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Dawn Chase, assistant editor of *Virginia Lawyer*, researches, writes, and edits stories for Virginia State Bar President Manuel A. Capsalis's diversity initiative. She has been a professional journalist for more than thirty years.

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M. Christina Floyd practices with Vandevanter Black in Norfolk, and focuses on business transactions and commercial, employment — including discrimination issues — and automotive law. A former general counsel, she is chair of the Virginia State Bar Corporate Counsel Section and a director of the Virginia Women Attorneys Association, and she has served in leadership roles with the Virginia Commission on Women and Minorities in the Legal System. She received bachelor's and master's degrees in psychology from Virginia Commonwealth University and a law degree from the University of Richmond.

Broderick Coleman Dunn is an associate in the Richmond law firm of Hirschler Fleischer PC, where he works in the litigation section on a range of civil and commercial disputes. He is a member of the Employment Law Practice Group. He received a bachelor's degree from Williams College and a law degree from Washington and Lee University.

Frank Overton Brown Jr.'s private Richmond practice concentrates on estate and trust planning, estate and trust administration, and related tax matters. He is the editor of the Virginia State Bar *Senior Lawyer News*, past chair of the VSB Senior Lawyers Conference, and a former member of the VSB Council. Brown is a fellow of the American College of Trust and Estate Counsel and the Virginia Law Foundation, a charter member of the University of Richmond Estate Planning Advisory Council, and cofounder of the University of Richmond Estate Planning Seminar. He authored the *Virginia Probate Handbook* and holds bachelor's, master's, and juris doctor degrees from the University of Richmond. *Photo by Olan Mills*

Jack W. Burtch Jr. was admitted to the Virginia State Bar in 1973. He received his undergraduate degree in 1969 from Wesleyan University in Middletown, Connecticut, and his law degree in 1972 from Vanderbilt University, where he served as an editor of the *Vanderbilt Journal of Transnational Law*. After serving as an associate in the labor law section of Hunton & Williams from 1973 to 1980, Burtch became a principal of the firm that became McSweeney, Burtch & Crump. In January 2001, he joined the firm that became Macaulay & Burtch PC, where he represents businesses, executives, and professionals in employment law and labor relations. Burtch is an adjunct professor of law at the University of

Richmond, where he teaches negotiations, interviewing, and counseling.

William H. Ledbetter Jr. is a retired judge of Virginia's Fifteenth Judicial Circuit, a mediator with the McCammon Group, and a member of the board of governors of the Senior Lawyers Conference of the Virginia State Bar.

Gail Zwirner is the head of Access Services at the University of Richmond Law School Library, where she also teaches legal research in the first-year law skills program. Prior to her appointment at UR, she was senior reference librarian at Hunton & Williams LLP in Richmond. She has worked at law firms in Washington, D.C., and Philadelphia. Zwirner served as the president of the Virginia Association of Law Libraries 1999–2000.

Thomas E. Spahn, a commercial litigation partner at McGuire Woods LLP, has devoted much of his legal career to helping lawyers and law firms practice ethically. He was a key member of the committee that developed the Virginia Rules of Professional Conduct. He summarized all 1,500 Virginia legal ethics opinions and posted them in a searchable database on his law firm's website, at <http://www.mcguirewoods.com/services/leo/>. He was chair of the Virginia Bar Association committee that created the Virginia Principles of Professionalism. He is a magna

cum laude graduate of Yale University and received his juris doctor degree from Yale Law School.

Robert H. Spicknall is president of the bar's endorsed broker/administrator for insurance programs — the Virginia State Bar Members' Insurance Center, an affiliate of Dominion Benefits. He is a certified employee benefit specialist, and he has assisted Virginia lawyers and law firms with health, life, and disability insurance for more than fifteen years. More information: (877) 214-5239 or www.vsbmic.com.