

Remembering Virginia Lawyers



George Harrison Hettrick

A Remembrance by Jack W. Burtch, Jr., Esquire

When George H. Hettrick began his career at Hunton & Williams in 1968, no one imagined that, in 2018, the firm's final event (before merging and changing its name) would be to gather to honor George for his service to the legal profession. The room was packed with lawyers,

politicians and judges that day. Some of those present once despaired they would ever be able to practice law again; others knew he had saved their careers, and some, their lives. George Hettrick had made a difference in the firm that

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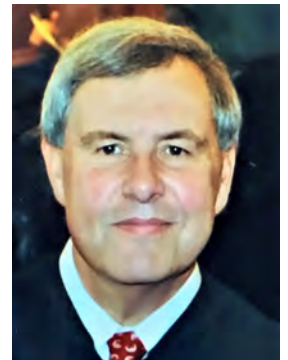
Judge Glen E. Conrad

A Remembrance by Gary C. Hancock, Esquire

Judge Glen E. Conrad died on May 20, 2021, after serving his entire legal career with the United States District Court for the Western District of Virginia.

Born and raised in Radford, Virginia, Judge Conrad obtained his undergraduate

degree from the College of William and Mary, where he also pursued his legal studies. Upon graduating from law school, Judge Conrad spent a year as a federal probation officer and law clerk to Federal Judge Ted Dalton before becoming a Federal Magistrate Judge prior to his



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Robert Hanes Gray, Jr.

A Remembrance by Andrea L. Bridgeman, Esquire

I thank Margaret A. Nelson, my friend and colleague on the Senior Lawyers Conference Board of Governors, for her helping me to write this Remembrance of Robert (Rob) Hanes Gray, Jr. He was a man of wide-ranging interests and experiences who could happily converse

for hours with anyone, quickly identifying something they had in common, were interested in, or needed help with.

Born in Lexington in 1938, Rob took more than a gap year after graduating from the Lawrenceville School: he served in the

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From the Chair of the Senior Lawyers Conference

If at First You Don't Succeed.....

by Peter C. Burnett, Esquire

Given our name, it should not be surprising that Senior Lawyers Conference Board members have an average number of years in practice that easily exceeds 40 years, with at least one member at more than 60. Those years reflect remarkable levels of achievement that include serving as Judges, partners in prestigious Virginia firms, counsel to counties, towns, and cities, and many other universally respected positions. It is a privilege to serve with such an impressive and diverse group of fellow lawyers, in part, because the membership collectively embodies the essence of civility, courtesy and professionalism, characteristics that are wholly appropriate for a board that serves more than 20,000 conference members. According to our SLC Bylaws, one of our purposes is to uphold the honor of the profession of law, to apply the knowledge and experience of the profession to the promotion of the public good, to encourage cordial discourse and interaction among the members of the Virginia State Bar (VSB).

As there has been a growing concern, if not alarm, within the bar and beyond about the conduct of many lawyers, both in and out of the courtroom, the SLC board started exploring the potential benefit of various forms of lawyer mentoring. Various efforts over the last 30 or more years by many

bars and legislatures across the country, unfortunately, do not appear to have stemmed the rising tide of misconduct. Impressed and supportive of the many good efforts of others in the past, our board focused on how it could supplement those programs with an approach that might change the behaviors of some attorneys, who, for any number of reasons continue to exhibit conduct that is inconsistent with Virginia's ethical guidelines. Accordingly, the SLC's Mentoring Committee carefully considered what sort of messaging or guidance would most likely result in positive behavioral changes by those who apparently do not appreciate the many benefits of adhering to the oath they took upon becoming a Virginia lawyer. The SLC board ultimately concluded that a well-made, engaging film about civility and professionalism that could be used for a variety of audiences from conventional CLE credit seminars, to third year law school classes, to law firm in-house training had the best chance of advancing the interests of the Virginia legal community and the public it serves, without duplicating the good efforts of existing programs.

With the principal elements of the project determined, we modified our annual budget to include an additional \$15,000 in funding for

the film and sought the support and help of the VSB Litigation Section, which also increased its budget by \$15,000 for the project. We also received the support of the Virginia Bar Foundation, which provided a \$5,000 grant for the program. Once the budgets were approved, a proposal was distributed to nearly a dozen film makers, one of the bidders was chosen, and a contract was signed with the VSB.

In late April, with some guidance from our filmmaker, we started the process of recruiting about a dozen interviewees. We are enormously grateful that some of Virginia's most respected judges, trial lawyers (young and old), professors, and ethics counsel agreed to participate. The response of potential interviewees has been both overwhelmingly positive and a bit eye opening by virtue of some unexpected viewpoints. As anticipated, most prospects asked for some history of how the project came to be and what subject areas we wanted to discuss. Interestingly, an article written by our own Frank O. Brown, Jr. in 2005 well framed the basis and thrust of our undertaking. His article started at every Virginia lawyer's beginning:

"Raise your right hand, please. Do you solemnly swear or affirm that you will support the Constitution of the United States and the Constitution of the

Commonwealth of Virginia, and that you will faithfully, honestly, professionally, and courteously demean yourself in the practice of law and execute your office of attorney at law to the best of your ability, so help you God?"

From there, Frank goes on to provide an extensive list of jurisdictions that over prior decades attempted to address universal concerns about the lack of civility and professionalism by creating civility codes in various forms. As many judges and lawyers today assert that the problem has only worsened in the last 17 years, it is probably fair to say that civility code approach has not had the hoped-for impact on the problem. So what avenues might be pursued that will result in improved conduct?

Our interviewees provided good support for two tactics, resulting in a sort of pincer strategy. First, we should make every effort to convince lawyers that attorneys who "courteously demean" themselves are more successful, enjoy respect from colleagues and judges alike, and are appreciated more by the vast majority of their clients. Second, all sitting judges should actively advocate civil, courteous, and respectful conduct in their courtrooms, and such judicial guidance of attorneys should be recognized and supported for its benefits by the legislators that re-appoint them.

At the time of this writing, several litigators and judges have been interviewed. As the process continues, we intend to continue copious discussions with interviewees about what messages have the best chance of changing objectionable behaviors. From the practicing lawyer side, we are hearing that courteous and professional attorneys who demonstrate integrity gain enormous respect from colleagues and clients alike. In addition, we are hearing that lawyers who display such qualities consistently are not only well respected by both colleagues and judges but tend to have busier and more economically successful practices than attorneys with lower standards of conduct.

We hope that this bottom up and top down approach, actively executed, will effectively supplement other programs with the same objective. Supporting a conscious and universally encouraged effort by judges to require acceptable, if not admirable, behavior on a daily basis, coupled with the advocacy of successful practitioners, has the potential to dramatically elevate the issue in the eyes of the court-attending public, legislators, and most importantly all practicing litigators.

We are also exploring the potential of a minor change to the Virginia Supreme Court's judicial survey to include a question about the subject judge's insistence on civility and professionalism in the courtroom. We are hopeful

that sharing this change and the reasons therefor with the appropriate legislators will result in a raised consciousness of how important it is for judges to be leaders in the promotion of high standards of conduct for practicing Virginia attorneys. If legislators in the re-appointment process express appreciation for robust judicial involvement in lawyer conduct, Virginia will likely experience a positive change in the correction of lawyer misconduct.

In conclusion, while the Senior Lawyers Conference Board is troubled by the decline of civility and professionalism over the course of its members' careers, we are optimistic that broad distribution of an engaging film, from 3rd year law students to experienced practitioners will make a difference. We anticipate seeking ethics credit as well, which should increase the number of viewers. We hope those who read this article will not only be motivated to watch the film, but to also share their thoughts on how we can motivate lawyers to change bad habits and how we can get the film itself in front of as many lawyers as possible.

We anticipate release of the final product this summer. Thereafter, we will focus our energies on broad distribution. On behalf of the profession, the public, and the judicial system, we anticipate and hope that this project will achieve its intended purpose.



The Forever Tree: Remembering and Honoring Chief Justice Leroy Rountree Hassell, Sr.

by Frank Overton Brown, Jr., Esquire

On the sunny and cool morning of May 17, 2022, my son, Matthew Brown, and I stood before a maple tree, perhaps forty feet tall, growing in the tranquil southwest corner of Capitol Square in Richmond, Virginia, near the old Bell Tower, within sight of the Capitol Square Fountain, and across Ninth Street from the Supreme Court of Virginia. As we read the inscription on the plaque in front of the tree, we heard the bell tolling atop the Bell Tower. Here are photos of the plaque and the tree:

The tolling of the bell reminded me of another sunny day more than ten years ago, on April 24, 2012, when we stood in this very place, with the members of the Supreme Court of Virginia and other dignitaries present, as then Chief Justice Cynthia D. Kinser dedicated a tree planted in Capitol Square in honor and memory of Chief



Justice Leroy Rountree Hassell, Sr., who died on February 9, 2011, at 55 years of age. Funds for the purchase, planting and maintenance of the tree were given by members of the Virginia State Bar Senior Lawyers Conference, The Virginia Bar Association, and other lawyer donors. The tree is maintained in perpetuity, and thus is called a Forever Tree; it is a Jamestown Red Maple (*Acer rubrum* 'Jamestown'). Appropriately, the dedication ceremony took place at midday of the Chief Justice's Pro Bono Summit which was held at the Supreme Court of Virginia. In her remarks, Chief Justice Kinser



said: "It is an honor to be assembled here with Justices, lawyers, citizens and friends at this tree that will commemorate the life of Chief Justice Leroy Rountree Hassell, Sr. Chief Justice Hassell always offered his leadership, vigor and intelligence to encourage lawyers to provide pro bono legal services and to ensure justice in the Commonwealth. His

consistent dedication to these issues sent roots deep into the bedrock of our system of justice. A tree — living, vibrant and strong — is a fitting memorial. This tree will remind all of us and all of those who pass it, of Chief Justice Hassell's dedication and contribution to the administration of Justice throughout the Commonwealth... My thanks to the members of the Senior Lawyers Conference of the Virginia State Bar, and the Virginia Bar Association, for leadership in

organizing this commemoration. And I thank all of you for your participation in this day." After her remarks, Chief Justice Kinser and the other Justices each symbolically placed a shovelful of earth around the newly planted tree.



Today, as part of your virtual visit to Capitol Square in reading this memorial, and when you next walk through Capitol Square, please stop at the Forever Tree. We hope that you remember and honor Chief Justice Hassell and his service to the people of the Commonwealth of Virginia.

Photo credit of tree and plaque to Matthew R.O. Brown, Created Photography

honored him that day. He had become Virginia's symbol of a second chance for lawyers.

George had an impeccable academic pedigree. He was a graduate of Cornell University and the Harvard Law School. After serving in the US Army, George became a distinguished corporate lawyer at Hunton, under the tutelage of George Gibson and John Riely. Beneath the pedigree and professional accomplishments existed a kind and gentle man. But it was when he hit some rough patches in his own career that George really came into his own. In a remarkable metamorphosis, George refocused his life and career to serve lawyers in trouble.

One of the early leaders of Virginia's Lawyers Helping Lawyers program (now Virginia JLAP), George devoted much of his time to helping lawyers suffering from alcoholism and drug addiction. Because of his intelligence, compassion and professional standing, he could communicate with impaired lawyers in a way that others could not. As a result, he was able to encourage members of his own profession to embrace a life of recovery.

George had a heart for justice. He opened two Hunton & Williams pro bono law offices, one in the Church Hill neighborhood of Richmond and the other in Charlottesville. He travelled throughout the country to carry the message of recovery to lawyers in trouble. One colleague remembers how George came to visit him while he was in a treatment center in Mississippi – just to show, by his personal presence, that his friends and firm would do all they could to assure that lawyer's well-being. George was always grateful to his own firm and its leaders who allowed him to refocus his own career to serve both other lawyers and people who could not otherwise afford legal representation. Gratitude became the hallmark of George's personality. In any conversation, George always mentioned something for which he was grateful.

For many years, George served on the team of Richmond's federal drug court program. He worked with individuals who had served federal time, were on probation and were entering recovery programs to lead more productive lives. He reached out to other

people in recovery to support these former inmates in maintaining their sobriety. George was inspired by people who had hit bottom and were working their way back to becoming useful citizens. He found this work to be both challenging and personally fulfilling.

Recovery, especially the recovery of lawyers, became George's personal mission. For this he received numerous honors, including the leadership award named for him by the Greater Richmond Bar Foundation and Virginia JLAP's establishing the George H. Hettrick Memorial Fund. But it was not the rewards that motivated him. It was gratitude.

George died on November 24, 2021. For me, George was a friend, a listening ear, a constant source of encouragement and wise advice. George always reminded us that the blessings we have received are not ours to keep, but ours to pass on. So today, we remember George with gratitude for the persistent vigor he showed in helping our profession overcome the devastation of addiction, one lawyer at a time.

Pro Bono Activities By Senior Lawyers

The SLC actively encourages individual pro bono activities by senior lawyers. To find out how you can become involved in providing pro bono services, please call Andrea Bridgeman at (703) 216-9310.

Be a Mentor!

The Young Lawyers Conference Mentorship Network (in partnership with the Senior Lawyers Conference) helps newer lawyers learn from experienced lawyers (retired lawyers, too). Take a quick survey [here](#) if you are willing to help.

27th birthday. Judge Conrad was elevated to the position of United States District Judge in 2003.

Not only was Judge Conrad the youngest Federal Magistrate in the United States at the time of his appointment, but he went on to serve on the federal bench for 46 years. As United States District Judge, he received the unanimous confirmation of the United States Senate. He was nominated to the Fourth Circuit Court of Appeals in 2008, and undoubtedly would have been confirmed but for transition of the presidential administrations. He served as Chief Judge from 2010 to 2017 when he took Senior Status. Even after facing health challenges, he maintained an active civil docket until his passing.

As Magistrate Judge, Judge Conrad streamlined the handling of *pro se* prisoner cases throughout the Western District, those innovations being adopted by other district courts through the nation. In addition, he became a leader in the use of mediation. U. S. Magistrate Judge Robert S. Ballou recalls, "Judge Conrad not only pioneered the use of mediation in federal court but also made the use of mediation mainstream for the practitioner. He had a keen sense for when a case had reached the right point for a mediation. He had a terrific ability to understand what it took to settle a case and to persuade the parties that the time was right to resolve their differences." Judge Conrad was well known for his effectiveness in negotiating a settlement on the day of mediation.

Commenting on Judge Conrad's long and distinguished career on the bench, Professor Todd C. Peppers, a former law clerk of Judge Conrad and Professor at Roanoke College and Washington & Lee School of Law (whose excellent article in the *Roanoke Bar Review* provided valuable information for this Remembrance) wrote, "When government officials serve in the public spotlight as long as Judge Conrad did, it is inevitable that he or she will suffer the slings and arrows of disgruntled attorneys and dissatisfied litigants. One is hard pressed, however, to find such critics when it comes to the Judge. Instead, those who knew him speak of his humility, kindness, work ethic and mastery of the law."

While intelligent and highly knowledgeable of the law, it was Judge Conrad's wonderful and gracious judicial demeanor and kind and even temperament which set him apart. Judge Conrad was patient and fair, as well as courteous and congenial, not only to attorneys and litigants, but to jurors, court staff, clerks, and the public. It was apparent that Judge Conrad loved his job and loved people. Judge Conrad, while firmly in charge of his courtroom, will be remembered by all lawyers for the respect he showed to each attorney, but most especially to younger attorneys toward whom Judge Conrad showed not only gentle patience and tolerance but understanding as they navigated and struggled through their early cases in federal court.

He is sorely missed by his colleagues at the Ted Dalton

American Inn of Court, which the Judge helped found and loyally supported. In the Inn of Court, Judge Conrad further sought to mentor young attorneys. Judge Conrad attempted to promote civility in all matters that came before him. Judge Conrad was noted to say, "With the exception of saving lives and saving souls, I am convinced that there is no greater calling than seeking justice for all."

Most notably, Judge Conrad adopted the practice of Federal Judge James Turk, a mentor and close friend of Judge Conrad. At the conclusion of a court case, civil or criminal, he would leave the bench and shake the hands of all attorneys and parties. All appreciated the respect shown to everyone by Judge Conrad, the careful manner Judge Conrad had in listening to all the evidence, and clearly making the effort to do what was right and fair in each and every case.

He was particularly fond of the naturalization ceremonies in his courtroom. He never forgot the criminal defendants who came before him, and he often wrote them offering encouragement throughout the years.

Judge Conrad also worked for many years with the American Legion's Virginia Boys State program, which he attended as a delegate in 1966. He was inducted in their Hall of Fame in 1995.

Judge Conrad will most especially be remembered by his many law clerks and court personnel – his extended court family. Judge

Conrad took personal interest in every one of them, as evidenced by the numerous photographs of them which filled his office and the contact he maintained with each of them as they moved on into their own legal careers.

Avid travelers, Glen and Mary Ann Conrad often traveled with Jim and Barbara Turk. Judge Conrad was an ardent University of Virginia athletic fan. Long time attorney Jimmy Turk told the *Roanoke Times* that Judge Conrad was “the most rabid UVA fan that I think who has ever lived.”

The Judge was a skilled storyteller. As with many attorneys, I rarely had an in chambers

hearing with the Judge without hearing tales of the Judge’s cruises and ACC Tournament games he attended. The Judge loved to visit and catch up, a reflection of his personal interest in the lawyers who appeared before him. Judge Conrad’s gracious demeanor, his patience and civility and his genuine concern for people in all walks of life will be sincerely missed.

He leaves to cherish his memory his lovely and beloved wife of 39 years, Mary Ann. Shortly after Judge Conrad passed, John Fishwick told the *Roanoke Times* that “you can’t talk about Glen without talking about his wife, Mary Ann.” John described them

as “an incredible couple”. As his obituary prominently noted, he also left behind their cherished dog, Max. Also prominent in the Judge’s life was his longtime courtroom deputy, Susan Moody and his career law clerk, Jennifer Willis, numerous friends and colleagues, and countless individuals who had the privilege of appearing before Judge Conrad.

Glen Conrad was a person of immense character – a great judge, but an even better man, husband and friend. His memory is cherished by so many colleagues and those who had the privilege of appearing before him. His life was one of service with humility and respect for others.



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Transition into emeritus status and practice only pro bono.

For questions about the program, contact the VSB Pro Bono / Access to Legal Services department at (804) 775-0522.

To start the application process toward emeritus status, call the membership department at (804) 775-0530.

military police for several years and, in 1962, supported the federal protection program for James Meredith, the first Black student at Ole Miss. Rob left the workforce and earned, assisted by the GI Bill, a Philosophy BA from Yale and a law degree from Washington and Lee. He was a VSB member for more than 50 years.

Based in Appomattox, Rob was the quintessential small town general practitioner, delighting in the people from all walks of life who came to his door, and using his impressive legal skills, intelligence, and good judgment to make life better for his clients. As a mentor to young lawyers, Rob generously shared his time and talent to answer questions and model the consummate professionalism that was his hallmark.

A then newly-minted Campbell County prosecutor, Margaret Nelson, met Rob one day as he translated Spanish for a young day laborer in the Circuit Court. They became fast friends, and he gave encouragement and guidance to her when she was a prosecutor, then a Lynchburg public defender, and when she opened her private firm in Lynchburg. Mentoring young lawyers was a gift that he gave readily.

In the 1990s, Rob was the "go to" translator in Central Virginia—he loved languages and was confident in German and Spanish, "able to defend himself in French," and working on acquiring Farsi. Rob read Latin American literature in the original, especially enjoying the works of Frederic

Garcia Lorca. This skill in Spanish enabled him to engage directly with the area's growing Latino population by doing pro bono legal work and interpreting for Spanish-speakers in court proceedings and at the local hospital. Many lawyers in Lynchburg found Rob at the emergency room as a translator, and he role-played as a non-English speaking patient for local medical students.

Rob's intellectual curiosity and language skills amazed Margaret Nelson: she often saw him with a German or Spanish newspaper tucked under his arm to read if there was down time before a court appearance. Margaret once asked why he was reading the German paper that day, and he said that the German press had a better grasp of the Bosnian conflict than any of the English-language wires and explained what he was learning for the first time from that particular article. She also noted that Rob readily recalled what mattered in his colleagues' personal and professional lives and would ask "how things turned out" when he saw them. His clients mattered too, and he was an excellent and thorough advocate on their behalf. People were important to Rob.

As a substitute judge, Rob had a reputation for fairness and for giving second chances. One colleague called him "Mr. Switzerland" for steering legal adversaries toward peace. He would sentence young traffic offenders to write papers in lieu of more traditional punishment. Perhaps Rob wanted to encourage literacy: he

was a voracious reader, particularly of history and philosophy.

Rob had a gift for character acting and he was active with several of Lynchburg's performing arts groups, supporting *inter alia* Riverviews Artspace, Opera on the James, and the Dante Alighieri Society. He shined in his 'starring' roles in local theatre in *Death of a Salesman*, *Cat on a Hot Tin Roof*, and *The Seagull*.

In addition to volunteering for his church, at the hospital, and for organizations such as Meals on Wheels, Rob raised standard poodles, rode racing bikes, cherished learning and teaching through intense conversations with his friends, and he loved his family.

Rob and his wife Kate raised two children and adored their three granddaughters.

Be vigilant.

Be kind.

Keep the faith.

At Rob's memorial, his daughter Eliza mentioned that he said one or more of these things each time they parted or "signed off." These were not just stock phrases to Rob. As a father, as a lawyer, and as a man, he lived them, challenging himself and enriching his family, our legal system, and our community in doing so. Thoughtful, keen of mind, quick-witted, able to adapt, hard-nosed realist, kind, funny, congenial—all apt descriptions of Rob.

Robert Hanes Gray, Jr. was a *mensch*.

Ransomware Today: Top Tips for Law Firms

by Sharon D. Nelson, Esq., John W. Simek and Michael C. Maschke

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Ransomware has been a curse for quite a while. Law firms are one-stop shopping for cybercriminals, alluring because they hold the data of many people and businesses.

More than 80% of attacks today exfiltrate or take your data. That means you have a data breach – and potentially a number of legally required notifications. Attackers will try for two ransoms, one for the decryption key to restore your data and – if you’ve been lucky enough to be able to restore your data with known good backups that are NOT connected to your network, the cybercriminals will still demand a hefty ransom to keep them from selling or leaking your data. They’ll put pressure on you by calling the media or they will call your clients themselves to let them know that their data will be leaked or sold if a ransom is not paid.

The average ransom paid at the beginning of 2021 was \$118,000 – by the end of the year, it rose to \$322,000.

Ransomware now comprises more than 75% of cyber-insurance claims. Which is why you are paying more (30-40% more) for your premiums and getting less (as coverage exclusions proliferate). One increasingly common provision excludes attacks by nation-states. Often, it is unknown who the attacker is – and who is going to prove whether the attack was a nation-state attack? We are already envisioning the court battles.

Humans are a factor in these attacks more than 80% of the time - whether by clicking on a link, failing to abide by policies, using poor passwords, etc. We’ve even seen insiders selling out their employers for a portion of the ransom. Don’t ever assume that insiders, especially disgruntled insiders, can’t be a threat.

Remediation costs 10 times more than the ransom paid on average. This is one reason why some victims and their insurers may want to pay the ransom. They are counting on a good outcome, which is not always wise. If the cybercriminals retain your data, they may demand another ransom. And if you paid for a decryption key, it rarely works for 100% of your data.

By the end of 2021, the military – as well as both Microsoft and Google – announced that they had joined the fight. The military said they would impose costs on the ransomware gangs, though understandably declined to reveal the specifics.

The average ransom paid at the beginning of 2021 was \$118,000 – by the end of the year, it rose to \$322,000.

Corporations are going to court to seize control of malicious websites. Our government is arresting gang members and offering millions of dollars for the identification of major ransomware players.

Russia itself shut down REvil, one of the most notorious Russian ransomware gangs in January 2022, based on information provided by the U.S. In retrospect, who knows why? Were they placating us in advance before the war on Ukraine? Who knows? Their cooperation here remains a mystery to us.

Our top tips for combatting ransomware:

1. Use multi-factor authentication
2. Upgrade your router and firewall to include Intrusion Detection and Intrusion Prevention functionality
3. Keep software updated and patched
4. Use strong, complex passwords and a password management tool
5. Install Endpoint Detection and Response (EDR) software on all endpoints
6. Require annual mandatory cybersecurity awareness training for all personnel
7. Utilize a cloud backup provider to help protect your data from ransomware
8. Implement phishing testing for all employees
9. Utilize WPA2 or WPA3 to encrypt all wireless networks
10. Disable all unneeded network services
11. Change all factory default settings
12. Implement inactivity timers for all devices
13. Maximize log collection and retention
14. Begin implementing Zero Trust architecture

Could we go on and on with tips? Yup, but then your heads would hurt. Enough for now. Get these 14 things done and you're way ahead of most of your colleagues. 🍷



24/7 Help Line: 1-877-545-4682

The Virginia Judges and Lawyers Assistance Program provides confidential, non-disciplinary help to lawyers, judges, law students, bar applicants, and other members of the legal community who are struggling as a result of substance abuse or mental health issues.

Specifically, VJLAP provides the following services, without fee:

- Substance abuse and mental health education for the profession through bar associations, firms and law schools.
- Assessment and treatment referral
- Intervention
- Compliance monitoring for courts and firms
- Support services for family and staff
- Assessments as requested by the Board of Bar Examiners, Character and Fitness Committee
- Assessments, treatment referral and monitoring as requested by the Virginia State Bar, Disciplinary Committee and the involved lawyer, as disposition or diversion
- Support for those in treatment and recovery

Senior Lawyers Conference Recognizes 50 Year Award Honorees

At Virginia State Bar 2022 Annual Meeting in Virginia Beach

On Thursday, June 16, 2022, at 12:00 noon, at the Hilton Garden Inn, 3315 Atlantic Avenue, Virginia Beach, VA, the Senior Lawyers Conference hosts an invitation only lunch for lawyers being honored with their 50 year awards from the Virginia State Bar. Included are honorees from 2022, and from 2021 and 2020 when there was no in-person Annual Meeting. Shown below are the names of the recipients for each of the three years, 2022, 2021, and 2020.

Fifty Year Award Recipients – 2022

Admitted July 1, 1971 - June 30, 1972

| | | |
|-------------------------------|--------------------------|-------------------------------|
| Thomas P. Abbott | Hon. Richard S. Bray | Wayne F. Cyron |
| Diane Lynch Abdelnour | Paul T. Breitstein | Hon. Philip Valentine Daffron |
| Byron A. Adams | C. Collins Brown | James T. DeLanoy, III |
| W. Roger Adams | Edwin C. Brown, Jr. | Hon. Rodham Tulloss Delk, Jr. |
| Leonard F. Alcantara | Larry Grant Browning | John F. Depenbrock, Jr. |
| Hon. William N. Alexander, II | Roy J. Bucholtz | Nicholas J. DeRoma |
| William D. Allen, III | Carolyn J. Buck | Jerald J. Devitt |
| N. Hopper Ancarrow, Jr. | Francis L. Buck | Stephen M. Dichter |
| Aubra H. Anthony, Jr. | Evan A. Burkholder | William D. Dolan, III |
| James L. Arnold | C. Benton Burroughs, Jr. | Robert W. Dowler |
| Hon. Guy B. Arthur | Robert Eugene Cackowski | John A. Dudeck, Jr. |
| Thomas C. Arthur | Daniel A. Carrell | Charles C. Dunn |
| Hon. Carol Ann Bagley | Richard E. Carter | John Mackenzie Edsall |
| Edward H. Bain, Jr. | Robert J. Chalfont | Gary R. Edwards |
| Charles Bruce Baird | Hon. James H. Chamblin | Thomas Michael Edwards |
| Peter D. Bakutes | Claude Edward Clark | Russell J. Egan |
| Norman Louis Balmer | Sharon F. Clark | David W. Elbaor |
| Edna D. Barber | Matthew Adam Clary, III | John B. Evans |
| Edward Dean Barnes | Edwin D. Clements | James M. Fantaci |
| Webb Brantley Basnight, III | Charles B. Cocke | Kenneth V. Farino |
| Barbara Ann Bassuener | Jerald P. Cohen | John D. Feldmann |
| James Marius Bell | Ronald D. Coleman | J. Durwood Felton, III |
| Raymond B. Benzinger | Richard J. Colten | Robert M. Finlayson, II |
| David C. Bernabucci | David G. Conlin | Richard A. Fisher |
| Timothy M. Biddle | James W. Corbitt, Jr. | John R. Fitzpatrick |
| William R. Bland | Clinton Byrd Corry, Jr. | Barry L. Flora |
| James L. Boring | Theodore J. Craddock | Hon. Charles B. Foley |
| Thomas H. Bottini | John D. Crane | Tonita Minge Foster |
| Frederick C. Boucher | Richard P. Cunningham | Robert J. Frank |
| Carroll F. Bray, Jr. | John W. Currie | Walter M. Franklin, IV |

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Fifty Year Award Recipients – 2022

Dana Eric Friedman
Charles R. Fulbruge, III
James T. Fuller, III
Eugene F. Gallagher
Henry D. Garnett, Jr.
Paul C. Garrett
Arthur Gregory Girton
Robert Kogod Goldman
Carl Edward Good
Andrew H. Goodman
Tudor Stuart Gourley
Richard L. Grier
Thomas A. Guidoboni
Daniel R. Hagemeister
Lorelei Haig
John W. Hamm
Gerald A. Hapka
Charles Brian Harris
Craig C. Harris
Channing J. Hartelius
Quentin Russell Hatchl
Robert E. Hawthorne
F. Warren Haynie, Jr.
Donald H. Heitman
Stuart H. Held
Edward Daniel Hess
John D. Hoagland
Glenn M. Hodge
Gary M. Hoffman
Herman Joseph Hohausser
Charles M. Holland
Joseph B. Hoofnagle, Jr.
Harrison Hubard, Jr.
R. Theodore Hume
Anne P. Hutton
David A. Jackson
Walter C. Jacob
Walton M. Jeffress, Jr.
Franklin J. Jenkins
Kenneth R. Johnson
Douglas N. Jones
Sherwood A. Jones
Carl Josephson
P. Clark Kattenburg
Elliott A. Katz
David Keaney
Ellen Catherine Kelly
Sidney Harrison Kelsey, Jr.
Bruce F. Kiely
Hon. Bradford Elby Kile
Jonathan C. Kinney
David M. Kirstein
George F. Knight
John Leslie Krug
Jerry Clifford Laderberg
Allen T. Lane
Hon. Robert Dale Laney
Stephen R. Larson
Joseph H. Latchum, Jr.
Michael Lee Layman
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Fifty Year Award Recipients – 2022

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Catherine Sims Sands
John A. Scanelli
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Gilbert E. Schill, Jr.
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Leo Joseph Scolforo
Paul A. Scott
Herbert L. Sebren, Jr.
Ray Michael Senkowski
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William D. Shapiro
Hon. William H. Shaw, III
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Randolph H. Watts
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Kenneth Joseph Wees
James Paul Weissenborn
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Gregory Howard Williams
Hon. Keary Robert Williams
Wendall L. Winn, Jr.
Hon. Gene Alan Woolard
James R. Wrenn, Jr.
John Oliver Wynne
Richard L. Young



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Admitted July 1, 1970 - June 30, 1971

Martin Abramson
Warren William Ament
Myron Robert Aust
Hon. B. Carlton Bailey, Jr.
James Theodore Baker
Robert N. Baldwin
Graydon Montague Barnum
George B. Barrett, Jr.
Myra Hymovich Barron
Richard Jay Beaver
Frederick W. Beck, III
Wayne L. Bell
William W. Berry, IV
Wayne D. Berthelsen
Harvey Ernest Bines
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Thomas Wilcox Blue
Walton G. Bondurant, Jr.
Richard Winston Boone
Hon. Joseph Phillips Bounds
Prof. Denis Joly Brion
Stanley B. Brock
Rebecca S. Bromley
Thomas C. Brown, Jr.
Dennis Paul Brumberg
Ronald Lee Bub
Thomas Edward Bundy
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Hon. Samuel Edgar Campbell
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James Russell Corbett
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Felix Joseph D'Ambrosio
Darden E. Daniel
Gerald Arthur Dechow
Hon. Ray Wilbur Dezern, Jr.
Henry P. Dickerson, III
Joan R. Domike

Fifty Year Award Recipients – 2021

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| Brian J. Donato | Gerard Robert Lear | Terence Patrick Quinn |
| James Brian Donnelly | William Francis Lefever | Vincent Lawrence Ramik |
| Donald Joseph Drees, Jr. | Peter Thomas Legler | John Charles Rasmus |
| Harley W. Duane, III | Laurence Ronald Letson | Nicholas Stuart Reynolds |
| John S. Edwards | Hon. Stuart Alan Levin | Robert Frank Rider |
| Jon P. Eichler | Sharon Kay Lieblich | Stuart Hogan Robeson, Jr. |
| Marshall Lynn Ellett | John Robert Liset | Edward F. Rodriguez, Jr. |
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| William Edgar Evans | Hon. Richard Keane Malamphy | Burton Jay Rubin |
| Francis Benedict Fennessey | John Bertram Mann | Harry David Saunders |
| Michael S. Ferguson | Julian Elmo Markham, Jr. | Paul T. Scott |
| Henry Stuart Fiedler | Robert Stillwell Marquis | William L. Scott, Jr. |
| Albert James Francese | Robert B. McCaw | Robert Edwin Sevilla |
| Allen R. Frischkorn, Jr. | Douglass John McCollum | Joel Harvey Shane |
| Charles E. Gaba | John P. McGeehan | Kevin Peter Shea |
| Robert Patrick Geary | J. Thomas McGrath | David L. Siders |
| Thomas William George | Jack McKay | Carl S. Silverman |
| Hon. Herbert C. Gill, Jr. | William St John McKee | Hunter W. Sims, Jr. |
| Fitzhugh Lee Godwin, Jr. | James Francis McKeown | Norman Henry Singer |
| Kenneth M. Greene | Hon. David Alexander Melesco | Conway Wilbur Smith, III |
| William Frederick Harvey | Steven A. Merrill | Howard P. Smith |
| Dennis Clair Hensley | Norval George Metcalf | Jack D. Smith, Jr. |
| Howard D. Hensley | Charles F. Midkiff | Michael Willis Smith |
| Ronald Paul Hilst | Marvin D. Miller | Lawrence Mark Spigel |
| Hon. Thomas Todd Hodgdon | John Geddes Milliken | Jeffrey M. Steingold |
| Robert Power Hodous | Hon. Stephen S. Mitchell | Robert Eley Steinhilber |
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| John Hamilton Johnston | David Lawrence Norton | Hon. Everette E. Thomas |
| Elaine R. Jones | Robert Craig Nowak | Dade Whitney Thornton, II |
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| Hon. Phillip John Kardis | Jeffrey Alan Oppleman | Hon. Douglas Oscar Tice, Jr. |
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Kenneth Dale Walma
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Robert Gibbs Watt
Charles A. Wendel

Prof. Thomas R. White, III
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Jon Michael Wickwire
Roger C. Wiley, Jr.
Charles L. Williams, Jr.
Walter Lewis Williamson

Robert J. Wojtal
Michael K. Wolensky
Murray H. Wright
Richard Scott Young
William Carter Younger
Robert Peter Zaepfel



Fifty Year Award Recipients – 2020

Admitted July 1, 1969 - June 30, 1970

John B. Adams, Jr.
Eileen M. Albertson
Lars Eric Anderson
William E. Artz
Karen Lee Atkinson
William James Baker
John Sykes Barr
Gilbert Anson Bartlett
B. W. Basheer
James W. Benton, Jr.
Douglas K. Bergere
Howard Leonard Bernstein
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| Albert A. Kashinski | Lester V. Moore, Jr. | William McClure Schildt |
| James D. Kemper, Jr. | Frank West Morrison | Jerold I. Schneider |
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| Val S. McWhorter | Laurens Sartoris | Jeffrey M. Zwerdling |
| Jay C. Miner | James R. Saul | John Kenneth Zwerling |
| H. Ronnie Montgomery | Charles Kane Schanker | |

Senior Lawyers Receive Prestigious Law Awards in 2022

The Senior Lawyers Conference congratulates the following senior lawyers who have received prestigious law awards in 2022.

HONORABLE DONALD W. LEMONS, Senior Justice of the Supreme Court of Virginia, the Harry L. Carrico Outstanding Career Service Award, awarded by the Judicial Council of Virginia.

WILLIAM T. WILSON, the Edward L. Chambers, Jr. Memorial Award from the Virginia State Bar for extensive longstanding bar volunteer service.

MICHAEL L. RIGSBY, SR., the Virginia State Bar General Practice Section Tradition of Excellence Award (posthumously). The Tradition of Excellence Award recognizes a lawyer who embodies the highest tradition of personal and professional excellence and who has benefitted the community and enhanced the esteem of general practice attorneys in Virginia.

RONALD S. EVANS, the Betty A. Thompson Lifetime Achievement Award by the Virginia State Bar.

The award honors an individual who has made a substantial contribution to the practice of family law in the Commonwealth of Virginia.

RICHARD B. CHESS and **RONALD D. WILEY, JR.** are the dual recipients of the Traver Award from the Virginia State Bar Real Property Section and Virginia CLE. The award is given each year to honor a lawyer who embodies the highest ideals and expertise in the practice of real estate law.



These Senior Lawyers were inducted as Fellows of the Virginia Law Foundation in 2022:

Maryse Celine Allen
David Dennis Beidler
Brian Lawrence Buniva
Robert B. “Chip” Delano, Jr.
Robert Bruce Dickerson
Hon. J. Michael Gamble
Freddie L. Goode
Gregory J. Haley

Jill A. Hanken
Melissa Hogue Katz
Hon. Gerald Bruce Lee
Alison M. McKee
Thomas Braxton McKee
William Hanes Monroe, Jr.
Dennis J. Quinn
Andrew J. Reinhardt

John R. Rellick
Roscoe C. Roberts
Nathaniel Pendleton Rogers
James Speer
Martin D. Wegbreit
Michael M. York
Michael L. Zupan

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FREE ANNUAL CREDIT REPORTS

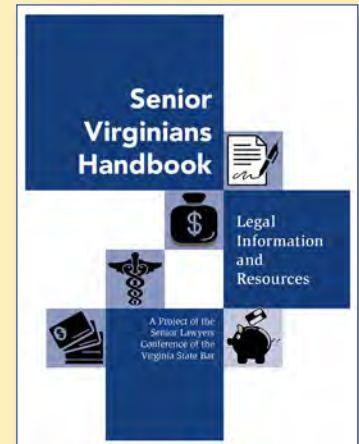
Federal law requires each of the three nationwide consumer credit reporting companies - Equifax, Experian and TransUnion - to give you a free credit report every 12 months if you ask for it. They also make it easy to accomplish many credit-related tasks right from your computer.

To assist consumers during the COVID-19 pandemic, Equifax, Experian, and TransUnion are now voluntarily offering free weekly online reports.

Additional information may be accessed at www.annualcreditreport.com.

AVAILABLE NOW

The *Senior Virginians Handbook* is a resource for seniors, their families, and their caregivers to provide overviews and contact information for issues, opportunities, and choices facing senior citizens today, with summaries of how specific laws affect Virginia's older citizens and practical advice on issues such as Medicaid, Alzheimer's Disease, landlord-tenant relations, and much more. There is also an extensive list of community service organizations that provide services to senior Virginians.



Manual para Adultos Mayores de Virginia, the Spanish version of the Senior Virginians Handbook, is also available.

You may find both versions at <https://www.vsb.org/site/publications/senior-virginians-handbook>

Join VLRS and Get VSB Section Memberships for FREE!



Starting in August of this year, the VSB will be offering Virginia Lawyer Referral Service panel members up to two FREE section memberships per year! Choose from more than 20 sections for an added value of up to \$55 per year. Sections help member attorneys bolster their competency and build professional connections through...

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For more information on applying to become a VLRS panelist, please contact Toni Dunson at VLRS@vsb.org.

Contributing Authors

Thanks to the following who have contributed to the writing of articles included in this newsletter:



Andrea L. Bridgeman retired from Freddie Mac in McLean after 32 years as counsel for its home mortgage financing, securitization, and servicing operations, and a stint as the general counsel's aide-de-camp. Her current practice is limited to pro bono work. A member of the

Supreme Court's Access to Justice Commission, she served on the VSB's Professionalism Course faculty and Bar Council, and was Chair of the Corporate Counsel Section and the Special Committee on Access to Legal Services. She earned an AB in Classics from Bryn Mawr College and a law degree from the University of Virginia.



Frank Overton Brown, Jr. is engaged in the private practice of law in the Richmond, Virginia metropolitan area and he concentrates his practice in the areas of wills, trusts, estate planning, estate and trust administration, and related tax matters. He is a Fellow of the Virginia Law Foundation and

is a Fellow of the American College of Trust and Estate Counsel. He is a recipient of the Virginia State Bar Tradition of Excellence Award and was selected as a Leader in the Law by Virginia Lawyers Weekly. He is Past Chair of the VSB Senior Lawyers Conference, and he has served on the Virginia State Bar Council. He is author of the Virginia Probate Handbook, published by Thomson Reuters. He holds Bachelors, Masters, and Juris Doctor Degrees from the University of Richmond, Virginia.



Peter C. Burnett, current chair of the Senior Lawyers Conference, has been practicing law in Leesburg, Virginia since 1977. Peter has served as President of the Loudoun County Bar Association, Founder and Chair of the Loudoun Bar Foundation, a member of the Virginia State Bar Council, Chair of the VSB Judicial Nominations Committee, and Chair of the Diversity Conference. For his dedicated service to his clients and the legal system in Virginia, Peter was inducted into the Virginia Lawyers Hall of Fame in 2019.



Jack W. Burtch, Jr. was admitted to the Virginia Bar in 1973. He received his undergraduate degree cum laude from Wesleyan University in Middletown, Connecticut and his law degree from Vanderbilt University. He began his career in Richmond with Hunton & Williams, and later practiced

with McSweeney, Burtch & Crump and Macaulay & Burtch. In 2016 he joined Burtch Law. Mr. Burtch has been an adjunct professor of law at the University of Richmond School of Law since 1994 where he teaches Negotiations and Interviewing and Counseling. He is a Fellow of the Virginia Law Foundation and has been listed in The Best Lawyers in America since 1988. He was selected as an honoree in the 2022 Virginia Lawyers Hall of Fame.



Gary C. Hancock has practiced with the law firm of Gilmer, Sadler, Ingram, Sutherland & Hutton in Pulaski, Virginia for 45 years. He is the Vice-Chair of the Virginia State Bar Senior Lawyers Conference Board of Governors, a Fellow of the Virginia Law Foundation and a Life Fellow

of the American Bar Foundation. Active in bar and community service throughout his career; he chaired the Virginia Board for Community Colleges, served as Mayor of the Town of Pulaski, and serves on the Boyd-Graves Conference.



Michael C. Maschke is the CEO/Director of Cybersecurity of Sensei Enterprises, Inc. He is an EnCase Certified Examiner, a Certified Computer Examiner (CCE #744), a Certified Ethical Hacker, and an AccessData

Certified Examiner. He is also a Certified Information Systems Security Professional. mmaschke@senseient.com.



Sharon D. Nelson is a practicing attorney and the president of Sensei Enterprises, Inc. She is a past president of the Virginia State Bar, the Fairfax Bar Association, and the Fairfax Law Foundation. She is a co-author of 18 books published by the ABA. snelson@senseient.com



John W. Simek is vice president of Sensei Enterprises, Inc. He is a Certified Information Systems Security Professional, Certified Ethical Hacker, and a nationally known expert in the area of digital forensics. He and Sharon provide legal technology, cybersecurity, and digital forensics services from their Fairfax, Virginia firm. jsimek@senseient.com.