

LEVY COUNTY, FLORIDA

RFP 2025 012 - Legal Services

February 27, 2026, 12:00 pm

PREPARED BY

GRAYROBINSON

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Senior Associate

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A. LETTER OF TRANSMITTAL

Briefly state your understanding of the work to be done and provide a positive commitment to perform the work.

Levy County Board of County Commissioners
c/o Lisa Makar, Office Manager
310 School Street
Bronson, Florida 32621

Re: RFP 2025 012 – Levy County Legal Services

Dear Commissioners:

On behalf of GrayRobinson, we are pleased to submit this proposal in response to RFP 2025 012 to provide legal services to Levy County. We have carefully reviewed the Request for Proposal, including the scope of services, contractual expectations, and performance requirements, and we understand the nature and breadth of the legal services the County seeks. GrayRobinson confirms its ability and readiness to perform these services in full and to meet the County’s expectations for accessibility, responsiveness, and high-quality legal counsel in support of the Board of County Commissioners, County administration, and affiliated boards and committees.

Importantly, our team is currently serving as Interim General Counsel to Levy County, which has allowed us to develop a working knowledge of the County’s governance structure, internal processes, policies, Land Development Code, Comprehensive Plan, and day-to-day operational considerations. Through this service, we have become familiar with Commission procedures, staff workflows, and the practical dynamics of meetings, agenda preparation, and interdepartmental coordination. This existing familiarity positions us to provide continuity, avoid transition delays, and continue delivering seamless legal support from day one.

GrayRobinson is fully committed to performing the work described in the RFP and to serving Levy County with professionalism, sound judgment, and a collaborative approach. If selected, we will dedicate the necessary personnel, resources, and attention to ensure high-quality legal representation, timely communication, and dependable service to the Board, County Manager, staff, and advisory bodies.

Thank you for your consideration. We would be honored to continue serving Levy County as County Attorney. Please do not hesitate to contact me if additional information would be helpful during your review.

Respectfully submitted,



Eleanor Samuels Siegel
GrayRobinson

B. PROFILE OF ATTORNEY AND QUALIFICATIONS

1. Describe your legal experience. Emphasize your experience and expertise in the area(s) addressed by this RFP and how they will be brought to bear on the proposed work. This information should include prior County or other public sector experience, experience advising entities on Florida Sunshine and public records law and experience and any other background or experience which may help evaluate this proposal.

GrayRobinson is one of the premier law firms in Florida for local government law. As our founder Charlie Gray likes to say, "When you build your community, you build your firm." For over 55 years, GrayRobinson professionals have provided comprehensive legal services to Florida's cities, counties, and special districts. Our dynamic and well-rounded team has extensive experience, invaluable relationships, and the vision to meet and exceed our clients' goals.

From Key West to Pensacola and Jacksonville to Miami, GrayRobinson has represented nearly 300 Florida cities, counties, special districts, and constitutional officers in a variety of matters. The firm has served as city attorney for several Florida cities and as special counsel in numerous public and private development projects. Whether resolving complex legal issues between local governments and private entities, defending key municipal initiatives, or providing daily guidance on issues both significant and routine, the firm provides the counsel needed to complete the project and avoid risks along the way. Specifically, GrayRobinson's local government practice grew out of its representation of numerous cities and counties within Central Florida.

GrayRobinson professionals have served as counsel to the State of Florida, the House of Representatives, legislators, cities, and counties throughout the last several decades. Many GrayRobinson attorneys and consultants began their careers, or invested portions of them, inside the Florida Legislature, state agencies, or as elected members of local governments. The professionals at GrayRobinson include three former speakers of the Florida House of Representatives, a former secretary of the Florida Department of Environmental Protection, a former chief of staff for the Florida Department of Professional and Business Regulation, a former state Senator, a former Florida House and Senate general counsel, former counsel to the speaker of the Florida House, county commissioners, city mayors, multiple local government finance and policy experts, and former political consultants. This inside experience enables our team to provide clients with unique, efficient, and effective legal counsel.

ETHICS AND PUBLIC RECORDS

Through GrayRobinson's representation of local governments, our attorneys have extensive experience and depth in home rule law, public records law, sunshine law, governmental ethics, and all other aspects of governmental operation, including the State Code of Ethics for public officers and employees, as well as the legal requirements related to the fiduciary responsibilities of board members and the proper conduct of board meetings. Our attorneys have facilitated, led, or advised on the proper conduct of board meetings for public and semi-public entities and have executed the drafting, editing, and negotiating of all manner of contracts, agreements, and ordinances.

PROCUREMENT

GrayRobinson attorneys are exceptionally knowledgeable in government and agency competitive bidding, contracting policies and requirements, and a variety of procurement matters on both the public and private sides. Serving as counsel for multiple local governments, our team has regular oversight over numerous formal solicitations and subsequent protests of those solicitations. In addition, the team has significant

experience on the private side, including pre- and post-bid work, representing vendors before governmental entities on both Requests for Proposal and Invitations for Bid. Our attorneys have substantial experience reviewing and advising staff on these issues, including compliance with state and federal procurement laws, compliance with the sunshine laws, and bid protests.

CONTRACTING

The GrayRobinson team also assists with negotiation, preparation, execution, and litigation pertaining to a wide variety of client contracts, including service contracts, capital contracts, real estate interlocal agreements between cities, counties, and governmental agencies, franchise agreements, and development agreements. We have attorneys who focus solely on the transfer of licenses pertaining to corporate mergers and acquisitions and act as regulatory counsel for manufacturers, distributors, and retailers of various regulated products. Our litigation team has extensive experience with contract disputes at all levels of litigation – from pretrial negotiations through appeal, if necessary. We also provide counsel and litigation services related to Federal Acquisition Regulations in the course of reviewing, negotiating, and resolving contracts and grants with federal agencies.

ORDINANCES AND GENERAL LOCAL GOVERNMENT REGULATIONS

We serve as trusted advisors to local governments, providing strategic legal support on governance, compliance, and regulatory matters. Our services include:

- Drafting and interpreting municipal ordinances, resolutions, and charters.
- Advising on open meetings (Sunshine Law) and public records compliance.
- Procurement and competitive bidding processes.
- Land use, zoning, and permitting.
- Economic development initiatives and tax incentives.
- Bond financing and public finance legalities.
- Government ethics, lobbying regulations, and conflict-of-interest compliance.
- Environmental law compliance, including regulatory permitting, land conservation, and sustainability initiatives.
- General government affairs counsel and state and federal lobbying services.

LAND USE AND ZONING

Our local government lawyers are recognized throughout the state for their experience and ability to represent both local governments and private sector clients in land use, zoning, comprehensive planning, and environmental proceedings. The GrayRobinson land use practice encompasses:

- Large Scale Development
- Financing and Special Districts
- Comprehensive Planning and Zoning
- Administrative and Judicial Litigation
- Environmental Permitting
- Governmental Lobbying
- Utilities and Transportation
- Code Enforcement
- Development Agreements

The firm developed these skills through the representation of local governments. While being aware of political sensitivities, the focus is on the business realities of the project. Our land use attorneys have represented governments, businesses, and individuals in thousands of federal, state, and local land use permit proceedings and transactions. From the point a development is conceived, through financing concerns, due diligence, and continuing throughout the project siting; agency, environmental, and subdivision permitting processes; infrastructure financing; special district matters (if any); public utility concerns; and construction, GrayRobinson offers a team of accomplished and experienced attorneys that understand their clients' desire to steer clear of delays and denials and chart a course toward making the project happen.

2. Provide a list of relevant academic training, degrees, and board certifications.

Outlined below are the academic credentials, professional training, and board certifications for each proposed team member.

We have included full biographies of each team member in the Appendix.

TEAM LEAD: ELEANOR SAMUELS SIEGEL

- J.D., University of Florida College of Law, 2020, *cum laude*
- B.A., University of Florida, 2017, *cum laude*

TEAM MEMBER: NIKKI DAY, B.C.S.

- J.D., Stetson University, 2009, *cum laude*
- B.A., University of Central Florida, 2006, *cum laude*
- Board Certified by The Florida Bar in City, County & Local Government Law
- Certificate, Economics of Blockchain and Digital Assets, University of Pennsylvania Wharton School of Business, 2022

TEAM MEMBER: BRYON FLAGG

- L.L.M., Environmental and Land Use Law, University of Florida College of Law, 2011
- J.D., University of Florida College of Law, 2002
- B.S., University of Florida College of Journalism and Communications, 1994

TEAM MEMBER: STEPHANIE MARCHMAN, B.C.S.

- J.D., University of Florida College of Law, 2004, *magna cum laude*
- B.S., University of Florida, finance, 1999, *with honors*
- B.A., University of Florida, political science, 1999, *with honors*
- Board-certified by The Florida Bar in Labor and Employment Law

TEAM MEMBER: HEATHER RAMOS

- J.D., Stetson University College of Law, 2002, *cum laude*
- B.A., University of Central Florida, 1999, *with honors*

TEAM MEMBER: CHRISTINA EPPERSON

- J.D., Florida A&M University College of Law, 2024, *magna cum laude*, Valedictorian
- B.A., Virginia Commonwealth University, Honors College, 2014, *magna cum laude*

TEAM MEMBER: HUNTER PATRICK

- J.D., University of Florida College of Law, 2023, *cum laude*
- B.S., University of South Florida, 2018, *magna cum laude*

3. List any disbarments, suspensions, or other disciplinary actions which you have received from the Florida Bar or any other organized bar associations.

Neither the firm nor any attorney who would provide services under this proposal has been subject to disbarment, suspension, or disciplinary action by The Florida Bar or any other bar association.

C. ACCESSIBILITY AND RESPONSIVENESS

1. State the location of the office(s) from which you operate and accessibility to the County's needs, including office hours.

GrayRobinson operates from 15 offices throughout Florida, including a nearby office in Gainesville, and one office in Washington, D.C., providing broad geographic coverage and depth of resources to meet the County's needs. Our regular office hours are 8:30 a.m. to 5:30 p.m. EST, Monday through Friday. A map and listing of office locations and addresses are included below.

Given our current service as Interim General Counsel to Levy County, our team is already accessible to County leadership and staff and accustomed to the County's meeting schedules, timelines, and operational needs. We are available to attend Commission, Planning Commission, and other County meetings in person or virtually, as appropriate, and remain reachable outside of normal business hours for urgent matters. Our structure allows us to provide both consistent day-to-day accessibility and additional support from other offices and practice areas when needed, ensuring responsive and reliable legal services.

<p>BOCA RATON One Boca Place 2255 Glades Road Suite 301E Boca Raton, Florida 33431 561.368.3808</p>	<p>MIAMI 333 SE 2nd Avenue Suite 3200 Miami, Florida 33131 305.416.6880</p>
<p>FORT LAUDERDALE 401 East Las Olas Boulevard Suite 1000 Fort Lauderdale, Florida 33301 954.761.8111</p>	<p>NAPLES 999 Vanderbilt Beach Road Suite 612 Naples, Florida 34110 239.598.3601</p>
<p>FORT MYERS 12800 University Drive Suite 260 Fort Myers, Florida 33907 239.340.7979</p>	<p>ORLANDO 301 East Pine Street Suite 1400 Orlando, Florida 32801 407.843.8880</p>
<p>GAINESVILLE 643 SW 4th Avenue Suite 110 Gainesville, Florida 32601 352.376.6400</p>	<p>PENSACOLA 601 South Palafox Street Pensacola, Florida 32502 448.239.6060</p>
<p>JACKSONVILLE 50 North Laura Street Suite 1100 Jacksonville, Florida 32202 904.598.9929</p>	<p>TALLAHASSEE 301 South Bronough Street Suite 600 Tallahassee, Florida 32301 850.577.9090</p>
<p>KEY WEST 221 Simonton Street Key West, Florida 33040 305.294.0252</p>	<p>TAMPA 101 East Kennedy Boulevard Suite 4000 Tampa, Florida 33602 813.273.5000</p>
<p>LAKELAND One Lake Morton Drive Lakeland, Florida 33801 863.284.2200</p>	<p>WASHINGTON, D.C. 99 M Street SE Suite 725 Washington, D.C. 20003 202.730.7925</p>
<p>MELBOURNE 1795 West NASA Boulevard Melbourne, Florida 32901 321.727.8100</p>	<p>WEST PALM BEACH 515 North Flagler Drive Suite 650 West Palm Beach, Florida 33401 561.268.5727</p>

2. Specify the individual(s), if any, that you would propose as substitute legal representation for the County, in the event of the absence or unavailability of the County Attorney.

Should lead attorney Eleanor Siegel be unavailable, other Gainesville-based team members, Stephanie Marchman, Byron Flagg, or Hunter Patrick, will serve in her place with the support of the entire team.

3. Describe the response time the County can expect from the County Attorney to inquiries made by the County Commission, and/or County Manager.

The County can expect prompt and reliable responsiveness to all inquiries from the Board of County Commissioners and the County Manager. Routine questions and requests for guidance will generally receive a same-day response, and in most instances within a few business hours. Matters requiring research or coordination will be acknowledged immediately with an estimated timeframe for a complete response.

For urgent or time-sensitive issues, Eleanor Siegel will be available by phone or email and will respond as quickly as practicable, including outside regular business hours when necessary. Because GrayRobinson is currently serving as Interim General Counsel, we are already integrated into the County's communication channels and meeting schedules and can continue providing timely, accessible legal support without interruption.

4. Identify the lead-time required for attending an unscheduled, urgent meeting.

The County may request attendance at unscheduled or urgent meetings with minimal advance notice. In most circumstances, Eleanor can attend a virtual meeting on the same day the request is received. For in-person meetings, we will make every reasonable effort to attend on the same day or within 24 hours, depending on location and scheduling considerations.

D. REFERENCES

Provide at least three (3) references, including name, title, address, phone number, and e-mail address. Inclusion of the reference in your proposal also implies agreement that the County may contact the named reference.

The following references are provided to demonstrate our experience and performance in delivering legal services to public sector clients. We confirm agreement to contact these references regarding our qualifications and services.

CareerSource Hillsborough Pinellas

Keidrian Kunkel, President and CEO
13805 58th St N #2140, Clearwater, FL 33760
813.460.9253
kunkelk@careersourcetb.com

City of Macclenny

Mike Griffis, City Manager
118 E Macclenny Ave., Macclenny, FL 32063
904.259.6261
citymanager@cityofmacclenny.com

City of Milton

Edward Spears, City Manager
6738 Dixon Street, Milton, FL 32572
850.983.5400
espears@miltonfl.org

Hillsborough County

Julia Mandell, County Attorney
601 E. Kennedy Blvd., Tampa, FL 33602
813.272.5670
mandellj@hcfl.gov

Hardee County

Terry Atchley, County Manager
412 West Orange Street, Room 103, Wauchula, FL 33873
863.773.9430
terry.atchley@hardeecountyfl.gov

E. PROPOSED COST

We have included the pricing proposal in a separate document, as instructed on the OpenGov website.

APPENDIX: TEAM BIOGRAPHIES

Team Lead



Eleanor Samuels Siegel Senior Associate

eleanor.siegel@gray-robinson.com
352.376.6400

Focus

- Litigation
- Securities
- Securities Litigation, Arbitration and Regulatory Practice
- Local Government
- Government Contracts

Dedicated litigation attorney adeptly guiding clients through securities disputes, regulatory investigations, and a wide range of complex legal challenges.

Eleanor Samuels Siegel focuses her practice on securities litigation and regulatory counsel related to complex securities disputes, regulatory investigations, business disputes, and commercial litigation. She also has experience guiding clients through interaction with state and federal regulatory agencies, including the Financial Industry Regulatory Authority (FINRA).

Eleanor has experience representing clients in connection with land use litigation and regulation matters. She has appeared before local government officials and guided clients through the application of local government codes and the appeals process.

Eleanor's commitment to excellence was evident during law school, where she served as editor for the Journal of Technology Law and Policy and contributed as a member of the Florida Moot Court Team. Complementing her academic pursuits, she gained practical experience as a judicial intern for Judge Virginia Norton of the 4th Judicial Circuit Court. In this capacity, Eleanor deepened her understanding of court operations while honing her legal research and writing skills. This experience established a strong foundation for her future in litigation as a skilled problem-solver for her clients and alongside her peers at GrayRobinson.

Recognition

- University of Florida College of Law, Award in Liability Insurance Law, Spring 2019
- University of Florida College of Law, Book Award in Real Property, Spring 2018

Media

- "Florida Law Firm News - GrayRobinson Promotes 13 Attorneys and Advisors," *LawFuel*, September 6, 2025
- "Briefings from the Rotunda," *INFLUENCE Magazine*, Spring 2024 Edition, April 15, 2024
- "January 1, 2024 On the Move," *The Florida Bar News*, January 1, 2024

Affiliations

- Chester Bedell American Inn of Court, Associate

Credentials

- J.D., University of Florida College of Law, 2020, *cum laude*
 - Journal of Technology Law and Policy, Editor
- B.A., University of Florida, 2017, *cum laude*

Admissions

- Florida

Team Members



Nikki Day, B.C.S. Shareholder

nikki.day@gray-robinson.com
813.273.5000

Focus

- Real Estate
- Land Use Law
- Government



Board-certified by The Florida Bar in City, County, and Local Government Law. A vital resource for clients navigating high-stakes legal matters in local government law and experienced counsel in public private partnerships, capital projects, and governance.

Nikki Day brings over a decade of dedicated experience representing local government entities in a wide array of legal matters. Board-certified by The Florida Bar in City, County, and Local Government Law, she provides invaluable counsel on sunshine laws, procurement, contracts, land use, zoning, and government litigation. Nikki has served as both general and special counsel to local governments across Florida, guiding them through high-stakes legal challenges with precision and skill.

Nikki's breadth of experience spans private and public sector transactions and provides her clients with the confidence that comes from receiving skilled guidance in the face of complex legal matters. Nikki's deep knowledge and commitment make her an indispensable member of the GrayRobinson local government law team.

Recognition

- The Florida Bar, Chair Service Award, City, County and Local Government Law Section, 2022
- *Florida Trend*, Legal Elite "Up and Comers," 2021

Insights

- "HODL: How Crypto, Digital Assets, and Blockchain Can Transform Local Government," 2025 FACA CLE Annual Seminar, June 25, 2025
- "Let's Talk Crypto!" Co-presenter, 45th Annual Local Government Law in Florida, City, County and Local Government Law Section, The Florida Bar, May 6-7, 2022
- "Contracting with Transportation Network Companies (TNCs)," Transportation Research Board Annual Transportation Law Seminar, September 13-15, 2021
- "You Can't Do That in City Hall: Legal Issues with Limited Forum," Florida Municipal Attorneys Association (FMAA) Seminar, July 8-10, 2021

- "What the Zoom!?! Lessons Learned on Governing 'In the Sunshine' During the COVID-19 Pandemic," 44th Annual Local Government Law in Florida, City, County and Local Government Law Section, The Florida Bar, April 30-May 1, 2021

Media

- "Personnel File --- People on the Move, November 13, 2024," *News Service of Florida*, November 13, 2024
- "GrayRobinson Adds Trio of Attys To Tampa Office," *Law360*, November 4, 2024
- "City, County, and Local Government Law Section recognizes Nikki Day," *Florida Bar News*, June 2, 2022

Credentials

- J.D., Stetson University, 2009, *cum laude*
- B.A., University of Central Florida, 2006, *cum laude*
- Board Certified by The Florida Bar in City, County & Local Government Law
- Certificate, Economics of Blockchain and Digital Assets, University of Pennsylvania Wharton School of Business, 2022
- Certificate, American Sign Language, University of Central Florida, 2006

Admissions

- Florida
- U.S. Court of Appeals for the 11th Circuit
- U.S. District Court for the Middle District of Florida

Languages

- American Sign Language



Stephanie Marchman, B.C.S.
Shareholder
General Counsel & Labor and Employment
Deputy Section Chair

stephanie.marchman@gray-robinson.com
352.376.6400



Focus

- Labor and Employment
- Litigation
- Government
- Trade Secret, Noncompete and Unfair Competition
- Media and First Amendment Law

Management-side labor and employment lawyer for corporations, local governments, and nonprofit organizations across Florida. Sought after for substantial government sector experience and proper handling of high-profile workplace investigations.

Stephanie Marchman, board-certified in Labor and Employment Law by The Florida Bar, represents leading private and public sector employers across Florida in all aspects of labor and employment law. A pragmatic and thoughtful advisor, she has defended clients in arbitrations and administrative, state, and federal litigation for over two decades. Stephanie guides clients through day-to-day challenges faced by employers in workplaces of various sizes and industries and provides in-depth legal counsel on complex disputes and litigation. Ever mindful of how changing social norms influence workforce trends, she advises clients on a range of evolving employment law issues surrounding remote work, social media, mental health, workplace safety, and the gig economy. Stephanie is trusted by clients to conduct sensitive investigations into sexual harassment and assault, as well as complaints against elected officials, board members, and executives.

Stephanie provides the full complement of labor and employment law counseling and support services, including negotiating labor and executive agreements, handling impasse resolution and PERC proceedings for public employers, and developing sound employment policies, practices, and customized workforce training. Stephanie also counsels public clients on constitutional, ethics, and sunshine law requirements and provides general legal counsel to governmental, quasi-governmental, and nonprofit boards.

In addition to her active client practice, Stephanie serves as GrayRobinson's general counsel, protecting the firm and its clients by providing counsel on risk management, professional liability, compliance, contracts, personnel matters, and ethical obligations.

Stephanie began her career as a law clerk to the Honorable William Terrell Hodges in the U.S. District Court for the Middle District of Florida. Following her clerkship, she served as an assistant city attorney for the City of Gainesville for more than a decade.

Recognition

- Alan B. Bookman Service in Leadership Award, 2024
- *Best Lawyers in America*, 2022-2026
 - Employment Law - Management
 - Labor Law - Management
 - Litigation - Labor and Employment
- James L. Tomlinson Professionalism Award, 2025
- Florida *Super Lawyers*
 - Employment and Labor, 2023-2025
- *Florida Trend*, Legal Elite
 - Labor and Employment, 2020, 2022, 2024
- *The Gainesville Sun*, 40 under 40 List, 2018
- *Guide to Greater Gainesville*, Fierce Award, 2023

Insights

- "Sunshine Law/Ethics Considerations in Collective Bargaining," 51st Annual Public Employment Labor Relations Forum, October 16, 2025
- "Accommodating Pregnancy and Religion in the Workplace," 15th Annual Gainesville-Alachua County Employment Law Seminar, June 25, 2025
- "Classifying Employees Correctly: Exempt vs. Non-Exempt and New Rules for Independent Contractors," 2025 HR Summit, Florida Conference of Seventh-day Adventists, April 9, 2025
- "How to Get To and Through a Florida Public Sector Labor Impasse," Palm Beach County Bar Association's Employment Law Committee, February 25, 2025
- "Top 10 Things Start-Ups Need to Know About Labor and Employment Law," UF Innovate Lunch and Learn, February 19, 2025
- "Elected Officials: The Ethics and Risks in Shifting Roles," 50th Annual Public Employment Labor Relations Forum, October 17, 2024
- "Mental Health in the Workplace: What Every Employer and Employee Should Know," Florida Department of Health, August 15, 2024
- "Accommodation Claims Update," The Florida Bar's 24th Annual Labor and Employment Law Update and Certification Review, January 26, 2024
- "Handbook Harmony: Navigating the Symphony of Policy Updates in the Workplace," GrayRobinson Labor and Employment Webinar, January 23, 2024
- "How The Florida Bar Protects and Serves the Public," Gainesville Rotary Club, September 2023
- "Navigating the 2023 Labor and Employment Law Landscape: What Employers Should Know," GrayRobinson Labor and Employment Webinar, June 15, 2023
- "Florida's SB 256: What Public Employers Need to Know," GrayRobinson Labor and Employment Webinar, June 15, 2023
- "Sexual Harassment: Best Practices to Prevent & Respond to Complaints," 12th Annual Gainesville-Alachua County Employment Law Seminar, June 2023
- "Lawyer Regulation and Discipline: Grievance Committee Panel Discussion," University of Florida Levin College of Law, January 2023

- "Patent Law Class: Federal Litigation Practice," University of Florida Levin College of Law, October 2022
- "Mental Health in the Workplace," 48th Annual Public Employment Labor Relations Forum, The Florida Bar, October 2022
- "Addressing Barriers to Employment," Alachua County 11th Annual Employment Law Seminar, June 2022
- "The Why and How of Conducting Employment Background Checks," Florida Conference of Seventh-day Adventists HR Summit, April 2022
- "Virtual Town Hall," Florida Bar Board of Governors, 8th Circuit, September 2021
- "Recent Developments in Employment Law," Alachua County Tenth Annual Employment Law Seminar, June 2021
- "Public Employee Free Speech Rights from Midnight Tweets to the Sunshine," Florida School Board Attorneys Association (FSBAA) Winter Conference, February 2021
- "Employment Agreements," The Florida Bar Young Lawyers Division Basic Transactional Law Session, February 2021

Affiliations

- 8th Judicial Circuit Bar Association
 - President, 2016-2017
 - Board Member, 2013-2018
 - Leadership Roundtable
- The Florida Bar
 - Board of Governors, 8th Judicial Circuit Representative, 2017-present
 - Annual Convention Committee Liaison
 - Board Review Committee on Professional Ethics, Chair
 - Disciplinary Review Committee
 - Executive Committee
 - Labor and Employment Law Section Liaison
 - Rules Committee
 - Strategic Planning Committee
 - Labor and Employment Law Section, 2006-present
 - City, County and Local Government Law Section, 2006-present
- Gerald T. Bennett American Inn of Court, Member, 2014-2017, 2021-present
- Guardian ad Litem Volunteer, 2000-2001, 2003-2006, 2018-2019
- Florida Blue Key, 2023-present
- North Central Florida Chapter of the Federal Bar Association, President, 2008-2009
- Society for Human Resource Management, 2007-present
- UF Innovate | The Hub Advisory Board, 2018-present
- University of Florida
 - Law Center Association Board of Trustees, 2018-present
 - Adjunct Professor, Employment Discrimination Law

Media

- "Stephanie Marchman Receives 8th Judicial Circuit Bar Association's Tomlinson Professionalism Award," *Florida Bar News*, June 2, 2025
- "Fierce Awards - The 2023 Class," *Guide to Greater Gainesville*, April 2023
- "Guide to Greater Gainesville Announces the 2023 Fierce Award Winners," *Alachua Chronicle*, January 25, 2023
- "How to address mental health issues in compliance with FMLA, ADA," *HR Dive*, November 3, 2022

Credentials

- J.D., University of Florida College of Law, 2004, *magna cum laude*
- B.S., University of Florida, finance, 1999, *with honors*
- B.A., University of Florida, political science, 1999, *with honors*
- Board-certified by The Florida Bar in Labor and Employment Law

Admissions

- Florida
- U.S. Supreme Court
- U.S. Court of Appeals for the 11th Circuit
- U.S. District Court for the Southern, Middle, and Northern Districts of Florida



Heather M. Ramos

Orlando Managing Shareholder

heather.ramos@gray-robinson.com

407.843.8880

Focus

- Government
- Land Use Law
- Utilities

Versatile state and local government lawyer serving public and private sector clients across Florida. Focus on land use, development, and governmental affairs.

Heather Ramos represents public sector clients throughout Florida with a focus on state and local government law. She advises municipalities, counties, independent and dependent special districts, and public agencies on a wide range of issues, including compliance with Florida's Public Records and Open Meeting Law, ethics and gift laws, special assessments, public finance, annexation and utility matters.

With a practical and solutions-oriented approach, Heather advises elected and appointed officials, administrators, and staff to navigate complex statutory and regulatory requirements while promoting transparency and accountability in government. Her experience includes drafting ordinances, resolutions and contracts, guiding boards and commissions on Sunshine Law compliance, advising on financing and assessments for public infrastructure, and supporting utilities with governance and operational matters.

Heather currently serves as the attorney for the Towns of Windermere, Howey-in-the-Hills, and the City of Milton, general counsel to the New Smyrna Beach Utilities Commission, the Orange County Library District, the Volusia Growth Management Commission, and assistant general counsel to the North Brevard County Hospital District and Space Florida. Informed by decades of local and state government advocacy, she frequently teams with GrayRobinson colleagues in public financing, government affairs and lobbying, and real estate practices to provide comprehensive and integrated legal support for clients.

Recognition

- *Best Lawyers in America*, Land Use and Zoning Law, 2020-2026
- *Martindale-Hubbell*, AV® Preeminent Rated

Insights

- Moderator, "Restoring Bilateral Trade Between Canada and Florida," GrayRobinson Webinar, March 11, 2021

Affiliations

- The Florida Bar
 - Local Government Law Section
 - Environmental and Land Use Section
- Orange County Bar
 - Environmental and Land Use Committee, Co-Chair, 2004-2005
- Historical Society of Central Florida
 - Board of Directors

Credentials

- J.D., Stetson University College of Law, 2002, *cum laude*
- B.A., University of Central Florida, 1999, *with honors*

Admissions

- Florida



Byron Flagg Of Counsel

byron.flagg@gray-robinson.com

352.376.6400

Focus

- Environmental and Sustainability Law
- Land Use Law
- Real Estate
- Government
- Litigation

Highly experienced land use attorney in North Central Florida. Dedicated to delivering exceptional client service.

Byron advises landowners, business entities, individuals, and local governments on land use, zoning, environmental, regulatory, conservation, and real estate issues. Although having a statewide practice, he is focused on North Central Florida, based in GrayRobinson's Gainesville office, his hometown. Byron has additional experience as outside counsel to several Florida municipalities and nonprofit organizations, advising on a variety of land use and coastal-related issues across the state of Florida.

For more than 15 years, Byron has advocated for his clients in all types of forums. He previously served as an assistant general counsel for the St. Johns River Water Management District handling Environmental Resource Permit matters, and as a felony assistant state attorney in the 8th Judicial Circuit handling numerous jury trials. He has litigated criminal and civil jury trials, as well as a range of administrative hearings involving environmental, land use, property appraiser, and code enforcement issues. More recently, Byron served in a unique role as conservation land negotiator for Alachua County's Office of Land Conservation and Management where he assisted in the administration of Alachua County's taxpayer-funded land acquisition program Alachua County Forever.

Notable Work

- Lead negotiator for Alachua County's purchase of over 12,000 acres of publicly-owned conservation land and conservation easements

Recognition

- Bill Sadowski Memorial Public Service Award, The Florida Bar Environmental and Land Use Law Section, 2022
- The Stephens/Register Memorial Award, The Florida Bar Environmental and Land Use Law Section, 2025
- *Florida Trend*, Legal Elite, 2017-present

Insights

- "Agritourism - Right to Farm Act," 2025 FACA CLE Annual Seminar, June 26, 2025
- "You're Ready to Grow Your Practice! Now What?" Panelist, Alachua County Medical Society (ACMS) April CME/Mentorship Program Meeting and Vendor Show, April 17, 2025
- "Land Use and Zoning 101: Key Insights For Buying or Leasing Business Space," UF Innovate Lunch and Learn, March 19, 2025
- "Florida's Derelict Vessel Law: Reducing Flotsam and Jetsam in State and Local Waters," Florida Bar CLE Course, April 28, 2022
- "Florida's Conservation Easement Legal Framework, Proprietary, and Regulatory Conservation Easements," Florida Bar CLE Course, March 18, 2021

Media

- "Stem to Stern," *University of Florida Institute of Food and Agricultural Sciences Blog*, March 28, 2024
- "November 1, 2022 On the Move," *The Florida Bar*, October 31, 2022
- "People on the Move, October 11, 2022," *The News Service of Florida*, October 11, 2022

Affiliations

- 8th Judicial Circuit Bar Association
- The Florida Bar
 - Administrative Law Section
 - City, County, and Local Government Law Section
 - Environmental and Land Use Law Section, Executive Council Member
 - Real Estate, Probate and Trust Law Section
- Community Weatherization Coalition, Board Member
- Growth & Infrastructure Consortium, Vice-Chair; Board of Directors
- Leadership Gainesville, Class 39; Greater Gainesville Chamber of Commerce
- National Institute of Trial Advocacy, former Faculty Member

Credentials

- L.L.M., Environmental and Land Use Law, University of Florida College of Law, 2011
- J.D., University of Florida College of Law, 2002
- B.S., University of Florida College of Journalism and Communications, 1994

Admissions

- Florida
- U.S. District Court for the Middle and Southern Districts of Florida

Military Service

- U.S. Coast Guard



Christina R. Epperson

Associate

christina.epperson@gray-robinson.com
407.843.8880

Focus

- Real Estate
- Land Use Law
- Government

Dedicated attorney with hands-on legal experience and a sharp analytical approach.

Christina Epperson, an associate attorney in the GrayRobinson Orlando office, centers her practice on local government, real estate, and land use law. With a strong commitment to advocacy and a focus on personalized counsel, Christina guides clients through multifaceted legal challenges, ensuring they remain informed at every stage.

During law school, Christina served as a judicial law clerk for the Honorable Rodney Smith of the United States District Court for the Southern District of Florida and as a constitutional and property law research assistant. She was an inaugural fellow of the Florida A&M University College of Law Economic Justice Clinic, where she provided transactional legal services to underserved businesses and individuals throughout Orlando. Christina began working with GrayRobinson as a summer associate in 2022 and continued to work with the Local Government Team as a law clerk until joining the firm as an attorney in 2024.

Recognition

- Florida A&M University College of Law Book Awards
 - Legal Research and Writing I, 2020
 - Legal Research and Writing II, 2021
 - Property and Torts, 2021
 - Constitutional Law II, 2022
 - Evidence, 2022

Credentials

- J.D., Florida A&M University College of Law, 2024, *magna cum laude*, Valedictorian
 - Florida A&M University Law Review, Assistant Articles Editor
- TQUK Level 5 Certificate in Teaching English as a Foreign Language, The TEFL Academy, 2018
- B.A., Virginia Commonwealth University, Honors College, 2014, *magna cum laude*

Admissions

- Florida



Hunter Patrick

Associate

hunter.patrick@gray-robinson.com

352.376.6400

Focus

- Labor and Employment

Insightful, client-focused professional. A strong academic background and meticulous attention to detail.

Hunter Patrick is an associate attorney in GrayRobinson's Gainesville office, concentrating his practice on labor and employment law. With a robust academic foundation and a dedication to the legal profession, Hunter provides comprehensive counsel to employers across Florida.

Hunter regularly defends public and private sector employers in arbitrations and state and federal litigation. He also represents public entities in administrative labor matters, including bargaining unit clarification, recertification, and unfair labor practice charges. In addition to litigation, Hunter advises employers on compliance with state and federal employment laws and assists with transactional matters, such as drafting employee handbooks and employment agreements.

Hunter's commitment to delivering practical legal solutions ensures that his clients receive strategic guidance tailored to their unique needs.

Insights

- "You're Ready to Grow Your Practice! Now What?" Panelist, Alachua County Medical Society (ACMS) April CME/Mentorship Program Meeting and Vendor Show, April 17, 2025
- "Non-Compete Agreement Best Practices," GrayRobinson Labor and Employment Webinar, October 21, 2024
- "FTC Issues Groundbreaking Final Rule Banning Noncompete Agreements," GrayRobinson Insight, April 25, 2024

Media

- "Briefings from the Rotunda," *INFLUENCE Magazine*, Spring 2024 Edition, April 15, 2024
- "January 1, 2024, On the Move," *The Florida Bar News*, January 1, 2024

Affiliations

- 8th Judicial Circuit Bar Association, Board Member

Credentials

- J.D., University of Florida College of Law, 2023, *cum laude*
- B.S., University of South Florida, 2018, *magna cum laude*

Admissions

- Florida
- U.S. District Court for the Southern, Middle, and Northern Districts of Florida

LEVY COUNTY, FLORIDA

RFP 2025 012 - Legal Services – Pricing Proposal

February 27, 2026, 12:00 pm

PREPARED BY

GRAYROBINSON

Eleanor Samuels Siegel

Senior Associate

643 SW 4th Avenue

Suite 110

Gainesville, Florida 32601

eleanor.siegel@gray-robinson.com

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E. PROPOSED COST _____ 2

E. PROPOSED COST

1. Please quote the dollar amount of fixed and/or hourly fees and costs for providing legal services to the County covered by your proposal. For the hourly fees, please identify the hourly rate of each attorney and support personnel.

We have been successful in serving our many government clients long-term by building sustainable business relationships. In serving as Interim County Attorney, GrayRobinson has gained insight into the volume and extent of general counsel services required by the County. In the first month alone, we completed nearly 100 requests for legal services, including substantive items for agenda review, with many requests completed on an expedited basis. Given the high volume of resources required, the County may select either a monthly flat fee of \$20,000.00 with a maximum of fifty (50) legal service hours per month for general legal services, or \$35,000.00 with no monthly cap on hours. This flat fee will cover routine services, including in-person attendance at Board of County Commissioners and Planning Commission Meetings, responding to general legal inquiries, preparing routine ordinances and resolutions, and reviewing agreements and policies as to form and legality. If the County selects the first option, additional hours over the monthly maximum will be coordinated with administration to either be completed in the following month or billed at the hourly rates below.

Specialty assignments are outside the scope of the general legal services flat fee and will be billed on an hourly basis, or if agreeable to the Firm and the County, for a flat fee separately negotiated with the County. "Specialty assignments" are of a nature that requires recognized expertise, experience, or specialized subject matter knowledge and are otherwise above and beyond routine legal services outlined above, including:

- Providing legal advice, research, and assistance on extraordinary administrative or operational matters, negotiations, contracts, or ordinances;
- Drafting significant amendments or rewrites to the County's code, comprehensive plan, or land development code;
- Rendering written opinion memoranda on extraordinary matters, including but not limited to those that require extensive time or expertise, expert-level experience, or specialized subject matter knowledge;
- Providing advice on feasibility and legal sufficiency of statutory and home rule alternative revenue sources, including the development or implementation of special assessments, impact fees, user fees, extraordinary revenue, utility fees and structures, or other rate programs;
- Negotiating, preparing, obtaining, delivering, and filing all documents in connection with the closing on any acquisition, contribution, sale, exchange, or disposition of real property, or any significant County assets or systems;
- Acting as a lobbyist or appearing before any legislative, administrative, or executive branch of government other than the County;
- Legal formation, negotiation, drafting, and implementation of specific or significant programs or initiatives and agreements, including but not limited to interlocal agreements with other governmental agencies;
- Prosecuting or defending litigation, including pre-suit efforts and advice on potential litigation, mediations, validation proceedings, administrative actions, arbitrations, DOAH proceedings, or other

proceedings before county court, circuit court, federal court, and other tribunals, and appeals at every level (litigation, once filed, will be further subject to a separate written agreement between the parties);

- Labor and employment advice and disputes;
- Public Private Partnerships (P3) proposals, whether solicited or unsolicited;
- Civil rights and constitutional claims;
- Special district creation and administration;
- Regular preparation and in-person attendance at other County meetings, such as advisory committee and canvassing board meetings; and
- Assignments which require ten (10) or more hours of attorney time.

Hourly rates for specialty assignments are proposed at discounted government rates as follows:

- Shareholder: \$495.00
- Senior Associate: \$395.00
- Associate: \$295.00
- Paralegal: \$195.00

These professional hourly rates are substantially discounted from our standard hourly rates. These rates will automatically increase on October 1 of each year by the change in consumer price index for all urban consumers for Gainesville, Florida as of August of that year. Additionally, if any other person or entity other than the County is required to pay the County’s attorney’s fees, the rates available for fee recovery will be at the standard market rates in place at the time in accordance with *First Baptist Church of Cape Coral, Florida Inc. v. Compass Const., Inc.*, 115 So. 3d 978 (Fla. 2013).

2. State separately the rate for any other cost items proposed to be itemized and billed (i.e., photocopying, postage, etc.).

In addition to our professional services, we will bill the County for all disbursements and out-of-pocket expenses made or incurred on behalf of the County. These typically include such items as document reproduction, mileage, mailing charges, courier services, and filing or recording fees. Expenses incurred or advanced on your behalf will be itemized on our billing invoice. Please note, if we anticipate that substantial expenses will be incurred, we will require that you pay the vendor directly and/or we may require a deposit from you in order to cover such expenses.

- Express Mail (Federal Express) - FedEx discounted charges
- Express Mail (UPS) - Actual UPS Charges
- Mileage - Current IRS standard rate (\$0.725 as of February 2026)
- Document Production (Word Processing) - \$25.00 per hour*
- Document Production (Secretarial Charges) - \$25.00 per hour*
- Document Production (Staff Overtime) - \$25.00 per hour*
- Document Production (Copies) - \$0.20 B&W; \$0.60 color*
- Courier Service (Outside Courier) - Actual charges
- Postage and Handling - Actual postage
- Poster Charges - \$25.00 each

*These charges are only applicable for high-volume production (2,500 pages or more)

3. Indicate what your proposal is regarding reimbursement for travel, meals, or mileage associated with serving as County Attorney.

Travel time is included in our monthly flat fee as outlined above. The County will be charged for mileage as outlined above, but it is anticipated that this cost will be minimal given our Gainesville office's proximity to Levy County. The County will not be charged for meals.

4. The County requires detailed monthly billing statements that shall include, but are not limited to, the following items:

- a. Itemize the date of services.**
 - b. Identify the attorney and/or support personnel providing the services.**
 - c. List the time spent for each service or activity by tenths of an hour.**
 - d. Provide a detailed description of the services performed.**
 - e. State the fees for those services.**
 - f. Organize billing by department, type of services, and/or project.**
 - g. Itemize all associated costs and expenses related to the services**
-

GrayRobinson will provide detailed monthly billing statements in a format consistent with these requirements. Fees for general counsel services will be reflected as a flat fee with all other details included.

5. The County will not provide any employee benefits, including but not limited to health, life insurance, disability insurance, pension, or retirement benefits. The County Attorney shall be an independent contractor and not an employee of the County.

We acknowledge and agree that, if selected, the County Attorney will serve as an independent contractor and not as an employee of the County.

EXHIBIT B

FOREIGN COUNTRY OF CONCERN AFFIDAVIT

DIRECTIONS: All nongovernmental entities that are or potentially will be contracting, renewing or extending contracts with Levy County, must have an officer or representative fully execute this affidavit. Note, this is a mandatory requirement of s 287.138, Florida Statutes, for all entities that may have access to individuals' personal identifying information.

I Eleanor Samuels Siegel (insert name) as Senior Associate
(insert title) on behalf of GrayRobinson, P.A. (insert entity name)
under penalty of perjury hereby attest as follows:

1. I am over 21 years of age and have personal knowledge of the matters set forth in this affidavit.
2. I certify that GrayRobinson, P.A. (insert entity name) ("Vendor"):
 - a. Is not owned by the government of a foreign country of concern;
 - b. A government of a foreign country of concern does not have a controlling interest in Vendor; and
 - c. Is not organized under the laws of nor have its principal place of business in a foreign country of concern.
3. For purposes of this Affidavit, "Foreign Country of Concern" means the People's Republic of China, the Russian Federation, the Islamic Republic of Iran, the Democratic People's Republic of Korea, the Republic of Cuba, the Venezuelan regime of Nicolás Maduro, or the Syrian Arab Republic, including any agency of or any other entity of significant control of such foreign country of concern.

FURTHER AFFIANT SAYETH NAUGHT.



Printed Name: Eleanor Samuels Siegel

Title: Senior Associate

Nongovernmental entity: GrayRobinson, P.A.

Date: 2/20/26

STATE OF Florida

COUNTY OF Alachua

SWORN TO AND SUBSCRIBED before me X in person or _____ remote
notarization by Eleanor Samuel Siegel as Senior Associate on
behalf of Gray Robinson, P.A., who is personally
known to me or who produced _____ as identification
this 20 day of February, 2026.



(Notary Seal)

[Signature]

Notary Public

ANTI-HUMAN TRAFFICKING AFFIDAVIT

DIRECTIONS: All nongovernmental entities that are or potentially will be contracting, renewing or extending contracts with Levy County, must have an officer or representative fully execute this affidavit. Note, this is a mandatory requirement of s 787.06(13), Florida Statutes effective July 1, 2024.

I Eleanor Samuels Siegel (insert name) as Senior Associate (insert title) on behalf of GrayRobinson, P.A. (insert entity name) under penalty of perjury hereby attest as follows:

1. I am over 21 years of age and have personal knowledge of the matters set forth in this affidavit.
2. GrayRobinson (insert entity name) does not use coercion for labor or services as defined in s. 787.06(2)(a), Florida Statutes.
3. More particularly, GrayRobinson(insert entity name) does not participate in any of the following actions:
 - a. Using or threatening to use physical force against any person;
 - b. Restraining, isolating or confining or threatening to restrain, isolate or confine any person without lawful authority and against her or his will;
 - c. Using lending or other credit methods to establish a debt by any person when labor or services are pledged as a security for the debt, if the value of the labor or services as reasonably assessed is not applied toward the liquidation of the debt or the length and nature of the labor or services are not respectively limited and defined;
 - d. Destroying, concealing, removing, confiscating, withholding, or possessing any actual or purported passport, visa, or other immigration document, or any other actual or purported government identification document, of any person;
 - e. Causing or threatening to cause financial harm to any person;
 - f. Enticing or luring any person by fraud or deceit; or
 - g. Providing a controlled substance as outlined in Schedule I or Schedule II of s. 893.03, Florida Statutes to any person for the purpose of exploitation of that person.

FURTHER AFFIANT SAYETH NAUGHT.

Eleanor Samuels Siegel

Printed Name: Eleanor Samuels Siegel

Title: Senior Associate

Nongovernmental entity: GrayRobinson, P.A.

Date: 2/20/26

STATE OF Florida
COUNTY OF Alachua

SWORN TO AND SUBSCRIBED before me X in person or _____ remote notarization by
Eleanor Samuels Siegel as Senior Associate on behalf of
Gray Robinson, P.A., who is personally known to me or who
produced _____ as identification this 20 day of
February, 2026.

[Signature]

Notary Public

(Notary Seal)



SWORN STATEMENT ON PUBLIC ENTITY CRIME

Sworn Statement Pursuant to Section 287.133(3)(a), Florida Statutes

THIS FORM MUST BE SIGNED AND SWORN TO IN THE PRESENCE OF A NOTARY PUBLIC OR OTHER OFFICIAL AUTHORIZED TO ADMINISTER OATHS.

1. This sworn statement is submitted to Levy County, Florida
By Eleanor Samuels Siegel, Senior Associate
(Print individual name and title)
For GrayRobinson, P.A.
(Print name of entity submitting statements)
Whose business address is 643 SW 4th Avenue, Suite 110, Gainesville, Florida 32601
and if applicable whose Federal Employer Identification Number (FEIN) is 59-1300132.
If the entity has no FEIN, include Social Security Number of the individual signing this Sworn Statement:
_____.
2. I understand that a "public entity crime" as defined in paragraph 287.133(1)(a), Florida Statutes, mean violation of any state or federal law by a person with respect to and directly related to the transactions of business with any public entity or with an agency or political subdivision of any other state or with the United States including, but not limited to any proposal or contract for goods or services to be provided to any public entity or any agency or political subdivision of any other state or the United States and involving antitrust, fraud, theft, bribery, collusion, racketeering, conspiracy, or material misrepresentation.
3. I understand that "convicted" or "conviction" as defined in Paragraph 287.133(1)(b), Florida Statutes, means a finding of guilt or conviction of a public entity crime, with or without adjudication of guilt, in any federal or state trial court of record relating to charges brought by indictment or information after July 1, 1989, as a result of a Jury verdict, nonjury trial, or entry of a plea of guilty or nolo contendere.
4. I understand that an "affiliate" as defined in Paragraph 287.133(1)(a), Florida Statutes, means:
 - a. A predecessor or successor of a person convicted of public entity crime; or
 - b. An entity under the control of any natural person who is active in the management of the entity and who has been convicted of a public entity crime. The term "affiliate" includes those officers, directors, executives, partners, shareholders, employees, members, and agents who are active in the management of an affiliate. The ownership by one person of shares constituting a controlling interest in another person, or a pooling of equipment or income among persons when not for fair market value under an arm's length agreement, shall be a prima facie case that one person controls another person. A person who knowingly enters into a joint venture with a person who has been convicted of a public entity crime in Florida during the preceding 36 months shall be considered an affiliate.
5. I understand that a "person" as defined in Paragraph 287.133(1)(e), Florida Statutes, means any natural person or entity organized under the laws of any state or of the United States with the legal power to enter into a binding contract and which proposals or applies to proposal on contracts for the provision of goods or services let by a public entity, or which otherwise transacts or applies to transact business with a public entity. The term "person" includes those officers, executives, partners, shareholders, employees, members, and agents who are active in management of an entity.
6. Based on information and belief, the statement which I have marked below is true in a relation to the entity submitting this sworn statement. (Please indicate which statement applies).

Neither the entity submitting this sworn statement, nor any of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or any affiliate of the entity has been charged with and convicted of a public entity crime within the past 36 months.

The entity submitting this sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime within the past 36 months AND (Please indicate which additional statement applies).

The entity submitting the sworn statement, or one or more of its officers, directors, executives, partners, shareholders, employees, members, or agents who are active in the management of the entity, or agents who are active in the management of the entity, or an affiliate of the entity has been charged with and convicted of a public entity crime within the past 36 months. However, there has been a subsequent proceeding before a Hearing Officers of the State of Florida, Division of Administrative Hearings and the Final Order by the Hearing Officer determined that it was not in the public interest place the entity submitting this sworn statement on the convicted vendor list. (Attached is a copy of the final order).

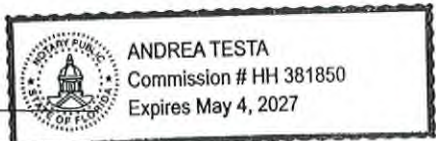
I UNDERSTAND THAT THE SUBMISSION OF THIS FORM TO THE CONTRACTING OFFICER FOR THE PUBLIC ENTITY IDENTIFIED IN PARAGRAPH 1 (ONE) ABOVE IS FOR THE PUBLIC ENTITY ONLY AND, THAT THIS FORM IS VALID THROUGH DECEMBER 31 OF THE CALENDAR YEAR IN WHICH IT IS FILED AND FOR THE PERIOD OF THE CONTRACT ENTERED INTO, WHICHEVER PERIOD IS LONGER. I ALSO UNDERSTAND THAT I AM REQUIRED TO INFORM THE PUBLIC ENTITY PRIOR TO ENTERING INTO A CONTRACT IN EXCESS OF THE THRESHOLD AMOUNT PROVIDED IN SECTION 287.017, FLORIDA STATUTES, FOR CATEGORY TWO OF ANY CHANGE IN THE INFORMATION CONTAINED IN THIS FORM.

Eleanor Samuels Siegel
(Signature)

State of Florida
County of Alachua

Sworn to (or affirmed) and subscribed before me by means of physical presence or online notarization, this 20 day of February, 2020, by Eleanor Samuels Siegel (name), as Senior Associate (title) for Gray Robinson, P.A. (name of proposer)
Personally known OR Produced Identification _____ (type of identification).

[Signature]
(Signature) Notary Public
My Commission expires 5/4/27



THIS DOCUMENT MUST BE COMPLETED AND RETURNED WITH YOUR SUBMITTAL

DRUG-FREE WORKPLACE FORM

The undersigned Bidder in accordance with Section 287.087, Florida Statutes hereby certifies that the Bidder GrayRobinson, P.A. (name of firm or individual) does:

1. Publish a statement notifying employees that the unlawful manufacture, distributions, dispensing, possession, or use of a controlled substance is prohibited in the workplace and specifying the actions that will be taken against employees for violations of such prohibition.
2. Inform employees about the dangers of drug abuse in the workplace, the business's policy of maintaining a drug-free workplace, any available drug counseling, rehabilitation, and employee assistance programs, and the penalties that may be imposed upon employees for drug abuse violations.
3. Give each employee engaged in providing the commodities or contractual services that are under bid a copy of the statement specified in subsection (1).
4. In the statement specified in subsection (1), notify the employees that, as a condition of working on the commodities or contractual services that are under bid, the employee will abide by the terms of the statement and will notify the employer of any conviction of, or plea of guilty or nolo contendere to, any violation of Chapter 893 or of any controlled substance law of the United State or any state, for a violation occurring in the workplace no later than five (5) days after such conviction.
5. Impose a sanction on, or require the satisfactory participation in a drug abuse assistance or rehabilitation program if such is available in the employee's community, by any employee who is so convicted.
6. Make a good faith effort to continue to maintain a drug-free workplace through implementation of this section.

As the person authorized to sign the statement, I certify that this firm complies fully with the above requirements.

Name of Bidder: GrayRobinson, P.A.

Signature: *Stana Siegel*

Title: *Senior Associate*

Date: *2/20/26*

GrayRobinson maintains insurance coverage and limits, as evidenced by current certificates of coverage found on the following pages. Upon official award of work to GrayRobinson, custom certificate holder documents will be provided to Levy County.



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

12/17/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer rights to the certificate holder in lieu of such endorsement(s).

PRODUCER Hub International Florida 1560 Orange Avenue Suite 750 Winter Park, FL 32789	CONTACT NAME: PHONE (A/C, No, Ext): (407) 894-5431		FAX (A/C, No): (407) 629-6378
	E-MAIL ADDRESS:		
INSURER(S) AFFORDING COVERAGE			NAIC #
INSURER A : Endurance American Specialty Insurance Company			41718
INSURER B : Aspen Specialty Insurance			10717
INSURER C :			
INSURER D :			
INSURER E :			
INSURER F :			

INSURED

Gray-Robinson P.A.
 PO Box 3068
 Orlando, FL 32802-3068

COVERAGES

CERTIFICATE NUMBER:

REVISION NUMBER:

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSD	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
	COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:						EACH OCCURRENCE \$ DAMAGE TO RENTED PREMISES (Ea occurrence) \$ MED EXP (Any one person) \$ PERSONAL & ADV INJURY \$ GENERAL AGGREGATE \$ PRODUCTS - COMP/OP AGG \$ \$
	AUTOMOBILE LIABILITY <input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS <input type="checkbox"/> NON-OWNED AUTOS ONLY						COMBINED SINGLE LIMIT (Ea accident) \$ BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
	UMBRELLA LIAB <input type="checkbox"/> OCCUR EXCESS LIAB <input type="checkbox"/> CLAIMS-MADE DED RETENTION \$						EACH OCCURRENCE \$ AGGREGATE \$ \$
	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? (Mandatory in NH) <input type="checkbox"/> Y / N If yes, describe under DESCRIPTION OF OPERATIONS below		N/A				PER STATUTE OTH-ER E.L. EACH ACCIDENT \$ E.L. DISEASE - EA EMPLOYEE \$ E.L. DISEASE - POLICY LIMIT \$
A	Prof. Liab./\$750k SI			LPW30014259904	12/21/2025	12/21/2026	Claim & Aggr. 20,000,000
B	Excess Prof. Liab.			0314-9569	12/21/2025	12/21/2026	Claim & Aggr. 10,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)

Lawyers Professional Liability Layered Program:

SIR: \$750,000

Primary \$20,000,000 Layer:

Endurance American Specialty Ins., 12/21/25-26, NAICS #41718, Policy #LPW30014259904

Ascot Specialty Ins. Co., 12/21/25-26, NAICS # 45055, Policy # LPPL2510001218-01

Evanston Ins. Co., 12/21/25-26, NAICS #35378, Policy # MKLV2PLA000337

MS Transverse Ins. Co., 12/21/25-26, NAICS # 21075, Policy # MSTLPL-00373

SEE ATTACHED ACORD 101

CERTIFICATE HOLDER

CANCELLATION

****For Information Only** - Orlando**
 301 East Pine St., Ste. 1400
 Orlando, FL 32801

SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS.

AUTHORIZED REPRESENTATIVE

**ADDITIONAL REMARKS SCHEDULE**

AGENCY Hub International Florida		NAMED INSURED Gray-Robinson P.A. PO Box 3068 Orlando, FL 32802-3068	
POLICY NUMBER SEE PAGE 1			
CARRIER SEE PAGE 1	NAIC CODE SEE P 1	EFFECTIVE DATE: SEE PAGE 1	

ADDITIONAL REMARKS

THIS ADDITIONAL REMARKS FORM IS A SCHEDULE TO ACORD FORM,
FORM NUMBER: ACORD 25 FORM TITLE: Certificate of Liability Insurance

Description of Operations/Locations/Vehicles:**\$10M xs \$20M Layer:**

Landmark American Ins. Co., 12/21/25-26, NAICS #33138, Policy # LQS872594

Allied World Surplus Lines Ins. Co., 12/21/25-26, NAICS #24319, Policy #0314-9569

\$10M xs \$30M Layer:

Fireman's Fund Indemnity Corp., 12/21/25-26, NAICS #11380, Policy # U5F00537425

Great American Fidelity Ins. Co., 12/21/25-26, NAICS #41858, Policy # LAXE558802

\$5M xs \$40M Layer:

SiriusPoint Specialty Ins. Corp., 12/21/25-26, NAICS #16820, Policy #PROVXS-0000107-01

****For Information Only****



CERTIFICATE OF LIABILITY INSURANCE

DATE (MM/DD/YYYY)

4/15/2025

THIS CERTIFICATE IS ISSUED AS A MATTER OF INFORMATION ONLY AND CONFERS NO RIGHTS UPON THE CERTIFICATE HOLDER. THIS CERTIFICATE DOES NOT AFFIRMATIVELY OR NEGATIVELY AMEND, EXTEND OR ALTER THE COVERAGE AFFORDED BY THE POLICIES BELOW. THIS CERTIFICATE OF INSURANCE DOES NOT CONSTITUTE A CONTRACT BETWEEN THE ISSUING INSURER(S), AUTHORIZED REPRESENTATIVE OR PRODUCER, AND THE CERTIFICATE HOLDER.

IMPORTANT: If the certificate holder is an ADDITIONAL INSURED, the policy(ies) must have ADDITIONAL INSURED provisions or be endorsed. If SUBROGATION IS WAIVED, subject to the terms and conditions of the policy, certain policies may require an endorsement. A statement on this certificate does not confer any rights to the certificate holder in lieu of such endorsement(s).

PRODUCER McGriff, a MMA LLC Company 333 S. Garland Ave Orlando, FL 32801-4927 407 691-9600	CONTACT NAME: Casey Guzinski PHONE (A/C, No, Ext): 407 691-9600 E-MAIL ADDRESS: Casey.Guzinski@mcgriff.com	FAX (A/C, No): 888-635-4183													
	<table border="1"> <thead> <tr> <th>INSURER(S) AFFORDING COVERAGE</th> <th>NAIC #</th> </tr> </thead> <tbody> <tr> <td>INSURER A : Chubb National Insurance Company</td> <td>10052</td> </tr> <tr> <td>INSURER B : Federal Insurance Company</td> <td>20281</td> </tr> <tr> <td>INSURER C : Travelers Indemnity Co of America</td> <td>25666</td> </tr> <tr> <td>INSURER D : Great Northern Insurance Company</td> <td>20303</td> </tr> <tr> <td>INSURER E :</td> <td></td> </tr> <tr> <td>INSURER F :</td> <td></td> </tr> </tbody> </table>		INSURER(S) AFFORDING COVERAGE	NAIC #	INSURER A : Chubb National Insurance Company	10052	INSURER B : Federal Insurance Company	20281	INSURER C : Travelers Indemnity Co of America	25666	INSURER D : Great Northern Insurance Company	20303	INSURER E :		INSURER F :
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INSURED **GrayRobinson PA**
PO Box 3068
Orlando, FL 32802-3068

COVERAGES **CERTIFICATE NUMBER:** **REVISION NUMBER:**

THIS IS TO CERTIFY THAT THE POLICIES OF INSURANCE LISTED BELOW HAVE BEEN ISSUED TO THE INSURED NAMED ABOVE FOR THE POLICY PERIOD INDICATED. NOTWITHSTANDING ANY REQUIREMENT, TERM OR CONDITION OF ANY CONTRACT OR OTHER DOCUMENT WITH RESPECT TO WHICH THIS CERTIFICATE MAY BE ISSUED OR MAY PERTAIN, THE INSURANCE AFFORDED BY THE POLICIES DESCRIBED HEREIN IS SUBJECT TO ALL THE TERMS, EXCLUSIONS AND CONDITIONS OF SUCH POLICIES. LIMITS SHOWN MAY HAVE BEEN REDUCED BY PAID CLAIMS.

INSR LTR	TYPE OF INSURANCE	ADDL INSR	SUBR WVD	POLICY NUMBER	POLICY EFF (MM/DD/YYYY)	POLICY EXP (MM/DD/YYYY)	LIMITS
A	<input checked="" type="checkbox"/> COMMERCIAL GENERAL LIABILITY <input type="checkbox"/> CLAIMS-MADE <input checked="" type="checkbox"/> OCCUR GEN'L AGGREGATE LIMIT APPLIES PER: <input checked="" type="checkbox"/> POLICY <input type="checkbox"/> PRO-JECT <input type="checkbox"/> LOC OTHER:	X	X	D02931412	04/15/2025	04/15/2026	EACH OCCURRENCE \$1,000,000 DAMAGE TO RENTED PREMISES (Ea occurrence) \$1,000,000 MED EXP (Any one person) \$15,000 PERSONAL & ADV INJURY \$1,000,000 GENERAL AGGREGATE \$2,000,000 PRODUCTS - COMP/OP AGG \$2,000,000 \$
D	<input type="checkbox"/> ANY AUTO OWNED AUTOS ONLY <input checked="" type="checkbox"/> HIRED AUTOS ONLY <input type="checkbox"/> SCHEDULED AUTOS NON-OWNED AUTOS ONLY	X	X	73650759	04/15/2025	04/15/2026	COMBINED SINGLE LIMIT (Ea accident) \$1,000,000 BODILY INJURY (Per person) \$ BODILY INJURY (Per accident) \$ PROPERTY DAMAGE (Per accident) \$ \$
B	<input checked="" type="checkbox"/> UMBRELLA LIAB <input type="checkbox"/> EXCESS LIAB <input checked="" type="checkbox"/> OCCUR <input type="checkbox"/> CLAIMS-MADE DED <input checked="" type="checkbox"/> RETENTION \$10,000			56728656	04/15/2025	04/15/2026	EACH OCCURRENCE \$15,000,000 AGGREGATE \$15,000,000 \$
C	WORKERS COMPENSATION AND EMPLOYERS' LIABILITY ANY PROPRIETOR/PARTNER/EXECUTIVE OFFICER/MEMBER EXCLUDED? <input checked="" type="checkbox"/> Y / N (Mandatory in NH) If yes, describe under DESCRIPTION OF OPERATIONS below		X	UB1R6308612442E	08/09/2024	08/09/2025	<input checked="" type="checkbox"/> PER STATUTE <input type="checkbox"/> OTH-ER E.L. EACH ACCIDENT \$1,000,000 E.L. DISEASE - EA EMPLOYEE \$1,000,000 E.L. DISEASE - POLICY LIMIT \$1,000,000

DESCRIPTION OF OPERATIONS / LOCATIONS / VEHICLES (ACORD 101, Additional Remarks Schedule, may be attached if more space is required)
 General Liability Additional Insured status, along with Primary & Non-Contributory, is granted if required by written contract per "Commercial General Liability Enhancement Endorsement" CBCG040001. Waiver of Subrogation status is granted if required by written contract per "Commercial General Liability Endorsement" CBCG040001.
 *** Auto Liability *** Additional Insured status and Waiver of Subrogation is granted if required by written (See Attached Descriptions)

CERTIFICATE HOLDER GrayRobinson PA P.O. Box 3068 Orlando, FL 32802	CANCELLATION SHOULD ANY OF THE ABOVE DESCRIBED POLICIES BE CANCELLED BEFORE THE EXPIRATION DATE THEREOF, NOTICE WILL BE DELIVERED IN ACCORDANCE WITH THE POLICY PROVISIONS. AUTHORIZED REPRESENTATIVE
--	--

DESCRIPTIONS (Continued from Page 1)

contract per "Commerical Automobile Broad Form Endorsement" 16020292.

*** Workers Compensation *** Waiver of Subrogation status is granted if required by written contract per "Waiver of Our Rights to Recover from Others Endorsement" form WC000313.

*** Umbrella *** Umbrella is Follow Form providing excess liability over General Liability, Auto Liability and Employer's Liability limits shown.

Eleanor Samuels Siegel

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number: 1025664

Mail Address: GrayRobinson, P.A.
643 SW 4th Ave
Gainesville, FL 32601-7133
Office: **352-376-6400**

Email: eleanor.samuels@gray-robinson.com 

Personal Bar URL: <https://www.floridabar.org/mybarprofile/1025664>

vCard: 

County: Alachua

Circuit: 08

Admitted: 12/02/2020

10-Year Discipline History: None

Sections: Young Lawyers

Firm: GrayRobinson, P.A.

Firm Position: Associate

Nikki C. Day

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number: 77551

Mail Address: GrayRobinson, P.A.
 101 E Kennedy Blvd Ste 4000
 Tampa, FL 33602-5152
 Office: **813-273-5000**



Email: nikki.day@gray-robinson.com

Personal Bar URL: <https://www.floridabar.org/mybarprofile/77551>

vCard:

County: Hillsborough

Circuit: 13

Admitted: 04/19/2010

10-Year Discipline History: None

Law School: Stetson University College of Law, 2009

Board Certifications:	Area	Year
	City, County and Local Government Law	2016

Sections: City, County & Local Govt Law

Federal Courts: U.S. Court of Appeals for the Eleventh Circuit
 U.S. District Court, Middle District of Florida

State Courts: Florida

Firm: GrayRobinson, P.A.

Firm Size: >100

Firm Position: Partner/Shareholder

Firm Website: <https://www.gray-robinson.com>

Stephanie Marusak Marchman

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number: 854301

Mail Address: Gray Robinson, P.A.
 643 SW 4th Ave Ste 110
 Gainesville, FL 32601-7139
 Office: 352-283-1522
 Fax: 352-376-6484



Email: stephanie.marchman@gray-robinson.com

Personal Bar URL: <https://www.floridabar.org/mybarprofile/854301>

vCard:

County: Alachua

Circuit: 08

Admitted: 10/05/2004

10-Year Discipline History: None

Law School: University of Florida, Fredric G. Levin College of Law, 2004

Board Certifications:	Area	Year
	Labor and Employment Law	2024

Committees:	Committee	Office	Term
	Current Board Of Governors(BD)		06/30/2027
	8th Judicial Circuit Grievance Comm "A" (GR)	Designated Reviewer	06/30/2027
	Eighth Circuit UPL Committee(UP)	Designated Reviewer	06/30/2026
	Annual Convention Committee(CM)	Board Liaison	06/30/2026
	Executive Committee(BD)		06/19/2026
	Strategic Planning Committee(BD)		06/19/2026
	Disciplinary Review Committee(BD)		06/19/2026
	Rules Committee(BD)		06/19/2026
	Review Committee On Professional Ethics(BD)	Chair	06/19/2026

Sections:

- Appellate Practice
- Business Law
- City, County & Local Govt Law
- Government Lawyer
- Labor and Employment Law
- Trial Lawyers

Practice Areas:

- Arbitration
- City/County/Local Government
- Civil Litigation
- Civil Rights
- Constitutional
- Employee Benefits
- Government
- Labor and Employment

Federal Courts:

- U.S. Court of Appeals for the Eleventh Circuit
- U.S. Supreme Court
- U.S. District Court, Middle District of Florida
- U.S. District Court, Northern District of Florida
- U.S. District Court, Southern District of Florida

State Courts: Florida

Firm: Gray Robinson, P.A.

Firm Size: >100

Firm Position: Partner/Shareholder

Firm Website: <http://www.gray-robinson.com> 

Heather Michele Blom-Ramos

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number: 588601

Mail Address: GrayRobinson P A
301 E Pine St Ste 1400
Orlando, FL 32801-2741
Office: **407-843-8880x26**
Cell: **407-843-8880x26**
Fax: 407-244-5690

Email: heather.ramos@gray-robinson.com 

Personal Bar URL: <https://www.floridabar.org/mybarprofile/588601>

vCard: 

County: Orange

Circuit: 09

Admitted: 09/20/2002

10-Year Discipline History: None




Law School: Stetson University College of Law


Sections: City, County & Local Govt Law
Environmental & Land Use Law
Government Lawyer

Byron David Flagg

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number:	14311	
Mail Address:	Byron D. Flagg, Esq. 643 SW 4th Ave Ste 110 Gainesville, FL 32601-7139 Office: 352-376-6400	
Physical Address:	643 SW 4th Ave Ste 110 Gainesville, FL 32601-7139 Office: 352-376-6400	
Email:	byron.flagg@gray-robinson.com 	
Personal Bar URL:	https://www.floridabar.org/mybarprofile/14311	
vCard:		
County:	Alachua	
Circuit:	08	
Admitted:	09/19/2005	
10-Year Discipline History:	None	
Law School:	University of Florida, Fredric G. Levin College of Law, 2002	
Advanced Degrees:	Area	Degree
	Energy, Environment/Natural Resources	University of Florida, Fredric G. Levin College of Law, LL.M.
Sections:	Administrative Law City, County & Local Govt Law Environmental & Land Use Law Real Property, Probate & Trust	
Practice Areas:	Administrative City/County/Local Government Criminal Eminent Domain Environmental and Land Use Real Estate/Land Development Zoning, Planning and Land Use	

Federal Courts:	U.S. District Court, Middle District of Florida U.S. District Court, Southern District of Florida
State Courts:	Florida
Firm:	Byron D. Flagg, Esq.
Firm Size:	>100
Firm Position:	Of Counsel
Firm Website:	https://www.gray-robinson.com 

Christina Renee Epperson

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number: 1059159

Mail Address: Ms. Christina Epperson
301 E Pine St Ste 1400
Orlando, FL 32801-2741
Office: 407-204-3118Email: christina.epperson@gray-robinson.com Personal Bar URL: <https://www.floridabar.org/mybarprofile/1059159>vCard: 

County: Orange

Circuit: 09

Admitted: 09/30/2024

10-Year Discipline
History: None

Law School: Florida A&M University, College of Law, 2024

Sections: City, County & Local Govt Law
Environmental & Land Use Law
Government Lawyer
Labor and Employment Law
Young LawyersPractice Areas: City/County/Local Government
Real Estate/Land Development

Firm: Ms. Christina Epperson

Firm Size: >100

Firm Position: Associate

Firm Website: <https://www.gray-robinson.com/> 


Hunter Mills Patrick

Member in Good Standing

Eligible to Practice Law in Florida

Bar Number: 1049903

Mail Address: Mr. Hunter Patrick
1920 NW 24th St
Gainesville, FL 32605-3848
Office: **352-415-6765**

Email: hunter.patrick@gray-robinson.com 

Personal Bar URL: <https://www.floridabar.org/mybarprofile/1049903>

vCard: 

County: Alachua

Circuit: 08

Admitted: 09/27/2023

10-Year Discipline History: None

Sections: Labor and Employment Law
Young Lawyers

Firm: Mr. Hunter Patrick

Firm Size: >100

Firm Position: Associate

NON-COLLUSION AFFIDAVIT

I, Eleanor Samuels Siegel of the County of Alachua

According to law on my oath, and under penalty of perjury, depose and say that:

1. I am a senior associate of the firm of GrayRobinson, P.A. providing that I executed the said proposal with full authority to do so.
2. This response has been arrived at independently without collusion, consultation, communication or agreement for the purpose of restricting competition, as to any matter relating to qualifications or responses of any other responder to induce any other person, partnership or corporation to submit, or not to submit, a response for the purpose of restricting competition;
3. The statements contained in this affidavit are true and correct, and made with full knowledge that Levy County relies upon the truth of the statements contained in this affidavit in awarding contracts for any services resulting from this ITB for said project.

Eleanor Siegel
(Signature of Proposer Representative)

2/20/26
(Date)

State of Florida

County of Alachua

Sworn to (or affirmed) and subscribed before me by means of physical presence or online notarization, this 20 day of February, 2026, by Eleanor Samuels Siegel (name), as Senior Associate (title) for Gray Robinson, P.A. (name of proposer) Personally known OR Produced Identification (type of identification).

Andrea Testa
(Signature) Notary Public

(Printed, typed or stamped commissioned name of notary public)

(SEAL)

My Commission expires 5/4/27



THIS DOCUMENT MUST BE COMPLETED AND RETURNED WITH YOUR SUBMITTAL

MEMORANDUM OF AUTHORITY

GRAYROBINSON, P.A.

The undersigned officers of GrayRobinson, P.A., do hereby certify that the following named person is a duly appointed representative of GrayRobinson, P.A., holding the office set forth opposite his/her name below, and is qualified and authorized to act in such capacity and to submit, sign, and deliver responses to the Request For Proposal to which this Authorization Certificate relates (the "RFP"), and related documentation and information, on behalf of GrayRobinson, P.A. The following signature, written opposite such individual's name, is such individual's genuine signature:

<u>Name</u>	<u>Title</u>	<u>Office</u>	<u>Signature</u>
<u>Eleanor Samuels Siegel</u>	<u>Senior Associate</u>	<u>Gainesville</u>	

The undersigned corporate officers of GrayRobinson, P.A., hereby further certify that attached hereto as Exhibit A is a true, complete and correct copy of Resolutions adopted by the Board of Directors of GrayRobinson, P.A. authorizing the submission, execution, and delivery of its response to the RFP, and as of the date hereof, no corporate action has been taken to further amend, modify, or repeal such Resolutions, the same being in full force and effect in the attached form as of the date hereof.

IN WITNESS WHEREOF, the undersigned has executed this Memorandum of Authority effective as of the 18th day of February, 2026.

GRAYROBINSON, P.A.,
a Florida professional association



Michael E. Neukamm
Director, Treasurer

And,



Mark Schellhase
Director, Secretary

EXHIBIT A
RESOLUTIONS OF GRAYROBINSON, P.A.
ADOPTED AT A BOARD OF DIRECTORS MEETING
JANUARY 14, 2019

WHEREAS, GrayRobinson, P.A., a Florida professional association (the "Company") periodically receives requests for proposal, requests for qualifications, and/or requests for information from municipalities, governmental agencies, quasi-governmental agencies, governmental authorities, nonprofit organizations, for-profit businesses, and other organizations (with each referred to herein, collectively with any process or activity related thereto, as an "RFP"); and

WHEREAS, the Company's Board of Directors desires to clarify and confirm the manner in which the Company's representatives are authorized to respond to, submit, execute, deliver and otherwise deal with and/or engage in an RFP.

NOW THEREFORE, BE IT RESOLVED, that each of the Company's President, Vice President, Treasurer, Secretary and Assistant Treasurer (each an "Authorized Officer"), be and each of them hereby is authorized and directed, by and on behalf of the Company, to respond to, submit, execute, deliver and otherwise deal with, engage in and/or approve an RFP and to cause the Company to perform its obligations thereunder, and further, to execute and deliver any and all other instruments, agreements, certificates or other documents that may be required from time to time in connection therewith. The signature of any Authorized Officer on any of the foregoing shall be conclusive evidence as to the approval thereof (and all of the terms and provisions therein) on behalf of the Company.

FURTHER RESOLVED, that any two (2) Authorized Officers, acting together, be and are hereby authorized and directed, by and on behalf of the Company, to designate in writing an attorney or consultant of the Company (any person so designated, an "Authorized Representative") to respond to, submit, execute, deliver and otherwise deal with, engage in and/or approve an RFP and to cause the Company to perform its obligations thereunder, and further, to execute and deliver any and all other instruments, agreements, certificates or other documents that may be required from time to time in connection therewith. The signature of any two (2) Authorized Officers on a Certificate of Authorization, Incumbency Certificate, Certificate of Designation, or similar certificate that identifies and designates an Authorized Representative shall be conclusive evidence as to the designation of the Company's authority to such Authorized Representative in connection with the RFP designated therein, and further, the signature of any Authorized Representative on any document, agreement, instrument or certificate delivered in connection with responding to, submitting, executing, delivering and otherwise dealing with and/or engaging in such RFP shall be conclusive evidence as to the approval thereof (and all of the terms and provisions therein) on behalf of the Company.

FURTHER RESOLVED, that any Authorized Officer or Authorized Representative, be, and each hereby is, authorized and empowered to take all such further action and to execute and deliver all such further agreements, certificates, instruments and documents, in the name and on behalf of the Company (and if requested or required, under its corporate seal duly attested by an officer of the Company) as they or any one of them shall deem necessary, desirable, advisable or appropriate to consummate, effectuate, carry out or further the transactions contemplated by and the intent and purposes of the foregoing resolutions (expressly including without limitation, to cause the Company to remit or pay any fees or costs related thereto).

FURTHER RESOLVED, that in connection with preceding resolutions, any Authorized Officer or Authorized Representative shall be, and hereby is, authorized and directed to furnish to any interested person or entity a copy of the foregoing resolutions, to certify the same and to certify that the provisions of the foregoing resolutions are in conformity with the Articles of Incorporation and Bylaws of the Company and that said resolutions remain in full force and effect.

FURTHER RESOLVED, that the authority given hereunder shall be deemed retroactive, to the extent necessary, in order to carry these resolutions into effect, and in that event, acts performed prior to the adoption of these resolutions but which are necessary or advisable for the carrying of these resolutions into effect, are hereby ratified, confirmed, adopted and approved.



[Department of State](#) / [Division of Corporations](#) / [Search Records](#) / [Search by Entity Name](#) /

Detail by Entity Name

Florida Profit Corporation
GRAYROBINSON, P.A.

Filing Information

Document Number	602357
FEI/EIN Number	59-1300132
Date Filed	08/26/1970
State	FL
Status	ACTIVE
Last Event	NAME CHANGE AMENDMENT
Event Date Filed	11/10/2003
Event Effective Date	NONE

Principal Address

301 E. PINE STREET, SUITE 1400
ORLANDO, FL 32801

Changed: 01/11/2001

Mailing Address

P.O. BOX 3068
ORLANDO, FL 32802-3068

Changed: 10/13/2016

Registered Agent Name & Address

CANNON, R. DEAN
301 S. BRONOUGH STREET, SUITE 600
TALLAHASSEE, FL 32301

Name Changed: 02/02/2026

Address Changed: 09/26/2019

Officer/Director Detail

Name & Address

Title Director, Chairman

MARSHALL, BYRD F., Jr.
301 E. PINE STREET, SUITE 1400
ORLANDO, FL 32801

Title Director, Chairman Emeritus

GRAY, J. CHARLES
301 E. PINE STREET, SUITE 1400
ORLANDO, FL 32801

Title Director, Treasurer

NEUKAMM, MICHAEL E.
301 E. PINE STREET, SUITE 1400
ORLANDO, FL 32801

Title Director, President & CEO

CANNON, R. DEAN
301 S. BRONOUGH STREET, SUITE 600
TALLAHASSEE, FL 32301

Title Director, Secretary

SCHELLHASE, MARK D.
ONE BOCA PLACE
2255 GLADES ROAD
SUITE 301E
BOCA RATON, FL 33431

Title Director, Assistant Treasurer

UNGER, JASON
301 S. BRONOUGH STREET, SUITE 600
TALLAHASSEE, FL 32301

Title Director, Assistant Secretary

MARCHMAN, STEPHANIE
643 SW 4TH AVENUE, SUITE 110
GAINESVILLE, FL 32601

Annual Reports

Report Year	Filed Date
2025	04/14/2025
2025	10/15/2025
2026	02/02/2026

Document Images

[02/02/2026 – ANNUAL REPORT](#)

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10/15/2025 – AMENDED ANNUAL REPORT	View image in PDF format
04/14/2025 – ANNUAL REPORT	View image in PDF format
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01/30/2024 – ANNUAL REPORT	View image in PDF format
01/23/2023 – ANNUAL REPORT	View image in PDF format
02/14/2022 – ANNUAL REPORT	View image in PDF format
01/21/2021 – ANNUAL REPORT	View image in PDF format
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10/13/2016 – AMENDED ANNUAL REPORT	View image in PDF format
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01/28/2015 – ANNUAL REPORT	View image in PDF format
02/12/2014 – ANNUAL REPORT	View image in PDF format
01/29/2013 – ANNUAL REPORT	View image in PDF format
02/07/2012 – ANNUAL REPORT	View image in PDF format
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04/29/2005 – ANNUAL REPORT	View image in PDF format
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11/10/2003 -- Name Change	View image in PDF format
05/01/2003 – ANNUAL REPORT	View image in PDF format
01/10/2002 – ANNUAL REPORT	View image in PDF format
06/14/2001 – Amendment	View image in PDF format
01/11/2001 -- ANNUAL REPORT	View image in PDF format
12/28/2000 – Merger	View image in PDF format
12/27/2000 – Merger	View image in PDF format
11/06/2000 -- Merger	View image in PDF format
01/24/2000 – ANNUAL REPORT	View image in PDF format
03/10/1999 – ANNUAL REPORT	View image in PDF format
12/22/1998 – Amendment	View image in PDF format
03/09/1998 – ANNUAL REPORT	View image in PDF format
01/16/1997 – ANNUAL REPORT	View image in PDF format
01/24/1996 – ANNUAL REPORT	View image in PDF format
01/24/1995 – ANNUAL REPORT	View image in PDF format

Florida Department of State, Division of Corporations

Request for Taxpayer Identification Number and Certification

Go to www.irs.gov/FormW9 for instructions and the latest information.

**Give form to the
requester. Do not
send to the IRS.**

Before you begin. For guidance related to the purpose of Form W-9, see *Purpose of Form*, below.

Print or type. See Specific Instructions on page 3.	1 Name of entity/individual. An entry is required. (For a sole proprietor or disregarded entity, enter the owner's name on line 1, and enter the business/disregarded entity's name on line 2.) GrayRobinson,P.A.	
	2 Business name/disregarded entity name, if different from above.	
	3a Check the appropriate box for federal tax classification of the entity/individual whose name is entered on line 1. Check only one of the following seven boxes.	4 Exemptions (codes apply only to certain entities, not individuals; see instructions on page 3): Exempt payee code (if any) _____ Exemption from Foreign Account Tax Compliance Act (FATCA) reporting code (if any) _____ <i>(Applies to accounts maintained outside the United States.)</i>
	<input type="checkbox"/> Individual/sole proprietor <input checked="" type="checkbox"/> C corporation <input type="checkbox"/> S corporation <input type="checkbox"/> Partnership <input type="checkbox"/> Trust/estate <input type="checkbox"/> LLC. Enter the tax classification (C = C corporation, S = S corporation, P = Partnership) Note: Check the "LLC" box above and, in the entry space, enter the appropriate code (C, S, or P) for the tax classification of the LLC, unless it is a disregarded entity. A disregarded entity should instead check the appropriate box for the tax classification of its owner. <input type="checkbox"/> Other (see instructions) _____	
	3b If on line 3a you checked "Partnership" or "Trust/estate," or checked "LLC" and entered "P" as its tax classification, and you are providing this form to a partnership, trust, or estate in which you have an ownership interest, check this box if you have any foreign partners, owners, or beneficiaries. See instructions <input type="checkbox"/>	
	5 Address (number, street, and apt. or suite no.). See instructions. 301 E. Pine Street, Suite 1400	Requester's name and address (optional)
	6 City, state, and ZIP code Orlando, FL 32801	
7 List account number(s) here (optional)		

Part I Taxpayer Identification Number (TIN)

Enter your TIN in the appropriate box. The TIN provided must match the name given on line 1 to avoid backup withholding. For individuals, this is generally your social security number (SSN). However, for a resident alien, sole proprietor, or disregarded entity, see the instructions for Part I, later. For other entities, it is your employer identification number (EIN). If you do not have a number, see *How to get a TIN*, later.

Social security number										
or										
Employer identification number										
5	9		-	1	3	0	0	1	3	2

Note: If the account is in more than one name, see the instructions for line 1. See also *What Name and Number To Give the Requester* for guidelines on whose number to enter.

Part II Certification

Under penalties of perjury, I certify that:

1. The number shown on this form is my correct taxpayer identification number (or I am waiting for a number to be issued to me); and
2. I am not subject to backup withholding because (a) I am exempt from backup withholding, or (b) I have not been notified by the Internal Revenue Service (IRS) that I am subject to backup withholding as a result of a failure to report all interest or dividends, or (c) the IRS has notified me that I am no longer subject to backup withholding; and
3. I am a U.S. citizen or other U.S. person (defined below); and
4. The FATCA code(s) entered on this form (if any) indicating that I am exempt from FATCA reporting is correct.

Certification instructions. You must cross out item 2 above if you have been notified by the IRS that you are currently subject to backup withholding because you have failed to report all interest and dividends on your tax return. For real estate transactions, item 2 does not apply. For mortgage interest paid, acquisition or abandonment of secured property, cancellation of debt, contributions to an individual retirement arrangement (IRA), and, generally, payments other than interest and dividends, you are not required to sign the certification, but you must provide your correct TIN. See the instructions for Part II, later.

Sign Here	Signature of U.S. person	Date 2/20/26
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General Instructions

Section references are to the Internal Revenue Code unless otherwise noted.

Future developments. For the latest information about developments related to Form W-9 and its instructions, such as legislation enacted after they were published, go to www.irs.gov/FormW9.

What's New

Line 3a has been modified to clarify how a disregarded entity completes this line. An LLC that is a disregarded entity should check the appropriate box for the tax classification of its owner. Otherwise, it should check the "LLC" box and enter its appropriate tax classification.

New line 3b has been added to this form. A flow-through entity is required to complete this line to indicate that it has direct or indirect foreign partners, owners, or beneficiaries when it provides the Form W-9 to another flow-through entity in which it has an ownership interest. This change is intended to provide a flow-through entity with information regarding the status of its indirect foreign partners, owners, or beneficiaries, so that it can satisfy any applicable reporting requirements. For example, a partnership that has any indirect foreign partners may be required to complete Schedules K-2 and K-3. See the Partnership Instructions for Schedules K-2 and K-3 (Form 1065).

Purpose of Form

An individual or entity (Form W-9 requester) who is required to file an information return with the IRS is giving you this form because they