

NORFOLK & PORTSMOUTH BAR ASSOCIATION

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See Flyers Inside for
Event Details and
Registration Information

Preregistration required
for all NPBA Events.
Call 622-3152.

PRESIDENT'S MESSAGE

Kindness is Free; Sprinkle that Stuff Everywhere



Caryn R. West

I believe in Karma. A year ago, I decided to consciously react with kindness. Instead of a negative escalation in response to another's seemingly rude or thoughtless actions, I now try to reply with patience, tolerance and even kindness. If a driver is trying to cut me off to get over at the last minute, I let them in. Consider that maybe the person who cut me in the grocery store line really is in a bigger hurry than me and shrug it off. After I was mildly successful some of the time (my road rage is legendary, and Rome was not built in a day), I realized that regardless of the effect it had on the person driving the other car or seeking the slightest advantage in our fast-moving world, it made me feel good. I also became a more relaxed and tolerant person ... most of the time. I was happier.

As attorneys, I encourage our membership to look for this greater feeling of happiness through good deeds. Treat one another with civility. I think our bar generally excels at this for the most part, but everyone has a bad day and there is always that person who just doesn't seem to care about anyone but themselves. You're never going to make that person care, but maybe you can prevent the negative escalation.

You guessed it, this is my pitch to increase our pro bono representation, but not because you might have to someday report it to the Virginia State Bar. Instead, do it for yourself because you want to feel good and you legitimately enjoy having a positive impact on someone's life.

NPBA has a Standing Committee for Pro Bono Programming. Participation in this committee has shown me that every pro bono program requires a committed coordinator, some helpers, and a lot of time. Over time, we can hopefully put together some great programs that will help our community and provide our attorneys with opportunities for pro bono service. I know there are plenty of you out there interested as I've received great response to the October Senior Law Day. As NPBA works on starting some programs, I also began compiling a list of pro bono opportunities already in existence that are open to our members to participate in. I was very surprised to see how few opportunities that are available already. There are lots of programs in the Northern Virginia area and the Richmond area, but our area is lacking. I am open to any member's suggestions for increasing the availability of programs to our members.

Want to Participate in Pro Bono but Don't Know How? Here are a few places to start:

— Senior Law Day & Free Wills Clinic for Low-Income Seniors —

— The Virginia Bar Association Veterans Issues Task Force – www.vba.org/page/volunteer —

(Continued on page 2)

UPCOMING EVENTS

SEPTEMBER LUNCHEON

Thursday, September 20, 2018, 11:45 AM

Hits at the Park, Harbor Park

Tom Quaintance, Artistic Director, Virginia Stage Co.

OCTOBER LUNCHEON

Thursday, October 18, 2018, 11:45 AM

Hits at the Park, Harbor Park

Carlos Hopkins, Virginia Secretary of Veterans
and Defense Affairs

YOUNG LAWYERS SECTION

Fall Reception

Sunday, October 21, 2018

SENIOR CITIZENS LAW DAY

Friday, October 26, 2018, 9 AM - Noon

Primeplus Norfolk Senior Center
7300 Newport Avenue, Norfolk

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(President's Message continued)

— Virginia.freelegalanswers.org —

— Legal Aid Society of Eastern Virginia – Private Lawyer Referral Program —

YWCA of South Hampton Roads –

— Victim Advocacy opportunities for victims of domestic violence —

— Host a Fundraiser for Legal Aid —

Making the Most of Your Membership

It's CLE season. Don't forget about our CLE Season Ticket, a great value at \$250. Our upcoming CLE season offers over 40 hours of programming.

• • •

NPBA FOUNDATION

By Greg E. Summy, President, NPBA Foundation
greg.summy@nscorp.com • 533-4890

SUPPORTING THE RULE OF LAW

As I approach my 41st anniversary of practicing law, I have to confess: while not taking the importance of the rule of law for granted, it was like the background music to being an American. It was always there, but never really thought about. It was a given – such an essential part of our culture and beliefs, there would never be a need for nurturing.

That's changed, hasn't it? People are thinking about the rule of law – what does it really mean, why is it important, where does it rank in importance to *me* in *my* life. Some say, don't worry, everything will be fine; others say, the rule of law *is* at risk, and when the rule of law is at risk, our democracy and way of life are threatened. Should we be concerned? Or are we making too much over loosely formed thoughts and tweets (of all things)?

President Trump is a magnet for attention. His every word and tweet is analyzed, pondered, evaluated, studied and dissected. Many would agree that his words and actions indicate an attitude towards the Rule of Law that is tepid, indifferent and sometimes situational; situational meaning that the law can be used simply as a means to an end, as a way that is useful to get what you want.

The worst of the three attitudes mentioned above is situational. At a recent speech at the American Bar Association Annual Meeting, Deputy Attorney General Rod Rosenstein quoted former Attorney General and Supreme Court Associate Justice Robert H. Jackson, saying that "lawyers must ... defend our legal processes from discredit, and ... maintain a dispassionate, disinterested and impartial enforcement of the law." I think Justice Jackson and Deputy AG Rosenstein would tell us the following: the Rule of Law is never situational. During the same speech, Mr. Rosenstein also left us with a charge that no doubt will be quoted many times over: "[Lawyers] are the guardians of the rule of law, a concept that developed over many centuries and today is fundamental to human liberty."

I think readers of this column all understand the importance of the rule of law. But how well do others in the community understand it? And how well is the rule of law being taught in the schools? Could it be improved?

Some of you are probably aware of the Center for the Rule of Law, which is supported by the Virginia Law Foundation and the Virginia Bar Association. The Center's mission is to provide a course of study and teaching materials to educators and lawyers for use in the schools. The Center's website is thecenterforruleoflaw.org/rule-of-law-project.html. Check it out. I think you'll find what the Center is doing to be interesting and inspiring.

Your Bar Foundation's mission is to promote the administration of justice, to educate the public about the importance of law in their daily lives, and to enhance the image of the legal profession in our local community. I think the Foundation would be very willing to support a project that would educate students and the public in our community about the rule of law. Who's interested in getting it started?



Greg Summy

A VISIT TO THE OLD BAILEY

The Honorable Everett A. Martin, Judge, Norfolk Circuit Court

My wife and I were recently in London, and I decided to visit the Old Bailey one morning. My wife chose instead the more rarified surroundings of the Victoria and Albert Museum.

I have read all of John Mortimer's *Rumpole of the Bailey* books and watched their television adaptations. I did not expect to see The Mad Bull, Mr. Injustice Graves, or bumbling QCs, but what I did see surprised me. It is not Rumpole's Old Bailey. Even for a courthouse, it is not a welcoming place for the general public.

Before you go. If you type "old bailey london cases" in your internet browser one of the entries that will probably appear on the first page is: "What's on at the Old Bailey today." It is very helpful. It gives you the defendant's name, the charges, the status of the case, and the courtroom number.

When you go. Leave your cell phone and other electronics in the hotel. As in many Virginia courthouses, they are not allowed in the Old Bailey. Take a taxi. The streets in this part of London, the "City," can be a maze to one unfamiliar with them. Our notion of English reserve notwithstanding, I found the London cab drivers to be most talkative and helpful. If you take the underground, the nearest stop is St. Paul's on the Central Line. Court begins at 10:00 a.m.

The Old Bailey is located at the corner of Old Bailey and Newgate. There are two entrances. The entrance to twelve of the courtrooms is on an alley off Old Bailey. The entrance to four of the courtrooms is a closed metal door with a buzzer on Newgate. I chose the Old Bailey entrance.

You enter through a doorway and go up a few steps to a metal detector. There is no lobby. After clearing the metal detector you go up a stairwell to the floor on which the courtroom you want to visit is located. When you get to the floor you want, you go through a door and meet the security officer. If the court is in session you will be directed to it. If court is not in session, you wait in the stairwell, which is not air conditioned, until the court is in session. There is no lobby or waiting area outside the courtrooms with chairs. The hall to the courtrooms is narrow – perhaps only wide enough for two people to stand shoulder-to-shoulder.

The judge will be on the bench, the jury in the box, and the barristers at their tables when you are admitted. Perhaps it was the peculiar configuration of the courtroom I chose to visit, but I could not see the witness. The public gallery is elevated and the witness was under the gallery.

The case I chose to watch was a manslaughter involving a man and a woman

drinking too much while boating on the Thames in December. Like many Virginia homicide cases, it opened slowly. The barristers and judge were unfailingly polite to one another, and there was not one defense objection during the entire morning session. Much of the prosecution's evidence was in the form of witness statements the prosecutor read to the jury – not a common practice here. I looked in vain for the defendant, but later read in a newspaper that he chose not to attend his trial.

All the courts recess for lunch at 1:00 p.m. No one will be admitted to a courtroom after 12:30 p.m. If you arrive at 12:30 you will be told to return at 2:00 p.m. When you return at 2:00 p.m., if court is not then in session, you will be back in the stairwell.

Security is probably the reason for all of this. The day I visited, many of the cases on the docket involved terrorism or brutal homicides. The security officers were all polite – one could see me sweating while waiting in the stairwell and gave me a cup of cold water – but like bailiffs here, they have their orders.

I did not write to the presiding judge before my visit to request any special accommodation. I did not know I would need one. If you choose to visit the Old Bailey, I suggest you do. It could not hurt.

YOUNG LAWYERS SECTION

By Griffin M. O'Hanlon, Chair • gohanlon@cooperhurley.com • 757-455-0077

One of the essential services provided by the Young Lawyers Section to our members is helping those new to the bar build relationships with more seasoned NPBA members. In my experience, young lawyers, and those new to the bar regardless of age, enter the profession with a fair understanding of the law, quality analytical thinking and excellent research skills. However, most have not been trained or educated in how to be a lawyer. It is vital that we have open communication between newly admitted lawyers and established legal practitioners so the next generation of lawyers in our community understand how to practice law with civility, professional commitment, personal well-being and decorum.

In the interest of continued mentoring, the Young Lawyers Section hosted its annual



Summer Social on August 9th at Luna Maya. This year, we made a concerted effort to promote the event to the entire NPBA membership rather than simply those within the Young Lawyers Section. We had a tremendous turnout for the event and it is my sincerest hope that those young lawyers in attendance were able to talk with some of their more experienced colleagues in an informal setting about the practice of law. I want to specifically thank Judge Martin of the Norfolk Circuit Court and Judge Mahoney, Judge Rosenblum and Judge Wilcox of the Norfolk General District Court for their attendance. Additionally, thanks to the generosity of the NPBA members in

attendance, we doubled our fundraising proceeds from last year which will be used to further the mission of the Boys and Girls Clubs of Southeast Virginia.

I am also pleased to announce that the annual NPBA Fall Reception hosted by the Young Lawyers Section will be on October 21, 2018 at the home of the Honorable Mary Jane Hall. Additional details regarding the Fall Reception, including sponsorship information, will be forthcoming. The Fall Reception is always a great opportunity to put down the cell phone and socialize with our NPBA colleagues.

My best to all of our NPBA members as the summer comes to an end and I look forward to seeing you at an NPBA event in the near future.



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SEPTEMBER LUNCHEON

Thursday, September 20, 2018

Hits at The Park, Harbor Park

11:45 AM



Tom Quaintance

Artistic Director

Virginia Stage Company

Virginia Stage Company named Tom Quaintance Producing Artistic Director in late 2016. Previously, Quaintance served as Artistic Director of Cape Fear Regional Theatre, Associate Artist with PlayMakers Repertory Company, and Founder and Artistic Director of FreightTrain Shakespeare

in Los Angeles.

Upon Quaintance's arrival, Virginia Stage Company transitioned to a single-leader model, with Producing Artistic Director overseeing both financial and artistic operations. With degrees in economics and theatre, a master's degree in directing, and a long track record of both financial and artistic success, Quaintance fits the bill.

Among his accomplishments, Quaintance has received grants from the National Endowment for the Arts for groundbreaking new productions and community engagement efforts. "The most important work I can do as an artistic leader is to grapple with the issues that matter, so that the theatre becomes a place that nourishes the conversations we need to have to grow as a community," Quaintance said.

When asked what drew him to Virginia Stage, Quaintance said, "The theatre and the people. The Wells is a beautiful building, and Virginia Stage Company is uniquely situated to impact the lives of the incredibly diverse community of Hampton Roads."

"We don't question why people go to a concert," said Quaintance about the staying power of theatre. "It's a different experience than listening to music at home on an iPhone. The same thing is true about theatre if you are doing something that is important, exciting, and engages the emotional connection with an audience. I think the radical act of disconnecting from the outside and connecting with the group of people you are physically with, both on stage and in the audience, is extraordinarily powerful."

Quaintance says of Virginia Stage's 40th Season, "This is the biggest tent we've ever built at Virginia Stage, and we are proud to welcome everyone from our great community in." Shows in this season include musicals, seminal American classics, and new works that promise to entertain and challenge the audience. During this season Virginia Stage will also launch a new community initiative, Public Works Virginia, that will embed artists throughout Hampton Roads and culminate with a collaborative performance on the Wells Theatre stage.



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- 1ST PLACE – B. CULLEN GIBSON (60,110 POUNDS)
2ND PLACE – CHALLA LAW P.C. – (1,475 POUNDS)
3RD PLACE – GUIDANCE LAW FIRM – (900 POUNDS)

SMALL FIRM – MOST POUNDS PER CAPITA

- 1ST PLACE – ROUSSOS, GLANZER & BARNHART, P.L.C. (4,230 POUNDS PER PERSON)
2ND PLACE – THE LAW OFFICES OF DANIEL I. MILLER (984 POUNDS PER PERSON)
3RD PLACE – LeCLAIRRYAN, PLLC (781 POUNDS PER PERSON)

MEDIUM FIRM – MOST POUNDS PER CAPITA

- 1ST PLACE – CRENSHAW WARE & MARTIN, .PL.C. (492 POUNDS PER PERSON)
2ND PLACE – TAYLOR WALKER, P.C. (341 POUNDS PER PERSON)
3RD PLACE – TAVSS FLETCHER (292 POUNDS PER PERSON)

LARGE FIRM – MOST POUNDS PER CAPITA

- 1ST PLACE – VANDEVENTER BLACK, LLP (608 POUNDS PER PERSON)
2ND PLACE – WILLCOX & SAVAGE, P.C. (249 POUNDS PER PERSON)
3RD PLACE – KAUFMAN & CANOLES, P.C (165 POUNDS PER PERSON)

LAW SCHOOL – MOST POUNDS RAISED

- REGENT UNIVERSITY SCHOOL OF LAW (20,721 POUNDS)

LEGAL DEPARTMENT – MOST POUNDS PER CAPITA

- NORFOLK SOUTHERN LEGAL DEPARTMENT (1,437 POUNDS PER PERSON)

GOVERNMENT AND PUBLIC SERVICE – MOST POUNDS RAISED

- 1ST PLACE – OFFICE OF THE NORFOLK COMMONWEALTH'S ATTORNEY (7,880 POUNDS)
2ND PLACE – CHESAPEAKE CITY ATTORNEY – (4,473 POUNDS)
3RD PLACE – NORFOLK CITY ATTORNEY (3,217 POUNDS)

ROOKIE OF THE YEAR

- MAHONEY NASHATKA RICHMOND, PLLC (244 PER CAPITA)

VOLUNTEER SERVICE AWARD – MOST VOLUNTEER POINTS PER CAPITA

- Goodman Allen Donnelly

OCTOBER LUNCHEON

Thursday, October 18, 2018

Hits at The Park, Harbor Park

11:45 AM



Carlos Hopkins

Virginia Secretary of Veterans
and Defense Affairs

On September 1, 2017, Carlos Hopkins was appointed Secretary of Veterans and Defense Affairs. He previously served as Counsel to the Governor. Prior to this he served as a Deputy City Attorney in Richmond. Before joining the City Attorney's Office, Carlos operated a small, private practice. He served as the Training Director for the Virginia Indigent Defense Commission, and as a Deputy Commonwealth's Attorney in Richmond. In addition to his civilian legal experiences, Carlos holds the rank of Lieutenant Colonel in the Virginia Army National Guard. Carlos received a Bachelor of Arts degree in Political Science from The Citadel and holds a law degree from the University of Richmond.

WELCOME NEW MEMBERS

Christine E. Ganley

Crenshaw, Ware & Martin, PLC

Jennifer C. Lacey

Wolcott Rivers Gates

Seth B. Royster

Cooper, Spong & Davis, P.C.

Leslie Williams

Morris Williams LLC

Brandon Wroblewski

Portsmouth Commonwealth Attorney's Office

INTERVIEWS WITH THE BENCH: ADVICE AND INSIGHTS FROM LOCAL JUDGES

Presented By: Jennifer L. Eaton, Esq., with editorial assistance of Dustin M. Paul, Esq., Vandeventer Black LLP

Featured Judge: The Honorable Joan E. Mahoney, Judge, Norfolk General District Court



In July of 2013, Judge Mahoney was appointed by the judges of the Norfolk Circuit Court as a judge to the Norfolk General District Court; she was confirmed for a six year term by the General Assembly in January of 2014. She received her undergraduate degree from Iowa State University and her J.D. from the College of William and Mary School of Law. Immediately before her appointment to the Court, Judge Mahoney served as a Deputy City Attorney for the City of Norfolk, Virginia, after having practiced in the private sector for almost a decade.

THE INTERVIEW:

Q: What quality or life experience best prepared you for your time on the bench?

A: A number of things. I'm very grateful for the legal education I received at the Marshall-Wythe School of Law at the College of William & Mary, where I particularly enjoyed participating on the moot court teams. I had a decade in private practice, followed by thirteen years with the City Attorney's office; both opportunities offered me a variety of challenging and interesting work.

But other parts of my life, both work-related and otherwise, have arguably had as much or more influence. I come from a family of six children, raised on a grain and livestock farm in Iowa. My first jobs, not all of them paid positions, were decidedly menial—farm chores, detasseling corn, weeding soybean fields, grocery store clerking and waitressing. But that's what all farm kids did back then; we were oblivious to any sense of social or financial class.

In the seven years between earning my undergraduate degree and entering law school, I primarily worked with at-risk

youth, both as a juvenile probation officer in Portsmouth and as a youth services worker at the Norfolk YMCA. Those experiences, as well as raising two sons, exposed me to a broad cross-section of the population, giving me an appreciation for what shapes, motivates and influences human behavior. That has been invaluable on the bench.

Q: What do you most enjoy about serving as a judge on the General District Court bench?

A: The infinite variety—it is never boring. I can honestly say I love to go to work every day. I'm a curious person and I am interested in every fact pattern, every personality. I take pride in my job, my role, and I think I have a solid background for what the work requires. I feel called to it.

Q: What has been one of the most challenging aspects of your position as a General District Court judge?

A: Criminal sentencing. A judge at the general district court level has but a short

time to evaluate the evidence, the criminal history if offered, and perhaps most important, the unique circumstances of each defendant. Many are unemployed or barely making ends meet; many are the sole caretakers of their children or the sole means of financial support for their family; many are burdened by their own or a family member's mental or physical health problems, etc. I find it a real challenge to balance justice and mercy, to deter wrongdoing while trying not to break someone's back for making a misstep, to hopefully encourage respect for and compliance with the law in the future.

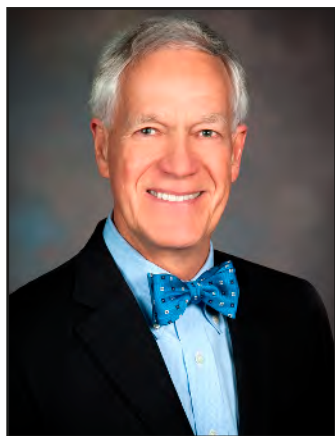
Q: What are three pieces of advice you would give to local attorneys?

A: 1. Prepare your case: know the issue, know the client, identify your goal.
2. Get involved: participate in Bar Association activities; it's a great resource for friendships, support, and collegiality.
3. Care for yourself: make time for exercise, friends, laughter, a hobby, and some quiet time.

The views advanced in this Interview represent commentary "concerning the law, the legal system, [and] the administration of justice" as authorized by Virginia Canon of Judicial Conduct 4(B) (permitting judges to speak, write, lecture, teach, and otherwise participate in extrajudicial efforts to improve the legal system). These views, therefore, should not be mistaken for the official views of the Norfolk General District Court or the opinion of a general district court judge in the context of any specific case.

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ANNOUNCEMENTS

Crenshaw, Ware & Martin, P.L.C. is pleased to announce that **Christine Ganley** has joined the firm as an associate attorney practicing with the firm's litigation team. She will focus on Admiralty and Maritime Law and Business Disputes. Christine received her B.A. from Trinity College in Hartford, Connecticut and her J.D. from George Mason University School of Law in Arlington, Virginia. Following law school she clerked for the Honorable Stephen C. Shannon of the Fairfax County Circuit Court, and practiced as a civil litigation attorney in Fairfax, Virginia before relocating to Norfolk.

The law firm of **Phillips & Peters, PLLC** is pleased to announce that **Jennifer Bradner Worden** joined our team as our newest associate. Ms. Worden received her undergraduate degree in 1993 and a Master of Education in 1996 from Old Dominion University. She received her Juris Doctorate in 2014 from Regent University School of Law. Jennifer was formerly the staff attorney for the Norfolk Sheriff's Office. She is licensed in Virginia and the District of Columbia, is fluent in French, and is the co-leader of the Magnolia Circle of CHKD. Phillips & Peters, PLLC is also very pleased to announce the newest paralegal on our team, **Ashley F. Keil**.

Vandeventer Black LLP partners Anne G. Bibeau, Deborah M. Casey, Arlene F. Klinedinst, and Anita O. Poston were selected as Women in the Law for 2018. Published by *Virginia Living*, Women in the Law celebrates the achievements of Virginia's most accomplished women judges and attorneys. **Anne G. Bibeau** focuses her practice on Labor & Employment Law, Alternative Dispute Resolution, Commercial, Tax, and General Litigation. She represents clients before federal and state courts, administrative agencies, including the EEOC and NLRB, arbitrators and mediators. She advises clients on sexual harassment, workplace investigations, the Family and Medical Leave Act, disability law, labor relations, VOSH/OSHA citations, and other labor and employment law matters. She also serves as an arbitrator in employment law disputes. **Deborah M. Casey, CCAL®**, is a member of the firm's Executive Board

and Chair of its Community Associations team. For almost three decades, Casey has concentrated her practice in representing Virginia's common interest communities providing legal counseling tailored to their needs. She also has broad experience representing creditors and commercial property owners in leasing, contracts, bankruptcy, collections and dispute resolution. **Arlene F. Klinedinst** has practiced Labor & Employment Law exclusively for more than thirty years. She advises and represents a variety of organizations and businesses on a broad range of employment issues, including discrimination, sexual harassment claims and investigations, wrongful discharge, wage and hour claims, VOSH/OSHA citations, unfair labor practices, grievance arbitration, and covenants not to compete. She represents clients before federal and state courts, administrative agencies, arbitrators and mediators. Klinedinst currently serves as Chair of the Labor Relations and Employment Law Section Council of the Virginia Bar Association. **Anita O. Poston's** practice is concentrated in business law with a focus on transportation, healthcare, surety defense and estate planning. She is General Counsel for the Norfolk Airport Authority and the Chesapeake Airport Authority. Other clients include insurance companies, a multi-specialty physician practice, as well as numerous businesses and business owners. Ms. Poston chairs the law firm's Government Relations Committee.

Willcox Savage's practice groups and attorneys are recognized in the 2018 edition of *Chambers USA*. The Products Liability Litigation group is named a leading practice in Virginia. *Chambers USA* also designates the Real Estate group as a leading practice in Southern Virginia. In addition, *Chambers USA* names the following attorneys as leading practitioners in their respective areas of law. **Bruce T. Bishop** (Products Liability Litigation): Recognized nationally for his defense of toxic torts and products liability claims. He is regularly called on to address complex medical issues associated with toxic tort litigation in courts throughout the United States. **Thomas C. Inglima** (Corporate/M&A): Focuses his practice on mergers and acquisitions, venture capital and securities transactions, intellectual

property, and licensing and technology transfers, including advising on matters of corporate governance. **Thomas G. Johnson, Jr.** (Real Estate): Represents real estate developers, large private landowners and others on joint ventures, acquisition and development, and financing of commercial real estate properties of every type. He also represents businesses on matters of strategic planning, acquisitions, dispositions, mergers, joint ventures, financing, public securities offerings, establishment of holding companies, establishment of ESOP's, and governance. **Timothy J. Lockhart** (Intellectual Property): Concentrates his practice on trademark and copyright counseling, registration and enforcement, software and technology licensing, e-commerce and other web-related issues, trade secret protection and IP litigation, arbitration and mediation. He is a member of the Board of Governors of the IP Section of the Virginia State Bar. **Conrad M. Shumadine** (Litigation): Extensive experience in numerous areas, including land use litigation, commercial lease disputes, municipal law, and media law, and has nationally recognized expertise in antitrust and trade regulation matters. He serves as special antitrust counsel to eight media companies and regularly lectures on "Antitrust and the Media" at the Practising Law Institute's Communications Law Seminars in New York.

Timothy J. Lockhart, the head of **Willcox Savage's** Intellectual Property (IP) Group, has been elected Chair of the Board of Governors for the Virginia State Bar's IP Section for the fiscal year that began on July 1, 2018. Tim concentrates his practice on trademark and copyright counseling, registration, and enforcement; trade secret protection; e-commerce and other web-related issues; patent and software licensing; technology agreements; and intellectual property litigation.

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**Contact Kay Stine, CFRE, vice president
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