

**SUMMARY OF PROFESSIONAL QUALIFICATIONS**

Mr. Terry, CEO of Evan Terry Associates, LLC, joined the firm after receiving his B.S. in Architecture from the University of Southern California and his Master of Architecture degree from the University of Michigan. He has served on a variety of levels at ETA including project architect, project manager, energy specialist, project designer, contract administrator, and accessible design specialist. Mr. Terry's architectural project experience includes corporate facilities, municipal facilities, healthcare, schools and universities, libraries, recreational facilities, large assembly facilities, shopping centers, multi-family housing, churches and light industrial facilities. For twenty eight years, he has concentrated his efforts in the area of accessible design and in particular with the Americans with Disabilities Act and various state accessibility standards' requirements.

**EXAMPLES OF SIGNIFICANT PROJECTS AND CLIENTS**

- 1) Assisting the Congressional Office of Compliance and the Architect of the Capitol with ADA surveys of the U.S. Capitol, House and Senate Office Buildings, Supreme Court, Library of Congress, Botanical Gardens, Capitol Police, and grounds;
- 2) Providing expert witness consulting to the U.S. Department of Justice on multiple projects.
- 3) Providing expert witness services and consulting for assembly and sports facilities such as Madison Square Garden, Radio City Music Hall, the Metropolitan Opera House, 25 Broadway Theaters and Yankee Stadium for the US Attorney's Office in New York City.
- 4) Coordinating and performing pilot facility surveys for the Administrative Office of the U.S. Courts to project the potential costs of ADA compliance if applied to the U.S. Federal Courts.
- 5) Serving as primary Architectural Access Consultant to CVS Caremark including surveying facilities throughout the United States, providing access plan reviews, training, and consulting.
- 6) Serving as the court-appointed architectural access specialists surveying all polling places in the City of New York. Also surveying all designated accessible emergency shelters for the New York Emergency Management Department.
- 7) Serving as the lead outside expert hired by the California Division of the State Architect and by the Florida Building Commission during their efforts to rewrite their state accessibility standards to bring them into alignment with the 2010 ADA Standards.
- 8) Serving as the primary outside architectural access specialist for the Los Angeles Unified School District.
- 9) Serving as primary Architectural Access Consultant to Kaiser Permanente including overseeing the surveying of over 30,000,000 GSF of their hospital and medical facilities throughout the state of California, providing access plan reviews, training, and consulting.
- 10) Serving as primary Architectural Access Consultant to Sutter Health for surveying over 300 hospital and medical office facilities throughout northern California, providing access plan reviews, training, and consulting.
- 11) Serving as a joint expert for plaintiffs & defense on the Kmart national class action settlement agreement resulting in ongoing training, surveying, consulting, and database management work for Sears Holding Corp.
- 12) Providing ADA surveys, plan reviews and consulting services for numerous theaters, concert halls, arenas, stadiums, universities, national restaurant, lodging, healthcare, and retail chains.
- 13) Providing expert witness consulting and compliance verification services to Disability Rights Educational Defense Fund on their nationwide Shell and Chevron class action lawsuits and access compliance and universal design plan reviews and consulting services for the Ed Roberts Center.
- 14) Coordinating ADA compliance consulting and surveys of 1800 Bank of America retail branches and other selected facilities;

- 15) Assisting the Access Board in developing the ADAAG Technical Assistance Manual and serving on its Advisory Committee for Accessibility Standards for Assembly Areas;
- 16) Served on a 10-person panel for the Access Board's workshop, "Access- An International Comparison".
- 17) Serves on the Board of Directors of the National Association of ADA Coordinators.
- 18) Serving on the Global Universal Design Commission's Commercial Building Consensus Committee to develop the first Global Universal Design Standard.
- 19) Creating the concepts, developing the detailed functionality, and overseeing the development of [www.Corada.com](http://www.Corada.com), the **Comprehensive Online Resource** for the **ADA**, powered by Evan Terry Associates.

### **TRAINING EXPERIENCE**

Mr. Terry has presented hundreds of ADA and accessible design training programs to ADA Coordinators, access specialists, building owners, managers, and designers and has worked with numerous federal agencies, public entities, and private corporations nationwide including at least half of the twenty largest companies in the US.

- 1) ADA National Symposium sponsored by the ADA National Network of technical assistance centers (who are funded by the US Department of Education and the National Institute on Disability and Rehabilitation Research) – co-taught four sessions on self-evaluations and transition planning with Robin Jones, Director of the Great Lakes ADA and Accessible IT Center in 2014 and 2015, then taught courses solo in 2016.
- 2) ADA Audio Online Webinars [www.ada-audio.org](http://www.ada-audio.org) for the ADA National Network – three-part session on developing ADA self evaluations and transition plans in 2014
- 3) National Association of ADA Coordinators – has served as an instructor for three to four days in the twice annual conferences and as a member of the board of directors for over ten years
- 4) Certified Access Specialists Institute – Presented all-day seminars in Sacramento and in Southern California in 2014 and half-day seminars in June of 2017. Presented additional seminars at the first Statewide CASI ADA Symposium in October, 2017.
- 5) Accessibility Professionals Association – Co-Chair of Education Committee. Taught 23 Seminars from 2014 Annual Conference through 2018 Annual Conference.
- 6) Harvard Graduate School of Design – Continuing to coordinate and co-teach with Bill Hecker a multi-day seminar on access held annually at the GSD since 1994. Other current instructors include Marsha Mazz, John Wodatch, Irene Bowen, Mark J. Mazz, and Kaylan Dunlap. This session was co-taught with Cynthia Leibrock in earlier years.
- 7) The United States Congressional Office of Compliance and the Architect of the Capitol - access compliance requirements for the U.S. Capitol, House and Senate Office Buildings, Supreme Court, Library of Congress, Capitol Police, Botanical Gardens, Central Utility Plant, and grounds – continuing
- 8) U.S. Social Security Administration Headquarters (and USDA Graduate School) – GSA/ABA compliance requirements for SSA facilities nationwide – continuing
- 9) Administrative Office of the U.S. Courts – GSA/ABA compliance requirements for AOC facilities nationwide
- 10) American Institute of Architects, National Conventions in 2014-Denver, 2009-San Francisco, 2003-San Diego, 2000-Philadelphia, 1999-Dallas
- 11) American Institute of Architects, National Board of Directors meeting, Santa Fe, NM in 2012
- 12) CVS Health – access requirements for CVS facilities nationwide - multiple training sessions, live and web-based for consulting architects, engineers, contractors, and construction managers

- 13) Kaiser Permanente, CA – access requirements for over 30,000,000 GSF of KP facilities in California - multiple live training sessions for KP project managers, consulting architects, engineers, contractors, and construction managers including design and construction teams for 13 new hospital campuses
- 14) Sutter Health, CA – access requirements for over 300 Sutter facilities in California - multiple live training sessions for Sutter project managers, architects, engineers, contractors, and construction managers.
- 15) Served on a 10-person panel for the Access Board’s workshop, “Access- An International Comparison”.
- 16) And many more...

### **EDUCATION**

University of Southern California, B.S. Architecture, Magna Cum Laude, 1976  
University of Michigan, Master of Architecture, 1977  
Extensive Continuing Education Courses

### **ARCHITECTURAL AND ACCESS REGISTRATIONS**

Alabama - 1984                  Arizona – 1985                  California - 1986                  Florida - 1985  
New York – 1999              North Carolina – 1985      Tennessee - 2013  
NCARB File Holder

### **PROFESSIONAL, CIVIC AND OTHER ACTIVITIES**

National Association of ADA Coordinators – Current Member of Board of Directors  
Accessibility Professionals Association – Current Co-chair of Education Committee  
Harvard University Graduate School of Design - Executive Education Program – Co-taught 2 and 3-day ADA & Universal Design Seminars for 25 of last 27 years.  
American Institute of Architects - Accessible Design Specialist on Architectural Graphic Standards 9<sup>th</sup> Edition, National Task Force, Presented ADA Seminars, Workshops, Webinars, and Podcast at four National AIA Conventions to over 1000 participants, 2014 “Tolerances” panel was one of AIA’s top 10 online webinars of 2015 and 2016  
American Institute of Architects – Past Continuing Education Committee for Birmingham Chapter, Past Alabama Council Representative, Past Secretary Birmingham Chapter, Past Energy Committee, Alabama Council  
Global Universal Design Commission – Commercial Buildings Consensus Committee – member, Definitions Subcommittee - member  
Alabama Governor's Committee on the Employment of People with Disabilities – past member  
Alabama Solar Coalition - Past Executive Director  
Alabama Solar Association - member  
American Solar Energy Society - member

## **PUBLICATIONS, SOFTWARE, AND WEBSITES**

[www.Corada.com](http://www.Corada.com) powered by Evan Terry Associates – Initial concept, features development, oversight  
[www.EvanTerry.DigitalChalk.com](http://www.EvanTerry.DigitalChalk.com) – online, on-demand access compliance training – webinars oversight  
[The Pocket Guide to the 2010 ADA Standards](#) (multiple versions) - Initial Concept, Senior Editor  
[The Pocket Guide to the 2010 ABA Standards – GSA Version](#) - Initial Concept, Senior Editor  
[The Pocket Guide to the California Standards for Accessible Design](#) (multiple versions) - Senior Editor  
[The Pocket Guide to the Texas Accessibility Standards](#) (multiple versions) - Senior Editor  
[The Pocket Guide to the Florida Accessibility Code for Building Construction](#) (multiple versions) - Senior Editor  
[The Pocket Guide to the ADA Standards \(1991 Standards - multiple versions\)](#) - Initial Concept, Senior Editor  
[ADA Facilities Compliance Workbook](#) - Initial Concept, Senior Editor  
[ADA Facilities Compliance Workbook Supplements for 1993, 1994, 1995, and 1996](#) - Senior Editor  
[ADA Facilities Compliance - A Practical Guide](#) - Senior Editor  
[The ADA Design Assistant software](#) - Initial Concept, Program Specifications, Senior Editor  
[Architectural Graphic Standards](#), 9th Edition - Lead Consultant for ADA Revisions  
[Beautiful Universal Design](#), (sequel to [Beautiful Barrier Free](#)) – Co-author with Cynthia Leibrock, ASID  
[Socially Sustainable Design](#) (in progress) – Co-author with Cynthia Leibrock, ASID  
[Avoiding the 100 Most Common ADA Design Errors PowerPoint](#) for Web-based CEU training for architects (in progress w/RL Mace Institute for Universal Design) – Initial Concept, Senior Editor  
[ADA/Proposed ADA Standards – Line-by-Line Comparison Spreadsheet](#) – Initial Concept, Senior Editor  
[1991 vs 2010 ADA Standards vs CBC 2010 Standards – Line-by-Line Comparison Spreadsheet](#) – Initial Concept, Senior Editor  
Dozens of articles in national magazines

## **REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING**

Access Board, Washington, DC  
Accessibility Professionals Association  
Administrative Office of U.S. Courts, Washington, DC  
Alabama Association of Municipal Attorneys, Panama City, FL  
Alabama Bar Institute for Continuing Legal Education, Birmingham, AL & Orange Beach, AL  
Alabama Council American Institute of Architects, Montgomery, AL  
Alabama Council of Community Mental Health Boards, Birmingham, AL  
Alabama Governor's Health and Safety Conference, Gulf Shores, AL  
Alabama Hospital Association Members, Birmingham, AL and Montgomery, AL  
Alabama Hospital Association Board of Governors, Mobile, AL  
Alabama Society of Hospital Engineers, Panama City, FL  
Alaska Department of Transportation and Public Facilities, Juneau, Anchorage, & Fairbanks, AK  
Alaska Governor's Committee, Anchorage, AK  
Alaska, State ADA Coordinators, Juneau, AK  
Allied Domecq, Randolph, MA—nationwide locations (Dunkin Donuts, Baskin Robbins, Togos)  
America's Best / National Vision, Lawrenceville, GA - Nationwide  
American Association of Airport Executives, Orlando, FL  
American Hotel & Motel Association, Internal Audits Committee, Atlanta, GA  
American Institute of Architects Architectural Graphic Standards Task Force, Washington, DC  
American Institute of Architects, Alabama Council Continuing Education

**REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING - continued**

American Institute of Architects, Numerous State Councils and Local Chapters Nationwide  
American Management Association, Leawood, KS  
American Society of Landscape Architects, Birmingham, AL  
Architect of the U.S. Capitol, Washington, DC  
Architectural and Transportation Barriers Compliance Board, Washington, DC  
Ark Encounter for Troyer Group, Hebron, KY  
Arizona Center for Disability Law on Tucson Electric Park, Tucson, AZ  
Association of County Commissions of Alabama, Florence, AL  
Auburn University, AL  
Auburn University, Civil Engineering Department, Auburn, AL  
Baldwin County Schools, Bay Minette, Alabama  
Bank of America, San Francisco, CA – 1800 CA and Western States Retail Branches & Corporate Facilities  
Baptist Hospitals, Birmingham, AL  
Barber Companies, Birmingham, AL  
Barrett Deacon Attorneys, Little Rock, AR  
Beard-Eaves Memorial Coliseum, Auburn University, AL  
Belk Stores, Charlotte, NC  
Bessemer, City of, AL  
Birmingham Bar Association, Birmingham, AL  
Birmingham-Jefferson Civic Center, Birmingham, AL  
Birmingham Race Course, Birmingham, AL  
Birmingham Realty, Birmingham, AL  
Booker T. Washington Office Building for Kenneth Owens, Architect, Birmingham, AL  
Boston Medical Center, Boston, MA  
Brigham and Women's Hospital for Partners Healthcare, Cambridge, MA  
Broadway Theatres: Ambassador; Barrymore; Belasco; Booth; Broadhurst; Broadway; Brooks Atkinson; Cort;  
Gershwin; Golden; Imperial; Longacre; Lunt-Fontanne; Lyceum; Marquis; Minskoff; Music Box; Nederlander; Neil  
Simon; Palace; Plymouth; Richard Rodgers; Royale; Shubert; and Winter Garden, for US Atty. New York, NY  
Brookwood Medical Center, Birmingham, AL  
Bryan Cave, New York City, Multiple Clients Nationwide  
Building Owners and Managers Association, Birmingham, AL  
Business Council of Alabama, Birmingham, AL  
California Division of State Architect, Sacramento, CA  
California Construction Authority – State Fairs ADA & Title 24 Surveys & Consulting w/Interactive Resources, Inc. -  
Statewide  
Callaway Gardens, Pine Mountain, GA  
Certified Access Specialists Institute  
CheckFree Facilities throughout Northern CA  
Chick-fil-A, Inc., Atlanta, GA  
Citibank, New York, NY  
City of Charlotte, NC  
City of Birmingham, AL, Project Civic Access settlement agreement w/ US DOJ  
City of Huntsville, AL  
City of Las Vegas, NV  
City of Miami, FL

**REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING – continued**

City of Phoenix/Arizona State University, Phoenix, AZ  
City of San Diego – Parks and Rec. & Port Authority with Jeff Katz Architecture, San Diego, CA  
City of Tuscaloosa, AL  
CLARB (Council of Landscape Architectural Regulatory Board), Washington, DC - training  
Clark, Scott & Sullivan, Attorneys, Mobile, AL  
Colbert County, Tuscumbia, AL  
College and University Facilities Management Association, Albany, NY  
Colonial Properties, Inc., Birmingham, AL  
Colonnade Office Buildings and Shopping Center, Birmingham, AL  
Colorado Cross Disability Coalition, Denver, CO  
Coors Field for Colorado Cross-Disability Coalition & Fox Robertson, Attys., Denver, CO  
Coosa Valley Medical Center, Sylacauga, AL  
Costa's Restaurant, Birmingham, AL  
Culpepper, McAuliffe, & Meaders, Inc. Architects, Atlanta, GA  
Cumberland School of Law Continuing Education, Birmingham, AL  
CVS Caremark – facilities nationwide  
Darden (formerly General Mills) Restaurants, Orlando, FL (Red Lobster, Bahama Breeze, China Coast, & Olive Garden)  
Davenport's Pizza, Mountain Brook, AL  
DCH Regional Medical Center, Tuscaloosa, AL  
Delta Air Lines, Atlanta, GA  
Denver Broncos Stadium for HNTB Architects, Denver, CO  
Denver Opera House (Ellie Calkins Center) for Colorado Cross-Disability Coalition, & Fox Robertson, Attorneys,  
Denver, CO  
Disability Rights Advocates – Macy's East and U-Haul, nationwide  
Disability Rights, Education, and Defense Fund on Shell and Chevron National Class Action Lawsuits  
Dunkin Brands, nationwide  
Dutchess County, NY  
Eastwood Mall, Birmingham, AL  
Ed Roberts Campus with LMS Architects, Berkeley, CA  
Emmett O'Neal Library, Mountain Brook, AL  
Entenmann's Bakery, Bay Shore, NY  
Enterprise Rent-A-Car, FL  
EPVA (Eastern Paralyzed Veterans of America) and PVA-FL (Paralyzed Veterans of America –  
Florida) on American Airlines / Miami Heat Arena, Miami, FL  
EPVA (Eastern Paralyzed Veterans of America) and PVA-FL (Paralyzed Veterans of America –  
Florida) on Florida Panthers / Broward County Civic Arena, Ft. Lauderdale, FL  
EPVA (Eastern Paralyzed Veterans of America) and the Public Interest Law Center of Philadelphia on CoreStates  
Center Arena (now Wachovia Center)  
Equal Rights Center, Washington, D.C.  
Escambia County School District, Pensacola, FL  
FAA Miami ARTCC, Miami, FL  
Federated Department Stores/Macy's, Long Island, NY  
Flagstar Bank, MI  
Frist Center for Visual Arts, Nashville, TN  
Florida Building Commission and the University of Florida - FACBC Review, Gainesville, FL

**REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING – continued**

Florida HRS Annual Seminar - Keynote Speaker, Orlando, FL  
Fox-Robertson Attorneys, Denver, CO  
Fox Theatre, for Sutherland, Asbill, & Brennan Attorneys, Atlanta, GA  
Ft. Lauderdale/Hollywood International Airport, Ft. Lauderdale, FL  
Georgia Division of Rehabilitation Services, Atlanta, GA  
Goldstein, Borgen, Dardarian & Ho, Oakland, CA  
Goodyear Tire & Rubber Co., Nationwide  
Graham & Company, Birmingham, AL  
Grand Ole Opry, Nashville, TN  
Gulf States Paper Corporation, Tuscaloosa, AL  
Hafele/HEWI Products, New York, NY  
Hancock Fabrics, Birmingham, AL  
Hard Rock Cafe, Nashville, TN  
Harvard Graduate School of Design Exec. Education Program, 1993-2001, 2003-2009, 2011-2017 - Cambridge, MA  
Hayden Ferry Lakeside, Phoenix, AZ  
Healthsouth, Birmingham, AL  
Holiday Inn, Birmingham, AL, Auburn Hills, MI and Gaithersburg, MD  
Honda Arena, Anaheim, CA  
HNTB Architects – Multiple offices nationwide  
Huntsville International Airport, For KPS Group Architects, Huntsville, AL  
Huntsville Hospital, Huntsville, AL  
IBM Corporation, Stamford, CT  
Independent Living Resources & Stephen L. Brischetto, Atty. on Rose Garden Arena, Portland, OR  
Industry Labor Council, National Center for Disability Services, New York City  
Institute of Real Estate Management, Chicago, IL  
Interstate Hotels & Resorts, Sanibel, FL  
J. Paul Getty Museums, Westwood and Malibu, CA  
Jackson, Lewis, Schnitzler, & Krupman, Multiple Clients Nationwide  
Jeff Katz Architecture, San Diego, CA  
Jeffer, Mangels, Butler & Marmaro, San Francisco, CA Multiple Clients Nationwide  
Jefferson County, AL  
Kaiser Permanente Center for Total Health, Washington, DC  
Kaiser Permanente Medical Facilities (throughout CA)  
Kansas International Speedway, Kansas City, MO  
KFC, Miami, FL locations  
Kmart and Fox Robertson, Joint Expert on National Class Action Lawsuit  
Knoxville, TN Airport  
Kodak Theatre for Western Law Center for Disability Law, Los Angeles, CA  
Lanier Ford Attorneys, Huntsville, AL  
Lee County, Opelika, AL

**REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING – continued**

Limited Brands, Columbus, OH  
Bath & Body Works  
Express  
Henri Bendel  
The Limited  
The White Barn Candle, Co.  
Victoria's Secret  
Little - Diversified Architectural Consulting, Charlotte, NC  
Lloyd's Restaurant, Birmingham, AL  
Los Angeles Unified School District with PBWS Architects, Los Angeles, CA  
Mac's One Stop, Birmingham, AL  
Madison Square Garden, For U.S. Attorney, SDNY, New York, NY  
Marshall's Department Store, Mobile, AL  
Massachusetts General Hospital for Partners Healthcare, Boston, MA  
McCall Design Group for The Gap, Nationwide  
Metropolitan Area Regional Transit Authority, Atlanta, GA  
Metropolitan Opera House, For U.S. Attorney, SDNY, New York, NY  
Miller Canfield, Attys., Detroit, MI  
Mobil Oil, Washington, DC, & Miami, FL  
Mockingbird Station, Dallas, TX  
Muse Hotel for Kimpton Hotels, New York, NY  
National Association of ADA Coordinators  
National Association of Protection and Advocacy Systems on Bridgestone/Firestone National Lawsuit  
National Association of Convenience Stores  
National Restaurant Association's Multi-Unit Architects, Engineers, and Building Construction Officers, Atlanta, GA  
NEPVA (New England Paralyzed Veterans of America) for Fleet Center Arena, Boston, MA  
Nevada Governor's Committee on the Employment of People with Disabilities, Las Vegas, NV  
New Jersey Society of Professional Engineers, Trenton, NJ  
New York City Board of Elections, NY  
New York City Emergency Management Department, NY  
New York Lawyers for the Public Interested (NYLP), New York, NY  
New York Times on Multiple Affiliated Facilities Nationwide  
Nike Retail Store, Folsom, CA  
Nimrod Long Associates, Birmingham, AL  
North Broward Hospital District, Ft. Lauderdale, FL  
Oakland Alameda County Civic Arena, Oakland, CA  
Opelika, City of, AL  
Orange Bowl Stadium Renovations with HNTB, Architects, Miami, FL  
Organization Resources Counselors, Inc., New York City  
Oxmoor Rotary Club, Birmingham, AL  
Pacific Gas & Electric Facilities, CA  
Partner's Healthcare, Boston MA  
Paul Hastings, Washington DC, Atlanta, GA – for Multiple Clients Nationwide  
Pell City School Board, Pell City, AL  
Pentacore/Stantec on New York-New York Hotel and Casino, Las Vegas, NV

**REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING – continued**

Pepsi Center Arena, for Colorado Cross-Disability Coalition, & Fox Robertson, Attorneys,  
Denver, CO  
Pima Community College, Tucson, AZ  
Pizza Hut, Childersburg, AL  
Potbelly Restaurants, Chicago, IL  
Premier Cruise Lines, Cape Canaveral, FL  
Presidio Trust, San Francisco, CA  
Public Seminars sponsored by Evan Terry Associates Nationwide  
PVA (Paralyzed Veterans of America) on the MCI Center Arena, Washington, DC  
QuikTrip Stores, Nationwide  
Radio City Music Hall, for US Attorney, New York, NY  
Radio Shack, Washington D.C.  
RaceTrac Stores, Atlanta, GA  
Rainbow Room, for US Attorney, New York, NY  
Riverside Galleria, Hoover, AL  
Riverside Hospitals, Columbus, OH  
Rose Garden Arena, Portland, OR  
Ruby Tuesdays, Inc., Knoxville, TN  
Sacramento Regional Transit Authority, Sacramento, CA  
Saint Bernards Medical Center, Jonesboro, AR  
Saul Ewing, Washington, DC for Multiple Clients Nationwide  
Schermerhorn Symphony Center, Nashville, TN for Earl Swensson Associates, Inc. Architects  
Sears, Roebuck & Co., Sears Holding Company, Chicago & Hoffman Estates, IL  
Shake Shack, New York, NY  
Shands Hospital, University of Florida, Gainesville, FL  
Sheppard Mullin, San Diego, CA, Costa Mesa, CA, & New York City for Multiple Clients Nationwide  
Sirote, Permutt Attorneys' Client Seminar, Birmingham, AL  
Six Continents (formerly Bass and Intercontinental Hotels and Resorts, Atlanta, GA (nationwide)  
Social Security Administration and USDA Graduate School, Baltimore, MD and Nationwide via IVT Satellite  
Softdesk, Henniker, NH  
South Central Educational Risk Management Program, 10 Florida County School Districts  
Southern Progress Corporation, Birmingham, AL  
Stanford University, Palo Alto, CA (with Interactive Resources, Inc.)  
Starnes & Atchison, Birmingham, AL  
State University of New York at Stony Brook, Long Island, NY  
Stockham, Stockham & Carroll, Attorneys  
SunCor Development, Inc., Phoenix, AZ  
Sutter Health, Northern, CA  
T.W. Services, Inc. (now Flagstar Restaurants), Spartanburg, SC  
Tenet Healthcare, Multiple Hospitals in Alabama, Arkansas, Georgia, Missouri, & Texas  
Texaco, Inc., White Plains, NY  
The Gap, Denver, CO  
Thomas Hospital, Fairhope, AL  
Thacher, Proffitt & Wood, World Trade Center, New York City  
Toys R Us, Inc., Nationwide

**REPRESENTATIVE CLIENTS, PROJECTS, AND TRAINING – continued**

Tricon, Inc., Louisville, KY  
Troy City Schools, Troy, AL  
UAB/UCP/DOJ/EEOC Seminar, Birmingham, AL  
UCLA Hospitals, CA  
U-Haul Facilities for Disability Rights Advocates, nationwide  
University of California System, Irvine, CA  
University of Alabama Continuing Legal Education, Tuscaloosa, AL  
University of Alabama, Tuscaloosa, AL  
University of Alabama at Birmingham  
University of Miami Diabetes Hospital, Miami, FL  
University of Miami School of Medicine, Miami, FL  
University of Wisconsin, Madison, WI  
Urology Associates, Homewood, AL  
U.S. Attorneys, Locations Confidential (multiple projects)  
U.S. Congressional Office of Compliance, Washington, DC  
U.S. Department of Justice, Washington, DC (multiple projects)  
USAA, San Antonio, TX  
Vestavia Hills, City of, AL  
Vinson & Elkins LLP, Washington, D.C.  
Von Braun Civic Center, Huntsville, AL  
Washington Lawyer's Committee for Civil Rights and Urban Affairs – Disability Rights Project, Washington, D.C.  
Waste Management, Inc., Chicago, IL  
Wawa Convenience Stores, Wawa, PA  
WCEO Radio, Birmingham, AL  
Welch's Foods, Birmingham, AL  
Wells Fargo Bank, San Francisco, CA  
West Michigan Baseball Stadium, Grand Rapids, MI  
Westin Beach Resort, Key Largo, FL  
Westville Historic Handicrafts, Inc., Lumpkin, GA  
Willis Corroon, Birmingham, AL  
Winter Park Hospital, Winter Park, FL  
Women's Sports Complex, Auburn University, Auburn, AL  
Woolpert, Charlotte, NC  
Wyndham Resort Hotels, Orlando, FL, Nashville, TN, St. Croix  
Wynfrey Hotel, Hoover, AL  
Yankee Stadium (1923 facility) for US Attorney, New York, NY

**And Other Clients who wish to remain anonymous**