

THE
CHILD
ADVOCATE

LAW FIRM PLLC

April 30, 2024

Via Email

Melissa O'Neill

State CASA Program Coordinator, Division of Programs and Services
Virginia Department of Criminal Justice Services
1100 Bank Street, Richmond, VA 23219

Dear Ms. O'Neill:

I am writing to express my interest in serving on the Court Appointed Special Advocate/Children's Justice Act (CASA/CJA) Advisory Committee as a guardian *ad litem*.

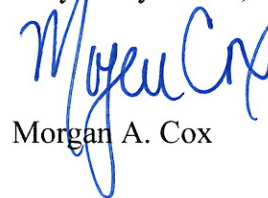
I formed The Child Advocate Law Firm PLLC and have been representing children as guardian *ad litem* as well as parents in foster care cases in Charlottesville and the surrounding counties since 2017. I previously practiced family law in both Northern Virginia and Northern California. I have received recognition for my skills by being selected as a Rising Star from 2009-2012 and a Super Lawyer from 2019-the present in *Virginia Super Lawyers Magazine*.

I authored the guardian *ad litem* practice chapter in the *Juvenile Law and Practice in Virginia* book published by Virginia CLE and recently obtained my certification as a child welfare specialist through the National Association of Counsel for Children. I am one of two attorneys in the Commonwealth to hold that specialist certification.

It is my hope that I can increase the quality of representation for children in the Commonwealth through my practice and advocacy efforts. I believe that my experience in the courtroom, collaborations with CASAs and Departments of Social Services, in addition to spending countless hours meeting with children around the Commonwealth would provide a helpful voice within the Advisory Committee.

Thank you for your time and consideration.

Very Truly Yours,



Morgan A. Cox

MORGAN COX
ATTORNEY
PHONE: (434) 282-4575
EMAIL: morgan@childadvocatelawfirm.com

DANIELLE WINGFIELD-SMITH (Of Counsel)
ATTORNEY
PHONE: (434) 207-8620
EMAIL: danielle@childadvocatelawfirm.com

OFFICE:
1710 Allied Street, Ste. 21,
Charlottesville, VA 22903
FAX: (800) 510-5810
WEBSITE: childadvocatelawfirm.com

Morgan A. Cox, Esquire

The Child Advocate Law Firm PLLC

1710 Allied Street, Suite 21

Charlottesville, VA 22903

Phone: 434-282-4575 • Email: morgan@childadvocatelawfirm.com

ADMITTED TO PRACTICE

Commonwealth of Virginia, October 2003

Commonwealth of Pennsylvania, June 2004

State of California, January 2014

PROFESSIONAL ASSOCIATIONS

Charlottesville Albemarle Bar Association (Member)(2018-present)

California State Bar (Member)(2014-2017)

Community Attention Foster Families (licensed foster parent)(2017-2020)

Court/DSS/CASA Trauma Informed Leadership Team (Member)(2019-2020)

National Association of Counsel for Children (Member)(2018-present)

Virginia State Bar (Member)(2003-present)

Virginia Trial Lawyers Association (Member) (2005-2012)

Chair of the Young Lawyer's Division (2011-2012)

Member of the Board of Governors (2011-2012)

Virginia Women Attorneys Association (Northern Virginia Chapter)(2005-2010)

EDUCATION

Regent University School of Law, Virginia Beach, VA

Juris Doctor, May 2003

Honors: Regent University Law Review Board Member

Scholarship: VA Law Foundation Fund for Justice & Education Public Service Grant Recipient

Equal Justice Works Summer Fellow

Dickinson College, Carlisle, PA

Bachelor of Arts in Environmental Studies, Russian

Graduated *cum laude*, May 1998

PUBLISHED ARTICLES

Finding Social Justice at the Point Where Christianity and the Legal System Meet, 15 REGENT U.L. REV. 1 (2002)

A Case Study on the Protection Afforded Children Under the Uniform Child Custody Jurisdiction and Enforcement Act, THE VTLA JOURNAL Vol. 21, No. 4 (2010)

Juvenile Law and Practice in Virginia, Chapter 12: Guardian Ad Litem Practice, VIRGINIA CLE PUBLICATIONS (2021)

HONORS

Selected as a *Rising Star* in the *Virginia Super Lawyers Magazine* (2009-2012)

Selected as a *Super Lawyer* in the *Virginia Super Lawyers Magazine* (2019-present)

LEGAL EXPERIENCE

The Child Advocate Law Firm PLLC, Arlington, VA (July 2010-August 2012) / Charlottesville, VA (May 2017-present)
Owner

Represent children as guardian *ad litem* in adoption, custody, delinquency, dependency, protective order, and child in need of services & supervision (CHINS) cases. Represent parents in dependency cases. Provide *pro bono* representation to parents in cases involving children who are at risk.

Family Law Group LLP, Livermore, CA (October 2013-June 2016)

Senior Associate Attorney

Represented clients in custody, dissolution of marriage, and restraining order cases. Conducted consultations, negotiated settlements, and litigated cases in the Superior Courts of Northern California. Assisted with the mentoring of younger attorneys at the firm.

The Maddox Law Firm, P.C., Vienna, VA

Associate Attorney (September 2005-February 2010)

Of Counsel (July 2010-August 2012)

Represented clients in domestic relations cases including custody, support, equitable distribution, protection from abuse, and stepparent adoption. Represented parents in dependency proceedings. Conducted consultations, negotiated settlements, participated in mediation, and litigated cases in the Juvenile & Domestic Relations District Courts and Circuit Courts throughout Virginia. Successfully litigated and reversed a finding of abuse and neglect in an administrative appeal before the Commissioner of Social Services. Assisted in the research and writing of appellate briefs. Presented oral argument in a domestic relations appeal to the Court of Appeals of Virginia.

Family Court of the State of Delaware, Dover, DE (September 2003-September 2005)

Judicial Law Clerk

Supported three judges by conducting legal research and drafting decisions on matters including child custody, property division, protection from abuse, alimony, child support, termination of parental rights, and juvenile delinquency. Participated as a member of both the Juvenile Justice Reform Committee and the Commission on Runaway Youth for the State of Delaware.

Eastern Virginia Legal Aid Society Senior Law Center, Norfolk, VA (Summer 2002)

Law Clerk

Researched statutory and case law focusing primarily on social security, disability, and fair debt collection. Gathered evidence from doctors, hospitals, and caseworkers for cases involving denial of disability. Assisted in presentation at local low-income senior centers educating seniors regarding wills.

YWCA of Greater Harrisburg Domestic Violence Legal Clinic, Harrisburg, PA (Summer 2001)

Summer Fellow with Equal Justice Works (formerly the National Association for Public Interest Law)

Negotiated Protection From Abuse Orders. Assisted in the representation of victims in Domestic Relations Court. Acted as a legal advocate for victims in criminal proceedings. Conducted educational outreach with the community about services available at the Legal Clinic.

PRO BONO & VOLUNTEER EXPERIENCE

California

Alameda County's Volunteer Legal Services Corporation (Volunteer Attorney)(2014-2016). Assisted a successful graduate of Behavioral Health Court obtain visitation rights with his daughter.

Bay Area Legal Aid, Oakland, CA (Volunteer Attorney)(2014-2015). Assisted a victim of domestic violence obtain a divorce from her incarcerated spouse.

Court Appointed Special Advocate, Alameda County, California (CASA Volunteer)(2013-2015). In two separate appointments, served as a CASA for medically fragile children.

Legal Services for Children, San Francisco, CA (Volunteer Attorney)(2014-2016). Member of the *Pro Bono* Panel. Represented children in Special Immigrant Juvenile Status (SIJS) cases in the Superior Court of San Francisco and in deportation proceedings in Immigration Court. Represented one child in a successful asylum application through U.S. Citizenship and Immigration Services.

Virginia

Kids In Need of Defense, Washington D.C. (Volunteer Attorney)(2010-2012). Represented children in SIJS cases in Juvenile & Domestic Relations District Courts in Northern Virginia and in deportation proceedings in Immigration Court. Successfully litigated an appeal of one SIJS denial in the Circuit Court.

Recognition from the Virginia Access to Justice Commission by inclusion in the Pro Bono Service Honor Roll List for 2022.

Member of a Workgroup established by the Virginia General Assembly to study Virginia's system of providing legal counsel in child dependency cases (2022-present).

SCOTT COUNTY
DEPARTMENT OF SOCIAL SERVICES

190 Beech Street, Suite 101
Gate City, Virginia 24251

Board Members
Michael Brickey, Chairperson
Carol Culbertson
Jennifer Frazier

Director
Lana R. Mullins, MSW
Phone: 276-386-3631
Fax: 276-386-6031

May 20, 2024

Melissa O'Neill, State CASA Program Coordinator
Division of Programs and Services
Virginia Department of Criminal Justice Services
1100 Bank Street, Richmond, VA 23219

Re: Invitation for Nomination to CASA/CJA Advisory Committee

Dear Ms. O'Neill,

I am writing to express my interest in being considered to serve as the Local Department of Social Services representative to the Court Appointed Special Advocate/Children's Justice Act Advisory Committee. I have worked within the Department of Social Services for the past 33 years in various capacities of child welfare and am currently the Director of Scott County Department of Social Services. I have attached my resume' for your review.

If you have any questions, I can be reached at 276-386-4000 or at lane.r.mullins@dss.virginia.gov.

Sincerely,

Lana R. Mullins, MSW
Director
Scott County Department of Social Services
190 Beech Street, Suite 101
Gate City, VA 24251

Lana R. Mullins

219 Nottingham Road | Gate City, VA 24251 | 276-690-4697 | lane.r.mullins@dss.virginia.gov

Education

- Virginia Intermont College, Bristol, Virginia 24201
BSW 1990
Minor in Psychology and Sociology
- Virginia Commonwealth University, Richmond
MSW 1994

Experience

May 1990 – June 1992

Child Protective Service Worker | Scott County Department of Social Services | Gate City, Virginia

Investigated reports of child abuse and neglect, assessed the needs of families and children, developed and provided services to families and ensured the safety of children.

June 1992 – February 2017

Social Work Supervisor | Scott County Department of Social Services | Gate City, Virginia

Supervised Foster Care, Adoption, Child Protective Services, Adult Services and Adult Protective Services programs and staff that provide direct services for fostering and sustaining the social, health, economic, behavioral, and emotional functioning of individuals and families serviced by the agency. Interpreted policy to staff, worked with community partners to establish multidisciplinary programs and policies to improve client outcomes.

August 1995 – May 1998

Social Work Instructor | Virginia Intermont College | Bristol, Virginia

Instructed Social Work Policy and Practice classes for the Social Work Program.

November 2005 – February 2009

Trainer Virginia Institute of Social Services Training Academy | Abingdon, Virginia

Provided training of Foster Care and Adoption Policy, Child Protective Services Policy, and Child Welfare Supervision courses.

February 2007 – December 2015

Adoption and Family Placement Consultant | Virginia Department of Social Services | Abingdon, Virginia

Provided policy guidance and technical assistance for the western region of Virginia to include 21 local departments of social services in the adoption and family placement program areas. Conducted agency reviews, provided training, and identified best practices within agencies, assisted with the development of state policy and guidance for local departments of social services.

December 2015 – October 2017

QAA Policy Consultant | Virginia Department of Social Services | Richmond, Virginia

Conducted Child and Family Service Reviews (CFSR) across Virginia within local departments of social services. Worked with the federal CFSR Team to conduct the federal CFSR review within Virginia and develop a program improvement plan for Virginia to address child safety, permanency and well-being. Conducted quality assurance reviews for the state of Virginia to insure compliance of local departments of social services with state policy.

October 2017 – Present

Director | Scott County Department of Social Services | Gate City, Virginia

Responsible for all social service, human resources and financial program areas in the agency. Establishes the goals and objectives for the agency; administers the social services benefit and service programs; authorizes coordinates and directs the programs of multiple divisions; communicates the mission of the agency and duties of each division. Manages and coordinates workflow of managerial staff and works with the Local Board of Social Services, advocates for the agency and customers recommending policy and legislation changes and making decisions based on data, trends, and findings.

Professional Associations

September 2000 – Present

BSW and MSW Field Supervisor

- Virginia Intermont College
- Virginia Commonwealth University
- East Tennessee State University
- Radford University
- Campbellsville University
- University of Kentucky
- King University
- Columbia University

July 2019 – Present

1st Vice President - Virginia League of Social Services Executives

The Virginia League of Social Services Executives is a professional organization comprised of the executive leadership of the local departments of Social Services. The mission is to support local agency leadership; advocate for our agencies, our staff, and the people we serve; and collaborate with state partners and other stakeholders to shape service delivery and guide public policy.

References – upon request



CHRISTIANSBURG POLICE DEPARTMENT

David C. Ramsey, Chief of Police
10 East Main Street
Christiansburg, Virginia 24073
Telephone (540) 382-3131
Fax (540) 382-0877



April 12, 2024

To Whom it May Concern:

Please accept this letter as my interest in reappointment to the CASA/CJA Advisory Committee. This would be my second term on the Committee and I would be honored to serve again if allowed to. I hope that I have contributed something to this committee and am committed to continue on. I have also submitted my most current resume for review. If you have any questions or concerns please feel free to reach out to me.

Thank you for your consideration in this matter.

Respectfully,

Randy L. Bonds
Captain of Support Services
Christiansburg Police Department



An Accredited Law Enforcement Agency

Randy L. Bonds
5540 Chestnut Ridge Road
Riner, Virginia 24149
Mobile: 540-357-1205
E-mail: rbonds88@gmail.com

Work History

Oct 2023
to
Current

Captain of Support Services
Christiansburg Police Department
Christiansburg, Virginia 24073

During this time, I have overseen the Support Services Division. This includes CID, Accreditation, Community Services, Training, and Records.

Sept 2009
to
Oct 2023

Lieutenant of Investigations
Christiansburg Police Department
Christiansburg, Virginia 24073

During this time, I led the Investigations Unit. I have also overseen the agency's ICAC Investigations and serve as the District 5 Coordinator for the SOVA ICAC Task Force.

- PELS Graduate 2010
- NRCC Supervisory Development Series 2011
- FBI Crisis Negotiations Training 2012
- Pre-Employment Background Investigator 2012
- VPCF New Chiefs/Deputy Chiefs Training School 2013
- VPCF Internal Affairs Investigator Training 2014
- FBI LEEDA Command Institute for Law Enforcement Executives 2015
- FBI LEEDA Executive Leadership Institute 2016
- FBI LEEDA Supervisor Leadership Institute 2017
- Montgomery County Child Abuse MDT member 2012-current
- Montgomery County Domestic Violence and Sexual Assault Council 2010-current
- Montgomery County Chamber of Commerce Leadership NRV 2021

Jun 2005
to
Sept 2009

Patrol Lieutenant
Christiansburg Police Department
Christiansburg, Virginia 24073

During this time, I led Third Platoon. I have also been involved in numerous other activities within the agency. I have also been the agency administrator for the FTEP.

- Field Training Administrator
- Promotional Process Administrator
- Member of the agency's Emergency Response Team
- ILCT Graduate 2008
- Conduct Bi-annual OC/Baton Training for the Department

May 2004
to
Jun 2005

Detective Sergeant
Christiansburg Police Department
Christiansburg, Virginia 24073

During my time in the Investigations Unit, I gained valuable knowledge and skills in more elaborate criminal investigations. I also worked in the VICE pilot program. Along with my partner, we produced enough results to justify two additional officers

being funded by the Town Council.

- VICE Pilot Program
- Wrote & Executed Numerous Search Warrants
- Attended Reid Interview & Interrogation School 2005
- Attended Reid Street Crimes School 2004
- Attended Death Scene Investigations School 2004
- Attended Computer Crimes School 2004
- Attended Child Abuse Investigations School 2004

Sept 2002
to
May 2004

Patrol Sergeant

Christiansburg Police Department
Christiansburg, Virginia 24073

During this time, I worked on evening shift and then on Third Platoon. I attended leadership schools, media practice school, and numerous other career developing schools along with many other duties.

- IACP Effective Media Practices School 2003
- High Impact Leadership School
- Policy Review Committee
- Hiring Process Committee
- Field Training Coordinator

Education

Feb 2009
to
Mar 2010

Bluefield College

Bluefield, Virginia 24605
Bachelor of Science: Management & Leadership

- President's List Spring 2009
- President's List Summer 2009
- President's List Fall 2009
- 4.0 GPA from Bluefield College

Aug 1994
to
May 1997

New River Community College

Dublin, Virginia 24084
Associate Degree: Police Science

- President's List 1995

Certifications

- Basic Dispatch VCIN/NCIC 1997
- Basic School Resource Officer 1999
- D.A.R.E. Instructor 1999
- Field Training Officer 2000
- General Instructor 2001
- Intermediate Weapons Instructor 2002
- Defensive Tactics Instructor 2003
- Communications Training Officer 2006
- Taser Instructor Certification 2012
- FBI Ground Fighting and Advanced DT 2013
- Lead DT Instructor at Cardinal Criminal Justice Academy 2018-current

Other Notables

- Member of the Board of Directors for Children's Trust 2015-2021
- Christiansburg Kiwanis Club Member 2019-2021
- Member of the Board of Directors for the Child Advocacy Center of Virginia 2021-present
- Member of the CASA/Child Justice Act DCJS Advisory Committee 2020-present
- Ella LeAnn Chapman Award 2021

Commendations

- ERT Training Completion
- McPeak Murder Case
- Lewis Runaway Case
- Barker Attempted Capital Murder Case
- Meeks Murder Case
- Child Abuse Awareness Month Information Distribution

RE: CASA/CJA Advisory Committee Reappointments

Panzera, Jeannine <pan01@henrico.us>

Tue 4/9/2024 8:21 AM

To: O'Neill, Melissa (DCJS) <Melissa.O'Neill@dcjs.virginia.gov>

📎 1 attachments (127 KB)

Jeannine Panzera Resume_2024.pdf;

Dear Melissa,

Thank you for reaching out and for your kind words regarding my service on the CASA/CJA Advisory Committee. It has been a pleasure to contribute to such an important initiative for CASA and Virginia's children and families.

I am honored to be considered for reappointment to a second four-year term. I am willing to continue serving, so please allow this email to serve as notice of my willingness to serve should the Committee approve this reappointment. Per your request, attached is my resume.

I appreciate the opportunity to continue contributing to the committee and look forward to the possibility of doing so.

With appreciation,

Jeannine



Jeannine Panzera | Executive Director

P: 804.501.1671

M: 804.245.1469

E: bla090@henrico.us



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From: O'Neill, Melissa (DCJS) <Melissa.O'Neill@dcjs.virginia.gov>

Sent: Monday, April 8, 2024 5:37 PM

To: Randy Bonds (rbonds@christiansburg.org) <rbonds@christiansburg.org>; Panzera, Jeannine <pan01@henrico.us>

Subject: CASA/CJA Advisory Committee Reappointments

Dear Randy and Jeannine,

I want to thank you both for your excellent service on our CASA/CJA Advisory Committee. Each of your first terms are set to expire in July, 2024. We would like for you to consider reappointment to a second four-year term as permitted by the by-laws. If you are willing to

consider serving for a second term, please send me an email indicating your desire to be reappointed along with your most current resume.

If we are able to take these requests to our May CJSB meeting, that would be great. I would need your information by April 19, 2024 that would be tremendous.

THANKS again for your service and contribution to our committee.

Sincerely,

Melissa O'Neill
State CASA Program Coordinator, Division of Programs and Services
Virginia Department of Criminal Justice Services
1100 Bank Street, Richmond, VA 23219
Phone: (804) 239-0473
www.dcjs.virginia.gov

For up to date information, subscribe to DCJS Updates: www.dcjs.virginia.gov/subscribe
Visit us on Facebook: www.facebook.com/vadcjs and Flickr: www.flickr.com/photos/va_dcjs

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JEANNINE PANZERA

Enthusiastic and dynamic nonprofit professional with 10 years of legal and child welfare experience, with excellent leadership and communication skills. Built a reputation of expertise in nonprofit management, including the ability to challenge the status quo, translate theories and possibilities into strategic plans of action, and motivate individuals and organizations to achieve goals.

EMPLOYMENT + CONTRIBUTIONS

HENRICO COUNTY COURT APPOINTED SPECIAL ADVOCATES, INC. (CASA)

2010 – PRESENT

EXECUTIVE DIRECTOR

CURRENT POSITION

- Responsible for the overall leadership and management of the agency, fiscal responsibility, all fund development activities, and the administration of the program.
- Responsible for a \$750,000 budget through active participation in fund development efforts with private donations (foundations, corporations, individuals) and special events to support annual operating budget. Support planning and coordination of marketing campaigns, promotions, fundraising events, and donor cultivation.
- Oversee the development and implementation of an annual plan to increase awareness of Henrico CASA, its mission, and services to children, and its ongoing need to recruit volunteers.
- Cultivate a strong, transparent working relationship with the Board of Directors and assist the Board of Directors in developing and implementing strategic plans to achieve long and short-term goals.
- Manage the daily fiscal and business operations of the organization, including managing the payroll, meeting financial obligations, and reviewing and approving all financial reports.

PROGRAM DIRECTOR

2016 - 2019

- Manage team of program staff responsible for advocating in the juvenile court system for children who have experienced abuse or neglect. Provide creative vision and strategic direction that has resulted in program excellence. Offer continuous quality improvements, making critical enhancements to the program and delivery of services. Motivate staff to achieve best outcomes while maintaining strict adherence to program policies and procedures.
- Research local and regional donors and maintained fundraising levels through grant writing and reporting to support program operation. Secure more than \$250,000 yearly through government and foundation grants and securing new funding opportunities. Demonstrate excellent written skills, understanding of project budgets and accounting reports, and ability to convey complex concepts clearly and succinctly.
- Develop dynamic and attractive marketing and recruitment materials including mailings, advertisements, and reports. Responsible for content and creation of all internal and external correspondence to constituents including monthly, quarterly, and annual newsletters/impact reports.
- Assist CASA programs statewide on implementing effective training events, sharing best practices, and evaluating program policies (internal/external audits, semiannual performance reviews, etc.). Demonstrate initiative, ability to collaborate and work in partnerships, and capacity to build trust with staff and leadership.
- Active member of the Virginia CASA State Leadership Team. Provide creative vision and strategic direction to leverage the capacity of local programs and encourage best practices in data integrity, training, and marketing. Chair of the State Training Committee and created a comprehensive strategic plan to develop statewide training series and a Learning Management System for advocates, staff, and directors.
- Maintain strong community relations as primary liaison in collaborative efforts through legislative, civic, and private initiatives. Represent program in public speaking engagements and media, donor, and board relations.

PROGRAM MANAGER**2015 - 2016**

- Supervised and coached program staff to provide subject matter expertise and guidance to support teammates as they execute daily responsibilities. Established both formal and ad hoc information sharing and feedback sessions to recognize best practices, promote development of technical and interpersonal skills, and reduce knowledge silos.
- Served as a subject matter expert on the legal system surrounding child abuse and neglect based on a deep understanding of laws and regulations, horizontal perspective across various institutions, and knowledge of supervisory guidance including the Code of Virginia and Children's Justice Act/Department of Criminal Justice Services Guidance Policies.
- Spearheaded and implemented a five-year strategic plan focused on program goals of recruitment, recognition, and retention of volunteer advocates. Implemented several new initiatives to assist in recruiting and recognizing volunteers. Increased average volunteer retention rates from 3 years to 4.7 years.
- Developed and implemented the first-ever case study-based training for volunteers and developed modifiable training tools to ensure consistent quality of training across the Commonwealth. Developed and facilitated a two-day training curriculum for facilitators. Traveled to programs around the state to assist staff in customization and implementation of training curriculum.
- Perfected expertise on training initiatives and public speaking skills. Presented at conferences on various topics including interviewing volunteers, volunteer management, and the impact of child abuse and trauma. Facilitator for the Poverty Simulation across the Commonwealth.

VOLUNTEER COORDINATOR**2010 - 2014**

- Provided case supervision to volunteer advocates with a strong emphasis on coaching. Perfected ability to relate to all people, regardless of backgrounds, to encourage the completion of tasks. Skilled in professional report writing and editing. Honed time management skills by supervising up to thirty active volunteers and managing forty-six cases.
- Developed and implemented strategic plans and calendars for continuing education opportunities and volunteer recruitment. Created and managed budgets for continuing education opportunities, volunteer appreciation events, and Metro Richmond CASA workshops. Developed monthly newsletters to be sent to all volunteers about the program.
- Accepted to the twelve-month Emerging Nonprofit Leadership Program (ENLP). Fostered a deeper understanding of leadership capacity, advanced the understanding and practice of leading in the nonprofit sector, and strengthened personal and professional network of nonprofit colleagues.
- Developed relationships with judges, attorneys, and industry professionals as a member of the Children's First Committee and Child Advocacy Task Force to facilitate knowledge sharing and coordination in efforts to promote best practices in the legal and child welfare system.

LAW OFFICE OF D. HAYDEN FISHER, PLLC**2009 – 2010****ASSOCIATE ATTORNEY**

- Represented clients in civil litigation and other legal proceedings. Compiled information for court cases, conducted legal research, interpreted laws and legislation, analyzed data and legal questions with existing facts, drafted legal documents, conducted depositions, and managed and advised clients.

SUN MICROSYSTEMS (ORACLE)**2008 – 2009****LEGAL COMPLIANCE**

- Worked with the Legal and Compliance Organization's (LCO) Operations group, providing Vendor Management. Handled various tasks including data analysis, research, and information capture to reduce the billing cost of legal services for proprietary technology products and services.

EDUCATION + CREDENTIALS

EDUCATION

Juris Doctor (JD), University of Richmond School of Law 2009

President, University of Richmond Trial Advocacy Board

Bachelor of Arts (BA) in Political Science and Bachelor of Arts (BA) in History, Syracuse University 2005

University Honors, Chancellor's Fellowship

HONORS, CERTIFICATIONS, AND MEMBERSHIPS

Virginia CASA State Leadership Team; Member

Virginia CASA State Training Team; Chair

CASA CJA/Advisory Committee; Member

Child Dependency Legal Representation Workgroup; Member

Emerging Nonprofit Leadership Program Certificate

National Order of Barristers

Lewis Powell Inn of Court

American Association for Justice

Order of the Barristers Award

National Champion, American Bar Association, Labor and Employment Law Trial Advocacy Competition

Virginia Trial Lawyers Association Student Trial Advocacy Award

ADDITIONAL KNOWLEDGE, SKILLS, ATTRIBUTES

- Enthusiastic leader with strong work ethic, ability to develop strategic and collaborative relationships, highly efficient and organized, and dependable.
- High emotional intelligence with ability to exhibit patience, empathy, and understanding, while also ensuring that goals are achieved.
- Proficient and familiar with Microsoft Office Suite, Google Suite, Outlook, Constant Contact, Canva, QuickBooks, social media platforms, digital marketing, and analytics.