



VIRGINIA WOMEN ATTORNEYS ASSOCIATION

Phone: (540) 529-6176

February 25, 2016

BETSY SUE SCOTT

President

JOAN MCKENNA

President-Elect

CLAIRE KEENA

Secretary

CYNTHIA REVESMAN

Treasurer

KYUNG (KATHRYN) DICKERSON

Immediate Past President

Board of Directors

MARYSE C. ALLEN

ERIN ASHWELL

BUTA BIBERAJ

JENNIFER DEAN

MARGARET HARDY

KAY HEIDBREDER

LA BRAVIA JENKINS

ANNE C. LAHREN

CHANDRA LANTZ

DARREL TILLAR MASON

MARY GRACE A. O'MALLEY

SARAH PIPER

CATHERINE (KATE) REESE

JONNIE SPEIGHT

K. LEIGH TAYLOR

KATIE HOVDA

Administrative Director

POST OFFICE BOX 3806

MERRIFIELD, VIRGINIA 22116-3806

PHONE: 804-282-6363

www.VWAA.org

E-Mail: VWAA@live.com

VIA FIRST-CLASS MAIL AND FACSIMILE:

The Honorable Terry McAuliffe
Governor, Commonwealth of Virginia
1111 East Broad Street
Richmond, VA 23219

VIA FIRST-CLASS MAIL AND EMAIL:

The Honorable Thomas K. Norment, Jr.
Co-Chair, Courts of Justice Committee
Senate
P.O. Box 6205
Williamsburg, VA 23188

VIA FIRST-CLASS MAIL AND EMAIL:

The Honorable Mark D. Obenshain
Co-Chair, Courts of Justice Committee
Senate
P.O. Box 555
Harrisonburg, VA 22803

VIA FIRST-CLASS MAIL AND EMAIL:

The Honorable David T. Albo
Chair, Courts of Justice
House of Delegates
6367 Rolling Mill Place, Suite 102
Springfield, VA 22152

Re: Vacancy in the 23rd Judicial Circuit

Dear Governor McAuliffe, Senator Norment, Senator Obenshain, and Delegate Albo:

On behalf of the Virginia Women Attorneys Association ("VWAA"), a regional committee ("the Committee") was impaneled to evaluate candidates for one (1) present vacancy in the General District Court for the 23rd Judicial Circuit

occasioned by the elevation of the Honorable J. Christopher Clemens.

The VWAA requested that interested candidates complete the VWAA Judicial Questionnaire (the "Application"), submit a short biography, and participate in an oral interview with the Committee. On February 9, 10, and 11, 2016, the Committee interviewed seven (7) candidates. An 8th candidate completed the Application, but was unable to participate in an oral interview.

It is worth noting that the VWAA ratings are based upon a review of each candidate's merits against published standards and guidelines, including the following: fairness, integrity, experience, intellect, temperament, professionalism, and *pro bono* service. Ratings are not a function of a general vote by the VWAA membership nor are they a comparison of candidates within the "pool" presented.

The following rating categories are used by the VWAA:

- (1) **NOT QUALIFIED:** Applied to any applicant who fails to meet the minimum requirements for fairness, experience, intellect, temperament, professionalism, integrity, and/or other basic criteria set forth in the ABA Guidelines.
- (2) **QUALIFIED:** Applied to any applicant who meets the minimum requirements for fairness, experience, intellect, temperament, professionalism, integrity, and/or other basic criteria set forth in the ABA Guidelines.
- (3) **RECOMMENDED:** Applied to applicants whose qualifications are sufficiently above the minimum requirements to warrant the Committee's affirmative recommendation.
- (4) **HIGHLY RECOMMENDED:** Reserved for any candidate who is especially well-qualified for the position and merits special recommendation.

The VWAA's procedures provide that ratings of "Qualified" and "Recommended" require a vote to support by at least a simple majority of the Committee. A rating of "Highly Recommended" requires a vote in support by at least a two-thirds majority of those voting. In order for the Committee to find that a candidate fails to meet the minimum qualifications and is "Not Qualified," at least two-thirds of those voting must so find.

The Executive Committee of the Board of Directors of the VWAA has approved, in accordance with its procedures, the following endorsements of the Committee for this judicial vacancy:

Thomas E. Bowers is found *highly recommended*.
Bryan Grimes Creasy is found *highly recommended*.
Scott R. Geddes is found *highly recommended*.
C. Kailani Memmer is found *highly recommended*.

Daniel P. Frankl is found *recommended*.
Melvin L. Hill is found *recommended*.
Neil A. Horn is found *recommended*.¹

Thomas W. Roe, Jr. is found *qualified*.

Executive summaries of the qualifications of each of the above candidates are attached to this letter.

For your further information, the Committee members participating in the interview process were as follows:

Erin Ashwell is a principal at Woods Rogers PLC. Her practice focuses on appeals before Virginia's state and federal courts as well as civil litigation. Erin regularly practices before the Virginia Court of Appeals and Virginia Supreme Court. Erin is a past president of the Roanoke Chapter of the Virginia Women's Attorneys Association and currently sits on the Women's Attorneys Association State Board.

Lauren E. Davis is a partner with the Frith & Ellerman Law Firm, PC. She focuses her practice on plaintiff's medical malpractice. Before joining Frith & Ellerman, Ms. Davis served as a career law clerk to the Honorable Samuel G. Wilson, United States District Judge for the Western District of Virginia, and formerly worked at the law firm of Gentry Locke Rakes & Moore, LLP.

Patice L. Holland is a principal attorney at Woods Rogers PLC. She focuses her practice on labor and employment, transportation law and general civil litigation. She regularly practices in all of the state courts in the 23rd Judicial Circuit as well as in the federal courts.

Melanie Peters is an associate attorney at the Weaver Law Firm, P.C. Her practice focuses on all aspects of domestic relations law; including equitable distribution of property, child custody and visitation, and child and spousal support. Melanie regularly appears in both the Circuit Court and the Juvenile and Domestic Relations District Court in Roanoke and throughout southwest Virginia. Melanie is currently a member of the Virginia Women's Attorneys Association, the Virginia Trial Lawyers Association, and the Virginia State Bar Family Law Section.

¹ Mr. Horn was unable to interview with the Committee. This endorsement is based upon the Committee's recent rating of Mr. Horn for a previous judicial position.

L. Leigh R. Strelka is a partner with Strelka Law Office, PC. She focuses her practice on labor and employment law. Ms. Strelka served as a law clerk to the Honorable James E. Turk, United States District Judge for the Western District of Virginia, and as a Pro Se law clerk for the Western District of Virginia, and formerly worked at the law firm of Gentry Locke Rakes & Moore, LLP and the law firm of Strickland, Diviney & Strelka.

Susan Waddell, a partner at Gynn and Waddell, P.C. chaired this screening in an administrative capacity, and did not participate in interviews or deliberations.

All members of the Committee practice regularly in the 23rd Judicial Circuit.

We hope that this information will prove helpful to you during your selection process for these very important judicial positions. Please feel free to contact myself or VWAA President Betsy Sue Scott should you have any questions or need additional information.

Respectfully yours,



Devon Rood Slovensky
Roanoke Chapter President
Virginia Women Attorneys Association

Enclosures: Executive Summary of Thomas E. Bowers, Esq.
Executive Summary of Bryan Grimes Creasy, Esq.
Executive Summary of Daniel P. Frankl, Esq.
Executive Summary of Scott R. Geddes, Esq.
Executive Summary of Melvin L. Hill, Esq.
Executive Summary of Neil A. Horn, Esq.
Executive Summary of C. Kailani Memmer, Esq.
Executive Summary of Thomas W. Roe, Jr., Esq.

cc (by email only):

Senator John Edwards
Senator Stephen Newman
Senator David Suetterlein
Delegate Sam Rasoul
Delegate Gregory Habeeb
Delegate Chris Head

Thomas E. Bowers, Esq.
Bryan Grimes Creasy, Esq.
Daniel P. Frankl, Esq.
Scott R. Geddes, Esq.
Melvin L. Hill, Esq.

VWAA Judicial Screening

February 25, 2016

Page 5

Neil A. Horn, Esq.

C. Kailani Memmer, Esq.

Thomas W. Roe, Jr., Esq.

Betsy Sue Scott, Esquire, VWAA President

Chandra Lantz, Esquire, Co-Chair of VWAA's Judiciary Committee

Devon Slovensky, Esquire, VWAA Roanoke Chapter, President

THOMAS E. BOWERS

Experience and Legal Ability: Mr. Bowers earned his Juris Doctor Degree from the Campbell University School of Law in 1994 and completed the Naval Justice School (Judge Advocate) in Newport Rhode Island in 2000. He was admitted to practice law in the Commonwealth of Virginia in 1994.

From 1995 to 2001, Mr. Bowers served as an Assistant Commonwealth's Attorney in Roanoke, Virginia, eventually becoming a Regional Drug Prosecutor. In August of 2001, Mr. Bowers opened a general private practice in Salem, Virginia, focusing on criminal law. During that time he was certified to try capital murder cases and was certified as a Guardian *ad Litem*. In 2004, Mr. Bowers closed his law practice in 14 days and volunteered for deployment to Djibouti, Yemen, Kenya, and Ethiopia in Operation Enduring Freedom. Mr. Bowers returned in April 2005. He was elected as the City of Salem's Commonwealth's Attorney and continues in that capacity to the present.

Mr. Bowers' military service bears special mention and, while not possible to detail every assignment or award he has participated in or received, a few highlights follow. Mr. Bowers joined the United States Marine Corps in 1981 and participated in active and reserve duty for 34 ½ years, retiring as a Colonel in 2015. He has served in various areas of the world including Norway, Europe, Israel, and Africa. Of particular note, from March 2000 to September 2010, Mr. Bowers served as a Staff Judge Advocate in the United States Marine Corps. Mr. Bowers has been the recipient of numerous decorations and awards including a Meritorious Service Medal, a Navy & Marine Corps Commendation Medal, a Global War on Terrorism Expeditionary Medal, a National Defense Service Medal, and an Armed Forces Reserve Medal.

Mr. Bowers has extensive criminal trial and appellate experience. While his civil experience is limited, he is extremely familiar with General District Court.

Mr. Bowers has myriad of professional affiliations and has served in several capacities in service to his community including in the Rotary Club of Salem, as Chairman and Member of the 23rd Circuit Drug Court Committee, as Chairman and Member of the Regional ASAP Policy Board, as a Member of the Regional Court Community Corrections Board, as a Vice Chairman and Member of the Salem YMCA Board of Directors, and as Chairman of the Law Enforcement Summit Heroin Task Force. Mr. Bowers is actively involved in the First United Methodist Church in Salem, Virginia.

Fairness and Temperament: Through his submissions and interview, Mr. Bowers demonstrated to the Committee that he possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Mr. Bowers possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Mr. Bowers is especially well-qualified for the position and merits special recommendation. He warrants the Committee's rating of Highly Recommended.

BRYAN GRIMES CREASY

Experience and Legal Ability: Mr. Creasy earned his Juris Doctor Degree from the T.C. Williams School of Law at the University of Richmond in 1990. He was admitted to practice law in the Commonwealth of Virginia in 1990. From 1990 to 1995, Mr. Creasy practiced at Mays & Valentine (now Troutman Sanders LLP) in Richmond, Virginia. In 1995, he moved to Roanoke, Virginia where he has practiced at Johnson, Ayers & Matthews, P.L.C. from 1995 to the present. Mr. Creasy became a Partner in 2000. His practice area is General Litigation with an emphasis on consumer, insurance, contract, and railroad defense litigation. Mr. Creasy also has specialized knowledge in the field of landlord/tenant law, Fair Housing, and American with Disabilities Act (ADA) litigation. Mr. Creasy has been named to Best Lawyers in America in the fields of commercial litigation, real estate litigation, and railroad law.

Mr. Creasy has extensive trial experience and appears in court very frequently. He primarily appears in General District Court, but frequently appears in Circuit Court as well. He has had experience appearing before the Virginia Fair Housing Board and Virginia Real Estate Board. In the last five years, the majority of his trial experience has been in the General District Court, without a jury, on landlord/tenant and contractual matters. However, he has had substantial jury trial experience in the last five years in the Circuit Court on railroad defense (FELA) and other related matters.

In addition to his well-rounded and extensive litigation practice, Mr. Creasy also has a number of professional memberships and affiliations: Virginia Housing Study Commission (1999); Virginia State Bar, Harry L. Carrico Professionalism Course (Faculty Member, 2012-2015); and the Advisory Committee on Rules of Court (Member, 2016). In addition, he has conducted the following seminars in the area of landlord/tenant law: The Virginia Residential Landlord & Tenant Act and Fair Housing for apartment and real estate associations; conducted judicial seminars for General District Court and Circuit Court Judges in Virginia Residential Landlord & Tenant Act and in Virginia Civil Procedure (2000-2002, 2004-2009, 2011-2013, and 2015); and conducted seminars on the Virginia Residential Landlord & Tenant Act, Commercial Leasing, and Owner Financing for the Virginia Continuing Legal Education (2000, 2003, 2007, 2011 and 2014).

Fairness and Temperament: Through his submissions and interview, Mr. Creasy demonstrated to the Committee that he possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Mr. Creasy possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Mr. Creasy is especially well-qualified for the position and merits special recommendation. He warrants the Committee's rating of Highly Recommended.

DANIEL P. FRANKL

Experience and Legal Ability: Mr. Frankl earned his Juris Doctor Degree from the George Mason University School of Law in 1986. He received his law degree with the honor of *with distinction*. He was admitted to practice law in the Commonwealth of Virginia in 1986.

From 1986 to 2004, Mr. Frankl worked at Gentry Locke Rakes & Moore, ultimately rising to equity partner and head of the Insurance Defense and Trucking and Transportation Practice Groups. In 2004, Mr. Frankl was a founding partner of Frankl Miller & Webb, LLP, where he continues to present.

Mr. Frankl has substantial civil trial and appellate experience and estimates that his practice involves 85% tort and 15% criminal matters. Mr. Frankl's practice areas include personal injury, criminal, and traffic related defense work in both the state and federal courts. He is AV Rated on Martindale-Hubbell and was selected as a Super Lawyer from 2008-2013, and 2015.

Mr. Frankl has myriad of professional and civic affiliations and has served in several capacities to the local and state bar and his community, including as a past Board Member of the Criminal Law Section of the Virginia State Bar, as a current Board Member of the Council of Local Bar Associations, as a Board of Director Member of the Roanoke Bar Association, and as a Member of the Ted Dalton Inn of Court, the Virginia Association of Defense Attorneys, the Trucking Industry Defense Association, the Transportation Lawyers Association, the Virginia Transportation Association, and the Defense Research Institute. Mr. Frankl is a Board Member of the Grandin Theatre Foundation, a District Chairman of the Great Valley District, Boy Scouts of America, and a youth athletics coach. Mr. Frankl is actively involved in St. John's Episcopal Church in Roanoke, Virginia.

Fairness and Temperament: Through his submissions and interview, Mr. Frankl demonstrated to the Committee that he possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Mr. Frankl possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Mr. Frankl is sufficiently above the minimum requirements of the position to warrant the Committee's affirmative recommendation. He warrants the Committee's rating of Recommended.

SCOTT R. GEDDES

Experience and Legal Ability: Mr. Geddes earned his J.D. from Valparaiso University in 1995 and his B.A. from Northwestern University in 1992. He was admitted to practice law in the Commonwealth of Virginia in 1995.

Mr. Geddes had his own practice from 1995 through 2009 in the Roanoke, Virginia area. In 2009, he joined the Law Offices of Osterhoudt, Prillaman, Natt, Henschel, Yost, Maxwell & Ferguson ("OPN Law"), where he is now Of Counsel. He has also served as an adjunct faculty member at Virginia Western Community College since 1998.

Mr. Geddes' practice is diverse, with approximately 35% criminal work, 55% domestic relations, and 10% real estate. He has also participated in construction and contract litigation since joining OPN Law. He regularly appears in courts not of record, but his experience also spans to Virginia's appellate courts. He has argued before the Court of Appeals of Virginia and Supreme Court of Virginia. Mr. Geddes estimates he has participated in over twenty trials during the past five years.

Mr. Geddes is a past president of the Roanoke County/Salem Bar Association. He was appointed as a substitute judge beginning in 2015. Mr. Geddes has presented a variety of CLEs over the past years, in particular for paralegal organizations.

Fairness and Temperament: Through his submissions and interview, Mr. Geddes demonstrated to the Committee that he possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Mr. Geddes possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Mr. Geddes is especially well-qualified for the position and merits special recommendation. He warrants the Committee's rating of Highly Recommended.

MELVIN L. HILL

Experience and Legal Ability: Mr. Hill earned his Juris Doctor Degree from Washington & Lee University in 1983. He was admitted to practice law in the Commonwealth of Virginia in 1984.

Mr. Hill is a solo practitioner with Melvin L. Hill, Attorney at Law. He has been in private practice at the office since 2008. Mr. Hill currently focuses his practice on criminal defense. He also handles domestic relations (including custody, visitation, and divorce) and tort claims. He appears in federal and state court. In 2013, Mr. Hill was appointed to serve as a substitute judge for the 23rd Judicial Circuit. He has presided over many cases in General District Court.

Mr. Hill was previously in private practice with Ware & Hill, LLP (2005-2008), Ware, Cargill & Hill, P.C. (2004-2005), and Law Office of Melvin L. Hill (2001-2004 and 1993-1996). Mr. Hill has also held positions with the Virginia Legal Aid Society (1984-1987), Campbell County Commonwealth's Attorney's Office (1987-1988), and Roanoke City Commonwealth's Attorney's Office (1988-1993 and 1996-2001).

Mr. Hill is a member of the Roanoke Bar Association and served on its Board of Directors from 2004-2006. He was a member of the Ted Dalton American Inn of Court from 2003-2006. He was also a member of the 23rd Judicial Circuit Court Drug Court Formation Committee.

Fairness and Temperament: Through his submissions and interview, Mr. Hill has demonstrated to the Committee that he possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Mr. Hill possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Mr. Hill's qualifications are sufficiently above the minimum requirements for the position of a General District Court judge and merit the affirmative recommendation. He warrants the Committee's rating of Recommended.

NEIL ANDERSON HORN

Experience and Legal Ability: Mr. Horn earned his Juris Doctor Degree from Wake Forest University School of Law in 1997. He was admitted to practice law in the Commonwealth of Virginia in 1997.

Mr. Horn opened his own law firm, Neil Horn, P.C., in 2004. He currently focuses his practice on criminal and traffic defense. Mr. Horn's practice also includes child protective orders, child removals, Department of Child Support Enforcement cases, expungements, and firearm rights restorations. Mr. Horn has previously handled other civil cases, including domestic and personal injury cases. His experience at the appellate level includes cases in the Virginia Court of Appeals and the Virginia Supreme Court.

In 2013, Mr. Horn was appointed to serve as a substitute judge. He has presided over cases in in the General District and Juvenile and Domestic Relations Courts in Roanoke City, Roanoke County, the City of Salem, Augusta County, Franklin County, and Montgomery County. Prior to opening his own firm, Mr. Horn was an Assistant Commonwealth's Attorney for Roanoke City and was the Chief Regional Drug Prosecutor from 2001 through 2004. Over the course of his career, Mr. Horn has handled many serious felony cases in state and federal court, including over thirty jury trials.

Mr. Horn represents numerous indigent clients by serving as court appointed counsel in local courts. He is a member of the Roanoke Bar Association, the Virginia Association of Criminal Defense Lawyers, and the National Association of Criminal Defense Lawyers. In 2004, Mr. Horn served as an adjunct faculty member at Virginia Western Community College in Roanoke, Virginia. His interests also include his memberships in the National Rifle Association, the Rocky Mountain Elk Foundation, and the Safari Club International.

Fairness and Temperament: Through his submissions and interview, Mr. Horn has demonstrated to the Committee that he possesses the requisite fairness and temperament for the Circuit Court.

Professionalism and Integrity: The Committee finds that Mr. Horn possesses the requisite professionalism and integrity for the Circuit Court.

Overall Evaluation: The Committee finds that Mr. Horn's qualifications are sufficiently above the minimum requirements for the position of a Circuit Court judge and merit the affirmative recommendation. He warrants the Committee's rating of Recommended.

C. KAILANI MEMMER

Experience and Legal Ability: Ms. Memmer earned her Juris Doctor Degree from the T.C. Williams School of Law at The University of Richmond in 1992. She was admitted to practice law in the Commonwealth of Virginia in 1992.

From 1992 to 2002, Ms. Memmer practiced law in Roanoke, Virginia, at Gentry Locke Rakes & Moore working on a wide variety of cases, ultimately rising to become the firm Chair in the Premises Liability Section. In 2002, Ms. Memmer became a Principal in the law firm of Gynn, Memmer & Dillon, P.C., in Salem, Virginia. Ms. Memmer became a Partner at Glenn Robinson & Cathey, PLC in Roanoke, Virginia, in 2014 and continues with that firm to the present.

Ms. Memmer's practice is widely varied and includes general insurance defense, insurance coverage matters, construction, products liability, premises liability, landlord tenant, administrative matters, automobile liability, local government and municipality defense, intentional torts, defamation, fraud, professional liability, contract matters, plaintiff personal injury, traffic defense, and subdivision, zoning and land issues.

Ms. Memmer has extensive civil trial and appellate experience in both state and federal courts and is admitted to practice law in both Virginia and North Carolina. She is AV Rated on Martindale-Hubbell.

Ms. Memmer has a myriad of professional affiliations and has served in several capacities in service to the bar, including, but not limited to: Virginia Board of Bar Examiners, Board Member; Boyd-Graves Conference, Member; Virginia Law Foundation, Fellow; Virginia State Bar Section on the Education of Lawyers, Board Member; Virginia State Bar Professionalism Course, Faculty Member; Virginia State Bar Diversity Conference, Board Member; and Virginia Women Attorneys Association, Statewide President in 2006-2007 and Roanoke Chapter President from 2001-2005.

Ms. Memmer received the Woman of Achievement in Law Award from DePaul Community Resources in 2013 and the Leader in Diversity Award Presented by the Virginia Women Attorneys Association in 2010. Ms. Memmer is actively involved in the Central United Methodist Church in Salem, Virginia.

Fairness and Temperament: Through her submissions and interview, Ms. Memmer demonstrated to the Committee that she possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Ms. Memmer possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Ms. Memmer is especially well-qualified for the position and merits special recommendation. She warrants the Committee's rating of Highly Recommended.

THOMAS WILLIAM ROE, JR.

Experience and Legal Ability: Mr. Roe earned his Juris Doctor Degree from Ohio Northern College of Law in 1984. He was admitted to practice law in the Commonwealth of Virginia in 1986.

From 1984-1986, Mr. Roe worked as Assistant Legal Counsel for University Communications Systems, Inc. Mr. Roe served as an Assistant Commonwealth's Attorney for the City of Roanoke, Virginia from 1987-1989. He was an Associate Attorney at Lutins & Shapiro from 1989-1990. He was a Partner in Carter, Roe, Emick & Roe from 1991-1993 and Spigle & Roe from 1993-2004. In 2004, he was a founding Partner of Spigle, Roe, Massey & Clay and continues there to present.

Mr. Roe has substantial trial experience and a varied practice that includes criminal law, torts, real estate, corporate, and domestic relations matters. Mr. Roe estimates that 50% of his court appearances in the last five (5) years were in General District Courts. He estimates that 50% of his practice is civil and 50% is criminal. He maintains certifications in Commissioner in Chancery and as a Guardian *ad Litem*.

Mr. Roe is a Member of the Virginia State Bar Association (Criminal, Traffic & Business Sections), the Roanoke City Bar Association, the Roanoke County/Salem Bar Association, and the Botetourt County Bar Association (Past President). Mr. Roe assists Blue Ridge Legal Services in divorce and guardian matters.

Fairness and Temperament: Through his submissions and interview, Mr. Roe demonstrated to the Committee that he possesses the requisite fairness and temperament for the General District Court.

Professionalism and Integrity: The Committee finds that Mr. Roe possesses the requisite professionalism and integrity for the General District Court.

Overall Evaluation: The Committee finds that Mr. Roe meets the minimum requirements of the position. He warrants the Committee's rating of Qualified.