

LARRY BURTON FLEMING



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Professional Summary

Successful architect / consultant on accessibility issues with 30+ years of experience in the field. Excellent knowledge of accessibility laws and standards, with considerable practical experience, and excellent problem solving skills.

Background / Qualifications

- ❖ Born and raised in Danville, Virginia, and graduated University of Virginia School of
- ❖ Architecture (1976).
- ❖ Served two years (1977-1979) in Botswana (Southern Africa) in the Peace Corps, involved in rural development, including the design and construction of schools, health clinics, government facilities, and public housing for an area roughly the size of Maryland.
- ❖ Licensed as a Registered Architect (RA) in the District of Columbia.

Experience

2010 – Present: *E&A Team, Inc.* Tuscaloosa, AL

Consultant for firm specializing in accessibility issues, including plan reviews of proposed work, construction inspections, accessibility inspections, Capital Needs Assessments (CNA), and training. Plan reviews and construction inspections performed for both new construction and renovation / rehabilitation of existing properties. Accessibility site inspections include Self Evaluation / Transition Plans under Section 504 of the Rehab Act and Architectural Barriers Act Accessibility Standard (ABAAS), Americans with Disabilities Act Accessibility Guidelines (ADAAG) reviews for public accommodations, and reviews of properties for compliance with the Fair Housing Amendments Act design requirements. In addition to providing a list of "Findings of Non-Compliance", often provides recommendations on Corrective Actions to be taken. Have worked to get the CNA industry to include accessibility findings in Capital Needs Assessments of existing buildings. Member of the American Standards for Testing and Materials (ASTM) Accessibility Task Group since 2015, working to incorporate accessibility as a requirement of CNAs. Developed and presented training materials on-site, live, and on-line on a variety of accessibility subjects including Section 504

and UFAS requirements, ABAAS requirements, Fair Housing Amendments Act design requirements, ADAAG requirements for places of public accommodation, and Universal Design for all. Assisted in providing on-line training package for continuing education for architects on the American Institute of Architects (AIA) website, the first training packages offered on accessibility beyond ADA requirements.

1979 – 2009: *United States Department of Agriculture, Rural Development*

For over 30 years served as an architect for USDA's Rural Development agency (formerly Farmers Home Administration). Retired as a "Senior Architect" in 2009 after spending 23 years in the National Office developing policy and regulations, as well as training field staff. While at USDA, involved in single and multi-family housing, health facilities, "first responder" (fire and police) facilities, and rural businesses. Oversaw development and construction programs for multi- million dollar portfolio of direct and guaranteed loans. Specialized in housing for the elderly, assisted living / congregate facilities, and accessibility for the disabled. Accessibility experience with all four Federal laws (Architectural Barriers Act, Rehabilitation Act, Fair Housing Amendments Act, and Americans with Disabilities Act), and their related standards (ABAAS, UFAS, Fair Housing Guidelines, and ADAAG).

2000 – 2009: *ANSI A117.1 Standards Development Committee*

Served as one of four individuals representing the Federal government on the American National Standard Institute's ANSI's A-117.1 Committee. This Committee writes and maintains the ANSI A-117.1 standard "Accessible and Usable Buildings and Facilities", which is the accessibility code for the International Code Council (ICC) International Building Code (IBC). (The building code used throughout the U.S.) Member of the Housing Task Force subcommittee for three years.

Lectures and publications

- ❖ Presented lectures on various accessibility topics at national conferences for Multi-Family Housing management companies, owners, and developers.
- ❖ Published articles on accessibility for national association of multi-family housing owners and developers industry publication.
- ❖ Co-author of the on-line training package "*Fair Housing Design Manual Made EZ*", which adds videos and graphics providing additional detail and explanation for the design and construction requirements of the *Fair Housing Design Manual* published by HUD in 1988. (Approved by the American Institute of Architects as Continuing Education for licensed architects.)
- ❖ Presenter at Council of Affordable Rural Housing (CARH) National Convention in Orlando, FL, 1/2012.
- ❖ Presenter at National Association of Housing and Redevelopment Officials (NAHRO) National Conference in Cleveland, OH, 10/2013.

- ❖ Presenter at Council of Affordable Rural Housing (CARH) National Convention in Washington, DC, 6/2014.
- ❖ Presenter at Viridian Accessibility Conference in Portland, OR, 9/2016.
- ❖ Developed training materials and assisted with over 250 training sessions on accessibility requirements for Section 504, Fair Housing, and ADA.

Depositions, Testimony, and Fees

United States v. 2 Gold LLC, TF Cornerstone LLC, et al. (2013)
 Case No. 2:13-cv-0082 Consent Decree
 Fair Housing design requirements case. Approved by DOJ as “Neutral Inspector” for Corrective Actions taken by defendants.

United States v. Dawn Properties Inc, et al. (2014)
 Case No. 1:14-cv-224-LG-JCG
 Fair Housing design requirements case. Expert Witness for Defendant, report and depositions. Case settled. Corrective actions underway.

Veryl Jefferson v. 3170 LLC et al. (2016)
 Case No. 8:16-cv-00036-LSC-FG3
 ADA case. Expert Witness for Defendant, report. Case settled.

Jabari Wright v. RL Liquor (2016)
 Case No. 8:15-cv-00271
 ADA case. Expert Witness for Defendant, report and testified at trial. Case dismissed – not “readily achievable”.

Jimmy Barfield v. Bucky’s Inc et al. (2016)
 Case No. 8:16-cv-18
 ADA case. Expert Witness for Defendant, report written. Case on-going.

Johnette C. Lewis v. BP Gas Station et al.
 Case No. 8:15-cv-439
 ADA case. Expert Witness for Defendant, report written. Case on-going (2016)

Jason Morgan v. Design to Build LLC et al.
 Case No. 1:16-cv-00768
 ADA and FHAA case. Expert Witness for Plaintiff, report written. Case on-going (2017)

Compensation for analysis and for testimony at trial and for depositions is \$225 / hour.



Alva R. George

PROFESSIONAL SUMMARY

Architectural Professional with over twenty-two years experience in managing and coordinating various Educational Institutions, Healthcare, and Religious Facilities. Proven success working with all levels of management, municipalities, vendors and employees. Adept at bringing optimism to all team efforts.

SKILLS

- Project Coordination
- Capable of Handling Multiple Projects
- MS Office Applications
- Excellent Communication Skills
- Strong Organizational Abilities
- AutoCAD
- Problem Solving
- Scheduling

EMPLOYMENT HISTORY

ACCESSIBILITY TEAM MEMBER AND INSPECTOR, 2017 -Present

E&A Team, Inc., Tuscaloosa, Alabama

- Perform ADA inspections
- Perform accessibility construction inspections
- Perform accessibility plan reviews

CONTRACT WORK, 07/2016 to 4/2017

Tamra Groh Design-Seattle, Washington

- Investigate, analyze, and respond to technical inquiries concerning accessibility issues and code research
- Correspond with municipalities on codes and permitting issues
- Conduct initial survey and assessments for residential renovations
- Draft preliminary sketches based on client ideas for residential renovations
- Research vendors for product information

PROJECT COORDINATOR, 07/2008 to 03/2009

Davis Architects-Birmingham, Alabama

- Project Coordinator on Student Center at Judson College
- Coordinated and conducted site visit meetings with clients to discuss needs
- Managed team consisting of Interior Designer and Architect
- Reviewed construction document package for completeness and potential problems
- Sourced and researched vendors for product information
- Researched and recommended firms for hazardous waste removal
- Responsible for developing construction documents in AutoCAD including specifications
- Created plan presentations for client review using power point
- Revised multiple drawings for various projects consisting primarily of educational institutions
- Consulted & reviewed project for ADA compliance

PROJECT COORDINATOR & ADA CONSULTANT, 01/2001 to 07/2008

Evan Terry Associates-Birmingham, Alabama

- Experienced in all phases of the architectural process from schematic design to design development to the final stage of producing construction documents in AutoCAD
 - Project Manager of 17,000 SQ. FT. Synagogue (Knesseth Israel)
 - Responsible for small projects of limited scope and complexity
- Developed bid packages, assisted with the bidding & evaluation of bids
- Met with clients and worked with outside consultants
 - Performed construction administration services including site visits, punch lists, RFI and addendums
 - Worked with municipalities to obtain necessary land use and building department approvals and permits
 - ADA surveyor, technical assistance, consultant and accessible design specialist
 - Performed pre-survey planning & final data reports
 - Provided ADA compliance consulting, plan reviews and code analysis
 - Facilities included healthcare, religious facilities, educational institutions, and commercial projects

PLANS REVIEWER, 04/1999 to 12/2000

Chatham County-Savannah, Georgia

- Reviewed and approved all permit applications
- Checked site plans for drainage, water & sewer availability
- Determined flood elevations, reviewed residential driveways for compliance & verified plats to building site plan requirements
- Provided customer service to public by answering questions regarding the permitting process
- Explained technical problems with applicants regarding proper building structure, recommended solutions for meeting suitable building or zoning codes
- Served as liaison and substituted for the Zoning Administrator
- Performed mathematical calculations to determine appropriate fees
- Reviewed on an average of 90 permits per month

ASSOCIATE DESIGNER & ADA SPECIALIST, 01/1996 to 04/1999

Savannah College of Art & Design (SCAD)-Savannah, Georgia

ADA Consultant (American's with Disabilities Act) for in-house project management, architectural and interior design team with an annual operating budget of \$25-\$30 million dollars

- Worked closely with historical preservationist to maintain integrity of the historical buildings
- Contributed to the revitalization of 45 commercial buildings located in Savannah's Historical & Victorian Districts
- Identified, analyzed, prioritized and managed the removal of barriers to people with disabilities, as defined by ADAAG and applicable laws.
- Maintained an operational relationship with Accessibility Coordinator to ensure SCAD was operating in accordance with ADA Title III.
- Developed readily accessible procedures to ensure sustainable agency-wide policies, practice and protocols to ensure that emergency plans, programs and procedures meet the requirements of ADA Title III and other applicable laws.
- Coordinated with The City of Savannah to provide accessible sidewalks route to various buildings on Campus.

EDUCATION

- Bachelor of Architecture
- Bachelor of Science- Architectural Studies
Washington State University, Pullman Washington

MARK E. ENGLISH

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PROFESSIONAL SUMMARY

- Over twenty-six years of consulting experience on accessibility issues under the Fair Housing Act, Section 504 of the Rehabilitation Act of 1973, and the Americans with Disabilities Act (ADA), as well as, conventional, state, federal, and low-income housing tax credit programs

EXPERIENCE

E&A TEAM, INC., Tuscaloosa, AL, 1992 – Present, Founder and President

- Fair housing and accessibility consultant
- Experience with multi-family housing programs, including conventional, state, federal, and low-income housing tax credit programs, around the United States
- Provided over 600 Fair Housing and Accessibility Educational Seminars to government agencies, including the U.S. Department of Justice, U.S. Department of Housing and Community Development/Office of Disability Policy, and USDA Rural Development, National Council of State Housing Agencies (NCSHA), the National Association of Home Builders (NAHB), and major property management firms all over the country
- Assembled team of experts to perform accessibility site inspections and Capital Needs and Physical Needs Assessments (CNAs and PNAs), Accessibility Blueprint Reviews, and Accessibility Site Construction Inspections on multifamily housing complexes
- Partnered with Marshall and Swift to create online construction data interface that allows the electronic gathering of CNA and PNA data on a handheld device which, in turn, allows E&A to merge data with the Marshall and Swift database to create a state of the art construction database retrieval system
- Coordinates and oversees accessibility inspections on over 600,000 multifamily housing units in all 50 states
- Consults with agencies and management companies to help develop fair housing and accessibility policies
- Authored the SourceAbility™ Flash Drive
- Authored the Uniform Federal Accessibility Standards (UFAS) Pocket Edition Manual
- Co-authored the Fair Housing Act Design Manual eBook

ENGLISH & ASSOCIATES, INC., Tuscaloosa, AL 1985-1992, Founder and President

- Packaged low-income housing developments for clients
- Identified communities in need of low-income housing developments, worked with funding sources, completed funding processes, and coordinated efforts among all members of the development team

ORGANIZATIONS

- National Council for Affordable & Rural Housing / Washington, DC / Co-Chair / Initiatives Committee / 2009-Present
- National Council for Affordable & Rural Housing / Washington, DC / Board Member / 2000-2008
- National Council of State Housing Agencies / Member
- National Affordable Housing Preservation Associates, Inc., Board Member / Board President / 2000-Present
- United Cerebral Palsy / Ewing Housing Trust / Washington, DC / Committee Member / 2009-Present



Thomas White

Thomas White, E&A Chief Accessibility Consultant, has over 20 years of experience with ADA, Section 504, and the Fair Housing Accessibility Guidelines, including 13 years as the Senior Accessibility Inspector for E&A Team, Inc. He has inspected over 3,000 multifamily sites for E&A. Mr. White also assisted in starting E&A's Blue Print and Specification (BPS) Review division. Since the inception, he has inspected over 350 different BPS projects in 39 states, identifying all 3 federal accessibility codes along with applicable state accessibility codes.

Mr. White often works in conjunction with Mark English, President of E&A Team, Inc. and Scott Moore, Partner at Baird Holm Law Firm who was the former Senior Trial Litigator in the Housing and Civil Enforcement Section of the Civil Rights Division at the U.S. Department of Justice in Washington, D.C. Mr. White frequently serves as an invaluable resource to Mr. Moore in the area of accessibility guidelines and consulting. He has also served as a consultant on behalf of E&A Team, Inc., on 19 expert witnessing cases. Mr. White also partnered with Mark English to compile the UFAS Pocket Edition along with designing the only electronic survey software program for ADA, Section 504, and Fair Housing Accessibility Guidelines.

Currently, Mr. White is the Lead Inspector for all Accessibility Compliance Inspections. He is also the lead contact for the Denver Housing Authority for Blue Print and Spec Reviews in regard to their multi-million dollar expansion for the last 5 years.

