
OLSON & HOWARD



October 27, 2023

VILLAGE OF EMPIRE
Attn: Clerk, Derith Smith
PO Box 252
11518 S. Lacore Street
Empire, MI 49630

Sent Via First Class Mail

RE: Response to Request for Qualifications & Proposals for Legal Services

Dear Village President and Trustees:

OLSON & HOWARD, P.C. (“OH”) thanks you for the opportunity to respond to your request for qualifications & proposals for a firm to provide municipal legal services to the Village of Empire. Our lawyers serve as legal counsel to several municipalities and local governmental entities, non-profit boards, LLCs, and corporations throughout Northern Michigan and have done so for over 40 years. As you will see in the submission below, we believe that we are uniquely suited to serve the legal needs of the Village of Empire going forward.

1. Firm Qualifications and Interest

OH started in 1972, dedicated to serving local governments, community groups, small businesses, and individuals with innovative legal strategies for protecting their communities, environment, and quality of life. We are particularly interested in representing Village of Empire because of our firm’s dedication to providing municipalities, governmental bodies, and other civic organizations in our local community with strategies to achieve their objectives and serve their constituents intelligently, efficiently, and sustainably. While our firm is widely known for its work in environmental law, we are a full-service law firm with expertise in a wide range of issues facing our diverse clientele, including representing several municipal clients throughout the region.

Our experience includes representing villages; we are familiar with the General Law Village Act. Further, we have extensive experience assisting planning commissions from both large and small municipalities. This work includes assisting with the interpretation of zoning ordinances, drafting and amending ordinances, providing legal guidance on proposed projects, and providing training on running meetings and adhering to the Opens Meeting Act.

Our firm has four licensed attorneys and three professional staff members – more than adequate staff to handle another municipal client without hiring any new staff. Our attorneys have extensive litigation and transactional experience rivaling larger downstate firms. We have enclosed a firm profile for your review (please see **Attachment 1**). We have also included a list of current representative cases the firm handles for municipal clients (**Attachment 2**). We would also encourage you to visit our website at <https://www.envlaw.com>.

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OH generally, and attorney Abigail Hawley specifically, specializes in local government and municipal law, contracts and transactions, litigation, and personnel issues such as those you encounter in the Village of Empire.

In the course of OH's long history, we have gained experience representing a variety of entities such as the Grand Traverse County Brownfield Development Authority, the Grand Traverse County Land Bank Authority, the Grand Traverse County Board of Public Works, the Grand Traverse County Drain Commissioner, the City of Ludington, the City of Charlevoix, the City of Frankfort, Acme Township, Helena Township, Garfield Township, the Village of Elk Rapids, the Village of Kalkaska, the Village of Empire, the Village of Suttons Bay, the Village of Northport, Traverse City Downtown Development Authority. In representing these various municipal entities as general counsel or handling specific matters, our attorneys have gained extensive experience relevant to the matters the Village of Empire could potentially encounter, including:

- Open Meetings Act and Freedom of Information Act compliance, overviews and advice, response review, and redactions;
- Public works issues such as intergovernmental agreements, facility construction, and financing (although not specific bond counsel work), contractor disputes, insurance claims, and franchise agreements;
- Drafting and enforcing ordinances, including zoning ordinances;
- Advising on properly conducting government meetings in compliance with standard and local rules and procedures;
- Governmental ethics, including conflicts of interest issues;
- Tax-Increment Financing District and Brownfield redevelopment projects;
- Public purchasing and contracting, including assistance with drafting requests for qualifications and requests for proposals, drafting contracts for engineering services, purchasing goods, materials, and maintenance services, etc.;
- Representation in the bankruptcy proceedings of debtors to municipalities;
- Employment disputes and internal personnel matters for local governmental entities, including contract review, negotiations, suspensions, and terminations; and
- Complicated transactional agreements, including inter-local government agreements with examples including sewer operating agreements between multiple townships, sewer extension agreements with Michigan municipalities and Native American Tribes, agreements under the Urban Cooperation Act, Act 425 agreements. Brownfield redevelopment agreements between multiple

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jurisdictions and private developers and drafting agreements/formation documents for the multi-jurisdiction Grand Traverse Region Next Michigan Corporation.

More specifically, OH can handle all of the services outlined in the Scope of Services of the Village of Empire RFP.

OH has not had any Bar Association complaints filed against it. OH has not been in bankruptcy, reorganization, or receivership in the last five years. And OH has not been terminated by any municipal client in the past five years.

Whether we are drafting a new contract or internal governance policy, providing a legal opinion, handling a transactional matter, or advocating on behalf of our clients in court, our broad experience with municipal, real estate, and corporate matters ensures that we can help the Village of Empire reach almost any objective. Our firm has the technical expertise to help you navigate complex contractual transactions, millages and other municipal funding issues, personnel matters, Freedom of Information and Open Meetings Act compliance, and litigation and dispute resolution. In short, our experience and expertise are a good fit for all the legal services that Village of Empire will likely need.

2. Office Locations

Our firm maintains its primary office in Traverse City, where our attorneys and our legal assistants are based, and from which our firm services clients throughout northern Michigan.¹ The proposed Village Attorney, Abbie Hawley, lives in East Jordan and can attend meetings in person as requested. All the attorneys at our firm are members in good standing of the State Bar of Michigan.

3. Proposed Attorney Team

Our firm operates as a team and utilizes the full range of expertise and experience of each of our lawyers for each client where necessary. Therefore, the primary representation of the Village of Empire would be provided through a team approach. Abbie Hawley would serve as Village Attorney, Ross Hammersley, and Scott Howard would serve as Assistant/Specialist Attorneys:

¹ We maintain an active Westlaw and ICLE membership for all attorneys and staff for research and references purposes, have multiple printers, a secure client document database with servers that are backed up nightly, and conference rooms available for meetings at both of our locations.

Community and Charitable Organizations

We have extensive experience representing community and non-profit organizations, locally and statewide. We have formed or represented over 150 non-profit organizations, including some of the most successful conservation organizations in the country like the Grand Traverse Regional Land Conservancy and the Leelanau Conservancy. Other entities we have worked with include the Michigan Environmental Council, Michigan Land Use Institute, Land Information Access Association, Farmers' Legal Action Group, and Friends of the Crystal River. We have advised charities on issues related to corporate governance and the unique rule and regulations for non-profit organizations, as well as employment, contracts, and other general corporate legal matters.

Business Law

Our firm has experience advising local businesses on a variety of matters, including formation and corporate governance, as well as contractual and employment issues and other general business law.

Real Estate

We have experience with all sides and sizes of real estate transactions. We also have considerable experience in real property litigation, including real estate disputes, adverse possession and prescriptive easement cases, riparian rights issues, and road matters.

Trial Work

We have represented clients at all levels of the state, federal, and administrative courts. Our attorneys have a track record of positive results in litigation that reaches from agency and tribal courts up to the highest appellate bodies, including the Michigan Supreme Court, U.S. Court of Appeals for the Sixth and Seventh Circuits, and U.S. Supreme Court. The firm's attorneys have a combined litigation experience of more than 80 years and more than 40 reported decisions.

How Can We Serve You?

We value the professional and personal relationships that we have developed with our clients. If you would like further information about our firm, please contact us or visit our web site at www.envlaw.com.

Representative Clients

Municipal

Grand Traverse County Brownfield Redevelopment

Resort Township

Friendship Township

Helena Township

Centerville Township

Filer Charter Township

City of Charlevoix

City of Frankfort

City of Ludington

Village of Elk Rapids

Garfield Township

Village of Northport

Village of Empire

Chikaming Township

Elmwood Township

Village of Copemish

Traverse City Downtown Development Authority

ABIGAIL HAWLEY

Olson & Howard, PC
420 E Front Street,
Traverse City MI 49686

(231) 936-0044
abbie@envlaw.com
Admitted to State Bar of Michigan

Work Experience

Attorney:

Olson & Howard, P.C.
Current
Traverse City, Michigan

Currently works with a focus on providing legal assistance to local governments, nonprofits, and individuals. Practice areas include municipal, environmental, water, conservation and land use, and estate planning law. Has experience representing clients in transactional matters, administrative hearings, district and circuit court proceedings. Municipal and community clients include the City of Charlevoix, the Charlevoix Housing Commission, the Village of Elk Rapids, Helena Township, Friendship Township, the Grand Traverse Regional Land Conservancy, and the Walloon Lake Association and Conservancy.

For more information on the firm, go to www.envlaw.com.

Director of Conservation Programs:

Walloon Lake Association and Conservancy
August 2019 -March 2020
Walloon Lake, Michigan

- Negotiating terms for acquiring land and obtaining conservation easements.
- Drafting conservation easements.
- Stewardship activities on real properties.
- Reviewing title work for land projects.
- Record keeping for all real property.
- Leading Land Protection and Stewardship Committees.
- Drafting grant proposals.
- Drafting Preserve management plans.
- Drafting organizational policies.

Associate Attorney:

Winegarden Elder Law, P.L.L.C.,
May 2018 -August 2019
Petoskey, Michigan

- Drafting wills and trusts.
- Probate and Trust Administration.
- Drafting deeds and power of attorney documents.

EDUCATION**Michigan State University College of Law:**

East Lansing, MI
J.D. May 2017

Dean Charles H. King Scholars Program—Full Tuition Merit Based
Scholarship
International Law Review—Associate Editor
Member of the Trial Practice Institute

University of Michigan:

Ann Arbor, MI
B.A. Organizational Studies May 2013

James B. Angell Scholar
Member of the Phi Beta Kappa Fraternity
Vice President of Development for the Society of LSA Scholars
Co-Founder of Students Promoting Financial Literacy
Bleha Family Scholarship Recipient

**COMMUNITY
INVOLVEMENT****City Commissioner:**

City of East Jordan
November 2018-August 2021

Housing Solutions Committee Member:

Charlevoix County Community Foundation
May 2019-August 2021

Board Member:

Raven Hill Discovery Center, East Jordan
January 2019-August 2020

Scott W. Howard

OLSON & HOWARD, P.C.

420 East Front Street – Traverse City, MI 49686

Telephone: (231) 946-0044; fax 946-4807; email scott@envlaw.com

CURRENT EXPERIENCE

Olson & Howard, P.C., Traverse City, MI

Principal Attorney, March 2003 to present;
Associate Attorney, September 1999 to March 2003

President of firm working for local governments, community groups and individuals with an emphasis in municipal, environmental, conservation and land use law. Represented clients in transactional matters, administrative hearings, district and circuit court proceedings, and in the appellate courts. Municipal and community clients include the Grand Traverse Brownfield Redevelopment Authority, the City of Charlevoix and its DDA, the Village of Elk Rapids and its DDA, Grand Traverse County Board of Public Works, City of Traverse City DDA, Resort Township, and Garfield Township, the Grand Traverse Regional Land Conservancy, and TART Trials. For more information on the firm, go to www.envlaw.com.

Northwestern Michigan College, Traverse City, MI

Adjunct Professor, January 2004 to May 2004

Professor of legal research and writing for NMC's legal assistant program. Instructed a class of 12 students. Responsible for class instruction, materials and assignments.

Michigan Supreme Court, Lansing, MI

Law Clerk to Justice Michael F. Cavanagh, 1997 to 1999

Researched and reviewed proposed majority and dissenting opinions; gave recommendations regarding the proposed opinions. Drafted bench briefs. Analyzed applications for leave to appeal for meritorious legal issues. Trained new interns.

EDUCATION

Wayne State University, Detroit, MI

J.D., Cum Laude, 1997. Admitted to the Michigan Bar, November 1997
Honors: *Order of the Coif*; Bronze Key Award for academic achievement
Activities: *The Michigan International Lawyer* - Assistant Editor
Environmental Law Society - Governing Board Member
Students Helping Students READ

Michigan State University, East Lansing, MI

B.A., International Relations, 1992

PUBLICATIONS

James M. Olson and Scott W. Howard, *Brownfield Redevelopment: Keeping an Eye on the Public Interest*, *PLANNING AND ZONING NEWS*, April 2000, at 14.

Scott W. Howard, *Terrorism, Aliens, and Due Process*, *MICH. INT'L LAW.*, Spring 1996, at 19.

Scott W. Howard, *Limited Development Through Environmental Thresholds, Building Sustainable Communities Regional Cooperation Series*, (The Global Cities Project, No. R207, 1993).

Scott W. Howard, Coordinate Growth and Transportation, *Building Sustainable Communities Regional Cooperation Series*, (The Global Cities Project, No. R208, 1993).

**PROFESSIONAL
PRESENTATIONS**

Shades of Grey: A Conservation Easement Stewardship Conundrum (Land Trust Alliance Advanced Legal Topics, February 2014).

Ask an Attorney Program (Heart of the Lakes Center for Land Conservation Policy "Advancing Conservancy Excellence" Program, February 2009 - December 2010).

Industrial Wind Energy Forum Panelist (Benzie Conservation District, December 2010).

Mineral and gas rights effect on conservation easements: Tips for minimizing damage and traps to avoid (Conservation Defense Network, June 2008).

Leftover Environmental Liabilities – What's Not Covered by Your Prospective Purchaser Agreement (National Brownfields Conference Legal Symposium, May 2008).

Mineral Rights and Land Conservation in the Midwest Online Training (Land Trust Alliance, March 2008).

Mineral Rights & Land Conservation in the Midwest (Midwest Land Conservation Conference, March 2008).

Conservation Easement Best Practices Panel Discussion (Heart of the Lakes Center for Land Conservation Policy Third Annual Member Summit, December 2007).

Forests With Handrails? The ADA and Land Preservation (Land Trust Rally, October 2007).

Brownfield Redevelopment Panel Project Discussion (Michigan Brownfield Conference, July 2005).

Conservation Easements and Estate Planning (Southwest Michigan Land Conservancy, June 2005).

**COMMUNITY
INVOLVEMENT**

Past Board President, TART Trails

Past Board Member of Norte Youth Cycling Board of Directors

Past member of the Grand Traverse County Solid Waste Planning Authority

Member of the State Bar of Michigan, the Environmental Law, the Real Property and the Appellate Law Sections.

Member of the American Bar Association and the Grand Traverse-Leelanau-Antrim Bar Association.

Ross A. Hammersley

OLSON & HOWARD, P.C.

420 East Front Street – Traverse City, MI 49686

Telephone: (231) 946-0044; fax 946-4807; ross@envlaw.com

CURRENT EXPERIENCE

Olson & Howard, P.C., Traverse City, MI
Partner, 2015 to present

Associate Attorney, Sept. 2009 to 2022, Present

Specializing in municipal, land use and real estate, and environmental law, and representing clients in public meetings, before state agencies, in litigation and dispute resolution matters, as well as in transactional work.

Representative clients include the City of Frankfort, City of Ludington, Grand Traverse County Economic Development Corporation, Grand Traverse County Brownfield Redevelopment Authority, Garfield Township, Acme Township, The Minervini Group, and the Neahtawanta Resort Association. Licensed to practice in all state and federal courts of Michigan.

For more information on the firm, go to www.envlaw.com

PREVIOUS EXPERIENCE

Frank, Haron, Weiner & Navarro, P.L.C., Troy, MI
Associate Attorney, March 2007 to August 2009

Practiced with boutique litigation firm focusing on real estate transactions, property tax disputes, commercial and general civil litigation at state and federal levels.

Michigan Economic Development Corporation, Lansing, MI *Brownfield Policy Intern*, June-August 2005

Conducted legislative analysis and provided summaries of pending and recently enacted regulations impacting Brownfield redevelopment projects and community development block grants. Also assessed the efficacy of tax-increment financing and single-business tax credit policies as applied to redevelopment of Brownfield sites throughout Michigan.

EDUCATION

Michigan State University College of Law, East Lansing, MI
J.D., Cum Laude, May 2006
Editor-in-Chief, MICHIGAN STATE LAW REVIEW (2005-06)

University of Michigan, School of Natural Resources & Environment
B.S., May 1998

PUBLICATIONS

Local Government Regulation of Large-Scale Hydraulic Fracturing Activities and Uses, co-authored with K. Redman, Michigan Bar Journal, June 2014.

Going Local: How the Property Assessed Clean Energy Act and Feed-In-Tariffs Could Decentralize Michigan's Energy Grid, Co-Authored with K. Sundt, Michigan Environmental Law Journal, April 2011.

Where will the Water Go? A Snapshot of Recent Changes in Michigan Water Law, Co-Authored with C. Bzdok, Michigan Real Property Review, December 2006.

COMMUNITY INVOLVEMENT

Council Member, State Bar of Michigan Environmental Law Section (ELS)

Co-Chair, ELS Great Lakes & Inland Waters Committee

Executive Board Member, TART Trails, Inc.

Board Member, Traverse City Light & Power

Volunteer Attorney, Legal Aid Clinic (Traverse City)

Environmental Advisory Committee Member, City of Huntington Woods (2007-2009)

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Abigail Hawley is an attorney with OH whose specialties include municipal law, environmental and natural resources law, zoning and permitting matters, and real estate. She previously served as the Director of Land Conservation Programs for the Walloon Lake Association and Conservancy, where she worked with property owners and others on matters involving real estate and natural resource protection and acquiring new preserves. Abbie currently assists as second chair attorney for the City of Charlevoix and the Village of Elk Rapids. She further provides legal services to Helena and Friendship Townships. Abbie has also served in local government as a City Commissioner in the City of East Jordan, Michigan. Abbie holds a law degree from the Michigan State University College of Law, where she was a Dean Charles H. King Scholar, and a Bachelor of Arts from the University of Michigan as a James B. Angell Scholar. Her resume is included for review (please see [Attachment 3](#)).



Scott is a principal attorney with the firm. His practice areas include real estate law, municipal law, zoning, conservation easements, and natural resource protection. Scott is the principal attorney for the City of Charlevoix and the Village of Elk Rapids. Before joining OBH, Scott spent two years clerking for the Honorable Michael F. Cavanagh, Justice of the Michigan Supreme Court. Scott is a *cum laude* graduate of Wayne State University Law School and the James Madison College at Michigan State University. His resume is attached for your review (please see [Attachment 4](#)).

Ross is a principal attorney with the firm and is currently the principal municipal attorney for the City of Ludington. and also assists with representing Garfield Township, the Grand Traverse County Land Bank Authority, and the Grand Traverse County Board of Public Works; his resume is attached for review (please see [Attachment 5](#)). Ross graduated *cum laude* from the Michigan State University College of Law in 2006, where he served as the Editor-in-Chief of the Michigan State Law Review. Ross has published articles in the Michigan Bar Journal, the Michigan Real Property Review, and the State Bar Environmental Law Journal. He is admitted to practice in all state and federal courts in Michigan.



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Abbie, Scott, and Ross will be backed by the full breadth and support of our firm's extensive experience and resources.

4. Accessibility and Responsiveness

We are regularly available by telephone and email and return calls and emails as soon as possible. In general, Abbie anticipates being able to respond to substantive inquiries from Village officials requiring legal analyses and to provide initial answers and feedback within 48 hours. Where Abbie is unavailable in that time frame, Scott or Ross will be available instead. For solutions requiring in-depth research or written memoranda, response time from the proposed legal team will be approximately 5-7 business days in most circumstances. Either way, we will have an initial contact or discussion within 48 hours and follow up after that, depending on the scope of the work. We generally prefer to have one contact within a municipality and allow that contact to make all requests for legal services. In the case of our Village clients, that person is usually the Village President.

The firm's Traverse City office is just a 45-minute drive by car from the Village of Empire. We anticipate attending meetings as required. It is expected that at least one team member can participate in urgent, previously unscheduled meetings within 48 hours. In most instances, Abbie will be available to attend all meetings scheduled at least a week in advance. Scott and Ross are similarly available to participate in previously scheduled appointments if needed. All attorneys will charge for travel time.

5. Proposed Fee Structure

We understand that every dollar that the Village of Empire pays for legal services is a dollar you cannot devote to meeting the pressing needs of Village residents. Therefore, the team is open to establishing an hourly rate for all General Matters at the discounted rates of \$225.00 for Abbie and \$250.00 for Scott and Ross. Any assistance required by legal staff shall be billed at a discounted rate of \$60.00. General Matters shall include but shall not be limited to:

- Attending and providing legal representation at Village Council meetings and other meetings of Village Council or boards as requested;
- Communicating with Village staff via phone calls and email;
- Providing document review, including review of proposed resolutions, contracts, and ordinance changes;
- Providing legal guidance on ethical standards and conflicts of interest;
- Providing guidance on Robert's Rules of Order, Council Rules and Procedures, and employment policies and procedures;
- Providing legal guidance on agreements concerning inter- and intra-governmental entities;
- Providing legal opinions on topics such as land use planning, zoning ordinance enforcement, and the purchase and sale of property.

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- Preparing for and attending mediation sessions;
- Preparing for and attending hearings related to litigation;
- Coordinating FOIA responses;
- Enforcement against civil infractions; and
- Preparing for and attending administrative hearings, including Tax Tribunal matters.

The firm carries professional liability insurance through Wesco Insurance Company, which would cover all attorneys assigned to work on Village matters. In addition, we have a worker's compensation policy through Home-Owners Insurance company that covers all OH's employees. Copies of our certificates of insurance are attached for your review (please see **Attachment 6**).

6. Municipal Client References

Please feel free to contact the following municipal clients as references for our work:

- a) John Matthews— Manager, Village of Elk Rapids
(231) 264-9274 jmatthews@elkrapids.org
General Law Village Act
- b) David Peterson— Clerk, Helena Township
(231)-331-4643 dgpeteronjr@gmail.com
General Law Township
- c) Annessa Haist— Executive Director, Charlevoix Housing Commission
(989) 773-3784 annessah@mphcstaff.org
- d) Mark Heydlauff— Manager, City of Charlevoix
(231) 547-3270 markh@charlevoixmi.gov
Home Rule Power
- e) Chris Forsyth— Deputy County Administrator, Grand Traverse County
(231) 922-4780 cforsyth@grandtraverse.org
Article VII of the Michigan Constitution, Local Government
- f) Josh Mills— City Superintendent, City of Frankfort
(231) 352-7117 jmills@cofrankfort.net
Home Rule City

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CONCLUSION

Again, thank you very much for the opportunity to submit this RFQ response. We hope the information we have submitted here gives you a sense of who we are and how we work. If OH is selected, our firm will ably perform the services requested with dedication and diligence.

We would appreciate an opportunity to discuss how we could serve you and to answer any questions you may have regarding our firm, our practice, and our proposal. In the meantime, if you need any supplemental information, please feel free to contact us at (231) 946-0044 or the email addresses below. Thanks again.

Sincerely,



Abigail Hawley
abbie@envlaw.com



Scott W. Howard
scott@envlaw.com



Ross Hamersley
ross@envlaw.com

Encl.

AN INTRODUCTION TO

OLSON & HOWARD, P.C.

A Professional Corporation

420 East Front Street
Traverse City, Michigan 49686
Telephone: (231) 946-0044
Fax: (231) 946-4807
www.envlaw.com

LAWYERS FOR THE COMMUNITY AND THE ENVIRONMENT

OLSON & HOWARD serves individuals, community groups, and local governments with innovative legal strategies for protecting their communities, their environment, and their quality of life. Our firm has proudly been providing legal services to northern Michigan since 1972. We enjoy long-standing relationships with our clients, and share with them a belief that the law can be a tool for creating positive change and finding practical solutions to complex problems.

AREAS OF PRACTICE

Environmental Law

Environmental Law is our heritage at OLSON & HOWARD. James Olson was the Chair of the first Michigan Environmental Law Conference and is the author of the book, *Michigan Environmental Law*. Our firm has been involved in some of the major environmental cases of the last three decades in Michigan, a tradition that continues today. We have appeared as the attorneys of record in several cases before the Michigan Supreme Court. We have also worked on high-profile environmental cases across the state, from the western end of the Upper Peninsula to Detroit. Our cases have appeared in the *New York Times*, *Washington Post*, *Chicago Tribune*, *Detroit News*, *Detroit Free Press*, and many other newspapers, and on national public radio. We are actively involved in teaching and writing environmental law.

Zoning and Land Use

Our zoning and land use practice focuses on assisting local governments with pro-active legal mechanisms for managing growth and combating sprawl. We work with our municipal clients on strategies for such issues as farmland protection, historic preservation, natural features ordinances, and new urbanism. We also assist community groups in defending their interests before local planning and supervisory boards. We have represented clients in all phases of zoning and land use litigation, including recent successes in the Michigan Supreme Court and Michigan Court of Appeals. The firm's attorneys have been recognized as experts in the fields of zoning, land use and environmental law. Mr. Olson was recognized as one of Michigan's top attorneys in the area of zoning and land use by Michigan Super Lawyers Magazine in 2008.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

02/23/2022

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Alta Professional Insurance Services Agency 14141 Farmington Road Livonia MI 48154	CONTACT NAME: Mary Camilleri	FAX (A/C, No): (734) 786-0067	
	PHONE (A/C, No, Ext): (734) 432-2075	E-MAIL ADDRESS: mcamilleri@altaproinsurance.com	
INSURED Olson, Bzdok & Howard PC 420 East Front Street Traverse City MI 49686	INSURER(S) AFFORDING COVERAGE		NAIC #
	INSURER A : Wesco Insurance Company		
	INSURER B :		
	INSURER C :		
		INSURER D :	
		INSURER E :	
		INSURER F :	

COVERAGES CERTIFICATE NUMBER: CL2222301306 REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS	
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE	\$
							DAMAGE TO RENTED PREMISES (Ea occurrence)	\$
							MED EXP (Any one person)	\$
							PERSONAL & ADV INJURY	\$
							GENERAL AGGREGATE	\$
							PRODUCTS - COMP/OP AGG	\$
								\$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO <input type="checkbox"/> OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident)	\$
							BODILY INJURY (Per person)	\$
							BODILY INJURY (Per accident)	\$
							PROPERTY DAMAGE (Per accident)	\$
								\$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE	\$
							AGGREGATE	\$
								\$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below Y / N <input type="checkbox"/> N / A						PER STATUTE	OTH-ER
							E.L. EACH ACCIDENT	\$
							E.L. DISEASE - EA EMPLOYEE	\$
							E.L. DISEASE - POLICY LIMIT	\$
A	Lawyers Professional Liability			WPP1023759-10	01/01/2022	01/01/2023	per claim	\$1,000,000
							aggregate	\$2,000,000
							deductible	\$5,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Scheduled Attorneys: James M. Olson, Christopher M. Bzdok, Scott W. Howard; William Rastetter; Ross A. Hammersley; Rebecca Millican; Lydia Barbash-Riley; Abigail Hawley; Holly Hillyer; Lauren Teichner

CERTIFICATE HOLDER**CANCELLATION**

Informational Certificate

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

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900 MONROE AVE NW
GRAND RAPIDS, MI 49503

PHONE (616) 632-8000
FAX (616) 632-8002
MIKAMEYERS.COM

Richard M. Wilson, Jr.	Mark E. Nettleton ²	Daniel J. Broxup	Of Counsel	William A. Horn ⁶
Daniel R. Kubiak	Nathaniel R. Wolf	Joshua D. Beard	James R. Brown	Mark A. Van Allsburg
Scott E. Dwyer	Jennifer A. Puplava	Bradley A. Fowler	John M. DeVries	
George V. Saylor, III	Benjamin A. Zainea	Amber M. Soler	Michael C. Haines	Also Admitted in
Elizabeth K. Bransdorfer	Christopher D. Matthyse	Timothy J. Figura ⁵	James K. White	¹ Delaware
James F. Scales	Ronald M. Redick	Curtis L. Underwood	Fredric N. Goldberg	² Illinois
Ross A. Leisman	Kimberly M. Large ¹	Dominic T. Cloinger	John H. Gretzinger	³ New York
Neil P. Jansen	Nikole L. Canute ³	Kathryn Z. Stegink	Douglas A. Donnell ⁴	⁴ Ohio
				⁵ Pennsylvania
				⁶ Wisconsin

October 26, 2023

Village of Empire Clerk
Attn: Derith Smith
P.O. Box 252
11518 S. Lacore Street
Empire, MI 49630-0253

Re: Proposal for Village Attorney Services

Dear Derith:

We are pleased to submit Mika Meyers' proposal in response to the Village's Request for Proposal for the position of Village Attorney for general legal services for the Village of Empire (Village). I have been privileged to provide legal counsel services to the Village in the past and would welcome the opportunity to serve as Village Attorney again.

Firm Background and Experience

Mika Meyers PLC is a full-service law firm based in the City of Grand Rapids, and has offices in Manistee, Caledonia and Rockford. Established in 1951, the firm has 24 active attorneys, who are assisted by a support staff that includes 13 legal assistants and one paralegal. We also have a full-time accounting staff of three persons, who are available to assist clients with billing questions and related matters, as needed. All of the firm's offices are spacious, equipped with the latest, modern equipment, and provide a professional atmosphere to work and meet with clients and others.

We are a general practice law firm, and therefore provide legal services to our clients in all areas of civil law. One of the largest areas of our practice is local government law, including in particular legal services for various municipal entities.

More than fifteen lawyers in our firm specialize in legal services for local government clients. Our practice includes all aspects of municipal legal matters, including preparing and interpreting ordinances; administrative law, appellate proceedings; bankruptcy; civil rights; conflicts of interest, election issues, eminent domain and inverse condemnation; employment law (including collective bargaining); engineering and construction contracting issues; environmental issues; bond and finance work; governance; general municipal law; employee pension and benefits law; zoning and land use planning; Open Meetings Act and Freedom of Information Act issues; water and sewer ordinances and agreements; intellectual property; public nuisance actions; tax tribunal work; intergovernmental agreements and cooperation; 425 agreements; annexation; ordinance enforcement; workers' compensation, Downtown Development Authorities and other Tax Increment Financing (TIF) authorities, such as Brownfield Redevelopment Authorities, Michigan State Housing Development Authority (MSHDA) projects, and many other types of legal matters and issues.

We are serving or have served as general or special legal counsel for municipal entities in Allegan, Antrim, Barry, Bay, Benzie, Berrien, Chippewa, Calhoun, Dickinson, Eaton, Grand Traverse, Hillsdale, Kent, Ionia, Isabella, Jackson, Kalamazoo, Lake, Leelanau, Manistee, Marquette, Mason, Mecosta, Missaukee, Montcalm, Muskegon, Newaygo, Oakland, Oceana, Ottawa, Roscommon, Saginaw, Van Buren, and Wexford Counties. In addition, we represent numerous counties, road commissions, drain commissioners, and public authorities, such as utility authorities, tax increment finance authorities, airport authorities and other authorities (police, fire and building authorities, for example). A listing of other municipal clients we are or have recently served is attached behind Tab A.

To the extent research of a particular legal position is required, we are well situated to complete the research in a quick, cost-effective manner. We maintain an extensive physical law library and we have full computer access to the major online legal research services, including Lexis Nexis. We have access to the reported and unreported cases of the courts of Michigan, the courts of the other states and all of the federal courts. Likewise, we have access to all the statutes and administrative regulation of Michigan, the statutes and regulations of all the other states and all of the federal statutes and regulations.

Mika Meyers carries professional liability insurance and general liability in amounts appropriate to its practice and will provide evidence thereof if selected to handle the Village's legal work.

Proposed Attorney Team

Attorneys that would assist the Village are myself, Tim Figura, as lead attorney. Additional attorneys of the firm that would assist the Village include Richard Wilson, Mark Nettleton, Nikole Canute, Joshua Beard, Brad Fowler, and Kathryn Zoller. Bios for these attorneys are included at Tab B.

Timothy J. Figura, an associate with 9 years of experience. I would be the lead attorney for the Village. I practice in the general municipal law area and specialize in zoning and land use planning and municipal litigation. As the lead attorney, I would assist the Village with general municipal representation on a day-to-day basis. In my practice, I have advised numerous small, rural Villages and Townships throughout Leelanau and Benzie Counties, including their Planning Commissions operating under the Michigan Planning and Enabling Act. My municipal practice includes general legal counsel, ordinance revision, land use applications, municipal litigation, and appeals.

Richard M. Wilson, Jr., a firm member with 44 plus years of experience. Richard is well acquainted with the issues that villages frequently encounter (he represents the Villages of Onekama and Kaleva) and because of his broad experience in representing other forms of governmental entities as well as cities, he has a broad knowledge of road and street issues, plat issues, public utility and utility rate issues. Richard would assist the Village if I am unable to do so.

Mark E. Nettleton, a firm member with 26 plus years of experience. Mark practices in the general municipal law area with a specialty in municipal finance (serving primarily as bond counsel or issuer's counsel on public finance transactions). As bond counsel, Mark has assisted counties, cities, townships, villages and public authorities with "new money" issues for the financing of real and personal property acquisitions and capital improvements through the issuance of tax-exempt capital improvement bonds, revenue bonds, unlimited tax general obligation bonds, installment purchase agreements and lease transactions, as well as refunding of outstanding municipal debt. Mark has worked with municipal entities to utilize federal and state loan and financing programs including the U.S. Department of Agriculture's Rural Development Agency, and the State of Michigan (Drinking Water Revolving Fund, State Revolving Fund, and State Building Authority).

Joshua D. Beard, a firm member with 13 plus years of experience. Joshua practices in the areas of tax tribunal, property tax, and special assessments.

Nikole L. Canute, a firm member with 17 plus years of experience. Nikole practices in the areas of labor and employment law, and litigation. Nikole counsels local governments on various employment matters including hiring, retention and disciplinary issues, and preparing and revising employment handbooks and policies.

Bradley A. Fowler, a firm member with 12 plus years of experience. Brad counsels local governments on a number of municipal matters including governance issues, planning and community development, Constitutional law, elections, and ordinance drafting and enforcement.

Kathryn Zoller, an associate of the firm with 3 plus years of experience. Kathryn focuses her practice on municipal law (OMA, FOIA, and ordinance drafting), civil litigation, labor and employment, and real property and zoning law.

Accessibility and Responsiveness

If selected as legal counsel for the Village, I would be the team lead and I would coordinate all legal services for the Village. I would be the person who would attend and be available for meetings of the Village Council and the Village's boards or committees as requested by the Village. If I am unavailable, Richard Wilson will attend meetings as requested. Richard Wilson and I are both located in our Manistee office and can be at the Village's Municipal Building within an hour for special meetings or unusual needs.

I and the other members of the Village's legal team are also available by cell phone, text and email 24/7/365 to the Village President for emergency consultations or actions.

Accessibility. It is very important to us that we be readily available to our clients. All attorneys respond promptly to telephone calls and e-mails. We serve many local governments throughout the state and have found that we can effectively serve clients located in other communities by means of conference video or telephone calls, e-mails and fax transmissions.

Responsiveness. Another vital aspect of the attorney-client relationship is responsiveness in the performing of legal services. You can expect that the services we render for you will be completed on time, according to your needs and schedule. As a routine matter, Village matters are given priority over, and attended to ahead of, other matters not requiring more immediate attention (such as court hearings, briefing deadlines, etc.).

Fee Structure

Municipal fee structures may vary greatly. To avoid confusion when multiple attorneys provide services to a client, all attorney members performing services would bill the Village at the same hourly rate regardless of the attorney's published rate schedules. A lower rate would be charged for associate attorney time and, if utilized, an even lower rate would be charged for paralegal services.

For calendar years 2023 and 2024, my hourly rate for services as described will be \$225/hour for all matters billed to the Village, up to \$380/hour for the member attorneys, \$240/hour for associate attorneys and \$195/hour for paralegal services. In future years, increases in hourly rates would be negotiated with the Village President, but it is expected that annual increases of not less than that offered to other top Village officials would be agreed to by the Village.

Client References

Our biggest reference is the Village's employment of me in the past. For additional references, you may wish to contact other municipal clients of the firm, including the following:

Mr. Roger Burger
President
Village of Onekama
5283 Main Street
Onekama, MI 49675
president@villageofonekama.org
(231) 889-3171

Mr. Rob Splane
City Manager
City of Hart
407 State St.
Hart, MI 49420
rsplane@cityofhart.org
(231) 873-3546

Mr. Mitch Foster
City Manager
City of Ludington
400 S. Harrison Street
Ludington, MI 49431
mfoster@ci.ludington.mi.us
(231) 845-6237

Conflicts

The firm has conducted a thorough conflict check regarding the Village, and the firm has no conflicts representing the Village.

List of Clients that Could Cause a Conflict of Interest

Because of Mika Meyers' broad municipal practice, we make efforts to avoid conflicts of interest before they arise. We are aware of and cautious of situations which can end up involving the governmental unit, such as disputes between neighboring property owners, condominium associations, private road disputes and similar matters. In the past three years, there has not been a single instance where we had to decline or withdraw from representation of a municipal client because of a conflict. There were several instances, however, where the converse occurred – where we declined to represent an individual or business because their interests would have been adverse to a municipal client.

We do currently represent many municipalities, commissions and public entities including several which are adjacent to or operate in or near the Village, including Empire Township, Cleveland Township, Lake Township, Platte Township, Almira Township, the Village of Lake Ann, and the Glen Lake Library.

If an adverse relationship (including litigation) may develop in the future between the Village and one of our other clients, we will advise the Village of the conflict consistent with the Michigan Rules of Professional Conduct applicable to attorneys, consult with the Village concerning the conflict, and ascertain whether the conflict may be waived by both parties. If the conflict is one which can be waived, it is our practice to represent the local government client, not the private client. If the conflict cannot be waived, or involves two local government clients, we will not undertake the representation of either party for that specific matter.

Other Matters

Concerning the day-to-day handling of legal matters for our clients, we comment further as follows:

1. **Working Together.** We believe that one of the most important things in serving our local government clients is a pleasant and effective working relationship. We work very hard to provide legal services that are on time, that are cost-effective, and that are convenient and helpful to our clients. In that regard, we believe that we can best meet our clients' needs if there is an effective mechanism in place for periodic review of and feedback on the Village Attorney's job performance.
2. **Client Bulletins.** We provide to our clients, without charge, a printed bulletin every other month about current matters involving local government law, including Village matters and cases.
3. **Client Alert.** Also, from time to time, we send out client e-mail alerts on particular items that our clients need to know about right away, such as important new laws that have been enacted. There is no charge for this service.
4. **Other Value-Added Services.** Because of our substantial local government law practice, and our representation of many cities and other local governments, we follow closely all of the local-government-related cases decided in the appellate courts. We also follow local-government-related bills in the Michigan Legislature. Whenever appropriate, we provide information or memoranda to our clients on these matters, without charge.

Many of our city and local government clients have been our clients for many years, some as long as 30 or 40 years. At least two of them have been our clients for more than 50 years. It is always our goal to render legal services of such high quality, timeliness and economy that our attorney-client relationship will continue on a long-term basis.

We hope these comments and the enclosed materials will assist you as you consider the matter of legal counsel for the Village.

Village of Empire Clerk
October 26, 2023
Page 7

If you have questions or if we can provide more information about our firm and our Village law practice, please let us know.

We would welcome the opportunity to meet with you, the members of the Village Commission or other Village officials, at your convenience.

Sincerely,



Timothy J. Figura

mlr
Enclosures

Timothy J. Figura

ATTORNEY | MANISTEE, MI



PHONE (231) 723-8333
FAX (231) 723-3888
EMAIL tfigura@mikameyers.com

My favorite thing about practicing law is the reality that no matter how confident I may feel on a topic, there is always more to learn. I focus on results-oriented solutions for my clients, and I strive to treat all parties and partners with respect and decency even when our objectives do not align. I like to say that "while we may disagree, we don't have to be disagreeable."

When I am not in the office, I am enjoying scenic northern Michigan or relaxing at home with family (including my pet cat and parakeet). I have been learning to play the guitar for 30 years, play disc golf when I have the time, and I have baked more pizza recipes than I could remember. I am lucky to connect with my community by serving on my local planning commission.

EDUCATION

University of Pittsburgh School of Law, J.D., 2013
Michigan State University, B.A., 2004

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

State Bar of Michigan, Real Estate and Government Law Sections
Member

Michigan Townships Association
Member

Michigan Municipal League
Member

AREA OF PRACTICE

- Business & Commercial
- General Legal Counsel
- Municipal Litigation
- Real Estate
- Zoning and Land Use Planning
- Estate and Trust Planning

BAR ADMISSIONS

Michigan, 2015



Richard M. Wilson, Jr.

ATTORNEY | MANISTEE, MI

PHONE (231) 723-8333
FAX (231) 723-3888
EMAIL rwilson@mikameyers.com

My contracts professor in law school once remarked that attorneys were the grease in the gears of commerce. Those words stuck with me throughout my career. I pride myself on getting things done for my clients with a minimum of conflict and stress. Whether it's a business transaction, a real estate matter, or assisting a governmental agency in accomplishing its goals, a satisfied client is my greatest professional satisfaction.

Away from work, I enjoy sailing on the Great Lakes during the summer months and skiing in the winter. My indoor time is spent listening to music of all kinds and tackling my long reading list. I also enjoy the time I am able to devote to the various artistic and charitable activities that abound in our community.

EDUCATION

The Ohio State University, J.D., 1978 Honors: *With Honors*
Methodist Theological School in Ohio
Grand Valley State University, William James College, B.S., 1975

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

American Bar Association: Corporation, Banking, Business Law, Urban, State, and Local Government Law sections
State Bar of Michigan: Public Corporation, Business Law, and Health Care Law sections
Manistee Bar Association, President
Michigan Township Association
Michigan Municipal League
American Health Lawyers Association
County Road Association of Michigan

HONORS AND AWARDS

- Listed in Best Lawyers in America
- AV Rated by Martindale-Hubbell

AREAS OF PRACTICE

- Appellate Law
- Business & Commercial
- Condemnation
- Environmental
- Health Care
- General Legal Counsel
- Municipal Litigation
- Oil and Gas
- Public Utility Systems
- Real Estate
- Zoning and Land Use Planning

BAR ADMISSIONS

- Michigan, 1979
- U.S. District Court (Eastern Michigan), 1979
- U.S. District Court (Western Michigan), 1980
- U.S. Court of Appeals for the Sixth Circuit Court, 2000

Mark E. Nettleton

ATTORNEY | GRAND RAPIDS, MI

PHONE (616) 632-8048
FAX (616) 632-8048
EMAIL mnettleton@mikameyers.com



I thrive on helping local governments in Michigan navigate the complexities and nuances of public finance, municipal law, land use and zoning law, and real estate. Every client project is unique (and sometimes challenging), and I enjoy listening to my client's needs and goals and preparing and executing a plan to help the client meet these needs and accomplish their goals for the benefit of their community.

Outside of the Firm, I serve on the Board of Directors of the Government Law Section of the State Bar of Michigan and am a past chair of that section. I also serve as Chair of the Board of Directors for Arbor Circle, a West Michigan not for profit organization dedicated to improving mental health and wellness for individuals, families, and youth. I also enjoy spending my free-time road and mountain biking, swimming and enjoying Lake Michigan.

AREAS OF PRACTICE

- Educational Institutions
- General Legal Counsel
- Public Finance
- Public Utility Systems
- Tax

BAR ADMISSIONS

- Michigan, 1995
- Illinois

EDUCATION

University of Detroit Mercy School of Law, Detroit, Michigan, 1995
Fordham University, New York, May, 1992 Bachelor of Arts Major: Economics Major: Political Science

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

American Bar Association, Member
The State Bar of Michigan, Public Corporation Law Section Member
National Association of Bond Lawyers, Member
Grand Rapids Bar Association, Member
Illinois Bar Association, Member
Arbor Circle, Board of Directors

HONORS AND AWARDS

- Recipient of the Michigan Association of Municipal Attorneys' Distinguished Attorney Award
- Selected for inclusion in Best Lawyers in America
- Selected for inclusion in *Grand Rapids Magazine's* 2019-2023 Top Lawyers
- Selected for inclusion in *Crain's* Notable West Michigan Lawyers 2023

Nikole L. Canute

ATTORNEY | GRAND RAPIDS, MI



PHONE (616) 632-8049
FAX (616) 632-8049
EMAIL ncanute@mikameyers.com

I tell clients that it's my job to take the legal problems off their plate, so they can focus on their job and business. I find it extremely rewarding when I can interpret the law for my clients in a way that makes sense, and then help them strategize for greater success. I also enjoy learning about my clients' businesses. It's fascinating to learn about industries outside my own.

When I'm not working, I enjoy hiking, traveling, and obsessing over Notre Dame football (Go Irish!). I also serve on the Board of Boys & Girls Club of Grand Rapids, as well as on committees for Family Promise of Grand Rapids—both of which give me perspective and inspire me to work hard, so I can give back to others.

EDUCATION

Notre Dame Law School, Notre Dame, Indiana, 2005 J.D. Honors: *Cum Laude*
Alma College, Alma, Michigan, 2002 Bachelor of Arts Honors: *Magna Cum Laude*

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

State Bar of Michigan, Member
New York State Bar Association, Member
Grand Rapids Bar Association, Member
Women Lawyers Association of Michigan, Member
Human Resources Group of West Michigan, Member
Family Promise of Grand Rapids, Member
Boys & Girls Club of Grand Rapids Youth Commonwealth, Member

HONORS AND AWARDS

- Selected as a member of *Michigan Lawyers Weekly* Class of 2018 "Women in the Law"
- Selected for inclusion in Best Lawyers in America 2022, 2023
- Selected for inclusion in *Grand Rapids Magazine's* 2019-2023 Top Lawyers
- Selected as a 2013 "Up & Coming Lawyer" by *Michigan Lawyers Weekly*
- 2012, 2013, 2014 and 2015 Michigan Super Lawyers Rising Star
- Women Lawyers Association of Michigan, Western Region, Outstanding Member 2013

AREA OF PRACTICE

- Appellate Law
- Educational Institutions
- Energy & Natural Resources
- Labor Arbitration
- Oil and Gas
- Business & Commercial
- Condemnation
- Employment Litigation
- Labor & Employment
- Manufacturing
- Securities

BAR ADMISSIONS

Michigan, New York

Joshua D. Beard

ATTORNEY | GRAND RAPIDS, MI



PHONE (616) 632-8043
FAX (616) 632-8043
EMAIL jbeard@mikameyers.com

Not everyone can get excited about energy law and aviation law, but I guess that's what makes me unique. An avid and curious learner, I'm always seeking a deeper understanding so that I can help companies across the oil and gas industry overcome their greatest legal challenges.

Outside of Mike Meyers, I serve as Treasurer of the Aviation Law Section Council of the State Bar of Michigan. I'm also a member of the Legal and Legislative Committee for the Michigan Oil and Gas Association and on the Board of Directors for CDS Lakeshore Head Start.

EDUCATION

The University of Michigan Law School, Ann Arbor, Michigan
Michigan State University, East Lansing, Michigan

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

Michigan Oil and Gas Association, Member
Rocky Mountain Mineral Law Foundation, Member
State Bar of Michigan, Member
Aviation Law Section, Treasurer
Grand Rapids Bar Association, Member
CDS Lakeshore Headstart, Board of Directors, Past President, President, Secretary

HONORS AND AWARDS

- Selected for inclusion in *Grand Rapids Magazine's 2019 and 2023 Top Lawyers*

AREAS OF PRACTICE

- Appellate Law
- Aviation
- Bankruptcy and Creditors Rights
- Banking and Commercial Lending
- Colleges and Universities
- Commercial Litigation
- Condemnation
- Energy and Natural Resources
- Educational Institutions
- Environmental
- Municipal Litigation
- Oil and Gas
- Property Tax
- Property Tax Appeals
- Property Tax Disputes
- Tax

BAR ADMISSIONS

- State of Michigan, 2009
- U.S. District Court for the Western District of Michigan
- U.S. Court of Appeals for the Sixth Circuit

Bradley A. Fowler

ATTORNEY | GRAND RAPIDS, MI

PHONE (616) 632-8086
FAX (616) 632-8086
EMAIL bfowler@mikameyers.com



As a former Assistant Attorney General for Michigan, judicial law clerk, and Eagle Scout, service is in my DNA. That is why I am grateful for every opportunity to provide value-added service to my clients. Whether I am advising a local government body, negotiating a contract, facilitating a real estate transaction, or litigating a case in court, I am dedicated to delivering sound advice and strategic guidance to my clients rooted in their goals and objectives.

When I am not working, you will usually find me hanging out with my wife and two young kids. I enjoy hiking, cycling, camping, kayaking, skiing and board games (both with friends and family). I also enjoy the time I am able to devote to community service having served on the boards for Catholic Charities West Michigan, the Grand Rapids Bar Association and the local chapter of the Federalist Society.

EDUCATION

University of Detroit Mercy, School of Law Detroit, Michigan, 2010
Michigan State University, James Madison College East Lansing, Michigan, 2007
Bachelor of Arts

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

Grand Rapids Bar Association, Former Board Trustee
Catholic Charities of West Michigan, Board of Directors and Development Committee Chair
State Bar of Michigan
Federalist Society – West Michigan Chapter, Executive Board

HONORS AND AWARDS

- Selected for inclusion in Best Lawyers in America
- Selected for inclusion in Michigan Super Lawyers Rising Star 2018, 2019 and 2020
- Selected for inclusion in *Grand Rapids Magazine's* 2020-2023 Top Lawyers
- Grand Rapids Bar Association 2018 "3-in-10" Award
- Michigan Lawyers Weekly Up and Coming Lawyer 2016
- Moot Court Board of Advocates Member of the Year Award, 2010
- Eagle Scout

AREAS OF PRACTICE

- Commercial Litigation
- Condemnation
- Criminal Law
- Library Law
- Marijuana Regulation
- Municipal Law
- Municipal Litigation
- Ordinance Enforcement and Prosecution
- Public Utility Systems
- Real Estate
- Zoning and Land Use Planning

BAR ADMISSIONS

- Michigan, 2010
- U.S. District Court for Western District of Michigan

Kathryn Z. Stegink

ATTORNEY | GRAND RAPIDS, MI

PHONE (616) 632-8044
FAX (616) 632-8044
EMAIL kstegink@mikameyers.com



I have always loved reading and writing. Being able to practice both skills is actually a big reason why I chose to become a lawyer in the first place. It's wonderful when I can apply my research and writing skills to solve clients' problems or answer their questions and help them learn more about the law.

In my free time, I enjoy reading novels, painting, and visiting museums. I also love supporting the Michigan Wolverines as well as the Notre Dame Fighting Irish, unless they are playing Michigan.

EDUCATION

University of Notre Dame Law School, Notre Dame, Indiana Honors: *Magna Cum Laude*
University of Michigan, Ann Arbor, Michigan Honors: *With Honors*

PROFESSIONAL ASSOCIATIONS AND MEMBERSHIPS

State Bar of Michigan, Member
Grand Rapids Bar Association, Member

AREAS OF PRACTICE

- Commercial Litigation
- Employment Litigation
- General Legal Counsel
- Labor Arbitration
- Labor and Employment
- Municipal Litigation
- Personal Injury and Wrongful Death

BAR ADMISSIONS

Michigan, 2020