



**IN DISCIPLINARY DISTRICT IX
OF THE
BOARD OF PROFESSIONAL RESPONSIBILITY
OF THE
SUPREME COURT OF TENNESSEE**

IN RE: ANTHONY BERNARD NORRIS,
BPR #16232 (Memphis, Tennessee)
Petitioner

DOCKET NO. 2021-3159-BL-30.4(d)

FINDINGS OF FACT AND CONCLUSIONS OF LAW

This matter came on for a hearing on August 13, 2021 upon the Verified Petition for Reinstatement that was filed by Petitioner Anthony Bernard Norris (“Mr. Norris”) on March 5, 2021. Given the ongoing public health issues associated with the pandemic, the hearing was held over Zoom, recorded, and a transcript prepared by a court reporter. Mr. Norris was represented at the hearing by Brian S. Faughnan. Douglas Bergeron, Disciplinary Counsel, represented the Board of Professional Responsibility.

In advance of the hearing, no formal discovery was requested or pursued by the BPR. The BPR filed a pre-hearing brief, and the parties stipulated to five exhibits in advance of the hearing. Those exhibits included the above-referenced Verified Petition, the BPR’s answer to that Verified Petition, and sworn declarations from three additional character witnesses on behalf of Mr. Norris. At the hearing, the parties were afforded the opportunity to call and cross-examine witnesses, introduce documentary evidence, and argue their legal positions at the hearing. There was testimony as to Mr. Norris’s continuing legal education attendance, which led the panel to request his continuing legal education record and to make it a late-filed exhibit to the hearing. The record is attached to this Finding of Fact and Conclusions of law as Exhibit 1. The summary sets forth Mr. Norris’s continuing legal education attendance from 1993 to 2021, and

demonstrates that he has met all his continuing legal education requirements, and has been diligent in doing so despite his suspension.

Mr. Norris offered live testimony at the hearing from six character witnesses: Al Bright, Bruce McMullen, Van Turner, Carla Peacher-Ryan, Jim Stock, and Caren Nichol. Mr. Norris also testified on his own behalf. The BPR did not call any witnesses of its own but did cross-examine some of the character witnesses and cross-examined Mr. Norris. After the hearing, the BPR filed a late-filed additional exhibit relating to an order of the Supreme Court entered regarding withdrawal of a prior effort of Mr. Norris to surrender his law license. Based on the full record in this matter, including the testimony at the hearing, and the arguments of counsel, the Hearing Panel has concluded that Mr. Norris should be reinstated to the practice of law on certain conditions, including that Mr. Norris retain the services of a practice monitor for a specific period of time after reinstatement. In support of that ruling, the Hearing Panel now sets out its Findings of Fact and Conclusions of Law.

FINDINGS OF FACT

1. Mr. Norris was suspended from the practice of law for five years by Order of the Supreme Court of Tennessee on October 8, 2012, Docket No. 2012-2150-9-KB. This suspension came about pursuant to a conditional guilty plea voluntarily entered by Mr. Norris involving full acknowledgment of guilt on September 8, 2012.

2. Mr. Norris's disciplinary suspension resulted from his continued practice of law after allowing his license to go into an inactive status by failing to comply with his CLE obligations. Mr. Norris did not initially, immediately know that his license was inactive, but certainly continued to practice law after learning of his inactive suspension for many years.

3. More specifically, Mr. Norris was administratively suspended from the practice of law on December 13, 1995 for failure to comply with CLE obligations. In 1998, Mr. Norris assisted in the formation of the law firm Bruce, Norris & Bass, PLLC where he practiced until 2001. In 2000, Mr. Norris began serving as Vice-President and General Counsel for Worldwide Label and Packaging, LLC. In that role, Mr. Norris publicly held himself out as General Counsel for Worldwide Label and Packaging, LLC and engaged in the practice of law while his license to practice law was suspended until he discontinued his role as General Counsel on January 23, 2012 when he was elected Chairman and appointed President of Worldwide Label and Packaging, LLC.

4. Mr. Norris has now served the full-term of that suspension and has remained suspended from the practice of law.

5. Mr. Norris has complied with all of the conditions on seeking reinstatement imposed by the Court under the October 8, 2012 Order, including having paid all outstanding costs owed to the BPR (and any court costs) for the prior disciplinary proceeding, has completed all CLE obligations including hours of attendance and fines or penalties, and being in compliance with professional privilege tax obligations and registration fee obligations.

6. Since being suspended from the practice of law, Mr. Norris has been engaged in a number of significant community efforts, including service as Chairman of Splash Mid-South, a community-wide drowning prevention coalition he co-founded with Safe Kids Mid-South at Le Bonheur Children's Hospital, service as a member of the Board of Directors of The Emmanuel Center, service as a member of the Board of Directors of the YMCA of Memphis & the Mid-South, service as the President of Memphis Tiger Swim Club, and service as an Advisory Board member of the Benjamin L. Hooks Institute for Social Change at the University of Memphis.

7. At the same time, Mr. Norris has also continued to be involved with a business he co-founded, Worldwide Label & Packaging as its CEO and subsequently, after accepting a position with the YMCA, as a member of the Board of Directors.

8. In 2018, Mr. Norris accepted employment as Executive Vice President, Chief Development Officer with the YMCA.

9. All of the character witnesses for Mr. Norris who testified at the hearing testified to being aware of Mr. Norris's past conduct resulting in his suspension, and all of those witnesses testified favorably with respect to Mr. Norris's reinstatement to the practice of law notwithstanding his past conduct. Although the witnesses may have become aware of the suspension and the reasons for it at different times, each one testified understanding that Mr. Norris first failed to satisfy obligations that caused his license to go into an inactive status and then also continued to practice law anyway resulting in conduct amounting to the unauthorized practice of law.

10. Mr. McMullen and Mr. Turner both testified about their awareness of Mr. Norris's suspension at or near the time of the events in question, as well as having known and interacted with him significantly before and after the suspension, and regarding their continued knowledge and awareness of Mr. Norris and his work in the community thereafter, and the Hearing Panel finds their testimony in support of Mr. Norris to be particularly compelling.

11. Mr. McMullen, a shareholder at Baker, Donelson, Bearman, Caldwell & Berkowitz, testified that he has practiced law since 1986 and has known Mr. Norris probably since 2005. Mr. McMullen testified about being involved in the litigation out of which the disciplinary complaint against Mr. Norris arose and testified to his opinion that Mr. Norris was one of the "most honest ... high-character clients" he has ever had. Mr. McMullen further

testified to how well Mr. Norris handled the circumstances surrounding the disciplinary complaint that was filed against him arising out of a dispute among the co-founders of Worldwide Label & Packaging and that even in response to what Mr. McMullen considered “slanderous allegations made against [Mr. Norris] that were not true” Mr. Norris “never held any grudges. He was always just professional.” (August 13 transcript at 18-23.)

12. Mr. Turner testified to being an attorney with Bruce Turner, PLLC and being a Shelby County Commissioner since 2014, as well as the President of the Memphis chapter of the NAACP, and the president of a non-profit known as Memphis Greenspace, Inc. Mr. Turner testified that he has known Mr. Norris for almost 20 years. Mr. Turner testified to his opinion that Mr. Norris “is a class act” and “would definitely be a welcome addition to the bar just because of all the work he’s done in the community.” (August 13 transcript at 30-32.)

13. All of the character witnesses for Mr. Norris also testified favorably with respect to Mr. Norris’s character and fitness as a person who should be allowed to resume the practice of law in Tennessee.

14. Mr. Bright, a member of Bass Berry & Sims in Memphis practicing corporate and securities law, testified that he has been practicing law for approximately 18 years and has known Mr. Norris for approximately 10 years. Mr. Bright testified that he met Mr. Norris in a Sunday school class, as they have attended the same church together, where Mr. Norris is now a deacon. Mr. Bright testified to his opinion that Mr. Norris’s integrity “over the years has been impeccable,” and that Mr. Norris has been “a mentor for all.” (August 13, 2021 transcript at 11-13.)

15. Ms. Peacher-Ryan, a lawyer with Baker Donelson, testified that she practices finance and real estate law, has been at her firm for about 37 years and has known Mr. Norris for

more than 25 years, having first met Mr. Norris around 1992 when he was in law school and worked as a summer associate at Baker Donelson. Ms. Peacher-Ryan testified to having greater knowledge and familiarity with Mr. Norris outside of work or the practice of law, both through some interactions within the swimming community and Memphis and from serving together on the Board of Directors of the Benjamin L. Hooks Institute for Social Change at the University of Memphis. Ms. Peacher-Ryan testified that she has “nothing but respect for” Mr. Norris and that she thinks “he’s an exemplary human being.” (August 13 transcript at 43-47.)

16. Mr. Stock is the General Counsel for the Memphis YMCA and has been for almost two years. Mr. Stock testified that before taking on that role he was engaged in the private practice of law for almost 40 years. He testified about working with Mr. Norris over the last two years, about his conversation with Mr. Norris in which Mr. Norris wanted to make certain that Mr. Stock knew about his suspension from law practice and the circumstances surrounding it, as well as the work that Mr. Norris has done for the YMCA and the work Mr. Stock would be interested in permitting Mr. Norris to do work for the YMCA if he were to be reinstated to the practice of law. Mr. Stock also testified that he has known Mr. Norris for longer than just two years, as he knew him from when they both were serving as members of the Board of Directors of the YMCA. Mr. Stock testified that he considered Mr. Norris to “be a man of, first, great humility,” “trustworthy,” and that “other leaders here at the YMCA and in the community see him as a man of integrity.” (August 13 transcript at 56-60, 63-64.)

17. Mr. Stock, as well as several other witnesses, testified about Mr. Norris’s competence and learning in the law and reasons why they believed he would be competent to resume the practice of law despite his time away from practice. Mr. Stock testified that, during his time with the YMCA, Mr. Norris has “carrie[d] a heavy load in terms of fund-raising and

coordinating activities for our organization, community outreach, and as a – probably one of our greatest assets in this whole organization, not only for the funding side but in his – the way that he deals with the community, with the leaders, with businesses, all of that goes into our relationship with him.” (August 13 transcript at 57.) Mr. Stock also testified that he would have no hesitation transitioning some legal duties to Mr. Norris if he was reinstated to the practice of law and that he believes Mr. Norris to be currently competent to practice law. (August 13 transcript at 65-66.)

18. Ms. Nichol, an attorney with Evans Petree, testified that she has been a lawyer since 1993 and that she has known Mr. Norris for at least the past 10 years. Ms. Nichol testified to her belief that Mr. Norris is a person of honesty and integrity but also testified in particular about the complex nature of the transactions and negotiations that were involved in bringing into fruition the new Mike Rose Natatorium at the University of Memphis. Ms. Nichol, like Mr. Norris, was very involved in those matters but, also like Mr. Norris, not in a capacity as an attorney. Ms. Nichol also testified regarding Mr. Norris’s involvement and handling of contract issues involving the hiring and firing of coaches for a local swim club over the years in his capacity as President of the Board of Directors of the Memphis Tigers Swim Club. (August 13 transcript at 73-83.)

19. All of Mr. Norris’s character witnesses also indicated that, in the event of his reinstatement, they would have no hesitation referring a client to Mr. Norris in what would be his practice area. (August 13 transcript at 16, 26, 36-37, 49, and 83). Mr. Turner more specifically testified that his law firm was interested in having Mr. Norris join them in an Of Counsel relationship if he was reinstated. (August 13 transcript at 36.)

20. In addition to the live witnesses at the hearing, Daphene McFerren, T. Kevin Bruce, and Jim Curry testified by sworn declaration about their favorable views of Mr. Norris's character, fitness, and integrity. (Hearing Exhibits 3, 4, & 5.)

21. Mr. Norris testified on his own behalf. In addition to recounting the nature of the work, and community work, he has been engaged in since 2012, Mr. Norris testified about the circumstances that led to his suspension, his remorse for his past conduct, and the reasons he has now realized he wishes to be reinstated to the practice of law. Mr. Norris specifically testified directly that he accepted that being suspended for five years was "a fair and appropriate punishment for [his] unauthorized practice of law," and that he "accept[ed] full responsibility and own[s] that terrible mistake" he made in continuing to practice law on an inactive license when he knew he should not. (August 13 transcript at 96, 99 and 128-129.)

22. Mr. Norris also specifically testified about why he believes that he presently has the competence and learning in law to practice law adequately and competently if reinstated. (August 13 transcript at 115-117.) However, Mr. Norris also testified that he would agree to a Practice Monitor requirement if the Hearing Panel believed such was necessary for his resumption of practice. (August 13 transcript at 117-118.)

23. The Hearing Panel finds Mr. Norris to be a very credible witness and that his acknowledgment of, and remorse for, his past wrongdoing was genuine. Mr. Norris did not attempt to deflect blame or do anything other than take ownership of his past misconduct.

CONCLUSIONS OF LAW

24. Tenn. Sup. Ct. R. 9, Section 30.4(d)(1) makes plain that Mr. Norris has the burden in this proceeding to establish by "clear and convincing evidence" that he has "the moral qualifications, competency and learning in law required for admission to practice law in this

state, that the resumption of the practice of law within the state will not be detrimental to the integrity and standing of the bar or the administration justice, or subversive to the public interest.”

25. Clear and convincing evidence eliminates any serious or substantial doubt concerning the correctness of the conclusions to be drawn from the evidence. It should produce in the fact-finder’s mind a firm belief or conviction with regard to the truth of the allegations sought to be established. Hughes v. Board of Prof’l Resp., 259 S.W.3d 631, 642 (Tenn. 2008) (citing O’Daniel v. Messier, 905 S.W.2d 182 (Tenn. Ct. App. 1995)).

26. Remorse and awareness of prior wrongdoing, among other factors, are regularly cited as marks of good moral character, and various jurisdictions have recognized these as appropriate factors to consider in gauging moral character. Milligan v. Board of Prof’l Resp., 301 S.W.3d 619, 631 (Tenn. 2009).

27. In determining whether an attorney has adequately demonstrated good moral character, it is also appropriate to consider the nature of the activity that the attorney has engaged in during the period of suspension. Milligan, 301 S.W.3d at 632.

28. Instead of conclusory statements about rehabilitation or remorse, an attorney seeking reinstatement should present specific facts and circumstances arising since the attorney’s misconduct that demonstrate the attorney’s remorse and has been rehabilitated. Murphy v. Board of Prof’l Resp., 924 S.W.2d 643, 647 (Tenn. 1996).

29. Based on the evidence of record, and the testimony offered at the hearing, the Hearing Panel concludes that Mr. Norris has shown by clear and convincing evidence that he has the moral qualifications to return to the practice of law in Tennessee.

30. Based on the evidence of record, and the testimony offered at the hearing, the Hearing Panel concludes that Mr. Norris has shown by clear and convincing evidence that he has the competency and learning in the law required for admission to practice law in Tennessee.

31. Based on the evidence of record, and the testimony offered at the hearing, the Hearing Panel concludes that Mr. Norris has shown by clear and convincing evidence that his resumption of the practice of law in Tennessee would not be detrimental to the integrity or standing of the bar nor the administration of justice and, likewise, would not be subversive to the public interests.

32. While the Hearing Panel's conclusion is that Mr. Norris has satisfied all of his burdens in this proceeding by clear and convincing evidence, the Hearing Panel does believe that, given his time away from practice, Mr. Norris would benefit from the service of a practice monitor for the first twelve months of practice after reinstatement. The practice monitor is to supervise Mr. Norris's compliance with the Tennessee Commission on Continuing Legal Education, the Board of Professional Liability, and the Tennessee Department of Revenue.

33. Further, the Hearing Panel would recommend, but not as a condition of reinstatement, that Mr. Norris should offer to the Memphis Bar Association and/or other such entities offering continuing legal education his speaking services to lawyers, especially young lawyers, on the importance of compliance with the rules of the Board of Professional Responsibility. Mr. Norris's witnesses spoke glowingly of his character, integrity, work in the community, and mentorship of others. Speaking to new lawyers about the vital importance of following our ethics rules would be another way for Mr. Norris to helpfully impact the community as he returns to the practice of law.

JUDGMENT

Based on the findings of fact set forth above, and consistent with the conclusions of law above as well, the Hearing Panel finds that Mr. Norris should be reinstated to the practice of law in Tennessee upon the conditions stated.

IT IS SO ORDERED.

Date: Sept. 2, 2021

Karen Campbell
Karen Campbell, Panel Chair

David M. Cook

David M. Cook

Amber Floyd

Amber Floyd

NOTICE

Either party dissatisfied with the Hearing Panel's decision may appeal as provided in Tenn. Sup. Ct. R. 9, § 33.

Attendance Summary - Anthony Norris BPR#016232

Sponsor	Program, Course or Seminar	Date	Dual	E/P	General
1993					
TBA YOUNG LAWYERS' DIVISION	BRIDGE THE GAP	11/09/1993	0.00	0.00	6.00
1993 Subtotals			0.00	0.00	6.00
1994					
BLACK ENTERTAINMENT & SPORT	8TH ANNUAL MID-YEAR CONFERENCE	04/09/1994	0.00	0.00	4.50
Tennessee Comm. on CLE	CARRY FORWARD CREDIT FOR INTRO.	01/01/1994	0.00	0.00	6.00
1994 Subtotals			0.00	0.00	10.50
1995					
PRACTICING LAW INSTITUTE	COUNSELING CLIENTS IN THE ENTERT	04/05/1995	1.00	0.00	14.00
Tulane University	21ST ANNUAL SPORTS LAWYERS CONI	05/18/1995	1.00	0.00	17.25
**	Carry Over Credits	12/31/1995	0.00	0.00	-12.00
1995 Subtotals			2.00	0.00	19.25
1996					
Tulane University	22ND ANNUAL SPORTS LAWYERS CON	05/30/1996	1.00	0.00	16.25
**	Carry Over Credits	01/01/1996	0.00	0.00	12.00
**	Carry Over Credits	12/31/1996	0.00	0.00	-12.00
1996 Subtotals			1.00	0.00	16.25
1997					
**	Carry Over Credits	01/01/1997	0.00	0.00	12.00
1997 Subtotals			0.00	0.00	12.00
2000					
FIRST AMERICAN TITLE INS. CO.	Some Basics of Residential Title Underwrit	08/10/2000	0.00	0.00	6.25
National Business Institute	Choice of Business Entity In Tennessee: F	08/11/2000	1.00	0.00	5.50
2000 Subtotals			1.00	0.00	11.75
2012					
**	Carry Back Sum Credits	12/31/2012	0.00	3.00	4.00
**	Carry Back System Tech Credits	12/31/2012	0.00	0.00	8.00
2012 Subtotals			0.00	3.00	12.00
2013					
**	Carry Back Sum Credits	01/01/2013	0.00	-3.00	-4.00
**	Carry Back System Tech Credits	01/01/2013	0.00	0.00	-8.00
**	Carry Back Sum Credits	12/31/2013	0.00	2.25	11.75
**	Carry Back System Tech Credits	12/31/2013	0.00	3.75	12.25
2013 Subtotals			0.00	3.00	12.00
2014					
**	Carry Back Sum Credits	01/01/2014	0.00	-2.25	-11.75
**	Carry Back System Tech Credits	01/01/2014	0.00	-3.75	-12.25
**	Carry Back Sum Credits	12/31/2014	0.00	0.00	21.25

Attendance Summary - Anthony Norris BPR#016232

Sponsor	Program, Course or Seminar	Date	Dual	E/P	General
**	Carry Back System Tech Credits	12/31/2014	0.00	9.00	14.75
2014 Subtotals			0.00	3.00	12.00
2015					
**	Carry Back Sum Credits	01/01/2015	0.00	0.00	-21.25
**	Carry Back System Tech Credits	01/01/2015	0.00	-9.00	-14.75
**	Carry Back System Tech Credits	12/31/2015	11.50	0.00	12.25
**	Carry Back System Class Credits	12/31/2015	0.50	0.00	36.75
2015 Subtotals			12.00	-9.00	12.00
2016					
**	Carry Back System Tech Credits	01/01/2016	-11.50	0.00	-12.25
**	Carry Back System Class Credits	01/01/2016	-0.50	0.00	-35.75
**	Carry Back System Tech Credits	12/31/2016	11.50	0.00	12.25
**	Carry Back System Class Credits	12/31/2016	6.25	0.00	45.00
2016 Subtotals			5.75	0.00	9.25
2017					
Alternative Dispute Resolution Institut	40-Hour Rule 31 Civil Mediation Training C	09/14/2017	3.50	0.00	36.50
Baker, Donelson, Bearman, Caldwell	Inadvertent Custody – SEC Guidance for I	10/11/2017	0.00	0.00	2.00
Baker, Donelson, Bearman, Caldwell	Legal Issues Confronting Inside Counsel	10/18/2017	2.00	0.00	1.50
Memphis Bar Association	Discussing Entity Formation and Corporate	05/07/2017	0.50	0.00	0.00
Memphis Bar Association	Communicating with the Media (for Lawyer	05/06/2017	1.00	0.00	0.00
Tennessee Bar Association	General Practice CLE: Writing and Gramm	04/26/2017	1.00	0.00	0.00
Tennessee Bar Association	Elimination of Bias: Equal Rights and Equa	10/18/2017	1.00	0.00	0.00
Tennessee Bar Association	General Practice CLE: Start Up Issues witi	04/27/2017	0.00	0.00	1.00
Tennessee Bar Association	Go Solo: Labor and Employment Issues fo	04/26/2017	1.00	0.00	0.00
Tennessee Bar Association	Branding Your Practice: The Public Percep	08/13/2017	1.00	0.00	0.00
Tennessee Bar Association	Business Entities and the Life Cycle of Ca	08/12/2017	0.00	0.00	1.00
Tennessee Bar Association	Transactional Practice: IP in a Transaction	08/12/2017	0.00	0.00	1.00
Tennessee Bar Association	TBA 2017 Annual Review in Memphis	08/11/2017	2.00	0.00	5.00
Tennessee Bar Association	Corporate Counsel: EEOC's New rules on	08/11/2017	1.00	0.00	0.00
Tennessee Bar Association	Business Law: Methods for resolution of In	08/11/2017	0.00	0.00	1.00
Tennessee Bar Association	Creditors Practice: Ethical Issues Related	08/13/2017	1.00	0.00	0.00
Tennessee Bar Association	Tax Law: New Partnership Audit and Collec	08/16/2017	0.00	0.00	1.00
Tennessee Bar Association	Modern Law Practice Series: Online Dispu	08/17/2017	3.00	0.00	0.00
Tennessee Bar Association	Safeguarding Trade Secrets Webcast	10/15/2017	0.00	0.00	1.00
Tennessee Bar Association	Mastering the Deposition: Intro and Overvi	10/15/2017	0.00	0.00	0.50
Tennessee Bar Association	General Practice CLE: Wrongful Terminati	10/15/2017	0.00	0.00	1.00
Tennessee Bar Association	General Practice CLE: Practical knowledg	10/14/2017	0.00	0.00	1.00
Tennessee Bar Association	The Art of Fact Investigation	10/16/2017	0.00	0.00	1.00
Tennessee Bar Association	Business Law: Overview of Indemnificator	10/17/2017	0.00	0.00	1.00
Tennessee Bar Association	Animal Law: How to Manage a Nonprofit	10/16/2017	0.00	0.00	1.00
Tennessee Bar Association	Fastcase 2017: Introduction to Legal Rese	09/07/2017	1.00	0.00	0.00
Tennessee Bar Association	Admin Law: State Contracts	10/18/2017	0.00	0.00	0.75
**	Carry Back System Tech Credits	12/31/2017	1.00	0.00	7.00
**	Carry Back System Class Credits	12/31/2017	5.75	0.00	0.00
**	Carry Back System Tech Credits	01/01/2017	-11.50	0.00	-12.25
**	Carry Back System Class Credits	01/01/2017	-6.25	0.00	-45.00

Attendance Summary - Anthony Norris BPR#016232

Sponsor	Program, Course or Seminar	Date	Dual	E/P	General
2017 Subtotals			8.00	0.00	7.00
2018					
Tennessee Bar Association	Admin Law: Process of Termination	05/03/2018	0.00	0.00	1.00
Tennessee Bar Association	2018 International Law Annual Forum ONL	05/30/2018	0.00	0.00	3.00
Tennessee Bar Association	Litigation: Taking and Defending Effective I	05/29/2018	0.00	0.00	1.00
Tennessee Bar Association	Mastering the Deposition: Ethics and Profe	05/29/2018	0.50	0.00	0.00
Tennessee Bar Association	Mastering the Deposition: Proper Use of D	05/29/2018	0.00	0.00	1.00
Tennessee Bar Association	Principles of Practice: Business Law	05/29/2018	0.00	0.00	1.00
Tennessee Bar Association	Data Breach and Avoiding Ransomware Vi	05/31/2018	1.00	0.00	0.00
Tennessee Bar Association	Spring CLE Blast 2018	05/17/2018	6.00	0.00	0.00
**	Carry Back System Tech Credits	01/01/2018	-1.00	0.00	-7.00
**	Carry Back System Class Credits	01/01/2018	-5.75	0.00	0.00
**	Carry Back System Tech Credits	12/31/2018	0.25	0.00	7.25
**	Carry Back System Class Credits	12/31/2018	2.00	0.00	4.75
2018 Subtotals			3.00	0.00	12.00
2019					
Tennessee Bar Association	TBA General Solo FastTrack Memphis	08/02/2019	2.00	0.00	5.00
**	Carry Back System Tech Credits	01/01/2019	-0.25	0.00	-7.25
**	Carry Back System Class Credits	01/01/2019	-2.00	0.00	-4.75
**	Carry Back System Tech Credits	12/31/2019	6.00	0.00	16.25
2019 Subtotals			5.75	0.00	9.25
2020					
Baker, Donelson, Bearman; Caldwell	Ethics During the Time of Pandemic	12/08/2020	1.00	0.00	0.00
Baker, Donelson, Bearman, Caldwell	An Employer Who Fires an Individual Mere	08/27/2020	0.00	0.00	1.00
Center for Excellence in Decision-M	Diversity and Inclusion: Recruitment and R	07/30/2020	1.00	0.00	0.00
Tennessee Bar Association	CARES Act – Understanding the SBA Loan	07/29/2020	0.00	0.00	1.00
Tennessee Bar Association	Business Law: Comparison of Tennessee t	08/01/2020	0.00	0.00	0.75
Tennessee Bar Association	Business Law: Exit Rights	07/30/2020	0.00	0.00	1.00
Tennessee Bar Association	Business Law: Employees and LLC Memb	07/30/2020	0.00	0.00	1.00
Tennessee Bar Association	Business Law: Professional Conduct and t	08/01/2020	1.00	0.00	0.00
Tennessee Bar Association	Business Law: Overview of Tennessee LLC	08/01/2020	0.00	0.00	1.00
Tennessee Bar Association	Navigating Client Financial Issues During t	08/03/2020	0.00	0.00	1.00
Tennessee Bar Association	Business Law: Tax and Economic Provisio	07/31/2020	0.00	0.00	1.00
Tennessee Bar Association	COVID-19 Rewrites the Rules of the Empl	08/03/2020	0.00	0.00	0.75
Tennessee Bar Association	Corporate Counsel 2019: Be Predictive an	08/06/2020	1.00	0.00	0.00
Tennessee Bar Association	Corporate Counsel 2019: Immigration Dev	08/06/2020	0.00	0.00	0.75
Tennessee Bar Association	Local Government 2020: Tennessee Ethic	08/06/2020	1.00	0.00	0.00
Tennessee Bar Association	Corporate Counsel 2019: Privacy and Info	08/06/2020	0.00	0.00	1.00
Tennessee Bar Association	Corporate Counsel 2019: Balancing a Due	08/07/2020	1.00	0.00	0.00
Tennessee Bar Association	Unconscious Bias in the Employment Settl	08/08/2020	0.00	0.00	1.00
Tennessee Bar Association	How to Cyber-Proof Your Transaction - Pri	08/07/2020	0.00	0.00	1.00
Tennessee Bar Association	Trade Secrets: For Businesses	08/08/2020	0.00	0.00	1.00
Tennessee Bar Association	Attorney Wellbeing	08/07/2020	1.00	0.00	0.00
Tennessee Bar Association	Elder Law 2020: Business Continuity Plan	08/08/2020	1.00	0.00	0.00
Tennessee Bar Association	Tennessee FastTrack Memphis 2020	08/07/2020	3.00	0.00	4.00
Tennessee Bar Association	Ethics Homeshow 2020: Ethics Lessons fr	12/09/2020	3.00	0.00	0.00

Attendance Summary - Anthony Norris BPR#016232

Sponsor	Program, Course or Seminar	Date	Dual	E/P	General
Tennessee Bar Association	Attorney Well-being: Emotional Intelligence	12/03/2020	1.00	0.00	0.00
Tennessee Bar Association	Ethics Update: Current Developments from	12/03/2020	1.25	0.00	0.00
Tennessee Bar Association	Remote Mediation and Ethics Issues - The	12/06/2020	1.00	0.00	0.00
Tennessee Bar Association	Legislative Updates Fall 2020: Court Squa	12/05/2020	0.00	0.00	0.75
Tennessee Bar Association	Making the Most of Technology: Bringing V	12/04/2020	1.00	0.00	0.00
Tennessee Bar Association	Pro Bono for Lawyers during the Pandemi	12/06/2020	0.75	0.00	0.00
Tennessee Bar Association	Tennessee Law In the Time of Pandemic E	12/07/2020	0.00	0.00	1.00
Tennessee Bar Association	FFCRA: What Employers Need to Know	12/06/2020	0.00	0.00	1.00
Tennessee Bar Association	Access to Justice 2020: Free Legal Answe	12/06/2020	1.00	0.00	0.00
Tennessee Bar Association	Clio Best Practices: Work From Home Gui	12/06/2020	1.00	0.00	0.00
Tennessee Bar Association	Law Practice Management: Working From	12/07/2020	1.00	0.00	0.00
Tennessee Bar Association	Criminal Law 2020: Taking Care of Busine	12/06/2020	1.00	0.00	0.00
Tennessee Bar Association	Transactional Practice 2020: CARES Act	12/07/2020	0.00	0.00	1.00
Tennessee Bar Association	Cybersecurity and Protection from the Ran	12/08/2020	1.00	0.00	0.00
Tennessee Bar Association	Working Remotely: Legal Ethics & Technol	12/08/2020	1.00	0.00	0.00
Tennessee Bar Association	Remote Depositions and Zoom	12/08/2020	1.00	0.00	0.00
**	Carry Back System Tech Credits	01/01/2020	-6.00	0.00	-16.25
**	Carry Forward System Tech Credits	12/31/2020	-9.75	0.00	0.00
2020 Subtotals			10.25	0.00	4.75
2021					
BASS, BERRY AND SIMS	Labor & Employment Law Update: Lesson	02/03/2021	0.00	0.00	1.50
BASS, BERRY AND SIMS	Labor & Employment Law Update: Recent	05/05/2021	0.00	0.00	1.00
Tennessee Bar Association	The Top 5 BPR Complaints of 2020 and Hi	03/02/2021	1.00	0.00	0.00
Tennessee Bar Association	A 2021 Guide to Persuasive Legal Writing	03/02/2021	3.00	0.00	0.00
**	Carry Forward System Tech Credits	01/01/2021	9.75	0.00	0.00
2021 Subtotals			13.75	0.00	2.50