

JOURNAL

Newsletter of the Fairfax Bar Association www.fairfaxbar.org February/March/April 2020

ISLAND IN THE SUN Bench Bar Dinner Dance



see BBDD Sponsors on page 7

President's Column

By Luis A. Perez, Esq.



Recently I had the opportunity to attend the ABA National Conference of Bar Presidents held in Austin, Texas. It is at events like these that you appreciate the great work done by our Bar Association on behalf of our members, the legal system, and the community. During the conference I had the opportunity to meet other bar presidents with similar interests and exchange ideas regarding the different programs, activities, and events held by their bar associations to promote their mission. One of the main issues of discussion and concerns among bar presidents, especially voluntary bar associations like ours, was related to membership outreach and retention. I can proudly say that many bar presidents were surprised with our success in this area.

One of the reasons for such success is our efforts in getting young lawyers involved, and reaching out to newly admitted lawyers. The outstanding work of our Young Lawyers Section puts together many networking events where young lawyers can meet judges and other lawyers who can give them guidance and show them the value of bar membership and community work. The conference also was a great source of new ideas and information related to the new challenges and demands faced by bar associations regarding new technology, dissemination of information, demand for services, and changes in terms of meeting the needs of different generational groups.

As to local programs, I recently met with the bar presidents for Prince William County, Loudoun County, Arlington County, and Alexandria City to discuss ways in which we can work together for the benefit of our bar members, many of whom practice in the surrounding jurisdictions. As a result of our meeting, we decided to create a joint CLE Committee in order to put together an annual CLE on comparative rules and procedures followed by the courts of each jurisdiction. The idea is to have a CLE on the different rules and procedures of the Juvenile & Domestic Relations District Court one year, the General District Court the following year, and the Circuit Court the year after. Then, the process would begin again. This year we decided to start with a comparison of the practices and procedures of the Juvenile & Domestic Relations District Court in each jurisdiction. Fairfax will chair the joint committee this year with the expectation that the committee leadership will rotate every year among the jurisdictions.

Currently, we are working on an initiative to increase the membership and participation of public interest lawyers (e.g., commonwealth attorneys, public defenders, legal aid lawyers, and county attorneys) who perform a very important role and service to our legal system, but may not have the financial support that others have through their employer or organization. A committee has been formed for this purpose to be chaired by our Vice-President, Richard Gibbons. Hopefully I will report the recommendations of the committee in my next column.

On behalf of the Fairfax Bar Association, I want to congratulate Steve Descano on his election as the new Commonwealth Attorney for Fairfax County. We are currently planning to have a meeting between Mr. Descano and the Chairs of the FBA Criminal Section, the FBA General District Court Committee, the FBA Juvenile and Domestic Relations District Court Committee, and the FBA Circuit Court Committee to see how we can work together in terms of executing new polices, improving the processing of cases, and enhancing communication and coordination between the Commonwealth Attorney's Office and our criminal law practitioners. ■

FAIRFAX BAR JOURNAL

Official Newsletter of the
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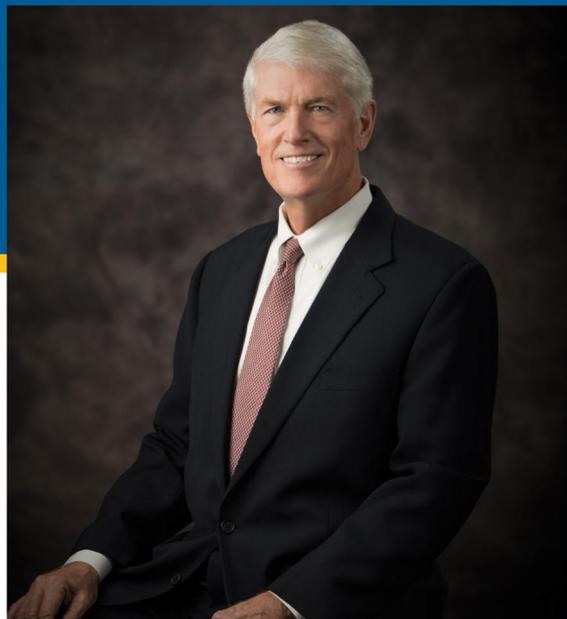
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The Honorable Nelson W. Rupp, Jr. recently retired after twenty-five years of dedicated judicial service, most recently as an Associate Judge of the Circuit Court for Montgomery County. Before his service on the bench, Judge Rupp enjoyed a successful law practice and was the leader of a civil litigation team representing individuals and businesses in a wide array of practice areas including professional liability, products liability, commercial litigation and personal injury. He has also served as an Assistant State's Attorney for Prince George's County, a Deputy State's Attorney for St. Mary's County, and a Senior Assistant State's Attorney for Montgomery County. Judge Rupp is a two-time recipient of the Outstanding Jurist Award from the Montgomery County Bar Association. He now brings this exceptional record of leadership and accomplishment to The McCammon Group to serve the mediation, arbitration, and special master needs of lawyers and litigants in Maryland, DC, and Virginia.

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Coronavirus: Tech Issues for Lawyers Working at Home

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

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The world is trying to deal with the coronavirus pandemic in a variety of ways. Controlling the spread of the deadly virus is at the top of the list. Travel is being restricted, and some countries have even closed their borders. The United States has been slow to react, but recent events have accelerated action by the federal government, states, and major corporations. Social distancing and maintaining clean hygiene practices are the normal mode of operation now. More and more businesses are asking their employees to stay at home where possible. Some are being commanded by civil authorities to have their employees work from home.

What does that mean for the practice of law? How will you meet with clients? Many firms have or will adopt a telework environment and allow their employees to work from home. Making the “working remotely decision” will have different consequences depending on your current capabilities and whether a plan is already in place. While we can’t cover all the possibilities and capabilities of every law firm, we’ll attempt to tackle some of the common considerations.

Equipment

Let’s start with a very basic item...the computer. Hopefully, everyone is already using a laptop as their main office machine. If not, expect some popular models of laptops to be in short supply. Worst case, you may have to find a Best Buy, Target, Walmart, etc. and see if you can purchase a consumer-grade machine. If you planned properly, laptop users are already configured for remote access. Perhaps now would be a good time to modify your infrastructure plans and budget for laptops and docking stations for those folks that need a mobility option.

Some firms are telling all employees to work from home. Believe it or not, people are picking up their work computers, monitors, keyboards and all other peripherals on their desk and taking them home. We can’t imagine the headaches the IT support people will have instructing a user to connect all the cords and devices up properly, not to mention configuring the desktop to connect to the home network. Our suggestion is to avoid taking desktops home and just deal with laptops and home machines. It will save a lot of headaches, wasted time, and support costs. Speaking of home machines...they bring a whole new set of problems and liability which we’ll address later.

If your employees are working from home (or other remote location) for an extended period of time, we recommend having an external monitor, full-size keyboard (wireless preferred) and mouse available. You will be much more productive with a full-sized keyboard and a larger screen. Another consideration is printing. Understand that you may need to help your employees configure their home printer (if they have one) to work with the firm’s computer. If they don’t need to print, so much the better. That should pretty much do it for the hardware requirements.

Workspace

If possible, designate a separate area as your work environment. The space should be away from the kitchen, living room, family room, or other active family areas. If you don’t have a desk available, you can always use a table for your work surface. As mentioned earlier, use an external monitor and full-sized keyboard to create a more comfortable, productive work environment. Consider positioning your work area so you have a view out of a window, if possible. The view will help when you have those periods of mental blocks. Working in a windowless area will make you feel like you’re in prison, which isn’t a good thing. Of course, maybe it was like that in the office!

Network Connectivity

Many of us have a home wireless network that can be used for our work-at-home environment. We recommend avoiding using your home wireless, especially if other family members are also working from home. Besides the security issues, connecting to the home wireless means you are competing for bandwidth with all the other connected devices. Now would be a good time to make sure your home wireless is protected with WPA2 encryption.

We suggest that you connect your computer directly to an Ethernet connection. You can purchase a long Ethernet patch cord if you are not too far away from your Internet router. Ideally, you would have a hard-wired Ethernet connection in your house (we do) for your home office. As an alternative, purchase a powerline Ethernet adapter. The adapter provides Ethernet connectivity utilizing the electrical wiring in your house. You plug one adapter in an electrical outlet near your router and a second adapter where you set up your computer. The TP-Link AV1000 Powerline Ethernet Adapter is an excellent choice and is around \$55 on Amazon.

Depending on your situation, you may need to get re-educated in how to use the hot spot capability of your smartphone. While the connection speed may be a little slower, it’s a more secure network than connecting to free Wi-Fi at a Starbucks, McDonald’s, etc. Our long standing recommendation has been to avoid any free Wi-Fi and use your hot spot, even if using a VPN. For the record, you shouldn’t be working at a public facility during these times anyway. The health risk is just too great, even if your locality/state permit it.

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Maze ransomware attacks have hit five small law firms in 2020

The ransomware takes law firm confidential data first (making it a data breach) and then encrypts the law firm's own data, threatening to publish the confidential information if a ransom payment isn't made. It is also making the names of its victims public for all to see – and in one case, client data has been publicly released, presumably because the victim law firm didn't pay.



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The American Bar Association Mid-Year Meeting Report

By Sandra L. Havrilak, Esq., Fairfax Bar Association's Delegate to the House of Delegates

I once again had the great pleasure of attending the American Bar Association mid-year meeting as a member of the House of Delegates. This year's ABA meeting was held February 12-18, 2020, in Austin, Texas, a beautiful city full of music, art, and food to satisfy any craving, from genuine Mexican cuisine and Tex-Mex to good old fashioned barbecue. The perfect weather was a great respite from the dreary gray of winter in Northern Virginia. The energy of this vibrant city extended even to those of us who spent our time in the all-day events of the House of Delegates meeting. All of the Resolutions presented are available online.

Some of the more notable Resolutions that were discussed by the House of Delegates were the following:

1. Multiple sections and Bar Associations together proposed resolution 10A which urges federal, state, local, territorial, and tribal governments to acknowledge and prioritize responding to the Missing and Murdered Indigenous Women (MMIW) crisis, and urged Congress to pass legislation (1) prioritizing national data collection and tribal access to that data; (2) developing inter-jurisdictional protocols; and (3) providing a holistic response. This resolution was approved.
2. [The Criminal Justice Section and Massachusetts Bar Association](#). These sections proposed resolution 10B urging federal, state, local, territorial, and tribal governments to examine existing policies on the use of lethal force against individuals during law enforcement encounters, such as investigative stops, arrests, and searches, in order to determine whether these policies should be modified to ensure that lethal force is only employed against individuals when necessary to protect officers or the public. This resolution was approved.
3. [Virgin Islands Bar Association](#). Resolution 10C supports interpreting the Citizenship Clause of the Fourteenth Amendment to the United States Constitution recognizing all persons born in the territories, possessions, and commonwealths of the United States, and are subject to the jurisdictions of the United States, as natural-born citizens. This resolution also urges the Judiciary to declare 8 U.S.C. § 1408(1) as unconstitutional in violation of the Citizenship Clause. The resolution was passed as amended.
4. [Bar Association of San Francisco, Section of Civil Rights and Social Justice, and Criminal Justice Section](#). Proposed resolution 10D, urging federal courts to interpret relationship of federal *habeas corpus* and federal civil rights law to permit an individual who is ineligible for federal *habeas corpus* relief to bring a civil rights claim pursuant to 42 U.S.C. § 1983 for civil rights violations associated with the criminal process leading to a criminal conviction. This resolution was approved as amended.
5. [Section of Intellectual Property](#).
 - a. Resolution 101A supports a rebuttal presumption of irreparable harm for purposes of preliminary or permanent injunctive relief in trademark infringement cases and supports amending Section 34 of the Lanham Act, 15 U.S.C. § 1116, to provide for such presumption. This resolution was approved.
 - b. Resolution 101B supports a right that would legally compel disclosure of Internet domain name registrant contact information, upon receipt of notice alleging a legitimate interest based on the registrant's violations of applicable laws relating to intellectual property protections. This resolution was also passed.
6. [Tort Trial and Insurance Practice Section](#).
 - a. Resolution 103B urges Congress to enact legislation to clarify and ensure that it does not constitute a federal crime for qualified lawyers to provide legal advice and services to clients regarding marijuana-related activities that are in compliance with state, territorial, and tribal law. This resolution was approved as revised.
 - b. Resolution 103C urges state, territorial, and federal courts to apply the modern incorporation doctrine standards to the Seventh Amendment to the Constitution of the United States and make its formulation of the fundamental right to trial by jury in civil cases applicable to all state and territories of the Union. This resolution was approved as amended.
 - c. Resolution 103D urges Congress to enact legislation to clarify and ensure that it shall not constitute a federal crime for banking and financial institutions to provide services to businesses and individuals, including attorneys, who receive compensation from the sale of state-legalized cannabis or who provide services to cannabis-related legitimate businesses acting in accordance with state, territorial, and tribal laws. This resolution was approved.
7. [Section of International Law, Section of Dispute Resolution](#). Resolution 104A urges all nations, including the United States, to become party to and implement the United Nations Convention on International Settlement Agreements Resulting from Mediation (also known as the Singapore Mediation Convention). This resolution was approved as revised.

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The Fairfax Bar Association is serving its members and the public by providing current updates on the ways COVID-19 is impacting the Northern Virginia legal community. Along with sending you regular emails, we keep our **News Center** updated with all the information you need to know.

For up-to-date information regarding the Fairfax County Courthouse's operating status, please visit us online at www.fairfaxbar.org.

APPLICATIONS SOUGHT FOR FBA JUDICIAL SCREENING COMMITTEE

The FBA Nominating Committee is soliciting applications for vacancies on the Judicial Screening Committee. You should not apply unless you are certain that you will be able to attend all the meetings of the Screening Committee and are willing to sign the acknowledgment that you understand the time commitment involved. Generally, the Screening Committee will have one organizational meeting and then meet, as needed, to interview candidates for any judicial vacancies. Judicial Screening Committee members and alternatives must agree not to serve on the FBA Screening Panel and any specialty bar screening panels simultaneously.

**Applications must be received by
4:00 PM Friday, May 8, 2020**

Please note, prior applications will NOT be considered.

The American Bar Association Mid-Year Report

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8. Section of International Law, Government and Public Section Lawyers Division, Tort Trial and Insurance Practice Section. Resolution 104B urges the U.S. federal government and other national governments, as well as multinational international organizations to amend existing laws or enact new enforceable laws, policies, and procedures that protect and provide for the health and well-being of Military Working Dogs, whether deployed in service, retained and trained by armed forces, or deployed to armed forces through contracts with governments. This resolution was approved as amended.
9. Standing Committee on Specialization. Resolution 105 grants reaccreditation to the Civil Trial Law program of the National Board of Trial Advocacy and the Estate Planning Law program of the National Association of Estate Planners & Councils, Estate Law Specialist Board, Inc. of Cleveland, OH. This resolution was approved.
10. Commission on Disability Rights. Resolution 106 urges Congress to amend the Air Carrier Access Act, 49 U.S.C. § 41705 (1986) to establish a private right of action and to provide equitable and punitive damages, as well as reasonable attorneys' fees, reasonable expert fees, and the costs of the action to plaintiffs who prevail in civil discrimination actions. This resolution was approved.
11. Standing Committee of Gun Violence, Criminal Justice Section, Section of Civil Rights and Social Justice.
 - a. Resolution 107A urges federal, state, local, territorial, and tribal governments to enact statutes, rules, and regulations that would make it unlawful for any person to transfer, sell, trade, give, transport, or deliver any unfinished firearm frame or receiver to any person (other than a licensed importer, licensed manufacturer, licensed dealer, or licensed collector) unless the unfinished frame or receiver is serialized in accordance with federal requirements for the serialization of firearms, the recipient passes a background check consistent with the federal requirements for a licensed dealer's transfer of a firearm, and records consistent with the federal record-keeping requirements for licensed firearm dealers are created and retained. This resolution was approved.
 - b. Resolution 107B urges federal, state, local, territorial, and tribal governments to enact statutes, rules, and regulations that would require any person seeking to purchase a firearm to apply for a permit from a designated law enforcement or public safety agency; that, at a minimum, the applicant apply in person, be fingerprinted, and be subject to a background and criminal records check, and prohibit the sale, delivery or transfer of a firearm to anyone who does not possess a valid permit. This resolution was approved.
 - c. Resolution 107C urges federal, state, local, territorial, and tribal governments to enact statutes, rules, and regulations that would define the requirements of safe storage of a firearm, require firearm owners to meet those requirements, promote safe storage education for firearm owners, and urge the federal government to incentivize safe storage programs within the states. This resolution was approved.
12. Standing Committee on Election Law, Section of Civil Rights and Social Justice, Standing Committee on Public Education, Section of State and Local Government Law, Law Student Division. Resolution 108 urges federal, state, local, territorial, and tribal governments to enact legislation that provides for voter preregistration for eligible 16-18-year-olds and that they be added to the voter roll upon reaching the legal age for voting; for high schools and colleges to provide students a meaningful opportunity to register and vote and to provide robust civics education to promote well-informed voting; and for governmental entities to appropriate sufficient funds to implement voter preregistration and civics education as called for by the resolution. This resolution was approved.
13. National Conference of Commissioners on Uniform State Laws.
 - a. Resolution 109A requests approval of the Uniform Electronic Wills Act as an appropriate Act for those states desiring to adopt specific substantive law suggested therein. This resolution was approved.
 - b. Resolution 109C requests approval of the Uniform Registration of Canadian Money Judgments Act as an appropriate Act for those states desiring to adopt the specific substantive law suggested therein. This resolution was approved.
14. Criminal Justice Section. Resolution 110 urges federal, state, local, territorial, and tribal governments to provide courts with discretion to allow defendants to remain released on bond, pending sentencing following a guilty plea or conviction as long as the court finds that the defendant is not likely to flee or pose a danger to the safety of any other person or the community if released, such as by amending 18 U.S.C. § 3143 or similar statutes in other jurisdictions. This resolution was approved as revised.
15. Section of Real Property Trust and Estate Law. Resolution 111 urges federal, state, local, territorial, and tribal governments and their respective agencies and departments, to protect real property interests, including common law trespass and privacy rights, with respect to any statute, ordinance, regulation, administrative rule, order, or guidance pertaining to the development and usage of unmanned aircraft systems over private property. This resolution was approved.

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Who Are Our Fellows?

By Julie Curran Gerock, Esq., Maddox & Gerock, P.C.

Over the last several months, I have written about the mission of the Fairfax Law Foundation, the important work of the Foundation, and about the Foundation's Society of Fellows. However, I have not introduced those who make up the Society of Fellows and who give of their valuable financial resources to allow the Foundation to continue to fund programs that promote equal justice through the Northern Virginia Pro Bono Law Center and the Conciliation program; that teach the rule of law through various law related education initiatives such as the Middle School Court Tour program and mock trials; and that otherwise impact the community at large through various services and programs.

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We give a special shout out to our newest Fellows, shown above in **bold**.

If you are interested in renewing your pledge or joining the Society of Fellows or know of someone in the legal or business community who would like to join a prestigious group of individuals and businesses who are committed to equal justice, public service, and law-related education, please feel free to contact me at jgerock@maddoxandgerock.com or 703-883-8035.

Save the Date! For those who are Fellows by January 31, 2021, we will be hosting a breakfast reception on April 22, 2021 from 8:00 - 9:30 AM to thank and honor them. More details to follow. ■

The American Bar Association Mid-Year Meeting Report

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16. [Section of Civil Rights and Social Justice, Coalition on Racial and Ethnic Justice, Commission on Disability Rights, Commission Hispanic Legal Rights and Responsibilities, Commission on Sexual Orientation and Gender Identity, National Conference of Specialized Court Judge, National Native American Bar Association, Section of State and Local Government Law](#). Resolution 112 urges federal, state, local, territorial, and tribal governments to enact legislation to remove voting barriers to Native American and Alaska Native voter registration and participation, and to establish measures to ensure protections for Native American and Alaska Native voting rights. This resolution was approved.
17. [Center for Human Rights](#). Resolution 113 encourages lawyers in all practice areas to use and promote technology-based platforms that facilitate the efficient, timely, and targeted matching of survivors of human trafficking who have legal needs with lawyers who have the requisite specialization and availability to meet those needs *pro bono*. This resolution was approved.
18. [Coalition on Racial and Ethnic Section of Civil Rights and Social Justice, Section of State and Local Government Law, Commission on Homelessness and Poverty, National Native American Bar Association](#). Resolution 114 urges federal, state, local, territorial, and tribal governments to enact legislation that allows for an individual to use an address other than a physical residential address for purposes of voter registration and urges the enactment of legislation on regulations that assign the voter to the precinct in which the person can be found, whether that location is expressed by a traditional address or description. This resolution was approved.
19. [Center for Innovation, Standing Committee on the Delivery of Legal Services, Standing Committee on Ethics and Professional Responsibility, Standing Committee on Professional Regulation, Standing Committee on Public Protection in the Provision of Legal Services](#). Resolution 115 encourages U.S. jurisdictions to consider adoption of regulatory innovation approaches to address the access of justice crisis in the United States. This resolution was approved as revised and amended.
20. [Commission on Domestic and Sexual Violence, Section of Civil Rights and Social Justice, National Native American Bar Association, National Conference Specialized Court Judges](#). Resolution 116 urges Congress to amend and reauthorize the Violence Against Women Act as reflected in H.R. 1585 (as passed) and S.2843 (as introduced), or similar legislation, that specifically provides funding to tribal governments and recognizes the inherent authority of American Indian and Alaska Native governments to prosecute non-indian perpetrators of crimes arising from gender-based violence, while ensuring that due process rights are protected as set forth in Section 234(c) of the Tribal Law and Order Act, Public Law 111-211. This resolution was approved.
21. [Commission on Immigration](#). Resolution 117 urges the federal government to maintain an asylum system that affords all persons seeking protection from persecution or torture access to counsel, due process, and full and fair adjudication that comports with U.S. and international law. This resolution was approved as revised.
22. [Section of State and Local Government Law Section of Science & Technology Law, Section of Civil Rights and Social Justice, Criminal Justice Senior Lawyers Division, Standing Committee on Election Law, Cybersecurity Legal Task Force](#). Resolution 118 urges the United States Congress to protect the security and integrity of U.S. federal elections by enacting legislation that authorizes and appropriates necessary funding for the National Institute of Standards and Technology. This resolution was approved.
23. [Young Lawyers Division](#). Resolution 119 urges federal, state, local, territorial, and tribal governments to appropriate and allocate funds to identify and address mental health problems experienced by youths as a result of racism, poverty, and living in high crime communities. This resolution was approved.
24. [House Committee on Credentials and Admissions](#). Resolution 200 requests for the California Lawyers Association and the North Carolina Bar Association receive primary state bar association status and require additional delegate seats in the House of Delegates. This resolution was approved. ■

Pro Bono Award Recipients Honored at Luncheon

By Arlene K. Beckerman, Esq., Director of Pro Bono Activities



Those who have made outstanding *pro bono* efforts in our community on behalf of those in need were recently honored at the Fairfax Bar Association's State of the Judiciary luncheon. Although all of the volunteers of the Northern Virginia *Pro Bono* Law Center have contributed valuable time and efforts to help others, these award winners were specially acknowledged for their efforts. Hon. Todd Petit, Chief Judge of the Fairfax Juvenile and Domestic Relations District Court, did the honors in presenting the awards.

This year, two lawyers were tied for the Northern Virginia *Pro Bono* Law Center's Lawyer of the Year. The first, Theodora Stringham, assists individuals, businesses, and organizations to grow successfully while minimizing liability. Despite her busy workload, Ms. Stringham is committed to serving the community through *pro bono*, and serves as a regular volunteer with the Northern Virginia *Pro Bono* Law Center's Neighborhood Outreach Program as well as the Employment Panel. Using her extensive litigation skills as well as her knowledge of employment law, Ms. Stringham donates her time to help others without access to legal services. Starting in 2015, Ms. Stringham contacted the Law Center to see how she could best assist. She attended trainings for both uncontested divorce representation, accepting a case immediately, as well as for the Neighborhood Outreach Program.

Despite changes in employment, she continued her *pro bono* work and became increasingly involved in giving back. She has regularly volunteered at various locations, including a homeless shelter, with the expectation of providing legal advice and referral information. However, Ms. Stringham has gone beyond the basic commitment to provide additional legal assistance following the initial client meetings. In addition, Ms. Stringham, using her employment law background, has regularly volunteered to assist low-income clients experiencing employment law problems. This is particularly valuable as only lawyers practicing in this field can provide employment law *pro bono* assistance, greatly limiting the number of potential volunteers.

The second *Pro Bono* Lawyer of the Year is Manuela Siragy, who is counsel in the Corporate Group of Crowell & Moring's Washington, D.C. office. She concentrates her practice on mergers and acquisitions involving government contractors and various other industries.

Even though her legal training and experience involves high level transactional work for corporations, Ms. Siragy has extended herself past her comfort zone in order to help poverty and low-income clients with a variety of civil legal problems. Ms. Siragy has been an active *pro bono* volunteer attorney for a number of years, both in Washington, D.C. and in Northern Virginia. As a member of the Virginia Bar and a Virginia resident, she is interested in championing an expansion of *pro bono* efforts in Virginia. So, for the past three years, Manuela has actively participated in the Northern Virginia *Pro Bono* Law Center's Neighborhood Outreach Program and has provided volunteer *pro bono* services at several locations, including the Herndon Neighborhood Resource Center, the Culmore Family Resource Center, Bailey's Crossroads Homeless Shelter as well as the Lorton Community Center. Since being trained for this program in 2016, Manuela has been a steady, dedicated and loyal volunteer. In 2019 alone, she volunteered to meet with clients at various sites on nine different occasions. Each time, she gives up her evening to go to locations throughout Fairfax County, meet with clients individually, and provide them with legal advice, that they would not otherwise be able to access.

The Northern Virginia *Pro Bono* Law Center's Law Firm of the Year award was presented to the partners of Taylor Huguley Powers, a law firm specializing in family law matters. The spirit of helping those in need runs throughout the work of the firm.

continued on next page

Pro Bono Award Recipients Honored at Luncheon

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Leigh Taylor has a long history of dedicating herself to helping those less fortunate. She has been an active volunteer with the Northern Virginia *Pro Bono* Law Center's Neighborhood Outreach Program since 2004, dedicating countless evening hours to providing legal advice to low-income clients at neighborhood sites, often speaking in Spanish. Leigh has the ability to focus on the issues presented by the client, and convey both compassion and professional advice. She has gone beyond the requirements of the program by continuing to assist clients after the interview, in order to make sure that their needs are being addressed. In 2006, Leigh was one of the original participants in the Domestic Violence Attorney of the Day program, donating at least one day per quarter representing petitioners in protective order cases, assisting clients at a time when they are the most vulnerable. In addition, Leigh has regularly represented poverty clients in uncontested divorce matters, usually taking on two to five cases per year.

Kim Huguley has been a zealous advocate for her family law clients for twenty years. Kim has been a long-term volunteer with various local groups and Bar activities. Kim has also made time for pro bono work. She has been an active volunteer with the Wills on Wheels program of the Northern Virginia *Pro Bono* Law Center since 2015. She has repeatedly given of herself with every client she helps. Kim has worked with low-income seniors at sites throughout the area, providing legal advice and end-of-life documents such as Wills, Powers of Attorney and Advance Medical Directives. Kim graciously and caringly deals with each senior and their individual situation to ensure that their planning needs are met. With each client and many sessions, Kim has helped craft solutions so that her clients obtain great peace of mind from knowing that their futures are in their own control.

Debra Powers has been devoted to representing clients in matters of family law throughout Northern Virginia for two decades. Debra has provided critical and timely legal assistance to victims of domestic violence through the Attorney of the Day program for many years. She donates one day every quarter to pursuing protective orders for those who have been abused and then need legal assistance to stay safe. She began taking *pro bono* domestic violence cases in 2007 and has never stopped. She is a consistent advocate for people who have been victimized and would otherwise be without help to navigate the legal system and secure their safety. She is valued as an important resource for those seeking help through this program.

The Fairfax Bar Association honored Joseph B. Dailey with this year's James Keith Public Service Award, given annually to someone with a long-standing dedication to *pro bono* work as well as public service. For his *pro bono* work for domestic violence victims seeking protective orders, Joe has been named to LSNV's 6.1 Society four years in a row and awarded a certificate of excellence from Legal Services of Northern Virginia in January 2017, October 2017, and October 2019. Virginia Business Legal Elite recognized his *pro bono* work in 2015 and 2016, and he received the Northern Virginia Harry Carrico *Pro Bono* Award in 2018. Joe has also participated in the LSNV attorney of the day steering committee, the Fairfax County Diversion First work group, and the Fairfax JDR transformation of juvenile justice work group. He is a member of the "Friends of Fairfax JDR" scholarship and charity fund.

Mr. Dailey volunteers with LSNV's *pro bono* protective order program, Attorney of the Day. Year after year, he makes a monthly commitment to provide free legal representation, often in contested trials, to low-income victims of domestic violence. Since joining the program, he has accepted approximately 70 *pro bono* protective order referrals and donated approximately 300 hours of work. He often accepts additional last-minute referrals and routinely mentors both staff and volunteers on cases. Year after year, Mr. Dailey is one of the program's top volunteers by accepting the most referrals and contributing the most *pro bono* hours. Additionally, Mr. Dailey promotes the program by offering to provide mentorship and support to both volunteer and staff attorneys. Many of the civil protective orders overlap with criminal cases, and his criminal expertise fills a gap in the experience of legal staff attorneys. Lastly, Joe Dailey regularly attends the FBA Juvenile Court committee meetings, where he promotes the program and invites new volunteers to shadow him in court.

Mr. Dailey served as a volunteer defense attorney from 2006-2012. In this role, he assisted the Drug Court Committee helping juvenile clients through the drug court program. Since 2011, Joe Dailey served as a member of the Fairfax Bar Association's Judicial Task Force and as such, received endorsements from attorneys, arranged trips to Richmond, and kept track of each member of the State Senate and House of Representatives to represent the needs of all our courts, not just Juvenile and Domestic Relations Court.

All of the award winners have demonstrated that remarkable work can be done by those with the will and determination to help others, using their legal skills. ■

COURT NEWS & ANNOUNCEMENTS

FAIRFAX COURT APPROVES NEW FORM (CCR C-25)

The Circuit Court has approved a new form (CCR C-25) for use when a defendant post-sentencing, is to be transferred to a therapeutic program, either immediately or at the conclusion of an active sentence. The form's purpose is to make sure an inmate is actually transferred as intended and it provides a way for the Sheriff to confirm and approve the entity or person carrying out the transfer. Also, the form identifies the lawyer to contact, in addition to District 29 and the Clerk's Office, if the inmate is not transferred as intended.

On the sentencing date, this form must be fully completed, endorsed, and submitted to the sentencing judge for entry. The form will then be associated with the jail card for transmission to inmate records. While it is preferable for counsel to use the link so that it can be typed, there will be forms available in the courtrooms.

This form resulted from a Sheriff's request and after collaborative consultation with the Office of the Commonwealth Attorney, the Office of the Public Defender, the Office of the Sheriff, District 29 Probation and Parole, and the Circuit Court Clerk's Office.

The form can be found at

<https://www.fairfaxcounty.gov/circuit/sites/circuit/files/assets/documents/pdf/bed-to-bed-order.pdf>.

COURT-APPOINTED ATTORNEY TRAINING VIDEOS NOW AVAILABLE!

Videos of the three court-appointed attorney training sessions presented in January, March, and April 2018 are now available for viewing by attorneys who did not attend the 2018 training presented by the Fairfax County Juvenile and Domestic Relations District Court (JDRDC).

The 2018 training addressed the practices and procedures associated with the representation, as JDRDC counsel, of adults and juveniles in civil, criminal, and delinquency proceedings.

Additional information about the training videos or the requirements for serving as JDRDC court-appointed counsel can be obtained by contacting Judge Janine M. Saxe (janine.saxe@fairfaxcounty.gov).

CIRCUIT COURT ANNOUNCES ANNE M. HEISHMAN AS COMMISSIONER OF ACCOUNTS

The Circuit Court hereby announces the selection of Anne M. Heishman as Commissioner of Accounts for the Circuit Court of Fairfax County. Ms. Heishman will take office on July 1, 2020 upon the retirement of current Commissioner of Accounts, John H. Rust, Jr.

Ms. Heishman is presently a partner at the law firm of Dingman Labowitz, PC, with a practice focusing on guardianships, conservatorships, estate administration, and contested fiduciary matters. She also has served for a number of years as a guardian ad litem for incapacitated adults, and appears regularly before the Northern Virginia Commissioners of Account and Circuit Courts on guardianship and fiduciary matters. Ms. Heishman is a 1995 graduate of James Madison University and a 2003 graduate of George Mason University School of Law. She began her legal career as a law clerk to the Hon. Michael P. McWeeny in the Circuit Court of Fairfax County. In addition to her law practice, Ms. Heishman has lectured on issues related to divorce and incapacity and guardianship at continuing legal education seminars and has served as a facilitator for the Virginia Academy of Elder Law Attorneys' UnProgram. "I am gratified and honored by my selection as the next Commissioner of Accounts," said Ms. Heishman. "It is my great privilege to succeed Commissioner Rust, whose outstanding and dedicated efforts revitalized the office. I look forward to serving the Court and ensuring the efficient proper handling of fiduciary matters."

Mr. Rust was appointed Commissioner of Accounts on January 31, 2006 and has served in that position for the past 14 years. The Judges of the Circuit Court of Fairfax County expressed their deep appreciation for Mr. Rust's many years of dedicated and outstanding service to the Circuit Court and the people of Fairfax County. Chief Judge Bruce D. White said the following: "Jack Rust has served the Court and our community with distinction and honor and although his frequent presence in the courthouse will be missed, we are confident that Ms. Heishman will uphold the high standard of integrity and service that Mr. Rust has shown during his years of service." Mr. Rust completes his service as Commissioner of Accounts on June 30, 2020. ■

Coronavirus: Tech Issues for Lawyers Working at Home

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Remote Access Software

There are a lot of choices for provisioning remote access. Many firms will already have a VPN (Virtual Private Network) available. Make sure you check the licensing and capacity for your VPN implementation. If your entire firm is working remotely using a VPN, there may not be enough capacity at your office to handle the load. Check with your IT personnel to see if there are any limitations with using a VPN. It's probably a good idea to refresh the procedure for using the VPN with those that will be connecting remotely, especially if they don't regularly access the firm's network with the VPN.

While we're talking about VPNs, not all VPNs are created equal. As organizations increase the use of VPNs for working at home, more vulnerabilities are being discovered. The bad guys are shifting focus to target VPNs since they know so many more users will be remote during the pandemic. In addition, make sure the latest Windows security updates and patches are installed. It goes without saying that you should be using MFA (multi-factor authentication) for your VPN and any other remote access solutions. Have your IT support personnel review AA20 073A: Enterprise VPN Security (<https://www.us-cert.gov/ncas/alerts/aa20-073a>) from CISA for technical details about using and securing VPNs as a result of the COVID-19 pandemic.

Without getting too much in the weeds, there is a concept with VPNs called split tunneling. Basically, you configure the VPN to route desired traffic through a specific encrypted tunnel. As an example, one tunnel would be configured to send work traffic to your office, and a second tunnel would be for all other internet traffic. This helps reduce the bandwidth requirements at your office as only traffic destined for the firm's network would be coming in. Normally, you would not be implementing split tunneling for a variety of reasons, but now may be the time to change the configuration to allow more capacity since there will be a lot more work-at-home employees.

Some firms will want to enable the Remote Desktop Protocol to connect to their office computers. Words of caution – there is a reason the Remote Desktop Protocol is disabled by default on Windows computers. Generally, it's not recommended to expose your firm's computer(s) to the internet using Remote Desktop Protocol. Larger firms with Terminal Services have controls in place to safely use the Remote Desktop Protocol.

Another alternative is to use a remote-control solution such as LogMeIn. Many of our clients already have LogMeIn licenses available as part of the desktop monitoring solution that we deploy. If you use a remote-control solution, you will have to leave your office computer turned on at all times.

Larger firms may already have a remote access solution such as Citrix or Microsoft Terminal Services. As previously stated, make sure you have sufficient licenses and bandwidth for all the intended connections, and you have configured MFA for both Citrix and Microsoft terminal server.

Using Home Computers

We understand that not everyone is using laptops as their primary work computer and law firms don't want to spend the money to purchase laptops for remote employees. Many firms want their employees to use their home computers to work remotely. Understand that there are a LOT of issues and concerns when you decide to allow a home computer to connect to the firm network even if you are using a VPN.

The obvious concern is security. The firm doesn't own or control the home machine. You really don't know what security software may be installed or if the computer is fully patched with the latest updates. The reality is that many solo and small firm lawyers will be using home computers to connect to the office.

One of the first considerations is to determine what you will do about the security software on the home machines. Will you allow employees to use their personal security software and enforce it through policy? We would suggest a better approach is to extend your law firm's licensing to the home machines. In other words, make the home machines part of the centrally managed endpoint security system that already exists for the office. Such an approach may not be economically feasible, depending on your size and licensing terms. If you are using an MSP (managed service provider) for your IT needs, you should be able to add licenses on a monthly basis instead of paying an annual fee for each seat, which could get pretty expensive.

Do the employees have the necessary software on their home computers? At this point, you are probably rethinking the options for using cloud services. If you subscribe to Office 365, users could use Office in the cloud or possibly install Office on their home computer. If you use a VPN to connect, does the employee already have the appropriate software installed and configured? Bottom line...you will need to assess what capabilities will be required for your work-at-home employees and address any gaps that may exist.

Another challenge with home machines is the mixing of business and pleasure. Make sure you understand any applicable data protection laws (e.g., GDPR). Using a home computer puts you at risk for exposing client confidential data. It would be a nightmare if you inadvertently shared confidential data using your personal social media account. If you do use your home computer for work, try to limit (or ban) family members, especially children, from using the machine. Family members may be duped into downloading malware that compromises your computer and may transfer to your firm's network.

continued next page

Telephone and Mail

Don't forget to address how you will handle telephone calls, especially those inbound from current or potential clients. If you have traditional phone lines, don't forget to forward the firm's number(s) to a number that you will be using to answer calls prior to closing the office. If you are not going to forward the number, have a message for callers to advise what number to call and how best to reach you.

The situation is so much better if you have VoIP phones. You should be able to just take your VoIP phone home, connect it to your home network, and it will ring just like it was sitting on your desk. As an alternative, you may have a soft phone available, where you install software on your computer to emulate your desk phone. You would then use your computer sound and microphone (or headset) to answer and make calls.

Don't forget about mail deliveries. Will the post office deliver mail if your office is closed? You may have to have the mail held at the post office or have the mail delivered to an alternate address. Once you've decided where the mail will end up, someone needs to handle it. The mail should be scanned (converted to electronic form) and sent to the appropriate person. Obviously, you'll need a scanner. You may be able to use your copier as a scanner if you don't have a separate scanner. An alternative is to use a scanning app for your smartphone.

Video Conferencing

Instead of face-to-face meetings, many law firms are utilizing some sort of video conferencing capability. There are a lot of choices out there to connect with people visually. As a result of the coronavirus situation, many companies are allowing temporary free usage. As an example, Microsoft is offering free usage of Teams for up to six months. Office 365 subscribers already have Teams included, but we're sure not all your clients are using Office 365.

Zoom is a very popular video conferencing solution. There is a free version that can host up to 100 participants. The company has lifted the 40-minute time restriction for the free version. The Pro version is an affordable \$15/month. Of course, many larger firms already have enterprise accounts for services such as GoToMeeting or Webex, to name a couple.

To state the obvious, you will need some sort of camera to participate in a video conference call. Most modern-day laptops are equipped with a webcam for video calls. You could even use your iPad or smartphone with some of the video conferencing apps. Another consideration is sound. The built-in microphones for laptops or phones don't sound particularly good if you are on the receiving end. Consider using a headset (with microphone) or earbuds. You'll be able to hear better, and so will all the other participants.

Don't forget where you physically sit during the video conference. If your back is to an open window, the brightness may make you difficult to see. Objects behind you may be distracting too. Think about what the person on the other end is seeing. Be cognizant of those around you too. Family members may be able to hear you discussing confidential information even if you are wearing a headset.

Finally, remember the recommendation to connect your computer to a wired Ethernet port? Utilizing Ethernet will significantly improve the stability of your connection during your video conferencing call. The last thing you want is choppy video or garbled audio when you are working with a client or other counsel.

Cloud to the Rescue

Is it too late to move to the cloud? Not in our opinion. Putting your client's confidential information in the cloud brings different considerations for security. How does the cloud provider protect your data from unauthorized access? Will you need to encrypt the data before you use the cloud service? There are so many great tools available to enhance your law practice.

Cloud-based practice management is a good place to start. We've already mentioned Office 365 for your productivity software. There are options for document management and document assembly in the cloud too. Backups are critical for surviving a ransomware attack. We've always recommended having a local backup and additional encrypted versions stored in the cloud too.

If you are not currently in the cloud, it's probably not a good time to take your critical business functions and move them to the cloud during the current pandemic. However, we're sure you can see the value of using cloud services for any future disaster that may come along.

Opportunity Knocks

The cybercriminals never miss an opportunity to profit from a disaster. The coronavirus pandemic is no different. The goal is to target people searching for information about the virus and infect them with malware. Thousands of domain names have suddenly been registered to host malicious websites. The bad guys know that a lot of people are now working from home, and they have initiated campaigns targeting those remote users. Be particularly vigilant concerning requests to reset your password, even if the email looks like it is valid.

UPCOMING EVENTS/CLEs

FRIDAY, AUGUST 28, 2020

(Rescheduled from original date)

20TH ANNUAL SPRING GOLF TOURNAMENT

11:30 AM - UNTIL

Heritage Hunt Golf & Country Club

6901 Arthur Hills Drive, Gainesville, VA 20155

\$175 Per Person

Includes:

Greens Fees, Cart, Boxed Lunch, Buffet Dinner, and Prizes

Sponsorships Available!

THURSDAY, OCTOBER 1, 2020

DIVORCE & GAL CLE

4:30 - 7:30 PM

3.0 MCLE (1.0 Ethics) Credits *Pending*

\$105 FBA Attorney Members; \$150 Attorney Non-Members

\$75 FBA YLS Members; \$120 YLS Non-Members

FRIDAY, OCTOBER 2, 2020

SUPPORT STAFF ORIENTATION PROGRAM

1:30 - 5:30 PM

\$30 Per Person

WEDNESDAY, OCTOBER 7, 2020

ANNUAL LAW & TECHNOLOGY CLE

Presented by the Law Practice Management Section

4:30 - 7:30 PM

3.0 MCLE (1.0 Ethics) Credits *Pending*

\$105 FBA Attorney Members; \$150 Attorney Non-Members

\$75 FBA YLS Members; \$120 YLS Non-Members

OCTOBER 15-18, 2020

FBA ANNUAL CONVENTION

Renaissance Charleston Historic District Hotel

Charleston, SC

9.0 MCLE (2.0 Ethics) Credits *Pending*

WEDNESDAY, OCTOBER 21, 2020

ANNUAL ULTIMATE VIEW FROM THE BENCH CLE

4:30 - 7:30 PM

3.0 MCLE (1.0 Ethics) Credits *Pending*

\$105 FBA Attorney Members; \$150 Attorney Non-Members

\$75 FBA YLS Members; \$120 YLS Non-Members

SUNDAY, NOVEMBER 1, 2020

(Rescheduled from its original date)

HEROES vs VILLAINS 5k

8:30 - 11:00 AM

Fairfax Corner Shopping Center

4100 Monument Corner Drive, Fairfax, VA 22030

Sponsorships Available!

TUESDAY, OCTOBER 27, 2020

ANNUAL ETHICS CLE

4:30 - 6:30 PM

2.0 MCLE (2.0 Ethics) Credits *Pending*

FREE FBA Attorney members; \$100 Attorney Non-Members ■

Coronavirus: Tech Issues for Lawyers Working at Home

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Final Tip

If you are not currently participating in a work-at-home environment, you should be planning for it in the future. If you have a laptop as your primary work machine, bring it home every day. That way, you'll be ready to respond quickly should the situation change overnight. It would also be prudent to have any needed data readily accessible. Perhaps now would be a good time to have secure cloud storage so you could access the data from anywhere.

Hopefully, your firm has some sort of policy for the changing of passwords. It is no longer necessary to change passwords as frequently as we have done in the past, but they should be changed periodically for the time being. There is no reason these days to change your password at intervals of less than 90 days. No matter what your password expiration policy is, if you are closing your firm, you should change your password prior to leaving the office and starting your work-at-home experience. Changing the password will reset the timer so that it hopefully won't expire while you are not physically connected to the firm's network.

Final Thoughts

As we mentioned at the beginning, it would be impossible to address every situation a law firm may encounter during the coronavirus pandemic. Hopefully, some of our suggestions and recommendations will assist in your practice and allow you to serve your clients well in these difficult times. Be safe out there. ■

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C. Erik Jurgensen

has become a partner of the Firm.

Mr. Jurgensen's practice focuses on Criminal Defense.



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– FEBRUARY 2020 –

NEW MEMBERS

JANUARY

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Bennett Brasfield

Ramana R. Briggs

Andrea Bryk (Weiss)

Carly M. Celestino

Chantelle DiLorenzo

Michael Gwinn

Taeho Kang

Kristina Kim

Isaac Laudenslager

Ian J. McElhaney

Kathleen M. Miller

Faith E. Powell

Aaron Ruffin

Sabrina Schell

Ashley Severance

Cloyd Smith

Dylan E. Sugg

Paul Varriale

Kale J. Vorndran

G. C. Wright

FEBRUARY

Dylan M. Bates

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 - Some furniture in unit conveys at the option of the purchaser



Kevin P. Adams
President
703-451-3232 x 304
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Nathan T. Adams
Associate Broker
703-451-3232 x 301
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For more information, please contact:
Metropolitan Real Estate Services, LLC.

6205 Old Keene Mill Court, Suite 100
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ATTENTION

SOLO AND SMALL FIRM LAWYERS

What if Everything You are Being Told About the Path to Lawyer Well-Being is Wrong?

Especially the Information Coming Out of Bar Organizations

HOW CHALLENGING THE STATUS QUO WILL HELP AMERICA'S SOLO AND SMALL FIRM LAWYERS BUILD BETTER PRACTICES, BE HEROES TO THEIR FAMILIES, AND RESTORE AMERICA'S TRUST IN LAWYERS

BEN GLASS

Attorney, Entrepreneur, and Dad to Nine



I'M SURE YOU HAVEN'T MISSED THE NEWS: many solo and small firm lawyers are depressed and unhappy about their chosen profession. Many others are wondering:

"I WENT TO LAW SCHOOL FOR THIS?"

Pick up almost any bar journal in the last two years and you will read the enormous problem facing the profession.

Lawyer unhappiness is real but the **SOLUTIONS** being offered (mindfulness, training, exercise, civility, etc.) **AREN'T** nearly **ENOUGH TO SOLVE THE PROBLEM**. Such "solutions" are too vague to be of any real help.

Lawyers who learn how to build real businesses, ones that make money, attract great employees and clients, and allow lawyers to use their gifts and talents to the max, are happier lawyers. Trust me, I've seen and worked with them for years!

HOW come no one ever suggests to sole and small firm lawyers that learning to **BUILD A STRONG, PROFITABLE BUSINESS** is not only the fastest path to happiness but it's best for the profession too?

HOW come there are plenty of seminars now on mindfulness but none on topics like business development, marketing, sales, enhancing profits, budgeting and strategic **BUSINESS PLANNING**?

Why does the established bar seem of afraid of the words "**BUSINESS**," "**PROFIT**" and "**MARKETING**?"

Running a practice that makes money while allowing you to do the **WORK that YOU LIKE TO DO** with and for **PEOPLE that YOU LIKE** will beat trying to meditate your way out of a miserable professional life **EVERY DAY**.

GUARANTEED. Thousands of lawyers across the country have adopted the mindset and business building strategies in this book **TO COMPLETELY TURN AROUND** not only **THEIR PRACTICES** but **THEIR LIVES**.

They make money. They have fun doing it. They don't screw up their personal lives and their clients are better served.

THEIR SECRET: THEY BEGIN BY CHALLENGING THE STATUS QUO.

LIFE IS ABOUT CHOICES

You should read this book if you:

- ✔ Are the owner of a small law firm and don't have hang-ups about talking about how to make more money.
- ✔ Like strategizing about how to make the priority **YOUR** own joy and happiness.
- ✔ Believe in building a business to your specifications, not anyone else's.
- ✔ Believe that creating a workforce that looks forward to Monday morning sounds like something that would be pretty cool.

Don't waste your time or your money on this book if you:

- ✔ Think that being the best lawyer in town entitles you to anything.
- ✔ Are dead set against looking outside the legal industry for business-building ideas.
- ✔ Are resolutely against viewing your law firm as a profit-making machine.
- ✔ Think that any one book will turn your life around in a week for so.

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Very good to excellent condition.
\$755.

theabarron@yahoo.com

OFFICES FOR SALE OR LEASE

LOOKING FOR A PRIVATE OFFICE FOR YOURSELF OR YOUR SMALL BUSINESS? Several sizes of private offices & small suites close to FFX Courthouse. Parking is included plus shared amenities, full service leases, 1 - 5 yr. terms:

- **4015 Chain Bridge Rd.** - Windowed private offices on main lvl. w/ shared use of waiting area & conf. rm. **LEASE - Suite D - \$775/mo OR Suite E/F \$1,425/mo. 2-room corner Suite, Full Service. 1 - 5 yr. term. 1st month rent-free w/2 year min lease!**
- **4101 Chain Bridge Rd, Suite 209** - Windowed private office w/ shared use of common area conference room and kitchen. Avail. April 1st for 1 - 5 year lease term.
LEASE - \$850/mo, full service

4103 Chain Bridge Road - Location! Flexible office suite sizes! Elevated office building w/plenty parking across from Fairfax Courthouse! Office suites from 1,750 RSF - 3,000 RSF avail., 3-10 yr. term. LL will provide new paint, carpet, and turnkey building standard build-out w/4 year min lease. **LEASE - \$23 PSF, full service.**

4101 Chain Bridge Road - 1,250 SF - 2,500 SF custom office space ready to be built-out for your use, currently in warm, lit shell condition. LL will provide building standard office build-out w/Tenant's choice of paint & carpet, 4-yr min. term. **LEASE - \$25 psf, full service.**

10615 Judicial Drive, Unit 403 - Move-in ready! Lovely upper level end unit w/great windowline & high ceilings for lots of natural light. Great floor plan: lrg. central admin/recep/conf. area, 3 prvt. offices, recently renovated BA & eat-in kit. Perfect for most professional uses. Like-new office furniture and refrigerator avail. for sale separately.
LEASE - \$1,650/mo (\$19.80 psf + elec, cln, phone & internet 2 - 5 yr. lease term.

10615 Judicial Drive, Unit 101/201- Beautiful 1st floor end unit facing Judicial Dr., 2,000 SF w/lovely layout and finishes: 4 private offices, conf. room, built-in reception desk in waiting room, kitchenette, resource work counter, built-in bookcases, 2 private entrances from Judicial Drive, 2 restrooms & exterior signage allowed. Surface parking is free and unassigned. Walk to the courthouse.
LEASE - \$3,200/mo (\$19.20 psf) + elec, cln, phone & internet, 2 - 5 yr. lease, available immed.

10513 Judicial Drive, Suite 102 - 1,700 SF - 4,000 SF on 1st floor of elevated building directly across from Fairfax Courthouse. Space can be divided into two suites: approx. 1,700 rsf & 2,300 rsf. Great space in a convenient location! Covered parking for tenants!
LEASE - \$25 psf, Full Service, 3 - 5 yr. lease, available immed.

10373-B Democracy Lane - Great location in the heart of FFX City between University Dr. and Old Lee Highway by Courthouse Shopping Plaza. Upper level unit w/efficient layout: large reception/admin area, 2 large windowed private offices, kitchen, BA, utility & closet. Plenty parking & exterior signage allowed. Renovated & move-in ready w/ new paint, carpet & kitchenette!
SALE - \$226,575 (\$225 psf) OR LEASE - \$1,425 + elec, cln, phone & internet.

4085 Chain Bridge Road, Lobby Level OR Suite 401 - 3,150 rsf on Lobby Level avail. w/prior notice for office/medical/limited retail use has signage facing street and direct entrances from Chain Bridge Road plus rear entrance from parking deck. Suite 401 - 1,150 rsf corner office Suite has: recep/waiting rm, 2 prvt. offices, conf. rm, small file or break room & closet.
LEASE - \$23 psf, full service, 2 - 5 yr. lease term. Landlord will provide paint & carpet w/3-yr. min. lease term.

Call for more details, more listings,
or to schedule a showing:

Jennifer Neel
Questor Realty, Inc.
Office: 703-750-9200 · Cell: 703-639-7758 · www.questorrealty.com

4110 Chain Bridge Road, Suite 216
Fairfax, VA 22030-4009

TO: ALL FBA MEMBERS
LEGAL PROFESSIONALS
LEGAL ASSISTANTS
PARALEGALS
ADVERTISERS

Design/Production by RODANgraphics
rodangraf@aol.com



The poster features a background image of a historic Charleston building with palm trees and a beach. At the top right is the Fairfax Bar Association logo. The main text is 'FBA ANNUAL CONVENTION' in bold white letters, followed by 'Charleston' in a large, pink, cursive font with a white outline, and '2020' in a white, outlined font. Below this is 'OCTOBER 15-18, 2020' in large, bold, white letters. At the bottom, there are two columns of text separated by a palm tree icon and a crescent moon. The left column lists the hotel name and address, and the right column lists the MCLE and ethics credits.

 **FAIRFAX BAR**
ASSOCIATION
Serving the Northern Virginia Legal Community

FBA ANNUAL CONVENTION

Charleston
2020

OCTOBER 15-18, 2020

**RENAISSANCE CHARLESTON
HISTORIC DISTRICT HOTEL**
68 Wentworth St, Charleston, SC 29401



**9.0 MCLE (2.0 ETHICS)
CREDITS (PENDING)**

ROOM BLOCK AVAILABLE NOW