

## 2019 Board Nominee Biographies



### **Anne Bernhardt | Homeowner Leader Member Park Towers Condominium Association**

Ms. Bernhardt is retired from teaching Plastics and Manufacturing Technology in DISD. Prior to teaching, she was President of Plastics and Computers, an internationally recognized firm innovating the computer simulation and analysis of plastics parts manufacturing. Anne's early career was in plant maintenance and lubrication. Ms Bernhardt earned her BS in Civil Engineering at Cornell University.

Ms. Bernhardt's current community activities include serving on the advisory board of Success North Dallas, and the SPARK! Programming Committee. She is currently the President of the Park Towers Condominium Association. Prior roles at Park Towers include Vice President, Treasurer and service on the Buildings & Grounds and the Rules & Regulation Committees. A long-time home owner in Dallas, her HOA experience includes many years on the Board of the Springstead Condominium

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### **Kevin Cavanaugh | Business Partner Member (running at-large) Cavanaugh & Company, PLLC**

Kevin D. Cavanaugh is a graduate of George Mason University. From December 1985 to December 2009, Mr. Cavanaugh was a principal of Goldklang, Cavanaugh & Associates, P.C. In December 2009, he formed Cavanaugh & Company, PLLC.

He is a past president of the Washington Metropolitan Chapter of the Community Associations Institute (CAI) and member of the chapter's Hall of Fame. Mr. Cavanaugh has been a member of the CAI National Accountants Committee for over fifteen years, including two years as chairman. He served on the CAI's National Board of Trustees for four years and CAI's National Business Partners Board for five years. He served on the board of directors of his own homeowner's association for six years. In 2014, Mr. Cavanaugh became a director of the Dallas-Fort Worth Chapter of the Community Associations Institute and serves as treasurer.

He has been a presenter at both national and local chapters programs of CAI. He has also written numerous articles on common interest realty association finances and taxation. Mr. Cavanaugh is licensed the States of Texas and Maryland, as well as, the Commonwealth of Virginia and the District of Columbia. He is a member of the American Institute of Certified Public Accountants, the Texas Society of CPAs, and Virginia Society of CPAs.

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### **Clayton Hearn | Business Partner Member Roberts Markel Weinberg Butler Hailey, PC**

Mr. Hearn, managing Shareholder of the Dallas office, was admitted to the State Bar of Texas in 1995. He received his Bachelor of Arts in Political Science with a minor in Psychology from Texas A&M University in 1990 and his Juris Doctor, cum laude, from Creighton University in Omaha, Nebraska, in 1995. Prior to law school, he worked for non-profits in Maryland and North Carolina, training adults with disabilities for the workplace. Mr. Hearn has extensive litigation and appellate experience in the areas of employment, community associations, non-profit, directors and officers liability, and commercial litigation. Having represented hundreds of community associations from day-to-day counseling on collections, deed restriction enforcement and litigation avoidance, to handling bench and jury trials and defending favorable results all the way to the Texas Supreme Court, Clayton understands the challenges that face the non-profit industry firsthand.

In addition to his private practice experience, he served as Corporate Counsel Employment Law for Northwest Airlines, Inc., navigating the legal complexities of employee relations before, during and after the merger with Delta. His expertise in employment law ranges from fielding routine human resources questions from sole proprietorships to representing a Fortune 200 corporation in international litigation and major reductions in force. Mr. Hearn is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization and has received an AV rating by Martindale Hubbell, the highest peer rating an attorney can receive.

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### **Joe Veach | Business Partner Member (running at-large) GLOBUS Management Group**

Joe has more than 30 years of due diligence, contract negotiation, maintenance, and risk management operations in the multi-family housing industry. He promotes mutually beneficial relationships with new and existing clients with a focus on existing residential, HOA, multi-family, and commercial properties. Joe is known for his emphasis on reducing costs while ensuring his teams provide exceptional service.