

**WS** **WHITE & STORY<sup>LLC</sup>**  
ATTORNEYS AT LAW



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## Firm Profile

**Andrea E. White · Ashley C. Story**

**E. Scott Winburn · J. Alexander Sherard · Lonnesse Mitchell · Molly Flynn**

**Employers** face legal issues and challenges ranging from general employee concerns to complex questions under state and federal laws governing employment discrimination, civil rights, and the First Amendment. Meeting these challenges requires a wide range of expertise and experience. The attorneys of White & Story, LLC, have the depth of experience, knowledge, and resources to address the variety of concerns and problems specific to employers in South Carolina, including state agencies.

**White & Story, LLC** is available to provide advice, counsel, and representation to employers either in a general counsel capacity or on an as needed basis. The firm also conducts specialized in-service training programs and provides defense of employers and their insurers in administrative proceedings and in state and federal court actions.

**The Principals** of the Firm, Andrea White and Ashley Story, founded the firm in 2017, with the intent of providing high-quality, cost-effective legal services to school districts, state agencies, and other public entities. To that end, the Firm maintains active relationships with a wide variety of professional organizations and public entities through sponsorship of, participation in, and consultation for conferences, seminars, committees, etc., designed to provide recognition, training, professional development, and public awareness.

**Our Philosophy** is that, ultimately, our constituents are the elected officials, parents, students, and taxpayers of South Carolina. We understand that school districts and state agencies are subject to criticism over legal bills and we keep that in mind as we work with our clients to solve their legal problems in an efficient manner.

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## Practice Areas

**Employment Matters** – legal guidance, documentation, and evaluation in all areas of human resources; reductions-in-force, furloughs, and other terms and conditions of employment; discipline and dismissal of employees under agency policies; state employee grievances and appeals pursuant to the State Employee Grievance Procedure Act; overtime and other requirements of the Fair Labor Standards Act and state wage and hour laws; leave policies, including those related to the Family and Medical Leave Act and military leave; discrimination and retaliation claims under the State Human Affairs Law, Title VII of the Civil Rights Act, the Americans with Disabilities Act, the Age Discrimination in Employment Act, and other non-discrimination laws

**Board Matters** – working in collaboration with school district Board of Trustees to ensure compliance with applicable laws and statutes, providers of governance and parliamentary advice, consultation with Boards and members, conduct Superintendent searches, evaluations, and negotiate contracts

**Finance** - local and state funding issues and disputes

**Leadership Matters** – leadership operations, including procedural requirements under the S.C. Freedom of Information Act; Ethics Act; election laws and procedures; policy development and adoption; and director and deputy director relations, searches, and evaluations

**Contracts** – employment agreements, reimbursement agreements, service agreements, facility use, and other lease agreements

**Procurement** – solicitation and bidding procedures under procurement codes, assistance with requests for proposals, and representation in bid protests and related disputes

**Tort and Federal Litigation** – tort defense associated with common workplace and employment issues such as negligence, defamation, civil conspiracy, invasion of privacy, violations of federal employment laws, and similar disputes

## Principals

**Andrea E. White**, B.A., Clemson University; J.D., University of South Carolina School of Law. Before forming White & Story, LLC, Ms. White practiced with the firm of Duff & White, LLC for many years, where she represented school districts across the State of South Carolina. Ms. White practices in all areas of school law, with an emphasis on issues relating to complex personnel matters, the education of students with special needs, policy development, and board/superintendent relations. Ms. White also has significant experience representing school districts in state and federal courts. She is a frequent speaker on educational topics at various conferences sponsored by the South Carolina School Boards Association and the South Carolina Association of School Administrators.

**Ashley C. Story**, B.S. International Business and Marketing, University of South Carolina; J.D. University of South Carolina School of Law. Prior to forming White & Story, LLC, Ms. Story practiced with Duff & White, LLC, after she served as an attorney practicing employment law at J. Lewis Cromer & Associates, during which time she gained valuable knowledge in state and federal trial practice, as well as various administrative processes pertaining to state employee grievance procedures and teacher dismissals. Ms. Story practices primarily employment and education law, including defending employment suits in state and federal court.

## Of Counsel and Associates

**E. Scott Winburn**, B.A., Clemson University; J.D. Charleston School of Law. Scott has a range of experience in government relations, civil litigation, teacher certification and licensure matters, civil rights compliance, ethics, as well as state and federal compliance matters for recipients of federal funds such as schools and school districts. Most recently, Scott spent over five years as a Deputy General Counsel for the South Carolina Department of Education. Scott began his law career as a clerk for Judge Edward B. Cottingham. During that time, Scott gained invaluable experience assisting Judge Cottingham as he presided over numerous criminal and civil trials in circuit courts across the state. Scott serves the firm Of Counsel.

**J. Alexander Sherard**, B.S., University of South Carolina; J.D. Charleston School of Law. In law school, Mr. Sherard was the Symposium Editor for the Federal Courts Law Review and Investigations Chairperson on the student-led Honor Council. As a student, Alex was a law clerk at E. Bart Daniel Attorney at Law where he gained experience in the areas of white collar criminal defense, environmental law, and various securities issues. He also worked as a judicial extern for The Honorable J. Michelle Childs at the U.S. District Court District of South Carolina.

**Lonnesse Mitchell**, B.A., University of South Carolina; J.D. Florida Coastal School of Law. Prior to graduating law school, Ms. Williams participated in a judicial externship as a visiting student with the University of South Carolina School of Law, when she had the opportunity to serve the Honorable John C. Few, former Chief Judge of the S.C. Court of Appeals and current S.C. Supreme Court Justice. Ms. Williams clerked for the Honorable DeAndrea G. Benjamin after graduating from law school before entering private practice in the areas of employment litigation, family law, and other civil matters. Lonnesse now focuses on Title VII discrimination and retaliation, contractual disputes, and Family Medical Leave Act (FMLA) issues.

**Molly Flynn**, B.S., University of South Carolina; J.D. University of South Carolina School of Law. Molly is an active member of the South Carolina Bar Young Lawyers' Division and also serves as a mentor to First-Year Law Students at the University of South Carolina School of Law. She is a member of the Junior League of Columbia and serves on the Board of Directors for South Carolina United Football Club. Prior to graduating from the University of South Carolina School of Law in May 2012, Molly was involved in various law school activities: serving as the Secretary and Treasurer of the Honor Council and was a member of Phi Delta Phi and the Black Law Students' Association.

## Professional Admissions and Affiliations

**Attorneys of the Firm** are admitted to practice law before various state and federal courts in South Carolina, as well as the United States Court of Appeals for the Fourth Circuit and the United States Supreme Court. They maintain memberships in the American, South Carolina, and Richland County Bar Associations. The Firm is active in the Employment and Labor Section of the South Carolina Bar Association, and individual attorneys also are involved with the South Carolina Women Lawyers Association, the South Carolina Defense Trial Lawyers Association, and Young Lawyers Division of the South Carolina Bar.

**The Firm's Attorneys** are members of the National School Boards Association and the South Carolina Council of School Attorneys. The Firm is a member or supporter of the South Carolina School Boards Association, the South Carolina Association of School Administrators, the South Carolina School Business Officials Association, the South Carolina Center for Educator Recruitment, Retention and Advancement, and the American Association of School Personnel Administrators. Attorneys of the Firm also support and participate in several professional associations, including the Greater Columbia Chamber of Commerce and South Carolina Women in Business.

## Community Service

**The Firm and Its Employees** support various community service and awareness initiatives. Several attorneys in the Firm are involved in charity board memberships and civic organizations, such as CASA, Harvest Hope, Sistercare, Pawmetto Lifeline, S.C. Coalition Against Domestic Violence and Sexual Assault, and the Animal Protection League. Lawyers from the Firm also are actively involved in individual projects sponsored by the South Carolina Bar, including iCivics, Education Law Committee, Mock Trial, and the Diversity/Minority Impact Committee.

## Fees and Charges

**The Firm's** standard method of charging fees is to bill clients based on the hourly rate of the attorney, paralegal, or law clerk providing the legal service. Our standard hourly rates are as follows:

Partner ~	\$245
Of Counsel ~	\$200
Associate ~	\$185
Paralegal/Law Clerk ~	\$85

**If designated** state or governmental hourly rates apply, the firm's billings are guided by these rates.

**The Firm** also is open to discussing with clients other billing arrangements, such as a monthly retainer, where clients can receive a designated number of hours per month at a set fee.

**Statements** are submitted monthly and include an itemized description of the services rendered and the amount of time expended by each timekeeper on a client's matters. Statements can be sent electronically or via mail, dependent upon client preference. The Firm requests reimbursement for costs incurred on a client's behalf, including postage, copying, computerized legal research and data processing, long-distance telephone calls, and mileage costs in the amount approved by the Internal Revenue Service. The firm does not generally charge clients for travel time.

**The Firm** agrees not to alter its fee structure for a period of at least 12 months from the time the Firm is initially retained as legal counsel. The Firm serves at the pleasure of the client, and no client is asked to enter into any binding contractual agreement with the Firm.