

## Work Experience

As of January 2023, I have 39 years of experience in the appraisal field. During this tenure I have completed over 8,435 valuations totaling \$13.18+ billion dollars.

As a practitioner, I entered the appraisal industry in 1984 employed by ValuPruf Valuation Service, Milwaukee, Wisconsin. Appraisal assignments through the years have included the following: single-family residential, multi-family residential, dairy farms, crop farms, horse ranches, cattle ranches, commercial properties, special use properties, tax assessment, ocean-front properties and islands, stigmatized properties, eminent domain, utility easements, valuation consulting, litigation support work and impact studies. I have provided appraisal services for properties located in Alaska, Colorado, Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Mississippi, Missouri, Nebraska, New Mexico, North Dakota, Ohio, Pennsylvania, South Dakota, South Carolina, Tennessee, Virginia, Wisconsin, and Wyoming.

As a communicator, I have authored the book: *The Listing Appraisal Program* (ATI press, 1996) and three magazine articles: *Dead Body Appraisers* (The Appraisal Buzz, October 3, 2002), *Expert Testimony and Reports: Is Change Good?* (Working R.E. Magazine, February 2002), and *Rails to Trails Property Rights* (Right of Way Magazine, Nov/Dec 2012). I have been engaged in valuation related research projects on the impacts of high voltage transmission lines, natural gas pipelines, oil pipelines, wind farms and solar farms on property value. Related to the impact on property value of utility projects, wind, and solar farms, I have given testimony before the Wisconsin Senate Committee, Wisconsin Public Service Commission, Wisconsin Wind Farm Siting Council, Illinois Wind Farm Siting Councils, Missouri Public Service Commission, and the Wyoming Industrial Committee. Our research has been utilized by other appraisers, experts and property owners when arguing before government committees, public service counsels, courts and in reports.

As an expert witness, I have been an approved expert in several state courts, commissioner hearings in Wisconsin and Minnesota, mediation in Indiana and Illinois, and Federal Courts in Wisconsin, Kansas, Ohio, and Virginia. In the Wisconsin Supreme Court case of Spiegelberg vs. State of Wisconsin DOT (2004AP3384), I was the principal appraiser for Ms. Spiegelberg. This hearing resulted in a majority decision in favor of my client making a landmark decision relating to the proper valuation methodology when appraising property involved in eminent domain to obtain just compensation. In the Wisconsin Supreme Court decision of Waller vs. American Transmission Corporation, LLC (2012AP805 & 2012AP840) the high court overwhelming found in favor of my client and made a landmark decision involving relocation rights and an uneconomic remnant. I was the principal appraiser and expert witness for the Wallers.

As an educator, I taught appraisal pre-licensing and continuing education courses throughout a multi-state area from 1994 to 2000. During this time, I authored course curriculum for seven pre-licensing courses and twelve continuing education courses as well as the creation of a two-year professional appraiser training program. Since 2000, I have given presentations for professional continuing education (IRWA – Badger Chapter, The American Law Institute and CLE Annual Eminent Domain Conferences (2013, 2014, 2016), IRWA Annual Conference (2013) and for general information at many public meetings through the years.

## Academics

M.A. Education, Regent University, Virginia Beach, Virginia. This degree concentrated on the adult learner and state-of-the-art communication technology to enhance learning. The focus was on the adult learner.

B.A. Business Administration (Economics Minor). Lakeland College, Sheboygan, Wisconsin.

B.A. Biology (Natural Sciences Minor). Silver Lake College, Manitowoc, Wisconsin.

### *Certifications/Designations/Organizations*

Certified General Real Estate Appraiser State of Tennessee. License #5832 (Expires August, 2024)

Certified General Appraiser State of Wisconsin. License #1097-010 (Expires 12/14/2023).

Temporary Certified General Licenses. Colorado, Georgia, Illinois, Indiana, Iowa, Kansas, Mississippi, Missouri, Nebraska, New Mexico, Ohio, and Wyoming.

Past Certified General Appraisal Licenses. Indiana, Illinois, Iowa, Kansas, Michigan, Minnesota, Nebraska, North Dakota, Ohio, South Dakota, Pennsylvania, Virginia, and Wyoming.

ASA (real property) Designated Member. American Society of Appraisers (ASA)

(retired) SR/WA (Senior Member) Designated Member. International Right-of-Way Association.

(retired) R/W-AC (Appraisal Certified Member) Designated Member. International Right-of-Way Association.

(retired) IFAS Designated Member. National Association of Independent Fee Appraisers (now merged with the ASA).

*Review Appraiser (past)*. Department of Regulation and Licensing, State of Wisconsin (contract position).

Associate Member. Appraisal Institute (AI).

Approved Contract Appraiser. Wisconsin Department of Natural Resources (DNR).

REALTOR member. Realtors Association of Northeast Wisconsin and National Association of Realtors and Clarksville Association of Realtors (TN).

Approved R.E. Appraisal Instructor (past). Virginia, Maryland, Indiana, Illinois, Minnesota, and Wisconsin.

Assistant Editor. ASA-Real Property quarterly newsletter (2012-2014).

Faculty. Eminent Domain and Land Valuation Litigation, The American Law Institute – CLE: Miami Beach, FL (January 2013) and New Orleans, LA (January 2014). Eminent Domain Impact of Political & Economic Forces, Eminent Domain Institute CLE International (September 2013), Cleveland, Ohio. Eminent Domain: Current & Emerging Issues, Eminent Domain Institute-CLE International (September 2016), Las Vegas, NV.

Seminar Instructor. International Right-of-Way Annual Conference (2013), Charleston, West Virginia (topic Valuation of Rails to Trails Corridors); International Right-of-Way Appraisal Day Seminar (May 13, 2014) Ohio IRWA Chapter 13 (topic Valuation of Utility Corridors).

### *Appraisal/Real Estate Courses (29 courses, 572hrs)*

Fundamentals of Real Property Appraisal (40hrs). IAAO, University of Virginia, Charlottesville, VA.

Income Approach to Valuation (40hrs). IAAO. University of Virginia, Charlottesville, VA.

Real Estate Appraisal (45hrs). Alpha College of Real Estate [Instructor].

Uniform Standards of Professional Appraisal Practice (15hrs). Alpha College of Real Estate [Instructor].

Appraising the Small Income Residential Property (15hrs). Alpha College of Real Estate [Instructor].

Advanced Income Appraisal I (30hrs). Alpha College of Real Estate [Instructor].

Advanced Income Appraisal II (30hrs). Alpha College of Real Estate [Instructor].

Residential Construction, Design & Systems (20hrs). Appraisal Training Institute [Instructor].

Residential Cost Approach & Depreciation Methods (20hrs). Appraisal Training Institute [Instructor].

Residential Market Approach & Extraction Methods (20hrs). Appraisal Training Institute [Instructor].

Computer Applications in Appraisal Report Writing (15hrs). Appraisal Training Institute [Instructor].

Completing the URAR in Compliance with FNMA Guidelines (15hrs). Appraisal Training Institute [Instructor].

The Residential Appraisal Process (20hrs). Appraisal Training Institute [Instructor].

Residential Appraisal Practicum (40hrs). Appraisal Training Institute [Instructor].

Pipeline ROW Agent's Development Program: Course 215 (16hrs). International Right-of-Way Association.

Eminent Domain Law Basics for Right-of-Way Professionals: Course 803 (16hrs). International Right-of-Way Association.  
Financial Analysis of Income Properties (16hrs). National Association of Independent Fee Appraisers (NAIFA).  
Appraisal of Partial Acquisition: Course 401 (40hrs). International Right-of-Way Association.  
National Uniform Standards of Professional Appraisal Practice (USPAP): Course 2005 (15hrs). NAIFA.  
Easement Valuation: Course 403 (8hrs). International Right-of-Way Association.  
Principles of Real Estate Negotiation: Course 200 (16hrs). International Right-of-Way Association.  
Bargaining Negotiations: Course 205 (16hrs). International Right-of-Way Association.  
Principles of Real Estate Appraisal: Course 400 (exam). International Right-of-Way Association.  
Principles of Real Estate Law: Course 800 (exam). International Right-of-Way Association.  
Principles of Real Estate Engineering: Course 900 (exam). International Right-of-Way Association.  
SR/WA Comprehensive Exam: International Right-of-Way Association.  
Course 420: Business Practices & Ethics (8hrs). Appraisal Institute.  
United States Land Titles (16hrs). International Right-of-Way Association.  
Quantitative Analysis (40hrs). Appraisal Institute.

### *Appraisal/Real Estate Seminars (65 courses, 335.9hrs)*

Real Estate Taxation (7hrs). University of Wisconsin: Continuing Education Division.  
Review Appraising as the Supervising Appraiser (3hrs). Appraisal Training Institute [Instructor].  
Legal Ramifications of Environmental Laws (3hrs). International Association of Assessing Officers (IAAO).  
Virginia State Mandatory Continuing Education (4hrs). Appraisal Training Institute [Instructor].  
Appraising the Small Income Property (8hrs). Appraisal Training Institute [Instructor].  
Listing Appraisals (7hrs). Appraisal Training Institute [Instructor].  
Marshall & Swift Residential Cost Approach: Sq. Ft. Method, (7hrs). Western Illinois University [Instructor].  
Marshall & Swift Residential Cost Approach: Segregated Method, (7hrs). Western Illinois University [Instructors].  
Residential Construction, Design and Systems (7hrs). Appraisal Training Institute [Instructor].  
EMF and Its Impact on Real Estate (4hrs). Appraisal Training Institute [Instructor].  
Easements and Their Effect on Real Estate Value (7hrs). Appraisal Training Institute [Instructor].  
Exploratory Data Analysis: A Practical Guide for Appraisers (3hrs). Appraisal Institute.  
Residential Statistical Modeling (3hrs). Appraisal Institute.  
Valuation Modeling: A Case Study (3hrs). Appraisal Institute.  
Real Estate Valuation Cycles (3hrs). Appraisal Institute.  
Subdivision Analysis (3hrs). Appraisal Institute.  
Appraisal of Nursing Facilities (7hrs). Appraisal Institute.  
National Standards of Professional Appraisal Practice: Course 400 (7hrs). Appraisal Institute.  
Land Valuation Adjustment Procedures (7hrs). Appraisal Institute.  
Valuation of Detrimental Conditions in Real Estate (7hrs). Appraisal Institute.  
Appraising Conservation Easements (7hrs). Gathering Waters Conservancy.  
ROW Acquisition in an Environment of Power Demand Growth & Legislative Mandates (12hrs). IRWA - Minnesota.  
Analyzing Distressed Real Estate (4hrs). Appraisal Institute.  
7 Hour National USPAP Course for 2008-2009 (7hrs). International Right-of-Way Association.  
6<sup>th</sup> Annual Condemnation Appraisal Symposium (6hrs). Appraisal Institute.  
Contemporary Issues in Condemnation Appraisal (4hrs). Appraisal Institute.  
7-Hour National USPAP course for 2010 (7hrs). International Right-of-Way Association.  
Real Estate Finance Statistics and Valuation Modeling (14hrs). Appraisal Institute.  
Michigan Law Update (2hrs): McKissock.  
Local Public Agency Real Estate Seminar 2010 (6hrs). Wisconsin Department of Transportation.  
8th Annual Condemnation Appraisal Symposium (6hrs). Appraisal Institute.  
Golf & Hotel Valuation (3.4hrs). International Right-of-Way Association.  
7-Hour National USPAP course for 2012 (7hrs). International Right-of-Way Association.  
Statistics, Modeling, and Finance (14hrs). McKissock.

Eminent Domain Issues in the Pipeline Industry: IRWA 2013 Conference (1.5hrs).  
Pipelines: Abandoned vs. Idle/Consequences of Not Maintaining Your Easements or ROW. IRWA 2013 Conference (1.5hrs).  
The Right of Reversion, "Who's on First." IRWA 2013 Conference (1.5hrs).  
Ad Valorem Tax Consultation (2hrs). McKissock.  
Appraisal Applications of Regression Analysis (7hrs). McKissock.  
Valuation of Avigation Easements (3hrs). ASA Wisconsin Chapter (Instructor)  
11th Annual Condemnation Symposium. Appraisal Institute – Wisconsin Chapter. (6hrs)  
7-Hour National USPAP course for 2014-2015 (7hrs). Appraisal Institute  
Uniform Standards for Federal Land Acquisitions – Appraisal Institute – Florida Chapter (16hrs)  
A Review of Disciplinary Cases: How to Avoid a Visit with the Licensing Board (3hrs), McKissock.  
Eminent Domain Current & Emerging Issues- Eminent Domain Institute (2016), CLE International – Las Vegas (12hrs)  
13th Annual Condemnation Symposium. Appraisal Institute – Wisconsin Chapter. (6hrs)  
Marcellus Shale: Effects of Energy Resource Operations on Residential Property Value (3hrs). McKissock.  
7-Hour National USPAP course for 2016-2017 (7hrs). McKissock.  
IRWA Aviation Easements Seminar (2hrs). International Right-of-Way Association.  
Review of Disciplinary Cases (3hrs). McKissock.  
The Dirty Dozen (3hrs). McKissock  
Attacking & Defending While Staying out of Trouble (2hrs). American Society of Appraisers.  
Introduction to Expert Witness Testimony for Appraisers (4hrs). McKissock.  
Pennsylvania State Mandated Law for Appraisers (2hrs). State Board of Certified Real Estate Appraisers.  
15th Annual Condemnation Symposium. Appraisal Institute – Wisconsin Chapter. (6hrs)  
Evaluations, Desktops, and other Limited Scope Appraisals (4hrs). McKissock.  
7-Hour National USPAP course for 2018-2019 (7hrs). McKissock.  
16th Annual Condemnation Symposium. Appraisal Institute – Wisconsin Chapter. (6hrs)  
REALTOR Code of Ethics (0hrs). The National Association of Realtors.  
Uniform Appraisal Standards for Federal Land Acquisitions (Yellow Book) (14hrs w/exam) - McKissock  
Introduction to the Uniform Appraisal Dataset (2hrs) - McKissock  
2022-2023 7-hour National USPAP Update (7hrs) - McKissock  
Best Practices for Completing Bifurcated and Hybrid Appraisals (3hrs) - McKissock  
Valuation of Residential Solar (3hrs) – McKissock  
New Construction Essentials: Luxury Homes (3hrs)- McKissock

## EXPLANATION OF DESIGNATIONS

ASA- Real Property: The ASA designation is the senior designation granted by the American Society of Appraisers, which is the only multi-discipline international appraisal association in America. The ASA-Urban designation requires the passing of five advanced level commercial appraisal courses, the passing of a comprehensive exam, a passing grade on a demonstration narrative report, 5 years full-time appraisal experience, a Certified General appraisal license and the recommendation of the local and national membership committee. All ASA designated members must adhere to the Code of Ethics of the Association and keep up to date with continuing education (Source: [www.appraisers.org](http://www.appraisers.org)).

*IFAS (now retired)*: For this senior level designation from the International Fee Appraisal Association the appraiser must meet the requirements for the Member [IFA], successfully pass the Senior Member Examination, score a passing grade on a narrative demonstration report on an income-producing property conforming to prescribed guidelines and meet educational and experience requirements as outlined by the Association. In addition, the designation requires a minimum of 4 years appraisal experience in commercial type properties, a State Certified General Appraisal license, successful completion of over 200-hours of appraisal course work, completion of the current USPAP course, a college degree and the recommendation of the appraiser's peers and local chapter (Source: [www.naifa.com](http://www.naifa.com)). All IFAS members must adhere to the Code of Ethics of the Association and keep up to date with continuing education.

Senior Right of Way (SR/WA): This is the most prestigious professional designation granted by the International Right-of-Way Association to members who have achieved professional status through experience, education, and examination. The SR/WA designation requires training and examination in seven major right-of-way disciplines. The SR/WA designation says, "I have more than five years of right-of-way experience, plus I have had formal training in a wide variety of right-of-way areas." The SR/WA professional may be a specialist in one area such as appraisal, engineering, or law, but also must be familiar with the other seven disciplines associated with the right-of-way profession. Additional requirements for the SR/WA designation include: a bachelor's degree, 5 years right-of-way experience, successful completion of four core courses and four elective courses, passing the all-day comprehensive exam and recommendation from the designee's peers and local chapter. The SR/WA designation is the only designation reflecting evidence of professional attainment in the right-of-way field (Source: [www.irwaonline.org](http://www.irwaonline.org)). All SR/WA members must adhere to the Code of Ethics of the Association and keep up to date with continuing education.

Right of Way Appraisal Certified (R/W-AC): The Right of Way (R/W) Certification is an esteemed professional designation granted to members who have achieved professional status through experience, education, and examination in a specific discipline. Earning this certification demonstrates an unparalleled achievement in a single discipline and reinforces a standard of excellence in services provided to the public (Source: [www.irwaonline.org](http://www.irwaonline.org)). All R/W-AC members must adhere to the Code of Ethics of the Association and keep up to date with continuing education.