

**MAYOR:**  
John Labriola

**TOWN ADMINISTRATOR:**  
Stephanie Tillerson

**TOWN ATTORNEY:**  
Joseph Wilson



**MAYOR PRO TEMPORE:**  
Michael Heidingsfelder

**COUNCIL MEMBERS:**  
Bradley D. Belt  
Russell A. Berner  
Madeleine Kaye

## **SPECIAL CALL TOWN COUNCIL**

**Municipal Center Council Chambers**

**February 21, 2024, 9:00 am**

### **AGENDA**

- I. Call to Order:**
- II. Roll Call:**
- III. Citizens' Comments (Agenda Items Only):**
- IV. New Business:**
  - A.** To Consider Approval of the Barrier Island Ocean Rescue Contract Amendment for STR Code Enforcement Services [Tab 1]
  - B.** To Consider Approval of the Engagement and Appointment of Haynsworth Sinkler Boyd as the Next Town Attorney [Tab 2]
- V. Executive Session:**
  - A.** Executive Session Pursuant to South Carolina Code Section 30-4-70(a)(2) to Discuss Section 16(f) of the ARDA (2013 Amended and Restated Development Agreement) and Captain Sam's Spit.
- VI. New Business:**
  - A.** Town Council may Consider the Approval of an Action on the 2013 Amended and Restated Development Agreement and Captain Sam's Spit.
- VII. Council Member Comments:**
- VIII. Citizens' Comments:**
- IX. Adjournment:**



**TAB 1**

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# **TOWN COUNCIL**

## **Agenda Item**



# Request for Town Council Action

**TO:** Mayor and Council Members

**FROM:** Craig Harris, Director of Public Safety

**SUBJECT:** Code Enforcement Contract – Barrier Island Ocean Rescue

**DATE:** 02/21/2024

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## **BACKGROUND:**

In 2019, the Town amended its Short-Term Rental Ordinance, and the Council decided it needed additional code enforcement officers beyond the two we had to enforce the short-term rental ordinance. The code enlisted the Barrier Island Ocean Rescue (BIOR) as they were already enforcing the Town codes related to beach violations in their capacity as beach patrol and assisted as needed with other municipal infractions. Therefore, in 2019, the Town entered into a one-year contract with BIOR for after-hours code enforcement services with the option to renew for two (2) one-year extensions for \$288,580.

In 2021, the Town released an RFP for Beach Patrol and Code Enforcement Services. The only proposal received was from BIOR. During our negotiations with BIOR, we mutually agreed to extend the current contract for one additional year from February 2, 2022, to February 13, 2023, in the same amount of \$288,580 to allow at that time the new Public Safety Director the opportunity to access the level of services received from BIOR. On February 14, 2023, the Town Council approved a one-year extension in the amount of \$389,376.

## **ANALYSIS:**

The after-hour code enforcement services BIOR provides are appropriate and needed for the Kiawah Island community. Although the Town employs two full-time code enforcement officers and one community service officer, they are sometimes overwhelmed with short-term rental inspections, traffic mitigations, and enforcement of all other municipal codes.

## **ACTION REQUESTED:**

Town staff respectfully request the members of the Town Council consider approval of the execution of the one-year extension to commence on March 1, 2024, in the current amount of \$389,376, with no changes to the current contract scope of work or schedule.

**Terms of the current contract:** This agreement shall be for a one-year term commencing on the 14th day of February 2023 and expiring on the 28th day of February 2024, with an option to renew for a two (2) one-year extension, subject to mutual agreement.

## **BUDGET & FINANCIAL DATA:**

Four hundred thousand (\$400,000) funded from short-term rental license application fees will cover a significant portion of the after-hour Code Enforcement contract and all of the Short-Term Rental Compliance Clerk salary and benefits.

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## Barrier Island Ocean Rescue

32 Sora Rail Road  
Kiawah Island, SC 29455  
[www.BeachPatrolSC.org](http://www.BeachPatrolSC.org)

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1 February, 2024

Members of Council:

As discussed, Barrier Island Ocean Rescue is requesting to exercise the first one-year extension option of the February 2023 contracted Code Enforcement Services Agreement, specifically highlighting the need for enforcement of the Short-Term Rental Ordinance, for the Town of Kiawah Island.

This letter conveys that Barrier Island Ocean Rescue has an intimate understanding of the scope of work to be done, will commit to perform the necessary duties, that all qualifications outlined in the current February 2023 contract are satisfied and/or exceeded, and to ensure continued, seasonally scaled staffing by officers who have created and maintained a reputation of quality, consistency, and a high level of service.

With no changes to the currently contracted scope or schedule, the cost of providing Code Enforcement service shall be \$389,376.00.

We look forward to continuing and deepening our long-standing partnership with the Town of Kiawah Island.

Respectfully,

Robert Edgerton

  
Michael Sosnowski



STATE OF SOUTH CAROLINA )  
COUNTY OF CHARLESTON )  
 )  
 )  
\_\_\_\_\_ )

**AMENDMENT TO AGREEMENT BETWEEN  
THE TOWN OF KIAWAH ISLAND  
AND  
ISLAND BEACH SERVICES, LLC  
dba Barrier Island Ocean Rescue**

**WHEREAS**, the **Town of Kiawah Island** and **ISLAND BEACH SERVICES, LLC dba Barrier Island Ocean Rescue** entered into an agreement on February 7, 2023, for the purpose of providing Short Term Rental Ordinance Code Enforcement services.

**WHEREAS**, the current agreement was for a one-year term expiring on February 28, 2024, with an option to renew for two (1) one-year extensions

**WHEREAS**, the Town and Island Beach Services dba Barrier Island Ocean Rescue wish to amend said agreement in the following particulars:

1. **TERM:** This agreement shall be extended for the first (1) one-year term from February 28, 2024, to February 28, 2025.

All other provisions of the agreement entered into on February 7, 2023, shall remain in full force and effect.

**IN WITNESS WHEREOF**, the parties hereto have executed this Amendment on this 21<sup>st</sup> day of February 2024.

**WITNESSES**

**Town of Kiawah Island**

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
By: John D. Labriola  
Its: Mayor

**Island Beach Services, LLC**

\_\_\_\_\_  
\_\_\_\_\_

\_\_\_\_\_  
By: Rob Edgerton  
Its: Owner

STATE OF SOUTH CAROLINA)  
COUNTY OF CHARLESTON)

**AGREEMENT BETWEEN  
THE TOWN OF KIAWAH ISLAND  
AND ISLAND BEACH SERVICE, LLC  
dba BARRIER ISLAND OCEAN RESCUE**

**THIS AGREEMENT** is made and entered into this 7th day of February 2023, between the **TOWN OF KIAWAH ISLAND**, South Carolina (hereinafter "Town") and **ISLAND BEACH SERVICE, LLC dba BARRIER ISLAND OCEAN RESCUE** (hereinafter "Contractor");

**WHEREAS**, the Town desires services of a Contractor to provide Code Enforcement Services specifically highlighting the need for enforcement of the Short Term Rental Ordinance for the Town of Kiawah Island, and;

**WHEREAS**, the Town currently contracts with the Contractor to provide Beach and Code Enforcement Services along the 10-mile stretch of Kiawah Island Beach.

**NOW, THEREFORE**, in consideration of the mutual covenants contained herein, Town and Contractor do hereby mutually agree as follows:

**1. Objective:**

The contractor shall furnish services to provide for Code Enforcement Services, specifically as mutually agreed upon, specifically highlighting the need for enforcement of the Short Term Rental Ordinance for the Town of Kiawah Island. Employees of Contractor shall provide this service. Generally, the Contractor shall:

- A. Create a chain of communication and accountability between Property Managers, Property Owners, and the Town to enforce the Short Term Rental Ordinance;
- B. Follow the chain of communication established and perform activities communicating the accountability between Property Managers, Property Owners and the Town;
- C. Conduct continuous patrols within the jurisdiction of the Town;
- D. Respond to and attempt to immediately resolve any complaints made by property owners, guests or other entities after hours;
- E. Coordinate response as necessary with other agencies to assist those in need and/or report any potentially dangerous or illicit activity;
- F. Enforce other Town ordinances as required; and
- G. Establish an after-hours presence on the island as representatives of the Town of Kiawah Island.

**2. Schedule:**

Contractor shall perform work daily in accordance with the following schedule:

**Memorial Day Weekend through Labor Day**

Two Code Enforcement Officers (two vehicles)

**Workday: 5:00 p.m. to 1:00 a.m.**

**Off-Season (remainder of the time)**

One Code Enforcement Officer (one vehicle)

**Workday: 5:00 p.m. to 1:00 a.m.**

**3. Agreement Amount:**

The agreement amount is Three hundred eighty-nine thousand three hundred seventy-six dollars (\$389,376.00) per annum. The contractor shall present an

itemized invoice on or about the first of each month, beginning March 1, 2023. The town shall have fifteen days in which to pay an invoice.

**4. Scope of Work:**

- A. The physical limits of the Work will be within the boundaries of the Town of Kiawah.
- B. Vehicles and Equipment:
  - i. Two 4x4 vehicles with appropriate markings and equipment.
  - ii. All related safety equipment to perform job requirements.
  - iii. One cell phone with a dedicated 'After Hours Patrol' number.
  - iv. Two 800MHz radios - supplied by the Town for each on-duty employee.
- C. Uniform:
  - i. The on-duty employee will wear matching uniforms with markings pre-approved by the Town.
- D. Appearance:
  - i. Employees shall maintain a professional appearance while on duty.
- E. Record-Keeping:
  - i. Each employee will submit a daily shift log - independent of CitizenServe to the Development Services Manager or his designee(s) utilizing an agreeable format.
  - ii. Incident Reports and Enforcement Activity shall be logged utilizing the Town of Kiawah Island's CitizenServe Software.

**5. Qualifications:**

- A. The Contractor is an existing LLC specializing in Beach Management and Public Safety and has been providing the Town with Beach Patrol and Code Enforcement Services since 2009.
- B. The management of Island Beach Service, LLC, Michael Sosnowski and Robert Edgerton, are certified Code Enforcement Officers for the Town since 2004.
- C. From 2004 until 2015, Mr. Sosnowski and Mr. Edgerton worked as part-time seasonal employees of the Town in an after-hours code enforcement role.

**6. Liability and Insurance:**

- A. The Contractor shall carry and maintain Workman's Compensation insurance in statutory amounts for its employees. The contractor must provide the Town with certification of this coverage.
- B. The Contractor shall carry a comprehensive general liability policy of at least one million dollars (\$1,000,000) per occurrence (combined single limit of liability) to cover operations, equipment, and contractual liability. The policy shall name Town of Kiawah Island as an additional insured. The contractor must provide Town with copies of this policy.
- C. The Contractor shall maintain automobile insurance liability policies on all "Code Enforcement" vehicles with at least five hundred thousand/one million



dollars (\$500,000/\$1,000,000) coverage. The Contractor shall provide Town with copies of these policies.

- D. The Contractor shall defend, indemnify, and hold harmless the Town of Kiawah Island, its elected officials and employees from and against any and all actions, costs, claims, losses, expenses and/or damages arising out of performance of the work by the employees of Contractor.

**7. Terms:**

This agreement shall be for a one year term commencing on the 14th day of February 2023, and expiring on the 28th day of February 2024, with an option to renew for two (2) one year extension, subject to mutual agreement.

**8. Termination:**

- A. This Agreement may be terminated without cause by either party with thirty-day (30) written notice. In such case, the Town shall pay the Contractor a pro-rata shares of the monthly fee up to the date of termination.
- B. If the Contractor fails to abide by any terms in the Agreement, the Town has the duty to notify the Contractor in writing of such failure. If the Contractor then fails to correct the failure within forty-eight (48) hours of such notification, the Town, at its discretion, may terminate the Agreement.

**9. Modification:**

This agreement may not be modified except by written consent of both parties, such consent to be given by authorized representatives of both parties.

- 10. Effective Date:** This agreement shall be effective February 14, 2023.

WITNESSES:

Krista DuBois  
[Signature]

TOWN OF KIAWAH ISLAND

[Signature]  
By: John D. Labriola

Its: Mayor

[Signature]  
Krista DuBois

ISLAND BEACH SERVICE, LLC  
dba BARRIER ISLAND OCEAN RESCUE

[Signature]

By: Robert Edgerton

Its: Owner





**TAB 2**

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# **TOWN COUNCIL**

## **Agenda Item**

**RESPONSE TO  
Town of Kiawah Island  
RFQ for Town Attorney**

January 18, 2024

**HAYNSWORTH  
SINKLER BOYD**

HAYNSWORTH SINKLER BOYD, P.A.  
134 MEETING STREET, 3<sup>RD</sup> FLOOR  
P.O. BOX 340 (29402-0340)  
CHARLESTON, SOUTH CAROLINA 29401  
MAIN 843.722.3366  
FAX 843.722.2266  
www.hsblawfirm.com

**STAFFORD J. MCQUILLIN III**  
DIRECT 843.724.1120  
mmcquillin@hsblawfirm.com

January 18, 2024

Ms. Stephanie Monroe Tillerson  
Town Administrator  
Town of Kiawah Island  
4475 Betsy Kerrison Parkway  
Kiawah Island, SC 29455

RE: Request for Qualifications for Town Attorney

Dear Ms. Tillerson:

On behalf of Haynsworth Sinkler Boyd, P.A., I am pleased to submit the enclosed response to the Request for Qualifications for Town Attorney.

We have been privileged to work with many of the towns and cities in South Carolina. Our local government attorneys have a broad understanding and deep experience representing municipal and county governments and providing them with advice and counsel on the complex legal challenges and opportunities that face these organizations. We remain ready and able to deliver the highest quality legal services to the Town.

In this engagement, I would serve as the Town's main point of contact. Enclosed is an overview of our firm's local government experience, along with an overview of our proposed team. Haynsworth Sinkler Boyd's comprehensive local government law experience, combined with our innovative and cost-efficient service, well qualifies our firm to best serve the Town's needs.

We appreciate having the opportunity to submit this proposal. Please do not hesitate to contact me if you need any further information.

Sincerely yours,



Stafford J. McQuillin III

Enclosure

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**SECTION 1**

## **Firm Overview**

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### **Deep and Broad Experience**

Haynsworth Sinkler Boyd was founded in South Carolina over 135 years ago and has grown to include more than 110 attorneys located in the Carolinas. In addition to our extensive state and local government practice, our firm has active practices in economic development, employment, real estate, utilities regulation, governmental relations, corporate securities, taxation, mergers and acquisitions, banking, transactional finance, estate and succession planning, health care law, products liability litigation, commercial litigation, medical malpractice defense, and bankruptcy law.

### **A Tradition of Service**

Distinguished in the legal community, our attorneys have held leadership positions within state and national organizations, such as past presidents of the South Carolina Bar, South Carolina Bar Foundation, South Carolina Chamber of Commerce and South Carolina Defense Trial Attorneys Association, and serving as board members of the American College of Bond Counsel and past president of the National Association of Bond Lawyers (NABL).

Additionally, Haynsworth Sinkler Boyd has a long, proud tradition of public service. Many of our attorneys have been involved in various roles with local governments, including serving as Mayor and general counsel for two of the largest cities in the state.

Haynsworth Sinkler Boyd attorneys have consistently been recognized by clients and peers for their work. Our firm has been listed in the “Best Law Firms” *Best Lawyers* list since 2009 and we currently have 84 attorneys recognized in the *2024 Best Lawyers in America*. Additionally, attorneys are recognized in *Chambers USA* and *Super Lawyers*. Our many awards and recognition speak to the firm’s legacy of success and dedication to legal excellence, and they express a longstanding commitment to our values of integrity and customer service.

### **Counsel to State and Local Governments**

At Haynsworth Sinkler Boyd, we have represented virtually every type of governmental entity in the state, including the State of South Carolina and its agencies and institutions, counties, municipalities, school districts, special purpose districts, hospitals and joint agencies.

**SECTION 2**



## **Qualifications**

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### **Governmental Counsel Roles**

We are experienced in communicating clearly and effectively to council members so they are able to make informed business decisions that are, by virtue of the individual organization's governmental status, often subject to public scrutiny.

Our attorneys have served in a variety of counsel roles for the following:

Charleston County Park and Recreation District  
Charleston Water System  
City of Charleston  
City of Florence  
City of Hanahan  
City of Isle of Palms  
City of Johnsonville  
City of Lake City  
City of North Charleston  
Florence County  
Greenville County  
Town of Mount Pleasant  
Town of Saluda  
Town of Sullivan's Island  
The State Ports Authority

In such roles, we have provided advice and counsel on a wide array of matters, including land use and planning, real estate, environmental issues, litigation, procurement, public finance, employment, FOIA, governance issues, election protests, federal grant programs, contracts, code enforcement, drafting ordinances, and zoning matters.

### **General Municipal Law**

Our attorneys have extensive experience advising mayors, council members and administrators on a number of finance, regulatory and governance matters, including:

- developing policies and procedures required for governmental entities, including those addressing public documents, parliamentary procedures, executive sessions and open meetings under FOIA;
- advising on council member legal and ethical responsibilities, including developing and following processes for addressing conflicts of interest and appearances of conflicts of interest;
- drafting, reviewing and/or updating council documents, including ordinances, resolutions, contracts, memoranda, reports, deeds, leases and other legal documents;
- preparing meeting agendas, reviewing public notices and ensuring that meetings adhere to local rules and proper parliamentary duties of public meetings;

## **Qualifications**

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- advising on the legal requirements of the South Carolina Ethics Act and assisting with drafting ordinances and resolutions for approval; and
- preparing intergovernmental agreements and guide such agreements through the proper process for Council approval and implementation.

## **Contract Drafting and Negotiation**

Haynsworth Sinkler Boyd has extensive corporate, commercial and financial practices. Virtually everything we do in those areas involves the practice of contract law, whether it be collaborations and partnerships involving our clients, the transfer or development of real estate, the financing of commercial projects or the formation, restructuring or dissolution of business ventures.

In particular, for those clients that we serve as general counsel or chief outside counsel, we are engaged in the negotiation or review of major contracts, whether with a supplier, a customer, a joint venture, a government agency or others. These contracts involve everything from the acquisition of services, raw materials or products from third party vendors (including intellectual property, licenses and business information technology systems) and service, employment and compensation arrangements to the sale of products, assets, equipment, operating divisions or securities.

## **Environmental Law**

Our attorneys assist clients with environmental permits and provide representation and counsel on compliance and enforcement issues involving environmental matters. We regularly assist clients in conducting environmental due diligence and assessing and minimizing environmental risk in business transactions. Our attorneys have represented clients in environmental matters before administrative, state and federal courts.

We have defended through trial a local government in a multi-party CERCLA contribution action, defended a municipality in a Clean Water Act suit alleging non-compliance with its storm water permit, advised government clients on permit compliance and enforcement matters, contamination issues and minimization of environmental liability in acquisition of real property, including Responsible Party and Non-Responsible Party Voluntary Clean-up Contracts with SC DHEC and advised clients in the public sector on the SC SUPERB Act (underground storage tank act).

## **Land Use and Planning**

We have represented municipalities in the negotiation of annexations, development agreements and PUD zoning provisions. We have represented clients in land use and zoning proceedings and have coordinated the acquisition and development of real estate tracts, including compliance with local and state planning and permitting. Our planning and zoning attorneys guide clients through every aspect of the land use approval maze—securing planning, zoning, special permitting, variances and subdivision approvals for various projects. Our attorneys often appear

## **Qualifications**

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before planning commissions, municipal and county councils, zoning boards and other administrative bodies.

### **Annexation**

Firm attorneys have advised local government clients on available methods of annexations and compliance with annexation statutes, as well as defended litigation stemming from annexation decisions by local governments. We have also represented private parties in the annexation process.

### **Municipal Code Sections and Regulations**

Our firm has experience in designing and drafting Municipal Code Sections and Regulations for code enforcement actions, unfit dwellings, procurement, FOIA compliance and analogous sections, as well as working with MuniCode on updating and getting online entire Codes of Ordinances.

### **Real Estate**

Our firm has represented public entities in the acquisition, development and disposition of real estate. We have represented a special purpose district in the purchase of real property intended for development of a new headquarters and fire station, a county in the negotiation of development agreements for the redevelopment of county owned real property, including a new county administration complex and a municipality in the disposition of property.

We assist clients in negotiating purchase and sale agreements, coordinating and reviewing due diligence materials and closing transactions. We regularly advise on title matters, permitting and entitlement, financing, leasing, acquisition and disposition and are well-versed in environmental, easement and land dispute matters.

### **Redevelopment Law**

Our attorneys work alongside commissions, political subdivisions and state agencies to maximize the positive impact of new projects. We have assisted on economic incentive matters associated with the Abandoned Buildings Revitalization Act, Bailey Bill, Historic Tax Credits, Opportunity Zones and Fee-In-Lieu of Taxes for clients throughout South Carolina. We have worked with a number of municipalities to develop economic development programs, particularly those focusing on urban redevelopment.

### **Procurement**

Our attorneys advise public authorities throughout South Carolina on procurement related issues, including providing counsel and training concerning procurement policies and ordinances,

## **Qualifications**

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preparing bids, requests for proposals, request for qualifications and other solicitation documents, drafting, reviewing and negotiating contract documents and advising on contract awards.

### **FOIA Requests and Public Disclosure Issues/Notices**

Our firm assists a wide variety of public clients, including municipalities, counties, special purpose districts, non-profit entities and large state research universities that are subject to FOIA. This work includes drafting responses to FOIA, reviewing requested documents for privilege or other exemptions and performing electronic searches and data sorting for requests involving large amounts of electronic data.

We are highly experienced with assisting clients in responding to requests under, and ensuring compliance with, FOIA. On behalf of our governmental clients, we have addressed and handled FOIA requests from the media, advocacy groups, concerned citizens and businesses. Our work in these matters includes reviewing responsive documents to determine whether they are exempt from disclosure and preparing written responses asserting legal exemptions. We have also represented various public bodies in lawsuits involving FOIA.

In addition, our attorneys routinely advise governmental boards on the legal requirements applicable to public meetings, executive sessions, personal e-mail accounts and notes, questions from the media and high-profile hiring processes.

## **Finance**

Our firm provides advice and counsel on budget process and procedure and audits. We work with CPAs and auditors to locate errors and provide advice as to how errors should be corrected and avoided. In addition, we assist in preparing budget ordinances.

Haynsworth Sinkler Boyd has the oldest and one of the most extensive public finance practices in South Carolina. Our attorneys have played a leading role in developing public finance law and structures in South Carolina, including Home Rule for cities and counties, revenue and general obligation bond statutes, lease-purchase and installment purchase financing arrangements and dozens of “test cases” in which the South Carolina Supreme Court has approved structures and strategies developed by our lawyers to assist clients achieve their objectives.

Our public finance attorneys have served as bond counsel, special tax counsel, disclosure counsel, underwriter’s counsel, letter of credit bank counsel and derivatives counsel in connection with billions of dollars of tax-exempt bond issues for general government projects.

## **Employment**

Our employment attorneys are experienced in representing public sector employers and understand the issues that arise from local, county, state and federal governmental operations.

## **Qualifications**

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As a strategic partner working alongside our clients, our primary focus is assisting clients in avoiding the disruption in the workplace that can occur when employment issues arise. Our employment team makes itself readily available to clients when they need advice, understanding human resource related issues often cannot wait. Our team is fully staffed to provide advice and counsel to our clients on virtually every issue that arises from hiring through the end of the employment relationship, including the handling of employee grievances and unemployment claims.

Our team is committed to keeping our clients up to date on the ever evolving myriad of employment laws impacting the workplace by providing training for client's employees, management and human resources personnel. We also track legal trends for our clients and provide timely updates on workplace issues on our [employment blog](#).

Our team routinely responds to charges of discrimination before the Equal Employment Opportunity Commission (EEOC) and the South Carolina Human Affairs Commission. We are also experienced in responding to complaints and audit requests presented by the US Department of Labor and the South Carolina Department of Labor, Licensing and Regulation.

When faced with litigation, our employment team has extensive experience litigating employment claims, having defended over 200 cases in South Carolina federal court alone.

## **Litigation**

Our attorneys have represented public bodies in lawsuits and administrative contests that have variously involved constitutional claims, FOIA, bid protests and other challenges to the award of contracts, construction claims, condemnation claims, tort claims and property tax protests. We serve as litigation counsel for our local government clients in cases related to government powers and contracts.

We have litigated contract disputes over restrictive covenants, wrongful termination, handbook and policy claims, employment agreements and whistleblower claims in state and federal court and before governing administrative agencies.

We have argued before the South Carolina Courts of Common Pleas, the South Carolina Court of Appeals, the South Carolina Supreme Court, the Chief Procurement Officers for General Services and Construction and the South Carolina Procurement Review Panel, as well as local administrative boards of appeal. A significant amount of the litigation that we handle for our governmental clients relates to the enforcement of contracts and the defense against claims of breach or interpretation thereof.

Our attorneys handle a wide range of first party and third party insurance issues, including commercial general liability, directors' and officers' liability, employment practices liability, errors and omissions, products liability, property and more.

## **Qualifications**

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We regularly advise clients on the handling of insurance based relationships, regularly representing life, health and disability insurers on matters relating to both individual policies as well as third party administrators of ERISA life, health and disability plans.

In addition, our attorneys advise clients on all aspects of insurance issues, from policy negotiation to claim presentation and coverage litigation to settlement—for both policyholders and insurers.

Haynsworth Sinkler Boyd has an established history of working with insurance carriers as approved panel counsel and currently represents 17 different insurance carriers. In such a capacity, we regularly handle the submission and response to various tender and indemnity obligations.

Where possible, however, our attorneys endeavor to seek alternative methods of dispute resolution in order to avoid the expense and uncertainty of litigation. We are experienced in representing clients in mediation before federal and state regulatory agencies or in private mediation held as part of the litigation process. Where mediation has proved unsuccessful and litigation deemed not to be advantageous, our attorneys have resolved numerous disputes through a variety of different arbitration techniques.

We are accustomed to coordinating with other special counsel and overseeing litigation handled by outside counsel, including counsel on behalf of Municipal insurance carriers.

## **Response Time and Approach**

We understand that when an issue arises, our clients want to speak with an attorney and receive immediate response and counsel. In our experience, this is especially true in the public sector when clients are pressed for information from the media or information is needed so they can take timely action. We are proud to offer same-day responses to the Town Council and Town Administrator. Our attorneys provide simple, real-time answers and address questions that may require more extensive research. We offer direct contact information to our clients for times when emergencies arise.

Mac McQuillin would be the designated point person for the Town. Mac shares his personal cell number with clients and we will have additional attorneys on standby as needed to assist should he not be immediately available.

## **Training**

We are able to provide the Town with training on matters such as FOIA, general governance, procurement, code drafting and enforcement, planning and zoning and on any laws that impact the employment relationship to employees (exempt and non-exempt), human resources personnel, administration and governing bodies. We offer supervisory training programs with an emphasis on performance evaluation and documenting disciplinary actions.

## **Qualifications**

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Training can be tailored to address specific issues impacting the workplace or can be in the form of a more general, legal update. Training sessions can be held quarterly or yearly.

## **Conflicts of Interest**

Haynsworth Sinkler Boyd has operated according to the highest ethical standards throughout its long history. The firm maintains a robust conflict of interest policy which includes (i) daily conflict checks circulated to all attorneys in the firm; and (ii) training for all attorneys in evaluating and addressing conflicts of interest. To the extent a potential or actual conflict of interest arises, the firm is committed to promptly communicating, as needed, and obtaining conflict waivers, refraining from representation, and/or, setting up ethical walls among attorneys within the firm.

## **Statement of any grievances or claims of ethical misconduct or malpractice asserted against the law firm or individual attorneys that resulted in adverse administrative or judicial findings within the past five (5) years.**

By “grievances or claims of ethical misconduct” we understand that term to mean complaints filed with the South Carolina Supreme Court’s Office of Disciplinary Counsel. The South Carolina Supreme Court Rules for Lawyer Discipline Enforcement prohibit the disclosure of the existence of any complaint unless formal charges are brought against an attorney by the Office of Disciplinary Counsel. We are not aware of any formal charges filed by the Office of Disciplinary Counsel against any attorney in our firm. No attorney in our firm has been the subject of any public discipline.

No malpractice actions have been asserted against the law firm or individual attorneys within the past five (5) years resulting in judicial findings or otherwise.

## **Concluding Statement**

Haynsworth Sinkler Boyd is well-positioned to offer the services requested for two main reasons: (1) the firm has a long history of local government representation, and (2) the firm has a deep bench of experienced attorneys in diverse practice areas ready and able to assist the Town in this engagement. Mac’s experience with local governments, and particularly coastal communities, well qualifies him to serve as Town Attorney. As City Attorney and formerly Assistant City Attorney for the City of Isle of Palms, Mac has handled a multitude of issues facing coastal communities including short-term rentals, erosion and noise ordinances. The Town will benefit from Mac’s municipal law experience as well as his ability to easily bring in experienced firm attorneys to handle issues in employment, environmental, real estate, procurement, land planning, redevelopment and other areas of law the Town may encounter.



**SECTION 3**

## **Proposed Team**

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Mac McQuillin will serve as your main point of contact and ensure that all responses to the Mayor and Council are provided in a timely and cost-effective manner. He, and other members of our proposed team, are able to attend town council, board, commission and standing committee meetings, as requested.

Full bios for each team member can be found in Section 7 of this response.



### **Mac McQuillin**

**Areas of Practice:** General Municipal Law and Governmental Litigation

Mac advises government entities in complex matters and has extensive experience with both jury and non-jury trials. Mac currently serves as City Attorney for both the City of Isle of Palms and the City of Hanahan and regularly handles local government law matters.

As a lawyer and member of the Berkeley County School District Board, he has firsthand involvement with a variety of legal issues faced by public entities, including bond referendum litigation, constitutional issues, FOIA, proper executive session procedure and other general litigation matters, including contract, construction, statutory and procurement matters.

Mac recently assisted a county in advising them on a referendum to change the county's form of government from a supervisor form to an administrator form. He handles a variety of tort liability and other insured claims and has litigated matters throughout South Carolina state and federal courts. Mac is a Certified Circuit Court Mediator and has extensive experience in resolving disputed matters to avoid the expense and uncertainty of litigation.



### **John Boyd**

**Areas of Practice:** Environmental, General Municipal Law

Serving as outside general counsel for the Town of Saluda, John and our firm's team routinely advise the Town on matters such as general governance, election issues, code and ordinance matters, real estate and employment.

His environmental practice includes permitting, enforcement, due diligence and risk assessment, real estate transactions, environmental audits, voluntary cleanup contracts, brownfield redevelopment and traditional issues surrounding toxic substances, hazardous and solid waste management, air emissions and water quality. His practice also includes work in commercial contracts, business transactions and zoning.

## **Proposed Team**

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**Katie Busbee**

Area of Practice: Employment

Katie Busbee is an associate in Haynsworth Sinkler Boyd's Greenville office and focuses her practice on employment law and workforce matters. She drafts and reviews employment policies and handbooks, provides employment training for staff and management, drafts employment agreements, and provides day-to-day guidance to clients on common employment issues.



**Jeremy Cook**

Area of Practice: Public Finance

Jeremy is co-leader of our Public Finance practice group. He regularly serves as bond counsel, disclosure counsel and underwriter's counsel in connection with bond issues for cities, counties, state entities and school districts across South Carolina. During his two decades with our firm, Jeremy has handled nearly every type of governmental bond issue including general obligation bonds, tax increment bonds, improvement district bonds, utility bonds, limited obligation bonds, water and sewer bonds, parking bonds, stormwater bonds, installment purchase revenue bonds and special source revenue bonds.



**Chris Gantt-Sorenson**

Area of Practice: Employment

Chris Gantt-Sorenson leads our Employment Law Practice Group and provides advice and counsel to HR professionals and employers on issues that arise daily, particularly in the areas of FMLA, ADA, ACA, FLSA and general employment law matters.

She assists clients in drafting and implementing policies, procedures and handbooks. In addition, Chris drafts employment agreements, including confidentiality agreements, non-compete agreements, independent contractor agreements, severance agreements and compensation arrangements, provides management and employee education and training, and conducts HR audits and investigations.

She defends employers in employment-related claims and litigation, particularly Title VII litigation, in venues from the Equal Employment Opportunity Commission to the Fourth Circuit Court of Appeals.

## **Proposed Team**

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**Bryan Kitz**

Area of Practice: Real Estate

Bryan is a commercial real estate attorney who counsels clients on a broad range of transactional matters. He has recently assisted the City of Isle of Palms with lease negotiations.

He represents developers and other businesses in the acquisition, disposition and financing of real estate, including multifamily, office, industrial and hospitality properties. In addition, Bryan provides legal guidance regarding the establishment and governance of condominium developments and the acquisition and regulation of manufactured housing portfolios in South Carolina.



**Nick Nicholson**

Areas of Practice: FOIA, Procurement and Contracts and General Municipal Law

Nick is our firm's Managing Director, and he advises public authorities throughout South Carolina on FOIA matters, procurement related issues, including providing counsel and training concerning procurement policies and ordinances, preparing bids, requests for proposals, request for qualifications and other solicitation documents, drafting, reviewing and negotiating contract

documents and advising on contract awards.

He has represented public bodies in more than 75 lawsuits and administrative contests that have variously involved constitutional claims, FOIA, bid protests and other challenges to the award of contracts, construction claims, condemnation claims, tort claims and property tax protests. He advises public and private owners on contractual issues and represents them in construction related actions in state court, mediation and arbitration.



**Ron Scott**

Areas of Practice: Land Use Regulation, General Municipal Law

Ron Scott's practice focuses on public finance, economic development, local government, nonprofit and healthcare matters. Ron advises municipalities and counties on a variety of matters related to public finance, real estate, planning, zoning, contracts, ordinances, regulations and Freedom of Information Act (FOIA). In addition, he provides advice and counsel on state and federal grant programs, including the Community Development Block Grant (CDBG), the Home Investment Partnerships Program (HOME) and U.S. Department of Agriculture grant programs. Ron has also assisted municipalities with conducting election protest proceedings.

## **Proposed Team**

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Prior to joining Haynsworth Sinkler Boyd, Ron enjoyed a successful career in public administration and local government and uses this experience to help clients achieve their goals. He served as the Director of the Department of Community Development for Lexington County (South Carolina). In this role, he coordinated with other county departments, community partners and federal and state agencies to facilitate continued community development and economic growth within the County.

**SECTION 4**

## References

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Courtney Soler  
City Administrator  
City of Hanahan  
843.576.5255

[csoler@cityofhanahan.com](mailto:csoler@cityofhanahan.com)

Dates of Service: 20+ years

Services provided: general advice and counsel, including real estate, economic development, annexation, employment, litigation and bond work

Desirée Fragoso  
City Administrator  
City of Isle of Palms, SC  
843-886-6428

Dates of Service: 2021 – present

Services provided: general advice and counsel, including real estate, economic development, annexation, employment and litigation

William Hall  
City Administrator  
Lake City  
843.374.5421

[whall@cityoflakecity.org](mailto:whall@cityoflakecity.org)

Dates of Service: 2013 - present

Services provided: general advice and counsel, employment, litigation, governmental affairs, FOIA responses, ordinance drafting and bond work



**SECTION 5**

**Proposed Fees**

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Haynsworth Sinkler Boyd proposes the following hourly rates for the Town of Kiawah Island. Our services will be based on current firm billing rates with a 15% discount, provided, however, that no hourly fee charge will exceed \$325 per hour. Standard rates range from \$150 per hour (for paralegals) to \$250 per hour (for associates) to \$500 per hour (for shareholders and special counsel). Bond transactions are charged on a fixed fee basis depending on the size of the transaction.

Rates within each range differ among individuals based on practice experience. We would be happy to discuss alternative fee arrangements, such as flat fee/retainer agreements or volume discounts, to assist the Town in budgeting costs for many routine services.

**Schedule of Primary Charges:**

Travel mileage	At IRS allowable rate -- \$0.57 per mile effective 01/01/2024
Other travel (airfare, hotels, lodging, meals, ground transportation)	At cost
Postage	At cost
Express courier charges (such as FedEx)	At cost
Long distance telephone (including for facsimile transmission)	At cost
Facsimile transmissions	No charge other than long distance where applicable
Out-of-office messenger costs	\$5 plus mileage charges indicated above
Electronic legal research	For Lexis or Westlaw electronic legal research, HSB has negotiated a flat annual payment which includes most, but not all, of the Lexis and Westlaw databases. In accordance with Firm policy, you will be billed at a flat rate of \$15.00 per search on included databases. This charge is calculated to approximate, but not to exceed, HSB's cost associated with the provision of the services. The flat rate may be adjusted annually depending upon usage, but will in no event be set in the aggregate to recoup more than HSB's annual payment to Lexis or Westlaw. For non-included Lexis or Westlaw databases, you will be billed at the cost to HSB.

*This RFP response is for informational purposes only. Any result the law firm and/or its attorneys may have achieved on behalf of clients in other matters does not necessarily indicate similar results can be obtained for other clients.*

**SECTION 6**

## **Insurance**

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The firm maintains professional liability coverage with a per-claim amount of \$10 million and an annual aggregate amount of \$10 million. We also maintain excess professional liability coverage with a per-claim amount of \$5 million and an annual aggregate amount of \$5 million. Enclosed are copies of the declaration pages of these coverages.



**LAWYERS PROFESSIONAL LIABILITY COVERAGE  
DECLARATIONS**

POLICY NO. 106251544

**Travelers Casualty and Surety Company of America**  
**Hartford, Connecticut**  
(A Stock Insurance Company, herein called the Company)

**IMPORTANT NOTE: This is a claims-made policy. To be covered, a claim must be first made against an insured during the policy period or any applicable extended reporting period. The limit of liability available to pay settlements or judgments will be reduced, and may be exhausted, by defense expenses. Please read the policy carefully.**

<b>ITEM 1</b>	<b>NAMED INSURED:</b> HAYNSWORTH SINKLER BOYD, P.A.  DBA:  Principal Address: PO BOX 2048 GREENVILLE, SC 29602-2048
<b>ITEM 2</b>	<b>POLICY PERIOD:</b> Inception Date: March 14, 2023      Expiration Date: March 14, 2024 12:01 A.M. local time both dates at the Principal Address stated in ITEM 1.



<b>ITEM 6</b>	<p><b>ADDITIONAL BENEFITS LIMITS:</b></p> <p>Crisis Event Expenses Limits:                      \$10,000 for each <b>Crisis Event</b>    \$30,000 for all <b>Crisis Events</b></p> <p>Disciplinary or Regulatory Proceeding Expenses Limits:                      \$25,000                      for each <b>Disciplinary or</b>    <b>Regulatory Proceeding</b>    \$50,000                      for all <b>Disciplinary or</b>    <b>Regulatory Proceedings</b></p>										
<b>ITEM 7</b>	<p><b>PREMIUM FOR THE POLICY PERIOD:</b></p> <p>Policy Premium</p>										
<b>ITEM 8</b>	<p><b>OPTIONAL EXTENDED REPORTING PERIODS:</b></p> <table> <tr> <td>Additional Premium Percentage:</td><td>Additional Months:</td></tr> <tr> <td>125%</td><td>12</td></tr> <tr> <td>185%</td><td>24</td></tr> <tr> <td>200%</td><td>36</td></tr> <tr> <td>250%</td><td>60</td></tr> </table>	Additional Premium Percentage:	Additional Months:	125%	12	185%	24	200%	36	250%	60
Additional Premium Percentage:	Additional Months:										
125%	12										
185%	24										
200%	36										
250%	60										
<b>ITEM 9</b>	<p><b>FORMS AND ENDORSEMENTS ATTACHED AT ISSUANCE:</b> LPL-1001-1108; PTC-2024-1108; PTC-1001-1108; PTC-2008-1108; PTC-19006-0315; PTC-2067-0411; PTC-3040-1214</p>										

**The Declarations, the Professional Liability Terms and Conditions, the Professional Liability Coverage, and any endorsements attached thereto, constitute the entire agreement between the Company and the Insured.**



IN WITNESS WHEREOF, the Company has caused this policy to be signed by its authorized officers.



President



Corporate Secretary



Insurer Home Office Address:  
175 E. Houston Street, Suite 1300  
San Antonio, TX 78205

Insurer Administrative Office:  
8720 Stony Point Parkway, Suite 400  
Richmond, VA 23235

**XS PROtect<sup>SM</sup>**  
**FOLLOW FORM EXCESS INSURANCE POLICY**

**THIS POLICY APPLIES ONLY TO CLAIMS FIRST MADE (UNLESS OTHERWISE PROVIDED) AGAINST THE INSURED DURING THE POLICY PERIOD. DEFENSE COSTS AND CLAIM EXPENSES MAY REDUCE THE LIMIT OF LIABILITY AVAILABLE TO RESPOND TO LOSS. THE INSURER MAY NOT ASSUME A DUTY TO DEFEND.**

**PLEASE READ THIS POLICY CAREFULLY AND DISCUSS THE COVERAGE PROVIDED WITH YOUR INSURANCE AGENT OR BROKER.**

**DECLARATIONS**

**INSURER**

Argonaut Insurance Company

**PRODUCER**

USI Insurance Services  
176 Croghan Spur Rd, Ste 300  
Charleston, SC 29407

Policy No.: XPL409468-8

Renewal of Policy No.: XPL409468-7

Terms appearing in **bold** are defined in the Policy.

Item 1. **Named Insured:** Haynsworth Sinkler Boyd, PA

**Principal Address:** One N Main St, Ste 200  
Greenville, SC 29601

Item 2. **Policy Period:**

**From:** March 14, 2023 12:01 a.m. (Local time at the Named Insured's address)  
**To:** March 14, 2024 12:01 a.m. (Local time at the Named Insured's address)

Item 3. **Aggregate Limit of Liability:** \$5,000,000/\$5,000,000 excess of \$10,000,000/\$10,000,000



Item 4. **Underlying Insurance:** See Schedule of Followed Policy and Underlying Excess Policies Endorsement

a. **Followed Policy:**

b. Underlying Excess Policies:

Item 5. Annual Premium:

Item 6. Extended Reporting Period:

Additional Premium for the Extended Reporting Period: Per Followed Policy

Length of the Extended Reported Period: Per Followed Policy, not to exceed 72 months

Item 7. Notices to **Insurer:**

Claims:

Attn: Argo Pro Claims  
PO BOX 469012  
San Antonio, TX  
78246 Phone: (833)  
240-4128

All Other Notices:

Attn: Argo Pro Underwriting  
PO BOX 469012  
San Antonio, TX 78246  
Phone: (210) 321-8400

New Claims: ArgoProNewClaims@argogroupus.com

Existing Claims: ArgoProClaimsMail@argogroupus.com

Item 8. Endorsements Applicable to Coverage at Inception of Policy:

1. XSPRO1000-0821 - Follow Form Excess Insurance Policy Declarations
2. XSPRO1001-0821 - Follow Form Excess Insurance Policy
3. SIGAIC-0416 - Signature Page
4. XSPRO-4000-0920 - Schedule of Followed Policy and Underlying Excess Policies Endorsement
5. SCNOTICE-0516 - Important Information for South Carolina Policyholders
6. ILP0249SC-0920 - South Carolina Changes - Cancellation And Nonrenewal
7. IL P 001 01 04 - U.S. Treasury Department's Office Of Foreign Assets Control ("OFAC") Advisory Notice To Policyholders
8. Notice Of Insurance Information Practices- PrivacyNotice-0820

This Policy shall not be valid unless also signed by another duly authorized representative of the **Insurer**.

Countersigned:

By:

Date: April 20, 2023

Authorized Representative:



## **XS PROtect<sup>SM</sup>**

# **FOLLOW FORM EXCESS INSURANCE POLICY**

In consideration of payment of the premium and in reliance upon the statements and representations made in the application(s), or any other materials submitted in connection with this Policy or the **Underlying Insurance**, all of which are made part of this Policy, and subject to the Declarations and the other terms of this Policy, the Insurance Company shown in the Declarations (the "**Insurer**") and the **Insured(s)** agree as follows:

### **I. INSURING AGREEMENT**

This insurance shall apply as excess of all applicable **Underlying Insurance**. Except as otherwise provided herein, the insurance afforded hereunder shall apply in conformance with the provisions of the **Followed Policy**. The insurance afforded under this Policy shall not apply unless and until all **Underlying Insurance** has been exhausted by payment of **Loss**. The collectability of any **Underlying Insurance** (in whole or in part), whether because of financial impairment or insolvency of an underlying insurer or for any other reason, is expressly retained by the **Insured(s)** and is not insured or assumed by the **Insurer**.

### **II. DEFINITIONS**

- A. Aggregate Limit of Liability, Followed Policy, Policy Period and Underlying Insurance** are defined as stated in the Declarations.
- B. Insured and Loss** shall have the same meaning as set forth in the **Followed Policy**.
- C. Underlying Limits** mean the combined aggregate limits of liability of those policies set forth in Items 4.a. and 4.b. of the Declarations.

For the purposes of these Definitions, the singular includes the plural and the plural includes the singular, unless otherwise indicated.

### **III. DEPLETION OF UNDERLYING LIMITS**

- A.** If the **Underlying Limits** are partially exhausted solely as the result of payment of **Loss** by the **Underlying Insurance** or any other source, this Policy shall continue to apply as excess insurance over the remaining **Underlying Limits**.
- B.** If the **Underlying Limits** are completely exhausted solely as the result of payment of **Loss** by the **Underlying Insurance** or any other source, this Policy shall apply as primary insurance and be subject to the application of any retention or deductible applicable under the **Followed Policy**.
- C.** If any **Underlying Insurance** provides for any coverage subject to a sublimit of liability, this Policy shall not provide such coverage, unless added by endorsement to this Policy. Provided that, this Policy shall recognize any reduction of the **Underlying Limits** by any payment subject to such sublimit.

**IV. LIMIT OF LIABILITY**

The Limit of Liability specified in Item 3. of the Declarations shall be the **Insurer's** maximum **Aggregate Limit of Liability** and shall be the **Insurer's** maximum amount payable under this Policy.

**V. NOTICES**

The **Insured(s)** shall give notice to the **Insurer** of any claim or circumstance contemporaneous with and in conformance with the notice provisions of the **Followed Policy**, except that such notice shall be delivered to the address specified in Item 7. of the Declarations.

**VI. RIGHTS**

The **Insurer** shall have the same rights, privileges, and protections afforded in any of the **Underlying Insurance**. The **Insurer** shall also have the right to participate in the investigation, settlement and defense of any claim noticed under this Policy, even if the **Underlying Limits** have not been exhausted. The **Insured(s)** shall give the **Insurer** all information and cooperation as the **Insurer** may reasonably request.

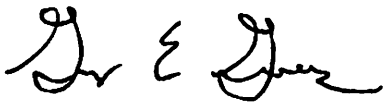
**VII. ALTERATION**

No alteration change or modification to this Policy shall be effective unless made by endorsement signed by an authorized representative of the **Insurer**.

## SIGNATURE PAGE

IN WITNESS WHEREOF, the company issuing this policy has caused this policy to be signed by its President and its Secretary and countersigned (if required) on the Declarations page by a duly authorized representative of the company. This endorsement is executed by the company stated in the Declarations.

Argonaut Insurance Company

A handwritten signature in black ink, appearing to read "Dr. E. Jones", written in a cursive style.

**President**

A handwritten signature in black ink, appearing to read "Austin H. Jones", written in a cursive style.

**Secretary**

THIS ENDORSEMENT CHANGES THE POLICY. PLEASE READ IT CAREFULLY.

## SCHEDULE OF FOLLOWED POLICY AND UNDERLYING EXCESS POLICIES ENDORSEMENT

This endorsement modifies the coverage provided under the following insurance policy:

FOLLOW FORM EXCESS INSURANCE POLICY

In consideration of the payment of the premium for this Policy, it is hereby understood and agreed that the **Followed Policy** and the Underlying Excess Policies set forth in Items 4.a. and 4.b. of the Declarations are as follows:

a. **Followed Policy:**


<u>Insurer</u>	<u>Policy Number</u>	<u>Limits</u>	<u>Policy Period</u>
Travelers Casualty and Surety Company of America	106251544	\$10,000,000/ \$10,000,000	03/14/2023 - 03/14/2024

b. **Underlying Excess Policies:**

<u>Insurer</u>	<u>Policy Number</u>	<u>Limits</u>	<u>Policy Period</u>
N/A	N/A	N/A	N/A

All other terms, conditions and exclusions remain unchanged.

This endorsement changes the Policy to which it is attached and is effective on the date issued unless otherwise stated.

Endorsement Effective March 14, 2023 Policy No. XPL409468-8 Endorsement No. 1  
Insured Haynsworth Sinkler Boyd, PA Premium N/A  
Insurance Company Argonaut Insurance Company Authorized Signature 

# **IMPORTANT INFORMATION FOR SOUTH CAROLINA POLICYHOLDERS**

As our policyholder, your satisfaction is very important to us. If you have any questions about your policy, if you need assistance with a problem, or if you have a claim, you should first contact your insurance agent or us.

To contact us, write or call:

General Counsel  
Argo Group US, Inc.  
P. O. Box 469011  
San Antonio, Texas 78246  
Toll Free: 1-877-474-8808



**SECTION 7**



## STAFFORD J. MCQUILLIN III

### SHAREHOLDER

#### CONTACT

[mmcquillin@hsblawfirm.com](mailto:mmcquillin@hsblawfirm.com)

**P** 843.724.1120

**F** 843.772.2266

134 Meeting Street  
3rd Floor  
Charleston, SC 29401

#### INDUSTRIES

Business & Consumer Products  
Financial Services  
Government, Utilities & Nonprofit  
Professional Services  
State & Local Governments

#### SERVICES

Business Litigation  
Governmental Organizations  
Mediation  
Shareholder Litigation  
Trust & Estate Litigation

#### EDUCATION

University of South Carolina, J.D.,  
cum laude, 2009  
University of South Carolina, B.A.,  
magna cum laude, 2005

#### ADMISSIONS

South Carolina, 2009  
U.S. District Court, South Carolina,  
2010  
U.S. Court of Appeals, Fourth  
Circuit, 2011

[www.hsblawfirm.com](http://www.hsblawfirm.com)

A versatile trial attorney with deep ties to his native Charleston, South Carolina, Mac McQuillin blends an established business litigation practice with a growing mediation practice as a certified Circuit Court Mediator. He advises individuals, local businesses and government entities in complex matters, and has extensive experience with both jury and non-jury trials.

Mac's law practice is well-rounded in that he serves as trial counsel on both sides of the aisle - he prosecutes cases on behalf of clients and also defends clients when they are sued. Mac regularly litigates LLC and partnership disputes, property tax appeals, probate, estate and trust cases, and provides general counsel and litigation services to local governments. He also is frequently involved in personal injury, construction and contract cases.

In 2014, Mac was elected to serve on the Berkeley County School District Board (the fourth largest school district in South Carolina). He was re-elected in 2018 and 2022. Mac currently serves as the Chairman of the Board.

Prior to Haynsworth Sinkler Boyd, Mac served as a law clerk to the Governor of South Carolina, where he researched existing and proposed legislation and its impact on the state. He also advised the Governor's Chief Legal Counsel on various legal matters involving the Executive Office.

#### HONORS AND AWARDS

- *The Best Lawyers in America*® Commercial Litigation (2020-2024)
- *South Carolina Super Lawyers*® "Rising Stars" Business Litigation (2014-2022)
- *South Carolina Lawyers Weekly* Leadership in Law Award (2017)
- Martindale-Hubbell AV Preeminent® Rating, High Ethical Standing
- *Charleston Regional Business Journal* 2021 "Forty Under 40"
- *Charleston Business Magazine* "Legal Elite of the Lowcountry Top Vote Getter" Education (2023)

**STAFFORD J. MCQUILLIN III** SHAREHOLDER

- *Charleston Business Magazine* "Legal Elite of the Lowcountry" Education (2022-2023) and Government Affairs (2017)
- Order of the Coif
- Order of the Wig and Robe
- Order of Barristers
- "Irreconcilable Differences - LLC Disputes - Business Divorce Cases," HSB 2014 Corporate Law for Accountants Seminars

**PROFESSIONAL AND CIVIC ACTIVITIES**

- Berkely County School Board, Board Member (2014-Present)
- Lord Berkeley Conservation Trust, Board Member (2014-Present)
- Beresford Hall, Board of Governors (2018-Present)
- Junior Achievement of Greater South Carolina - Coastal Area, Board Member (2016-2018)
- Berkeley County Bar Association
- Charleston County Bar Association

**PRESENTATIONS AND PUBLICATIONS**

- "State Court Docket Watch: *Adams v. McMaster*," The Federalist Society's State Court Docket Watch: 2020 Edition, December 16, 2020
- "Case Law Update," South Carolina Bar CLE Webinar: South Carolina Limited Liability Companies, September 18, 2020
- "Public Records Issues," National Business Institute, Ensuring Local Governments Comply with the Law Seminar, Columbia, SC, January 30, 2020
- "Managing Your Liability When Clients Breach Their Fiduciary Duties," HSB 2019 Corporate Law for Accountants Seminar Series
- "Local Government Litigation Update - Impact Fee Litigation, Opioid Litigation (State and Federal) and FOIA," South Carolina Association of County Attorneys Annual Meeting, Hilton Head Island, SC, August 5, 2018
- "Legal Issues Affecting Local Government and Municipalities," National Business Institute CLE Live Seminar, February 2017
- "How to Get Your Social Media, Email and Text Evidence Admitted (and Keep Theirs Out)," National Business Institute CLE Live Seminar, February 2017
- "Recent Developments Under the South Carolina Freedom of Information Act (FOIA)," Greene, Finney & Horton CPE Seminar, May 2016



## JOHN P. BOYD SHAREHOLDER

### CONTACT

jboyd@hsblawfirm.com

**P** 803.540.7731

**F** 803.765.1243

1201 Main Street  
22nd Floor  
Columbia, SC 29201

### INDUSTRIES

Corporate & Business  
Energy & Regulated Utilities  
Government, Utilities & Nonprofit  
Manufacturing  
Municipal Utilities  
Nonprofit Institutions

### SERVICES

Administrative & Regulatory Law  
Environmental Law  
Environmental Regulation  
Governmental Organizations  
Utilities Regulation

### EDUCATION

University of South Carolina, J.D.,  
2004  
University of Michigan, M.S., 1999  
Sewanee: The University of the  
South, B.S., 1995

### ADMISSIONS

South Carolina, 2004

[www.hsblawfirm.com](http://www.hsblawfirm.com)

John Boyd chairs Haynsworth Sinkler Boyd's Environmental practice group and focuses in the areas of environmental, regulatory, administrative and general corporate law.

John's environmental practice includes permitting, enforcement, due diligence and risk assessment, real estate transactions, environmental audits, voluntary cleanup contracts, brownfield redevelopment and traditional issues surrounding toxic substances, hazardous and solid waste management, air emissions and water quality.

His practice also includes work in general corporate law, commercial contracts, business transactions and zoning.

John has worked in the renewable energy sector, advising clients on state and federal incentives, permitting issues, regulatory matters and electric service agreements.

Prior to joining Haynsworth Sinkler Boyd, John worked as an environmental consultant for ICF Consulting in D.C. where he provided regulatory research and support for government agencies, including the U.S. Environmental Protection Agency, Department of Energy, Federal Aviation Administration, Housing and Urban Development and the U.S. Department of Justice.

### HONORS AND AWARDS

- *The Best Lawyers in America*® Environmental Law (2024)
- *Columbia Business Monthly* "Legal Elite of the Midlands" Environmental Law (2019-2021) and Energy and Utilities Law (2019, 2021-2023)
- *South Carolina Super Lawyers*® "Rising Stars" Environmental (2014)
- *Southeastern Environmental Law Journal*, Associate Editor
- John Belton O'Neall Inn of Court

**JOHN P. BOYD** SHAREHOLDER

**PROFESSIONAL AND CIVIC ACTIVITIES**

- University of South Carolina, Adjunct Professor, Federal Environmental Law and Policy
- Nickelodeon Theatre, former President and Board Member
- Columbia Chamber of Commerce, former Board Member
- South Carolina Chamber of Commerce, Environmental Technical Committee
- South Carolina Clean Energy Business Alliance, Founding Board Member
- City of Columbia Climate Change Commission
- South Carolina Bar, General Council for the Environment and Natural Resources Section Council
- South Carolina Biomass Council, Former Chair
- Leadership Columbia, Class of 2013
- American Bar Association

**PRESENTATIONS AND PUBLICATIONS**

- "Potential Environmental Liability: Who Owns First?" Greene Finney Cauley Annual CPE Conference, Greenville, SC, April 25, 2023
- "Site Design & Environmental Planning," ULI South Carolina – Midlands Development 360 Series, August 6, 2020
- "Property Assessed Clean Energy: Pushing Clean Energy Forward in South Carolina," SC Chamber of Commerce Environmental Energy Forum, June 20, 2017



## KATHERINE BUSBEE ASSOCIATE

### CONTACT

kbusbee@hsblawfirm.com

P 864.240.3296

F 864.240.3300

ONE North Main Street  
2nd Floor  
Greenville, SC 29601

### INDUSTRIES

Corporate & Business  
Manufacturing

### SERVICES

Economic Development  
Employment

### EDUCATION

University of South Carolina, J.D.,  
cum laude, 2021  
Erskine College, B.A. and B.S.,  
magna cum laude, 2014

### ADMISSIONS

South Carolina, 2021

[www.hsblawfirm.com](http://www.hsblawfirm.com)

Katie Busbee is an associate in Haynsworth Sinkler Boyd's Greenville office and focuses her practice on economic development and employment law matters.

In law school, Katie served as the Research Editor for the *Real Property, Trust & Estate Law Journal*.

Prior to law school, Katie was the Director of Legislative Affairs for the Greenville Chamber of Commerce.

### HONORS AND AWARDS

- Order of the Wig and Robe
- CALI Award Recipient: Securities Regulations, Business Torts, Complex Civil Litigation, Civil Litigation Capstone

### PROFESSIONAL AND CIVIC ACTIVITIES

- South Carolina Bar Young Lawyers Division
- Zion Assembly Church of God, Youth Group Leader and Clerk

### PRESENTATIONS AND PUBLICATIONS

- "Essentials for Maintaining Employee Handbooks, Including the Latest Employment Law Updates," HSB Blog, November 29, 2023
- "HSB Employment Law Webinar: Employment Law Updates and Essentials in Maintaining Your Employee Handbooks," October 26, 2023
- "2022 EEO-1 Deadline Delayed," HSB Blog, July 5, 2023
- "Federal Contractor Minimum Wage Requirements: Are all employees entitled to a raise?," HSB Blog, April 20, 2023
- "2023 Employment Law Update," Anderson Area SHRM Meeting, January 12, 2023
- Co-author of "FDI Oversight: Dawn of a New Era?," National Security Law Journal, Volume 10, Issue 1, January 6, 2023
- "HSB Employment Law Webinar: What Employers Need to Know About ADA Compliance and Technology," October 27, 2022

**KATHERINE BUSBEE** ASSOCIATE

- [“Bonuses & Calculating an Employee’s Regular Rate of Pay for Overtime,” HSB Blog, July 20, 2022](#)
- [“CFIUS Compliance Takes Form,” GGI Real Estate News, No. 15, Autumn 2022 and HSB Blog, June 20, 2022](#)
- [“Do I have to pay my summer intern?,” HSB Blog, April 19, 2022](#)
- [“U.S. Supreme Court Blocks OSHA ETS for Large Employers but Allows Vaccination Requirements for Healthcare Workers to Proceed,” HSB Blog, January 13, 2022](#)
- [“2022 State & Federal Legislative Preview,” Anderson Area SHRM Employment Law Update, January 6, 2022](#)
- [“A Look Ahead: 2022 Legislative Preview,” HSB Pee Dee SHRM Employment Law Update, Florence, SC, December 9, 2021](#)
- [“Mandatory Vaccines for Healthcare Workers Put on Pause,” HSB Blog, December 1, 2021](#)



## JEREMY L. COOK SHAREHOLDER

### CONTACT

[jcook@hsblawfirm.com](mailto:jcook@hsblawfirm.com)

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**F** 843.772.2266

134 Meeting Street  
3rd Floor  
Charleston, SC 29401

### INDUSTRIES

Financial Services  
Government, Utilities & Nonprofit  
Healthcare

### SERVICES

Economic Development  
Governmental Organizations  
Nonprofit Finance  
Nonprofit Organizations  
Nonprofit Practice  
Public Finance

### EDUCATION

Duke University, J.D., cum laude,  
1998  
Clemson University, B.A., magna  
cum laude, 1995

### ADMISSIONS

South Carolina, 1998

[www.hsblawfirm.com](http://www.hsblawfirm.com)

Jeremy Cook serves as co-leader of our Public Finance practice group at Haynsworth Sinkler Boyd and is the administrative shareholder for our Charleston office.

Jeremy regularly serves as bond counsel, disclosure counsel and underwriter's counsel in connection with bond issues for cities, counties, state entities and school districts across South Carolina. During his 25 years with our firm, Jeremy has handled nearly every type of governmental bond issue including general obligation bonds, tax increment bonds, improvement district bonds, utility bonds, limited obligation bonds, water and sewer bonds, parking bonds, stormwater bonds, installment purchase revenue bonds, special source revenue bonds, forward delivery bonds and convertible bonds.

Jeremy also serves as bond and underwriter's counsel on bond issues for hospitals in the Low Country, Midlands and Upstate of South Carolina. In addition, he also regularly serves as bond counsel in connection with bonds issued by the South Carolina Jobs-Economic Development Authority for other nonprofit organizations including independent schools, foundations and continuing care retirement communities.

As disclosure counsel, Jeremy represents state, local governmental and nonprofit entities with primary and continuing disclosure matters, and in the last three years, he has served as disclosure counsel in connection with the issuance of approximately \$400 million of revenue bonds.

Jeremy also handles Fee-In-Lieu of Taxes and other economic incentive matters for corporate and county clients throughout South Carolina. In the last two years, Jeremy has been involved with more than 50 incentive transactions with companies ranging from automobile manufacturers and suppliers to corporate headquarters and distribution centers.

Jeremy is a frequent author, speaker and CLE coordinator on public finance, government and economic development matters in South Carolina.



**JEREMY L. COOK** SHAREHOLDER**EXPERIENCE**

- In 2022, helped negotiate and implement Fee-In-Lieu of Taxes, Special Source Revenue Bonds and other economic incentives on behalf of both corporate and county clients in connection with \$7 billion of economic development projects
- In 2022, served as bond counsel on more than \$600 million of bonds for local governments
- Served as disclosure counsel in connection with a South Carolina city's public offering of tax-exempt hospitality tax revenue bonds - the first issuance of such publicly-sold bonds
- In the early months of the pandemic, served as South Carolina's bond counsel on a three-state \$1.16 billion hospital financing, which was recognized as the 2020 Health Care Deal of the Year by The Bond Buyer
- Represented a national underwriter in a public offering of tax-exempt securities for one of the largest improvement-district financings in South Carolina
- Served as bond counsel in connection with the issuance of revenue bonds by a state entity in the principal amount of more than \$1 billion in the last five years
- Charleston Scientific and Cultural Education Fund, Secretary/Treasurer
- South Carolina Bar, Government Law Section, former Chair
- Mason Preparatory School, former Chairman of the Board of Trustees
- Leadership South Carolina, Class of 2006, Board of Trustees (2006-2014)
- Leadership Charleston, Class of 2001
- Former Member of the Finance Committee for the Ronald McDonald House

**HONORS AND AWARDS**

- *Best Lawyers®* 2024 Public Finance Law "Lawyer of the Year" Charleston
- *The Best Lawyers in America®* Public Finance Law (2020-2024) and Economic Development Law (2020-2024)
- *South Carolina Lawyers Weekly* Leadership in Law Award 2019
- *Charleston Regional Business Journal* "Forty Under 40" 2004

**PROFESSIONAL AND CIVIC ACTIVITIES**

- National Association of Bond Lawyers
- Charleston Regional Development Alliance, Board Member
- Grace Church Cathedral, Chancellor and former Warden and Vestry Member
- Rotary Club of Charleston, Chairman of the Rotary Scholars Committee



## CHRISTINE GANTT-SORENSEN

### SHAREHOLDER

#### CONTACT

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#### INDUSTRIES

Automotive Sales & Service  
Corporate & Business  
Government, Utilities & Nonprofit  
Insurance  
Manufacturing

#### SERVICES

Employee Benefits Under ERISA  
Employment  
Employment Litigation  
Nonprofit Organizations  
Nonprofit Practice

#### EDUCATION

University of South Carolina, J.D.,  
1991  
College of Charleston, B.A., 1987

#### ADMISSIONS

South Carolina, 1991  
U.S. Supreme Court, 1993  
U.S. Court of Appeals, Fourth  
Circuit, 1993  
U.S. District Court, South Carolina,  
1991

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Chris Gantt-Sorenson serves as Haynsworth Sinkler Boyd's employment law practice team leader and works exclusively with all types of employers, providing advice and counsel and representation when an employee or employees file a claim or a lawsuit.

Chris' goal is to help her clients comply with employment law in a way that does not run counter to their primary goal of doing business. In her 31 years of experience, she has learned that the employers who seek guidance often and before acting incur the lowest legal fees. She is committed to preventing, rather than reacting to, compliance issues and provides employment law training for managers and employees. Chris believes it is important to provide prompt and timely responses to her client's questions because she understands that employers often do not have much time to seek guidance before responding to an employment situation. She sees her relationship with clients as a business partnership and acts accordingly.

She advises employers and human resource professionals on issues that arise daily, particularly in the areas of FMLA, ADA, ACA, FLSA and Title VII. She defends clients in employment related claims and litigation before administrative agencies such as the DOL and the EEOC as well as in state and federal courts.

Chris has extensive federal trial experience having represented employers in federal employment litigation.

She oversees our firm's employment blog, [www.scemployersblog.com](http://www.scemployersblog.com), and is a frequent speaker on employment law issues.

Prior to Haynsworth Sinkler Boyd, Chris worked with a regional law firm on complex litigation matters from 1991 to 1993 and then enjoyed a 100% conviction rate in prosecuting drug king-pin cases for the State Grand Jury Division of the Attorney General's Office from 1993 to 1997.

## CHRISTINE GANTT-SORENSEN SHAREHOLDER

### HONORS AND AWARDS

- *The Best Lawyers in America*® Employment Law – Management (2024), Litigation - Labor and Employment (2019-2024) and Personal Injury Litigation - Defendants (2013-2024)
- *South Carolina Lawyers Weekly* 2023 Employment Law Power List
- *Greenville Business Magazine* “Legal Elite of the Upstate” Employee Benefits (2022-2023), Employment Law – Defendant (2022-2023) and Labor Law (2013-2015, 2018-2023)
- *South Carolina Lawyers Weekly* 2019 Leadership in Law Award
- *South Carolina Super Lawyers*® Employment and Labor (2013-2015)

### PROFESSIONAL AND CIVIC ACTIVITIES

- SC SHRM State Council, Legislative Director (2018-2021) and Director of Workforce Readiness (2021-2022)
- Furman University, Adjunct Professor (2016-Present)
- Greenville County Bar Association, former President
- Greenville Chamber, former General Counsel
- South Carolina Women Lawyers Association
- Pickens Area Society of Human Resource Managers, President
- Cliff Ridge Colony, Board Member (2010-2017)
- Trinity Lutheran, Foundation Board Member (2006-2012), Stewardship Committee (2008-2014) and Congregation Council (2023-Present)
- South Carolina Centers for Equal Justice, Board Member (2000-2005)
- Western Carolina Legal Aide Society, Board Member (1998-2000)
- Meals on Wheels of Greenville County, Board Member (2005-2008)
- Greenville Family Partnership, Board Member (1996-1998)

### PRESENTATIONS AND PUBLICATIONS

- “Wrapping up 2023 with our Top 4 Employment Law Questions of the year,” HSB Blog, December 28, 2023
- “Celebrating Responsibly: HR’s Legal Checklist for Holiday Party Success,” HSB Blog, December 7, 2023

- “Navigating Pregnancy and Postpartum Employment Laws in the Workplace: A Guide for Employers,” HSB Blog, November 8, 2023
- “Top Current Issues in Employment Law,” Anderson University’s Family Enterprise Institute Annual Conference, Greenville, SC, November 2, 2023
- “Can employers face liability when a cyber-attacker steals funds from an employee’s individual 401(k) account?” HSB Blog, October 18, 2023
- “HSB Employment Law Webinar: Fundamentals of the Pregnant Workers Fairness Act (PWFA) and Best Practices for Compliance,” September 28, 2023
- “Hurricane Season – 5 Things Employers Should Review Ahead of Any Major Storm,” HSB Blog, August 29, 2023
- “SCOTUS Issues New Undue Hardship Standard for Religious Accommodation Requests,” HSB Blog, June 30, 2023
- “Deplete the Non-Compete – Employer Takeaways from the Latest NLRB Memo,” HSB Blog, June 5, 2023
- “The Foundation of DEI Training,” Greenville SHRM Webinar, May 19, 2023
- “DOL Issues New FMLA and FLSA Posters,” HSB Blog, May 10, 2023
- “Legal Panel: Discussing Today’s Relevant Topics” (Panelist), Greenville SHRM HR and Leadership Conference, Greenville, SC, April 27, 2023
- “HSB Employment Law Webinar: What Employers Need to Know About the End of the COVID-19 Public Health Emergency,” April 25, 2023
- “Pregnant Workers Fairness Act and Interplay with Other Laws,” HSB Blog, April 11, 2023
- “What Employers Need to Know About Special Enrollment for Employees Formerly on Medicaid,” HSB Blog, April 4, 2023
- “HSB Employment Law Webinar: Employer Considerations When Handling FMLA Leave and ADA Accommodation Requests,” March 23, 2023
- “DOL Issues Important Opinion Letter on FMLA,” HSB Blog, March 6, 2023
- “NLRB Rules Nondisclosure and Nondisparage Provisions Unlawful in Severance Agreements,” HSB Blog, March 2, 2023
- “What do the PUMP Act and PWFA mean for employers?” HSB Blog, February 8, 2023

## CHRISTINE GANTT-SORENSEN SHAREHOLDER

- [“Compliance Checklist for Employers with Out-of-State Remote Employees,”](#) HSB Blog, January 19, 2023
- [“2022 in Review: The 5 Most Popular Employment Law Topics We Covered This Year,”](#) HSB Blog, December 28, 2022
- [“HSB Employment Law Webinar: What Employers Need to Know About ADA Compliance and Technology,”](#) October 27, 2022
- [“Key Legal Areas for Family Businesses”](#) (Panelist), Anderson University’s Family Enterprise Institute, October 20, 2022
- [“Diversity, Equity and Inclusion: Charting a Course for Organizational Success,”](#) ACC-SC Annual Meeting, Columbia, SC, September 16, 2022
- [“HSB Employment Law Webinar: Compliance Overview and Checklist for Employers Who Employ Out-of-State Remote Employees,”](#) August 25, 2022
- [“AI Used in Hiring May Discriminate Against Applicants with Disabilities; EEOC and DOJ Issue Guidance for Employers,”](#) HSB Blog, June 27, 2022
- [“HSB DEI Webinar Series: Creating an LGBTQ+ Inclusive Workplace and What Employers Need to Know About Transition,”](#) June 23, 2022
- [“Five Steps Employers Can Take to Create a More Diverse, Equitable and Inclusive Workplace,”](#) HSB Blog, April 26, 2022
- [“HSB DEI Webinar Series: Women in the Workplace, Discussing Leadership Roles, the Pandemic’s Impact and More,”](#) March 24, 2022
- [“HSB DEI Webinar Series: Race Equity and the Employer’s Role in Inclusion,”](#) February 24, 2022
- [“HSB Employment Law Legislative Update Webinar,”](#) January 27, 2022
- [“Federal Vaccination Mandates & Vaccination Legislation,”](#) Greenville SHRM Virtual Membership Meeting, January 11, 2022
- [“HSB DEI Webinar Series: Religious Diversity in the Workplace,”](#) December 1, 2021
- [“Update on the Status of OSHA’s Vaccine Mandate,”](#) HSB Blog, November 16, 2021
- [“What Employers Need to Know About OSHA’s Emergency Temporary Standard,”](#) HSB 2021 Employment Law Webinar, November 15, 2021
- [“Vaccination Requirements Issued for Employers: What Employers in South Carolina Should Know,”](#) HSB Blog, November 4, 2021
- [“HSB DEI Webinar Series: ADA Compliance and the Interactive Process,”](#) October 21, 2021
- [“Working with Legal to Promote Disability Employment,”](#) 2021 Hire Me SC Virtual Employer Summit, October 13, 2021
- [“HSB DEI Webinar Series: Creating an Inclusive Workplace for Employees with Disabilities,”](#) September 30, 2021
- [“Drug Free Workplaces and Drug Testing in the CBD/Marijuana Environment,”](#) SC SHRM State Conference, September 21, 2021
- [“Top 7 Questions Employers Have About President Biden’s Mandatory Vaccination Plan, Next Steps,”](#) HSB Blog, September 16, 2021
- [“Pay Equity in South Carolina - Part 1 of HSB’s DEI Series,”](#) HSB Blog, August 2, 2021
- [“3 Questions Employers Need to Consider When it Comes to Marijuana in the Workplace,”](#) HSB Blog, June 30, 2021
- [“OSHA Issues Updated COVID-Related Guidance for Employers,”](#) HSB Blog, June 11, 2021
- [“Employers Are Legally Permitted to Mandate COVID-19 Vaccinations, But Should They?,”](#) HSB Blog, April 23, 2021
- [“Where do we go from here? Applying Lessons Learned from COVID-19 to the Workplace Post-Pandemic,”](#) HSB 2021 Employment Law Webinar Series, April 22, 2021
- [“Correction Programs of the IRS and DOL For Employee Benefit Plans,”](#) HSB 2021 Employment Law Webinar Series, March 25, 2021
- [“WHAT’S HAPPENING: FFCRA, PRO Act, COBRA Subsidies, Vaccinations and more!,”](#) HSB Blog, March 15, 2021
- [“Legislative Overview,”](#) Spartanburg Chamber’s Caffeinated Conversations Webinar, March 4, 2021
- [“What Employers Can Expect from the Biden Administration and 2021 South Carolina Legislative Session,”](#) HSB 2021 Employment Law Webinar Series, January 28, 2021
- [“Should Employers implement mandatory COVID-19 vaccination policies?,”](#) HSB Blog, December 10, 2020
- [“HR Trends: Don’t Let COVID-19 Distract You From Other Important Developments,”](#) Pee Dee SHRM Webinar, December 2, 2020

## CHRISTINE GANTT-SORENSEN SHAREHOLDER

- “HR Trends: Don’t Let COVID-19 Distract You From Other Important Developments,” Anderson University Virtual HR On Purpose Conference, November 12, 2020
- “What Employers Need to Know About Politics in the Workplace,” Anderson University Virtual HR On Purpose Conference, November 10, 2020
- “[Politics and the Workplace – Employers, Do You Have a Policy?](#),” HSB Blog, November 3, 2020
- “Promoting Diversity & Inclusion in Law Firms & Corporations: Disrupting Old Models & Lowering Attrition” (Panelist), Women in Legal & Corporate Leadership Virtual Summit, September 17, 2020
- “[Employers, Is Your Workplace Diverse and Inclusive? Considerations to Help End Workplace Inequity.](#),” HSB Blog, September 15, 2020
- “COVID-19 Update for Employers,” HSB 2020 Employment Law Webinar Series, August 25, 2020
- “Managing Risk Through A Respectful Workplace,” GSHRM HR & Management Conference, August 19, 2020
- “Coffee & (Tele)Conversation: COVID, Childcare & Employer Considerations” (Panelist), Upstate SC Alliance, August 18, 2020
- “[Federal Court Strikes Down Portions of FFCRA Regulations](#),” HSB Blog, August 5, 2020
- “COVID-19 Update,” HSB 2020 Employment Law Webinar Series, July 8, 2020
- “[Supreme Court Finds Title VII Prohibits LGBTQ Discrimination](#),” HSB Blog, June 16, 2020
- “[The Map for Financial Recovery During the COVID-19 Pandemic](#),” HSB Blog, June 9, 2020
- “[Differences Should Be Valued, Not Normalized or Erased](#),” HSB Blog, June 5, 2020
- “HSB COVID-19 Update,” HSB 2020 Employment Law Webinar Series, June 3, 2020
- “COVID-19 - What’s New From CDC, DOL, EEOC and SCDEW,” HSB Blog, May 22, 2020
- “[COVID-19: Recommendations for Return to Work and Continued Business Operations](#),” HSB Blog, May 15, 2020
- “Creating a Successful Return to Work Strategy,” HSB 2020 Employment Law Webinar Series, May 13, 2020
- “[What Employers Need to Know about OSHA’s Reporting Requirements and Enforcement Guidance for COVID-19 Inspections](#),” HSB Blog, April 27, 2020
- “[What Employers Should Do to Prepare their Workplaces per OSHA’s COVID-19 Compliance](#),” HSB Blog, April 24, 2020
- “COVID-19 and FFCRA Check-in for Employers,” HSB 2020 Employment Law Webinar Series, April 22, 2020
- “[DOL Final Rule: Paid Leave Under the FFCRA](#),” HSB Blog, April 3, 2020
- “FFCRA and CARES Act,” HSB 2020 Employment Law Webinar Series
- “Being the Best Employer Possible During These Times – Part II,” Together SC Webinar, April 1, 2020
- “[IRS Launches Employee Retention Credit](#),” HSB Blog, April 1, 2020
- “How to Shift to a Remote Workforce,” SC Chamber of Commerce Webinar, March 31, 2020
- “[Families First Coronavirus Response Act \(FFCRA\): Posters, Fact Sheets, Q&A for Employers](#),” HSB Blog, March 27, 2020
- “Be The Best Employer You Can Be During This Time,” Together SC Webinar, March 25, 2020
- “COVID-19 and the Families First Coronavirus Response Act,” HSB 2020 Employment Law Webinar Series
- “[EEOC Updates 2009 Pandemic Guidance with Specific Guidance to COVID-19](#),” HSB Blog, March 20, 2020
- “[COVID-19: What Employers Need to Know about Permissible Medical Inquiries and OSHA Requirements](#),” HSB Blog, March 11, 2020
- “[What Employers Need to Know about COVID-19](#),” HSB Blog, March 5, 2020
- “South Carolina Legislative Preview,” HSB 2020 Employment Law Webinar Series
- “Your HR Law Questions Answered” (Panelist), Greenville SHRM Membership Meeting, Greenville, SC, January 7, 2020
- “Ask the Attorney” (Panelist), HSB 2019 Employment Law Seminar Series
- “Best Practices for Conducting Workplace Investigations,” HSB 2019 Employment Law Seminar Series
- “Ask the Attorney” (Panelist), South Carolina Manufacturers Alliance Human Resource Professionals Annual Meeting, Spartanburg, SC, August 8, 2019

**CHRISTINE GANTT-SORENSEN** SHAREHOLDER

- “Creative Benefits (Including Keeping Costs Down!),” Anderson University’s Beyond Compliance: Innovative Workplace Strategies for the Future, June 25, 2019
- “Creating a Workplace that Works for Everyone,” Anderson University’s Beyond Compliance: Innovative Workplace Strategies for the Future, March 26, 2019
- “Review of Proposed Legislation Impacting SC Employers,” HSB 2019 Employment Law Seminar Series
- “Ask the Attorney” (Panelist), South Carolina Manufacturers Alliance Human Resource Professionals Meeting, November 8, 2018
- “Tips on Implementing a Different Approach to Harassment & Discrimination in the Workplace,” HSB 2018 Employment Law Seminar Series
- “South Carolina Pregnancy Accommodations Act,” GGI Labour Law Newsletter, Autumn 2018 (p. 3)
- “Harassment and Discrimination: A New Approach from Top to Bottom,” 24th Annual SC SHRM State Conference, May 25, 2018
- “Workplace Relationships, Sexual Harassment & #MeToo Movement in the Food & Beverage Industry,” HSB 2018 Restaurant Seminars





## BRYAN J. KITZ SHAREHOLDER

### CONTACT

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**F** 843.772.2266

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### INDUSTRIES

Corporate & Business  
Financial Services  
Real Estate

### SERVICES

Corporate & Business  
Lending Transactions  
Planning and Zoning  
Real Estate  
Real Estate Development

### EDUCATION

Tulane University, J.D., cum laude,  
2015  
University of Virginia, B.A., 2009

### ADMISSIONS

Georgia, 2022  
South Carolina, 2016  
Texas, 2015

[www.hsblawfirm.com](http://www.hsblawfirm.com)

Bryan Kitz is a commercial real estate attorney who counsels clients on a broad range of transactional matters. He represents developers, investors and businesses in the financing, acquisition, development and disposition of various types of commercial real estate, including multifamily, office, retail, industrial and hospitality properties. Bryan also assists banks and other financial institutions in construction and permanent financing transactions and negotiates complex loan documents on behalf of both borrowers and lenders. He regularly represents landlords and tenants in commercial leasing matters.

### PROFESSIONAL AND CIVIC ACTIVITIES

- Risk Management Association, Greater Charleston Chapter, Board of Directors (2018-Present)
- Charleston Metro Chamber of Commerce Leadership Charleston, Class of 2021
- Charleston Metro Chamber of Commerce Leadership Discovery Program, Class of 2017
- Urban Land Institute
- American Bar Association
- South Carolina Bar
- State Bar of Texas
- State Bar of Georgia

### HONORS AND AWARDS

- Best Lawyers: Ones to Watch Real Estate Law (2022-2024)
- *South Carolina Super Lawyers®* "Rising Stars" Real Estate (2023)



**BOYD B. NICHOLSON, JR.**  
SHAREHOLDER

**CONTACT**

[nnicholson@hsblawfirm.com](mailto:nnicholson@hsblawfirm.com)

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**INDUSTRIES**

Construction  
Government, Utilities & Nonprofit  
Municipal Utilities  
State & Local Governments

**SERVICES**

Construction  
Construction Litigation  
Contracts & Procurement  
Government Procurement  
Governmental Organizations

**EDUCATION**

University of South Carolina, J.D.,  
1992  
University of South Carolina, B.A.,  
magna cum laude, 1988

**ADMISSIONS**

South Carolina, 1992  
U.S. Court of Appeals, Fourth  
Circuit, 1993  
U.S. Supreme Court, 1996

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Nick Nicholson combines his responsibilities as Haynsworth Sinkler Boyd's Managing Director with his work in the areas of procurement and government contracts, construction law, governance issues and local government law.

Nick advises governmental and private entities on procurement-related issues, including:

- Representing clients in protests, lawsuits and alternative dispute resolution methods
- Providing counsel and training concerning procurement policies and ordinances
- Preparing bids, requests for proposals, requests for qualifications and other solicitation documents
- Drafting, reviewing and negotiating contract documents
- Advising on contract awards

Nick also counsels local governments, institutions of higher learning and governmental agencies with respect to Freedom of Information Act issues, construction and general contract matters, constitutional issues, governance issues, construction bonding issues and general liability matters. He has represented public bodies in more than 75 lawsuits that have variously involved constitutional claims, challenges to the award of contracts, construction claims, condemnation claims, tort claims and property tax protests.

He advises owners and contractors on contractual issues and represents them in construction-related actions in state court, mediation and arbitration in cases involving issues arising out of changes in the scope of work, delays, scheduling and construction and design defects.



**BOYD B. NICHOLSON, JR. SHAREHOLDER****EXPERIENCE**

- Argued multiple appeals before the SC Supreme Court and Court of Appeals concerning procurement ordinances and procurement activities
- Negotiated Design-Build and CM at-Risk contracts collectively totaling over \$1 billion for a wide array of projects, including biomass boiler, water treatment plants, roads, multi-phase public/private development projects, hospitals, medical office buildings, multi-family housing and manufacturing facilities
- Negotiated the settlement in pre-suit mediation of a variety of disputes involving large construction projects

Nick is a frequent speaker on procurement law, FOIA and construction matters and has presented at SC Bar annual meetings, SC Construction Bar seminars, SC Government Law Bar seminars, Association of Counties meetings and other events.

**HONORS AND AWARDS**

- *The Best Lawyers in America*® Construction Law (2021-2024) and Litigation - Construction (2013-2024))
- *Best Lawyers*® 2022 Construction Law "Lawyer of the Year" Greenville
- *Best Lawyers*® 2020 Litigation - Construction "Lawyer of the Year" Greenville
- *Greenville Business Magazine* "Legal Elite of the Upstate" Construction Law (2020-2023) and Government Relations Law (2020-2021)
- *Greenville Business Magazine* "50 Most Influential" (2019, 2021, 2022)
- University of South Carolina School of Law Alumni Council 2019 "Compleat Lawyer"
- *South Carolina Lawyers Weekly* 2016 Leadership in Law Award

**PROFESSIONAL AND CIVIC ACTIVITIES**

- Meyer Center for Special Children, former Board Member
- Public Charter School Alliance of South Carolina, former Board Member
- South Carolina Chamber of Commerce, former Board Member
- Leadership South Carolina, Class of 2015
- American Bar Association, Forum on the Construction Industry and Local Government Section
- South Carolina Bar, former Construction Law Section President
- Greenville County Bar Association
- Leadership Greenville, Class XXXVIII
- Foothills Presbytery Third Presbyterian, Commission Member

**PRESENTATIONS AND PUBLICATIONS**

- "FAQs of FOIA," SC Public Charter School District Board Meeting, Columbia, SC, October 12, 2023
- "Key Legal Areas for Family Businesses" (Moderator), Anderson University's Family Enterprise Institute, October 20, 2022
- "FAQs of FOIA," Kids First Conference, Columbia, SC, September 28, 2022
- "Virtual Meetings - The New Normal?," SC Economic Developers' Association Webinar, May 7, 2020
- Freedom of Information Act Training, Meyer Center for Special Children, Greenville, SC, January 30, 2019
- "Earth, Wind and FOIA," Public Charter School Alliance of SC Annual Conference, Columbia, SC, November 20, 2019
- "Records, Retention and Real World Document Solutions (Complying with FOIA and Records Retention Rules in 2018)" (Panelist), South Carolina Municipal Attorneys Association Annual Meeting, Columbia, SC, December 7, 2018
- Freedom of Information Act Training, University of South Carolina Foundations, Columbia, SC, March 26, 2018
- "Construction Contracts & Procurement Issues for Local Governments," South Carolina Bar Government Law Update, Columbia, SC, June 16, 2017
- South Carolina Construction Law Desk Book, Procurement Chapter, Contributing Author, 2013



## RONALD T. SCOTT SHAREHOLDER

### CONTACT

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### INDUSTRIES

Corporate & Business  
Nonprofit Institutions  
Real Estate  
State & Local Governments

### SERVICES

Corporate & Business  
Economic Development  
Governmental Organizations  
Planning & Zoning  
Public Finance

### EDUCATION

University of South Carolina, J.D.,  
cum laude, 2018  
University of South Carolina,  
M.P.A., 2000  
University of South Carolina, B.S.,  
1998

### ADMISSIONS

South Carolina, 2018

[www.hsblawfirm.com](http://www.hsblawfirm.com)

Ron Scott's practice focuses on public finance, local government and economic development matters. Prior to joining Haynsworth Sinkler Boyd, Ron enjoyed a successful career in public administration with the State of South Carolina and local government and uses this experience to help clients achieve their goals.

Ron serves as bond counsel to housing developers for low-income housing projects assisted through state and federal Low Income Housing Tax Credits (LIHTC). He also serves as general counsel and issuer's counsel to local public housing authorities, which act as conduit issuers for private activity housing revenue bonds.

Ron advises municipalities and counties on a variety of matters related to public finance, real estate, planning, zoning, contracts, ordinances, regulations and the Freedom of Information Act (FOIA). He provides advice and counsel on state and federal grant programs, including the Community Development Block Grant (CDBG) and the Home Investment Partnerships Program (HOME).

He assists companies with economic incentives related to launching or growing their South Carolina presence such as fee in lieu of tax agreements, job development/tax credits and grant funding.

Ron also works with businesses, religious and nonprofit organizations on corporate governance, compliance issues and real estate matters including land use and zoning planning.

### HONORS AND AWARDS

- Best Lawyers: Ones to Watch Municipal Law (2023-2024) and Public Finance Law (2023-2024)
- University of South Carolina School of Law 2018 "Compleat Lawyer" Bronze Medallion Recipient
- South Carolina Chapter of the Association of Corporate Counsel Award Recipient (2018)

## **RONALD T. SCOTT** SHAREHOLDER

- *South Carolina Law Review*, Symposium Editor
- CALI Award for Non-Profit Law
- Order of the Wig and Robe

### **PROFESSIONAL AND CIVIC ACTIVITIES**

- Prisma Health - Midlands, Board of Directors (2018-Present)
- Prisma Health Richland Memorial Hospital, Board of Trustees (2014-Present), Cancer Center Board (2016-2017), Legal Services Advisory Committee (2016-2018), Children's Hospital Board (2015-2016), Medical Executive Committee (2015-2016)
- Midlands Education and Business Alliance, Board of Directors (2007-2017, 2019-Present)
- Riley Institute at Furman's Diversity Leaders Initiative, Midlands Class XIV, Spring 2022
- South Carolina Supreme Court Historical Society, Board of Directors (2022-Present)
- South Carolina Bar Young Lawyers Division
- United Way of the Midlands, Financial Stability Council (2013-2015), Emergency Food and Shelter Committee (2008-2013)
- KOBAN Columbia, Inc., Board of Directors (2002-2011)

### **PRESENTATIONS AND PUBLICATIONS**

- "Housing Bonds and Low Income Housing Tax Credits in South Carolina and North Carolina," Carolinas Council of Housing Redevelopment & Codes Officials Annual Conference, Myrtle Beach, SC, August 22, 2022
- "Virtual Meetings - The New Normal?," SC Economic Developers' Association Webinar, May 7, 2020
- "CARES Act Provides \$5 Billion in CDBG Funding for State and Local Governments," HSB Blog, April 13, 2020
- "CARES Act Provides Economic Relief for State and Local Governments," HSB Blog, April 8, 2020
- "Judicial Selection in South Carolina: Is the Time Ripe for Systematic Restructuring and Improvement? You be the Judge." *South Carolina Law Review Survey Book*, 68 S.C. L. Rev. 2017