

## **PIEDMONT OFFICE REALTY TRUST, INC.**

### **NOMINATING AND CORPORATE GOVERNANCE COMMITTEE CHARTER**

**As Amended and Restated on November 7, 2007**

#### **PURPOSE**

The Nominating and Corporate Governance Committee (the “Committee”) is intended to assist the Board of Directors (the “Board”) of Piedmont Office Realty Trust, Inc. (the “Company”) in fulfilling certain of its oversight responsibilities. The primary responsibilities of the Committee are to: (i) identify individuals qualified to become Board members, consistent with criteria approved by the Board, and recommend that the Board select the Director nominees for the next annual meeting of stockholders; (ii) develop and recommend to the Board a set of corporate governance guidelines applicable to the Company; (iii) oversee the evaluation of the Board and management; and (iv) conduct an annual performance evaluation of the Committee.

#### **COMPOSITION**

The membership of the Committee shall consist of two or more Directors, each of whom shall satisfy the “independence” requirements for directors as set forth in the New York Stock Exchange Listed Company Manual. Members of the Committee shall be elected annually by the Board and shall hold office until the earlier of (i) the election of their respective successors, (ii) the end of their service as a Director of the Company (whether through resignation, removal, expiration of term, or death), or (iii) their resignation from the Committee. The Chairperson of the Committee may be selected by the Board or, if such selection is not made, the Committee members may elect a Chairperson by vote of a majority of the full Committee. The Committee may form and delegate authority to subcommittees as appropriate.

#### **GOALS**

The Committee’s goals are to ensure that the Board (i) consists of a diversified group of individuals with strong business experience, good judgment and high integrity and (ii) adheres to a high standard in performing its duties, and that it operates under good corporate governance principles.

## **RESPONSIBILITIES**

### **I. Nominating**

The Committee shall be responsible for identifying individuals qualified to become Board members, consistent with criteria approved by the Board, and to recommend that the Board select the Director nominees for the next annual meeting of stockholders. The Board shall remain responsible for selecting nominees and recommending them for election by the stockholders. The Committee shall also recommend nominees for appointment to the Board and the committees of the Board annually and as vacancies or newly created positions arise.

At least annually, the Committee shall review with the Board the appropriate skills and characteristics required of Board members. The Committee is responsible for developing and implementing the screening process necessary to identify qualified candidates. As a part of its screening process, the Committee shall:

- Evaluate the qualifications of candidates for the Board, in light of the criteria approved by the Board, including any nominees submitted by stockholders under and in accordance with the provisions of the Company's Bylaws. Generally, the Committee shall seek candidates for Director who possess integrity, a high level of education and business experience, broad-based business acumen, an understanding of the Company's business and the real estate industry generally, strategic thinking and a willingness to share ideas, a network of contacts and diversity of experiences, expertise and background.
- Evaluate the independence of candidates for the Board. The Committee shall consider each candidate's independence from the Company's management and other principal service providers and the effect of any relationships that might impair independence, e.g., business, financial or family relationships with the Company's management or other service providers.
- Consider candidates proposed by management, Directors or stockholders, in accordance with procedures established by the Committee from time to time.

The Committee may determine, from time to time, the advisability of retaining any search firm or consultant to assist in the identification and evaluation of candidates for membership on the Board. The Committee has the sole authority to retain, at Company expense, and terminate any such search firm or consultant, including the sole authority to approve the fees to be paid to such firm or consultant and all other retention terms.

At least annually, the Committee shall, in consultation with the President, review Committee assignments (members and chairs). With consideration of the desires of individual Board members, the Committee shall then recommend to the full Board the assignment of Board members to the Committees.

## **II. Corporate Governance**

The Committee shall, from time to time, review the Corporate Governance Guidelines and the Company's other corporate governance-related policies and procedures and suggest revisions to the Board as the Committee deems to be appropriate. Such improvements, if adopted by the Board, shall be incorporated into the written guidelines.

The Committee shall address (in conjunction with the Audit Committee to the extent the Audit Committee addresses same) governance and compliance issues, including allegations of misconduct and corporate attorneys' reports of evidence of material violations of securities laws or breaches of fiduciary duty. The Committee shall also address, in conjunction with the Audit Committee, any proposed related party transactions, conflicts of interest and any other transactions for which independent review is necessary or desirable to achieve the highest standards of corporate governance.

## **III. Evaluation of the Board and Management**

The Committee shall oversee an annual review and evaluation of the performance of the Board, each of the committees of the Board and the Company's management, and shall report the results of such evaluation to the Board. Evaluate and recommend to the Board the resignation of individual directors for appropriate reasons, as determined by the Committee in its discretion. Review any questions regarding the independence of Board members in accordance with the rules of the New York Stock Exchange, the Company's Corporate Governance Guidelines and other applicable rules and regulations.

## **IV. Evaluation of the Committee**

The Committee shall conduct an annual review and self-evaluation of its performance and report the results of such evaluation to the Board. The Committee shall also review and reassess this Charter at least annually, or more frequently as conditions may dictate, and recommend any proposed changes to the Board for approval.

## **V. Other**

The Committee shall periodically report to the Board regarding the status and disposition of its duties set forth herein. Such reports should include a review of any recommendations or issues that arise that are within the purview of the Committee, including Board membership and performance, corporate governance matters or other matters the Committee deems appropriate or that are requested to be included by the Board.

The Committee shall have the authority, to the extent it deems appropriate, to conduct or authorize investigations into, or studies of, matters within the Committee's scope of responsibilities. The Committee shall also have the power, to the extent it

deems necessary or appropriate, to retain legal counsel or other advisors. The Company will provide for appropriate funding, as determined by the Committee, for payment of any such investigations or studies and the compensation to any legal counsel or other advisors retained by the Committee.

The Committee shall perform any other activities consistent with this Charter, the Company's articles of incorporation and Bylaws and governing law, as the Board deems appropriate.

### **MEETINGS**

The Committee shall meet at least once annually, or more frequently as may be necessary or required to carry out its responsibilities each year. Additional meetings may be held at the discretion of the chairman of the Committee. All meetings of the Committee may be held telephonically. A majority of Committee members shall constitute a quorum. All determinations of the Committee shall be made by a majority of its members present at a meeting duly called and held at which a quorum is present, except as specifically provided herein. In the event the number of Committee members voting in favor of a proposal and the number of Committee members voting against such proposal are equal, the proposal shall be submitted to a vote of the Board. Any action, decision or determination of the Committee reduced to writing and signed by all of the members of the Committee shall be fully as effective as if it had been made at a meeting duly called and held. The Committee shall maintain minutes or other records of meetings and activities of the Committee which shall be filed with the books and records of the Company.

### **WEBSITE DISCLOSURE**

This Charter shall be posted on the Company's website.

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