

NORFOLK & PORTSMOUTH B A R A S S O C I A T I O N

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Preregistration required
for all NPBA Events.
Call 622-3152.

PRESIDENT'S MESSAGE



Mary T. Morgan

Finding the right work life balance: a complete myth, elusive objective or achievable goal?

Let's face it, being an attorney can be stressful. Deadlines, adversaries, risk, conflict, and for many of us, the ubiquitous billable hour requirement. The work itself can be daunting. Clients can be difficult and demanding. The attorneys on the other side can be unrelenting. Even the position we take in court, making an "argument" sounds contentious. While every job can be stressful at times, the adversarial nature of law practice arguably makes it one of the more stressful professions. Whether private law firm, government agency, large or small firm, practicing law can be challenging. Everyone feels overwhelmed, overworked and under-

appreciated at times. With so many responsibilities vying for your attention, it's sometimes difficult to remember to take the time to take care of yourself. When you don't take care of yourself and find a good work life balance, you will probably experience a high level of stress.

Stress can take an emotional and physical toll. It can lead to depression, anxiety and feelings of hopelessness. Chronic stress can cause muscle aches, upset stomach, high blood pressure and a weakened immune system. It can lead to burnout and poor job performance. Problems associated with stress at work often find a way of spilling over and affecting your family relationships or personal life. It can also lead to substance abuse problems. Consequently, finding the right work-life balance is imperative. According to the Centers for Disease Control and Prevention, as of 2014, the latest available data on suicide deaths by profession shows that lawyers ranked fourth when the proportion of suicides in that profession is compared to suicides in all other occupations in the study population (adjusted for age). They come right behind dentists, pharmacists and physicians.

Finding a good work life balance starts with defining the concept of *work life balance*: those practices that allow an individual to meet both personal responsibilities and goals and professional expectations. I'm not convinced that perpetually having a perfect work life balance is possible. Undoubtedly, due to the nature of our profession, there will be times when work will take precedence over your personal life, whether it be preparing for a trial, handling a large real estate closing, a complicated acquisition, or when you have a particularly demanding client. You may also find a time when your professional life must take priority in order to be successful. However, striving to find a good balance between one's personal and professional life should also be a priority. Finding a good work life balance does not mean that you should not work hard and be a dedicated professional. It means that work should not consume your entire existence.

Based on the lessons I've learned during my own career (and the mistakes I've made), the discussions I've had from other professionals and the information I've gleaned from other sources, I offer the following tips for finding a good work life balance.

(continued on page 2)

UPCOMING EVENTS

LUNCHEON

Thursday, September 17, 2015

Hits at the Park, Harbor Park

Featuring: John R. Broderick, President
Old Dominion University

SOVEREIGN IMMUNITY IN AUTO ACCIDENT CASES CLE

1 CLE Credit

Thursday, September 17, 2015, 1:00 PM

DISCOVERY CLE

3 CLE Credits

Wednesday, October 7, 2015 • 1:00 - 4:00 PM
Dominion Tower, Suite 400

LUNCHEON

Thursday, October 15, 2015

Hits at the Park, Harbor Park

Featuring: Hon. Arenda L. Wright Allen
U.S. District Court, E.D.Va.

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(PRESIDENT'S MESSAGE CONTINUED)

Start with the simple premise that when you look back on your life, you probably will not wish you had worked more. On the other hand, you may wish that you had spent more time with your family, exercised more, taken more vacations, or taken up a new and exciting hobby. Don't let these aspirations fall to the wayside during your career for the sake of your career. Keep in mind that there is no one right way or magic formula. Our work and family circumstances vary enormously.

Build downtime into your schedule. Make it a priority to schedule time with family or friends, or both and activities that help you recharge. Drop activities and interactions that unnecessarily drain your time and energy. Take stock of the things that don't improve your career or your personal life and minimize the time you spend on them. Learn to say "no." As Oliver Emberton once said "You can do anything if you stop trying to do everything."

Perhaps most importantly, make your boundaries clear. Disconnect from your professional life when you leave work. Focus on your family during your time at home. Don't bring your cell phone to the dinner table. If it is imperative that you tackle work at home, clearly define your work and family time and stick to the plan. When you are on vacation, be on vacation. Don't bring your office to the beach. Once you have done it a few times, it is easier to push the boundaries.

When you unplug and step back you will start to experience one of life's greatest treasures - perspective. You will think about problems you are wrestling with greater clarity. You allow yourself the freedom to be more analytical and less emotional when you step away and think vs. just diving in and responding in the moment. Don't assume you need to make big changes to bring more balance to your life, little changes and a shift in your focus can be just as important to achieving an ideal work life balance.

2015 LEGAL FOOD FRENZY RESULTS

Thank you to everyone who contributed to the 24th Annual NPBA and 9th Annual Statewide Legal Food Frenzy! The Foodbank of Southeastern Virginia and the Eastern Shore received the equivalent of 399,291 pounds of food to help feed those struggling with hunger in our community.

Local Winners

Small Firm – Most Pounds Per Person (lbs/person)

1st place – B. Cullen Gibson (25,050 lbs/person)

2nd place – Howell Law Group, PLLC (5,174 lbs/person)

3rd place – Roussos Glanzer & Barnhart, PLLC (2,588 lbs/person)

Medium Firm – Most Pounds Per Person

1st place – Norfolk Southern Legal Department (1,728 lbs/person)

2nd place – McKenry Dancigers Dawson, PC (1,595 lbs/person)

3rd place – Crenshaw Ware & Martin, PLC (477 lbs/person)

Large Firm – Most Pounds Per Person

1st place – Kaufman & Canoles, PC (675 lbs/person)

2nd place – Vandeventer Black, LLP (380 lbs/person)

3rd place – Willcox & Savage, PC (346 lbs/person)

Overall Winner

B. Cullen Gibson (25,050 lbs/person)

Statewide Winners (from our region)

Attorney General's Cup – Most Pounds Per Person Overall

B. Cullen Gibson (25,050 lbs/person)

Small Firm – Per Capita: "The Shenandoah Apple Award"

Roussos, Glanzer & Barnhart, P.L.C. (Norfolk) (2,588 total pounds)

Medium Firm – Law Firm Per Capita: "The Hanover Tomato Award"

McKenry Dancigers Dawson, PC (Virginia Beach) (1,595 lbs/person)

Large Firm – Most Total Pounds: "The Smithfield Ham Award"

McGuireWoods, LLP (all locations) (128,110 total pounds)

Large Firm – Per Capita: "The Chesapeake Bay Blue Crab Award"

Kaufman & Canoles (all locations) (604 lbs/person)

Legal Department – Per Capita: "The Virginia Strawberry Award"

Norfolk Southern Legal Department (1,728 lbs/person)

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ANNOUNCEMENTS

All three attorneys **Cooper Hurley Injury Lawyers** have been named as either Virginia Super Lawyers or Rising Stars for personal injury law in 2015-2016. Founding partners, **John Cooper** and **Jim Hurley**, were selected as Virginia Super Lawyers while **Bill O'Mara** was named a Rising Star.

The Hook Law Center recently added **Stephan J. Lipskis** as the newest member of the firm. Lipskis' practice areas include estate and disability planning, estate and trust administration, elder law, and long-term care planning. Lipskis attended the University of Mary Washington where he majored in History. He earned his juris doctor from the University of South Carolina School of Law in 2012, where he served as a member of the Journal of Law and Education and Vice-Chairman of the Law School's Honor Council. A native of Norfolk, Lipskis serves on the board of Hampton Roads Gift Planning Council.

Kaufman & Canoles, P.C. had 32 attorneys selected for Virginia Super Lawyers, including the following NPBA members: **Debra C. Albiston**, family law; **Stanley G. Barr, Jr.**, business litigation; **Robert J. Barry**, employment and labor; **John M. Bredehoft**, employment and labor; **Paul K. Campsen**, bankruptcy; **R. Johan Conrod, Jr.**, insurance coverage; **Jason R. Davis**, health care; **Barry W. Hunter**, real estate;

Kirkland M. Kelley, estate and probate; **Scott W. Kezman**, employment and labor; **Vincent J. Mastracco, Jr.**, mergers and acquisitions; **Terence Murphy**, construction litigation; **Stephen E. Noona**, intellectual property litigation; **Alfred M. Randolph, Jr.**, banking; **Jeffrey M. Stedfast**, banking; **Stephen E. Story**, franchise/dealership; **Burt H. Whitt**, employment and labor.

Kaufman & Canoles, P.C. is pleased to announce that seven attorneys were selected for Virginia Rising Stars, including the following NPBA members: **Christy L. Murphy**, general litigation; **Lauren Tallent Rogers**, business litigation; **Mary Elizabeth Sherwin**, medical malpractice defense; **Mark E. Warmbier**, employment and labor.

Pender & Coward shareholder **Richard E. Garriott, Jr.** has been recognized as a 2015 Virginia Super Lawyer, as well as one of Virginia's Top 100. A fellow of the American Academy of Matrimonial Lawyers, Garriott focuses his practice on family law, domestic relations and litigation.

Willcox Savage is pleased to announce that 27 attorneys have been recognized in the 2015 edition of Virginia Super Lawyers. Five of these partners are also recognized in the Virginia Top 100, and two are listed in Virginia Top 50 Women. NPBA members include: Business/Corporate - **Allan G. Donn**

(Virginia Top 100), **Hugh L. Patterson**, **Brian C. Purcell**, **Mark E. Slaughter**; Business Litigation - **Gary A. Bryant** (Virginia Top 100), **Gregory A. Giordano**, **Conrad M. Shumadine** (Virginia Top 100), **Brett A. Spain**; Civil Litigation Defense - **David C. Bowen**, **Kevin L. Keller**; Class Action/Mass Torts - **Bruce T. Bishop** (Virginia Top 100); Employee Benefits - **Cher E. Wynkoop** (Virginia Top 50 Women); Employment & Labor - **Susan R. Blackman** (Virginia Top 50 Women), **William E. Rachels**; Employment Litigation: Defense - **William M. Furr** (Virginia Top 100); Estate Planning & Probate - **Peter M. Huber**, **Neil L. Rose**; Intellectual Property - **Timothy J. Lockhart**; Mergers & Acquisitions - **Henry J. Huelsberg, III**, **Thomas C. Inglima**; Personal Injury General: Defense - **Joseph P. Moriarty**; Personal Injury Products: Defense - **Kevin P. Greene**; Real Estate - **Stephen R. Davis**, **Robert L. Dewey**, **Thomas G. Johnson, Jr.**; Transportation/Maritime - **Christopher A. Abel**, **David H. Sump**. Also being recognized are the following attorneys in the Rising Stars category (under age 40): Bankruptcy: Business - **Stephanie N. Gilbert**; Employee Benefits - **Corina V. San-Marina**; Employment & Labor - **David A. Kushner**; Personal Injury Products: Defense - **Patrick D. Blake**, **L. Lucy Brandon**, **Eric D. Cook**; Real Estate - **Matthew M. Dudley**, **Nathaniel P. Tyler**.

The honor of your presence
is requested at the investiture ceremony of

MICHELLE J. ATKINS

as
Judge of the
Norfolk Circuit Court

Friday, the tenth day of July 2015
at four o'clock

Courtroom 6A
City of Norfolk Courthouse
150 St. Paul's Boulevard

Reception immediately following
8th Floor Rotunda

RSVP Sandra Claxton @
sclaxton@circuitcourtva.us

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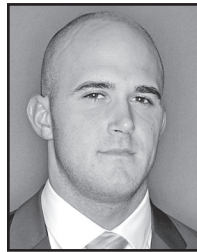
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YOUNG LAWYERS SECTION

By Zachary Simmons, Chair

I am honored to be serving as the 2015-2016 NPBA YLS Chair. My involvement in this committee has been one of the best decisions I've made as a young attorney. It's given me the opportunity to make great friendships with my fellow attorneys, interact with and learn from our local judges, give back to the community, and grow professionally. I am looking forward to continuing this tradition as YLS Chair for the upcoming year. However, I have a tough act to follow. Under the leadership of Cart Reilly, YLS had an exceptionally successful and exciting year. Thanks to her hard work and commitment, YLS hosted multiple social events and happy hours, strengthened its partnership with the Ronald McDonald House, and even pioneered a new series of CLE presentations for young attorneys.

Of particular note was the Breakfast with the Bench series. This year, Breakfast with the Bench had a particularly impressive line-up of state, federal, and appellate-level judges. The latest installment was on April 28 when we were joined by Judge



Zach Simmons Michael Rosenblum of Norfolk General District Court. As a newly-appointed Judge, he offered valuable advice based on his recent experiences as a practitioner and his new perspective as a Judge, emphasizing the importance of preparation and professionalism in the courtroom. Thank you, Judge Rosenblum, for having such an open and informative conversation and taking the time to participate with Breakfast with the Bench. Be sure to stay tuned for upcoming installments of this fantastic event.

On July 27th, YLS is teaming up with the Young Lawyers Division of the Tidewater VBA to sponsor a happy hour event at Smartmouth Brewery. A portion of the proceeds will benefit Dress for Success Hampton Roads, which promotes the economic independence of disadvantaged women by providing them with professional attire. Please take advantage of this great opportunity to mingle with

colleagues, drink good beer, and support a worthy cause. More details will be provided soon.

YLS has several other exciting events in the pipeline, including a Tides game in August, further installments of Breakfast with the Bench, another CLE presentation, and several volunteer opportunities. Please keep an eye out for announcements on these events to get more details. Also, if you are a young attorney, I highly encourage to join our committee. Meetings are always held one Tuesday a month at 5:30 p.m. at Todd Jurich's Bistro where we discuss committee business while enjoying their generous happy hour. For more information, please contact me at:

zachary.simmons@norfolk.gov



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Stephen M. Smith, Esq.

Out of thousands of trial lawyers in the United States, Stephen M. Smith was one of the select few invited to be trained in the Neuro-Anatomical Dissection of the Human Brain and Spinal Cord at Marquette University College of Health Sciences. This advanced medical training, coupled with his 41 years of national and international complex medical litigation experience, provides his clients with an advantage in the court room.

If you or a loved one has suffered an injury and are experiencing difficulties, please contact us for a complimentary evaluation so you can learn about your legal options.



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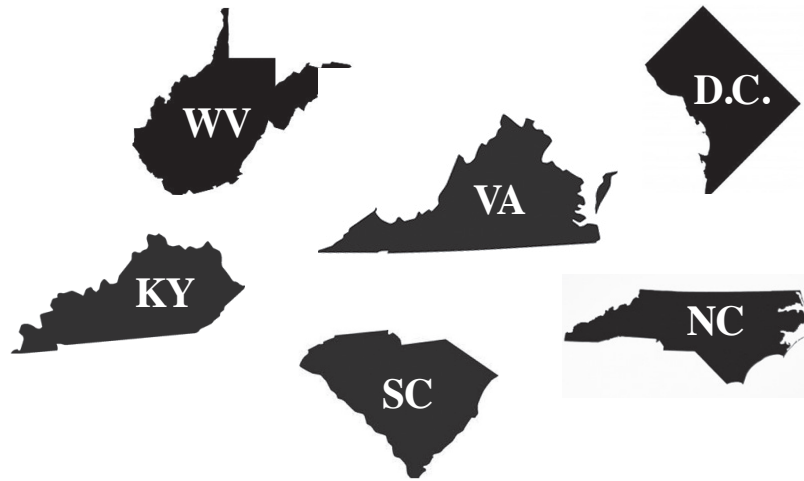


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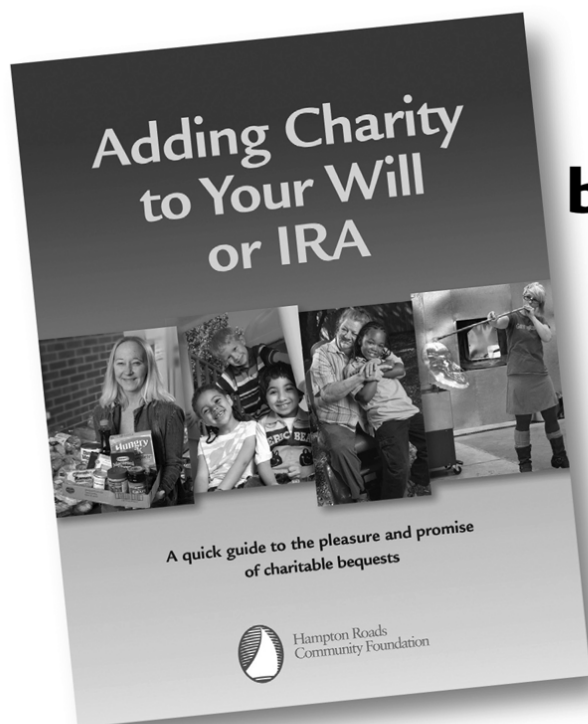
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