Box 1404, Kingsport, Tennessee 37662, 423-246-8176, Thomas J. Garland, Post Office Box 1060, Greeneville, Tennessee 37744, 423-639-6811, and Thomas McKee, Post Office Box 1160, Johnson City, Tennessee 37605, 423-434-4700.

4. *Letsinger v. Braaten*, No.: 3:91-cv-403 (E.D. Tenn. 1991)

This case involved a claim by a former police officer of the City of Oak Ridge, Tennessee, that she had been discriminated against and harassed by the Chief of Police at the City of Oak Ridge and that she had been wrongfully terminated in violation of Title VII and in violation of her First Amendment rights. I represented the City and the Police Chief. I handled all pre-trial discovery and all pretrial motions. The case was tried in federal court, United States District Judge Thomas Hull presiding, over several days and resulted in a mistrial. Before the second trial, I filed a motion for summary judgment that was granted as to the Title VII claims, but denied as to the First Amendment claims. We were preparing to file a qualified immunity appeal on behalf of the Police Chief in his individual capacity when the case was settled.

Counsel for Plaintiff were Carol Nickel, 722 Luttrell, Knoxville, Tennessee 37917, 865-523-0203 and Jennifer Morton, 8217 Pickens Gap Road, Knoxville, Tennessee 37920, 865-577-0708. My co-counsel were Robert H. Watson, Jr., Post Office Box 131, Knoxville, Tennessee 37901, 865-637-1700 and Howard Vogel, 7610 Gleason Drive, Suite 200, Knoxville, Tennessee 37919, 865-546-7190.

5. *Eaves v. City of Alcoa, et al.*, No. 91-068 (Blount Co. Tenn. 1989)

This case was filed against the City of Alcoa, the City Manager, the Mayor and members of City Council by the former Personnel Director. The plaintiff claimed violations of the Tennessee Human Rights Act because of discrimination and retaliation and violation of the Equal Pay Act. Specifically, the plaintiff contended that a former city manager had asked her to investigate a charge of sexual harassment against the city finance director but that the city attorney later directed them to stop the investigation. She claimed that both she and the former city manager were subsequently terminated as part of an alleged cover-up of the claimed harassment. I represented all of the defendants in this matter. I

conducted and defended many depositions. Judge Dale Young presided and the case was tried for approximately seven days before a Blount County jury that ultimately rendered a defense verdict as to all defendants.

Counsel for the Plaintiff were Robert Olive, 9111 Cross Park Drive, Knoxville, Tennessee 37923, 865-690-5300 and Kittie Grubb, current address unknown.

6. *Keisling v. Horne, et al.*, No. 2:97-cv-00400 (E.D. Tenn 1997)

This case was brought against the City of Kingsport, the police chief and several police officers by an individual who alleged that the defendants had violated his constitutional rights by using excessive force in a police pursuit situation. The plaintiff had called the Kingsport police dispatcher and advised the dispatcher that he was going to break the windows at several local establishments. He then proceeded to do exactly as he had advised. When the officers confronted him at a local restaurant, he left the scene and proceeded in his car at a slow rate of travel toward his home. When he arrived at his residence, he exited the car and, ignoring the instructions of the officers who had pursued him, reached into the back seat to retrieve an object that the officers believed to be a sawed off shotgun. One of the officers fired at the plaintiff, causing him severe injuries. His medical expenses were in the hundreds of thousands of dollars. He brought suit under 42 U.S.C. Section 1983 claiming that the officer had used excessive force under the circumstances. I represented the officer who had fired the weapon in his individual capacity, and I was lead counsel for the defense team. After much discovery, motions for summary judgment were filed on behalf of the defendants. The trial judge, United States District Judge Thomas Hull, overruled my client's motion which was based on qualified immunity. I filed an interlocutory appeal to the Sixth Circuit. The case was briefed and I argued it at the Court of Appeals but the case was resolved before an opinion was entered.

Counsel for the Plaintiff was John Foley, 1437 Grainger Avenue, Knoxville, Tennessee 37917, 865-522-5578. My co-counsel was Nathan Rowell, Post Office Box 131, Knoxville, Tennessee 37901, 865-637-1700. Counsel for the other Defendants were Arthur F. Knight, III, 800 South Gay Street, Suite 600, Knoxville, Tennessee 37929, 865-971-1701, Julie West, Lacy West (now deceased), Post Office Box 1404, Kingsport, Tennessee 37662, 423-246-8176 and Michael Billingsley, 225 W. Center Street, Kingsport, Tennessee 37660, 423-229-9464.

7. *Moore v. Roane Co. et al.*, No. 3:92-cv-00277 (E.D. Tenn. 1992)

This case involved a claim that local law enforcement officers from Roane County, the City of Harriman, and the Drug Task Force violated the constitutional rights of the plaintiff under 42 U.S.C. Section 1983 when the plaintiff was stopped and arrested without probable cause and assaulted with excessive force. The plaintiff claimed damage to his reputation as well as physical injuries resulting from the assault. I represented the City of Harriman and three of its officers in their official and individual capacities. I was primary counsel for the defense team. Motions for summary judgment were filed on

behalf of all the defendants and ultimately, United States District Judge Jimmy Jarvis dismissed all of the defendants except for my client, the Harriman police officer who actually engaged in the physical altercation, and the Drug Task Force officer. The case was tried in federal court before a jury, and I served as lead trial counsel. A judgment was rendered against my client, but only for \$500 in compensatory damages and \$100 in punitive damages.

Counsel for Plaintiffs were Stacey A. Hickox and Dorothy Stulberg (now deceased), 136 S. Illinois Avenue, Suite 104, Oak Ridge, Tennessee 37830, 865-482-4466. My co-counsel were Robert H. Watson, Jr., Post Office Box 131, Knoxville, Tennessee 37901, 865-637-1700 and John C. Duffy, Post Office Box 11007, Knoxville, Tennessee 37939, 865-766-0904. Counsel for other defendants were Scott McCluen, 111 Deer Haven Court, Harriman, Tennessee 37748, 865-388-0017, Craig Troutman, 1804 Tanger Lane, Knoxville, Tennessee 37919, 865-384-5153 and Pete Van de Vate, Post Office Box 30201, Knoxville, Tennessee 37930, 865-539-9684.

8. *Roberson v. Knox County Government, et al.*, No. 3:90-cv-00878 (E.D. Tenn 1990)

This case was filed by a former employee who worked for the child support attorney at Knox County Juvenile Court. The plaintiff claimed that she had been subjected to a severe and pervasive hostile work environment in that her boss acted inappropriately in the workplace, provided her with sexually suggestive materials, made sexually suggestive comments to her and even exposed himself to her while on the job. She further claimed that she was constructively discharged as a result of the hostile work environment. I was asked to represent the defendant in his official and individual capacities. I was lead counsel in the discovery phase of this case and multiple depositions were taken of the plaintiff, her witnesses and the defense witnesses. The case was tried for two days before United States District Judge Leon Jordan, and I served as lead trial attorney. At the close of trial, I argued a motion to dismiss my client in his individual capacity. The judge issued an order finding a hostile work environment and constructive discharge against the County and my client in his official capacity, and awarded the plaintiff damages of \$17,356. The judge dismissed my client in his individual capacity.

Counsel for Plaintiff was Dorothy Stulberg (now deceased). Counsel for the other Defendant was John Owings, 900 South Gay Street, Suite 703, Knoxville, Tennessee 37902, 865-522-2717.

9. *Trosper v. Town of Oneida*, 776 S.W.2d 72 (Tenn. 1989)

This worker's compensation claim was filed by the niece of the Mayor of the Town of Oneida. She alleged that after going to work for the Town as the police dispatcher, she experienced ongoing sexual harassment in the workplace. She alleged that the stress of dealing with this hostile work environment caused her to sustain emotional and mental injuries sufficient to constitute a mental occupational disease. She further alleged that she sustained a back injury in 1987 while moving a desk at work. I represented the Town as the sole counsel at all phases of this litigation. I conducted and defended numerous

depositions of the parties and witnesses. The Chancellor ultimately ruled that the plaintiff failed to prove that she had given timely notice of the alleged back injury and that the emotional and mental injuries she had experienced were caused by other factors in her life, as opposed to sexual harassment in the workplace. The case was appealed to the Tennessee Supreme Court. I briefed and argued it at the Supreme Court, which upheld the Chancellor's decision.

Counsel for Plaintiff was David Dunaway, 100 South Fifth Street, LaFollette, Tennessee 37766, 423-562-7085.

10. *Blackburn v. Allgood*, No. 1CCV-484 (Benton County, Tennessee Circuit Court, 2001)

This case involved a claim under the Tennessee Human Rights Act by a former employee of Allgood Salvage and Discount Bargain Center against the owner of these companies. The complaint, filed in state court, alleged that my client had forced the plaintiff to engage in unwanted sexual activity over the course of many months. She contended that the work environment had become so hostile that that she had suffered great emotional distress and had been constructively discharged from her employment. Because the case was filed under the THRA, the first my client knew of the lawsuit was when the explicit allegations of the complaint were printed in the local newspaper in the small town where his business was located. My client was a successful business person in the community and a minister of a small church who adamantly denied that any relationship had ever existed between himself and the former employee. The case required numerous depositions and significant investigatory work. I was the primary defense counsel, taking and defending all of the depositions, including medical depositions. The case was set for trial before Benton County Circuit Court Judge Julian P. Guinn. The case was dismissed by the plaintiff two days before trial with no payment ever being made by my client or his companies. We filed a motion to recover costs under the THRA, which was granted.

Counsel for the Plaintiff was William T. Looney, 127 North Poplar Street, Paris, Tennessee 38242, 731-642-2903. My co-counsel were John Whitworth and Andy Frazier, 116 E. Main Street, Camden, Tennessee 38320, 731-584-6013.

18. **Legal Activities**: Describe the most significant legal activities you have pursued, including significant litigation which did not progress to trial or legal matters that did not involve litigation. Describe fully the nature of your participation in these activities. List any client(s) or organization(s) for whom you performed lobbying activities and describe the lobbying activities you performed on behalf of such client(s) or organizations(s). (Note: As to any facts requested in this question, please omit any information protected by the attorney-client privilege.)

From time to time over the past ten years I have been asked to serve as an independent investigator and to conduct an investigation into specific issues in a workplace or other situation and make a recommendation to other attorneys or officials as to how I think the situation should be handled. One of the most challenging investigations involved a

situation in Knox County where a private contractor that was operating the County's organic waste disposal site was sued in a qui tam action by a local citizen. The original case was filed in Knox County Chancery Court. As a result of a ruling in the qui tam action, the Knox County Law Director retained me to conduct an investigation to determine if there was misconduct or improper dealings between the Knox County Solid Waste department and the contractor. I reviewed thousands of pages of deposition testimony and exhibits and met with numerous witnesses. I issued a 58-page report detailing my investigation, findings and recommendations.

I have conducted similar investigations, primarily dealing with claims of workplace discrimination or harassment, for numerous governmental agencies, including the City of Red Bank, Tennessee, and the City of Cleveland, Tennessee. I have also conducted the same type of investigations for many private companies.

In addition to the matters described above, I had the opportunity to prepare two *amicus curiae* briefs on matters before the Tennessee Supreme Court in 1997, while I was handling a number of cases for the Tennessee Municipal League Risk Management Pool. Since I was handling so many Tennessee Human Rights Act cases for governmental entities, the Tennessee Municipal League and the City of Knoxville asked me to represent them on two cases where federal district courts had certified legal questions to the Tennessee Supreme Court. I briefed and participated in oral argument on the case of *Carr v. United Parcel Service*, 955 S.W. 2d 832 (Tenn. 1997), where the issue was whether the Tennessee Human Rights Act allowed for individual liability on claims of sexual harassment. I briefed and participated in oral argument on the case of *Carver v. Citizen Utilities Company d/b/a Citizens Telecommunications Company of Tennessee*, 954 S.W. 2d (Tenn. 1997), where the issue was whether punitive damages were available as a remedy under the Tennessee Human Rights Act.

I have never performed lobbying or registered as a lobbyist. From 2010 to 2013, however, I served as member of a group called Tennesseans for Fair and Impartial Courts. This group raised money and hired lobbyists to persuade the Tennessee legislature to maintain a merit based judicial selection process as opposed to adopting a partisan election process for appellate judges in the state of Tennessee.

19. **Teaching:** What courses have you taught? For each course, state the title, the institution at which you taught the course, the years in which you taught the course, and describe briefly the subject matter of the course and the major topics taught. If you have a syllabus of each course, provide four (4) copies to the committee.

From 1991 to 1996, I was an Adjunct Professor at the University of Tennessee College of Law. I taught Trial Practice classes. These classes involved teaching students the art of direct and cross examination, effective use of the rules of evidence in the courtroom, and how to use expert witnesses in the courtroom. I do not have copies of any of the syllabi I used.

I also taught some classes for paralegals at Knoxville College from 1985 to 1988. I have no records of the classes I taught or the syllabi I used.

20. **Deferred Income/Future Benefits:** List the sources, amounts and dates of all anticipated receipts from deferred income arrangements, stock, options, uncompleted contracts and other future benefits which you expect to derive from previous business relationships, professional services, firm memberships, former employers, clients or customers. Describe the arrangements you have made to be compensated in the future for any financial or business interest.

I do not have any expectation of any receipts from deferred income, stock options, uncompleted contracts or other future benefits from any previous business relationships, professional services, firm memberships, former employers, clients or customers. I have no arrangements to receive any compensation in the future for any financial or business interest.

21. **Outside Commitments During Court Service:** Do you have any plans, commitments, or agreements to pursue outside employment, with or without compensation, during your service with the court? If so, explain.

I have no plans, commitments or agreements to pursue any outside activities if confirmed.

22. **Sources of Income:** List sources and amounts of all income received during the calendar year preceding your nomination and for the current calendar year, including all salaries, fees, dividends, interest, gifts, rents, royalties, licensing fees, honoraria, and other items exceeding \$500 or more (if you prefer to do so, copies of the financial disclosure report, required by the Ethics in Government Act of 1978, may be substituted here).

See attached Financial Disclosure Report.

23. **Statement of Net Worth:** Please complete the attached financial net worth statement in detail (add schedules as called for).

See attached Net Worth Statement.

24. **Potential Conflicts of Interest:**

- a. Identify the family members or other persons, parties, categories of litigation, and financial arrangements that are likely to present potential conflicts-of-interest when you first assume the position to which you have been nominated. Explain how you would address any such conflict if it were to arise.

If confirmed, I will recuse in any litigation where I have ever played a role. For a period of time, I anticipate recusing in all cases where any member of my current firm, Reeves, Herbert & Anderson, P.A., represents a party. I will also recuse

myself in any case where Charles W. Swanson, my husband and the City Law Director for the City of Knoxville, Tennessee, represents any party. Lastly, I will evaluate any other real or potential conflict, or relationship that could give rise to appearance of conflict, on a case by case basis and determine appropriate action with the advice of parties and their counsel including recusal where necessary.

- b. Explain how you will resolve any potential conflict of interest, including the procedure you will follow in determining these areas of concern.

If confirmed, I will carefully review and address any real or potential conflicts by reference to 28 U.S.C. § 455, Canon 3 of the Code of Conduct for United States Judges, and any and all other laws, rules, and practices governing such circumstances.

25. **Pro Bono Work:** An ethical consideration under Canon 2 of the American Bar Association's Code of Professional Responsibility calls for "every lawyer, regardless of professional prominence or professional workload, to find some time to participate in serving the disadvantaged." Describe what you have done to fulfill these responsibilities, listing specific instances and the amount of time devoted to each.

I have always actively worked to help provide legal services to those who might otherwise be denied access to the court system. I have provided legal services for free to clients who did not have financial resources, especially clients who needed assistance at unemployment hearings or who had other workplace issues. For more than five years, I have advised an area non-profit school on employment issues. I have also assisted local and state bar groups in providing legal advice at legal clinics. Last year, I partnered with a young lawyer through the Knoxville Bar Association's mentoring program to provide legal advice to a local non-profit agency.

Additionally, I have worked continuously with the local and state bar in participating in activities that improve the law, the legal system or the legal profession which under Rule 6.1 of the Tennessee Rules of Professional Conduct is one of the ways by which lawyers can meet their pro bono requirements. For example, for the past five years, I have served on the steering committee or as co-chair of the Tennessee Bar Association Law Leadership program. This organization produces at least seven one to two-day programs between January and June each year designed to help younger lawyers learn more about the legal, judicial and legislative processes in the state and to provide them with leadership skills so that they will be better, more responsible members of the legal community.

Finally, I have regularly supported Legal Aid of East Tennessee and the Tennessee Justice Center through financial contributions, and I served on the Board of the Legal Aid of East Tennessee from 1986-1989. I have accepted pro bono clients through the local pro bono referral. I was on the Pro Bono Honor Roll in 2011 and 2012. I have served on the board and as chair-elect of the Tennessee Bar Foundation, which is the group in

Tennessee that administers IOLTA funds and provides funding to all the legal aid agencies in Tennessee.

26. **Selection Process:**

- a. Please describe your experience in the entire judicial selection process, from beginning to end (including the circumstances which led to your nomination and the interviews in which you participated). Is there a selection commission in your jurisdiction to recommend candidates for nomination to the federal courts? If so, please include that process in your description, as well as whether the commission recommended your nomination. List the dates of all interviews or communications you had with the White House staff or the Justice Department regarding this nomination. Do not include any contacts with Federal Bureau of Investigation personnel concerning your nomination.

Beginning in the fall of 2012, I was asked by various individuals in the legal community if I was interested in being considered to serve on the Eastern District of Tennessee bench, and I advised anyone who asked that I was indeed interested. On February 20, 2013, I met with Congressman Jim Cooper in Knoxville, Tennessee, to discuss my interest and qualifications. On February 25, 2013, I was advised by a Justice Department official that I had been recommended to fill this vacancy. Since that time, I have had contact with representatives from the Department of Justice's Office of Legal Policy. On April 2, 2013, I interviewed with attorneys from the White House Counsel's Office and the Department of Justice in Washington, DC. On May 16, 2013, the President submitted my nomination to the Senate.

- b. Has anyone involved in the process of selecting you as a judicial nominee discussed with you any currently pending or specific case, legal issue or question in a manner that could reasonably be interpreted as seeking any express or implied assurances concerning your position on such case, issue, or question? If so, explain fully.

No.

AFFIDAVIT

I, PAMELA L. REEVES, do swear that the information provided in this statement is, to the best of my knowledge, true and accurate.

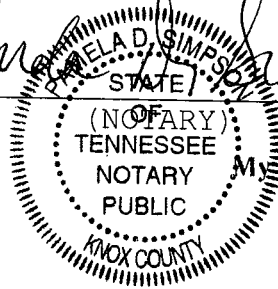
5-17-2013

(DATE)

Pamela L. Reeves

(NAME)

Pamela D. Simpson



My Commission Expires:
March 6, 2016