

THE
RICHMOND
LAWYER



THE OFFICIAL PUBLICATION OF THE RICHMOND BAR ASSOCIATION
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26

**MORE THAN AN ONLINE RESUME:
HOW RICHMOND LAWYERS ARE
ACTUALLY USING LINKEDIN**
By: William J. Egen

**The RBA Administration
of Justice Committee
Receives Feedback from
the U.S. District Court &
Magistrate Judges**

**THE BAR ASSOCIATION OF
THE CITY OF RICHMOND**

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THE
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LAWYER



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EDITORIAL POLICY

The Richmond Lawyer, published by the Richmond Bar Association (RBA), holds the primary goal of keeping RBA members informed about the latest happenings, events, and developments within the organization. *The Richmond Lawyer's* mission is to provide timely and relevant information that supports the professional and personal growth of our members.

The Richmond Lawyer welcomes submissions of articles concerning legal topics of interest to Richmond legal professionals. Criteria for publication include the article's quality, its substantive value, its interest to Richmond lawyers, and the originality of its subject matter. Submissions that relate to cases pending before any court or agency will not be accepted.

The Richmond Lawyer maintains editorial independence to ensure unbiased reporting and to avoid conflicts of interest, with editorial decisions made without undue influence from external parties or RBA leadership. It is important to note that opinions expressed in articles do not necessarily represent the explicit opinions of the RBA. The Richmond Bar does not provide legal advice. The Richmond Bar staff does not perform independent research on submitted articles.

Any errors will be corrected promptly and transparently, with corrections clearly marked and published in the subsequent issue. The publication is committed to protecting the privacy of its members, ensuring personal information is not shared without consent and used solely for publication purposes.

By adhering to this editorial policy, *The Richmond Lawyer* aims to provide a high-quality, informative, and engaging publication that serves the needs of the Richmond Bar Association community.

Readers are encouraged to provide feedback and contribute to the publication, with feedback directed to aholland@richmondbar.org. *The Richmond Lawyer* accepts advertisements relevant to the legal profession, with all advertisements adhering to our ethical standards and subject to approval and payment.

Full Editorial Policy & Calendar available upon request

Articles for submission, feedback, and other communications regarding *The Richmond Lawyer* should be sent to Annie M. Holland, Executive Director via email at aholland@richmondbar.org or by mail sent to P.O. Box 1213, Richmond, Virginia, 23218.

NEED TO MAKE A REFERRAL? WE'VE GOT A DIRECTORY FOR THAT



The RBA's online Member Directory is your go-to tool for trusted referrals.

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Available anytime at www.richmondbar.org — just log in to your member portal and click “Member Directory.”



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RBA CALENDAR OF EVENTS

JANUARY

- 1 | RBA Office Closed
- 8 | Wellness CLE with VTLA & MRWBA | 4:30-5:30 PM | Zoom
- 12 | Pro Bono Committee Meeting | 12:30 PM | Zoom
- 19 | RBA Office Closed
- 22 | Programs Committee Meeting | 12:30 PM | Zoom
- 28 | Lunch & Learn, Big Beautiful Bill Act of 2025 | 12:30-1:30 PM | Zoom

FEBRUARY

- 2 | Executive Committee Meeting | 12:30 PM | Zoom
- 3 | Communications Committee Meeting | 12:30 PM | Zoom
- 5 | RBA Board of Directors Meeting | 12:30 PM | Hunton Andrews Kurth
- 12 | Membership Committee Meeting | 12:30 PM | Zoom
- 16 | RBA Office Closed
- 18 | Sponsors Committee Meeting | 12:30 PM | Zoom
- 26 | Nominating Committee Meeting | 12:30 PM | RBA Office

MARCH

- 2 | Executive Committee Meeting | 12:30 PM | Zoom
- 2 | Awards & Honors Committee Meeting | 12:30 PM | Zoom
- 5 | RBA Board of Directors Meeting | 12:30 PM | Hunton Andrews Kurth
- 9 | Pro Bono Committee Meeting | 12:30 PM | Zoom
- 19 | Programs Committee Meeting | 12:30 PM | Zoom
- 30 | Executive Committee Meeting | 12:30 PM | Zoom

IN THE NEWS

If you've recently landed a new job or promotion, share the good news with the Richmond Bar. Include your full name, your company's name and location, your new title and your areas of concentration in your email. Announcements can be e-mailed to aholland@richmondbar.org or mailed to Annie Holland, at P.O. Box 1213, Richmond, VA 23218.

INTERESTED IN SERVING ON THE RBA BOARD OF DIRECTORS?

The RBA is currently soliciting names of members who would be interested in serving on the Richmond Bar Association Board of Directors beginning in the 2026-2027 bar year. Interested parties should send an email to Annie Holland at aholland@richmondbar.org before January 31st for consideration by the Nominating Committee.

The Nominating Committee will select three members to serve on the Board for a three-year term beginning June 1, 2026.

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THE RBA PURPOSE

The purposes of the Bar Association of the City of Richmond are to:

- cultivate and advance the cause of jurisprudence;
- to facilitate and improve the administration of justice;
- to promote the delivery of legal services to the entire community;
- to promote an increased understanding by the public of the legal system and respect for the law;
- to inculcate and enhance the highest standards of ethical conduct, integrity, dignity and honor;
- to continue the legal education of its members; and
- to encourage courtesy among all members of the legal profession, including Bench and Bar.

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OPENING STATEMENTS

FROM THE PRESIDENT

Jennifer J. West



The practice of law is rarely structured around clean starts. Cases continue. Clients need answers. Deadlines remain fixed. Even as one year ends, the next begins at full speed. That reality makes it all the more important to be intentional about how we enter January. Not with grand declarations or unrealistic resolutions, but with clarity about how we want to show up in the months ahead.

This issue of *The Richmond Lawyer* focuses on wellness and well-being, themes that are not seasonal but are particularly relevant right now. Lawyer wellness is often discussed in abstract terms, but at its core it is practical. It is about sustainability. It is about whether our professional lives allow us to remain effective, ethical, and present over the long term. It is about whether we have the support structures we need to navigate a demanding profession without burning out or becoming isolated.

One of the most consistent messages we hear from members across practice areas and career stages is the desire for connection. Not networking for the sake of business development, but meaningful connection. The kind that allows for honest conversations, shared perspective, and guidance that is grounded in experience rather than theory.

That feedback directly informed the creation of the RBA Mentoring Program, which will officially launch in early 2026. While the program has not yet begun, the response from our membership has already been extraordinary. The level of interest we have received from potential mentors speaks volumes about the culture of this organization. It reflects a community that values stewardship of the profession and recognizes that no one advances alone.

Mentorship is not a cure-all, but it is a powerful tool. At its best, it creates space for learning that does not happen in courtrooms or classrooms. It allows newer attorneys to gain perspective on career paths, professional identity, and balance. It also gives seasoned lawyers the opportunity to reflect on their own journeys and to invest in the future of the Bar in a tangible way.

This program is one example of how the Richmond Bar continues to evolve in response to the real needs of its members. It is also a reminder that wellness is not limited to individual habits. It is shaped by systems, relationships, and institutional culture. When we build programs that encourage connection, guidance, and mutual support, we strengthen the profession as a whole.

The Richmond Bar Association exists to serve its members, not only through programs and publications, but through community. Whether that community is found in a section meeting, a CLE, a mentoring relationship, or a conversation sparked by this magazine, it matters. It is what allows us to do demanding work with integrity and humanity.

Thank you for being part of this organization and for contributing to a Bar that continues to lead with professionalism, thoughtfulness, and care for one another.

The Richmond Bar Association exists to serve its members, not only through programs and publications, but through community.

- Jennifer J. West

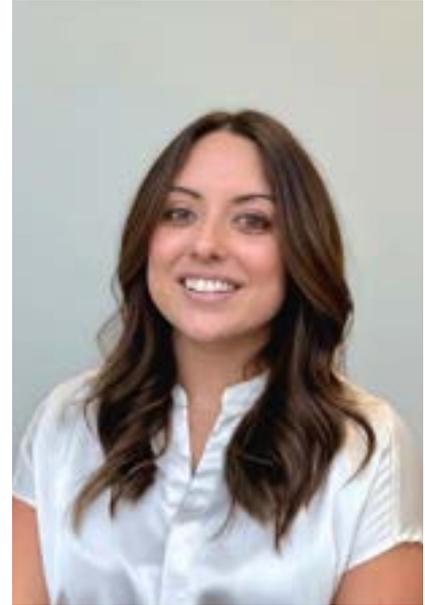
FROM THE EXECUTIVE DIRECTOR

Annie M. Holland

January is a strange time in the association world. For the rest of the universe, the calendar has reset to Day One. The gym is packed, the planners are pristine, and the optimism is high. However, for the Richmond Bar Association, we are smack in the middle of our Bar year.

This issue of The Richmond Lawyer focuses on lawyer well-being and wellness. It is a fitting theme because nothing tests one's wellness quite like the post-holiday return to the office. The inbox you ignored for five days has now mutated into a sentient beast, and the "Happy New Year" pleasantries in every email will likely expire by next Tuesday.

While I generally view New Year's resolutions with a healthy dose of skepticism, I do find value in recalibration. As your Executive Director, I am not immune to the urge to improve. So, rather than promising to run a marathon or give up caffeine (let's be realistic), here are my three professional resolutions for the RBA as we head into 2026.



The RBA is here to support you in that, not to give you another list of things you "should" be doing to be a better lawyer.

Resolution 1: Respect the Foundation, Renovate the House

My first resolution is to continue to balance our history with our trajectory. The RBA has been around for 140 years. There is a weight to that legacy that I take seriously. However, an association that only looks backward is destined to turn into a museum. My goal is to ensure we continue to honor the traditions that build community while aggressively pruning the ones that no longer serve your modern legal practice.

Resolution 2: Keep the "Social" in Association

My second resolution is to prioritize the human element of our organization. It is easy to get bogged down in the logistics of CLE credits and committee meetings, but the true value of the RBA has always been the collegiality. It is the ability to look across the aisle or the banquet table and see a person rather than just opposing counsel. The RBA will continue to be the place where you remember that you are part of a supportive community rather than a solo act.

Resolution 3: Embrace "Good Enough" Wellness

Finally, a personal resolution that I extend to all of you. In the spirit of our wellness theme, I resolve to stop striving for a perfect work-life balance and start accepting a functional work-life tilt.

There is a lot of pressure in January to become a perfectly hydrated, meditation-practicing, zero-inbox-having superhero. I am resolving to lower the bar just a little. If I take a lunch break away from my desk, that is a win. If I manage to get through a board meeting without thinking about my grocery list, that is mindfulness. If I walk to the printer, that is basically cardio.

You are all operating in a high-stakes, high-pressure environment. The RBA is here to support you in that, not to give you another list of things you "should" be doing to be a better lawyer. Sometimes, wellness just means surviving January with your sense of humor intact.

- Annie M. Holland

JOIN THE RICHMOND BAR ASSOCIATION

CONNECT. LEARN. LEAD.

Your community for professional growth, trusted connection, and meaningful career impact.

As the oldest bar association in Virginia, the Richmond Bar Association has been a cornerstone of the region's legal community since 1885. With more than 1,300 members, the RBA is where legal professionals at all stages of their career come to find connection, support, and community.

GROW YOUR NETWORK

Build relationships that matter. From casual socials to signature luncheons with leading legal minds, RBA events foster genuine connections across firms, courts, and practice areas.

LEAD WHERE IT COUNTS

Shape the future of the profession through opportunities to serve on committees, join sections, and support critical initiatives that advance justice, integrity, and the rule of law.

BE A PART OF SOMETHING BIGGER

Whether you're new to practice or a seasoned veteran, the RBA offers a professional home where your voice is valued and your contributions make a difference.

ENJOY EXCLUSIVE MEMBER BENEFITS

Discounted CLE rates, free events, leadership opportunities, access to The Richmond Lawyer, our updated member portal, and more.

READY TO JOIN OR RENEW?

Visit www.richmondbar.org or contact us at (804) 780-0700 to learn more.



ADMINISTRATION OF JUSTICE COMMITTEE RECEIVES COMMENTS FROM U.S. DISTRICT COURT AND MAGISTRATE JUDGES

The Honorable M. Hannah Lauck

*United States District Court for the
Eastern District of Virginia*

Judge Lauck praised the attorneys of the Richmond bar on their professionalism and collegiality. She emphasized that the local bar's excellence and dedication to mentorship of young attorneys makes Richmond a special place to practice law in the Commonwealth.

Judge Lauck commended the federal civil servants of the Eastern District of Virginia, including judicial staff, law clerks, the Clerk's office, federal public defenders, probation office, the U.S. Attorney's office and the U.S. Marshals, for their dedication to the efficient operation of the federal courts during the recent government shutdown. She also commended Criminal Justice Act (CJA) panel attorneys, who continued to take new cases during the shutdown, even though they were not getting paid for their work. Judge Lauck shared that she started as an Assistant United States Attorney just before a long government shutdown took place. With that unique perspective, Judge Lauck identifies with the difficulty that federal employees face during this difficult time. Judge Lauck impressed on private practitioners the importance of thanking federal employees for their critical public service.

Judge Lauck currently serves on Judicial Conference's Advisory Committee on Civil Rules and Evidence. She encouraged practitioners to monitor proposed Federal Rule changes and submit public comments when invited to do so. For example, she shared that the Committee on Civil Rules is contemplating amendments to Rule 43 regarding taking testimony via remote means. Judge Lauck believes that the Committee benefits from attorneys sharing their experiences to inform proposed Rule changes.

Motions filed in civil cases in the Richmond Division are usually decided on the briefs. If Judge Lauck has a particular question not addressed by the parties, she will often order the parties to submit supplemental briefing. Judge Lauck shared that it is not feasible to schedule hearings on every civil motion given the volume of judges' dockets in the Eastern District of Virginia. To that end, Judge Lauck imparted the importance of considering the standard for motions to dismiss under Rule 12(b)(6), noting that parties should only file motions in appropriate cases.

**“THE LOCAL BAR’S EXCELLENCE
AND DEDICATION TO
MENTORSHIP OF YOUNG
ATTORNEYS MAKES RICHMOND
A SPECIAL PLACE TO PRACTICE
LAW IN THE
COMMONWEALTH.”**

Judge Lauck encouraged attorneys to participate in the Pro Se Litigant Mediation Project, noting the benefits that participation provides to the court, the litigants, and the volunteer attorneys—particularly junior attorneys looking to gain experience in federal court settlement conferences. The Project addresses critical access to justice needs for pro se litigants and ensures that litigants understand the procedural hurdles of federal court and the true value of their case. Judge Lauck shared that she observed the benefit of the Project when she was a magistrate judge.

Finally, Judge Lauck encouraged attorneys to become and remain involved in civic organizations in the community. Judge Lauck serves on the Steering Committee of Just the Beginning, an organization dedicated to supporting under-resourced students in

developing leadership skills and introducing them to legal careers. Many of our Richmond Bar community leaders already participate. After the organization's successful inaugural year in the Greater Richmond area, Judge Lauck shared that the program shows the promise of growth and great support in the Richmond community.

The Honorable David J. Novak
*United States District Court for the
Eastern District of Virginia*

Judge Novak **commended the local bar and its members for their exceptional and impressive work over the past year. Judge Novak appreciates practitioners' respect for each other and their professionalism.** To that end, Judge Novak imparted the importance of Richmond attorneys' role as local counsel for matters where out-of-state attorneys appear pro hac vice. Consistent with Local Rule 83.1, Judge Novak requires that local counsel in the Eastern District of Virginia actively participate in all aspects of the case and instruct out-of-state counsel on local procedure and collegiality.

Judge Novak is generally setting trials seven months from the date of an initial pretrial conference, with limited exceptions depending on the circumstances of the case. The Court rarely bifurcates fact and expert witness discovery in its scheduling orders. However, upon the request of the parties or occasionally sua sponte, the Court may bifurcate the trial for the purposes of liability and damages, where appropriate.

Judge Novak addressed that counsel must closely review scheduling orders and be prepared to adhere to the procedures outlined by the Court. With respect to discovery disputes, like other judges in the district court, Judge Novak requires joint submissions addressing the precise nature of the dispute, efforts made to resolve the dispute, and a certification under Local Rule 37(E) signed by counsel for each party that they have met in person and conferred in good faith to resolve the dispute before involving the Court.

If the dispute cannot be resolved swiftly without court intervention, Judge Novak will appoint a special master and require the parties to bear the cost of the special master's fees.

Judge Novak does not use Local Rule 7(E) and typically will rule on any motion based on the papers. Judge Novak rarely permits hearings on any motions unless there is a particularly unusual circumstance or if the matter is uniquely complex. In such instances, parties may request a hearing, and the Court will consider the request. Judge Novak also will schedule telephonic hearings to conduct status conferences and to address scheduling issues, but not to rule on substantive motions.

Judge Novak thanks the Richmond Bar for its great work and looks forward to another successful year.

The Honorable Roderick C. Young
*United States District Court for the
Eastern District of Virginia*

Judge Young **continues to hold the Richmond Bar in high regard, noting that local attorneys remain well prepared, professional, and collegial.** He reported no meaningful trends of concern in either civil or criminal matters and emphasized that he sees no systemic issues in the Division.

Looking ahead, Judge Young noted that as senior judges reduce their caseloads and with soon-to-be Chief Judge Lauck taking on additional administrative responsibilities, he will see a significant increase in his own caseload. While this may affect the pace at which some matters progress, the Court remains committed to maintaining its high standards of efficiency and diligence.

Judge Young also encouraged lawyers to raise any special needs of a case at the Rule 16 conference, such as anticipated discovery burdens or unique timing issues. He is willing to accommodate reasonable requests at the outset, but once a trial date is entered, it is unlikely to be moved.

He additionally highlighted that his scheduling order contains specific requirements regarding the use of artificial intelligence in filings and urged practitioners to review those provisions carefully and use AI tools responsibly.

Regarding discovery, Judge Young reiterated his longstanding view that discovery disputes almost always should be resolved by the parties themselves. Drawing on his six years as a Magistrate Judge conducting hundreds of settlement conferences, he observed that only two matters during that period truly lacked a path to resolution. Likewise, he believes discovery disagreements nearly always have a workable solution if counsel meaningfully engage with one another and properly advise their clients. He does not refer discovery disputes to Magistrate Judges. In especially contentious situations, however, he will appoint a special master, reminding attorneys that the cost of such an appointment is borne by the parties and should be clearly communicated to clients and non-local counsel.

Ultimately, he underscored that attorneys must set clear expectations for their clients, as nearly all discovery disputes can and should be resolved without involving the Court.

Judge Young closed by expressing his continued **appreciation for the Richmond Bar's high-caliber practice and professionalism, which he regards as essential to the effective administration of justice in the Eastern District of Virginia.**

The Honorable Robert E. Payne
*United States District Court for the
Eastern District of Virginia*

Judge Payne praised the local Bar for its zealous advocacy, competence, professionalism, and collegiality. He observed that across its seats, the Eastern District of Virginia is fortunate to have attorneys who simultaneously exhibit collegiality and zealous advocacy for their clients, without allowing either value to detract from the other. In other words, **both the Bench and the Bar are grateful to have attorneys who simply "know how to do both [advocate and be collegial] at the same time."**

Judge Payne has observed a decrease in the overall volume of cases being filed (both civil and criminal) since the COVID-19 pandemic. He noted that the distribution of filings has remained largely the same, with two exceptions: (1) Patent litigation filings have decreased, whereas (2) Matters based on covenants not to compete have increased. The civil docket in the Richmond Division still largely consists of intellectual property cases, labor and employment matters, and cases filed under 42 USC § 1983.

Attorneys who appear for an initial pretrial conference should be well prepared and able to discuss the facts and legal issues presented.

THE 2026 RICHMOND BAR HOLIDAY COCKTAIL PARTY



Judge Payne uses the initial pretrial conference as an opportunity to learn about the case; not simply to discuss scheduling and other pro forma matters. Thus, attorneys are expected to know the facts of their case, realistically understand the damages they anticipate, and the material issues that may present themselves at trial. Attorneys are also expected to know and understand the Local Rules of Court.

Judge Payne noted that the Magistrate Judges in the Division continue to have a high degree of success resolving cases during settlement conferences. Nonetheless, attorneys remain encouraged to consider initiating settlement discussions in the early stages of the case, and asking for reference to a Magistrate Judge, (or if they prefer, retaining a third party neutral sooner rather than later), because often times, outcome certainty can be a great advantage to both plaintiffs and defendants.

When asked if he had any advice for attorneys in the early stages of their careers, Judge Payne encouraged young attorneys to consult with more experienced attorneys—whether they be coworkers, or members of the bar at large, because often times, this can afford younger attorneys the opportunity to draw upon years of experience they might not have otherwise had at their disposal.

The Richmond Bar Association is grateful to Judge Payne for taking the time to provide this guidance to members of the Bar.

The Honorable Henry E. Hudson

United States District Court for the Eastern District of Virginia

Judge Hudson again expressed **strong appreciation for the Richmond Bar, emphasizing its collegiality, professionalism, and consistently high quality of advocacy.** He noted in particular the essential contributions of the United States Attorney's Office, the Federal Public Defenders Office, and members of the Criminal Justice Act (CJA) panel, praising their preparation, judgment, and dedication.

He remarked that he “couldn’t do the job without them” and encouraged lawyers interested in CJA appointments to begin by taking smaller matters before the Magistrate Judges and to contact the Clerk’s Office for information about the application process.

Judge Hudson explained that, as of this fall, he has stopped taking new civil cases and is now handling only new criminal filings. For the civil matters that remain on his docket, he stressed the importance of continued cooperation among counsel. Judge Hudson underscored that parties must “meaningfully” meet and confer before presenting disputes to the Court. A cursory five-minute call is not sufficient. He expects lawyers to make a genuine effort to resolve differences before seeking judicial intervention. He observed that Richmond lawyers are typically very capable in this regard and credited the Bar’s professionalism for the low rate of discovery disputes reaching his chambers. He estimated that roughly ninety percent of discovery disputes are resolved by the lawyers themselves. He noted that out-of-town counsel are disproportionately more likely to bring discovery matters to the court, suggesting that meaningful involvement of local counsel in matters contributes to efficiency for both clients and the court.

Judge Hudson reiterated his openness to hearing from attorneys with procedural questions affecting matters before his chambers. He encouraged lawyers to call if they have uncertainties about issues such as courtesy copies, appearance expectations, or whether a client must attend a proceeding. He emphasized that chambers is always willing to clarify such matters to help cases run smoothly, though chambers cannot and will not provide legal advice to any parties.

For newer members of the Bar, Judge Hudson offered advice drawn from his own early career, including his time working as a bailiff and deputy clerk while attending law school at night. He emphasized the lasting value of observing experienced lawyers in court—watching how they examine witnesses, present arguments, and interact with judges and juries.

He encouraged young lawyers to make courtroom observation a regular practice. Outside the courtroom, he advised all practitioners to maintain consistent awareness of developments in the law, particularly decisions from the Fourth Circuit and the Supreme Court that may affect their practice.

Judge Hudson closed by reiterating his appreciation for the attorneys who appear before him and for the Richmond Bar's ongoing commitment to excellence. He noted that the professionalism of local practitioners continues to make his work rewarding and the administration of justice more efficient.

The Honorable John A. Gibney, Jr.

United States District Court for the Eastern District of Virginia

Judge Gibney again expressed his **appreciation for the Richmond Bar, noting that the collegiality, professionalism, and reliability of local lawyers continue to distinguish the district.** He emphasized the importance of these qualities as the Court enters a period of transition.

Judge Gibney stopped taking new civil cases in September 2025 and will stop taking new criminal matters in January 2026. He expects to wind down his active caseload by August 2026, after which he will no longer employ any law clerks. He made clear, however, that he will remain available to try cases as needed and noted in recent years his experience taking trial assignments in several of the North Carolina districts—an experience he greatly enjoys. He described these out-of-district trials as a valuable opportunity to remain engaged with courtroom practice while also supporting the judiciary where resources are strained.

He observed that, with his planned wind-down, Judge Hudson's cessation of new civil cases, and the additional administrative responsibilities Judge Lauck will assume upon becoming Chief Judge in December, the remaining judges in Richmond—especially Judges Novak and Young—will see a significant increase in their case burdens.

In this environment, the cooperation and efficiency of the local bar will be more important than ever. He stressed that the ability of lawyers to move cases forward and resolve disputes without court intervention will be essential to maintaining the District's longstanding reputation for effective docket management.

As in previous years, Judge Gibney remarked that discovery motions continue to arise disproportionately in cases steered by out-of-town lead counsel. He encouraged Richmond lawyers to ensure that their co-counsel understand the Court's expectations—collegiality, reasonableness, and genuine efforts to resolve disagreements before seeking judicial involvement. He noted that when lawyers follow those principles, discovery issues are resolved efficiently and rarely require court attention.

Judge Gibney also remarked on a recent instance in which an attorney's filing included an AI-generated "hallucination," which opposing counsel brought to the Court's attention. He urged practitioners to exercise discipline, skepticism, and rigorous review when using AI tools, emphasizing that lawyers remain fully responsible for the accuracy and integrity of their submissions. He cautioned that failure to do so can result in serious professional embarrassment to counsel and harm to their clients.

Judge Gibney concluded by reiterating how much he enjoys working with the Richmond Bar. He encouraged lawyers who identify procedural or practical challenges in his courtroom to share constructive feedback with chambers after their cases conclude. That dialogue, he noted, helps the Court continue to refine its practices and better serve litigants.

NEXT MONTH:

Hear from Bankruptcy Judges and Judges from the Richmond Circuit, General District, and Juvenile & Domestic Relations Courts!

The Honorable Mark R. Colombell

*United States District Court for the
Eastern District of Virginia*

In Judge Colombell’s view, one of the primary jobs and focuses of a magistrate judge is to assist the district court judges with the dockets, and one of the primary ways that they can do this is by handling consent cases. Consenting to a magistrate judge from the outset has several advantages. The parties will not have to shift gears at all moving from one judge to another—the magistrate judge will handle the Rule 16(b) conference and will then oversee the remainder of the case. All motions, rulings, and hearings will be before the same judge, with whom the parties will continue through the remainder of the case. Because the Richmond Division has two magistrate judges, consenting to a magistrate judge does not impact the parties’ ability to have a settlement conference. Judge Colombell will simply refer the matter for a settlement conference before Judge Speight, and vice versa.

Settlement conferences are another area in which magistrate judges play a significant role. There is a strong preference with both the district judges and the magistrate judges in the Richmond Division that settlement conferences occur in person, although accommodations may be made for remote appearances depending on the circumstances.



If an attorney is in a situation where he or she has difficulty with a client understanding the benefits of settlement vs. litigation, Judge Colombell would strongly suggest that an in-person settlement conference is the way to go, so that the judge can help the client understand and face the issues that they may be missing or refusing to face. Sitting across the table from one another can go a long way in getting cases resolved, and Judge Colombell will sometimes bring the parties together or the attorneys together on particular issues to try to get them resolved. Judge Colombell views settlement conferences as a beneficial problem-solving exercise and one of the few non-adversarial aspects of typical litigation.

The members of the Court are excited about Judge Lauck transitioning to become the Chief Judge of the Eastern District of Virginia at the beginning of 2026.

The Chief Judge is the primary liaison between the Eastern District and the Fourth Circuit, as well as serving as a primary point of contact for any issues that arise with any of the courthouses throughout the district.

Judge Colombell advises that Federal Court can appear to be intimidating given its formality and extensive rule structure, but litigants should be aware that, at the end of the day, the Federal Rules and Local Rules are their friends. They are not intended to be tripwires, but they are instead intended to help the process go smoothly. The only time that they become tripwires is if a litigant is unfamiliar with the Rules. Judge Colombell is pleased when he sees lawyers coming into court with a Rulebook under their arm and believes it is good practice to have the Rules handy and be thoroughly familiar with them.

Judge Colombell would further advise that, although the Richmond Division's cell phone policy has changed recently, attorneys should be cautioned that, while a judge is on the bench, phones should be put away and should not be used or pulled out unless permission is requested.

Judge Colombell continues to stress that the role of local counsel is not merely perfunctory but serves an important role in this Court. Local counsel's name and signature is on the pleadings and is responsibility for the content of all pleadings as though they had written the pleadings themselves. Local counsel should be familiar with all the pleadings and issues in the case and should be prepared to step in if necessary; there have been situations where proceedings have gone off the rails, and local counsel has been directed to step forward and address the judge directly at the bench regarding specific issues. The other responsibility of local counsel is to advise the attorneys with whom they are working of the expectations of the Court. The Court insists on professionalism and civility between attorneys and will not tolerate anything less than that.

Attorneys should be cautious against the use of AI technology when drafting pleadings. Several judges, including Judge Colombell, include language in their pretrial orders directing that parties identify when AI has been used and the extent to which it has been used in filed pleadings.

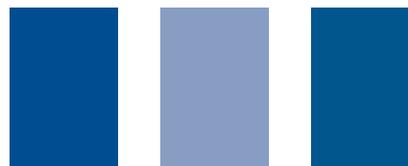
The court relies on the Richmond Bar and the candor of the members of the bar to the Court. The Richmond Bar has a deservedly stellar reputation, which is due in large part to the professionalism of the attorneys appearing before it. It takes a lifetime to build a reputation, and a second to destroy it, and no one wants to see the reputation of the Richmond Bar tarnished through the careless use of AI technology.

In Judge Colombell's eyes, one of the things that sets the Richmond Bar apart from others is its unique characteristics, due in part to the size of the Richmond Metro Area. It is large enough to have significant presence of large law firms, while small and mid-size firms are still able to thrive. It is small enough that attorneys can form personal relationships with opposing counsel, which helps create the culture in Richmond of civility and professionalism. You are going to litigate against the same attorneys again, and you are going to appear before the same judge again, so litigants must treat one another with that expectation.

Finally, Judge Colombell would stress that one of the true advantages of practicing before the Eastern District that certainty of knowing that when a judge sets a deadline or a trial date, the parties and attorneys, absent extraordinary circumstances, can expect those trial dates and deadlines to stay where they are. Judges do not put any demands on attorneys that they do not put on themselves and their own law clerks; they have to meet the same deadlines, and they expect nothing less from counsel.



Williams Mullen



THE FIRM STORY

Williams Mullen has long-standing roots in Richmond’s legal community. The firm was founded in 1909 in Richmond, Virginia, when attorneys Lewis C. Williams and James Mullen established a business-focused law practice. From that original Richmond office, the firm has grown into a full-service AmLaw 200 firm with more than 250 attorneys and offices across Virginia, North Carolina, and South Carolina. Richmond remains the firm’s headquarters and an important part of its identity.

THE MISSION OF THE FIRM →

Williams Mullen is a business law firm focused on helping clients achieve their objectives through practical, responsive, and collaborative legal advice. The firm’s “Finding Yes®” philosophy reflects an approach grounded in problem-solving and alignment with client goals, rather than simply identifying obstacles. That mission is reinforced by client service standards emphasizing responsiveness, clarity, fairness, and a genuine understanding of each client’s business.

WORKPLACE CULTURE

Williams Mullen’s culture is collaborative, transparent, and client-focused, with an entrepreneurial mindset. The firm is intentionally sized so that attorneys know and work closely with one another while still handling complex, sophisticated matters. Community involvement is also an important part of the culture. Attorneys and staff are encouraged to give back through pro bono work and civic engagement, and the firm actively supports those efforts across its footprint.

THE BEST THING ABOUT WORKING AT WILLIAMS MULLEN

The best part about working at Williams Mullen is the combination of meaningful work, early responsibility, and a genuinely collaborative environment. Associates are trusted with substantive work and client interaction early on, and lawyers at all levels work across practices to deliver practical, integrated solutions. There is a consistent focus on client value and responsiveness, along with real investment in professional development and firm culture. With a strong regional reputation and a collegial atmosphere, the firm offers a stable platform where attorneys can build practices, grow professionally, and stay engaged with both clients and their communities.

134
RICHMOND
ATTORNEYS

105
RBA
MEMBERS

The McCammon Group

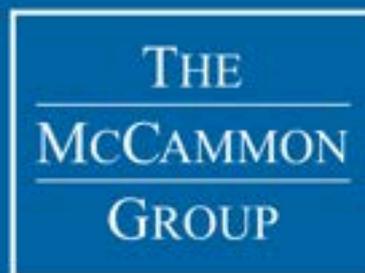
is pleased to announce our newest Neutral



Hon. Tracy C. Hudson (Ret.)

Former Chief Judge, 31st Judicial Circuit Court of Virginia, Prince William County

The Honorable Tracy C. Hudson recently retired after thirteen years of distinguished service for Prince William County. Judge Hudson served ten years on the Circuit Court, including one term as Chief Judge, following three years on the General District Court. Prior to his judicial service, he enjoyed a successful private practice focusing on civil litigation with an emphasis on family law, personal injury, wrongful death, product manufacturing and design liability, premises liability, construction defects, and automobile tort liability. He also served as a Commissioner in Chancery for Prince William County. Judge Hudson is a Past President of the Prince William County Bar Association and Founding Director of the Prince William Bar Foundation. He now brings this record of dedication and accomplishment to The McCammon Group to serve the alternative dispute resolution needs of lawyers and litigants throughout the Commonwealth and beyond.



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MEMBER HIGHLIGHT

NICHOLAS SIMOPOULOS SIMOPOULOS LAW

FAVORITE THING ABOUT PRACTICING IN RICHMOND?

Richmond is a small community, and practitioners encounter each other often and come to know each other well. This fosters closer and more productive relationships between opposing counsel and benefits clients. I strive to treat all counsel with respect because we share a community and I want it to be the best it can be, however small it is.

WHAT IS THE MOST REWARDING PART ABOUT YOUR CURRENT ROLE?

The most rewarding part about my current role is the opportunity to help employees and students who have unjustly lost their jobs or education. My clients are often suffering devastating losses. I find it personally rewarding to help these individuals regain their footing, arrive at solutions, and come out better in the end.



WHAT IS THE BEST ADVICE THAT YOU HAVE EVER RECEIVED?

“Never say or write anything that you wouldn’t want to see published on the front page of a newspaper.”

IF YOU COULD TELL YOUR LAW-STUDENT-SELF ONE THING, WHAT WOULD IT BE?

Stay honest, be passionate, and do good. Everything else will follow.

WHAT DOES YOUR PERFECT WEEKEND OFF LOOK LIKE?

On Saturday, I’d wake up early and go for a long run on the trails. Then, I’d have a beer with a friend at a local brewery. On Sunday, I’d have breakfast with my family at Galaxy Diner. Then, I’d teach my daughter Greek and otherwise laze around.

FAVORITE RICHMOND RESTAURANT?

The Stables at Belmont.



The Richmond Bar Association

Mentoring PROGRAM

About the Program

The goal of the RBA Mentoring Program is simple: to connect experienced attorneys with RBA members who are looking for guidance, perspective, and support as they build their careers.

Mentor/mentee matches will be made based on:

1. Practice area and focus
2. Years in practice
3. Mentee preferences (including, where possible, gender and practice focus)

Who Can Serve as a Mentor?

- RBA members with 8+ years in practice
- Attorneys interested in sharing knowledge, guidance, and perspective
- Mentors may elect to be paired with one or two mentees



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[Website](#)

MORE THAN AN ONLINE RESUME: HOW RICHMOND LAWYERS ARE ACTUALLY USING LINKEDIN

There are many hotly debated and misunderstood places on the Internet. One of those is LinkedIn. My wife, the daughter of an English teacher, always gripes, "Why is that person saying they have a 'personal update' when they are sharing a 'professional update!'" Besides her wordsmith analysis of certain posts, she is not alone in finding what occurs on LinkedIn to be at times mysterious.

According to the National Law Review, 48.5% of U.S. users access LinkedIn at least once a month. The lawyers amongst that group undoubtedly treat LinkedIn as an online resume that you must have just so people are able to Google your name and know you are a real person!

"RBA members who actively post on LinkedIn have enjoyed watching their communities grow and the opportunities that come with it."



William J. Egen
Virginia Commission on Youth

Will Egen is an attorney and senior policy analyst with the Virginia Commission on Youth, a bipartisan commission of the General Assembly. Through his work, Will has led statutory reforms in Virginia on foster care relief of custody and access by minors to a mental health facility for inpatient treatment. Will received his J.D. from the University of Mississippi School of Law and B.A. in political science from the University of Wisconsin-Madison. He has recently received recognition by being named to the 2023 Top 40 Under 40 in Style Weekly and as the 2024 Young Lawyer of the Year by the Richmond Bar Association.



A certain number of RBA member attorneys though use LinkedIn regularly and are building their own campfire communities that explore interesting case updates, discussions on work life balance, professionalism, practice expertise, and of course pet photos.

Growth origins around Covid

Back in the early days of the pandemic a lot of attorneys were looking for ways to stay connected with colleagues and clients they would have seen on a regular basis. Taylor Brewer, a partner at Moran Reeves Conn said that

when she started posting on LinkedIn, “I was brainstorming ways to stay connected with current clients and reach prospective clients from my makeshift basement office. LinkedIn has hugely transformed since 2020. At the time, most lawyers were sharing commentary from articles unique to their practice areas.” Similarly, [Miriam Fisher](#), owner at Airington Law who started using LinkedIn for her firm right before the onset of Covid, gave her brass tacks assessment that LinkedIn and social media marketing “is a very inexpensive and easy way to grow the network of your practice.”

But “each platform serves a slightly different purpose. LinkedIn is an important platform to connect with other professionals, including potential referral partners. For us, LinkedIn is more business-to-business than business-to-client,” said Fisher.

“Done is better than perfect.”

Authenticity

Whether using LinkedIn is a firm wide strategy or something that an attorney is undertaking on their own, one piece of advice that came through repeatedly is to be authentic. For Brewer she has found the most success with posts that blend personal and professional life. “Life as a lawyer can be heavy and it’s fun to share the moments of realness and humor.” Another type of authentic post for Brewer is where you discuss the causes you champion. “The single post on which I’ve received the most views was about an effort I started along with other leaders in the Virginia Association of Defense Attorneys and Virginia Trial Lawyers Association to increase pumping accommodations in courthouses throughout the Commonwealth.”

[Rachel Yates](#), Founder at Yates Appellate Law raised the issue of AI in her quest for authenticity. “Canned responses and AI-generated content are fine (many folks use them), but it isn’t YOU. I don’t outsource my LinkedIn posts because I like doing it and it wouldn’t feel authentic.”

Tricks of the Trade

A lot of time what holds people back from adding to the conversation on LinkedIn is the inertia of not posting, the feeling that you are writing your comments to the ether, and of course, that people will judge you.

Fisher gives advice “Done is better than perfect.” [Courtney Winston](#), attorney at Allen, Allen, Allen & Allen, highlights the importance of adding LinkedIn engagement to your regular habits. “You don’t have to post every day, and you don’t have to always post at the same time. But if you want the algorithm to reward you, you should post at least once a week and about different topics so that different people engage the post.” Winston has also found that it is effective to build a two-way street with her audience. She shared that, “recently I deposed an opposing party who hugged me before he left my office. When I posted about this to LinkedIn, I shared the story and asked people to share their perspective about taking an aggressive vs. gentle approach during deposition.” She added that “the comments were enlightening for me and also sparked dialogue between other people who commented on my original post.”

RBA LinkedIn Honor Role

Richmond area Judge most likely to hit the “congrats” button on your post:

The Hon. Richard Campbell.

Number of followers on the Richmond Bar Association’s LinkedIn page:

1,430

RBA member who gets the most comments on his fish catch photo posts:

John Merrick (probably).

Yates enjoys posting on appeals issues, what her firm specializes in, but notes that it has been valuable for engagement to talk about larger issues that impact others in the legal field such as her opinions on professionalism in the legal field.

John Merrick, a founder of Merrick Brock, PLLC, points to two actionable suggestions to undertake if you are having trouble getting those creative juices flowing about what to post on LinkedIn. “Document what you are already doing rather than try to manufacture content from scratch.” And, “if an idea for a post pops into your head, jot down a few notes in your phone to capture the idea; then reflect on it and create a post when you have time.”

Getting your name and expertise out there on LinkedIn is not tied solely to content creation, however. Brewer points out how it is useful to engage with others’ posts. “If you comment insightfully on someone’s post, that comment is visible to others and might gain you a follower whose interests align or, if you’re lucky, who needs you as their lawyer.”

Integrating LinkedIn into your wellness routine

Eyes will likely roll for some of you reading the suggestion that posting about yourself, your firm, or your musings could be considered a wellness practice, but stay with me. First, to address the obvious, many people go on LinkedIn only to promote themselves. If you are in the middle of a difficult project at work, it might be hard to see the proverbial professional version of lying on the beach staring back at you on your phone. Yates highlights this conundrum, “LinkedIn is a double-edged sword. It is a place where some professionals go to ‘humble brag,’ which can be annoying or make others feel alone or behind.” But adds that LinkedIn “can also be a great place to connect with like-minded professionals—or even professionals who are very different than you but you can learn something from. I’ve really enjoyed finding other appeals firm owners in other states and connecting with them!”

For Merrick, engaging in LinkedIn is about being a part of a community. “LinkedIn allows me to stay connected with local lawyers and what’s happening in our legal community, engage with attorneys in other states, and build meaningful professional relationships.”

Turn LinkedIn into career opportunities

But, if you post on LinkedIn, aren’t people going to bring it up to you at meetings or parties? Yes. And that is the point. RBA lawyers who use LinkedIn lean into those conversations. For Brewer, “I frequently receive questions about my LinkedIn presence from lawyers I do not know, and it becomes a conversation starter and relationship builder.” Yates goes even further, “I once got a referral from LinkedIn that turned into one of my favorite clients, so it can absolutely be helpful.” Similarly, Fisher has received speaking opportunities and referral partnerships from her use of LinkedIn.

RBA members who actively post on LinkedIn have enjoyed watching their communities grow and the opportunities that come with it. Even with those new opportunities, attorney users maintain a healthy perspective on the extent of LinkedIn use as a part of their work. As Merrick puts it, “I’m not on LinkedIn to change the world, brag, or present my opinions as the ‘correct’ ones. I’m there to build meaningful connections and remain visible.”

Special Thanks to Article Contributors



Rachel Yates



Taylor Brewer



Miriam Fisher



Courtney Winston



John Merrick

A high-angle photograph of a person's hands resting on a grey yoga mat. The mat is laid on a light-colored cork floor. The person's left hand is on the left side of the mat, and their right hand is on the right side. The right hand is wearing a black beaded bracelet. The person's arms are extended downwards, and their hands are flat on the mat. The background is a textured cork floor.

INTRODUCING...

THE RICHMOND BAR WELLNESS DOCKET

*A new feature in each issue of The Richmond Lawyer
Featuring insights from:*



***Taylor Steffan, JD, LCSW
Navigator Counseling***

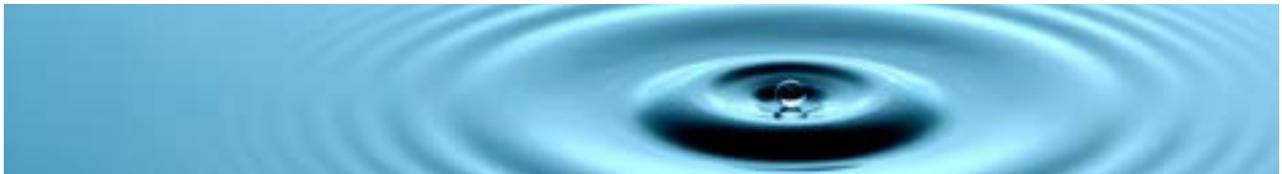


***Parke Sterling, LPC
Therapy for Men RVA***

BEING HUMAN AGAIN

Parke Sterling, LPC

If you feel like modern life wears you down in ways you cannot quite explain, you are not imagining it. We were not built for this pace, this environment, or this amount of constant noise. That does not mean modern life is bad or that we should run from it. But it is worth recognizing that we are animals living in an artificial world. Many of the ingredients that kept humans grounded and content for thousands of years are no longer built into our days. And a lot of us are feeling the effects of that.



One way to understand this is through what I call the emotional bank account. Some things withdraw from your system, some things deposit into it, and some things do both. Parenting is both. Work is both. Certain days the job fills you up. Certain days it drains you. If your withdrawals outweigh your deposits for long enough, your system runs in the red. You start feeling off, tired, irritated, or disconnected. The point is not to eliminate withdrawals. Life naturally contains plenty of them. The goal is to make sure you are adding enough deposits to keep the system running in the black.

For most of human history, those deposits came naturally. We spent our days moving, usually outside, surrounded by a small community of people we knew well. We ate real food that came from the earth. We had more leisure time than most people realize, and we spent it with others, telling stories, laughing, playing, or simply being together. Stillness was built into life because the world itself was quieter. And maybe most importantly, we had a clear role in the tribe, which gave us purpose and a sense of contribution.

I am not interested in romanticizing the past. It was not all ease. There was disease, the threat of war, and the possibility of starvation. Life was dangerous. But if we are talking strictly about contentment and emotional steadiness, it was probably easier to feel those things then than it is today.

Let me back up a bit. I am a mental health therapist who works mainly with stressed and anxious men. I hear the same line all the time: "I cannot put my finger on it. I have a good job, I am married, I have kids, a nice enough house in a nice enough neighborhood, I see a couple of buddies now and then, but something still feels off." My response is usually, "I get it. I know exactly what you mean." Because I do. I am living in the same world.

Almost without fail, every client who describes this believes it is a personal flaw instead of a reflection of the world we now live in. So now the thinking becomes, "Not only am I unhappy, but I'm defective for feeling this way." Meanwhile, everyone else looks like they've got it together. Looks can be deceiving.



We never question the playbook we inherited: get the good job, make the money, buy the house, build the family, and contentment will follow. And those things do matter. They are important. But they are not the whole picture. Several key pieces are missing.

It is one of those simple, not easy situations. The same elements that supported human contentment for thousands of years still support it today. Nothing about our biology has changed. What has changed is that we now have to seek these things out intentionally because modern life does not offer them automatically. Most of what actually helps us feel grounded cannot be monetized, so they are not pushed the way phones, screens, and upgrades are.

My two cents is this. Look at the list on the next page and think of it like a menu. You do not need to be perfect. Nobody is, including the therapists. You just need to be good enough on most of these days. Ask yourself one small question: What is one step I can take to bring a bit more of this into my life?

Here are the Big Five inputs in my opinion. These are the human equivalents of sunlight, water, nutrients, and good soil. When they are present, we tend to feel steady. When they are absent, we tend to feel off, no matter how good the rest of life looks on paper.

FIVE GROUNDING EXERCISES YOU CAN DO AT YOUR DESK

During hectic periods at work, stress can disrupt clear thinking. The following grounding exercises are quick and discreet to help you relax and refocus on your busiest days:

- 1. Box Breathing.** Inhale for a count of 5, hold for 5, exhale for 5, and pause for 5. Repeat 4-6 times. The rhythm cues your body to shift out of stress mode.
- 2. 5-4-3-2-1.** Check in with your senses to break the cycle of mental overdrive. Name 5 things you can see, 4 you can touch, 3 you can hear, 2 you can smell, and 1 you can taste.
- 3. Shoulder Drop.** Sit upright, tense your shoulders for 5 seconds, then let them drop as you exhale. Do this twice to undo the unconscious shoulder-hunch that comes with long hours in front of a screen.
- 4. Tactile Grounding.** Keep a small object like a stress ball or smooth stone within reach. Hold it for 10-15 seconds, noticing its texture, movement, and weight. Redirecting focus to the tactile can calm racing thoughts.
- 5. Body Scan.** To release accumulated tension, briefly squeeze then release each muscle group on your body. Start with your toes and work your way up. Don't forget your jaw!

Taylor Steffan, JD, LCSW

The Big Five: A Simple Menu for Human Well-Being

1. *Contribute*

- Contribute to a tribe larger than yourself. Coach a baseball team, join Habitat for Humanity, clean up the local river. Follow your interests.
- Take pride in your craft. Do not fall into autopilot.
- Show up for your community when they need you.

2. *Connect*

- Be intentional with family and friends. Set a monthly Sunday dinner or meet up with a friend or two on the last Thursday of each month.
- Say yes when invited. Stop defaulting to no.
- Look for micro-moments to connect. Amazon has stolen this from us. Pay attention to the human across from you at the grocery store, the post office, or your kid's practice.

3. *Eat. Move. Sleep. Sunlight. Breathe*

- Eat mostly real food that was grown or had a heartbeat.
- Move daily and often, even if briefly. Get creative by taking calls with a headset and walk outside.
- Protect your sleep. Cut the afternoon caffeine. Turn the screens off. Read before bed.
- Get as much sunlight as you can, even in small doses. 5 minutes is great, 10 is even better. Your body craves the stuff.
- Breathe lower in your belly, slow your out-breath, and make inhales and exhales similar in length. If you do this all day, you will eliminate 50% of your anxiety.

4. *Joy*

- Be playful again. Tell jokes. Shoot hoops. You do not have as much time as you think. Lighten up while you are still alive.
- Find something to laugh at every day. Be someone who is quick to laugh.
- Seek novelty. Take a new running route, try a new lunch spot, or do something out of the ordinary on your day off. Your hunter-gatherer brain loves new horizons. It gets depressed staring at the same four walls.

5. *Quiet*

- Find moments of stillness without your phone. Especially in the bathroom. As a society, we have to give that habit up...
 - Unplug the brain for a bit. Turn the podcast off, just for a minute, and follow your breathing. Feel your hands on the wheel, your foot on the pedals. Just for a moment, feel instead of think.
- Let "Smile. Breathe. Go a bit slower." be how you generally carry yourself.

Parke Sterling is a Licensed Professional Counselor in Richmond, Virginia, and the owner of Therapy for Men RVA, a practice that specializes in working mainly with stressed, anxious, and high-performing men. Learn more at www.richmondanxiety.com.



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PRO BONO BULLETIN

The Central Virginia legal community's guide to Pro Bono opportunities throughout the area.

This bulletin is made possible by the RBA Pro Bono Committee & the following Pro Bono Partners:

[Central Virginia Legal Aid Society](#)

[Legal Aid Justice Center](#)

[Greater Richmond Bar Foundation](#)

[University of Richmond School of Law](#)

[Virginia Poverty Law Center](#)

Virginia Free Legal Answers - American Bar Association

Who: Attorneys **When:** Any time **Where:** Virtual

ABA Free Legal Answers is a project of the American Bar Association's Standing Committee on Pro Bono and Public Service. The purpose of the website is to increase access to advice and information about non-criminal legal matters for those who cannot afford it. Attorneys eligible under certain criteria will be authorized to use the system and to respond to user's requests. You will only answer questions you choose to answer.

The Triage Project - Central VA Legal Aid Society & Greater Richmond Bar Foundation

Who: Attorneys **When:** Varies **Where:** Case dependent

This innovative Private Bar led pro bono project identifies "Triage Champions" in critical substantive law areas where CVLAS lacked the resources to provide full representation. These Triage Champions recruit and train like-minded pro bono volunteers to join their virtual law firms in their respective practice areas. Cases are managed on JusticeServer – a volunteer portal.

If you would like to volunteer for one of our Triage practice areas, please contact Lisa Bennett, CVLAS Triage Coordinator, at lisa@cvlas.org or Vera Thoms at admin@grbf.org.

Community Tax Law Project

Who: Attorneys, Accountants, Enrolled Agents **When:** Ongoing **Where:** Virtual

CTLP handles approximately 800 represented and brief advice cases each year. We have a critical need for volunteers to assist with our very large caseload. If you are interested in becoming a member of CTLP's Pro Bono Panel, please take a moment to complete the attached Pro Bono Survey for [attorneys](#) or [accountants and enrolled agents](#). For more information, please call (804) 358-5855 or email info@ctlp.org.

CancerLINC

Who: Attorneys **When:** Varies **Where:** Varies

CancerLINC is a local non-profit that LINC's cancer patients and their families to legal resources to solve the non-medical obstacles that arise with a cancer diagnosis. Common legal issues include: wills, trusts, uncontested guardianship & custody, public benefits denials, employment, housing & landlord/tenant issues, and bankruptcy.

Pro Bono Housing Unit - Legal Aid Justice Center

Who: Attorneys **When:** Varies **Where:** Virtual

As a volunteer for the LAJC Pro Bono Housing Unit, you will provide remote legal advice to low-income Richmond tenants at risk of eviction. LAJC provides trainings, sample pleadings, and manuals for volunteers. For more information, email Lauren King, Esq. at laurenking@justice4all.org.

Looking for more Pro Bono opportunities? Check out JusticeServer.org.

JusticeServer is a tool that enables attorneys to easily volunteer their time for pro bono cases from one or more legal services providers. And more importantly, it allows them to connect with clients in need of their legal expertise where they can have the greatest impact.

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