

JOURNAL

Newsletter of the Fairfax Bar Association www.fairfaxbar.org February/March 2012

The FBA Announces Staff Updates

Many changes have taken place at the Bar Association over the last few months. We are pleased to announce that Teresa A. Warkel has joined us as a part-time *Pro Bono* Assistant, Jana M. Sehrer was promoted to the position of Assistant Executive Director, and Larissa L. Williams was promoted to the position of MCLE/Special Events Coordinator.

Teresa Warkel is a graduate of the law school at the University of Minnesota. Her background includes six years of client service as a staff attorney in nonprofit legal aid, as well as recent experience as an immigration paralegal. Ms. Warkel focused on representing clients in family law matters, and assisted clients with social security disability, housing, and public benefit cases. She also helped manage a *pro bono* program, served on a task force regarding legal representation, and assisted in the preparation of grant applications.

Jana Sehrer was employed as the MCLE/Special Events Coordinator at the FBA in February 2009. She planned an average of 20 CLE seminars per year, the annual conventions, and various other events. Prior to her employment at the FBA, she worked as the Office Administrator/Event Coordinator at the Coalition of Service Industries (a lobbying firm in Washington, DC), and as the Financial Assistance & Accounts Receivable Administrator at the Jewish Community Center of Greater

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2011 *PRO BONO* AWARDS



The FBA is pleased to announce the 2011 *Pro Bono* Awards given by the Northern Virginia *Pro Bono* Law Center. Local legal professionals were honored for their service at the Annual State of the Judiciary Membership Luncheon held on December 8, 2011. During the presentation, Arlene Beckerman, Director of *Pro Bono* Activities said, "We appreciate all of the time and effort donated by our volunteers. The legal community gives of their time and talents to serve the neediest in our community, and, therefore, help to provide access to justice."

***PRO BONO* PARALEGAL OF THE YEAR—Regina J. Lee**

Regina Lee completed her studies at Northern Virginia Community College, obtaining an Associate Applied Science in the Paralegal Studies degree. Because of her continuing quest for knowledge, she returned to NOVA for additional courses.

From January 2011 to the present, Regina has volunteered through the Northern Virginia *Pro Bono* Law Center's Neighborhood Outreach Program. Each month, Regina has worked as a *Pro Bono* Paralegal at the Sacramento Neighborhood Resource Center on Route 1. The program provides free legal services to poverty and low-income clients in locations that are convenient and accessible for them. Often, these clients would have no other way of accessing legal help.

The Route 1 corridor historically has been underserved. The Neighborhood Resource Center provides a respite and a safe place for the neighborhood's residents and children, while offering necessary services, including *pro bono* legal help through the Northern Virginia *Pro Bono* Law Center.

Regina began by looking for opportunities to use her paralegal skills while serving others. She has grown into this position by not only assisting the lawyers with legal interviews, but by helping to coordinate the monthly sessions

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President's Column

by William P. Daly, Jr., Esq.

Halfway There

As I pass the halfway point of my term as President of the Fairfax Bar Association, I have had a chance to settle in to the day-to-day routine work of our Bar Association with the help of our Executive Director, Courtnie Norris, our new Assistant Executive Director, Jana Seherer, and the numerous Chairs and Vice-Chairs of our committees and sections found in a 2,000-member organization. Having been involved with the FBA for 20 years, I continue to be amazed at the hard work and dedication that I see from numerous attorneys who have little time to spare, but continue to find the time when asked to help. I see our members benefitting from our dedicated bench assisting us in our events, programs, and seminars, including the recent State of the Judiciary luncheon, our annual convention, our numerous CLEs and committees (including our three court committees), as well as benefitting from the Conciliation Program, the *Circuit Court Practice Manual* and other manuals, our networking efforts, and our affinity program. I also see our community benefitting from the programs ran by the FBA and the Fairfax Law Foundation, such as our court tour program for schools, Law Day, our Jazz for Justice and 5K Run for Justice fundraising events, *Pro Bono* services for the less fortunate, and Lawyer Referral Service.

One particularly rewarding experience I have had this year is working with a task force set up by the FBA to look into changes to our court dockets, and the workloads of the Clerk's offices, as affected by the expanded jurisdiction for our General District Court. The expanded jurisdiction has come at a time of an economic downturn and budgetary cuts, and has had an effect throughout our court system. As most of you know, General District Court jurisdiction has been expanded in three ways, with the first, and most visible, being the change in the jurisdictional limit in *Va. Code Section 16.1-77* from \$15,000 to \$25,000. This change has been some time in coming and the overwhelming feedback on the change is very positive on a number of fronts. A client recently took advantage of the change by filing a suit for \$23,000 that would have been harder to rationalize in the Circuit Court, given the costs and time frames.

The second most visible change in the expanded jurisdiction of the General District Court involves a broader range of protective orders that may be issued by the General District Court. In large part, they expand into more non-family matters. Chief Judge McDonough of the General District Court recently met with the FBA officers and General District Court Committee Chairs, John Kassabian and Vice-Chair David Hirsch, and reported that the number of preliminary protective order applications received by the General District Court the third quarter of 2011 was 191. The same period last year had only 36 such applications. The FBA task force will focus its efforts on how the increased workload can most efficiently and effectively be handled by the General District Court, the Circuit Court, and the Juvenile & Domestic Relations District Court working together. This process will benefit from the frequent periodic among our three chief judges, with the common goal of serving the public in the most efficient manner, while minimizing inconsistent results or unnecessary delays. For example, some of the new applications for protective orders may be considered non-familial under the statute, but still somewhat related to pending cases in Circuit Court or Juvenile & Domestic Relations District Court. As such, there are situations in which a General District Court Judge may believe that a



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The FBA Announces Staff Updates

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Pittsburgh. She received her MBA with a concentration in marketing from Chatham University in Pittsburgh, PA, and her B.S. in Public Relations from Ithaca College in Ithaca, NY.

Larissa Williams was employed as the Membership Coordinator of the Fairfax Bar Association in November 2010. Prior to her employment at the Bar, she served as a Public Relations & Event Planning Intern for MVD, Inc., in New York, NY. She graduated in May 2009 from Radford University with a Bachelor of Science degree in Communication. She is also currently working towards a Master of Arts degree in Public Relations through Webster University's online program.

If you have an opportunity, please stop by the office to meet and congratulate each of them. ■



Jana Sehrer



Larissa Williams



Teresa Warkel

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2011 *PRO BONO* AWARDS

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with the site and volunteer attorneys. Regina provides stability to the program by assisting each month while the attorneys rotate their attendance. Regina, because of her familiarity with the Center and types of problems presented, is of great assistance in helping to guide the attorneys in substantive areas that may not be familiar to them. She has researched client issues, gathered personal statistical information, assisted in referring clients to appropriate agencies, and worked through conference calls. Both the volunteer attorneys and the clients greatly value her involvement.

PRO BONO LAWYER OF THE YEAR—

Joseph W. Bolognesi, Esq.

Joe has been a member of the Virginia Bar since 1982. He started his legal career as a staff attorney for a federal regulatory agency, and left the government to enter private practice in 1984. He is presently a sole practitioner in Fairfax County with an office in Springfield.

Joe is active in ministries within the St. Ambrose Roman Catholic Parish and in the Catholic Diocese of Arlington. He served for a brief period as a member of the Human Rights Committee at the Northern Virginia Mental Health Institute.

Joe has been a steadfast volunteer at the Bailey's Crossroads Homeless Shelter for many years. Our records start in 2001, and he was involved even before that time. Joe regularly goes out to meet with clients at the homeless shelter, and serves those who are the most powerless in our society. Year after year, he has given up his evenings on a regular basis to provide legal advice and referral information to people who frequently have nowhere else to turn. Through all the years of service and dedication to those most in need, Joe has toiled quietly and, until now, without any public recognition of his work.

PRO BONO LAW FIRM OF THE YEAR—

Womble Carlyle Sandridge & Rice, LLP

Womble Carlyle has a long history of providing community service, dating back to its beginnings in the late 1800s. Consistent with the firm's long-term commitment to community service, there is an active *pro bono* program in each of their offices. The firm encourages its attorneys to fulfill their *pro bono* commitment by providing legal services to persons of limited means, or to organizations whose purpose it is to assist persons of limited means. At the core of this *pro bono* effort is the firm's belief that large law firms should be at the forefront of increasing access to legal services for the underprivileged.

Womble Carlyle had long been interested in expanding its *pro bono* efforts in the Northern Virginia area. When the firm

was approached by the Northern Virginia *Pro Bono* Law Center to partner with the Mason Small Business Development Center, their response was immediate and enthusiastic. Out of that groundwork came Project Thrive, which aims to help small business owners in Northern Virginia who have limited economic means address the legal challenges involved in setting up a new business. The program provides eligible entrepreneurs and business owners with legal advice, start-up documents, and other resources—free of charge—to get on the path to business success. The results of these efforts impact not only the individual entrepreneurs struggling to work their way out of low-income situations and become financially stable, but the success of each new business has a trickle-down effect throughout the community. These small businesses may provide needed and constructive services in their neighborhoods, but also they often provide jobs to others, thus increasing the number of people and families finding ways to improve their sometimes fragile incomes.

Typical projects have included preparing entity formation documents and assisting with the preparation of form contracts and agreements. Project Thrive assists with economic growth and employment in our area, while partnering with the Small Business Development Center to fill a gap in the services offered to their clientele.

JAMES KEITH PUBLIC SERVICE AWARD—

Raymond B. Benzinger, Esq.

This award is named after the Hon. James Keith who, after a lifetime of civic contributions, donated a dozen years during retirement to serve as an in-house *pro bono* attorney with our local legal aid. This award recognizes an attorney who has demonstrated a long-standing dedication to providing *pro bono* legal services. The 2011 award was presented to Raymond B. Benzinger.

Raymond Benzinger was born in Pittsburgh and relocated to Virginia after college. He obtained his J.D. and LL.M. at Georgetown Law School. He clerked for a federal judge, and then worked as a trial attorney at the Department of Justice. He became an Associate Professor at what was soon to become George Mason University School of Law. Raymond entered private practice in the early 1980s.

Raymond has been very active in local bar associations. In Arlington, he acted as Law Day Chair, Law School Relationship Coordinator, and served on the Courts and Judicial Selection Committees. He serves on the FBA's Circuit Court Committee, CLE Committee, and as a member of the Family Law Section.

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How David Bests Goliath in 2012

by Janet Kyle Altman

In the story of David and Goliath, the underdog beats a bigger, more experienced, and better-armed opponent with five smooth stones. David is nimble, and his tactics are unconventional. And though it's tempting to call him an outlier, according to political scientist Ivan Arreguín-Toft,¹ smaller and nimbler forces win all the time using unconventional and unexpected strategies.

The iPad provides a growing arsenal to the Davids of the legal profession. Its portability, ease of use, and innovative apps help solo practitioners and small to mid-sized firms beat larger and more powerful opponents all the time.

It's rare to walk into a courthouse these days without seeing an attorney scrolling through email or doing some quick research on his/her iPad. Many professionals have been drawn to the iPad's convenience for document sharing, email monitoring, and more. For lawyers whose practices span several counties or states, the iPad's portability is a tremendous advantage. Now apps are available which take the iPad beyond convenience to deliver tangible benefits. Here are a few examples.

1. Improve effectiveness in court, and cut costs

If it seems like jurors are less focused on your case than they used to be, it's not your imagination. Technology (first the Internet, now smartphones and tweets) has changed the way messages are delivered and absorbed. Your spellbinding oral argument about the breach of contract that damaged your client's widget distribution empire just doesn't deliver the volume of stimulation our brains have come to expect. Presenting evidence electronically has become virtually essential.

And if you thought it was only available for big budget matters, the news is excellent: the power of technology is now at the fingertips of any attorney, for any matter, using **TrialPad for iPad** for just \$89.99.

TrialPad lets you organize documents in case folders and annotate, highlight, and redact them for presentation to judge or jury. You can annotate the same document in different ways for different witnesses and save them as "HotDocs" for easy access. And if you need to redact or highlight something on the fly, it's not projected to the courtroom until you're ready. If you've ever wrestled presentation boards into a courthouse during a rainstorm, faced the exclusion of an important exhibit because one small section was inadmissible, or hauled towers of boxes to court in case you needed an additional document, this app is a game-changer.

2. Access files from anywhere, and improve efficiency

Dropbox is a must-have. It gives you instant access to your documents from your iPad, or pretty much any other device. Put case files, transcripts, or exhibits in your little piece of the cloud and they're at your fingertips. Files and transmission are encrypted. 2GB are free, and subscriptions up to 100GB are available for just \$19.99 a month, with a discount for annual subscriptions. You can even create shared folders so your associates, clients, and experts can add documents or see your annotations.

A number of blogs discuss and review iPad apps for lawyers. Check out:

- **Tablet Legal** by Josh Barrett
<http://www.tabletlegal.com/>
- **Legal iPad** by Niki Black
<http://legal-ipad.com/>
- **WalkingOffice** by Rob Dean
<http://www.walkingoffice.com/>
- **TechnoEsq** by Finis Price
<http://www.technoesq.com/>
- **iPad 4 Lawyers** by Tom Mighell
<http://ipad4lawyers.squarespace.com/>
- **iPhone J.D.** by Jeff Richardson
<http://www.wiphonejd.com/>
- **The Mac Lawyer** by Ben Stevens
<http://www.themaclawyer.com/>
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- **Court Technology and Trial Presentation** by Ted Brooks
<http://trial-technology.blogspot.com>
- **Macs in Law** by Brett Burney
<http://www.macsinlaw.com/>
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¹http://www.newyorker.com/reporting/2009/05/11/090511fa_fact_gladwell

Virginia Supreme Court Further Narrows Non-Compete Covenant Enforceability

By Thomas J. Flaherty, Employment Law Section Vice-Chair, and Rebecca Roche, Littler Mendelson P.C.

In *Home Paramount Pest Control Cos. v. Shaffer*, No. 101837, 2011 Va LEXIS 222 (Va. Nov. 4, 2011), the Supreme Court of Virginia ruled that a covenant not to compete was overbroad and unenforceable, even though it was identical to a covenant the Court had upheld 22 years earlier in *Paramount Termite Control Co. v. Rector*, 238 Va 171 (1989). *Shaffer* represents the culmination of 20 years of narrowing the enforceability of restrictive covenants in Virginia. In overruling *Paramount Termite*, the Court's ruling both confirms and reflects this major shift in the law governing non-compete covenants in Virginia.

Facts

While employed by Home Paramount Pest Control, Mr. Shaffer signed an employment agreement prohibiting him from "...engag[ing] directly or indirectly or concern[ing] himself...in any manner whatsoever in the carrying on or conducting the business of exterminating, pest control, termite control and/or fumigation services" in any city or county in which he worked for two years after separating from employment. After resigning from the company, and within the two-year period, he became employed by another pest control company and engaged in competing activities. The company filed suit to enforce the covenant.

Ruling

The Court recited the long-standing, general rule that non-competition agreements are enforceable in Virginia if they are narrowly drawn to protect the employer's legitimate business interests, not unduly burdensome on the employee's ability to earn a living, and not against public policy. After noting that the employer has the burden of proof on all of these elements, the Court applied its recent, more restrictive interpretation of the general rule.

Emphasizing that the restrictive covenant was not limited to preventing the former employee from engaging in activity that competes with the company, the Court found the blanket prohibition against working in any capacity for a competitor overbroad and unenforceable. The Court observed that it "bars [the former employee] from engaging even indirectly...in the pest control business," even as a stockholder in a public company with a pest control subsidiary. The Court rejected the company's argument that its ruling would invite the courts to contemplate "hypothetical job duties," noting that the company's failure to confine the "function element" of the non-compete provision to those activities in which it actually engaged required the company to prove its legitimate business interest in prohibiting the former employee from engaging in "all reasonably conceivable activities while employed by a competitor." In the Court's view, this provision was so overbroad that it could not be saved by the agreement's limited geographic scope and duration (two years). Thus, while observing that these elements are "considered together," the Court continued its recent practice of giving increased scrutiny and increased

weight to the scope of the "function element."

The Court expressly overruled its 1989 *Paramount Termite* decision, in which it had upheld a non-compete covenant identical to the one at issue in *Shaffer*. The Court noted that in the 20 years since it issued its ruling in that case, it had gradually refined the law, in cases such as *Blue Ridge Anesthesia & Critical Care v. Gidick*, 239 Va. 369 (1990), *Motion Control Sys. v. East*, 262 Va. 33 (2001), and, most recently, *Omniplex World Servs. Corp. v. U.S. Investigs. Servs.*, 270 Va. 246 (2005).

Significance

In the *Shaffer* decision, the Virginia Supreme Court has made it clear that a non-competition agreement with an overbroad "function element" will be deemed presumptively unreasonable and unenforceable, even if its duration and geographic scope are reasonable. Provisions that attempt to prohibit employees from directly or indirectly owning, managing, being employed by, or involved in any capacity with any business or entity that competes with, or is similar to the business of the employer, are now less likely to be enforceable. The Court distinguished its decisions enforcing non-competition provisions that are narrowly tailored to prohibit a former employee from performing competitive activity for a competitor—as the Court phrased it, "activity of the same type as that actually engaged in by the former employer." As an example, the Court pointed to language in the *Gidick* covenant "allowing the employee to 'work in the medical industry in some role which would not compete with the business' of the employer." The Court also recited with approval the language in the covenant in *Advanced Marine Enterprises v. PRC Inc.*, 256 Va. 106 (1998), which prohibited employees from " 'rendering competing services to' any customer of the employer for whom the employee had performed services during the period of his employment."

Shaffer does not necessarily end the judicial debate over restrictive covenants in Virginia. In characterizing the standard applied in its prior decision as "assess[ing] the function element...by determining whether the prohibited activity is of the same type as that actually engaged in by the former employer," the Court appears to focus less on the employee's specific prior job duties and more on the activities engaged in by the employer itself. Second, rather than finding the agreement here unenforceable *per se*, the Court noted that the company had the burden of proving "a legitimate business interest in such a sweeping prohibition." Conceivably, this leaves the door open for future review of a case involving a high-level executive or owner of a business. Finally, the Virginia Supreme Court had granted review in *BB&T Ins. Servs., Inc. v. Thomas Rutherford, Inc.*, 80 Va. Cir. 174 (2010), in which several important unfair competition issues were raised, including whether having a "blue-pencil" provision automatically renders a restrictive covenant invalid, but the appeal has now been withdrawn. ■

Keeping the Family Law Bar Informed

by Laurie Forbes, Esq., Family Law Section Vice-Chair

The FBA's Family Law Section presents a program each month from September through June, providing useful information to members, regardless of their level of experience in family law from newly-minted attorneys to those with several decades of practice. Judges from the Circuit Court and Juvenile & Domestic Relations District Court frequently participate in our programs, providing helpful insights from the bench.

One of our most well-attended programs is the "Meet the Law Clerks" session in November of each year, which is attended by all of the law clerks and several Circuit Court judges. The meeting facilitates error-free submission of support orders and required pleadings in uncontested divorce cases by providing check lists and lists of common mistakes made by family law practitioners in their court filings. It also affords an opportunity for judges and law clerks to answer questions and address concerns of the family law bar that entail recurring issues. This year, the popular November program was followed by an equally popular reception for the law clerks hosted by the Northern Virginia Chapter of the Virginia Women Attorneys Association.

Other recent programs have featured new initiatives in the Fairfax Circuit Court, pending family law legislation in the 2012 General Assembly, protective orders, an annual update on family law cases that was also presented at the annual judicial conference, the quadrennial review of child support guidelines, discovery issues, multi-jurisdictional family law practice, and tips for representing parties who are in same-sex relationships. As this issue goes to press, we are planning a program for February dealing with the intersection of family law and immigration law. All programs incorporate question-and-answer sessions and the chance for informal dialogue on the meeting topic among those in attendance and many reprise presentations and handouts from CLE programs (although not usually affording CLE credit for attendance at our meetings). In other words, membership in the Family Law Section is a real bargain!

The Family Law Section meets at 6:00 PM in the ground floor cafeteria of the Fairfax County Courthouse on the second Monday of each month, June through September. If the second Monday is a court holiday, the meeting is rescheduled, usually to the third Monday. ■

President's Column

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transfer is appropriate under given circumstances. Such transfer would be one of the issues broached by the task force as it proposes minor legislative tweaks to the statutes which expanded jurisdiction of the General District Court.

The third of the three ways that the General District Court has had expanded jurisdiction is in the covenants cases under the Virginia Condominium Act and the Virginia Property Owners' Association Act. The General District Court now has, for the first time, equity jurisdiction to order non-monetary relief, such as requiring a homeowner to comply with the covenants recorded in land records. This legislative change enables associations, in many cases, to obtain compliance with governing documents quickly and cost effectively, but may possibly subject the General District Court to cases that are better tried in Circuit Court. The task force will review options to propose changes that will be true to the legislative intent while assisting our three courts and the general public in having justice efficiently and effectively available for all.

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Former Homicide Detective Todd Troutner is pleased to announce to the Fairfax Bar Association the opening of his Private Investigation firm

BROADSIDE INVESTIGATIVE GROUP LLC

Prior to his career in law enforcement, Todd worked for years at several of the largest law firms in Washington D.C. as both a Paralegal and Analyst, so he understands the importance of providing quality and timely service to attorneys.

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Raymond is serving his third three-year term on the Virginia State Bar Council, and serves on the Virginia State Bar's Members Insurance Committee and the Special Committee on Bench-Bar Relations. He is also in his second term on the Mandatory Continuing Legal Education Board, where he was appointed by the Supreme Court of Virginia.

Raymond is a frequent conciliator both in Fairfax Circuit and Juvenile and Domestic Relations Courts, as well as in Prince William County's Juvenile and Domestic Relations Court. Raymond has a different approach to *pro bono* legal services than most. He has accepted numerous Guardian *ad Litem* appointments over the years, represented the interests of the wards, and then declined to submit a voucher for his time and work, thereby providing his services to the clients without any charge. He has been working without any fee in these cases for a long period of time not only in Fairfax, but in Arlington and Prince William Counties, as well. The last time he remembered submitting a voucher in a case where he served as Guardian *ad Litem* was in a matter where he had to fly to Arkansas as part of the investigation and had to advance the costs of airfare and car rental.

Raymond is proudest of having participated in 13 consecutive Christmas in April projects, which focus on renovating homes for low-income families, disabled persons, senior citizens, and others stricken by disaster. ■

How David Bests Goliath in 2012

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3. Get legal research on the fly, cost effectively

Legal Research apps abound, from familiar providers like Westlaw and LexisNexis to newer players focused on mobile access and powerful search tools. Your needs will drive your choices here, but check out **Fastcase**. The iPad app is free, and includes many of the benefits of their highly regarded web-based application, including cases and statutes from all 50 states and the federal government, and excellent search functions. Fastcase was voted #1 in Customer Satisfaction by *Law Technology News*.

4. Streamline practice management and client development

If you think practice management is just about keeping track of time and billing for existing clients, you're missing the boat. The lean, nimble law firm recognizes that tactics used in other industries can make the difference in business development. **My Real Practice** gets it: this app gives mobile access to contacts, matters, tasks, and billing tools. You get templates to create a website, and tools to monitor incoming prospective client leads. The basics are free and premium membership starts at \$29 setup, plus \$19 per month.

Advances in technology have always helped innovative small to mid-sized firms leapfrog larger firms that can be weighed down by bureaucracy and politics. The iPad is the best example yet, helping agile players improve productivity, cut costs, and deliver better results for clients. ■

Janet Kyle Altman is marketing principal with Lit Software, LLC, a joint venture of Kaufman, Rossin & Co., and Saurian Litigation Support. She can be reached at janet@litsoftware.com.

President's Column

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While this task force is one of the many groups of FBA members working on goals that the association has had for many years, it has been my pleasure to work on this project with input from four FBA committees: the General District Court, Juvenile & Domestic Relations District Court, and the Circuit Court Committees, together with the Legislative Committee. Special thanks go out to Chairs John Kassabian and David Hirsch of the General District Court Committee, Chris Costa of the Legislative Committee, and various members who have been drafting and reviewing proposed modifications, including Donna Banks, Rory Nugent, Jay Myerson, Doug Kay, and Pia Trigiani, the current Virginia Bar Association President. I also appreciate the significant time commitments provided by Al Bonin, Chair of the FBA Circuit Court Committee, and Donna Banks, Chair of the FBA Juvenile & Domestic Relations District Court Committee, for the assistance provided to the General District Court Committee in initially addressing these issues.

If anyone has any input that they believe would be of assistance to the task force, please feel free to contact me, Jay Myerson, our President-Elect, or John Kassabian, Chair of the FBA General District Court Committee.

As always, please free to contact me at 703-790-1911/

wdaly@reesbroome.com, or call our excellent staff at the FBA's main number 703-246-2740.

■

Put Your New Year's Resolutions Into Action

by Arlene Beckerman, Director of Pro Bono Activities

The Northern Virginia *Pro Bono* Law Center welcomes the help of those who want to give of themselves to those most in need. There is a wide range of programs for the attorney to consider becoming involved in, most of which require no prior training or experience. Becoming a volunteer is a win-win situation. There are benefits both to the attorney and the client. The attorney gains valuable experience and insights through hands-on experience. This is a way to learn and hone specific skills such as drafting pleadings, interviewing clients, or preparing documents.

The benefits to the clients are perhaps more obvious. Each person or organization is given access to legal expertise in order to improve their life or work. The impact on the client is magnified as the help extends beyond the person to the family, and to others involved in their lives. In these difficult financial times, the client base has greatly expanded and the need is staggering.

The projects include:

- **Wills on Wheels**
Attorneys work with low-income seniors and disabled persons in preparing end-of-life documents.
- **Neighborhood Outreach Program**
Clients at sites throughout the county meet individually with attorneys for legal advice and referral information.
- **Consumer, Employment, and Housing Panels**
Working with clients of Legal Services of Northern Virginia, attorneys provide advice and representation in these substantive areas.
- **Uncontested Divorce Panel**
Volunteers are trained to represent clients in obtaining an uncontested divorce.
- **Family Legal Assistance Project**
Lawyers take on contested family law matters for clients with issues including custody, divorce, and child support.
- **Custody Mediation**
Pro Bono lawyers and mediators attempt to resolve child custody matters, thereby eliminating the need for court intervention.
- **Nonprofit Legal Support Program**
Firms undertake representation of local nonprofits to assist with their internal legal issues.

Most of these programs have training and written material available. The Northern Virginia *Pro Bono* Law Center carries malpractice insurance to cover all of its volunteers.

There is a program to match the interests and needs of almost any attorney—become involved today. Visit our website at www.fairfaxlawfoundation.org under “Our Programs” or contact Arlene Beckerman, Director of *Pro Bono* Activities, abeckerman@fairfaxbar.org, or 703-246-3779 for further information. ■

NEW FBA MEMBERS

October 2011

Joseph Michael Barrier
 Jennifer Benchich
 Lauren Brice
 Scott Brooks
 Afsana Chowdhury
 Shaniqua Lashawn Clark
 Nicholas Joseph Dilenschneider
 Ann Drake
 Sakeena Farhath
 Kristyn Nicola Harrison
 Naveed S. Hasan
 John W. Holtzclaw
 Matthew Birch Kapuscinski
 Tamara King
 Daniel Tomas Crowe Lopez
 Jessica Ross Lopez
 Francis Massaro
 Danchai Mekadenaumporn
 Genevieve J. Miller
 Julie Nichols
 Paul George Parrell
 Jessica Perro
 Kevin Reese Pettrey
 Eugene W. Policastri
 Kabara Korth Praskavich
 John D. Primeau
 Michael Ralph Forenz Rocks
 Catherine Sakla
 Kathleen Denick Schmidt
 Nicholas Alfonso Serrano
 Nathaniel Gregory Sizemore
 Cara Rose Tucker
 Margaret Rose Vaughn
 Alison Renee Wills

November 2011

Benjamin T. Allen
 Michael Auton Araj
 Julie L. Arrington
 Jesse Howard Baker IV
 Jeffrey S. Beelaert
 Blake Donal Bitter
 Timothy Richard Bradley
 Robert Davis Brant
 Allen Reed Brooks
 Ethan M. Brown
 Edwin F. Bush
 Sean Matthew Carney
 Kieran O'Neill Carter
 Alireza Cheloei
 Sandra K. Drewniak
 Erin Fulleborn
 Thaddeus Furlong
 Daniel H. Goldman
 Tamika Chanelle Griffin
 Jennifer M. Guida
 Andrew Joseph Guzzo
 Lauren Hall
 Michael Edward Harriss
 Andrew Stephen Henson
 Bradley Wade Hines
 William Russell Hummel

November 2011 (continued)

Derek Ellsworth Karchner
 Emily Christine Kendall
 Whitney Lawrimore
 Sang Hun Lee
 Malini Manickavasagam
 Gina L. Marine
 Katherine McGregor
 Rebecca Melone
 Isaac Post
 Meena Rajan
 Nicole Rustin-Paschal
 Jessica Salmoiraghi
 Shawn Toomey Sheehy
 Navdeep Singh
 Jenna Marie Taylor
 Susan Lynn Truskey
 Alison Marie Mibale Villarivera
 Christianna Nicole Voegele
 Alexander Von Fricken
 Allison Michelle West
 William Butler Wolfsheimer, Jr.
 Merrill Francis Yu, Jr.

December 2011

Amr Adnan Ahmed
 Allison Airhart
 Sarah Lee Annear
 Brian Barnes
 Sudeb Basu
 Mitchell Calhoun
 Jessica Michelle Carter
 Patrick Chaing
 Mariah Bibb Fox
 Jason Caldwell Greaves
 Elise Ann Helgesen
 Timothy William Johnson
 Mary Stuart Landin
 Reid Allen MacHarg
 Caitlin McGill Rochford Mandel
 Rachel Carlyn Mathews
 Brittany Kathryn Mohler
 Aaron Douglas Morris
 Sebastian Marks Norton
 Seth James Bryan Obed
 Manish Pradhan
 Kavita Rani Puri
 Meredith M. Ralls
 Michelle Lynn Rifici
 Bradley Sarnell
 John G. Setter, Jr.
 Samantha Karyn Sledd
 Heather A. Strickland
 Stephen J. Whalen
 John Park-Abell Williams
 Joanna Katherine Wood
 Sarah Wu

January 2012

Bernadette Mary Donovan
 Mehnaz Ishrat Khan
 Crystal D. Ostrum

UPCOMING EVENTS/CLEs

February 7, 2012 (Tuesday)
**TECHNOLOGY IN FAIRFAX COURTROOMS:
 COME KICK OUR TIRES! CLE**
5:00 - 7:00 PM
 Fairfax County Courthouse, Courtroom 5J
 2.0 MCLE Credits *Approved*
 \$100 FBA Members/\$130 Non-Members

February 8, 2012 (Wednesday)
MOTIONS CONCILIATION PROGRAM CLE
5:00 - 7:00 PM
 Fairfax County Courthouse,
 4th Floor Jury Assembly Room
 2.0 MCLE Credits *Approved*
 FREE when participants agree to serve as conciliators
 for at least three available dates in 2012, or
 \$70/FBA Members and Non-Members if not
 volunteering to conciliate

February 16, 2012 (Thursday)
2012 ANNUAL DUI CLE
4:30 - 8:30 PM
 P.J. Skidoo's
 4.0 MCLE Credits *Approved*
 \$140 FBA Members/\$200 Non-Members

February 23, 2012 (Thursday)
THE IPAD FOR LAWYERS CLE
5:00 - 7:00 PM
 Fairfax County Courthouse—Courtroom 4J
 2.0 MCLE Credits *Pending*
 \$70 FBA Members/ \$100 Non-Members
 \$50 FBA Affiliate Members/
 \$480 Support Staff Non-Members

March 3, 2012 (Saturday)
BENCH BAR DINNER DANCE
 Sheraton Premiere
 8661 Leesburg Pike, Vienna, VA 22182
 6:30 PM Cocktail Reception & Wine Tasting
 8:00 PM Dinner & Dancing

March 22, 2012 (Thursday)
**FAMILY LAW ISSUES FOR THE BABY BOOMER
 GENERATION CLE**
4:00-7:00 PM
 Fairfax County Courthouse,
 4th Floor Jury Assembly Room
 3.0 MCLE Credits *Pending*
 \$105 FBA Attorney Members
 \$150 Attorney Non-Members

March 26, 2012 (Monday)
**YOU'RE A GAL—CAN YOU DO IT WELL? CLE:
 PROCEDURES FOR GUARDIAN AD LITEM FOR
 INCAPACITATED ADULTS**
4:00-7:00 PM
 Fairfax County Courthouse,
 4th Floor Jury Assembly Room
 3.0 MCLE Credits *Pending*
 \$105 FBA Attorney Members
 \$150 Attorney Non-Members

April 12, 2012 (Thursday)
**FORECLOSURE CLE: A ROADMAP TO THE
 COURTHOUSE STEPS AND BEYOND**
4:00-7:00 PM
 Fairfax County Courthouse,
 4th Floor Jury Assembly Room
 3.0 MCLE Credits *Pending*
 \$105 FBA Members/\$150 Non-Members

April 20, 2011 (Friday)
COMMISSIONER OF ACCOUNTS CLE
12:00-3:00 PM
 Fairfax County Courthouse,
 4th Floor Jury Assembly Room
 2.0 MCLE Credits *Pending*
 \$70 FBA Members/\$100 Non-Members ■

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ANNOUNCEMENTS

Glasser and Glasser, P.L.C., announced that **Jennifer L. Anthony** has joined the firm as an Associate Attorney, and that firm attorney **Michele S. Cumberland** was elected President of the Virginia Creditors' Bar Association. 580 E. Main Street, Suite 600, Norfolk, VA; 757-533-5555; Fax: 757-533-9009; mgroves@glasserlaw.com.

Andrew Kawel is pleased to announce the opening of **Kawel PLLC**. The firm's practice areas include appeals, collaborative practice, family law, and commercial litigation. Kawel PLLC is located on Capitol Hill, and represents clients throughout the DC Metro area. 300 New Jersey Ave., NW, Suite 9002, Washington, DC 20001; 202-695-3529; apkawel@kawellaw.com; www.kawellaw.com.

PACKAGE WITH A PURPOSE

The FBA Young Lawyers Section collected for Package with a Purpose to send items such as candy, dental items, toiletries, and other nonperishable products to our troops overseas. They were able to ship eight large boxes to Operation Shoebox, an organization that repackages the items into individual shoe boxes for soldiers.

In addition, the Young Lawyers Section received a donation of eight flat-rate boxes for shipment straight to the Middle East. These boxes were sent to Sgt. Keith Howse and his unit stationed in Afghanistan.

The Young Lawyers Section would like to thank the many people who donated to this cause. ■



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OFFICES FOR SALE

10470 ARMSTRONG STREET:

- Desirable end unit at Inns of Court at corner of Chain Bridge & Armstrong St, directly across from City Hall, 1 block to Courthouse
- 3,286 SF - 3-story all-brick townhouse office condo
- Well-designed: waiting room w/recep desk, 10 private offices, huge conf room, kitchen/breakroom, 2-zone HVAC, 2BA & storage
- Exterior signage allowed & plenty free parking

SALES PRICE—\$266.28 PSF (\$875,000)

LEASE RATE—\$18.50 PSF + util, cleaning & condo fee

4122 LEONARD DRIVE at Judicial Drive:

- Lawyers Row at corner of Judicial Dr & Leonard Dr directly across from Fairfax County Courthouse
- 3,300 SF - 3-story all-brick townhouse office condo
- Prof layout w/6 pvt offices, recep & 2 admin areas, conf room, 2BA, kitchen/breakroom, copy or file room, plenty storage space
- Exterior signage allowed & unassigned free parking

SALES PRICE—\$265 PSF (\$845,000)

LEASE RATE—\$19 PSF + util & cleaning (pro-rata expenses if divided)

OFFICES FOR LEASE

* **10623 Jones Street, 301A** (Red Maple Ct on Judicial Drive)
1,000 SF end unit 2nd floor w/recep/admin area, 3 windowed pvt offices, conf room w/windows & glass wall, BA, util closet, plenty parking, exterior signage. **\$1,450/mo + elec & cleaning.**

* **10605 Judicial Drive, Unit A2** (Lawyers Row on Judicial Dr)
2,318 SF 2-story TH-style office has new paint & carpet, recep area, 7 pvt offices, conf room, admin area, kitchenette, 2BA, closets, built-in bookcases, plenty parking, exterior signage allowed, copier & most furnishings convey. **\$18 PSF + elec & cleaning**

* **CALL OR VISIT OUR WEBSITE FOR MORE AVAILABLE SUITES**

• **Single-room Private Offices & Small Suites - On Chain Bridge Rd** across from Fairfax Courthouse. Individual private offices \$500 - \$750/ mo, full service; OR 2, 3 or 4-room suites \$1,100 - \$1,850/mo, full service. Some have shared use of common amenities: copier, fax & kitchen OR waiting area, conf room & kitchenette. Parking included. Exterior signage available. 1 - 5 yr lease terms.

Call for more details or to schedule a showing:

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March 3, 2012

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Vienna, VA

6:30 PM - Cocktail Reception & Wine Tasting
8:00 PM - Dinner & Dancing

