

2023 DCBA CLE Program

February 8-9, 2023



This document provides a detailed timeline, description of each session, and brief bios of the presenters.

Wednesday Feb 8

We will open with a moment in memory of Pamela Stanback Glean, see page 2 for more information.

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| 8:45 – 9:45 a.m. | Immigration Panel <i>Yesenia Polanco-Galdamez, Ana S. Nuñez and Beckie Moriello</i> | Session #1 |
| 9:45 - 10:45 a.m. | Public and Affordable Housing Law and Legal Issues in North Carolina <i>Jason Brenner</i> | Session #2 |
| 10:45 - 11:00 | BREAK | |
| 11:00 – 12:00 | Regulations Governing North Carolina's Social Districts <i>Aarin Miles</i> | Session #3 |
| 12:00 - 1:30 | LUNCH BREAK | |
| 1:30 - 2:30 p.m. | Breaking the Chains of Alcoholism <i>Judge Dorothy Mitchell, Syrena Williams & Fred Williams (SA/MH)</i> | Session #4 |
| 2:30 - 3:30 p.m. | Insider Tips on Navigating the State Bar's Grievance Process <i>Carmen Bannon (ETHICS)</i> | Session #5 |
| 3:30 - 3:45 | BREAK | |
| 3:45 - 4:45 p.m. | Client-Centered Representation and the Integrity of the Lawyer-Client Relationship <i>Sarah Olson & Tucker Charns (ETHICS)</i> | Session #6 |

Thursday February 9

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|-------------------|---|-------------|
| 8:45 – 9:45 a.m. | Emerging Family Formations: Consensual Non-monogamy and Multi Parent families and Emerging Family Formations, Oh My! <i>Milan Pham</i> | Session #7 |
| 9:45 - 10:45 a.m. | The Inner Workings and Hidden Mechanisms of the Federal Courts <i>James B. Craven III</i> | Session #8 |
| 10:45 - 11:00 | BREAK | |
| 11:00 – 12:00 | Veterans' Disability Benefits for the Non-VA Lawyer <i>Christa McGill</i> | Session #9 |
| 12:00 - 1:30 | LUNCH BREAK | |
| 1:30 - 2:30 p.m. | Second Chance Hiring Considerations for Employers and Employees: Redefining Retention Using Diversity Best Practices <i>Danny Mullins & Anna Davis</i> | Session #10 |
| 2:30 - 3:30 p.m. | Privacy, Confidentiality, and Privilege: Know the Difference <i>Yolanda Rabun</i> | Session #11 |
| 3:30 - 3:45 | BREAK | |
| 3:45 - 4:45 p.m. | Leveraging Technology for your Law Practice <i>Mark Atkinson</i> | Session #12 |

Important Clickable Links:

Zoom: <https://us06web.zoom.us/j/86056357547?pwd=OHB3ZEFpQm1yS2tVRTd5S29aWmdHdz09>

Credit Hours Form: <https://forms.gle/eFBKnEa639n3fuS2A> due no later than Friday Feb 10 at 5:00 p.m.

Feedback Form: <https://forms.gle/3GyCKab3ju7mzpYQ6> - please also complete this week!

A Moment in Memory Pamela Stanback Glean (1956-2023)



The members of the joint board of directors of the Durham County Bar Association and Sixteenth Judicial District Bar remember our well-known member Pamela Stanback Glean, who passed away at the end of January of this year. We invite you to know more about her here.

Professor Stanback Glean was a beloved law professor, distinguished leader, educator, administrator, and advocate. She served as an Assistant County Attorney for Durham from 1991 to 1995. She joined the faculty at NCCU School of Law and served as the Supervising Attorney and Director of the Family Law Clinic of the Clinical Legal Education Program. She was Assistant Dean of Clinical Programs & Professional Skills from 2008-2017, then Associate Dean of Academic Affairs of NCCU School of Law from 2017 until 2019.

Professor Stanback Glean co-founded the NCCU School of Law Virtual Justice Program in 2010. She was honored with many awards throughout her career including the North Carolina Bar Association's Student Pro Bono Award, George White Bar Association's Service & Leadership Award, The Center for Child and Family Health Outstanding Service Award, and NC Central University's School of Law Virtual Justice Trailblazer Award. She served on numerous boards including the Durham County Board of Social Service, Planned Parenthood of NC, the NC Legal Education Fund, The Center for Child and Family Health and the NC Association of Black Lawyers.

Professor Stanback Glean received her bachelor's degree from Duke University in 1977 and her J.D. from NCCU School of Law in 1980. Our heartfelt condolences to her devoted husband, Luis A. Glean; children Luis Alberto Glean, II, Ercillia Gabriella Glean; and her one sibling, the Honorable A. Leon Stanback Jr. '68.

Detailed Agenda, Summaries & Brief Speaker Biographies

Zoom Link:

<https://us06web.zoom.us/j/86056357547?pwd=OHB3ZEFpQm1yS2tVRTd5S29aWmdHdz09>

Wednesday Feb 8

8:45 – 9:45 a.m.

Immigration Panel

Session #1

Yesenia Polanco-Galdamez, Ana S. Nuñez and Beckie Moriello

This panel will provide information about what to look out for when approaching an immigration case, as well as the most common employment-based visas, including H1b-Foreign Workers in Specialty Occupations, H2a-Temporary Agricultural Workers, H2b -Temporary Workers, J1-(Teachers, Nannies, Exchange Visitors) and L1-Intracompany transferees in managerial positions or who have specialized knowledge. We will also look at the remedies that are available to non-citizen/lawful permanent residents

clients, including DACA and T- and U- visas, and examine issues related to minor children. We'll close with some immigration policy updates.

Beckie Moriello is the supervising attorney at Raleigh Immigration Law Firm and an NC Board Certified Immigration Law Specialist. Beckie is a regular speaker at local and national CLEs, and frequently presents in Spanish to community groups. She is a 2008 graduate of the UNC School of Law.

Ana S. Nuñez is a partner at Fay Grafton Nunez, a criminal and immigration law firm. She focuses her practice on the intersection of criminal and immigration law. Ana is a graduate of the North Carolina Central University School of Law and has lived in Durham since 2011. Ana was voted Citizen lawyer of the year in 2017 by the NCBA and is a member of the Wake County Bar.

Yesenia L. Polanco-Galdamez is the Principal Attorney of Polanco Law, P.C., a firm she founded in 2015. She has practiced immigration and criminal defense since 2009. She is an appointed member of the Raleigh-Durham Airport Authority board of directors and sits on the Durham Bar Association and 14th District Bar Associations board of directors. She earned her undergraduate degree at UNC Chapel Hill and her JD from the University of the District of Columbia David A. Clarke School of Law in 2008.

9:45 - 10:45 Public and Affordable Housing Law & Legal Issues in NC Session #2
Jason Brenner

This presentation will begin with an outline the history of housing authorities as agencies and address the implications of this quasi-governmental role. Then we will examine public housing, housing choice voucher programs, affordable housing programs, and how Durham approaches housing initiatives, including the DHA Downtown Durham Neighborhood Plan ("DDNP") and the Choice Neighborhood Initiative ("CNI"). We will also discuss legal/financial pathways to affordability including low Income Housing Tax Credits ("LIHTC"), bond issuance through housing authorities, "capital stacks," partnerships, mandates and incentives. Finally, we'll examine what an affordable development in 2023 would look like in terms of its financing structure, management structure, and regulatory implications including compliance.

Jason Brenner is the in-house attorney and Senior Staff member at the Durham Housing Authority, working in the areas of environmental policy, policy analysis, affordable housing and real estate development. He previously worked for Riverbank Ecosystems/ Conservation and has also been a Staff Attorney for Legal Aid of North Carolina. He earned his undergraduate degree from Guilford College and his JD from Boston College Law School in 2000.

10:45 - 11:00 BREAK

11:00 – 12:00 Regulations Governing North Carolina's Social Districts Session #3
Aarin Miles

This session will address Social Districts in North Carolina with some focus on the City of Durham's Social District. The presentation will cover the state law that permits local governments to put in place social districts and the difference between a social district and a common area entertainment permit. Then we will identify the other local governments that have implemented social districts, and review in detail the specifics of Durham's social district to include map creation, management plan, management organization and ordinance drafting as well as administration and enforcement.

Aarin Miles earned her undergraduate degree in Psychology from North Carolina A&T State University and earned her law degree from Elon University School of Law in 2017. She is a proud Durham Native and Alumna of Durham School of the Arts. Aarin is currently serving as a Senior Assistant City Attorney for the City of Durham. She has been with the City of Durham since July of 2022, prior to joining the City she was living and working in the Asheville North Carolina. Aarin previously worked as an Assistant District Attorney with the Buncombe County District Attorney's Office and comes to Durham from the City of Asheville City Attorney's Office. Aarin's portfolio with Durham includes Community and Economic Development, Finance, and Parks and Recreation.

12:00 - 1:30 LUNCH BREAK

1:30 - 2:30 p.m. Breaking the Chains of Alcoholism Session #4
Judge Dorothy Mitchell, Syrena Williams & Fred Williams
(SA/MH)

This session will be a Substance Abuse / Mental Health presentation. A recent national landmark ABA study confirmed that lawyers are at the highest risk of any profession for issues like depression and alcoholism. Anywhere from a quarter to a third of the profession is encountering these issues at a given time. Lawyers are high functioning individuals with tremendous capacity to "never let them see you sweat." This skill is often the downfall for many who may be dealing with these hidden issues. Typically, colleagues are too busy with their own lives and law practices to notice when one of our own may be struggling. In this session, participants will discuss the way a person's relationship with alcohol can develop over time, circumstances in which it can first appear, and how that relationship manifests itself in an attorney's legal career.

Judge Dorothy Hairston Mitchell, one of our District Court Judges serving Durham County, was reelected in 2022. Before her appointment to the bench, she was a Clinical Associate Professor at the North Carolina Central University School of Law, the Legal Director at the Center for Child & Family Health and served as Court Appointed Appellate Counsel for the NC Office of the Parent Defender. She also taught courses at Duke University Continuing Studies. Prior to that time, she was an Assistant Public Defender at the Durham County Public Defender's Office and practiced law in private firms. She earned her Bachelor of Arts at North Carolina Central University and her JD Doctor at North Carolina Central University School of Law.

Syrena Williams is the CEO, Attorney & Mediator of Syrena Williams Legal Services, PLLC, in which she leverages knowledge gained via her MBA and JD and many years of professional experience to assist individuals with their legal needs, facilitations, conflict resolutions and mediations. She is also the CEO, Business Coach & a Consultant with Practical Skills University, LLC. In this capacity she is an ICF Certified Business Coach, and a Certified Business Consultant, bringing her expertise in education, work, and life to provide powerful and perspective-shifting interactions including coaching, group facilitations and public speaking. Syrena was born and raised in Durham and earned her MBA and JD from North Carolina Central University.

Fred J Williams retired in December 2021 having served since 1980 as an Associate Professor and (and Director of Clinical Programs) at the North Carolina Central University School of Law. During his long tenure, he became the go-to source for Criminal Law and Criminal Law Procedure in the school and the wider community. Early in his career, he worked as a public defender in Fayetteville, NC. In 1985, he was appointed as a Special Superior Court Judge by NC Governor James B. Hunt. During his time on the judicial bench, he traveled to numerous counties throughout the state. Williams earned his JD from the University of North Carolina at Chapel Hill School of Law and his undergraduate degree from Duke University. A respected leader, he has inspired generations of lawyers.

2:30 - 3:30 p.m. Insider Tips on Navigating the State Bar's Grievance Process Session #5
Carmen Bannon (ETHICS)

This session will explain what happens inside the State Bar's grievance process. We will also share tips from a veteran Bar prosecutor about what to do, and what not to do, if a grievance is filed against you.

Carmen Bannon is Deputy Counsel for the North Carolina State Bar. She has been investigating and prosecuting disciplinary cases for the State Bar since 2006. She received her B.S. degree from Brown University and her law degree from UNC-Chapel Hill. Before joining the State Bar staff, Carmen clerked at the North Carolina Supreme Court and was admitted to the South Carolina bar. Carmen is the State Bar's liaison to the judiciary, gives frequent CLE presentations on legal ethics, and is an Associate Adjunct Professor of Law at UNC Chapel Hill. She is a past president of the Wake County Bar Association and has an AV Preeminent Martindale-Hubbell Peer Review Rating. More importantly, Carmen has a standard transmission Camaro SS with LED kickplates that say "Litigatrix," which she can drive while wearing stilettos. She also trained her rescued pit bull to be a champion at agility competitions.

3:30 - 3:45 BREAK

3:45 - 4:45 p.m. Client-Centered Representation and the Integrity of Session #6
the Lawyer-Client Relationship
Sarah Olson & Tucker Charns (ETHICS)

This program focuses on applying client-centered representation principles to practical situations in criminal defense practice. Participants will receive instruction on client-centered representation and will work through ethics problems while applying client-centered principles. Zealous client representation within the bounds of the Rules of Professional Conduct is central to our notions of fairness, dignity, autonomy, and justice. The lawyer-client relationship is at the very heart of this comprehensive vision of zealous advocacy. Through several scenarios, we will discuss how complex evidence and decision-making implicates ethical considerations for defense teams employing client-centered representation.

Tucker Charns is the Chief Regional Defender for the NC Office of Indigent Defense Services. She provides individual case consultations for court-appointed attorneys across NC. Prior to joining IDS, Tucker was the Post-Conviction Litigation Director for NC Prisoner Legal Services.

Sarah Olson has served as the IDS Forensic Resource Counsel since 2010. As Forensic Resource Counsel, she assists public defenders and private appointed counsel with understanding and challenging, where appropriate, the scientific evidence in their cases. By specializing in scientific evidence, Sarah can improve counsel's ability to understand complex evidence and achieve better outcomes in their cases. She shares information through individual case consults, her forensic website, and continuing legal education programs. Prior to working as Forensic Resource Counsel, Sarah was an Assistant Public Defender in Durham, NC where she represented clients in Durham's District and Superior Courts. After law school Sarah completed a fellowship with the Fair Trial Initiative where she worked as a part of defense teams representing clients in capital cases throughout North Carolina. She has served as Chair of the Criminal Defense Section for the NC Advocates for Justice (NCAJ), Co-Chair of the NCAJ Diversity and Inclusion Taskforce, and as Co-Chair of the Forensic Science Resource Committee for the National Association of Criminal Defense Lawyers.

Thursday February 9

Zoom Link Reminder:

<https://us06web.zoom.us/j/86056357547?pwd=OHB3ZEFpQm1yS2tVRTd5S29aWmdHdz09>

8:45 – 9:45 a.m. **Emerging Family Formations: Consensual Non-monogamy
and Multi Parent families and Emerging Family Formations, Oh My!**
Milan Pham **Session #7**

Family structures continue their rapid evolution and so too the law governing them. Multi parent and multi partner, polyamorous and non-monogamous families are coming out of the proverbial closet as the legal landscape becomes more friendly to emerging family formations. If you haven't encountered them in your practice yet, you likely will. Understanding the culture and legal issues emerging families face is key to your ability to advocate appropriately for clients in emerging family formations. Being aware of the ethical challenges and pitfalls of representing individuals, families, and groups as they form and dissolve these new family structures is critical to your ability to sustain practice in this area. This CLE will introduce you to the culture and history of non-monogamous relationships as well as the legal issues facing poly families and the ethical challenges or representing them.

Milan is a partner of NicholsonPham, PLLC a boutique law firm located in Durham with a practice centered on emerging issues of family formation and dissolution including surrogacy, assisted reproductive technology and adoption. She is an ART Fellow with the American Academy of Adoption and Assisted Reproduction Attorneys (AAAARTA). In addition to managing her firm, she is a member of the National Family Law Advisory Council of the National Center for Lesbian Rights and serves on the boards of The Pauli Murray Center for History and Social Justice and Equality NC.

9:45 - 10:45 a.m. **The Inner Workings and Hidden Mechanisms of the Federal Courts**
James B. Craven III **Session #8**

Mr. Craven has spent the past 55 plus years in the federal court system, handling civil, criminal, appellate, bankruptcy, Social Security, and executive clemency cases. In this session he will impart just some of his vast experience and wisdom, providing insight as to how the Federal Courts work and how you may traverse them on behalf of your clients.

Mr. Craven grew up in Burke County, NC and was educated at the United States Naval Academy, UNC Chapel Hill, Duke University Law School, and Duke University Divinity School. He was admitted to practice in 1967 and ordained in the Episcopal Church in 1985. He retired from the U.S. Naval Reserve in 1996. He's not entirely sure what he wants to be when he grows up, but at only 80 there is no hurry. He taught Contracts and Professional Responsibility at the UNC Law School, 1971-1980, and is an elected Life Member of the American Law Institute, and a Permanent Member of the Judicial Conference of the Fourth Circuit. He has had hundreds of cases in the United States District Courts, mostly in the MDNC and the EDNC, but some elsewhere. He has had 250 or more cases in the Fourth Circuit and one each in the First, Sixth, Seventh, and Eleventh Circuits. He also notes that he was a law clerk for a federal judge in the Eastern District of Virginia and then a trial lawyer in the Deep South in the Civil Rights Division of the US Dept. of Justice for 2 years. President Clinton, who must have been otherwise occupied, passed up a golden opportunity to appoint him to the Fourth Circuit.

10:45 - 11:00 **BREAK**

The Veterans Benefits Administration touches the lives of many Americans. It spends about \$130 billion annually, providing monetary benefits to more than 5,000,000 veterans. This presentation will offer an overview of the basic legal standards and processes involved in VA disability compensation and pension claims. We will also discuss recent developments in VA law with the passage of the PACT Act. We will briefly touch on intersections of veterans' disability compensation with other practice areas.

Christa earned her bachelor's degree from Georgetown University and her JD from Duke in 1988 and later returned to Duke to earn a PhD in Sociology. Christa opened the law firm of McGill & Noble with law school classmate Ginny Noble in 1991. Christa and Ginny practice in the areas of social security and veterans' disability law. They have been practicing veterans' disability law since 2007, and their practice includes representation at all levels—VA Regional Offices, the Board of Veterans Appeals, and the Court of Appeals for Veterans Claims. Christa and Ginny are also both board-certified specialists in social security disability law.

12:00 - 1:30**LUNCH BREAK****1:30 - 2:30 p.m.****Second Chance Hiring Considerations for Employers and Employees:
Redefining Retention Using Diversity Best Practices
Danny Mullins & Anna Davis****Session #10**

We will begin by clarifying the terminology that surrounds the second-chance potential employee population. Over the course of the session, we will address how employers are able to enhance employee retention by using new diversity best practices, in conjunction with federal laws, starting with the Second Chance Act of 2009, 2018's First Step Act, and the 2020 Fair Chance Act, including a "ban the box" provision, to remove the check box which would require a candidate to disclose prior connections to the justice system. Along the way we'll review enforcement measures and penalties for noncompliance, as well as specifics related to North Carolina, and evaluate considerations for both employees and employers, with an enlightening case study. We'll close with some resources that attorneys can use to improve the employment prospects of their clients.

Daniel "Danny" Mullins is originally from Oceanside, New York but grew up in Wilmington, North Carolina. He graduated from Wake Forest University in 2010 with a degree in Political Science. Following college, Danny spent a year in the Gulf Coast working with AmeriCorps. After a year of grueling physical labor, he was ready to return to school and received his law degree from the University of North Carolina, graduating with honors in 2014. In his legal practice, Danny has litigated a variety of civil litigation matters through state and federal court, with an emphasis on employment law cases and business disputes. When he is not at work, Danny and his wife Liz are active in local community theater, or chasing after their puppy, Kodi. Danny is also an avid sports fan, especially rooting for the Demon Deacons.

Anna Davis' legal practice is focused on representing and advising employers. She has served as an Assistant District Attorney in Wake County, an Assistant Attorney General at N.C. DOJ, and as a Senior Assistant City Attorney for a large municipality. She has advised or represented state agencies, municipalities, and small businesses. Anna is passionate about human resources and curious about how work works. She earned her JD from the NC Central University School of Law (JD, cum laude), and her undergraduate degree from the University of North Carolina at Chapel Hill. Further, she is a 2022 graduate of Georgetown University where she received her master's degree in Human Resources Management with a concentration in Diversity, Equity, and Inclusion Management. She is interested in developing fair, inclusive policies and

practices that encourage every employee to be themselves at work. In her free time, Anna enjoys following Carolina basketball, visiting botanical gardens, and reading fiction. Anna is also passionate about volunteering for organizations that work to address childhood hunger or seek to end violence against women and children.

2:30 - 3:30 p.m. Privacy, Confidentiality, and Privilege: Know the Difference
Yolanda Rabun

Session #11

Plan to participate in a real-time, on-line discussion exploring best practices for understanding important issues between privacy, confidentiality, and privilege matters with a client. The participant will gain an understanding of the client confidentiality, privilege, and privacy issues that arise when working with clients and learn ways to avoid potential pitfalls. This program's interactive questions and answer discussions will engage participants and help you to build trust with your clients. In the end, participants will be able to describe the difference between client confidentiality, privilege, and privacy scenarios, and identify and correct gaps in their general knowledge of confidentiality, privilege, and privacy issues.

A Senior Counsel and Legal Executive with IBM Corporation, Yolanda Rabun joined IBM in 1994, and over the span of 28 years, in the U.S and internationally, Yolanda handled high-stake complex software licensing deals, mergers, acquisitions and divestitures, where Yolanda served as Corporate Secretary for newly acquired companies, Corporate Privacy Officer, and lead general counsel for numerous employment matters. Today, she serves as Executive Senior Counsel for the Weather Company, an IBM Business in the role of chief legal counsel leading a team of attorneys and professionals responsible for matters related to intellectual property, privacy, employment, compliance, and ad standards; Yolanda is also involved with strategic planning, litigation and risk management. Triangle Business Journal awarded Yolanda Rabun the Top 40 under 40 Leadership Award, and in subsequent years, the Women in Business Award: Inspirational Leader. Yolanda also earned the Durham Chamber of Commerce Connector Award while serving on the Board of Directors of the Chamber of Commerce. Yolanda earned a B.A. with Honors from the College of the Holy Cross and her J.D. from Boston College Law School as a Presidential Scholar. Yolanda is an active mentor in IBM mentor programs and for several law students in the Leadership Council in the Legal Diversity (LCLD) organization. Her most recent community outreach extended to Legal Aid of North Carolina, Girl Scouts, and Junior League. Yolanda also serves as Executive Champion for IBM's relationship with Black Girls CODE and is a certified IBM 'Be Equal' Ambassador and Mental Health Ally, Open-Source Contributor and Committer with the Call for Code Program, and Executive Coach.

3:30 - 3:45 BREAK

3:45 - 4:45 p.m. Leveraging Technology for your Law Practice
Mark Atkinson

Session #12

The Leveraging Technology For Your Law Practice presentation focuses on solos and smaller firms though anyone may benefit. Tools, tips, and DIY solutions will be discussed for practice management, accounting, controlling your calendar, intake and more. Time permitting, we will explore the power of ChatGPT and how it could be used.

Mark Atkinson is a solo attorney focusing on small businesses and non-profits and he is the Director of the Incubator for Legal Practice and Innovation (ILPI). ILPI's mission is to improve access to justice by helping entrepreneurial attorneys launch financially sustainable legal practices. Law is Mark's second career. Prior to law school at NCCU, Mark had a 25-year career at Kimley-Horn and Associates, Inc as an engineering-consultant and business manager. He's married with four adult children and lives in a 100-year-old house near downtown Durham.

PROGRAM RULES & FAQ

1. This 11th Annual CLE Event is a function of the **Durham County Bar Association**. The DCBA is the voluntary Bar in Durham and is joined separately from the Sixteenth Judicial District Bar.
2. The Registrar for the CLE Event is the Executive Director of the Durham County Bar Association, Bonnie Biggs. There is a registration Zoom Room during at the event for your questions.
3. Speakers are encouraged to stay on task and finish on time, so that the day's schedule is met.
4. The NC State Bar has issued CLE attendance rules as well as rules for question time. All rules will be adhered to by the program administration and by all speakers.
5. Members can receive as many as twelve (12) total hours of CLE credit for this event, *including* two (2) Ethics/Professional Responsibility, one (1) Substance Abuse/Mental Health (SA/MH) and one (1) Technology. Credit hours are "pending approval," however, many sessions have been previously delivered by their instructors.
6. Materials for the CLE are downloadable from the web site at durhambar.net prior to and during the event.
7. Members of the DCBA may attend any or all sessions free of charge, as the program is paid for via membership dues charged in July 2021. **However, each member is responsible for the per hour CLE fee owed to the NC State Bar Department of CLE, which bills members directly once credit has been applied. Bills for February 2023 will be sent in March 2024.**

FROM THE NCAC – RULES AND REQUIREMENTS

1. An active member of the North Carolina State Bar who does not qualify for an exemption must take 12 hours of approved CLE per calendar year.
2. Of these 12 hours, two must be in the area of professional responsibility or professionalism or any combination thereof, and effective in 2019, at least one hour shall be devoted to technology training.
3. At least once every three calendar years, each lawyer must complete an additional hour of professional responsibility devoted exclusively to instruction in substance abuse awareness or debilitating mental conditions, and a lawyer's professional responsibilities.
4. Credit can be carried over, subject to the new (2022) rules regarding the three-year reporting period.
5. Using your State Bar member number and password, you may [login on the State Bar CLE website](#) to view your CLE transcript.
6. If you have a deficit that is cured in January or February of the subsequent year, there is no penalty. If the deficit is not cured within this time frame, you may be subject to monetary penalties or suspension.

CLE CONTENT AND TIME REQUIREMENTS – FROM THE CLE APPLICATION

1. North Carolina uses a 60-minute hour: 60 minutes are required to equal one CLE credit hour.
2. Only the time of actual instruction counts toward CLE credit hours.
3. Question and answer sessions are considered actual instruction provided such question and answer sessions do not exceed 15 minutes per CLE credit hour. **For this purpose, our Q&A will be 10 minutes per session.**
4. CLE credit, when converted from minutes to hours, will be rounded **down** to the nearest quarter-hour.
5. CLE credit is not given for introductory remarks or breaks.
6. Members may attend partial sessions and claim partial credit except for Ethics credit.