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February 6, 2007

Director of the Division of Legislative Services  
General Assembly Building  
910 Capitol Street, 2nd Floor  
Richmond, Virginia 23219

**Ethics Complaint against Senator Thomas K. Norment, Jr.**

As a citizen of the Commonwealth of Virginia, I am filing a complaint against Senator Thomas K. Norment, Jr. under the General Assembly Conflicts of Interests Act (Section 30-102, *et. seq.* of the 1950 Code of Virginia, as amended). I believe that Senator Norment has significant conflicts of interest relating to previous and current Eminent Domain bills before the Senate.

Senator Norment is a member of the law firm of Kaufman and Canoles. The web page on the law firm website devoted to Senator Norment tells us in the first sentence that he is a Virginia senator and then goes on to state:

“Although now his professional focus is representing Kaufman & Canoles to prospective corporate and governmental clients, he's still active in the courtroom. (copy of entire web page attached as Exhibit A – printed from website on January 25, 2007).

The firm, in stating that Senator Norment’s “professional focus” is “representing Kaufman & Canoles”, is telling the public that Senator Norment is primarily employed as a rainmaker for the firm. Senator Norment’s ability to be a rainmaker stems, at least in part, from his political involvement.

The Kaufman & Canoles website for law partner and fellow legislator, Kenneth Stolle, states: “For Kaufman & Canoles, Ken works closely with colleague Tommy Norment – the Senate Majority Leader – in presenting the firm to prospective corporate and government clients.” (Exhibit B) The unnecessary reference to Senator Norment’s position as Senate Majority Leader in the same sentence where it states that he presents the firm to prospective corporate and

government clients, could be interpreted as a promise that Senator Norment plans to use his political position to benefit Kaufman and Canoles' clients.

Another web page from the Kaufman & Canoles website states that the firm engages in "Unlawful taking of private property", "Condemnation" and "Eminent Domain" litigation on behalf of "Local Governments and Governmental Entities". (Exhibit C – printed from website on January 25, 2007). A listing of the firm's published decisions in this area shows that they represent many governmental entities; those who would be opposed to Eminent Domain reform. (Exhibit D – printed from website on January 25, 2007).

Public Disclosures filed by Senator Norment indicate that he holds significant stock holdings in Dominion Resources, Inc., that is the holding company of a corporate condemnor, VEPCO, as of 2002 (see Exhibit E – printed from the website for The Center for Public Integrity). Senator Norment even accepted a hunting trip to Georgia valued at \$1,722.00 as a gift from Dominion Resources, Inc. in 2001 (along with fellow senator and Kaufman and Canoles law partner, Kenneth Stolle). (Exhibit F)

Despite these conflicts of interest, Senator Norment has thwarted attempts to bring about meaningful Eminent Domain reform that would address the inequities of the United States Supreme Court decision in *Kelo v. City of New London*, which allowed governments to condemn private property and sell it to another private individual if the purpose was to enhance tax revenues (calling such a "public use").

Interestingly, Senator Norment patroned a bill that favored the landowners in Eminent Domain cases in the 2000 legislative session (SB 453), albeit in small ways. This bill allowed, for the first time, for landowners to receive a copy of the appraisal of their property prepared for the condemnors. It also changed the decision-makers from Commissioners to juries, a further protection for the landowners. Just the next year, in 2001, Senator Norment (and his law partner, Senator Stolle) received the hunting trip gift to Georgia from Dominion Resources, Inc mentioned above. Since that time, Senator Norment has frequently offered bills favored by the condemnors and their lobbyists.

There was little substantial legislation on eminent domain thereafter until 2005, the year of the *Kelo* decision. It was at this time that Senator Norment became very involved in the eminent domain issue. When one looks closely at his bills and legislative activity, it becomes clear the impact of Senator Norment's efforts have been to thwart and delay meaningful eminent domain reform.

A good example of this is a 2005 bill dealing with the Landowner's Bill of Rights (LBOR) contained in section 25.1-417 of the Virginia Code. This section purports to give certain rights to landowners, but its last sentence states: "The

provisions of this section create no rights or liabilities and shall not affect the validity of any property acquisitions by purchase or condemnation". Therefore, the section creates rights and then takes them away. HB 1821 sought to strike this ridiculous language in the 2005 session, something the condemnors' lobby would have been opposed to. The Senate Courts of Justice committee on which Senator Norment sits (he also sat on the Eminent Domain subcommittee) then proceeded to move the substantive amendments to another code section which left the offending sentence unchanged. Senator Norment's law partner, Senator Stolle, was the chairman of the Senate Courts of Justice Committee in 2005.

HB 1821 also provided that the state "shall" pay certain litigation costs of the landowner if the condemnors' initial offer was 15% below the actual value of the property. The Senate Courts of Justice Committee changed the 15% to 30% and the "shall" to "may". This is significant because it forces small landowners to accept a condemnors' first offer if the landowner does not have the money for the expensive litigation to follow. Effectively, the Senate amendment allowed a condemnor to offer \$70,000 on a \$100,000 property and not have to pay the landowner's litigation costs if the landowner seeks to recover the full and actual market value of his property. The Senate amendment also required the courts to look at any offer made by the condemnor within 60 days after the filing of the answer by the landowner, not the initial offer made prior to litigation, as required by the original version of HB 1821.

The 2006 legislative session is another example of Senator Norment's (and Senator Stolle's) attempts to thwart meaningful Eminent Domain reform. Virginia is only one of 13 states that have refused to pass legislation in response to the much maligned *Kelo* decision. HB94, as amended, passed the House and provided significant protections for the landowners by stating that increases in the tax base or tax revenues shall not be considered in determining whether the proposed condemnation is appropriate. The Senate referred this bill to the Senate Courts of Justice, chaired by Senator Norment's law partner. The bill was then further referred to a sub-committee, chaired by Senator Norment himself. The bill referred out of Senator Norment's and Senator Stolle's committees (i.e. SB 394) made no substantial change to existing law, thereby protecting the rights of the condemnors. SB394's chief patron was Senator Stolle. As a matter of fact, the Virginia Association of Counties (VACO) in its January 18, 2006 newsletter states that VACO has joined a large group of "stakeholders" (i.e. condemnors) to promote a bill that "preserves current condemnation authority for state and local government and other entities that have the power of eminent domain".

Since the House and Senate versions of this Eminent Domain bill were different, the matter was referred to conference committee. The Senate, led by majority leader Senator Norment, appointed 3 Senators for this conference committee, two of whom were Senators Norment and Stolle. That was the end of Eminent Domain reform for 2006.

Senator Norment introduced SB 1297 this year that prevents the courts from granting landowners the costs incurred in condemnation proceedings when the landowner fails to provide to the condemning authority a written appraisal report. This increases the cost to the landowner and discourages the current practice of providing testimony from experts based upon oral appraisals. This bill protects the interests of condemners.

Senator Norment also introduced Senate Joint Resolution 404 (SJ 404) which requires JLARC to study the eminent domain issue, which would prevent passage of meaningful eminent domain reform for another year if passed. This is a bill that condemners would favor.

The only change to committee assignments for 2007 was the addition of Senator Stolle as a member of the Courts of Justice subcommittee on Eminent Domain. Therefore, Senator Stolle chairs the Courts of Justice committee that Majority Leader Norment sits on and Senator Norment chairs the subcommittee on Eminent Domain that Senator Stolle sits on.

In reviewing the Legislative Information System, which goes back to 1994, the first year in which the Senate Courts of Justice committee had a subcommittee titled "Eminent Domain" was in 2005. Senators Norment and Stolle were 2 of 5 members of this subcommittee. In 2006, the subcommittees were numbered, rather than named. Subcommittee #1 handled the eminent domain legislation and Senator Norment was 1 of 4 members. In 2007, Senators Norment and Stolle are 2 of only 4 members of the Eminent Domain subcommittee. Keep in mind that Senator Stolle, Senator Norment's law partner, chairs the Senate Courts of Justice committee that appoints the members of the subcommittee.

These conflicts violate the General Assembly Conflicts of Interest Act in several ways:

**1. Under section 30-103 (3), it states that no legislator shall: "Offer or accept any money or other thing of value for or in consideration of the use of his public position to obtain a contract for any person or business with any government or advisory agency".**

Senator Norment accepts substantial paychecks on a monthly basis from Kaufman and Canoles. He then, in turn, acts as a rainmaker for the firm bringing in "corporate and government" clients that pay the law firm substantial sums. Many of the law firm's clients may feel as though they have been promised by implication, in the firm website, that Senator Norment will use his legislative power to benefit them.

**2. Under Section 30-103 (5), it states that no legislator shall: "Accept any money...or business or professional opportunity that reasonably tends to influence him in the performance of his official duties."**

Senator Norment depends upon his paycheck at Kaufman and Canoles for his livelihood. He has accepted a position as rainmaker for his law firm. Therefore, he presumably would like to keep his job and that means keeping the partners in his law firm happy. It is undeniable that some very important clients of Kaufman & Canoles would be upset if Senator Norment voted in favor of Eminent Domain reform. It is a conflict of interest for Senator Norment to introduce pro-condemnor bills (and to vote for such bills) that benefit his law firm's clients, and therefore his law firm, and therefore himself.

**3. Under section 30-103 (6), it states that no legislator shall: "Accept any business or professional opportunity when he knows that there is a reasonable likelihood that the opportunity is being afforded him to influence him in the performance of his official duties."**


The Kaufman and Canoles website states that Senator Norment's job duties have changed. He once was a litigator, but is primarily a rainmaker now. That means he has gone from a very difficult, stressful job generally calling for much overtime to a much less stressful job merely making presentations to prospective clients of the law firm, many of whom are condemnors (i.e. governmental and public utility clients). One must wonder if Senator Norment's political position and the power that goes along with it are the reason he is a rainmaker now. If the Senator took political positions in the legislature that hurt his law firm's "corporate and governmental clients", his position as rainmaker could be compromised. Senator Norment has taken actions that benefit his law firm's very important condemnor clients and potential clients, both corporate and governmental.

**4. Under section 30-103 (10), it states that no legislator shall: "Accept a gift from a person who has interests that may be substantially affected by the performance of the legislator's official duties under circumstances where the timing and nature of the gift would cause a reasonable person to question the legislator's impartiality in the matter affecting the donor."**

As indicated above, the Senator Norment accepted a \$1722 hunting trip in 2001 after introducing a pro-landowner bill that year. Once the eminent domain issue was brought to the fore by the *Kelo* decision in 2005, Senator Norment has favored pro-condemnor legislation often.

Despite these conflicts, Senator Norment has not disqualified himself on Eminent Domain issues and has even taken steps to defeat meaningful reform that enjoys broad public support. I ask that you submit this complaint to the chairman of the Senate Ethics Advisory Panel as provided for in Section 30-114 of the Code of Virginia.

2/7/07  
Date

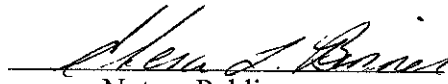
  
G. David Nixon

STATE OF VIRGINIA

CITY OF ROANOKE, TO-WIT:

I, the undersigned Notary Public, in and for the jurisdiction aforesaid, do hereby certify that G. David Nixon, whose name is signed to the foregoing Complaint, appeared before me in my jurisdiction aforesaid and, after having been duly sworn, did attest to the fact that the statements made herein are true and correct to the best of his knowledge and belief.

Given under my hand this 7<sup>th</sup> day of February, 2007.

  
Notary Public

My Commission Expires: June 30, 2009

# **EXHIBIT A**



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#### Practice Areas

[Litigation](#)

[Real Estate Transaction &](#)

[Finance](#)

[Schools](#)

- The College of William and Mary (JD, 1973)
- Virginia Military Institute (BA, 1968)

## Thomas K. Norment Jr.

*With some thirty years of legal experience, plus serving as Virginia Senator for the 3rd Senatorial District since 1992, Tommy brings to Kaufman & Canoles clients a unique mix of litigation know-how and real-world savvy that helps get things done.*



**A Williamsburg native with deep roots there, Tommy Norment has long worked to serve his clients, his community, his constituents, and the Commonwealth of Virginia.** Those efforts have earned him important positions in the Virginia State Senate.

In addition to serving as Majority Floor Leader, he's a member of the all-important Finance Committee, the Rules Committee, and Courts of Justice, which reviews all judicial appointments for the commonwealth. He's also Chairman of the Joint Subcommittee Studying Potential Changes in Restructuring the Electricity Industry in the Commonwealth and of the Commission Studying Incentives for the Shipbuilding Industry.

From environmental law to commercial real estate transactions to labor law and litigation, Tommy can speak of the Kaufman & Canoles know-how: how the firm can resolve client problems, save money for businesses and public institutions, and make good things happen.

Although now his professional focus is representing Kaufman & Canoles to prospective corporate and governmental clients, he's still active in the courtroom. **"I've always enjoyed being a litigator," says Tommy. "I get enormous personal satisfaction assisting clients and helping them resolve their problems. And I enjoy the professional competitiveness."**

Recently that problem-solving acumen and combativeness paid off for a client in the case of a contested estate. After a weeklong jury trial with complicated expert and lay testimony on pertinent historical documents, his client won a substantial judgment. But courtroom contests are just part of what makes Tommy run—from Williamsburg community organizations to key Senate committees to the Senate floor. "I truly enjoy the diversity of experience you gain as an attorney and as a legislator," says Tommy.

**A graduate of the Virginia Military Institute and The College of William and Mary School of Law, Tommy also serves on the Senate Commerce and Labor Committee, the Privileges and Elections Committee, and the Joint Legislative Audit Review Committee; the Virginia State Crime Commission, the National Conference of State Legislators Committee on Commerce and Consumerism, the Governor's Commission on Virginia Travel and Tourism, and as Vice-Chairman of the Jamestown-Yorktown Foundation Board of Trustees. In addition, he was Director of the VMI Foundation from 1997 to**

2001 and serves as an Honorary Trustee of the Williamsburg Land Conservancy and a Trustee of the Williamsburg Partnership in Educational Excellence.

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#### Practice Areas

##### Litigation

- [Criminal Defense](#)

#### Hospitality

##### Associations

- Member, Virginia Beach Bar Association
- Member, Virginia State Bar
- Lifetime Member, Fraternal Order of Police

##### Schools

- Virginia Law Reader Program ( , 1982)
- Berry College (B.S., 1975)

## Kenneth W. Stolle

*A Virginia State Senator for the Eighth District, Senate Majority Whip, and the ranking Senate expert on criminal justice, Ken offers his clients a blend of legal and political experience.*



Ken Stolle came to practice law and politics for a good reason: to better serve the people of Virginia.

While working as a Virginia Beach police officer in narcotics enforcement, he saw a S.W.A.T. team partner shot during an arrest—only to see the convicted assailant back on the streets within three years.

Since then Ken has devoted himself to toughening laws for criminals. He read for the law, passed the bar exam, and left police work for politics. After ten years in the Virginia Senate, he can claim Virginia as "the best state in the nation in dealing with criminals," and has lowering crime statistics to back it up.

Ken has helped pass mandatory sentencing laws and develop programs to stem recidivism. He serves as Chairman of the Courts of Justice Committee, which approves all judicial appointments for the commonwealth, of the Public Safety Subcommittee of the Senate Finance Committee, and of the Virginia State Crime Commission. In addition he serves on other key Senate committees and the Joint Commission on Health Care.

For Kaufman & Canoles, Ken works closely with colleague Tommy Norment—the Senate Majority Leader—in presenting the firm to prospective corporate and governmental clients. He has, over his years in the Senate, developed a vast knowledge of state government and a network of business, government, and law enforcement leaders who respect him and his work.

In addition, he's experienced in civil, criminal, and administrative litigation as well as in business law, particularly for the hospitality industry. This combination of political know-how, business acumen, and personal relationships, boosts Ken's value to his clients. Says Ken, simply: "We have the ability to make things happen."

Direct Dial Number: (757) 491-4024

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# **EXHIBIT C**

# KAUFMAN & CANOLES

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**Attorneys and Counselors at Law**

## Overview of Types of Litigation Matters Handled By Kaufman & Canoles, P.C. For Local Governments and Governmental Entities

- 42 U.S.C. § 1981
- 42 U.S.C. § 1983
- 42 U.S.C. § 1985
- 42 U.S.C. § 1986
- Abuse of process
- Affirmative action
- Age discrimination
- Age Discrimination in Employment Act (“ADEA”)
- Americans with Disabilities Act (“ADA”)
- Antitrust
- Assault and battery
- Breach of fiduciary duty
- Condemnation
- Conversion
- Conspiracy
- Constitution of Virginia
- Construction and public procurement
- Copyright and trademark infringement
- Defamation
- Disparate treatment in employee discipline
- Due process
- Drug testing
- Eminent domain
- Employment discrimination
- Employee grievances
- Environmental
- Equal Protection Clause
- Excessive force
- Fair Labor Standards Act (“FLSA”)
- Failure to protect
- False arrest
- False imprisonment
- Family Medical Leave Act (“FMLA”)
- Fire services
- First Amendment
- Fourth Amendment
- Fraud
- Freedom of Information Act (“FOIA”)
- Gender discrimination
- Intentional infliction of emotional distress
- Invasion of privacy
- Libel
- Malicious prosecution
- Negligence
- Negligent infliction of emotional distress
- Premises’ liability
- Qualified immunity
- Race discrimination
- Religious discrimination
- Retaliation
- School law
- Sexual abuse by a high school teacher and failure to report such abuse
- Sexual harassment
- Slander
- Sovereign immunity
- Title VII
- Title IX
- Tortious interference with contract
- Unlawful search and seizure
- Unlawful taking of private property
- Virginia Tort Claims Act
- White collar crime
- Wrongful death
- Zoning

# **EXHIBIT D**

# KAUFMAN & CANOLES

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**Attorneys and Counselors at Law**

## List of Some Specific Published Decisions from Litigation Matters Involving Issues Commonly Dealt With By Local Governments and Governmental Entities

### Title VII and 42 U.S.C. § 1983

Fulton v. City of Hampton, Civil Action No. 4:02cv56 (E.D. Va. Jan. 2, 2003) (granting summary judgment to police officer in wrongful death/excessive force lawsuit on qualified immunity grounds).

Rosen v. City of Virginia Beach, Civil Action No. 2:01cv832 (E.D. Va. Sept. 23, 2002) (summary judgment granted to the City Police Chief and City Manager in slander and due process case).

Hall v. City of Chesapeake, Civil Action No. 2:00cv508 (E.D. Va. Sept. 17, 2001) (granting summary judgment in favor of City, City Manager and Deputy City Manager in a First Amendment and retaliation suit filed by the Director of the Department of Inspections).

Young v. City of Norfolk, Civil Action No. 2:01cv48 (E.D. Va. Aug. 27, 2001) (successful dismissal of conspiracy and civil rights claims by fired police officer).

Hendrick v. City of Newport News, Civil Action No. 4:01cv04 (E.D. Va. 2001) (excessive force claim against police officer)

Powell v. City of Norfolk Police Dep't, No. 98-2369, 1999 U.S. App. LEXIS 11852 (4<sup>th</sup> Cir. June 8, 1999) (failure to establish *prima facie* case of racial discrimination against a police department when he was not reinstated following the dismissal of a criminal charge against him), affg, Civil Action No. 2:97cv73, 1998 U.S. App. LEXIS 15915 (E.D. Va. Aug. 17, 1998).

Jilek v. City of Newport News, Civil Action No. 4:98cv149 (E.D. Va. Nov. 17, 1999) (granting summary judgment to City, City Manager and Budget Director against claims of racial and sexual discrimination by Risk Manager when he lost his position when City Council voted not to fund his position).

Speight v. Albano Cleaners, Inc., 21 F. Supp 2d 560 (E.D. Va. 1998) (granting partial summary judgment in Title VII claim involving sex discrimination and sexual harassment and defense jury verdict on remaining claims).

Tyndall v. Dynaric, Inc., 997 F. Supp 721 (E.D. Va. 1998) (granting summary judgment for Title VII action alleging race discrimination claims for unequal pay and failure to promote).

Delaney v. City of Hampton, 999 F. Supp 794 (E.D. Va. 1997), aff'd, 135 F.3d 769 (4<sup>th</sup> Cir. 1998) (dismissal of Title VII claim against City over alleged sexual assault by plaintiff's supervisor).

Rutherford v. City of Newport News, 919 F. Supp. 885 (E.D. Va. 1996), aff'd, 107 F.3d 867 (4<sup>th</sup> Cir. 1997) (denying civil rights claim in connection with death of undercover police officer).

Ominski v. Tran, Civil Action No. 2:96cv724, 1997 U.S. Dist. LEXIS 13177 (E.D. Va. July 21, 1997) (granting summary judgment in favor of school administrators and teachers for claims arising out of sexual abuse by teacher of two students and statutory duty to report such abuse).

Smith v. Doe, Civil Action No. 3:96cv852 (E.D. Va. May 20, 1997) (granting summary judgment in favor of police officer in Due Process claim arising out of arrest of criminal suspect).

Estate of Morgan v. Mayor of Hampton, 936 F. Supp. 343 (E.D. Va. 1996) (granting summary judgment in favor of City in ruling that there is no constitutional duty to provide fire protection services or to provide such services in a satisfactory manner).

Richardson v. City of Hampton, Civil Action No. 4:95cv160, 1996 U.S. Dist. LEXIS 15437 (E.D. Va. May 30, 1996) (race and sex discrimination and Equal Protection claim).

Beamon v. City of Suffolk, Civil Action No. 2:96cv300 (E.D. Va. July 2, 1996) (staying civil rights claims that city's condemnation of property was racially motivated until resolution of state court condemnation action).

McClam v. City of Norfolk, 877 F. Supp. 277 (E.D. Va. 1995) (retaliation claim by police officer for allegedly refusing to transfer him because of filing of EEOC complaint).

Traustradotter v. Alvarez, Civil Action No. 2:94cv848 (E.D. Va. July 26, 1995) (granting summary judgment in favor of police officer in an excessive force claim arising out of forceful arrest).

#### **Age Discrimination in Employment Act**

Archer v. Newton-Bus Service Inc., Civil Action No. 4:00cv79 (E.D. Va. 2001) (defense jury verdict after three-day trial).

#### **Americans with Disabilities Act**

McIntyre-Handy v. West Telemarketing Corp., No. 00-1845, 2000 U.S. App. LEXIS 33334 (4<sup>th</sup> Cir. 2000) (affirming grant of summary judgment to employer in religious discrimination suit), aff'g, 97 F. Supp.2d 718 (E.D. Va. 2000).

Coley v. Admiralty Coatings Corporation, No. 99-1359, 1999 U.S. App. LEXIS 20840 (4<sup>th</sup> Cir. Aug. 30, 1999) (affirming entry of judgment in employer's favor in race discrimination suit).

Barry v. City of Virginia Beach, 182 F.3d 906, No. 98-2642, 1999 U.S. App. LEXIS 15080 (4<sup>th</sup> Cir. July 8, 1999) (affirming judgment in City's favor in disability discrimination claims under Americans with Disabilities Act and Title VII).

Salters v. Decipher, Inc., No. 98-2717, 1999 U.S. App. LEXIS 9866 (4<sup>th</sup> Cir. May 21, 1999) (upholding dismissal of plaintiff's employment discrimination claims).

### Fair Labor Standards Act

Adams v. City of Norfolk, 274 F.3d 148 (4<sup>th</sup> Cir. 2001) (denying statutory overtime under FLSA to firefighters and emergency medical services personnel).

Wise v. City of Norfolk, No. 99-2135, 2000 U.S. App. LEXIS 11912 (4<sup>th</sup> Cir. May 30, 2000) (holding that fire captains and lieutenants were executive employees and exempt from overtime pay requirements of FLSA).

Benshoff v. City of Va. Beach, 180 F.3d 136 (4<sup>th</sup> Cir. 1999) (refusing to grant overtime pay under FLSA to private, volunteer, non-profit rescue squads).

Bailey v. City of Va. Beach, Civil Action No. 2:02cv232 (E.D. Va. 2002) (overtime claim by firefighters).

Gray v. City of Va. Beach, Civil Action No. 2:01cv720 (E.D. Va. 2001) (overtime claim by firefighters).

Albers v. City of Va. Beach, Civil Action No. 2:01cv30 (E.D. Va. 2001) (overtime claim by police officers).

Carey v. City of Va. Beach, Civil Action No. 2:98cv384 (E.D. Va. 2001) (overtime claim by media relations officers)

Andrewlavage v. City of Norfolk, Civil Action No. 2:95cv70 (E.D. Va. 2001) (overtime claim by police officers).

Adams v. City of Va. Beach, Civil Action No. 2:98cv67 (E.D. Va. 2000) (overtime claim by police officers).

Backman v. City of Va. Beach, Civil Action No. 2:98cv69 (E.D. Va. 2000) (overtime claim by police sergeants)

Acosta v. City of Va. Beach, Civil Action No. 2:98cv70 (E.D. Va. 2000) (overtime claim by police officers).

Barnes v. City of Va. Beach, Civil Action No. 2:98cv71 (E.D. Va. 2000) (overtime claim by Department of Social Services workers).

Bishard v. City of Va. Beach, Civil Action No. 2:98cv68 (E.D. Va. 2000) (overtime claim by police officers).

Medina v. City of Va. Beach, Civil Action No. 2:01cv30 (E.D. Va. 1999) (overtime claim by firefighters).

Kumpf v. City of Norfolk, Civil Action No. 2:98cv1362 (E.D. Va. 1999) (overtime claim by animal control officers).

Brickhouse v. City of Norfolk, Civil Action No. 2:99cv45 (E.D. Va. 1999) (overtime claim by civilian employees).

Burruss v. City of Norfolk, Civil Action No. 2:99cv284 (E.D. Va. 1999) (overtime claim by police officers).

Bailey v. City of Va. Beach, Civil Action No. 2:97cv1121 (E.D. Va. 1998) (overtime claim by police detectives).

Ballard v. City of Norfolk, Civil Action No. 2:95cv224 (E.D. Va. 1997) (overtime claim by police officers).

Bennett v. City of Norfolk, Civil Action No. 2:94cv822 (E.D. Va. 1997) (overtime claim by police officers)

Barrick v. City of Newport News, Civil Action No. 4:96cv89 (E.D. Va. 1997) (overtime claim by police officers)

#### Grievances

City of Va. Beach v. Hay, 258 Va. 217, 518 S.E.2d 314 (1999) (reversing trial court judgment in ruling that an assistant city attorney does not have grievance rights).

#### Common Law Battery

Childress v. Wood, Law No. 99-150, Isle of Wight Circuit Court (defense verdict for supervisor accused of grabbing breasts of female subordinate).

# **EXHIBIT E**

# THE CENTER FOR PUBLIC INTEGRITY

Investigative Journalism in the Public Interest

## Our Private Legislatures

Virginia Senate  
Thomas K Norment Jr

### Financial Disclosure Filings

#### 2001 Committee Positions:

Courts of Justice  
Commerce and Labor

#### 2001 Outside Ties

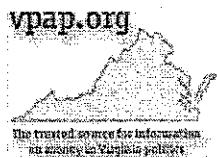
Note: The Center's database only includes employers, personal businesses, stock investments or directorships reported in 2002, covering holdings throughout 2001. For further detail regarding this lawmaker's outside ties—including information not included in the Center's database—please click a link above to view a specific filing.

Interest Name	Employment	Personal Business	Stock Investment	Directorship	Filer/Spouse
Colonial Williamsburg Foundation	✓				F
Commonwealth of Virginia	✓				F
Harbor Bank				✓	F
Sara Lee Corp.			✓		F
Anheuser-Busch			✓		F
Oracle Corp.			✓		F
Dominion Resources Inc.			✓		F
Wachovia Bank			✓		F
Banc One Corp.			✓		F
Suntrust Banks			✓		F
Bb&t Bank			✓		F
Gateway Inc.			✓		F
Ctc			✓		F
First Charter Corporation			✓		F
Owens Minor Inc			✓		F
Bon Air/Williamsburg Title Ins			✓		F
Ibm Corp.			✓		F
Nokia Corporation			✓		F
Old Point Financial Corp			✓		F
Rental Property		✓			F
Thimble Shoals Ventures Partnership		✓			F
Hillman/Norment		✓			F
Kaufman & Canoles Pc	✓	✓	✓		F
Jtn/Grafton Dodge Inc		✓	✓		F

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# **EXHIBIT F**



**Dominion**  
 Richmond, VA  
 Candidate Self-Financing

**Dominion**  
 Richmond, VA  
 Electric Utilities

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**METHODOLOGY:** The information on this page was taken from schedules D and E of the Statement of Economic Interests that candidates filed with the Clerk of the House of Delegates, Clerk of the Senate of Virginia and Secretary of the Commonwealth covering 2001. VPAP combined these schedules because both are so closely related in nature. Information on this page came from the candidate's response one or both of the following questions: "Schedule D: During the past 12 months did you receive lodging, transportation, money or anything else of value with a combined value exceeding \$200 for a single talk, meeting or published work in your capacity as a legislator?" and "Schedule E: During the past 12 months, did a business, government or individual other than a relative or a personal friend (i) furnish you with any gift or entertainment at a single event, and the value received by you exceeded \$50 in value or (ii) furnish you with gifts or entertainment in any combination and the value received by you exceeded \$100 in total value; and for which you neither paid nor rendered services in exchange."

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- Find Gift Givers

Gifts/Travel/Honoraria to **Norment, Thomas K:** Year: **2001**

Description	Value	Date	Venue	Location
Hunting Trip	\$1,722.00	2001		
Dinner	\$117.00	2001		

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