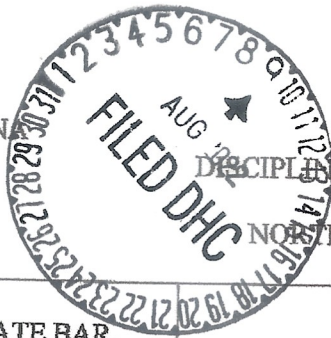


STATE OF NORTH CAROLINA
WAKE COUNTY



BEFORE THE
DISCIPLINARY HEARING COMMISSION
OF THE
NORTH CAROLINA STATE BAR
22 DHC 15

THE NORTH CAROLINA STATE BAR,

Plaintiff

v.

THOMAS C. FLIPPIN, Attorney,

Defendant

CONSENT
ORDER OF DISCIPLINE

THIS MATTER was considered by a Hearing Panel of the Disciplinary Hearing Commission composed of Shannon R. Joseph, Chair, and members Brian O. Beverly and Jane B. Weathers. Jennifer A. Porter represented Plaintiff, the North Carolina State Bar. Defendant, Thomas C. Flippin, was represented by Dudley A. Witt.

The parties stipulate and agree to the findings of fact and conclusions of law recited in this Consent Order. The parties consent to the discipline imposed by this Order. By consenting to this Order, Defendant knowingly, freely, and voluntarily waives his right to appeal this Consent Order or to challenge in any way the sufficiency of the findings.

Based upon the stipulated facts and upon the consent of the parties, the Hearing Panel hereby finds by clear, cogent, and convincing evidence the following

FINDINGS OF FACT

1. Plaintiff, the North Carolina State Bar ("State Bar"), is a body duly organized under the laws of North Carolina and is the proper party to bring this proceeding under the authority granted it in Chapter 84 of the General Statutes of North Carolina, and the Rules and Regulations of the North Carolina State Bar (Chapter 1 of Title 27 of the North Carolina Administrative Code).

2. Defendant, Thomas C. Flippin ("Flippin"), was admitted to the North Carolina State Bar in 2000, and is, and was at all times referred to herein, an attorney at law licensed to practice in North Carolina, subject to the laws of the State of North Carolina, the Rules and Regulations of the North Carolina State Bar and the Rules of Professional Conduct.

3. During all or part of the relevant periods referred to herein, Flippin was engaged in the practice of law in the State of North Carolina and maintained a law office in Elkin, Surry County, North Carolina.

4. Flippin was properly served with process and the matter came before the Hearing Panel with due notice to all parties.

5. Beginning after he was licensed to practice law in 2000, Flippin maintained attorney trust accounts.

6. Flippin first opened a trust account at First Community Bank (FCB TA).

7. Flippin later opened a trust account at BB&T and transferred all entrusted funds to a trust account at BB&T.

8. Ultimately, Flippin opened four trust accounts at BB&T (collectively "BB&T trust accounts), accounts ending in numbers 9714 (BB&T 9714), numbers 0265 (BB&T 0265), numbers 9927 (BB&T 9927), and numbers 9776 (BB&T 9776).

9. Flippin later opened a trust account at Yadkin Valley Bank (later First National Bank) (FNB TA).

10. When Flippin opened FNB TA, he generally stopped using the BB&T trust accounts.

11. Entrusted funds remained in the BB&T trust accounts when he stopped using the BB&T trust accounts.

12. Flippin did not conduct the required quarterly reconciliations of FCB TA, the BB&T trust accounts, or FNB TA whereby he compared the total of positive subsidiary trust account ledgers with the general ledger balance and adjusted bank balance each quarter until he began conducting these reconciliations for FNB TA in 2017.

13. Flippin failed to timely disburse funds from his trust accounts, including failing to ensure that disbursements made by trust account check were timely completed by negotiation of the check.

14. Flippin failed to maintain the identification of the funds in his trust account such that over time there were funds in his trust account for which he did not know the client owners of the funds.

15. In about 2014, BB&T escheated the balances left at that time in BB&T 0265, BB&T 9927, and BB&T 9776, totaling about \$20,000.00, due to inactivity.

16. Flippin did not realize BB&T had escheated the funds until 2017, when he was contacted by clients for whom he had issued checks from BB&T 9776 to third parties that had not been negotiated.

17. Flippin was able to recover the escheated funds and reissued the checks to the clients totaling \$11,024.00.

18. Flippin did not know the client owners of the remaining recovered funds from the BB&T trust accounts.

19. Flippin failed to always identify on trust account checks the client whose funds in the trust account were being disbursed for FNB TA.

20. Flippin failed to always identify on deposit slips the client for whom funds were being deposited into the trust account for FNB TA.

21. Flippin did not send accountings to clients with funds in his trust account for more than a year, including with respect to funds in the BB&T trust accounts and FNB TA.

22. Flippin did not provide accountings to clients upon final disbursement of their funds from the trust account.

23. Flippin improperly disbursed funds from FNB TA, including as follows:

- a. \$240.00 more disbursed for D. Haughton than was in the trust account for the client in February 2012; corrected by deposit in May 2012.
- b. \$490.00 more disbursed for V. Brofford than was in the trust account for the client in March 2012; corrected by deposit in May 2012.
- c. \$1,741.20 more disbursed for the Parkers than was in the trust account for these clients in May 2012; corrected by deposit in July 2012.
- d. \$365.00 more disbursed for K. Holloway than was in the trust account for the client in September 2012; corrected by deposits in September and October 2012.
- e. \$9.90 more disbursed for A. Taylor than was in the trust account for the client in April 2014; corrected by deposit in May 2014.
- f. \$367.58 more disbursed for K. Cartner than was in the trust account for the client in June 2014; corrected by deposit in July 2014.
- g. \$910.21 more disbursed for K. Cartner than was in the trust account for the client in March 2015; corrected by deposit in April 2015.
- h. \$1,155.00 more disbursed for the Waids than was in the trust account for these clients in September 2016; corrected by deposit in October 2016.
- i. \$1,100.00 more disbursed for G. Billings than was in the trust account for the client in February 2017; corrected by deposit in March 2017.

- j. \$388.00 more disbursed for the Nelsons than was in the trust account for these clients in June 2017; corrected by deposit in July 2017.
- k. \$46.25 more disbursed for the Suddreths than was in the trust account for these clients in September 2017; corrected by deposit in October 2017.
- l. \$500.00 more disbursed for J. Thompson than was in the trust account for the client in January 2018; corrected by deposit in February 2018.
- m. \$600.00 more disbursed for the Nances than was in the trust account for the clients in March 2018; corrected by deposit in April 2018.
- n. \$3,000.00 of entrusted funds transferred inadvertently from the trust account rather than a personal account to Flippin's operating bank account in March 2021; corrected with deposit in April 2021.
- o. \$1.42 of entrusted funds belonging to the Gwyns disbursed to the IOLTA program in January 2022; corrected by deposit in January 2022 upon notice by the State Bar.

Based on the foregoing Findings of Fact and upon the consent of the parties, the Hearing Panel enters the following

CONCLUSIONS OF LAW

1. All the parties are properly before the Hearing Panel and the Panel has jurisdiction over Defendant, Thomas C. Flippin, and the subject matter.

2. Defendant's conduct, as set forth in the Findings of Fact above, constitutes grounds for discipline pursuant to N.C. Gen. Stat. § 84-28(b)(2) in that Defendant violated the Rules of Professional Conduct in effect at the time of the conduct as follows:

- a) By disbursing funds for clients in excess of the amount of funds in the trust account for the client, Flippin failed to properly maintain and disburse entrusted funds in violation of Rule 1.15-2(a), (k), and (n)¹;
- b) By disbursing entrusted funds to himself from the trust account to which he was not entitled, Flippin failed to properly maintain and disburse entrusted funds in violation of Rule 1.15-2(a), (k), and (n);
- c) By disbursing entrusted funds belonging to the Gwyns to the IOLTA program, Flippin failed to properly maintain and disburse entrusted funds in violation of Rule 1.15-2(a), (k), and (n);

¹ As currently codified.

- d) By failing to always identify on trust account checks the client whose funds in the trust account were being disbursed by the check, Flippin failed to create and maintain the trust account records required for canceled checks in violation of Rule 1.15-3(b)(2);
- e) By failing to always identify on trust account deposit slips the client for whom the funds were being deposited into the trust account, Flippin failed to create and maintain the trust account records required for deposits in violation of Rule 1.15-3(b)(1);
- f) By failing to maintain sufficient trust account records and conduct sufficient reviews such that he could always identify the client owners of all funds in all trust accounts maintained by him, Flippin failed to properly identify and maintain client funds in his trust accounts in violation of Rule 1.15-2(a);
- g) By failing to timely disburse funds, by failing to ensure disbursements represented in outstanding checks were completed timely, and by failing to take appropriate action with respect to the funds at issue in outstanding checks which had become unclaimed entrusted property, Flippin failed to properly disburse funds from his trust accounts in violation of Rules 1.3 and 1.15-2(a) and (n) and failed to properly handle unclaimed abandoned funds in violation of Rule 1.15-2(r);
- h) By failing to conduct reconciliations of his trust accounts whereby he compared the total of positive subsidiary trust account ledgers with the general ledger balance and adjusted bank balance each quarter, Flippin failed to conduct the required quarterly reconciliations of his trust accounts in violation of Rule 1.15-3(d)(1); and
- i) By failing to provide clients with accountings of their entrusted funds annually or upon final disbursement, Flippin failed to provide clients with required accountings in violation of Rule 1.15-3(e).

Based on the foregoing Findings of Fact and Conclusions of Law, the stipulated facts, and upon the consent of the parties, the Hearing Panel hereby finds by clear, cogent and convincing evidence the following additional

FINDINGS OF FACT REGARDING DISCIPLINE

1. The findings of fact in paragraphs 1 – 23 above are reincorporated as if set forth herein.
2. A cornerstone of client trust in an attorney is that the attorney will properly protect, maintain, and disburse entrusted funds. Failure to do so erodes the confidence clients place in attorneys who handle their affairs and harms the profession.
3. The trust account record-keeping, review, and reconciliation requirements of the Rules of Professional Conduct are designed to assist with the proper protection, maintenance, and disbursement of entrusted funds, and to facilitate prompt detection and correction of any errors.

Defendant's failure to comply with these requirements as set out above caused significant harm, including having entrusted funds escheated to the State by BB&T due to inactivity and Flippin being unaware of the escheatment for several years until a client contacted him about funds that Flippin should still have been holding in trust for the client in one of the BB&T trust accounts.

4. Flippin took corrective action and implemented measures to bring his trust account procedures into compliance with the Rules of Professional Conduct.

5. The corrective measures implemented were insufficient, however, to prevent him from improperly transferring \$3,000.00 from his trust account to his operating account in March 2021 or to maintain sufficient clarity regarding the client identification of entrusted funds such that he had \$1.42 of client funds disbursed to the IOLTA program in January 2022.

6. Defendant has no prior discipline.

7. Defendant acknowledges that his prior practices with his trust account have not been in compliance with the Rules of Professional Conduct, is remorseful, and has made efforts to come into compliance with the Rules.

8. The Hearing Panel finds by clear, cogent, and convincing evidence the facts contained in the conclusions set out below of the applicable factors regarding discipline from those listed in 27 N.C. Admin. Code 1B.0116(f).

Based on the foregoing Findings of Fact, Conclusions of Law, and Additional Findings Regarding Discipline, the Hearing Panel enters the following

CONCLUSIONS REGARDING DISCIPLINE

1. The Hearing Panel carefully considered all of the different forms of discipline available to it.

2. The Hearing Panel considered all of the factors enumerated in 27 N.C. Admin. Code 1B.0116(f).

3. The Hearing Panel concludes that the following factors from 27 N.C. Admin. Code 1B.0116(f)(1), which are to be considered in imposing suspension or disbarment, are present in this case:

- a. Factor (B), Intent of Defendant to commit acts where the harm or potential harm is foreseeable;
- b. Factor (E), Negative impact of Defendant's actions on client's and public's perception of the profession; and
- c. Factor (H), Effect of Defendant's conduct on third parties.

4. The Hearing Panel considered the factors listed in 27 N.C. Admin. Code 1B.0116(f)(2), which are factors warranting consideration of disbarment, and concluded no factors in this section of the rule are present in this case.

5. The Hearing Panel concludes that the following factors from 27 N.C. Admin. Code 1B.0116(f)(3), which are to be considered in all cases, are present in this case:

- a. Factor (C), Absence of dishonest or selfish motive;
- b. Factor (D), Timely make a good faith effort to make restitution and to rectify consequences of misconduct;
- c. Factor (F), A pattern of misconduct;
- d. Factor (G), Multiple offenses;
- e. Factor (J), Interim rehabilitation;
- f. Factor (K), Full and free disclosure to the Hearing Panel and a cooperative attitude toward the proceedings;
- g. Factor (P), Remorse; and
- h. Factor (S), Degree of experience in the practice of law.

6. The Hearing Panel considered all of the disciplinary options available to it and determined that a stayed suspension with conditions is appropriate in this case, in light of the significant harm and potential harm caused by Defendant's conduct to his clients and the profession. A stayed suspension with conditions designed to ensure all necessary corrections are made to achieve and maintain full compliance with the trust account record-keeping, review, and reconciliation requirements of the Rules of Professional Conduct is necessary to protect clients and the public.

7. The Hearing Panel has considered all lesser sanctions and finds that discipline short of a stayed suspension would not adequately protect the public for the following reasons:

- a. Supervision under a stayed suspension is necessary to ensure all required corrections are made and sustained; and
- b. Entry of an order imposing less serious discipline would fail to acknowledge the seriousness of the offenses Defendant committed and would send the wrong message to attorneys and the public regarding the conduct expected of members of the Bar of this State.

Based on the foregoing Findings of Fact, Conclusions of Law, additional Findings of Fact and Conclusions of Law Regarding Discipline, and with the consent of the parties, the Hearing Panel hereby enters the following

ORDER OF DISCIPLINE

1. Defendant, Thomas C. Flippin, is hereby suspended from the practice of law for two years. The effective date of this Order is 30 days from service of this Order upon Defendant pursuant to 27 N.C. Admin. Code 1B.0128(c). This suspension is stayed from its inception subject to the terms set out below.

2. Defendant is taxed with the administrative fees and costs of this proceeding. Defendant shall pay the administrative fees and costs of this proceeding as assessed by the Secretary of the North Carolina State Bar. Defendant must pay the costs within 30 days of service upon him of the statement of costs by the Secretary.

3. The stay of Defendant's suspension of his law license will continue in effect only as long as Defendant complies with the following conditions:

- a. Defendant establishes and follows written procedures – the current version of such documentation to be provided to the Office of Counsel within 30 days of entry of this Order – setting forth the personnel to be involved, the documents to be utilized, and the process to be implemented, to accomplish the following:
 - (1) Ensuring a client subsidiary trust account ledger is created for the client at the time of any deposit of entrusted funds into a trust account for the client;
 - (2) Ensuring an accurate and appropriate entry is made on the client subsidiary trust account ledger for the client at the time of any deposit or disbursement of funds for the client in the trust account;
 - (3) Ensuring a folder (paper or electronic) is created and maintained per client containing the most current client subsidiary trust account ledger and a copy of each deposit slip and deposited item for any deposits made for the client into a trust account and a copy of every trust account check, wire confirmation, or other instrument by which funds were disbursed from the trust account for the client. If Defendant utilizes a computer software program for trust account record-keeping and for the reports utilized in the three-way reconciliation, then the client subsidiary trust account ledgers shall be printed from that program and maintained in the folder. If Defendant utilizes both handwritten ledgers and computer software program ledgers, then a copy of both shall be maintained in the client's file;
 - (4) Ensuring the most recent three-way reconciliation, outstanding check list, and pertinent client subsidiary trust account ledger is checked and the

balance of funds in the trust account for the client is reviewed prior to any disbursement of funds being made from the trust account to verify the identity of the funds and the available client balance in the trust account;

- (5) Ensuring the trust account checks, deposit slips, ledgers, and other documents for each and every trust account maintained by Defendant are kept separate and distinguishable from such documentation for any other trust account maintained by Defendant at any time, sufficient to ensure that deposit slips, checks, or other documentation for one trust account would not mistakenly be utilized when the deposit or disbursement should be in a different trust account;
 - (6) Timely monthly reconciliations of every trust account compliant with Rule 1.15-3(d)(2) and preparation and maintenance of the records required by Rule 1.15-3(d)(2) and (3);
 - (7) Timely quarterly reconciliations of every trust account compliant with Rule 1.15-3(d)(1) and preparation and maintenance of the records required by Rule 1.15-3(d)(1) and (3);
 - (8) Timely monthly reviews of every trust account compliant with Rule 1.15-3(i)(1) and preparation and maintenance of the records required by Rule 1.15-3(i)(1) and (5);
 - (9) Timely quarterly reviews of every trust account compliant with Rule 1.15-3(i)(2) and (3) as applicable, and maintenance of the records required by Rule 1.15-3(i)(2), (3), and (5); and
 - (10) Timely completion of disbursements, including procedures for monitoring client balances and promptly disbursing all funds in trust for the client, and for monitoring outstanding checks and for taking action to complete disbursements for checks that have not been negotiated and cleared the trust account within six months of issuance.
- b. Defendant makes any adjustments to his written procedures required by the Office of Counsel to ensure compliance with the Rules of Professional Conduct and shall provide revised written procedures within ten days of notice from the Office of Counsel;
- c. Defendant provides each month, no later than the 15th day of the next subsequent month (e.g. certification for January due no later than February 15), a certification that all written procedures were followed with respect to all trust accounts and all trust account transactions that month. If there was any failure to follow a written procedure, any and all such deficiencies shall be identified, explained, and corrective action implemented to ensure the procedure at issue is followed in the

future. If Defendant identifies a need to change any procedure, Defendant must submit to the Office of Counsel the proposed change with explanation for approval, and must receive approval prior to implementing the change;

- d. Defendant provides monthly to the State Bar's Office of Counsel a written report of the three-way reconciliation of all attorney trust accounts to which he has access, using the State Bar's Reconciliation Report form from the State Bar's website and the reconciliation methods described in the State Bar Lawyer's Trust Account Handbook on the State Bar's website, and including with each such report, for the account and period covered by the report, the following documents: (1) list of clients whose funds are held in the trust account that includes the amount of each client's funds; (2) subsidiary ledger for any personal funds of Defendant in the account; (3) general ledger; (4) bank statement; (5) canceled checks; (6) deposit slips; (7) list of outstanding deposits; and (8) list of outstanding disbursements. This documentation is due 15 days after the end of each month (e.g. documentation for January due February 15th, etc.);
- e. Defendant provides any other trust account related documentation or records requested by the Office of Counsel within 10 days of the request;
- f. Each quarter, Defendant shall have an accountant audit all trust accounts. Defendant will be responsible for any associated costs. This audit shall assess whether Defendant has in the trust account(s) the client funds he is required to maintain for clients at that time and Defendant's compliance with Rule 1.15-2 and Rule 1.15-3. Defendant's compliance with Rule 1.15-2 and Rule 1.15-3 shall be addressed on the Report Template form which will be provided by the Office of Counsel to Defendant. The quarterly audit reports are due no later than 30 days after the end of the quarter – for example, the audit for the first quarter of the calendar year (January, February, and March) is due on April 30;
- g. If a monthly three-way trust account reconciliation report, a quarterly audit, or other review reveals any deviation from Defendant's obligations under Rule 1.15-2 or Rule 1.15-3, Defendant takes remedial action and shall, within ten days of the date of such report, review, or audit, provide documentation to the Office of Counsel showing the remedial action;
- h. Defendant complies with Rule 1.15-2(r) and Chapter 116B of the General Statutes regarding any and all abandoned or unidentified funds in any trust account of Defendant's;
- i. For each calendar year of the stayed suspension, Defendant completes one additional hour of CLE on the topic of trust account management. This CLE requirement is in addition to Defendant's other CLE requirements;

- j. Defendant keeps the State Bar's Membership Department advised of his current business address, which address must be a street address, not a post office box or drawer;
- k. Defendant notifies the State Bar of any change of address within 10 days of such change;
- l. Defendant responds to all communications from the State Bar, including communications from the Attorney Client Assistance Program, within 30 days of receipt of such communication or by the deadline stated in the communication, whichever is sooner;
- m. Defendant participates in good faith in the State Bar's fee dispute resolution process for any petition of which he receives notice after the effective date of this Order; and
- n. Defendant does not violate the Rules of Professional Conduct or the laws of the United States or any state or local government.

4. Unless Defendant's obligations under this Order are modified by further order of the DHC, Defendant's obligations under this Order end two years from the effective date of the Order provided there are no motions or proceedings pending alleging lack of compliance with the conditions of the stay of the suspension. Pursuant to 27 N.C. Admin. Code 1B.0118, the DHC retains jurisdiction until all conditions of the stay of the suspension have been met. If a motion or proceeding alleging lack of compliance with the conditions for the stay of the suspension is pending when the period of the stay of the suspension would otherwise have terminated, the DHC retains the jurisdiction and ability to lift the stay of the suspension and activate the two-year suspension in whole or in part if it finds that any of the conditions of the stay have not been met. The stay of the suspension and Defendant's obligation to comply with the conditions for the stay will continue until resolution of any such pending motion or proceeding.

5. If during the stay of the suspension Defendant fails to comply with any one or more of the conditions stated above, then the stay of the suspension of Defendant's law license may be lifted and the suspension activated as provided in 27 N.C. Admin. Code 1B.0118.

6. If Defendant's suspension is activated and Defendant fails to fully comply with 27 N.C. Admin. Code 1B.0128, Defendant shall reimburse the State Bar for any and all expenses incurred by the State Bar in winding down Defendant's practice. Such expenses may include, but are not limited to, storage facility fees, rent payments, moving expenses, charges for secure disposal of client files, postage or other mailing expenses and compensation paid to any appointed trustee and/or the trustee's assistant for time and travel associated with the trusteeship. The State Bar shall send an invoice of wind-down expenses to Defendant at Defendant's last known address of record with the State Bar. Defendant shall not be eligible for any stay of suspension or reinstatement from suspension until he has reimbursed the State Bar for any and all wind-down expenses incurred.

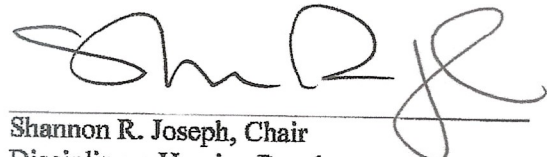
7. If the stay of the suspension is lifted and the suspension is activated for any reason, upon application for another stay or for reinstatement, as permitted and applicable under the pertinent order(s) and rules, Defendant shall demonstrate by clear, cogent, and convincing evidence compliance with the requirements of the applicable rule as well as with the following requirements:

- a. Defendant properly wound down his law practice and complied with the terms of 27 N.C. Admin. Code 1B.0128;
- b. Defendant submitted his law license and membership card to the Secretary of the State Bar no later than 30 days following the effective date of the order lifting the stay;
- c. Within 15 days of the effective date of this Order, Defendant shall have provided the Office of Counsel and the Membership Department of the State Bar with an address and telephone number at which clients seeking return of files can communicate with Defendant and obtain such files. Defendant must have kept this information current with the Membership Department of the State Bar, providing updated information to the State Bar within 15 days of any change;
- d. Defendant shall have promptly returned client files in his possession, custody, or control to clients upon request, within 5 days of receipt of such request. Defendant will be deemed to have received any such request 3 days after the date such request is sent to Defendant if the request is sent to the address Defendant provided the Membership Department of the State Bar pursuant to the preceding paragraph;
- e. Defendant disbursed to the proper recipients all client funds in any trust account he maintained upon the termination of his representation by the activation of his suspension;
- f. Defendant complied with Rule 1.15-2(r) and Chapter 116B of the General Statutes regarding any and all abandoned or unidentified funds in any trust account of Defendant's;
- g. Defendant completed four hours of continuing legal education in the area of trust account management approved by the Office of Counsel of the State Bar, including at least one CLE by the Trust Account Compliance Counsel for the North Carolina State Bar;
- h. Defendant kept the Membership Department of the State Bar informed of his current information for his physical address (not a Post Office box), telephone number, and e-mail address throughout the period of his suspension;
- i. Defendant accepted all certified mail from the State Bar sent to the address on record with the Membership Department of the North Carolina State Bar throughout the period of the suspension;

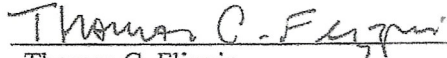
- j. Defendant responded to all letters of notice and requests for information from the North Carolina State Bar by the deadline stated therein with full and complete responses and all requested documentation throughout the period of his suspension;
- k. Defendant came into compliance with any outstanding continuing education or membership obligations at the time of the filing of his petition for reinstatement;
- l. Defendant did not violate any of the Rules of Professional Conduct in effect during the period of the suspension;
- m. Defendant did not violate any laws of the State of North Carolina or of the United States during the period of the suspension;
- n. Defendant paid all costs and administrative fees of this proceeding as assessed by the Secretary and all costs and administrative fees of the proceeding that resulted in activation of the suspension as assessed by the Secretary by the date of the filing of his petition for reinstatement; and
- o. Defendant reimbursed the State Bar for any wind-down expenses incurred by the State Bar.

8. The Disciplinary Hearing Commission will retain jurisdiction of this matter pursuant to 27 N.C. Admin. Code 1B.0118 until all conditions of the stay of the suspension are satisfied.

Signed by the Chair with the consent of the other Hearing Panel members, this the 9th day of August, 2022.


Shannon R. Joseph, Chair
Disciplinary Hearing Panel


WE CONSENT:



Thomas C. Flippin
Defendant

8-1-2022


Date



Dudley A. Witt
Attorney for Defendant

8/4/2022

Date



Jennifer A. Porter, Deputy Counsel
Attorney for Plaintiff

8/5/2022

Date