

Senior Lawyer NEWS

Volume 33, Issue 1, Summer 2025

Frank O. Brown Jr., Editor

ANNUAL MEETING EDITION

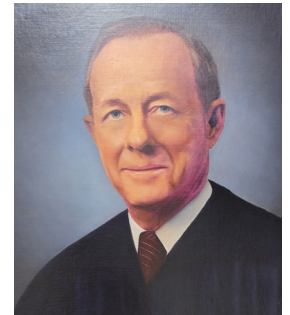
Remembering Virginia Lawyers

The Honorable E. Ballard Baker A Quintessential Virginia Gentleman

A Remembrance by Joseph P. Rapisarda, Jr., Esquire

“It was the best of times, it was the worst of times....” This iconic phrase, penned in 1859 by Charles Dickens, rings loud

and clear when applied to the months of January and March of 1985.



Continued on page 17 >



The Honorable Thomas Randolph Monroe

A Remembrance by Susan F. Pierce, Esquire

Judge Thomas R. Monroe was a person of many distinctions: a native of Cape Charles, Virginia, a WWII United State Army soldier who returned to the United States after

the war, only to be forced to pursue his education outside Virginia due to segregation. He was the first African American attorney practicing in Arlington County

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Frank W. Dunham, Jr., Esquire

A Remembrance by Carole H. Capsalis, Esquire, with contributions from the Hon. Michael S. Nachmanoff

It is hard to believe that it has almost been 20 years since Frank Dunham left this earth. Frank was taken from us too

soon in November 2006 at the age of 64. My memories of him are as fresh as yesterday. He was that impactful to



Continued on page 20 >



The Honorable Donald May Haddock, Sr.

A Remembrance by Barbara S. Anderson, Esquire

I am grateful that I had the privilege of knowing Judge Donald May Haddock, Sr., and I am thankful that members of

the Bar and the Judiciary have shared their memories for this Remembrance.

Continued on page 23 >

From the Chair of the Senior Lawyers Conference

By Thomas Grasty Bell, Jr., Esquire

After about a quarter century of service to lawyers and the general public as a Conference of the State Bar, significant change is coming to the Senior Lawyers subgroup of the VSB. The VSB has some long-term financial concerns as the result of the Virginia statute capping Bar Dues at \$250 per year. To help the Bar's financial position the Supreme Court entered an Order on April 16 converting the four Bar Conferences, including ours, to Sections.

As a Conference, all 25,000+ Virginia lawyers over age 55 were automatically members of the Conference without payment of dues and our projects, if deemed worthy, were funded by Bar Council. As a Section, there will be a dues requirement of \$15 per year to be a member and we will be responsible for raising the funds needed to meet our budget.

Our budget for this year is approximately \$47,000. Of that more than \$35,000 went to fund three projects: printing and distribution of the Senior Virginians Handbook, a guide to informing older Virginians about Virginia and Federal legal issues that affect them; the Brunch and Awards at the Annual Meeting to honor those who have been members for 50 years; and the promotion and distribution of our well-received video and ethics CLE on Civility and Professionalism in a Litigation Practice. In addition, we have this year compiled materials on succession planning for lawyers closing their practices due to retirement, relocation, or career change which we would like to continue to be able to make available to the Bar.

This year we contributed content to the June issue of The Virginia Lawyer which featured the

Conference, as well as distributed our annual newsletter of which this Report is a part.

Fortunately, the Court's April Order provides that our funding will continue as in the past for the 2025-2026 Bar year, so we have some time to plan the transition and to adapt. We hope to be able to continue our ongoing projects and plan new ones, but our ability to do so is unknown at this time.

When you receive your Bar Dues bill this summer, there will be a voluntary checkoff box for Senior Lawyers Section dues at \$15 per year. We ask that you check the box and pay the very reasonable dues, so that we can continue to serve the Bar and the public.

The \$15 checkoff this July will cover membership for two years. The funds raised will cover expenses for 2026-2027 after the first year's funds are spent. We are asking for signups now so that we will have an idea as to what we can do in 26-27 with the funds available.

Obviously this is a change we would have preferred not to happen, but it is the reality which we face. My time on the Board of the Conference has been pleasant. I have been very much impressed by the dedicated and talented Board Members and volunteers who make our many projects possible. If you are interested in volunteering there are many opportunities, so just let us know. My time on the Board has made me aware that we might be getting older, but we still have a lot to contribute to the Bar and to the public.

I look forward to joining many of you as members of and participants in the Senior Lawyers Section.

Civility And Professionalism in a Successful Litigation Practice

Mentorship From The Bench And Bar

Free Civility Film Attracts Viewers and Kudos

By W. Carter Younger, Esquire, and Peter C. Burnett, Esquire



More than 1250 lawyers have viewed the Senior Lawyers Conference’s film (soon to be the Senior Lawyers Section) *“Civility and Professionalism in a Successful Litigation Practice – Mentorship From the Bench and Bar”* on the Virginia State Bar’s Go to Webinar platform for up to two hours of free MCLE Ethics credit. It has been used for “interactive” MCLE programs by local Bar associations and law firm training programs. It is also available free of charge to law schools, and others for educational purposes.

Viewers have provided positive comments, including:

“Very good refresher; easy to join and watch; very well done...”

“This was one of the best programs I have ever attended. Should be mandatory viewing by all new lawyers admitted to practice in Virginia.”

“The webinar was quite good, especially the 15 hypotheticals discussed after the video clips of the various speakers. I also downloaded the written materials containing excellent discussion and citation to relevant case law.”

“I thought this was a very well-done topic and long overdue. In the 33 years I have practiced as a criminal defense attorney in both Canada and USA, I have watched courtesy towards other attorneys, court clerks and the Judges greatly diminish. A number of excellent points were brought out in this CLE with which I whole-heartedly agree. Additionally, it was a nice change from the usual ethics CLE!”

“I attended the above-mentioned seminar, It is the first time that I have had the opportunity in Virginia to hear a group of distinguished professionals emphasizing the need for good manners in front of judges and colleagues.”

“That was an excellent webinar. It was not only informative but entertaining as well.”

“The session itself was one of the best I have heard. There should be more like this one.”


“Thank you for making the Webinar available and free. It’s refreshing that the Virginia State Bar thought to make this opportunity available to its members, particularly given that it involved ethics credits. I applaud the effort.”

John McCammon, of the highly respected dispute resolution McCammon Group, praised the Film as *“Not to be missed. Substantively important. Timely. Professionally produced.”*

The Film’s use is not limited to providing free MCLE credit. It was created by the Senior Lawyers Conference with the strong backing of the Virginia State Bar’s Litigation Section and the Virginia Law Foundation to address concerns expressed

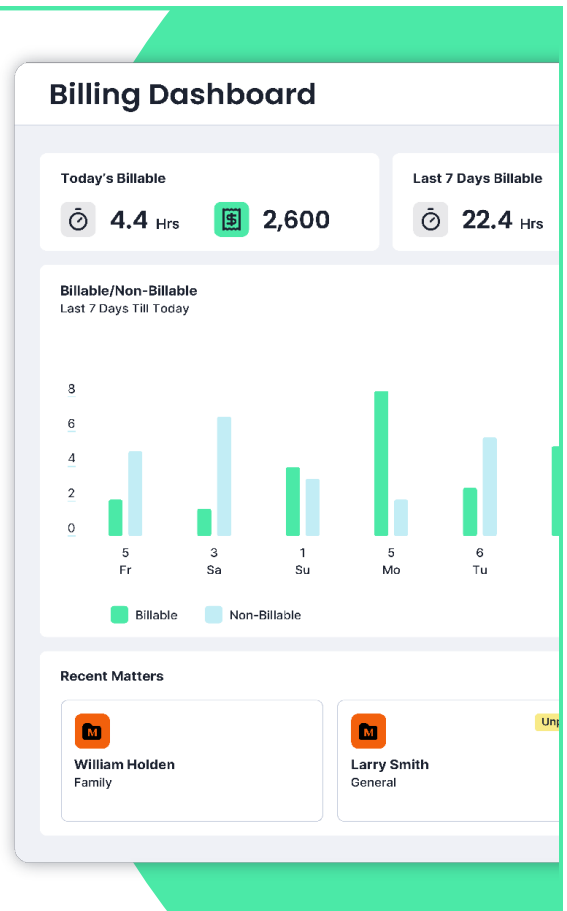
by judges and practicing lawyers about the decline in civility and professionalism in the practice of law. It seeks to explain to current and would-be lawyers the benefits of civility and professionalism to their personal success as well as the success of their clients. The Film’s goal is improving the justice system in Virginia and beyond. To that end the Senior Lawyers Conference encourages the Film’s use by individual lawyers, law firms, law schools, local bars, and judges who want to remind lawyers of their expected conduct toward each other, the courts, and everyone involved in the administration of justice.

The film can be previewed and accessed for MCLE credit on the VSB website via the Quick Links on the [VSB Senior Lawyers Conference page](#).

The first hour of the film and introductory trailers can also be viewed without MCLE credit on the VSB YouTube channel. To enquire about using the film for other programs, contact SeniorLawyersConf@vsb.org 

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The Drug Crisis and How The Virginia State Bar Can Help

By William T. Wilson, Esquire

On April 21, 2023, the Alleghany Bath, Highland Bar Association sponsored a “So You’re 18” program at Alleghany High School in front of about 300 students and their teachers. It was the usual program, telling students what to expect after graduation, but it had a different aspect in that a major part dealt with the drug crisis sweeping western and southwestern Virginia – especially highlighting the “Fentanyl” drug which has killed so many people.

We, as lawyers,
have the capacity,
individually, and
through our various
sections to make a
real difference.

I asked a well-known local businessman, a man who had lost his young son to speak to the students about his son’s drug addiction and death from a Fentanyl overdose. He willingly did so, and you could have heard a pin drop in the auditorium as he described how his son went in and out of addiction. Tragically, he found his son dead on the floor of his home. About a year after he spoke to the students at our program, this bereaved father committed suicide. This illustrates how insidious the use of deadly illegal drugs affects the lives of our families and communities.

The idea of inviting this grieving father to speak to the students came to me after I read Beth Macy’s books *Dopesick* and *Raising Lazarus*, which told one tragic story after another about people falling victim to oxycontin, heroin, Fentanyl, and other

illicit drugs, mostly in western and southwestern Virginia.

After our program, it occurred to me that the Virginia State Bar (VSB) might be a powerful instrument in our war against illegal drugs. I have since reached out to some of our VSB leaders hoping that the Bar would adopt an ongoing program (similar to the “So You’re 18” program), putting our resources behind an effort to educate the public, espe-

cially young people, about the dangers of Fentanyl and other illegal drugs. As a profession, we have many contacts that affect the public; for example, with Social Services, the court system, the medical profession, juvenile and domestic relations, law enforcement, education and counseling, and on and on. Why can we not use those contacts in a positive way to benefit and educate the public?

We, as lawyers, have the capacity, individually, and through our various sections to make a real difference. My hope in writing this article is that our leaders, Bar Council, Bar President, Bar President—elect, Immediate Past President, Local and Specialty Bar Associations, and Section Chairs, will jump on this issue and put our VSB muscle to work – I cannot think of a better cause, and one which can help to save lives. 🙏

The Staggering Cost of Law Firm Data Breaches: Protecting Your Firm

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

As we begin 2025, attorneys hope the new year brings them happiness, health, and prosperity. One situation every law firm wants to avoid this upcoming year is a cyber incident or, worse, a data breach. Not all cyber incidents are data breaches, but cybersecurity protections should be implemented to protect your firm's information and confidential files.

Keeping attackers out of your information systems has become more challenging than ever. Cyber threats have become more sophisticated, harder to detect, and much more expensive to recover from. According to Thomson Reuters, in 2024, the average cost of a data breach reached \$4.88 million. That cost alone may sink some law firms, especially those which are under-insured. Understanding the actual cost of a data breach will only help firms realize the critical importance of maintaining current cyber security measures.

Data Breach Defined

A data breach is a security incident in which unauthorized individuals gain access to sensitive or confidential information, like personal data (Social Security numbers, bank details) or corporate data (customer records, intellectual property), due to a lapse in security measures, often through hacking or human error. Essentially, it's when private information is exposed to people who shouldn't have access to it.

Data breaches can occur in many ways, including phishing attacks, malware, ransomware, and insider attacks. They can result in identity theft, financial fraud, reputational damage, and possibly legal action. Class action lawsuits are proliferating with frightful speed.



Phishing attacks are more sophisticated than ever, and when combined with AI, they can get through email protection filters and steal users' credentials (these are called Business Email Compromise attacks).

Current ransomware, the data exfiltration version, continues to plague law firms by requesting two ransom payments: one to decrypt and another to return "stolen" data.

Exploiting vulnerabilities of dated, unpatched systems allows attackers to access the infected system and move laterally within the network, evading detection by common standard cybersecurity measures.

Lastly, the disgruntled former employee must not be forgotten, as sometimes they can cause far more significant damage given their intimate knowledge of the firm's technology.

The Financial Impact: It's Often Brutal

There are some obvious costs associated with data breaches. First, there is the immediate reaction and incident response. You may have expenses with information technology vendors, cybersecurity consultants, and digital forensics investigators to understand what happened, the scope of the attack, and what confidential data may have been accessed or stolen.

Business continuity costs—The expenses relating to the recovery and restoration of your systems can be expensive, depending on the number of infected endpoints and the complexity of the technical environment. Getting your business back up and operational is key to surviving a data breach. An immutable backup (backups that cannot be changed or deleted for a specified period of time) you can

restore from is the #1 antidote to recovering from the venom of a cyber-attack such as ransomware.

Depending on the scope and severity, law firms are now facing regulatory fines for violating state data privacy laws, on top of the threat of a class action lawsuit. Retaining legal representation to defend against these additional actions can be astronomical and is another cost to add to the heaping pile of expenses due to a data breach.

Lastly, and the hardest to measure, is reputational damage. How many clients were lost due to the breach? How many potential clients took their business elsewhere? How many employees have left your firm, and are you finding replacing them with

good talent more challenging? These are all data points that we hope you never have to measure.

You can reduce your firm's risk of experiencing data breaches in several ways. While no combination is 100% effective, every little bit helps. Mandatory cybersecurity awareness training, having a good cybersecurity posture, risk management controls, proactive monitoring for cyber incidents, and following cybersecurity best practices for small businesses such as NIST (<https://nvlpubs.nist.gov/nistpubs/SpecialPublications/NIST.SP.1300.pdf>) or CISA (<https://www.cisa.gov/cyber-guidance-small-businesses>) guidelines are great ways to start 2025 on the right path toward an incident-free year. 🙏



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

Medicare Planning for Senior Lawyers and their Spouses

By Paul G. Izzo, Esquire

Navigating the health care delivery and reimbursement system can be daunting. Equally challenging are the myriad of decisions that need to be made concerning Medicare coverage as we approach retirement. You also need to obtain an understanding of how Medicare parts B, C, and D operate. This article deals with Medicare, and purposely does not deal with Medicaid.

If you're already drawing Social Security (SS) at age 65, you'll be automatically enrolled in Medicare Parts A (hospital insurance) and B (medical insurance) starting the first day of the month you turn 65. If you're not already receiving SS benefits but are otherwise eligible for premium free Part A, then, at a minimum, you'll want to enroll in Part A when you turn 65. If you didn't pay into Medicare while employed and therefore aren't eligible for premium free Part A, you can still purchase Part A coverage. You must enroll in Part A when you turn 65 or face a penalty of 10% per year for twice the number of years you could have been eligible but failed to enroll.

If you or your spouse are not ready to enroll in Part B when you turn 65, because one or both of you are covered by your employer's group health insurance, you are able to defer enrolling in Part B at that time, but must notify SS of this decision. As long as you enroll in Part B when your employer-provided coverage ends, you will not be subject to a penalty. In addition, at this same time, you could enroll in a guaranteed issue Medicare Supplemental Insurance Policy (Medigap) to cover your Part B co-insurance amounts regardless of your health status.



When you elect Part B, you'll also need to decide whether to remain in Original Medicare or enroll in a Medicare Advantage Plan (Part C), which is sold by private insurance companies. Unlike Original Medicare, Part C plans frequently offer the carrots of dental and vision coverage, gym memberships, and prescription drug coverage. Some will pay your Part B premium and are also premium-free. If you enroll in Part C you will not be eligible for Medigap coverage.

Before electing Part C, you should carefully consider its potential limitations. For example, unlike Original Medicare, you must obtain your care from doctors and health care providers who are in the plan's network. In most cases, you must also have a referral to see a specialist and obtain pre-approval before receiving certain health services. If you receive care outside the plan's network, you may have to pay the full cost.

If you elect Part C when you first become eligible for Medicare at age 65, you will have a 12-month protected enrollment period within which to return to Original Medicare Parts A and B. If you do so before the end of that 12-month period, you will enjoy the same above referenced "guaranteed issue" benefits you would have had if you had enrolled in Part B when you first became eligible for Medicare, and can't be denied Medigap coverage or be charged higher premiums based on pre-existing conditions. If you fail to return to Original Medicare during the allotted period, you may still be able to obtain Medigap coverage, but it might deny coverage for pre-existing conditions or impose higher premiums.

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If you don't elect Part C, you'll need to enroll in Medicare Part D for prescription drug coverage. Failure to do so at the time of enrolling in Part B may result in the imposition of higher Part D premiums over your lifetime, if you do not have what Medicare considers "creditable prescription drug coverage", such as that provided under Medicare Part C, VA benefits, or employer/retiree provided insurance. Notably, under the Inflation Reduction Act, starting in 2025 your out-of-pocket drug costs under Medicare Part D are now capped at \$2,000 per year, per person. Whether the \$2,000 cap will survive the current round of budget cuts remains to be seen.

Lastly, you must cease contributions to a Health Savings Account ("HSA") while on Medicare; they are prohibited and failure to do so could result in a significant tax penalty, which can be avoided by making your last HSA contribution at least two months prior to turning 65. If you wait to enroll in premium free Medicare until more than six months after you turn 65, you should stop contributing to an HSA six months before you apply for Medicare.

As daunting as these decisions are, and the critical time frames within which to make the needed Medicare elections, you need not go it alone. The Medicare Rights Center is a national, non-profit consumer service organization that works to

ensure access to affordable health care for older adults and people with disabilities. Its website can be reached at <https://www.medicarerights.org/about>. Its national helpline is 1-800-333-4114. It also maintains a user-friendly website (which is called Medicare Interactive, which is accessible through the foregoing master website. Private health insurance brokers can also provide assistance.

Whether you choose to navigate the process yourself or engage the services of a broker, you would be well-advised to have the plan reviewed by the Virginia Insurance Counseling & Assistance Program (VICAP), located in Area Agency on Aging offices throughout the state. VICAP staff and volunteers are well-versed in the details of the Medicare enrollment process and can help you make the best enrollment decisions for you and your spouse free of charge. VICAP's website can be reached at <http://www.vda.virginia.gov/vicap.htm>, or to reach VICAP by phone, please call 1-800-552-3402, to obtain the toll-free telephone number for your area of the state.

I offer my special thanks to Heather Fortune, Vice President of Advocacy and Engagement, at Senior Connections, Richmond, who shared her expertise in all things Medicare in support of this article. 🙏



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Lawyer Resilience In Times Of Grief Or Stress

by Frank Overton Brown, Jr., Esquire

Two years ago, I wrote an article, titled “Grief, Wellness, and Resilience,” for the Senior Lawyer News. The primary focus of that article was on grief, and the fact that grief is not theoretical; it is intensely personal, and eventually it will probably affect each of us, sometimes in foreseen, and sometimes in unforeseen, ways. It may be caused by many different stressors or challenges, such as: the death of a family member, friend, client, or colleague; the ending of a personal or professional relationship; a diagnosis or onset of one’s own serious illness or that of another person; a spiritual or religious crisis; the fear associated with calamitous natural or man-made local, national, or international events; political upheavals; financial crises; an adverse result in a legal matter in which you are involved; governmental or regulatory changes; layoffs or firings of employees; or retirement from the practice of law or from the bench. As you read this, you may already be making mental notes of other causes. There are many differing definitions of grief, but, those differing definitions notwithstanding, to the grieving person, grief may be numbing and painful, even though the grieving person may not fully understand the extent, depth, and breadth of the origins or the effects of the grief.

Nonetheless, grief and related stressors adversely affect lives, sometimes manifesting as anger, anxiety, or depression. Stress may be acute or chronic, or some variant of the two. And cumulative stress, no matter the source or duration, can have a powerful and negatively synergistic effect. However, if a lawyer has resilience, the effects of stress may be mitigated or better managed.

Resilience has many definitions: the ability of an object to regain its original size and shape after being compressed, bent, or stretched; or the ability



to recover from or adjust easily to change or misfortune. But my favorite is the ability to persevere and come out stronger. Among the remarkable things about resilience are: (1) it may be self-taught, or learned from another; (2) it may be accrued by a lawyer from his or her own life’s experiences; (3) it is generally hopeful in its outlook; (4) it builds strength, wisdom and confidence in identifying and dealing with stressors; (5) instead of merely re-establishing the status quo ante from before the stressor occurred, things may actually be made better; (6) lawyers who possess resilience have feelings that they are able to cope more effectively with the major and minor stressors of their own personal and professional lives.

Resilience is vital to every lawyer and the legal community as a whole. In this regard, we should promote the building and preservation of resilience in ourselves and other attorneys. Ours is a collegial profession, and essential components of collegiality include, within appropriate limits and respect for privacy, paying attention to others, showing empathy for others, listening effectively to others, and communicating effectively with others in the legal profession. Collegiality is a reciprocal relationship. That relationship includes our concerns with our own well-being and the well-being of our colleagues, and a reasonable expectation that our colleagues will be concerned not only with their own well-being, but with our well-being also, all within the appropriate limits and respect for privacy mentioned above. With that said, reaching out to a friend who is experiencing difficulties and simply asking “How are you doing?” and “What can I do for you?” can be powerful and restorative, both to you and your colleague. The late George H. Hettrick, Esquire, was well-known for saying, “I am so grateful for you,” and he truly meant it.

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So, with this important background, here are a few quick tips to help build your resilience:

1. Maintain and nourish all six dimensions of your well-being as identified by the National Task Force on Lawyer Well-Being: emotional, physical, intellectual, social, spiritual, and occupational. They are all important.
2. Prioritize self-care. You can't take care of others, if you don't take care of yourself.
3. Build a team, support system, circle of friends, or whatever you want to call it. Resilience is most powerful as a team effort. And personal connections and participating in life's adventures with others can recharge your batteries. And need I say it... family matters.
4. Celebrate the wins. Stated another way... always celebrate the wins. Sometimes we forget this.
5. Feed your soul. A walk in the park, listening to music, meditation, or simply stargazing are all proven to be healthy, decrease stress, and build resilience. Find what works for you.
6. Help others. And not just as a lawyer, but as a human being. It's therapeutic for the giver as well as the receiver.
7. Take vacations. Short ones, long ones, relaxing ones, adventurous ones... whatever works, take them. And don't

wait until retirement to take the "bucket list" trips. Take them while you can.

8. Know the difference between perfection and striving for excellence. The former is impossible, the latter is attainable. The most resilient lawyers have learned to embrace... or at least tolerate... losses as learning opportunities. None of us is perfect in the practice of law, or in life, and none of us ever will be. But the ability to learn from setbacks and come out stronger on the other side, even if banged up or bruised, is the epitome of resilience.
9. Ask for help when you need it.

If additional help is needed, the Virginia Judges & Lawyers Assistance Program (VJLAP) (formerly Virginia Lawyers Helping Lawyers) provides free, confidential, non-disciplinary help to Virginia's judges, lawyers, law students, legal professionals and their families who are at risk for or may be experiencing difficulties as a result of grief, chronic stress, anxiety, depression, and other mental health issues. Some lawyers think VJLAP is only for lawyers suffering from addiction. But VJLAP's mission is far broader than that. And it is a wonderful resource for all of us.

I extend to Leonard C. Heath, Jr., Esquire, my thanks for his collegial input and suggestions regarding this article. 🍷



Pack your bags!

Limited spots remain on our trip to historic Scotland. Join us for CLE and curated experiences October 12-19.

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 Virginia Law Foundation

Senior Lawyers Conference Recognizes 50 Year Award Honorees

At Virginia State Bar 2025 Annual Meeting in Virginia Beach

On Saturday, June 14, 2025, at 10:00 a.m., at the Hilton Oceanfront Hotel, Ballroom A, the Senior Lawyers Conference hosts an invitation only brunch for lawyers being honored with their 50 Year Awards from the Virginia State Bar. Shown below are the names of the recipients for 2025, in alphabetical order.

Fifty Year Award Recipients – 2025

Admitted July 1, 1974 - June 30, 1975

Lawrence G. Acker	Lynn Ellen Berry	Thomas H. Campbell
Dennis Lichti Albrecht	Jack Walter Bettman	Louis Kerford Campbell
John R. Alderman	Michael James Beyer	Mary Todd Carpenter
Joanne Fogel Alper	Barbara Graves Blitz	James Edgar Carr
Thomas Henry Alphin Jr.	Marc Sandy Block	William Joseph Carter
David Grant Altizer	Richard Hamilton Boatwright	John Alfred Carver III
William D. Anderson	George T. Boggs	Michael J. Cassidy
Alan Stewert Anderson	Carl Randall Bolling	Gerald Edward Cerasale
Richard James Anderson	William James Bosies Jr.	Stephen Kenneth Christenson
Hugh Taylor Antrim	Lawrence David Bowers Jr.	Alan William Clarke
Daralyn Gordon Arata	James Morton Bowling IV	Whittington W. Clement
Stephen Edward Arey	Jerry Lee Bowman	Donald A. Clower
O’Conor G. Ashby	Edward Douglas Bradshaw Jr.	Sylvia Lanabeth Clute
James Kilburn Asselstine	David Morris Bradt Jr.	Harold E. Cochran
James Wesley Backus	Peter Bruce Brittin	W. Brewster Cockrell
Thomas Richard Bagby	John Robert Broadway Jr.	Edmund Cohen
John Lumley Bagwell	David Sherman Brollier	Alan Lawrence Cohen
Peter A. Bair	Hon. John Wayne Brown	John Gordon Colan
Joseph Edward Bankert	Richard Brown	William C. Coleburn III
Brian Edward Banner	William Cecil Brown	John Kevin Coleman
Agnes Lisa Barker	Charles Jackson Brown III	Thomas Y. Coleman
Philip C. Barr	Robert Lee Browne	George Minor Coles Jr.
Michael Stewart Bates	Hon. Frederick Manville Bruner	Robert Bruce Collins
Terrence Raymond Batzli	Craig Eric Buck	William Augustine Conway
Michael Alan Bauser	Albert Davis Bugg Jr.	David Krafford Cook
Chris Beatley	Joseph Vincent Buonassissi II	John Joseph Cooleen
John Charles Bennett	William Thompson Burch Jr.	Robert Tayloe Copeland
Gerrit William Benson	Edward Morton Burns II	Quentin Reckie Corrie
Thomas Kass Berger	David Arlin Burt	James M. Costan
Hon. Arthur Bergman	Thomas Edward Cabaniss	Donald Eugene Coulter
Michael Joseph Bernstein	James Young Callear	Robert W. Cover II

Fifty Year Award Recipients – 2025

Timothy A. Coyle	David Montgomery Farnum	Sarah Elizabeth Hall
Charles Felix Cross III	Andrea Bear Field	Richard John Hammond
John Ray Cullen	Stanley Paul Fisher	Glenn Walter Hampton
Clifford A. Cutchins IV	Craig Allen Fisher	William Glenn Hancock
Charles H. Cuthbert Jr.	David Gordon Fiske	Rayburn De Mara Hanzlik
Hovey Slayton Dabney Jr.	Robert Michael Fitzgerald	Bertrand M. Harding Jr.
Kenny Maxwell Dale	Johanna L. Fitzpatrick	Harold Lee Harkins Jr.
Thomas John D'Amico	John Richard Fletcher	Elliott E. Haymovitz
Alfred A. D'Andrea Jr.	Edward Lee Flippen	John Howard Heard
James Hurd Dandridge	Francis Hubert Foley Jr.	William L. Heartwell III
Thomas Cauthorne Daniel	John Holland Foote	John Anders Heilig
Harwell McCoy Darby Jr.	Jane Adams Foote	John Thomas Hennessy
R. Mark Dare	Richard Thomas Foster	Bernard Michael Herman
Lamar Waldo Davis	Cleborne Dean Foster Jr.	Stephen E. Hershkowitz
Thomas M. Davis III	Sheldon Mack Franck	John M. Heuser
Carol Ann De Deo	Edward Frothingham III	Robert Allen Hirsch
Bruce Alan Deerson	Mahlon Garver Funk Jr.	Harry Marcus Hirsch
Robert Louis Deichmeister	Jeffrey J. Furnish	James Merkin Hirschhorn
Leon Sam Demsky	Edwin Gadberry III	John Erling Hoel
Thomas Michael Di Giulian	Robert Jefferson Garnett	Thomas Michael Hogan
Robert M. Diamond *	Crombie J. D. Garrett Jr.	John Philip Holman
Lawrence Denison Diehl	Virginia B. Garrison	Andrew Henry Hook
Thomas F. Digges	Richard David Gary	David Lawrence Horne
Marguerite Olive Dineen	Colin Robert Gibb	Ross G. Horton
Peter Allan Dingman	Oscar Lawrence Gilbert	Charles Tracy Howell
Gary Vincent Dixon	Larry Ellis Gilman	Richard Elbert Huddleston
William Stuart Dornette	Gregory Albert Giordano	Kirk McKim Hudson
Thomas Bentley Dorrier	Stuart Michael Glass	Kent William Huff
James Paul Downey	Harry Allen Glover Jr.	Melvin R. Hughes Jr.
Conway Augustus Downing Jr.	Charles P. Goforth Jr.	Barry Wayne Hunter
Spottswood Payne Dudley	Robert James Golcheski	William Robert Huss
Robert Clarke Dunn	Mark Alan Gold	William Paul Jackson Jr. *
Randall Arthur Eads	Lewis Harry Goldfarb	Thomas Parks Jennings
Thomas David Edmondson	Raphael Ortega Gomez	Royston Jester IV
Thomas Farrell Egge	Charles Joseph Gould	Robert Winthrop Johnson II
John Alfred Eichler	John Stuart Graham III	Jesse J. Johnson Jr.
Larry Grey Elder	Allen Barksdale Green	Robert James Jones
William Thomas Ellis	Richard Stuart Greenberg	Robert Lee Jones III
Robert Hall Ellis	Thomas Cary Gresham	Lawrence T. Jones
Hugh David Embree	Hon. Barry Lester Grossman	Archer Lee Jones
George Yen Eng	Denis Michael Gruskin	Nancy Lee Jones
John Richard Erickson	David Frederick Guza	George Anthony Judge
Robert Edward Evans	Richard B. Gwathmey Jr.	Stuart Roger Kaplan
David Young Faggert	Rebecca Rawls Habel	David Jerald Karp
George C. Fairbanks IV	Keith Dunston Hackney	Richard Boucher Kaufman
Robert Edmond Farmer III	Wayne Richard Hairfield	Michael J. Keenan

Fifty Year Award Recipients – 2025

John Ellsworth Kieffer	Jack Edward McClard	Thomas Tinsley Palmer
Edward Carlton Kimlin	Donald P. McDonough	Stephen A. Palmer
Thomas Rutledge King Jr.	Virginia Withers McGehee	Westbrook Johnson Parker
W. Thomas Knowles	Martin Joseph McGetrick	David Patton Parker
Mary Louise Kramer	James V. McGetrick Jr.	Robert Beverly Parkerson
Daniel Barry Krisky	Carole Terri McKenzie	Roger White Parkhurst
Wayne Lalle Jr.	Mark Steven Medvin	William C. Parkinson Jr.
Robert Henley Lamb	Olin R. Melchionna Jr.	Malcolm Parks III
David Girton Lane	Stuart Lewis Melton	Nikolas Emmanuel Parthemos
Richard Phelps Lange	Richard James Mercer	Scott F. Partridge
Lawrence P. Lataif	James Ashford Metcalfe	James Robert Paschall
Francis McQuaid Lawrence	Robert D. Milburn	Frederick Warren Payne
Thomas Warren Lawson	Ronald Vincent Militello	Joseph John Pecoraro
Daniel Frank Layman Jr.	Richard Hustis Milnor	Charles William Peraino
Jay L. Lazar	Richard Mitchell	Christine H. Perdue
Wayne Milton Lee	Susan Gedney Moenssens	Steven Robert Perles
Steven Morris Legum	Thurston R. Moore	Robert Dean Perrow
Nora Bailes Lewis	Glenn Russell Moore	Mark Pestronk
Angelica Didier Light	Linda Carroll Moore	Kenneth Gordon Peters
Steven Edward Lipman	John Sargent Morris III	David Ferdinand Peterson
Robert Ellsworth Little Jr.	Walton Davis Morris Jr.	Bouson Edison Peterson Jr.
Thierry Joseph Liverman	Robert Lord Morrison Jr.	F. Bradley Peyton IV
Thomas Preston Lloyd	Michael Joseph Morrissey	Charles E. Pikrallidas
John Joseph Love	Hon. James Douglas Moyer	Ralph D. Pinto
Frederick Kidder Lowell	Jonathan M. Murdoch-Kitt	John Frank Pitrelli
Jay Philip Lucas	Thomas Leroy Murphey	Gregory Michael Pomije
John W. Luxton	Gary Steven Nachman	Robert Dean Pope
Leonard T. Lynch Jr.	Edwin Bell Neill	John Ridgely Porter III
Jonathan Smith Lynn	George William Neuner	Susan Helen Power
John W. MacIlroy	James Alan Newell	Stephen Conwell Price
Edgar H. MacKinlay	Paula Pugh Newett	John Raymond Pritchard III
Elaine C. Maikovska	Thomas Michael Newton	Laura Anne Quigley
Richard H. Mansfield III	Kent Ronald Nilsson	Peggy Ann Quince
Wayne Michael Mansulla	Floyd Ligon Norton IV	Anthony Franklin Radd
John Robert Marks	Franklin Winston Nutter	Ralph Terrance Rader
Norman Kenneth Marshall	Philip S. Nyborg	Edgar T. Ramos
Heman A. Marshall III	David William O'Brien	Julian Hines Raney Jr.
Roger Scott Martin	Robert Lee O'Donnell	Joseph P. Rapisarda Jr.
Robert Matisoff	Earl R. Ohman Jr.	James Bailey Rattray
William Lee Matson	John J. O'Keefe Jr.	Morris Robert Reamy
Herbert Ernest Maxey Jr.	Michael David Oldak	Duncan Phillip Reid
William C. Maxwell	Patrick Francis O'Leary	Merlin Moulthrop Renne
Michael Allen Mays	James Albert Oliff	Thomas B. Reston
Michael Richard McAdoo	Mary Ann Oliver	Franklin B. Reynolds Jr.
Kevin R. McCarthy	John Gurganey Overstreet	Andrew J. Richardson

Fifty Year Award Recipients – 2025

Grant A. Richardson
Thomas Walton Richardson
Roger Allen Ritchie
Frank Denton C. Roberts
Ansley Jean Robin
William Henry Robinson Jr.
Jonathan Martin Rogers
Charles Franklin Roney
Frank John Rooney
Edward Everett Rose III
Kermit A. Rosenberg Jr.
James G. Rosenberger Jr.
Barry Nathan Roth
Louis K. Rothberg
Jennie G. Rothouse
Janice E. Rubin
Denman A. Rucker
Hon. Gregory Lee Rupe
Jonathan Solomon Ruskin
Gary Lee Ryan
Eugene C. Rzucidlo
Dora A. Saharuni
Zachary C. Salmon
Ira Stephen Saul
Richard Edward Schafer
William C. Schmidt
Robert Carlyon Schmidt
Robert F. Schultz Jr.
William B. Schultz
Douglas Robert Schwartz
Gerald Arthur Schwartz
Jane Lee Schwarzschild
Thomas Jefferson Scott Jr.
William Stephen Scott
Judith Sugg Scott
James E. Secrist
Robert Joseph Seidel Jr.
Donald Howard Seifman
William R. Seitz
Fredrick Krisch Shaftman
Leo Francis Sharpe Jr.
Stephen B. Shear
William Joseph Sheehan
James R. Sheeran
Walter Jervis Sheffield
William Gilbert Shields

Susanne L. Shilling
Nancy J. Skancke
Russell O. Slayton Jr.
Regis E. Slutter
Daniel Priestley Small
Tom Cain Smith Jr.
Stephen Mark Smith
Peter Blackwell Smith
Wayne Nelson Smith
Stanley C. Spooner
Joseph Lyle Stanhope St. Amant
Jane R. Stafford
Randall McKnight Starrett
William Lewis Stauffer Jr.
Ray Curtis Steele Jr.
Robert Eugene Steelman
Mary Lou Steptoe
Arthur C. Stever III
James Milton Stewart Jr.
Gregory Neil Stillman
Walter Berry Stowe Jr.
Jess Hawkins Stribling Jr.
Timothy J. Sullivan
Michael Andrew Superata
Ronald Edward Swan
Gerald William Talley
William C. Taylor
Kenneth Hammond Taylor
Riley Keene Temple
N. Bartlett Theberge
John Wesley Thomas
Susan Kay Thompson
William W. Thompson Jr.
Elsie Wilson Thompson
Michael D. Toobin
George E. Tuttle Jr.
John C. Tweed
Peter James Vaghi
Vincent James Ventura
Sue Williams Villarosa
Charles Edward Vogan Jr.
Richard E. Vogel
Warren Bud Von Schuch
Paul Loring Waldron
Buddy Harold Wallen
Junius Penick Warren

George A. Warthen II
Stephen Houston Watkins
M. Steven Weaver
John Paul Weber
Yvonne DeBruyn Weight
George Lawrence Wells
Paul Patrick Welsh
John Earl Wetsel Jr.
Bruce Douglas White
Carl Adrian White
Stephen V. R. Whitman
Frank Dixon Whitworth Jr.
Robert W. Wilder
Scott Wayne Williams
Susan Sharpley Williams
Tommy Joe Williams
Charles F. Williams
Jeffrey Lynn Willis
Martin Randolph Willis
Samuel Grayson Wilson
William M. Wittman
Erica F. Wood
Edgar M. Wright Jr.
C. Steven Yerrid
Stephen Michael Yost
Charles Augustus Young III
Howard Michael Zaritsky
Martha A. Zaritsky
John Walter Zunka

**Denotes individuals who initially obtained their Bar License in other states but have been practicing in Virginia for 25 years or more.*

Senior Lawyers Receive Prestigious Law Awards in 2025

The Senior Lawyers Conference congratulates the following senior lawyers who have received prestigious law awards in 2025.

THE TRADITION OF
EXCELLENCE AWARD
FROM THE GENERAL
PRACTICE SECTION

G. William “Bill” Watkins

THE CIVILITY IN THE
LAW AWARD FROM THE
VIRGINIA LAW FOUNDATION
AND THE VIRGINIA
HOLOCAUST MUSEUM

Frank Overton Brown, Jr.

THE RULE OF LAW AWARD
FROM THE VIRGINIA
LAW FOUNDATION
AND THE VIRGINIA
HOLOCAUST MUSEUM

Jay Weinberg

THE LOCAL BAR LEADER OF
THE YEAR AWARD FROM THE
CONFERENCE OF LOCAL AND
SPECIALTY BAR ASSOCIATIONS

Lori J. Bentley

THE BETTY A. THOMPSON
LIFETIME ACHIEVEMENT
AWARD FROM THE
FAMILY LAW SECTION

The Honorable Joanne F. Alper

THE FAMILY LAW SERVICE
AWARD FROM THE
FAMILY LAW SECTION

Richard E. Garriott, Jr.

THE WILLIAM R. RAKES
LEADERSHIP IN EDUCATION
AWARD FROM THE SECTION
ON THE EDUCATION OF
LAWYERS IN VIRGINIA

Kevin E. Martingayle

SENIOR LAWYERS ELECTED AS
FELLOWS OF THE VIRGINIA
LAW FOUNDATION:

Attison L. Barnes III

John J. Brandt

Victor O. Cardwell

Mark K. Cathey

Jason R. Davis

William B. Hopkins, Jr.

Richard H. Howard-Smith

Stanley K. Joynes III

Diane M. Lank

Benjamin D. Leigh

K. Lorraine Lord

Charles G. Meyer III

Nancy F. Reynolds

Michael W. Robinson

Joanna L. Suyes

Susan Bradford Tarley

Elizabeth L. Wildhack

Sara Redding Wilson

Thomas M. Wolf

John Edward Zydron

January 1985 was an exciting time for the Virginia bar and judiciary. After months of study by a blue ribbon committee of distinguished lawyers and jurists followed by legislation enacted by the Virginia General Assembly, the Virginia Court of Appeals was created and commenced its operations. One of the court's first orders of business was the election of a chief judge to lead the then 10-member court. On January 7, his fellow judges chose E. Ballard Baker to serve as the first Chief Judge of the court. Judge Baker was eminently qualified to serve in that capacity, having served at all levels of the Virginia court system during the previous 23 years.

Patricia Davis, Chief Deputy Clerk of the Court of Appeals at its inception and later its Clerk, described Judge Baker as "very kind," and "the quintessential Virginia gentleman." She fondly remembered the court as "the most collegial group I ever worked with." This was due, in no small part, to the leadership of Judge Baker and the example he set for his fellow judges to follow.

Then came the worst of times on March 24, 1985. On that evening, while resting in his home in the Old Westham subdivision in Henrico County, Judge Baker suffered a fatal heart attack, tragically cutting short his time on the new court. Sadly, he was unable to imprint on the Court of Appeals the stamp of excellence he left on the Henrico and Richmond courts before being elevated to the appellate court.

Ernest Ballard Baker was born in Richmond, Virginia on November 25, 1917. After graduating from Thomas Jefferson High School, he attended Richmond College (now known as the University of Richmond). When World War II broke out, he served four years of active duty in the United States Army before leaving as a Second Lieutenant in the Army Corps of Engineers in 1945. After the war, Baker continued his military service in the Virginia National Guard before retiring as a colonel. In 1967, he was awarded the Army's commendation medal for meritorious achievement in the Virginia Army National Guard.

Judge Baker received his law degree from the University of Richmond in 1947, where he was a member of the McNeill Law Society. After graduation, he served as an Assistant Attorney General of Virginia under Attorneys General A.P. Staples and J. Lindsay Almond, Jr. After working in that office, he continued his public service when he joined the office of Richmond City Attorney J. Elliott Drinard. In 1952, Ballard Baker left the public sector for the private practice of law, engaging mostly in corporate and insurance law until his first full-time judicial service in 1963.

In 1962, when he was appointed a substitute judge in the Henrico County Court, that court encompassed what is today known as the General District Court and the Juvenile and Domestic Relations District Court. After serving as a substitute judge for one year, Judge Baker was elected a

full-time judge of that court where he served for three years until his election as a judge of the Tenth Judicial Circuit in 1966. At that time, the Tenth Judicial Circuit included both the Circuit Court of the City of Richmond and the Circuit Court of Henrico County. Judge Baker served on this court from 1966 until 1973, when the Tenth Judicial Circuit was abolished and Henrico County became the Fourteenth Judicial Circuit.

Judge Baker's distinguished career as a trial judge came to an end after his 12 years on the Circuit Court of Henrico County from 1973-85. The leadership skills that permeated his life were recognized by his colleagues on that court, who elected him Chief Judge from 1980-85, and by other legal professionals when he served as Chairman of the Model Jury Instructions Committee and Chairman of the Committee on Judicial Administration of the Judicial Council.

Judge Baker's leadership did not begin with nor was it limited to his judicial service. As a student at Richmond College, he was a member of the national honorary leadership society. Years later, he became president of the Richmond First Club, a director of the Tuckahoe YMCA, and a member of the Vestry and Sunday School Superintendent at St. James Episcopal Church.

°People who knew Ballard Baker describe him as humble, soft spoken, a man of faith, ethical, dedicated to justice for all, respectful, well prepared,

meticulous, fair, patient, calm, and compassionate. These character traits made him well suited to sit in judgment of litigants who appeared before him and inspired both lawyers and their clients to comport themselves as they should. The following examples, which this writer gleaned from his own personal experience and from conversations with others, illustrate Judge Baker's wonderful temperament and prowess as a trial judge.

As an inexperienced lawyer, I found myself in Judge Baker's court defending a local governing body's piecemeal downzoning of undeveloped property that prevented the construction of federally-subsidized apartments. After a two-day trial, Judge Baker took the rezoning case and a related, consolidated case under advisement and ordered the parties to submit post-trial briefs. Weeks later, Judge Baker issued a lengthy letter opinion largely favorable to the developer but reserved two issues for future decision. After the parties briefed the remaining issues, the judge issued a second letter opinion and entered a final judgment order in the developer's

favor. On appeal by the county, the Supreme Court of Virginia unanimously affirmed Judge Baker and observed the care with which he decided the case, calling his opinions "comprehensive, detailed, carefully documented letters." This was not surprising to this writer, who more than once found Judge Baker doing his own research at night and on weekends in the law library.

Speaking about Judge Baker's fairness, former Henrico Deputy County Attorney John Knight told me the judge "wanted to make sure that justice was done." A similar sentiment was echoed by attorney Bill Davidson, who said Judge Baker "wanted people to feel they got to tell their story and that the judge listened to them."

Other lawyers recalled the judge's outstanding judicial temperament. Mr. Davidson told me "he was so gentle and so kind." Tim Oksman, former City Attorney for Richmond and Portsmouth, called Judge Baker "a model of dignity, decorum and fairness, almost as if he had been selected by some Hollywood casting agency to play what a good judge should

be like." As a young lawyer, Doug Rucker remembered from appearing before Judge Baker that "he was in control of his courtroom not because he was scary but because he was respected."

Last but not least, Ballard Baker was a family man, devoted to his wife, Billy Jane, and their two children and two grandchildren. He enjoyed having dinner with the family and riding his bike around the neighborhood and the University of Richmond. Perhaps proving the old adage that the law is a jealous mistress, Judge Baker's daughter, Janet Marcus, fondly recalled that "after dinner, if he wasn't riding his bike, he was at the law library."

I was honored to write this remembrance of one of this Commonwealth's finest jurists. Bill Davidson summed it up best: "He was a great judge but a better human being." And so his legacy endures to inspire the lawyers and judges who came after him.

I am grateful to all the people who spoke to me for this article, especially my longtime colleague George Elmore. 🙏

after graduating from Howard University Law School, the first African American partner at Bean Kinney Korman, the elite Arlington law firm; the first African American Judge in Arlington County and the first judge to serve all three court levels: Juvenile and Domestic Relations District Court, General District Court, and the Circuit Court of Arlington, Virginia.

In 1982 Judge Monroe became the second African American circuit judge in the Commonwealth of Virginia.

I knew none of these things when I became an Arlington County judicial law clerk. I served all four judges: Judges Winston, Monroe, Kendrick and Sheridan. I came to know all of them, but it took a long time to know the modest, polite and kind Thomas R. Monroe.

Despite my having been an elementary school student when desegregation occurred, it did not occur to me more than 20 years later to consider the accomplishments and hurdles experienced by Judge Monroe, a black man who spent much of his life living in the segregated South. I knew him as the quiet judge who arrived early and stayed late. I took him coffee, handed him his robe, and was given a polite smile and thank you in return. Over time, he began to tell me stories about his childhood and the town he grew up in. His father worked for the Pennsylvania Railroad which ran to Cape Charles, Virginia. Visitors to the little Eastern Shore town traveled by ferry. While he was very young, he knew the ferry docking times by heart. He laughingly told me that he would

shine his shoes, put on a white shirt, and carry the ferry travelers' luggage to a nearby hotel for pocket money. He confided that he always went to the ladies first, who were charmed by the little boy who wanted to carry their bags.

As a teenager, Judge Monroe was hired as a golf caddy. He never mentioned that the course he caddied was all white. He learned to play golf, loved the game, and became a good golfer. He was also a baseball player and sometimes talked to me about his baseball heroes.

Judge Monroe was extremely proud of his military service, but it was years later before I learned that Judge Monroe fought in the Battle of the Bulge in World War II. He never mentioned the harsh aspects of war.

During the years that I served as his law clerk, I was permitted to attend lunch with the judges at Arlington Hall, across the highway at Ft. Myers. It seemed that so many people involved in serving Arlington County (Clerks, Judges, the Sheriff, Security, Commonwealth's Attorney and County Attorney) showed up for those lunches. I felt small and insignificant, but thrilled to be included. The lunches were ever-changing and there was a lot of laughter, banter, and ribbing at our table. It occurred to me years later that many issues were resolved, and communications were improved, over those lunches.

Before he became a Judge, for many years Judge Monroe was in private solo practice. He handled thousands of cases and found it difficult to refuse legal representation. He became the President of the Arlington County NAACP

and continued to fight segregation especially with regard to Arlington County Schools.

Impressed by the successes of Thomas Monroe, Bean, Kinney & Korman offered him a partnership in the firm. Jim Korman remembers his former partner as a generous mentor and true gentleman. After his appointment to the bench, Judge Monroe quickly revealed an outstanding judicial temperament, firm when necessary, but kind, with a dose of humor.

In 1992, Judge Monroe suffered a stroke. He retired shortly thereafter, only ten years after taking the Circuit Court bench. Judge Monroe died on January 31, 2005. He was mourned by his family, many friends, and a legion of lawyers who benefited from his guidance. Judge Monroe's life was celebrated by the Virginia General Assembly in passing House Joint Resolution 918 in 2005, as an expression of the high regard in which his memory was held by the members of the General Assembly and the citizens of Arlington.

As I drove through Cape Charles a decade later, my heart leapt when I turned on Monroe Avenue. I later learned it was named after President James Monroe, the fifth President of the United States, and not for the quiet judge who also accomplished so much and who had such a positive influence on so many lives. My hope is that with the same kind of perseverance shown by Judge Monroe, I may convince his hometown to recognize and celebrate his amazing accomplishments, and his legacy to the people of Virginia. 🍷

every person he met. In 1983, I answered an ad for a job at the law firm of Cohen, Gettings, Alper & Dunham. I just needed any job to save up for law school and pay for rent in my new adopted home of Washington, D.C. Little did I know that I was walking into a renowned firm with legendary partners, Harvey B. Cohen, Brian P. Gettings, Joanne F. Alper – and Frank W. Dunham, Jr. Over the next four years, I was receptionist, secretary, law clerk, then associate, who, by chance, was blessed to know Frank for the next 18 years.

He was as goofy as he was brilliant. The best dad, husband, friend, colleague, neighbor. I had to add “the best neighbor” - he was known to bring in his many neighbors with the most hapless cases who left the biggest of accounts receivable. He answered their calls. He didn’t need to boost his originations, or his A/Rs - he was already long regarded as the best of the best in law. It was because he cared. It was because he was a helper, in the Mister Roger’s Neighborhood sense, of significance.

His bio will tell you that Frank had been a prosecutor and defense lawyer in Northern Virginia before becoming the first Federal Public Defender for the Eastern District of Virginia in 2001. The office had not existed previously, and he was instrumental in its creation. As an Assistant U.S. Attorney from 1971 to 1978, Frank prosecuted some of the biggest espionage cases that were routinely adjudicated in the Eastern District of Virginia, and rose to the No.

2 position in the U.S. attorney’s office (behind Brian Gettings). In private practice in 1980, he represented former FBI man W. Mark Felt, who was charged with authorizing illegal searches of antiwar radicals in the Vietnam era. Felt later became famous when he acknowledged that he was “Deep Throat,” the confidential source who helped Washington Post reporters Bob Woodward and Carl Bernstein break key stories in the Watergate scandal.

The Hon. Michael S. Nachmanoff, and my fellow associate at Cohen, Gettings, Alper & Dunham, who succeeded Frank as the Federal Public Defender, recalled in his beautiful 2006 eulogy to Frank: “Anyone who ever worked with Frank Dunham could recognize his laugh in a heartbeat.” I know I could, having had the extraordinary good fortune to work with him for ten years. Frank’s laugh would echo through the halls and draw others to his office where he was happy to recount the latest joke or funny story.

Frank’s sense of humor was one of his greatest traits and it permeated everything he did – it was also one of the keys to his success. It’s hard to get angry, hold a grudge or dislike someone who can make everyone around them feel at ease – and that is exactly how Frank made people feel, whether it was a young associate, jurors, clients, judges, clerks, opponents in court.

Michael was lucky enough to work with Frank both in private practice and at the Office of the Federal Public Defender. Michael recounted his vivid memory of

the first time he met Frank. “I had come to the offices of Cohen, Gettings & Dunham for a job interview, and I initially met with his law partner, Harvey Cohen. As I was talking with him, Frank stuck his head in the room and joined us. He immediately asked me where I was from, and I told him I grew up in Arlington. He asked me where I went to elementary school (which for some reason I had not thought to include on my resume), and I told him – Taylor. He was delighted with my answer and proceeded to tell me that he was in the first graduating class at Taylor. He then said, “You know, you could make a lot more money at a big law firm than we can pay you here and, by the way, doing some public service is also a great idea.” Harvey looked at him like he was crazy, but I thought to myself, “I’ve got to come work for this guy.” And thanks, in part, to our mutual elementary school alma mater – that is exactly what I did.”

What we all learned from Frank was that he had a simple philosophy regarding the practice of law – work hard, play fair, and above all else – never take yourself too seriously or your cases personally. That philosophy defined his work as an Assistant United States Attorney, as a lawyer in private practice, and as the Federal Public Defender for the Eastern District of Virginia. That philosophy, which he lived, breathed, and imparted to all who worked for and with him, earned him the unwavering loyalty of his co-workers, the respect of the bench, the admiration and friendship of his

adversaries and (more than occasionally) the deep gratitude of his clients. And as those of you who are criminal defense lawyers know, deep appreciation from your clients is not always the norm.

Frank's accomplishments, however, were not simply the product of his infectious sense of humor, his congenial personality, and his willingness to work hard. Frank's success as a lawyer was due, in large measure, to his superlative intellect. Having graduated first in his law school class from Catholic University, an honor he earned while working full-time, Frank had both an exceptionally creative legal mind and the ability to synthesize and recall enormous amounts of information in cases involving thousands of pages of material, often spanning years of time. It is no accident, therefore, that he ably handled some of the most complex cases in the history of the Eastern District, including the prosecution of Ronald Humphrey and Truong Hung for espionage, the Norfolk Shipyard cases in Tidewater, the defense of FBI Agent Earl Pitts, and later as Federal Public Defender, his outstanding work on behalf of Zacarias Moussaoui and Yaser Hamdi, to name just a few.

Frank had an uncanny ability to make complicated matters simple (which is, of course, the exact opposite view that many people have of lawyers). He could distill legal concepts to their essence and articulate them in clear, persuasive language.

Perhaps the best example of Frank's talent in this regard is the 2004 rebuttal argument he presented to the United States Supreme Court in August 2004 in the case of *Hamdi v. Rumsfeld*. As aptly stated by Edward MacMahon, one of Frank's co-counsel in the Moussaoui case, Frank's representation of Hamdi, a U.S. citizen held as an enemy combatant in solitary confinement for more than two years, was "one of the greatest accomplishments ever by an American attorney." In the Hamdi case, Frank challenged the government's claim that Hamdi could be held without access to counsel and without the opportunity for meaningful judicial review. The case eventually landed in the Supreme Court. Forced to prepare for two back-to-back oral arguments before the Supreme Court that were scheduled to be heard less than a month apart, Frank spent countless hours preparing, participating in moot courts in New York and Washington. He consulted with some of the top appellate advocates in the country, all of whom were eager to be involved given the nature of the case and to lend their opinion as to how he should argue it. In the end, though, Frank addressed the justices in his own, plain-spoken manner.

He said to the court in rebuttal:

. . . here there is no law. If there is any law, it is the executive's own secret definition of whatever an enemy combatant is. And don't fool yourselves into thinking that that means somebody coming

off the battlefield, because they've used it in Chicago. They've used it in New York and they've used it in Indiana. These detentions are not lawful. . . and I would respectfully ask the court to step up to the plate and say so."

And the court did, ensuring Hamdi the right to counsel and the opportunity to challenge his detention. Mysteriously, the case settled two months later, and Hamdi was allowed to return to his family in Saudi Arabia. Frank's argument was a model of effective advocacy, and he also managed to include a sports metaphor, baseball, no less – challenging the supreme court to "step up to the plate" – a trademark of Frank Dunham advocacy.

Frank rightfully received accolades and awards from bar associations and advocacy groups around the country for his leadership in the bar and his relentless defense of the constitution. Frank led by example, not just through his representation of clients such as Hamdi and Moussaoui, but by devoting his time and energy to bar organizations, to law students and to lawyers throughout Virginia and the nation.

As Michael recalled in his eulogy remarks: "[w]ithout a doubt, Frank's crowning achievement and most satisfying professional accomplishment was his selection as the first Federal Public Defender for the Eastern District of Virginia. Shortly after he was chosen for the position, I asked him: "Frank, why are you leaving

private practice after 23 years? You've done more than your fair share of public service, are you sure you want to work so hard for so much less money?" He told me: "I want to leave a mark on this district that will outlast me. I want to create an office that rivals the best law firms in Virginia in the quality of our work, and, if I set up this office the right way and pick the right people, I think I can do that." Of course, he never expected that when he was picked for the job, in addition to setting up three offices and hiring more than thirty attorneys and staff, September 11, 2001 would intervene, and he would be asked to represent Yaser Hamdi and Zacarias Moussaoui in what turned into one of the most challenging and complex cases this country has ever seen. "Frank Dunham was the right person, at the right time for this job, and he accomplished everything he set out to do and more. Frank left behind an office committed to the mission he articulated to me more

than five years ago – to provide the highest-quality representation to those least able to afford it. As a result of his leadership, wisdom, good humor and generous spirit, his impact on the Eastern District of Virginia continues to be felt.

The most important lesson that we all took away from Frank during the years we were lucky enough to be in his orbit, was not related to his sense of humor, his work ethic, or the importance of not taking yourself too seriously. It was that as important as work may be, especially the work that he did as a criminal defense attorney, nothing is more important than family. Frank loved his family above all else, and he took far greater pride in his sons' accomplishments than he ever did in his own. He took the time to coach little league and to attend Jody's baseball games at the Naval Academy, and he encouraged us and those with whom he worked to do the same with our children. He proudly watched both of his sons follow in

his footsteps as Chip entered the practice of law and Jody dedicated his career to public service. It gave Frank great joy when Jody first became an FBI agent, he was assigned to his district – the Eastern District of Virginia.

Frank left behind an extraordinary legacy in his family, in his wife Ellie, in Chip and Jody, and his grandchildren who will grow up to be so proud of their grandfather, and in the hearts of all those whose lives he touched in the Eastern District of Virginia and beyond.

Michael remembers the day after Frank passed away, he sent an e-mail to his colleagues in the Office of the Federal Public Defender, and he made reference to something one of the Judges of the Eastern District recently said to him as they reminisced about Frank's remarkable legal career. He said, "Frank Dunham was a gift to the Commonwealth of Virginia." And he was. 🍀

Judge Haddock, at age 83, died at his home in Alexandria, Virginia, surrounded by the love of his family on December 23, 2024. He is survived by his high school sweetheart and wife of 59 years, Joyce Rodgers Haddock; son David Stanford Haddock, II, grandsons Alex Haddock and Adam Haddock, and their mother Klara Matouskova; son Hon. Donald May Haddock, Jr., daughter-in-law Cristina Barbudo and granddaughter Eva May Haddock-Barbudo.

A lifelong resident of Alexandria, his love of the law, dedication to lawyers and community service made him a role model of excellence and compassion. Graduating from Episcopal High School in Alexandria, he went on to earn degrees from Princeton University, his law degree from the University of Virginia, before serving in the United States Army as a Captain in the Army Materiel Command. He also earned a Master of Law degree from George Washington University.

Don hung out his shingle in Alexandria and served as a part-time Commonwealth's Attorney before joining Thomas, Kent, Haddock & Sewell. In 1984, he became a judge on the Alexandria Circuit Court where he served for 27 years. The last 14 of those, he was Chief Judge, and he proved to be a strong mentor for other judges, and an advocate for lawyers and the Alexandria Bar Association.

To lawyers in the Alexandria Bar Association, it was clear that he fostered and enjoyed

the interactions and camaraderie among lawyers and judges at the monthly dinner meetings. Some have said he encouraged all the judges in the Alexandria Courthouse to attend regularly, and they did. Alexandria District Court Judge Donald M. Haddock, Jr. recognized this aspect of his Dad's service from an early age.

"My Dad was probably the Alexandria Bar Association's biggest advocate.

And as a kid this sounded like really important stuff. It wasn't until I was older, especially once I became a lawyer, that I realized that the Bar Association was like a club for lawyers to eat and drink together, share war stories, and enjoy each other's company away from their clients. As a lawyer, Dad pushed me to show up at every Bar event and when I became a judge, that pushing only increased. To Dad, this was important stuff - it was part of what distinguished a profession from a job. Dad talked to everybody at Bar events. He especially went after new and/or shy people. He wanted everyone to be included and to enjoy it. He especially enjoyed the Gridiron. It was like New Year's Eve and the Super Bowl on the same night for him. He always wanted to be at the center of the joke - and if he and I were made fun of together, he was absolutely delighted. I know Dad was a great judge and that it was very important for him to follow the law faithfully and make good decisions and I am very proud of him for that. But more than that, I will always cherish

the example that Dad set for me and others to foster good camaraderie among the lawyers and judges. His support for the Bar Association rose to selflessness as he was preparing to retire in 2012 because he was reaching the age limit for judges to serve. Always politically astute, he decided to retire a month or so before his birthday to enable the Bar leadership to work with State Delegate Charniele Herring to replace him with a new candidate during the upcoming legislative session. This protected the seat for a third judge on the Alexandria Circuit Court at a pivotal time, despite a reduction in his pension."

A Virginia House of Delegates Resolution following his retirement honored Judge Haddock for his commitment to justice and public service to the Commonwealth. It listed some of his volunteer service as Virginia Delegate to the National Conference of State Trial Judges of the American Bar Association, as a member of the Boyd-Graves Conference, and as a state judicial leader for the National Judicial College. Judge Haddock also served as a board member for the Alexandria Jaycees, local chamber of commerce, Alexandria Legal Aid Society, and Alexandria Bar Foundation. He was also a volunteer with the Boy Scouts of America.

Judge James Clark of the Alexandria Circuit Court (now retired), fondly remembers his friend and colleague in this way:

"First and foremost, as both a lawyer and a judge Don Haddock

was blessed with an extraordinary intellect in general and an exhaustive knowledge of the law in particular. He had a brilliant and agile mind that allowed him to work through complex issues to a fair and just conclusion with an apparent ease that could be intimidating. But there are a lot of really smart lawyers. Don was different from most lawyers in one important respect: whether because of humility or embarrassment, he did his best to conceal his intellectual gifts from public exposure. He made his best effort to come across as just an old farmer who loved his family, working in the fields and hunting whenever the law allowed. All those things were true, but no one could have been truer to the law. He had an abiding belief that those who plied their trade in the courthouse should be like family.

When I was picked to succeed Don on the bench the first thing he did was have my family and other judges and their families over for dinner. He then made sure all the judges went to lunch together with him (he had coupons for McDonald's) and there were annual judicial trips to those football games.

Don also relished his idiosyncrasies. He made no apologies for being frugal to a fault, eating copious amounts of salt on everything and, until recently, using his season tickets to attend Washington football games and always leaving, no matter the score, after the third quarter. He also loved his friends. Some of

them were lawyers but far more were people he literally grew up with in his beloved Alexandria. If you were Don's friend, you were his friend for life, and he never forgot your kindness. There were many times that he reminded me that when Don first applied for a position on the bench well over 3 decades ago, my law partner Carter Land and I were the first ones to come to his office and offer our support. I assume this is true even though I don't remember it and I know it never earned me any breaks when I appeared before him as a lawyer!"

Seth M. Guggenheim, Esquire, formerly a government lawyer now in private practice, experienced Judge Haddock's kindness, empathy and humanity on display in the Courtroom:

"Judge Haddock was a very compassionate man, who had empathy for those whose lives he affected as a jurist. One such time I saw this on display was when it fell to me to evict a tenant residing in a government subsidized apartment complex which I represented.

The facts were that an aggressive nephew of the elderly tenant was engaging in the sale of drugs while residing with his aunt in the apartment she was renting. The tenant was a kind woman and had been an excellent tenant until her nephew arrived on the scene and began to take advantage of her.

I had to advance my client's interests, of course, and the client had grounds to evict the tenant under both the lease and a

Virginia statute. It was an uncomfortable task for me because the tenant was as frustrated by the situation with her nephew as my client was, but did not then have the wherewithal to take prompt action. The legal aid lawyer representing the tenant was reasonable and accommodating. She and her client simply needed more time to find a solution, but my client was adamant and pressed me hard to secure a writ of possession from the Alexandria Circuit Court as soon as possible.

When opposing counsel and I appeared before Judge Haddock, he quickly assessed the situation. He knew that my client had a right to the requested relief, but he also appreciated the harsh reality that would be visited upon the elderly and indigent tenant were a judgment for possession to be then and there entered.

Judge Haddock's compassionate and empathetic resolution: He invited counsel back to his chambers and stated to us: "You know, I can take this matter under advisement." His stated position gave me precisely what I needed to go back to my client with a strong and viable argument that it should give the tenant more time to take the steps that she needed to get the matter resolved. The client agreed.

The approach which Judge Haddock took was warm-hearted and ultimately did more good for both parties than would have otherwise have been the case had the litigation gone forward in a contested posture.

“Judge Haddock was so studious and revered the law” wrote Circuit Court Judge Katie Uston. Before taking the bench she was determined to absorb as many lessons from this great man as she could, so she sat in on hearings in his Courtroom. One case in particular caught her attention:

I sat in on this sentencing of a man convicted of assaulting his brother. When I later inquired

about how he reached his decision, Judge Haddock told me ‘Katie – if David and Donald were charged every time they got in a fight they’d STILL be in jail.’

His knowledge of the law was vast; his compassion great; and he knew when to apply some common sense.”

Alexandria Juvenile and Domestic Relations Court Chief Judge

Connie Frogale (now retired) put it perfectly: “This is the end of an era for so many of us. I will truly miss Judge Haddock’s long wisdom and his quick, gentle wit. I’m glad I appeared before him for so many years and learned so much from him. He was a great model to me of how to judge. His indomitable spirit will always be in our Courthouse.”

And that is Judge Haddock’s legacy.



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As stated above, Federal law gives you the right to get a free copy of your credit report every 12 months from each of the three nationwide credit bureaus. In addition, the three bureaus have permanently extended a program that lets you check your credit report from each of them once a week for free at AnnualCreditReport.com.

Also, everyone in the U.S. can get six free credit reports per year from Equifax through 2026

by visiting AnnualCreditReport.com. That's in addition to the one free Equifax report (plus your Experian and TransUnion reports) that you can get annually at AnnualCreditReport.com.

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Under federal law, you're entitled to a free credit report if

- you get a notice saying that your application for credit, employment, insurance, or other benefit has been denied, or another unfavorable action has been taken against you based on information in your credit report. That's known as an adverse action notice. You must ask for your report within 60 days of getting the notice. The notice will give you the name, address, and phone number of the credit bureau, and you can request your free report from them.
- you're out of work and plan to look for a job within 60 days
- you're getting public assistance
- your report is inaccurate because of identity theft or other fraud
- you have a [fraud alert](#) on your credit file

If you fall into one of these categories, contact a credit bureau. Use the contact information below or at IdentityTheft.gov/CreditBureauContacts.

Contributing Authors

Thanks to the following who have contributed to the writing of articles for the Senior Lawyer News, Summer 2025 Issue, and for the Senior Lawyers Dedicated Issue of the Virginia Lawyer magazine, June 2025 Issue.



Barbara S. Anderson, Esquire has successfully completed a transition plan for her small Elder Law practice and is now retired! She currently serves as Vice Chair of the Virginia State Bar (VSB) Senior Lawyers Conference. In that capacity Barbara is focusing on succession planning for attorneys and has taught several CLE programs on this topic. She chaired the Conference of Local and Specialty Bar Associations and represented the 19th Judicial Circuit on VSB Council. In retirement she remains active in the Alexandria Bar Association and the Virginia State Bar as a volunteer. Barbara is a Fellow of the Virginia Law Foundation and was named an “Influential Woman of Law” in 2020. She has a B.A. from George Washington University and earned her J.D. from Washington College of Law.



Thomas G. Bell, Jr., Esquire is retired after 47 years in practice with TimberlakeSmith in Staunton. A Staunton native, he received undergraduate and law degrees from the University of Virginia. He is the 2024–25 Senior Lawyers Conference chair, a former president of the Virginia Association of Defense Attorneys, and a Fellow of the Virginia Law Foundation.



Frank Overton Brown, Jr., Esquire, 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 received the Civility in the Law Award from the Virginia Law Foundation and the Virginia Holocaust Museum. 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, Esquire, a Past Chair of the Virginia State Bar 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., Esquire, was admitted to the Virginia State Bar in 1973. He received his undergraduate degree cum laude from Wesleyan University in Middletown, Connecticut in 1969 and his law degree from Vanderbilt University in 1972. He has represented businesses, executives and professionals in employment law and labor relations. Mr. Burtch is an adjunct professor of law at the University of Richmond School of Law where he teaches Negotiations and Interviewing and Counseling. He is a Past Chair of the VSB Senior Lawyers Conference. He is a lawyer with Burtch Law PLLC in Richmond. He has been elected to the Virginia Lawyers Hall of Fame. His new book, Raising the Bar: The Mentor Guidebook for New Lawyers, has

been published by Routledge and is available from the publisher and on Amazon. More information on the book is available at www.raisingthebarguidebook.com.



Carole H. Capsalis, Esquire, is a shareholder at Bean, Kinney & Korman, P.C., in Arlington, Virginia, practicing employment law, community association law, business transactions, elder law, estate planning and administration. Carole is currently

a member of the VSB Bar Council, representing the 17th Judicial District. She has also served on Bar Council and Executive Committee of the Virginia State Bar in 2017 and 2018, as Chair of the Diversity Conference. Carole has also served on the Board of Governors of the VSB Seniors Lawyers Conference.



Paul G. Izzo, Esquire, is a Shareholder at ThompsonMcMullan, P.C. in Richmond, Virginia. Paul has been in private practice, with substantial emphasis on elder law, for 35 years. He focuses his practice on:

Estate planning for incapacity and long term care; Appointment of guardians and conservators for incapacitated adults; Administration of decedent's estates; Estate planning for special needs beneficiaries; and Nursing home residents' rights.



Michael C. Maschke is the President and Chief Executive Officer of Sensei Enterprises, Inc. Mr. Maschke is an EnCase Certified Examiner (EnCE), a Certified Computer Examiner (CCE #744), an AccessData Certified Examiner (ACE), a

Certified Ethical Hacker (CEH), and a Certified Information Systems Security Professional (CISSP). He is a frequent speaker on IT, cybersecurity, and digital forensics, and he has co-authored 14 books published by the American Bar Association. He may be reached at mmaschke@senseient.com.



Sharon D. Nelson Esquire, is the co-founder of and consultant to 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.

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Susan F. Pierce, Esquire, is an AV rated partner at Walker Jones, P.C. in Warrenton, Va. She received her B.A. from the University of Mary Washington and J.D. from the Antonin Scalia Law School. She is a trial lawyer who advocates for personal injury victims. Susan is a

life member of the Virginia Trial Lawyers Association and an active member of the Virginia State Bar. She has served as a member of VSB Bar Council, and is a past President of the Fauquier County Bar Association. She is a former Executive Committee member for George Mason University American Inn of Court (GMAIC). Ms. Pierce has been selected as a Super Lawyer for several years and is a member of the National Trial Lawyers Association. She has been a contributor to The Journal of the Virginia Trial Lawyers Association.



After two years in private practice and five years as an Assistant County Attorney, Joe Rapisarda served as Henrico County Attorney for 38 years before his retirement in 2020. He is a Fellow of the Virginia Law Foundation and past president of the Henrico

County Bar Association and the Local Government Attorneys of Virginia. He also served as a member of the Boyd-Graves Conference; on the faculty of the Virginia State Bar Professionalism Course; on the General Assembly Task Force for the Recodification of Virginia Code Title 15.1; and as chairman of the Virginia State Bar's Standing Committee on Legal Ethics. Mr. Rapisarda is a graduate of the University of Virginia and the University of Virginia School of Law.



Bruce E. Robinson, Esquire, was admitted to the Virginia State Bar in 1978 after graduating from the T.C. Williams (University of Richmond) School of Law. He has been a solo practitioner since being admitted to the bar and resides in South Hill,

Virginia. He is a 1970 graduate of the United States Military Academy and served as an infantry officer in the U.S. Army, both active and reserve, for 37 years. He served as the part time Assistant Commonwealth Attorney for Mecklenburg County Virginia. He serves as a substitute judge for the Tenth Judicial District. In addition, he served as a Chapter 7 panel trustee United States Bankruptcy Court Eastern District of Virginia, at Richmond until his recent retirement. He is a member of the Board of Governors of the Senior Lawyers Conference of the Virginia State Bar, and is a Fellow of the Virginia Law Foundation.



William T. Wilson, Esquire, has practiced law in Covington, Virginia, since 1963. He served as a member of the Virginia House of Delegates from 1974 to 1989. Bill received the Virginia State Bar Edward Chambers Award. He served as Chair of the VSB

Senior Lawyers Conference and Chair of the VSB Conference of Local and Specialty Bar Associations. He was elected to the Virginia Lawyers Weekly Hall of Fame, and was chosen for the American Board of Trial Advocates Champion of Justice Award.



W. Carter Younger, Esquire, a Past Chair of the VSB Senior Lawyers Conference and the Conference's Liaison to the VSB Litigation Section, has been a member of the Virginia State Bar for 54 years. He is a retired partner of McGuireWoods LLP

in the firm's Richmond office where his practice focused on management-side labor and employment law and litigation. He has chaired the Virginia Bar Association's Section on Labor Relations and Employment Law and is a past president of the Labour Law Commission and Governing Board Member of the Union Internationale des Avocats. Younger is a Fellow of the College of Labor and Employment Lawyers and a Fellow of the Virginia Law Foundation.



John W. Simek is the co-founder of and consultant to Sensei Enterprises, Inc. He is a Certified Information Systems Security Professional (CISSP), a Certified Ethical Hacker (CEH), and a nationally known digital forensics expert. He

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