

HAMMONDS, SILLS, ADKINS & GUICE, LLP

ROBERT L. HAMMONDS

Mr. Hammonds is a founding partner of the Law Offices of Hammonds & Sills, located in Baton Rouge and Monroe, which as of July 1, 2012 became Hammonds, Sills, Adkins & Guice, LLP. Mr. Hammonds received his B.S. degree in Business Law in 1976 and J.D. degree in 1978 from Louisiana State University. Since 1978, he has practiced almost exclusively in the field of public school law. He serves as General Counsel to the Louisiana School Boards Association. He has represented school boards and their staffs throughout the state in all kinds of school law litigation, including desegregation cases, employment discrimination cases, special education cases, and tenure hearings. Mr. Hammonds has extensive experience in all federal courts in the state and has argued many cases to the U.S. Fifth Circuit Court of Appeals. He is also admitted to practice before the United States Supreme Court. He is a member of the Baton Rouge and Louisiana State Bar Associations, the National School Boards Association Council of School Attorneys, and serves as President of the Louisiana School Attorneys Association. Mr. Hammonds has been a frequent guest lecturer at state universities and education seminars and has provided hundreds of training sessions to school board members, superintendents, principals, teachers, and others on issues related to the performance of their duties.

KENNETH F. SILLS

Mr. Sills received his B.S.S. degree in 1963 and his J.D. degree in 1966 from Loyola University. Upon admission to the Bar in 1966, he served in the United States Army in the Judge Advocate General's Corps for six and a half years and then as a Special Trial Attorney with the United States Department of Justice Organized Crime Racketeering Section. In 1976, Mr. Sills returned to New Orleans where he partnered with a law firm that represented the New Orleans Public School System. In 1989, Mr. Sills joined Robert L. Hammonds in Baton Rouge as a founding partner in the law firm of Hammonds & Sills. As of July 1, 2012, the firm changed its name to Hammonds, Sills, Adkins & Guice, LLP. Mr. Sills has concentrated in all aspects of trial litigation, including construction problems, constitutional issues involving First Amendment rights, student discipline, injuries on campus, and tenure hearings. He is a member of the Baton Rouge and Louisiana State Bar Associations, the National School Boards Association Council of School Attorneys, Louisiana School Attorneys Association, and Education Law Association. Mr. Sills is the managing partner of the firm and located in the Baton Rouge office.

HAROLD J. ADKINS

Mr. Adkins received his B.A. degree in 1981 and J.D. degree in 1984 from Louisiana State University. He obtained his mediation certification from Northwestern University School of Continuing Studies Mediation Skills Training Program. His area of practice includes automobile liability, premises liability, insurance law and coverage, personal injury, worker's compensation, casualty defense and mediation. Mr. Adkins has extensive experience in all trial and appellate courts in the state. He is a member of the Baton Rouge and Louisiana State Bar Associations, the Defense Research Institute (DRI), the Louisiana Association of Defense Counsel (LADC), the National School Boards Association Council of School Attorneys and the Louisiana School Attorneys Association. He serves on the Defense Research Institute Insurance Law Committee and Personal Lines Subcommittee; Alternative Dispute Resolution Committee (Diversity Chair), Trial Tactics Committee and Diversity Committee. He is admitted to practice in the U.S. Supreme Court and in the U.S. District Court for the Eastern, Middle and Western Districts of

Louisiana, the U.S. Fifth Circuit Court of Appeals, and all Louisiana state courts. He is the partner that oversees the insurance defense and trial practice section of the firm and is located in the Baton Rouge office.

JON K. GUICE

Mr. Guice received his B.A. degree in 1988 with honors from Northeast Louisiana University and received his J.D. degree in 1991 from Louisiana State University Law Center. Since 1991, he has concentrated in areas of employment and general litigation. Prior to joining the Law Firm of Hammonds & Sills, Mr. Guice was Regional Counsel for the Louisiana Association of Educators. Mr. Guice is a member of Fourth Judicial District Bar Association, Louisiana State Bar Association, Louisiana State Bar House of Delegates 1996-1997, the Judge Fred Fudicker, Jr. American Inns of Court, the Louisiana School Attorneys Association, and the National School Boards Association Council of School Attorneys. Mr. Guice is a frequent speaker at seminars and in-service programs. Mr. Guice is a resident partner in the Monroe office.

CARLA S. COURTNEY-HARRIS

Ms. Courtney-Harris is a 1993 graduate of Louisiana State University receiving a B.A. degree in Broadcast Journalism/Mass Communications. She worked for WJBO 1150 AM/WFMF 102.5 FM radio stations and WAFB-TV Channel 9 before entering law school. She received her J.D. degree in 1997 from Louisiana State University and was licensed to practice law that same year. Ms. Courtney-Harris has significant legal experience having been a staff attorney with the Louisiana Board of Ethics and, subsequently, in private practice handling insurance defense, personal injury, collections, administrative law, environmental law and public entity law issues. Ms. Courtney-Harris is an active member of the Baton Rouge Bar and Louisiana State Bar Associations, where she serves as chair and as a member of numerous committees for each. She is also a member of the American Bar Association, the National Bar Association, the Louisiana Association of Defense Counsel (LADC), the Louis A. Martinet Society, and the Defense Research Institute (DRI). She is admitted to practice in all of the state and federal courts in the State of Louisiana, the U.S. Fifth Circuit Court of Appeals and the U.S. Supreme Court. Ms. Courtney-Harris is a partner located in the Baton Rouge office and primarily handles matters involving personal injury, liability, and workers' compensation claims involving school districts and insurance defense. Ms. Courtney-Harris has also been appointed by local courts to act as the Special Master and as Assistant to the Special Master in various Class Action lawsuits. She also serves on several boards for non-profit organizations, including Capital Area Alliance for the Homeless, Career Builders, Inc., and Volunteers in Public Schools. She is a 2013 graduate of Leadership Baton Rouge - Baton Rouge Chamber of Commerce.

ELMER G. NOAH, II

Mr. Noah received his B.A. degree in Government with honors from Northeast Louisiana University (University of Louisiana at Monroe) in 1975 and his J.D. degree from Louisiana State University in 1978. He has served as general counsel for the Ouachita Parish School Board since 1988. Mr. Noah has experience handling various types of litigation including personal injury, desegregation cases, employment discrimination, construction issues and general litigation. His practice has also concentrated in the area of insurance defense with an emphasis on medical and dental malpractice. He has served as both general and special counsel to several civil service boards and other public bodies. Mr. Noah is a

member and past president (1998) of the Fourth Judicial District Bar Association, the Louisiana State Bar Association (Assistant Bar Examiner, 1988-2003), the Louisiana School Attorneys Association, and the National School Boards Association Council of School Attorneys. He is admitted to practice in the U.S. Supreme Court, the U.S. District Court for the Western District of Louisiana, and the U.S. Fifth Circuit Court of Appeals. Mr. Noah is a resident partner in the Monroe office.

NEAL L. JOHNSON, JR.

Mr. Johnson received his B.A. degree from Louisiana State University in 1991 and his J.D. degree from Loyola University in 1994. Since 1994, he has practiced almost exclusively in the fields of insurance defense litigation and workers' compensation defense. Mr. Johnson was a partner in Noah, Smith & Johnson until its merger with Hammonds & Sills in January 2010. He is a member of the Fourth Judicial District Bar Association and Louisiana State Bar Association. Mr. Neal is a resident partner in the Monroe office.

ALEJANDRO R. PERKINS

Mr. Perkins earned his undergraduate degree in Political Science and History from Xavier University of Louisiana in 1999. He received his J. D. in 2004 from Southern University Law Center, after which he completed a two-year Judicial Law Clerkship for the Honorable Judge Wilson Fields at the 19th Judicial District Court. In 2006, he then joined Hammonds and Sills Law Firm as a litigator specializing in general liability, workers' compensation, employment and labor law, education law, and insurance defense. He is the newly elected Director of Region V of the National Bar Association, which includes Texas, Louisiana and Mississippi. He has also been selected as an American Bar Foundation Fellow (membership is limited to one third of one percent of the layers in America). He has served on the Board of the Louis A. Martinet Legal Society – Greater Baton Rouge Chapter as President 2009 – 2011, Treasurer 2007 – 2009 and Membership Chair 2006 – 2009. During his term as President, Martinet received the distinctions of the National Bar Association's Affiliate Chapter of the Year and Louisiana State Bar President's awards. In addition, he re-established the Pro Bono program, Back-to-School Community Rally in conjunction with the Leo Butler Center, Law Student Symposium series with LSU and Southern law schools. He served as member of the Board of Governors for the National Bar Association (2009 -2010 and 2011 to Present) and has been featured in a number of publications including The Advocate, Times-Picayune, "Around the Bar" Baton Rouge Bar Association, Louisiana State Bar Association (LSBA) Journal, and "Reflections" Southern University Law Center. He has been very active with Louisiana State Bar Association. Alejandro is a graduate of the LSBA Leadership Class 2009 – 2010, He has served on a number of committees including: Bar Examination Committee 2010 to present, Client Assistance Fund 2009 to present, and Crystal Gavel Committees 2008 to present. He was appointed by the LSBA Young Lawyers Section to the Council of the Louisiana Law Institute (2007 – 2009), the governing body which edits, revises and creates the laws of the State of Louisiana that are presented to our state legislature for consideration and passage. Current memberships and activities include the Baton Rouge Bar Chamber of Commerce Leadership Class 2011, Federal Bar Association, American Bar Association, Louisiana Association of Defense Counsels, Council of School Attorneys (2004 to Present), Fellow of the American Bar Foundation (2011 to Present), Fellow of the Louisiana Bar Foundation (Class of 2009), Fellow of the American Bar Foundation (Class of 2011), 2010 & 2011 Mini-Diversity Conclave-Baton Rouge Co-Chair, 2011 Law Day Chair and 2010 Law Day Vice-Chair - Baton

Rouge Bar Association, Open of Court 2007 to present, and 2nd Vice President, Xavier University Alumni Association-Baton Rouge Chapter. Mr. Perkins is a partner located in the Baton Rouge office.

LINDA K. EWBANK

Ms. Ewbank is a 1984 graduate of Northeast Louisiana University receiving a Bachelor of Business Administration degree. She received a Masters of Business Administration degree in 1986 from Louisiana State University. She received her J.D. degree in 1992 from Louisiana State University. Ms. Ewbank has significant experience in workers' compensation defense and is a Board Certified Family Law Specialist, as certified by the Louisiana Board of Legal Specialization. She is admitted to practice in all Louisiana state courts, the Western District of the Louisiana Federal Court, the U.S. Fifth Circuit Court of Appeals, and the U.S. Supreme Court. Ms. Ewbank is a member of the Fourth Judicial District Bar Association and the Louisiana State Bar Association. She is a member of the staff in the firm's Monroe office and is handling various litigation matters including general liability defense and defense of workers' compensation claims. Ms. Ewbank is located in the Monroe office.

WAYNE T. STEWART

Mr. Stewart is a 1988 graduate of Duke University, receiving a B.S. degree. He received his M.A. in Psychology from Louisiana State University in 1991 and his Ph.D. in Psychology from LSU in 1994. He received his J.D. in 2006 from Loyola University in New Orleans. Prior to joining Hammonds & Sills in August of 2008, he was an associate with Hardy, Carey, Chautin & Balkin, L.L.P. in Mandeville, Louisiana. Mr. Stewart specializes in Special Education Law. He is a member of the Louisiana State Bar Association, the Baton Rouge Bar Association, the America Bar Association, and the National Council of School Attorneys. Prior to his employment as an attorney, he was a school psychologist for the Jefferson Parish Public School System from 1993 to 1996, a lecturer at Our Lady of Holy Cross College in New Orleans from 1997 to 2001, Coordinator of Pupil Appraisal Services/Behavior Management for the Jefferson Parish Public School System from 1996 to 2004, and a Special Education Liaison for the Jefferson Parish Public School System from 2005 to 2006. Mr. Stewart is located in the Baton Rouge office.

PAMELA WESCOVICH DILL

Ms. Dill is a native of Long Beach, Mississippi, Pam graduated from the University of Southern Mississippi in 1979 with a Bachelor of Science in English and secondary education. After teaching high school for several years, Pam attended the University of Mississippi School of Law where she served as Managing Editor of the UM Law Journal. Upon earning her J.D. in 1987, Pam clerked for the U.S. District Court, Southern District of Mississippi. In 1989, she joined the Jackson, Mississippi law firm of Brunini, Grantham, Grower and Hewes, and later Adams & Reese, there practicing exclusively in education law. In 1999, she established the Wescovich Law Office in Long Beach where she was a solo practitioner until Hurricane Katrina hit in 2005. Taking a break from the legal world after the storm, Pam opened and operated an independent Christian book and gift shop, "The Walk," until December 2007. During that time, she maintained her connection with law as a paralegal studies instructor at Mississippi Gulf Coast Community College and as an education law instructor at the University of Southern Mississippi. In February 2008, Pam returned to the education law arena as a paralegal with Hammonds & Sills in Baton Rouge, Louisiana, pending her successful completion of the Louisiana Bar exam in July 2008. Now licensed to practice law in both Mississippi and Louisiana, Pam joined

Hammonds & Sills as an associate attorney focused primarily in matters related to employee and student rights, desegregation, and general constitutional and statutory issues facing school districts today. Ms. Dill is located in the Baton Rouge office.

CHARLES F. HARDIE, VI

Mr. Hardie is a 2001 graduate of Louisiana State University receiving a B.S. degree in Management. He received his J.D. degree in 2004 from the Paul M. Hebert Law Center, Louisiana State University. After graduating, Charles served as the judicial law clerk for the Honorable Charles V. Cusimano, II in the 25th Judicial District Court for the Parish of Jefferson. In 2009, Charles joined Hammonds & Sills. Mr. Hardie has significant experience in handling complex construction disputes and insurance law, leases, and various issues involving public entities. He is a member of the American Bar Association, Baton Rouge Bar Association, Louisiana State Bar Association, and is a member of the Baton Rouge Bar Association Membership Committee and Construction Law Section. Mr. Hardie is admitted to practice before all federal district courts in the State of Louisiana. Mr. Hardie is located in the Baton Rouge office.

MELISSA S. LOSCH

Ms. Losch is a 1997 graduate of Southeastern Louisiana University, where she received a B.A. in Psychology, with a minor in English. She received her J.D. degree in 2000 from Louisiana State University, and was admitted to practice law that same year. She has extensive legal experience in disability law and education law, having practiced at a non-profit law firm for nearly ten years. Ms. Losch started out as a staff attorney in both the Americans with Disabilities Act/504 section, and the Special Education Law section. She was quickly promoted to managing attorney of the Americans with Disabilities Act/504 Section. While managing attorney of that section, she was involved in class action litigation related to and following Hurricane Katrina. Because of her interest in Special Education law, she continued to work cases from the Special Education Law section. When the opportunity arose, she transferred to the position of managing attorney for the Special Education Law section, where all of her time was dedicated to education law. Ms. Losch has conducted numerous training seminars involving Section 504 of the Rehabilitation Act, the Americans with Disabilities Act, and the Individuals with Disabilities Education Act. She has been involved in numerous education related task force committees over the years involving issues such as legislative changes on discipline, restraint and seclusion laws and regulations, and educational services for students in the juvenile justice system. Ms. Losch joined Hammonds, Sills, Adkins and Guice in March of 2012. She works in our Baton Rouge office, and primarily handles special education and employment matters on behalf of school boards. She is an active member of the Baton Rouge Bar Association and the Louisiana Bar Association, and is admitted to practice in all of the State and Federal Courts in the State of Louisiana, the U.S. Fifth Circuit of the Court of Appeals, and the U.S. Supreme Court.

LYKISHA R. VAUGHAN

Ms. Vaughan graduated from the College of William and Mary in 1998 with a B.A. in Latin and a minor in German. She also earned her M.Ed. in Educational Administration from William and Mary in 2003. She taught high school Latin for a decade in Virginia and Georgia prior to entering law school. While teaching, Ms. Vaughan served as the school United Way team leader, the SAT/ACT coordinator, and sponsor of the Junior Classical League, Student Government Association and dance team. She also organized and lead multiple student trips to Italy, Greece and Spain. In 2012, Ms. Vaughan earned her

J.D. from Louisiana State University, and was admitted to the bar that same year. While in law school, she was a member of both the Moot Court and Trial Advocacy Boards. She also competed on several moot court and mock trial teams, which placed regionally or nationally in competitions. Ms. Vaughan also served as the Treasurer and Vice-President of LSU's Black Law Student's Association and President of the Legal Association of Women. Ms. Vaughan joined Hammonds, Sills, Adkins and Guice in March of 2013, and primarily handles workers' compensation, personal injury, and liability cases for school districts. She is a member of the Louisiana State Bar Association, the Louis A. Martinet Legal Society, the Baton Rouge Bar Association, the Louisiana Association of Defense Counsel, the National Bar Association, and the American Bar Association. Ms. Vaughan is located in the Baton Rouge office.

RODNEY S. BARNES, JR.

Mr. Barnes received his B.A. in 1997 from Louisiana State University. In 2008, he earned a J.D. degree from Southern University Law Center. Prior to and while in law school, he was employed by the Albemarle Corporation as a data center systems administrator until May 2012. In May 2012 he was employed as a law clerk in the 19th Judicial District Court in Baton Rouge. Mr. Barnes joined Hammonds, Sills, Adkins & Guice in July 2013 and is handling insurance defense matters. He is a member of the Louisiana State Bar Association since October 2008. He also is a member of the American Bar Association and the Baton Rouge Bar Association. He works in the Baton Rouge office.

EVAN M. ALVAREZ

Mr. Alvarez is a native and resident of Iberville Parish. He is a May, 2004 *magna cum laude* graduate of Louisiana State University, when he received a B.S. degree in Construction Management. After receiving his B.S. degree, Evan enrolled in LSU's E.J. Ourso College of Business, where he sought a Masters of Business Administration. While earning his MBA, Evan was accepted into LSU's law school, the Paul M. Hebert Law Center, and he simultaneously pursued both his MBA and J.D degrees. In May, 2008, Evan graduated from both schools and received both his J.D. and MBA. After graduating, Evan served as an attorney for the State of Louisiana's Division of Administration, Office of General Counsel. During his practice with the State, Evan represented various state offices in construction, public bid, procurement, administrative appeals, and governmental affairs matters. On January 1, 2014, Evan joined Hammonds, Sills, Adkins & Guice, L.L.P. as an associate. Evan is a member of the Louisiana State Bar Association, Baton Rouge Bar Association, and Baton Rouge Bar Association's Construction Law Section. He also serves as a volunteer firefighter/first responder with the Bayou Sorrel Volunteer Fire Department. In 2012, he was elected to serve as president of the Department and maintains that position today. Evan is located in the Baton Rouge office.

DANIELLE A. BOUDREAUX

Danielle graduated *summa cum laude* from Louisiana State University in May 2002 with a Bachelor of Science in Business Management and a minor in Speech Communications. In May 2005 she received her Juris Doctorate and Bachelor of Civil Law from the Paul M. Hebert Law School at Louisiana State University. Upon graduation from law school, Danielle served as the Judicial Law Clerk for the Honorable Timothy E. Kelley in the 19th Judicial District Court in Baton Rouge. She then spent three years at the Louisiana Department of Justice as an Assistant

Attorney General in the Gaming Division, representing the State of Louisiana in its regulation of the gaming industry in numerous complex litigation and administrative cases. Danielle's recent practice was primarily in the area of premises liability and auto accident litigation, both as a plaintiff's attorney and as a defense attorney, serving several years as in-house counsel for a large insurance company. Danielle joined Hammonds, Sills, Adkins & Guice on January 1, 2014 and uses her civil litigation experience in the representation and defense of school districts and their staffs throughout the state in all areas of school law, including tenure hearings, employee and student claims and discrimination matters, desegregation cases, personal injury claims, and various constitutional and statutory issues presented to school systems everyday. She is admitted to practice before all Louisiana courts, state and federal, as well as the United States Fifth Circuit Court of Appeals. Danielle is a member of the Baton Rouge Bar Association, the Louisiana State Bar Association, the Bar Association of the Federal Fifth Circuit, the Federal Bar Association, and the American Bar Association. She is located in the Baton Rouge office.

FRANKLIN V. ENDOM, JR.
("OF COUNSEL")

Mr. Endom received his B.A. degree in 1960 and his L.L.B. degree in 1963 from Tulane University. Beginning in 1968, through August 2005, Mr. Endom was an associate with and then partner of the law firm that represented the Orleans Parish School Board and for many years served as its general counsel. Mr. Endom has concentrated his practice in charter school law, school board governance, revenue and finance, constitutional law, labor law and labor relations. As of August 29, 2005, Mr. Endom became Of Counsel in the law firm of Hammonds & Sills. He is a member of the New Orleans and Louisiana State Bar Associations and the American Bar Association. Mr. Endom previously served as Adjunct Professor of Education Law at University of New Orleans Graduate School and has lectured at numerous education seminars. Mr. Endom is counsel to various charter schools in the New Orleans area.

PARALEGALS

PAMELA L. DELAUNE

Ms. DeLaune received her legal assistant/paralegal certificate from Boston University. She holds a Bachelors degree in Speech Defective and Hard of Hearing and Speech Education from Louisiana State University and a Master of Arts degree in Speech Pathology from Louisiana State University. Her areas of educational certification by the Louisiana Department of Education include: Speech Defective and Hard of Hearing, Speech Education, Hard of Hearing, Qualified Speech Pathologist, Supervisor of Student Teaching, Principal, Parish or City School Supervisor of Instruction, and Parish or City School Supervisor/Director of Special Education. She holds a Certificate of Clinical Competence from the American Speech-Language-Hearing Association. Ms. DeLaune worked for many years as an educational service provider and Placement Coordinator in a large school district in Louisiana, worked in smaller school districts and cooperatives in the Commonwealth of Massachusetts, served as an educational service provider and consultant for the U.S. Department of Defense Overseas School System, and as the first Program Coordinator of the Early Intervention Program for High Risk Children in Baton Rouge, Louisiana. She provides in-service training to public school systems across the state in matters relating to special education and Section 504 issues and prepares school districts for participation in the Early Resolution Process (ERP) as well as IDEA Due Process Hearings.

LINDA A. BURT

Ms. Burt joined our firm in April 2009 and provides assistance to the attorneys handling personal injury defense cases, including those for various school boards. Ms. Burt was born and raised in Shreveport, Louisiana, attended LSUS, and moved to Baton Rouge in 1984. She has been employed in the legal profession for more than 29 years, first as a legal assistant and then as a Paralegal for various law firms, specializing in trial litigation, personal injury, medical malpractice and class action cases. In addition to her legal experience, Ms. Burt was a Claims Supervisor for Kemper Insurance, where she received Certification in Workers' Compensation Medical Tape Course, Insurance Alliance Course and Advanced Study Supervisor's Course. Ms. Burt joined our Baton Rouge firm in April 2009, and provides assistance to the attorneys handling personal injury defense cases, including those for various school boards.

RHONDA K. McMANUS

Ms. McManus received her paralegal certificate from Southeastern Paralegal Institute in Dallas, Texas, in 1994. She has 17 years of paralegal experience, including ten years in corporate banking and insurance litigation defense in Texas, six years in civil litigation defense and personal injury in various Louisiana law offices, and one year in family law at the Family Justice Center in Monroe. She has also completed and graduated from the Louisiana Business College in Monroe, Louisiana, with a Secretarial Business Certificate in 1982. She is a member of the Louisiana State Paralegal Association and serves as president for the 2010-2011 year, having served as secretary for two years and second vice president for one year. She is also a member of the Legal Assistants of Northeast Louisiana (LANEL) and serves as Reporter for 2011, having served as President for one year. Ms. McManus is part of the Monroe office.

SHEILA G. MANNING

Ms. Manning attended Northeast Louisiana University (now University of Louisiana-Monroe) majoring in Elementary Education. She has been employed in the legal profession since 1978, first as a legal secretary and then as a Paralegal for the past 25 years specializing in litigation and medical malpractice defense. She is a past President of the Louisiana State Paralegal Professionals (LANEL). She is a licensed Notary Public. Ms. Manning is a member of the staff of the Monroe office.

JULIA D. MURPHREE

Ms. Murphree has been employed in the legal profession since 1980, first as a legal secretary and then as a Paralegal specializing in school law and other public bodies. Ms. Murphree was previously a member of the Louisiana State Paralegal Professionals (LANEL). She is a licensed Notary Public. Ms. Murphree is a member of the staff of the Monroe office.