



## RESUME OF FREDERICK C. SUSSMAN

**Frederick C. Sussman** is a Director and Shareholder of the Annapolis law firm of Council, Baradel, Kosmerl & Nolan, P.A. Mr. Sussman received his B.A. degree from Tulane University in 1972 and his J.D. degree from Tulane University in 1974. Mr. Sussman was admitted to the Maryland Bar in December, 1974, and is admitted to practice in State and federal courts.

Mr. Sussman has an extensive background in representing public and private sector clients in numerous aspects of local government, land use, zoning, real estate, contract, employment and condominium, homeowner association and community organization law.

From 1975 to 1982 Mr. Sussman was an Assistant County Solicitor for Anne Arundel County. Between 1982 and 1986, Mr. Sussman served as the first full-time City Attorney for Annapolis. Mr. Sussman currently serves public sector clients as Town Attorney for the Town of La Plata, Town Attorney for the Town of Indian Head, City Attorney for the City of Seat Pleasant, Town Attorney for the Town of Riverdale Park, Town Attorney for the Town of Highland Beach, Town Attorney for the Town of Capitol Heights, special counsel to the City of Aberdeen, counsel to the Crofton Special Taxing District, General Counsel to the Maryland Municipal League, General Counsel to the Anne Arundel Economic Development Corporation, and counsel to Arundel Community Development Services, Inc. and Anne Arundel Workforce Development Corporation. Since 1986 Mr. Sussman also has served as an Anne Arundel County Temporary Zoning Hearing Officer, Town Attorney for the Town of Leonardtown, and special counsel to the Charles County Board of Appeals, the City of Greenbelt and the Towns of Charlestown, Perryville and Port Tobacco. Mr. Sussman currently serves as a member of the Maryland General Assembly's Code Revision Article Review Committee for the Local Government Article, and recently completed service as Chair of the City of Annapolis' Blue Ribbon Commission to Study City Finances. In 2005 Mr. Sussman served on the Anne Arundel County Public Schools Budget Task Force, where he was Chair of its Administration and Mid-level Administration Committee, and the City of Annapolis Code Revision Committee. Mr. Sussman also was the first Chairman of the City of Annapolis Ethics Commission, and has served as Chairman of the City of Annapolis 2001 Aldermanic Redistricting Committee and the Anne Arundel County Council 2001 and 2005 Salary Standard Commissions. Mr. Sussman has served by appointment of several Governors on several State Commissions studying matters affecting local government. Mr. Sussman has been in the private practice of law since 1986.

Mr. Sussman has presented numerous seminars for businesses, chambers of commerce and local governments throughout Maryland entitled "How to Avoid Employment Lawsuits", "How to Discharge Your Best Friend (and Avoid Liability)"; "Hiring Practices, Job Descriptions, EEO Requirements and ADA Compliance", and "Dealing With the Difficult Employee". Mr. Sussman has authored articles entitled "Employers Beware: EEOC Toughens ADA 'Reasonable Accommodation' Obligations for Employers"; "Telecommuting - A Boon or an Employer's Nightmare?"; "Tips for Dealing With the Difficult Employee (and Attempting to Avoid

Successful Lawsuits at the Same Time)”; “The Nuts and Bolts of the Municipal Annexation of Land in Maryland”; “Zoning Considerations in the Municipal Annexation of Land”; “The Municipal Attorney - A Vital Part of Your Municipal Government”; and “Local Government Lawyer – An Integral Part of the Process”. He has spoken on many occasions about matters involving employment relations, local governments and condominiums, homeowners associations and other community organizations.

Mr. Sussman served two years as Past-Chair of the Annapolis and Anne Arundel County Chamber of Commerce, after serving as Chair in 2006 and 2007 and Vice Chair in 2004 and 2005. Mr. Sussman also served on the Chamber’s Board of Directors, served as the Chamber’s Secretary-Treasurer in 2003, and had served for many years as Chair of the Chamber’s Government Relations Committee. Mr. Sussman also served as President of the Greater Annapolis Chamber of Commerce in 1989 and 1990 and was a member of that Chamber’s Board of Directors for many years.

Mr. Sussman is a member of the American Bar Association, the Maryland State Bar Association (where he is a member and past-Chairman of the Section Council of its State and Local Government Section, and is a member of its Employment Law and Real Property Sections), the Anne Arundel County Bar Association, the Maryland Municipal Attorneys Association (of which he is a past-President and Secretary), the International Municipal Lawyers Association, the Community Associations Institute, Chesapeake Region Chapter, and the Society for Human Resources Management. Mr. Sussman also is a member of the Editorial Advisory Board of the Municipal Litigation Reporter, a monthly publication that provides up-to-date information on new case law and legislative developments around the country to attorneys who represent local governments.

Mr. Sussman resides in Annapolis with his wife of 37 years, Robin, and has two adult children.

colfcs\resumes\resume-4/19/10