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October 21, 2019

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Via First Class Mail and Email
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c/o Stephanie Doherty
703 Hart Senate Office Building
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Stephanie_Doherty@warner.senate.gov

Via First Class Mail and Email
The Honorable Timothy Kaine
c/o Evan McWalters
231 Russell Senate Office Building
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Re: Vacancy on the United States District Court for the
Eastern District of Virginia

Dear Senators Warner and Kaine:

On behalf of the Virginia Women Attorneys Association ("VWAA"), a judiciary committee (the "Committee") was impaneled to evaluate candidates for a vacancy on the U. S. District Court for the Eastern District of Virginia occasioned by Judge Rebecca Beach Smith's decision to take senior status as of August 1, 2019.

The VWAA requested that interested candidates complete the VWAA Judicial Candidates Questionnaire (the "Application"), submit a short biography, and participate in an interview with the Committee. Prior to the interviews, members of the Committee contacted the references listed on each candidate's Application as well as other members of the local bar and legal community to inquire as to each candidate's suitability for the vacancy. Between October 10, 2019 and October 11, 2019, the Committee interviewed seventeen (17) candidates.

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 for Reviewing Qualifications for Judicial Office ("ABA Guidelines"). Candidates rated "Not Qualified" are given the opportunity to withdraw his or her name and rating from all materials to be disseminated by the VWAA. If the candidate declines to withdraw, the rating is disseminated along with a summary stating the reasons for such rating.
- (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 any applicant 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 in 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:

- The Honorable Mary Jane Hall is found *Highly Recommended*.
- The Honorable David Lannetti is found *Highly Recommended*.
- The Honorable Douglas Miller is found *Highly Recommended*.
- Mary Morgan is found *Highly Recommended*.
- The Honorable Victoria A. B. Willis is found *Highly Recommended*.
- The Honorable Roderick Young is found *Highly Recommended*.

- Gary Bryant is found is found *Recommended*.
- The Honorable Stephen Heretick is found *Recommended*.
- The Honorable Lawrence Leonard is found *Recommended*.
- Patricia Nagel is found *Recommended*.

Jay Prabhu is found *Recommended*.
Coke Morgan Stewart is found *Recommended*.

Carina Cuellar Amrod is found *Qualified*.
Michael Beverly is found *Qualified*.
The Honorable Polly Chong is found *Qualified*.
Farnaz Thompson is found *Qualified*.

Philip Bradfield is found *Not 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:

Lu Aloupas: Ms. Aloupas is in private practice at Aloupas Law, P.L.L.C. in Chesapeake, Virginia. Her practice focuses on family law and criminal defense. Lu is a 2010 graduate of Regent University School of Law and is licensed to practice in all courts of the Commonwealth of Virginia (2010), the U.S. District Court for the Eastern District of Virginia (2011) and was admitted to the State Bar of Texas in 2018. Lu has a B.S. in Criminal Justice Administration from Athens State University, as well as a Master's in Criminal Justice from Virginia Commonwealth University. Lu is President of the Virginia Women Attorneys Association Hampton Roads Chapter, a member of the Chesapeake, Virginia Beach, and the Greater Peninsula Women's Bar Associations, and a member of the Virginia Trial Lawyers Association.

Lisa Brook represents clients who have been in a serious accident or suffered an injury due to the negligence of others. Lisa started her career in Tidewater Virginia, working to ensure compensation to victims of asbestos exposure by preparing thousands of cases in state and federal court for trial and settlement resolution. Upon relocating to Charlottesville, Virginia in 1999, Lisa has appeared in courts throughout Central and Western Virginia in civil cases involving collections, foreclosure, bankruptcy, and personal injuries.

Lisa Brook has been an active member of the Virginia State Bar since 1993, and is admitted to practice in the Eastern and Western Districts of Virginia, and the U.S. Bankruptcy Courts for the Eastern and Western Districts of Virginia. She received her law degree from the Marshall-Wythe School of Law at the College of William and Mary, and her Bachelor of Arts from the University of Virginia.

Ellen C. Carlson graduated from Wellesley College in 1970 with a B.A. in Political Science. Ms. Carlson earned her law degree in 1988 from the Marshall-Wythe School of Law, College of William and Mary. Ms. Carlson was admitted to the Virginia State Bar in 1988, and, in 1989, to practice before the United States Bankruptcy Court and the United States District Court for the Eastern District of Virginia as well as before the Fourth Circuit Court of Appeals. Ms. Carlson currently practices consumer bankruptcy law as a solo practitioner and is member of the Norfolk-Portsmouth Bar Association, the

Tidewater Bankruptcy Bar Association, the Virginia State Bar and VWAA.

Elizabeth W. Hanes is an attorney with Consumer Litigation Associates, P.C., with offices in Richmond, Newport News, Alexandria and Harrisonburg. Ms. Hanes focuses her practice on representing consumers against banks, credit reporting agencies, lenders, creditors, and debt collectors. Ms. Hanes previously served as an Assistant Federal Public Defender in the Eastern District of Virginia. Ms. Hanes has been a member of the Virginia State Bar since 2007 and the West Virginia State Bar since 2009. She is admitted to practice in the Court of Appeals for the Fourth Circuit and the U.S. District Court for the Eastern District of Virginia and the Western District of Virginia.

Kay Heidbreder: Ms. Heidbreder serves as University Legal Counsel at Virginia Polytechnic Institute and State University. As in-house counsel, she handles all matters related to higher education law. She has been a member of the Virginia State Bar since 1982, and a member of the VWAA governing board since 2014.

Kristi C. Kelly: Mrs. Kelly is a partner at the law firm of Kelly Guzzo, PLC. She focuses her practice on consumer rights litigation, including credit reporting errors, mortgage servicing abuses and predatory lending, throughout the Eastern District of Virginia. She was previously a shareholder at Surovell Isaacs Petersen & Levy, PLC and an attorney at Legal Services of Northern Virginia. She has been a member of the Virginia State Bar since 2006.

Anne C. Lahren is an attorney at Pender & Coward, P.C. in Virginia Beach, VA, practicing Civil Litigation, Immigration, Employment, and Family Law. Ms. Lahren is admitted to practice before the United States Supreme Court, the Supreme Court of Virginia, the United States Court of Appeals for the 4th Circuit, the U.S. District Court for the Eastern District of Virginia, the U.S. Bankruptcy Court for the Eastern District of Virginia, and the Executive Office for Immigration Review (EOIR).

Ms. Lahren is involved in numerous civic and professional organizations, including serving as a Faculty Member for the Virginia State Bar's Harry L. Carrico Professionalism Course, Past President of the James Kent American Inn of Court, Past President for the Virginia Women Attorneys Association (Hampton Roads Chapter) and is a member of the Board of Directors for the statewide Virginia Women Attorneys Association. She is also a member of the American Immigration Lawyers Association (AILA), the Virginia Bar Association, the Federal Bar Association, the Virginia Beach Bar Association, and the Beachcombers Corvette Club.

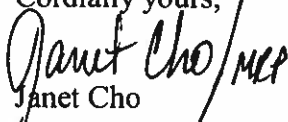
Ms. Lahren earned her Juris Doctor from the William & Mary School of Law in Williamsburg, Virginia. While there, she served as Executive Editor of the Journal of Women and the Law, and received the Sports Law Achievement Award. She also earned the Technology Augmented Trial Advocacy Certification.

She earned her MBA from the University of Miami (FL), with a concentration in Finance, Commercial Markets and Banking, and International Business. She holds a Bachelor's of Business Administration in International Finance and Marketing from the University of Miami (FL).

Michelle Parker: Ms. Parker is an attorney with Decker, Cardon, Thomas, Weintraub & Neskis in Norfolk, VA. She is a 2004 graduate of Regent University School of Law. She primarily practices in the areas of personal injury, civil litigation, and Wills, Trusts and Estates. She has been a member of the Virginia State Bar since 2004. She is admitted to practice in all courts of the Commonwealth of Virginia and the U.S. District Court for the Eastern District of Virginia. She is a current member and Past President of Virginia Women Attorneys Association (VWAA), Past President of the Hampton Roads Chapter of the VWAA, and continues to serve on the Board of Directors of VWAA. She is a member and serves on the Executive Committee of The James Kent American Inn of Court. She is also is a member of the Virginia Beach Bar Association.

We hope that this information will prove helpful to you during your review process for this very important judicial position. Please feel free to contact me should you have any questions or need additional information.

Cordially yours,


Janet Cho
President, VWAA



Kristi C. Kelly
Co-Chair, Judiciary Committee



Michelle R. Parker
Co-Chair, Judiciary Committee

- Enclosures:
- Executive Summary of The Honorable Mary Jane Hall.
 - Executive Summary of The Honorable David Lannetti.
 - Executive Summary of The Honorable Douglas Miller.
 - Executive Summary of Mary Morgan.
 - Executive Summary of The Honorable Victoria A. B. Willis.
 - Executive Summary of The Honorable Roderick Young.
 - Executive Summary of Gary Bryant.
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cc (by email only): Honorable Mary Jane Hall.
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Philip Bradfield.

MICHAEL ANGELO BEVERLY

Experience and Legal Ability: Mr. Beverly earned his law degree from American University, Washington College of Law in 2005 by attending school in the evenings and working full-time. He received his Bachelor's degree from the College of William & Mary.

After completing his J.D., Mr. Beverly clerked for the Honorable James E. Bradberry with the United States District Court for the Eastern District of Virginia. As a clerk, he gained legal experience including researching civil and criminal law issues involving state and federal law, preparing bench memoranda, and drafting opinions in civil and Social Security disability cases. Following his clerkship, Mr. Beverly worked at Kaufman & Canoles as a litigation associate where he furthered his federal court knowledge and experience through complex civil litigation and white collar criminal cases, including charges under the Federal Tort Claims Act, 42 U.S.C. §1983, and CERCLA. From private practice he transitioned to the Office of the City Attorney for Virginia Beach, Virginia as a senior litigator in the litigations section. In this role, he represented the City of Virginia Beach's interests in matters such as personal injury, property damage constitutional law, and employment matter involving the City and City employees. In addition, he supervised and managed outside counsel as needed. He currently works as a Deputy City Attorney for the City of Norfolk, Virginia where he advises public safety departments (Police/Fire/Rescue) and conducts quarterly training with the police department on crisis intervention with the mentally ill while maintaining his state and federal court litigation practice. Mr. Beverly is heavily involved with the legal community and has served on the Virginia State Bar Disciplinary Board since 2014. He was a member of the Virginia State Bar Second District Disciplinary Committee from 2010 to 2014 and served as Vice Chair in 2014. Additionally, he is a member of the Virginia Association of Defense Attorneys where he serves as a Local Government Board Member, a member of the Norfolk & Portsmouth Bar Association, Federal Bar Association, and former member of the Virginia Beach Bar Association and the James Kent American Inn of Court. He believes in giving back to his community and serves as a Norfolk Unit Board Member for the Southeastern Virginia Boys & Girls Club of America in addition to tutoring at Seatack Elementary School in Virginia Beach for three years.

Fairness and Temperament: Through the interview and from the information gathered, Mr. Beverly demonstrates an understanding and respect of the judicial process and the courts. He believes everyone deserves to be treated with respect. Mr. Beverly's demeanor is welcoming and calm and shows genuine interest in those with whom he interacts. Mr. Beverly demonstrates the requisite fairness and temperament for a judge of the United States District Court of the Eastern District of Virginia.

Professionalism and Integrity: Through the interview and from the information gathered, Mr. Beverly indicated a level of professionalism and integrity sufficient for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds Michael Angelo Beverly qualified for the position of District Court Judge for the United States District Court for the Eastern District of Virginia and warrants the Committee's rating as **QUALIFIED**.

PHILIP L. BRADFIELD

Experience and Legal Ability: Mr. Bradfield earned his Juris Doctor from William and Mary, Marshall-Wythe School of Law and was admitted to practice law Virginia in 1989. During law school, he was awarded Best Individual Oralist for outstanding legal argument in the National Tax Moot Court Tournament, and the Order of Barristers membership award for outstanding advocacy skill.

Mr. Bradfield began his legal career as a trial attorney with the law firm of Parker, Pollard & Brown, P.C. in Richmond, Virginia, where he worked from 1989-1997. He represented plaintiff's negligence and contract claims in state and federal trial and appellate courts, and represented employees on trial and appeal of workers' compensation claims. He has gone on to represent clients in civil matters, primarily tort cases in state courts. As a trial attorney with the law firm of Moody, Stroppe, Kloeppe & Higginbotham, Inc., Mr. Bradfield achieved multiple six and seven figure financial recoveries by settlement and jury verdict for clients injured or killed by the negligence of railroads and commercial tractor trailers. Mr. Bradfield has served as a faculty member or instructor at National Business Institute CLE seminars over the last five years, and at law firm in-house training sessions. He has not been a faculty member at any schools. Mr. Bradfield has handled appeals to the Supreme Court of Virginia, one appeal to the U.S. Fourth Circuit Court of Appeals regarding a Federal Tort Claims Act case, and one appeal to the U.S. Eleventh Circuit Court of Appeals regarding an ERISA insurance issue. In addition to his membership in the Virginia State Bar, Mr. Bradfield has been a member of the Virginia Trial Lawyers Association since 1989. Mr. Bradfield founded Bradfield Injury Law Firm, P.C. In 2014, where he is sole shareholder and president. He represents plaintiffs in personal injury and wrongful death claims in primarily state courts. His practice is made up of 95% tort law and 5% insurance coverage disputes. While Mr. Bradfield has ample experience in state court civil matters, his federal civil experience is limited and he does not have federal criminal experience. Mr. Bradfield does not have pro bono or bar service that might otherwise distinguish him or demonstrate a commitment to public service.

Fairness and Temperament: Through his submissions and interview, Mr. Bradfield has demonstrated to the Committee that he does not possess the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia. He expressed to the Committee a geographic bias against judges and applicants who do not have careers as long as his in Newport News. He expressed to the Committee that most federal judges lack the rational, objective approach that he has, and that they act irrationally. When asked for an example of a judge who has acted irrationally or improperly, he struggled to cite an example. He ultimately referred vaguely to federal judges issuing injunctions in immigration cases who said their rulings applied nationwide, and then were overruled by the U.S. Supreme Court. Mr. Bradfield's response communicated to the Committee that he likely had a political motivation to pursue a seat on the federal judiciary rather than a desire to serve as an impartial arbiter of the law.

Professionalism and Integrity: The Committee finds that Mr. Bradfield does not possess the requisite professionalism for the United States District Court for the Eastern District of Virginia. Although he insisted to the committee that objectivity is the most important quality of a judge, his comments during his interview revealed he did not possess such objectivity. Further comments during his interview revealed to the Committee his lack of judgment, insight and forethought, which this position requires.

Overall Evaluation: The Committee finds that Mr. Bradfield is not qualified for the United States District Court for the Eastern District of Virginia. The Committee finds him **NOT QUALIFIED***.

* Mr. Bradfield was given the opportunity by VWAA to withdraw, but declined.

GARY BRYANT

Experience and Legal Ability: Gary Bryant earned his Juris Doctorate from Washington & Lee University in 1987. He was also admitted to practice law in Virginia and the United States District Court for the Eastern District of Virginia in 1987. Additionally, he was admitted to practice in North Carolina in 2018.

Mr. Bryant has been employed at the law firm of Willcox and Savage, P.C. since he graduated from law school, first as an associate, then as a partner, and finally as head of litigation, a position he has held for 22 years. He focuses on complex litigation matters with an emphasis on commercial litigation and environmental law. Since 2010, he has also served as a substitute judge sitting primarily in the General District Courts of Virginia Beach and Chesapeake, hearing over 100 civil cases that have gone to judgment and – on six occasions – issuing written opinions at the request of the parties involved.

Mr. Bryant has held leadership positions in bar organizations and has devoted considerable time to improving the practice of law and professionalism among its practitioners. He is a member of the Virginia State Bar, the Virginia Bar Association, the North Carolina State Bar, the Norfolk & Portsmouth Bar Association, the Federal Bar Association, the Norfolk & Portsmouth Bar Foundation, and the Boyd-Graves Conference. He also serves on the Board of Directors of the Legal Aid Society of Eastern Virginia.

Mr. Bryant was recognized as the Best Lawyers Lawyer of the Year for environmental law in 2019. He is also listed in Virginia Super Lawyers for commercial litigation and environmental law. Additionally, he has experience as an Adjunct Professor of environmental law, antitrust law, and civil procedure at Regent University School of Law.

Fairness and Temperament: Through his submissions and interview, Gary Bryant demonstrated that he possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Gary Bryant possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Gary Bryant is very well qualified for the United States District Court for the Eastern District of Virginia and merits special recommendation. He warrants the Committee's rating of **RECOMMENDED**.

THE HONORABLE POLLY CHONG

Experience and Legal Ability: Polly Chong earned a bachelor's degree from Christopher Newport University in 1986 and a master's degree from Old Dominion University in 1989. She was admitted to the Virginia State Bar on April 26, 1996 after having completed the Study Under Attorney Program and was admitted to the U.S. District Court for the Eastern District of Virginia in 2002. Ms. Chong served on the CJA Panel from 2002 – 2009.

Ms. Chong was first employed with Huffman & Huffman in Newport News, Virginia, from 1996 - 1998, handling court appointed clients as well as other criminal and civil matters. From 1998 – 1999, she worked at Buxton, Lasris & Vannan, P.C., in Newport News, again handling a variety of criminal and civil matters before moving to the Law Office of Larry King in 1999, where she continued her criminal and civil practice. Since 2000, Ms. Chong has been a solo practitioner in Newport News, handling criminal, traffic, and domestic relations matters, as well as serving as a Guardian ad Litem for incapacitated adults, persons under a disability, and children at the circuit, general district, and juvenile & domestic relations district court levels. Ms. Chong is also a certified mediator and was appointed as a substitute judge by the Newport News Circuit Court on October 3, 2016. She sits an average of 65 days per year in various district courts in Hampton Roads.

Ms. Chong is, and has been throughout her legal career, actively involved in various bar and community associations. Her service to the legal community includes the Virginia State Bar 1st District Disciplinary Committee (2013-2019), Access to Legal Services Committee (2013-present), and Fee Dispute Resolution Committee (2016-present); Immediate Past President of the l'Anson Hoffman American Inn of Court (2019-present); President of the Greater Peninsula Women's Bar Association (2001-2003); lifetime member of the Old Dominion Bar Association; and a member of the Virginia Women Attorneys Association since 2015. She has received the Virginia State Bar's Local Bar Leader of the Year award in 2013, and was included in the Class of 2018 Leaders in the Law, and the Class of 2012 Influential Women - both by Virginia Lawyer's Weekly.

Ms. Chong's community affiliations include the Hampton-Newport News Community Criminal Justice Board, Liberty Baptist Church, Southern Christian Leadership Conference, Newport News Human Rights Commission, and the Virginia Law Foundation (Fellow, January 2019). She has been the keynote speaker at various events including, but not limited to, the League of Women Voters, Peninsula Paralegal Society, 6th Annual Fort Monroe EEO Program, the U. S. Army Corps of Engineers – Norfolk District Asian Pacific Islander Month, and the NAS Oceana Air Base Diversity Program.

Fairness and Temperament: Throughout her submission and interview, Polly Chong demonstrated that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Polly Chong possesses the requisite professionalism and Integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Polly Chong is qualified for the United States District Court for the Eastern District of Virginia. She warrants the Committee's rating of **QUALIFIED**.

CARINA ANNE CUELLAR

Experience and Legal Ability: Ms. Cuellar earned her Juris Doctor from Harvard Law School in 2006. She spent the next four years on active duty as a U. S. Marine Corps Judge Advocate General, including a deployment to Iraq. Upon receiving an honorable discharge, she transitioned to the U. S. Marine Corps Reserve, where she currently holds the rank of Major. She was activated and again served on active duty in 2013-2014, during which time she deployed to Afghanistan. During her active duty and reserve time she received numerous medals and commendations. She is a member of the California and District of Columbia bars and is admitted to practice in the District Court for the Eastern District of Virginia (2014) and all military courts (2005).

Ms. Cuellar served as an associate at the London offices of Weil, Gotshal & Manges LLP and Milbank, Tweed, Hadley & McCoy LLP and at the DC office of Robbins, Russell, Englert, Orseck, Undereiner & Sauber LLP from 2011-2013. Her practice at these firms was primarily civil, in securities law and civil litigation. Following her return to the U.S. Marine Corps Reserve from active duty in 2014, Ms. Cuellar became an Assistant United States Attorney in the Alexandria Division of the Eastern District of Virginia, where she remains today. Her practice currently is focused on criminal law, initially in major crimes and narcotics and currently in cybercrime. She has over thirteen years of litigation experience.

Ms. Cuellar has published articles in the Harvard Law Review, the Harvard Law Record and with Professor Ernest A. Young. She also served as a Law of War Instructor during her Reserve time, teaching countless Marines about the Rules of Engagement, Geneva Conventions, Non-Combatant Evacuation operations, Command Responsibility, among other things. Ms. Cuellar has been active in bar association activities when she has not been on active duty.

Fairness and Temperament: Throughout the application and interview process, Ms. Cuellar demonstrated that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Ms. Cuellar possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia. While she was most articulate in defining her commitment to public service through the legal system, each of her references also commented specifically on her strong commitment to putting fairness above the drive to win a case at all costs.

Overall Evaluation: The Committee finds that Ms. Cuellar currently meets the minimum requirements for the position of a District Court Judge for the Eastern District of Virginia. She warrants the Committee's rating of **QUALIFIED**.

THE HONORABLE MARY JANE HALL

Experience and Legal Ability: Judge Hall earned her law degree from Georgetown University in 1984 and was licensed to practice law the same year. She clerked for the Honorable J. Calvitt Clark, Jr., United States District Court for the Eastern District of Virginia from 1984 to 1985.

Judge Hall worked in private practice from 1986 to 2009 handling a variety civil litigation, broad based business and commercial litigation practice including health care, certificate of public need, professional liability, administrative law, real estate and title litigation, insurance defense and bankruptcy.

Judge Hall was appointed to the bench in Norfolk Circuit Court in 2009. She is currently serving as the Chief Judge of Norfolk Circuit Court. For the past ten years, Judge Hall has presided over criminal, civil, probate and other cases heard in her courtroom. In addition to her judicial duties, Judge Hall also gives back to her profession as a judicial member of the Commission on Virginia Alcohol Safety Action Program, serving on the Standing Committee on Commissioner of Accounts, participating with Working Group on Judicial Canons and Interdisciplinary Network of Guardianship Stakeholders, as a member of the Advisory Group on Circuit Court Business/Complex Litigation Dockets, and as an executive committee member of the Judicial Conference of Virginia. She is also a member of the executive committee of l'Anson-Hoffman Inn of Court and Virginia Women Judges Association. In the past, she has also participated on the Norfolk Domestic Violence Fatality Review Team, the Norfolk Community Coordinated Response & Leadership Institute team addressing response to domestic & intimate partner violence and on the Virginia Supreme Court Advisory Committee on Domestic Violence.

Judge Hall is active in her community. She has served on the Board of The Virginia Opera, as Vice-President of Tidewater Arts Outreach, and was awarded the Woman of Distinction Award in 2013 by South Hampton Roads YWCA. She volunteers her time to Children's Hospital of the King's Daughters and visits healthcare facilities and domestic violence shelters with her therapy dog.

Judge Hall is a talented writer. In addition to writing over 70 published opinions while presiding over hearings and cases in circuit court, she also is a contributing author to The Law on Damages, having written a chapter on "Damages for Injury to Property."

Fairness and Temperament: The Committee finds that through her submissions and interview, Judge Hall demonstrated that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Judge Hall possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Judge Hall is very well qualified for the United States District Court for the Eastern District of Virginia and merits special recommendation. She warrants the Committee's rating of **HIGHLY RECOMMENDED**.

THE HONORABLE STEPHEN E. HERETICK

Experience and Legal Ability: Mr. Heretick earned his Juris Doctor from Villanova University in 1988, concurrently with a Ph.D/ABD in Forensic Clinical Psychology from Hahnemann University Medical School. He was admitted to the practice law in the Commonwealth of Pennsylvania in 1988 and in the Commonwealth of Virginia in 1989.

Mr. Heretick is the principal and founder of Stephen E. Heretick, PC, established in 2000. Prior to that, he was senior litigation counsel at Payne, Gates, Farthing & Radd PC from 1997-2000. He was complex federal litigation counsel at Moody, Strople & Kloepel, Ltd. From 1992 to 1996 and began his legal career with the criminal division of the United States Department of Justice, in Philadelphia, Washington and Lewisburg, PA. Mr. Heretick possesses over thirty years of legal experience, and has had a long and varied civil litigation career, including railroad, corporate, tort, construction, business, health care, intellectual property and transactional law.

Mr. Heretick has a distinguished record in public service as well. He served on the Virginia Board of Medicine as a member, Vice President and President from 2003-2014. He continues to serve on the Board of Directors of the Federation of State Medical Boards Foundation, having served as vice president, general counsel and president during his tenure. He has served as the chair of the committee for individualized review, National Board of Medical Examiners, since 2015. In addition, Mr. Heretick has held elective office: from 2004-2012 on the Portsmouth City Council and currently as a member of the Virginia House of Delegates, representing the 79th House District.

Mr. Heretick also makes the time to represent indigent and senior citizens on a variety of legal issues, primarily with respect to housing and consumer rights, which he estimates occupy 10-15% of his practice time.

Fairness and Temperament: Throughout the application and interview process, Mr. Heretick demonstrated that he possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Mr. Heretick possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia. This finding is based not only on his interview with us but also on the comments of a couple of his references. One reference praised his knowledge of the law, his innate ability to understand people and his willingness to mentor a colleague without regard for the time involved. Another reference, who collaborates with him regularly on litigation cases and does not share his political views, praised Mr. Heretick's extraordinary ability to analyze and contextualize a fact pattern and legal strategy, noted that he can 'see several moves ahead,' and also praised Mr. Heretick's demeanor, stating flatly he would be an excellent choice for the bench.

Overall Evaluation: The Committee finds that Mr. Heretick exceeds the minimum requirements for the position of a District Court Judge for the Eastern District of Virginia. He warrants the Committee's rating of **RECOMMENDED**.

THE HONORABLE DAVID W. LANNETTI

Experience and Legal Ability: Judge Lannetti earned his Juris Doctor from William & Mary School of Law in 1999. He was also admitted to practice in all Virginia State Courts and the United States District Court for the Eastern District of Virginia in 1999.

Judge Lannetti's early legal career revolved primarily around condominium law, residential construction, and general collections issues in local general district courts. Later, as a partner at the Norfolk office of Vandeventer Black LLP, he handled the majority of his firm's collection and complex civil litigation proceedings.

He has presided over the Circuit Court in Norfolk since December 2014. He also served as a substitute judge in various general district courts, presiding over 19,000 cases. While he spent the majority of his legal career practicing civil litigation, the majority of trials he has presided over as a judge involve criminal matters. Judge Lannetti is well qualified to handle the wide range of subject matters that a District Court Judge would handle.

Judge Lannetti is a member of the American Inns of Court, Virginia Supreme Court, Virginia State Bar, Virginia Bar Association, Norfolk and Portsmouth Bar Association, and James Kent American Inn of Court. He has received numerous awards and honors, including the Regent University Law School "Judge of the Year" for 2018, Virginia "Leader in the Law" for 2011, Virginia Law Foundation Fellow for 2010, Virginia Super Lawyer, and numerous awards from civic associations and academia.

Judge Lannetti personally and professionally has demonstrated a commitment to public service by his participation in professionalism CLEs, teaching at multiple law schools and volunteering significant time and resources to a myriad of charitable organizations. A graduate of the U.S. Naval Academy, Judge Lannetti served as a naval officer for 15 years, attaining the rank of Lieutenant Commander. These activities and experiences indicate that Judge Lannetti would be able to draw from a variety of experiences and unique perspective if he were a District Court Judge.

Fairness and Temperament: Through his submissions and interview, Judge Lannetti demonstrated that he possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Judge Lannetti possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Judge Lannetti is very well qualified for the United States District Court for the Eastern District of Virginia and merits special recommendation. He warrants the Committee's rating of **HIGHLY RECOMMENDED**.

THE HONORABLE LAWRENCE R. LEONARD

Experience and Legal Ability: Judge Leonard currently serves as a United States Magistrate Judge in the Norfolk and Newport News Division of the Eastern District of Virginia having been elevated to the bench in 2012. In his position as United States Magistrate Judge, Judge Leonard handles both criminal and civil matters before the federal court. Prior to becoming a U.S. Magistrate Judge, Judge Leonard was an Assistant United States Attorney in the Eastern District of Virginia's Norfolk Division for 18 years and served as Managing Assistant for the 13 years before he was appointed to his current position. As Assistant U.S. Attorney, Judge Leonard litigated all manner of civil cases in addition to his supervisory responsibilities in overseeing the work of 26 lawyers and comparable number of staff. In this role, Judge Leonard was a two-time recipient of the prestigious Director's Award. Prior to the U.S. Attorney's Office, Judge Leonard practiced civil litigation for 12 years with the Kansas City, Missouri law firm Watson, Ess, Marshall & Enggas where he gained a wide variety of civil trial experience in areas such as products liability, medical malpractice, police misconduct, and commercial litigation.

Judge Leonard is a strong believer in professionalism and civility in the practice of law and has served as faculty of the Harry L. Carrico Professionalism Course for the Virginia State Bar since 2014 as well as for the Virginia State Bar's Professionalism for Law Students Class. He is a member of the l'Anson Hoffman America Inn of Court, the Federal Bar Association, and the Virginia Bar Association. Judge Leonard received his law degree from the Boston University School of Law, where he served as Editor-in-Chief of the American Journal of Law & Medicine. He graduated with distinction from the University of Virginia with a B.A. in International Relations.

Fairness and Temperament: Through the interview and from the information gathered, Judge Leonard demonstrates an understanding and respect of the judicial process and the courts. He recognizes the disadvantage that pro se litigants can face before the federal courts and strives to give all litigants their fair day in court. Judge Leonard demonstrates the requisite fairness and temperament for a United States District Court Judge of the Eastern District of Virginia.

Professionalism and Integrity: Through the interview and from the information gathered, and through his active role in promoting professionalism and civility in the practice of law, Judge Leonard indicated a level of professionalism and integrity sufficient for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds Judge Lawrence R. Leonard to be very well-qualified for the position of District Court Judge for the United States District Court for the Eastern District of Virginia and warrants the Committee's rating as **RECOMMENDED**.

THE HONORABLE DOUGLAS E. MILLER

Experience and Legal Ability: Judge Miller currently serves as a United States Magistrate Judge in the Norfolk and Newport News Division of the Eastern District of Virginia. He was initially appointed to the bench in 2010 and reappointed for a second 8-year term in 2018. In his position as United States Magistrate Judge, Judge Miller handles both criminal and civil matters. He presides over numerous petty offense and misdemeanor cases through judgment, almost exclusively through bench trials. He has presided over approximately 120 civil cases by consent of the parties to litigation with most being resolved through settlement or dispositive motions. He has conducted 2 civil jury trials and 1 misdemeanor jury trial. He has written many recommended decisions for United States District Court Judges on dispositive motions where the parties have not consented to trial by magistrate judge. During his tenure as a United States Magistrate Judge, Judge Miller has authored more than 400 opinions. The Fourth Circuit Court of Appeals has considered 16 cases involving his work, either in consent cases or in recommendations adopted by the District Court Judge, of which 8 appeals were dismissed, 5 were affirmed, and 3 reversed.

Judge Miller began his legal career as a law clerk to the Honorable Rebecca Beach Smith in the U.S. District Court of the Eastern District of Virginia. Following his clerkship, Judge Miller entered private practice as an associate with McGuire Woods and then with Patten, Wornom, Hatten & Diamondstein, first as an associate and then as a partner from 2002 until 2010 when he was appointed to his current position as United States Magistrate Judge.

Judge Miller received his law degree from William and Mary School of Law where he graduated 3rd (tie) in his law school class, was Order of the Coif, Order of Barristers, and served on Law Review staff and editorial board. He earned a Master of Professional Studies from Syracuse University and a Bachelor's Degree from James Madison University.

Fairness and Temperament: Through the interview and from the information gathered, Judge Miller demonstrates an understanding and respect of the judicial process and the courts. Judge Miller makes a conscious effort to consider the individuals before him when rendering decisions and remains mindful of implicit bias to ensure fairness to the attorneys and litigants appearing before him. Judge Miller demonstrates the requisite fairness and temperament for a United States District Court Judge of the Eastern District of Virginia.

Professionalism and Integrity: Through the interview and from the information gathered, including review of his written work, it is clear that Judge Miller possesses a level of professionalism and integrity sufficient for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds Judge Douglas E. Miller to be exceptionally well-qualified for the position of District Court Judge for the United States District Court for the Eastern District of Virginia and warrants the Committee's rating as **HIGHLY RECOMMENDED**.

MARY TERESA MORGAN

EXPERIENCE AND LEGAL ABILITY: Ms. Morgan earned her Juris Doctor from the University of Richmond, T.C. Williams School of Law in 2000. Ms. Morgan was admitted to practice law in Virginia in 2000 and is also admitted to practice in the United States District Court for the Eastern and Western Districts of Virginia, the United States Tax Court, the United States Bankruptcy Court for the Eastern District of Virginia, and the United States Court of Appeals for the Fourth Circuit.

Ms. Morgan has been in the private practice of law since 2000. Currently she is the Managing Partner of Golightly, Mulligan, and Morgan, PLC. She handles a mix of matters including criminal trials, tort, and other. Forty percent of her practice involves court appearance at both the state and federal level. She also has extensive administrative agency appearances. Ms. Morgan is also on the federal court appointed list for criminal defense (Criminal Justice Act panel counsel).

In addition to her private practice work, Ms. Morgan teaches professionalism courses as an Adjunct Professor at Regent University School of Law. She is a faculty member of the Harry L. Carrico Professionalism Course and she has published two articles in the Journal of Civil Litigation. Ms. Morgan has authored and presented countless Continuing Legal Education Courses on a wide variety of topics.

Ms. Morgan's honors include being the 2016 recipient of Virginia Lawyers Media's "Leaders in the Law," 2016 Bar Leader of the Year, and the 2015 recipient of Virginia Lawyers Media's "Influential Women of Virginia." She is a grader for the Virginia Bar Examination.

Ms. Morgan is very active in her community and is an unpaid member of the Board of Directors for Edmarc Hospice for Children. She has provided pro-bono services through the Federal Public Defenders Office under the Federal Pro Bono Counsel Program in the Eastern District of Virginia.

FAIRNESS AND TEMPERAMENT: Throughout the application and interview process, Ms. Morgan demonstrated that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

PROFESSIONALISM AND INTEGRITY: The Committee finds that Ms. Morgan possesses the requisite Professionalism and integrity for the United States District Court for the Eastern District of Virginia.

OVERALL EVALUATION: The Committee finds that Ms. Morgan currently exceeds the minimum requirements for the position of a District Court Judge for the Eastern District of Virginia and she warrants a rating of **HIGHLY RECOMMENDED**.

PATRICIA PALMER NAGEL

Experience and Legal Ability: Patricia Palmer Nagel earned her bachelor's degree from Old Dominion University in 1983 and her Juris Doctor from the University of San Francisco School of Law in 1990. She was admitted to the State Bar of California in December 1990, the 9th Circuit Court of Appeals in January 1991, the Virginia State Bar in June 1995, the 4th Circuit Court of Appeals in 1995, the U.S. District Court of the Eastern and Western Districts of Virginia in 2011, and the Supreme Court of the United States in 2009. Ms. Nagel has served on the CJA Appellate Panel for the past 9 years for the Eastern and Western Districts of Virginia, and is also on the Virginia Indigent Defense Commission's list of attorneys approved to accept court appointments in the 9th judicial district/circuit of Virginia, as well as the Virginia Court of Appeals and the Supreme Court of Virginia.

Ms. Nagel began her legal career in the Santa Clara County (CA) public defender's office and then moved on to a solo practice handling a variety of felonies and misdemeanors before moving to Virginia. From 1995 – 2001, Ms. Nagel worked at the Virginia Indigent Defense Commission as an appellate attorney in the Richmond office, eventually being promoted to be the supervisor of the appellate division. As part of her duties, Ms. Nagel developed policies and procedures of appellate practice to eliminate procedural defaults, trained attorneys, and personally handled approximately 300 appeals in each of the Virginia appellate courts. She had numerous writs of appeal granted, some of which set legal precedent. After 4-years as a stay-at-home mother, Ms. Nagel returned to a part-time practice in Williamsburg, VA, where she focused on personal injury and civil litigation. Ms. Nagel returned to the Indigent Defense Commission in 2008 where she continued her work in the appellate division, again setting legal precedent.

Since July 2009, Ms. Nagel has been a solo practitioner in Williamsburg, VA, focusing on appellate work. She has perfected hundreds of appeals and has been granted 66 writs of appeal. She also serves as court appointed counsel for the 9th judicial circuit, handling felonies and misdemeanors for indigent defendants. Her practice also includes personal injury, contract law, and other civil matters. Ms. Nagel is a member of the American Bar Association and the Old Dominion Bar Association.

Fairness and Temperament: Throughout her submission and interview, Patricia Palmer Nagel demonstrated that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Patricia Palmer Nagel possesses the requisite professionalism and Integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Patricia Palmer Nagel is well qualified for the United States District Court for the Eastern District of Virginia. She warrants the Committee's rating of **RECOMMENDED**.

JAYANT VASANT PRABHU

EXPERIENCE AND LEGAL ABILITY: Mr. Prabhu earned both his Juris Doctor from Harvard Law School and Masters in Public Policy from the Harvard University John F. Kennedy School of Government in 1996. During his law school tenure, he was on the Harvard Law School Ames Moot Court Competition – Championship Team and won the Boykin Wright Prize.

Mr. Prabhu currently serves as the Chief of the Cybercrime Unit of the United States Attorney's Office for the Eastern District of Virginia. His experience includes the investigation and prosecution of federal crimes with a focus on conduct involving computers, from investigations of child exploitation to intellectual property theft, to online computer fraud. He is the office's point person on technology and law issues.

Mr. Prabhu handles primarily criminal matters, and has had several jury trials which he worked through completion. Prior to assuming a position in the United States Attorney's Office, he worked in the private practice of law at Wilmer, Cutler, and Pickering from 1996-2007. In private practice he focused approximately 75% of his time on litigation. In addition, in private practice, Mr. Prabhu represented indigent pro bono clients in both criminal and civil matters in the District of Columbia Superior Court.

In addition to his trial work, Mr. Prabhu has argued cases in both the Eastern and Western District Court of Virginia and he has argued matters before the Fourth Circuit Court of Appeals. During his time in private practice, he drafted briefs for an amicus curiae in two cases before the United States Supreme Court.

FAIRNESS AND TEMPERAMENT: Throughout the application and interview process, Mr. Prabhu demonstrated that he possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

PROFESSIONALISM AND INTEGRITY: The Committee finds that Mr. Prabhu possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia. While Mr. Prabhu views himself as a perfectionist, which some may perceive as creating difficulties in terms of working with him, he impressed the Committee with his dedication and drive for excellence.

OVERALL EVALUATION: The Committee finds that Mr. Prabhu currently exceeds the minimum requirements for the position of a District Court Judge for the Eastern District of Virginia and he warrants a rating of **RECOMMENDED**.

COKE MORGAN STEWART¹

Experience and Legal Ability: Coke Morgan Stewart earned her Juris Doctor from the University of Virginia School of Law in 1997, where she was Executive Editor of the *Virginia Tax Review* and Editor-in-Chief of the *Virginia Law Weekly*. She was admitted to practice law in the Commonwealth of Virginia in 1997.

Ms. Stewart serves as the Senior Policy Advisor, Office of the Under Secretary of Commerce and Director of the U.S. Patent and Trademark Office, located in Alexandria, Virginia. In that position, which she has held since May 2019, she serves as the principal policy advisor to the Under Secretary, advising the Director and other senior leaders on a wide variety of intellectual property policy issues. Ms. Stewart previously served as Acting Deputy Solicitor in the Office of the Solicitor, Office of General Counsel, U.S. Patent and Trademark Office from January 2019 to March 2019, and as Associate Solicitor in the same office from 2011 to the present. In that position, she defends decisions of the Director and the Patent Trial and Appeal Board in appeals before the U.S. Court of Appeals for the Federal Circuit and the U.S. District Courts for the Eastern District of Virginia and the District of Columbia. She also advises the Justice Department Civil Appellate Staff and the Solicitor General on patent, trademark and copyright cases before the U.S. Supreme Court. From February to June 2017, Ms. Stewart was detailed to serve as Senior Advisor and Acting Chief of Staff in the Office of the Under Secretary of Commerce for Intellectual Property and Director of the U.S. Patent and Trademark Office, where she served as the acting principal policy advisor to the Under Secretary and Director, managed senior office staff and coordinated the Director's initiative to reform the rules of procedure for the Patent Trial and Appeal Board. During her tenure at the Patent and Trademark Office, Ms. Stewart earned a Special Act Award and was appointed Special Assistant United States Attorney.

Ms. Stewart began her legal career in 1997 as a law clerk to the Honorable James T. Turner, U.S. Court of Claims. From 1998 to 2001, she practiced at the law firm of Verner Lipfert as an associate in the firm's Litigation Group. In 2001, she joined the Global Litigation Group at Howrey, LLP, where she litigated complex general civil and intellectual property cases and conducted internal investigations. From 2005 to 2007, Ms. Stewart founded and operated C.M. Stewart Consulting, advising law firms on time management, billing, legal writing and ethics, while caring for a child. In 2007, Ms. Stewart joined the Intellectual Property Group at Kaye Scholer, where she litigated complex intellectual property cases in district courts throughout the United States until she joined the Patent and Trademark Office in 2011.

Ms. Stewart is also active in the legal community, serving as a permanent member of the Fourth Circuit Judicial Conference, a member of the Federalist Society, co-chair of the ABA Intellectual Property Litigation Committee from 2009 to 2011, founding member of Women Under Forty Political Action Committee, and volunteer on the University of Virginia Law School Foundation from 1997 to 2007.

Fairness and Temperament: Through her submissions and interview, Ms. Stewart demonstrated that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

¹ Note: Ms. Stewart's father, The Honorable Michael Coke Morgan, is a Senior United States District Court Judge in the Eastern District of Virginia, Norfolk Division. According to Ms. Stewart, her father expects to retire in the next few months, regardless of Ms. Stewart's selection in this process.

Professionalism and Integrity: The Committee finds that Ms. Stewart possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Ms. Stewart is well qualified for the position of a District Court Judge for the Eastern District of Virginia. She merits the Committee's rating of **RECOMMENDED.**

FARNAZ F. THOMPSON

Experience and Legal Ability: Farnaz Thompson earned her Juris Doctor from Regent University School of Law in 2007. She has been licensed to practice law in Virginia since 2008.

Ms. Thompson began her career as a judicial clerk to Senior Judge Eric G. Bruggink in the United States Court of Federal Claims. She went on to serve as a judicial clerk to the late Chief Justice of the Virginia Supreme Court, Leroy Hassell, Sr., and then served as an Assistant Attorney General in the Civil Litigation Division of the Office of the Virginia Attorney General, Trial Section. Ms. Thompson has experience advising state agencies and officials in state and federal courts, including the Fourth Circuit Court of Appeals, and the United States District Courts, Eastern and Western Districts.

Ms. Thompson taught history, politics, and theory of the rule of law at Regent University School of Law as an adjunct professor from August 2012 through May 2015. Ms. Farnaz is also an active member of several legal organizations, including the Virginia State Bar Executive Committee since July 2019, The Committee of the Virginia Law Foundation since July 2016, the Virginia State Bar Diversity Conference, the Federalist Society, and the Republican National Lawyers Association.

Ms. Thompson has served as an Attorney-Adviser/Special Counsel to the Acting General Counsel of the United States Department of Education, Office of General Counsel for nearly one year, since December 2018. She advises senior Department officials about legal and policy issues relating to various regulatory reforms. She drafts and revises legal and policy documents for the Office of Post-secondary Education and the Office for Civil Rights. Ms. Thompson has dedicated her career to public service. Prior to joining the Office of General Counsel in the U.S. Department of Education, Ms. Thompson served as an Associate Attorney and Assistant Attorney General in the University of Virginia and Office of the Virginia Attorney General Office of the University Counsel from 2015 through 2018. She represented the University of Virginia in litigation in federal courts and appeared before federal agencies.

While Ms. Thompson currently is prohibited from providing pro bono legal service as Special Counsel to the Acting General Counsel of the United States Department of Education, she has remained active in the Virginia State Bar Association, serving as the President of the Virginia State Bar Young Lawyers Conference. She is currently helping to organize a Wills for Heroes program through the Young Lawyer's Conference to provide will and estate planning services to the Virginia State Police and Capitol Police

Fairness and Temperament: Through her submissions and interview, Ms. Thompson has demonstrated to the Committee that she possesses the requisite fairness and temperament for the United States District Court for the Eastern District of Virginia.

Professionalism and Integrity: The Committee finds that Ms. Thompson possesses the requisite professionalism and integrity for the United States District Court for the Eastern District of Virginia.

Overall Evaluation: The Committee finds that Ms. Thompson is qualified for the United States District Court for the Eastern District of Virginia. She warrants the Committee's rating of **QUALIFIED**.

THE HONORABLE VICTORIA A. B. WILLIS

Experience and Legal Ability: Judge Willis earned her law degree from T.C. Williams School of Law in 1986 and was licensed to practice law the same year. She clerked for the Chief Justice of the Supreme Court of Virginia, Harry L. Carrico, from 1986 to 1988.

Judge Willis worked in private practice in Fredericksburg and Richmond where she gained experience handling civil litigation, corporate matters (transactional and governance), criminal litigation, state and federal compliance matters, employment cases, healthcare cases and finance matters. Later, she worked in-house for a health system, rising to General Counsel and Vice President before returning to private practice in 2001. She was appointed as a judge for the Fifteenth Judicial Circuit on December 1, 2014, where she currently sits. Judge Willis has served as faculty for the Harry L. Carrico Professionalism Course, at the University of Mary Washington and at the University of Auburn. She also conducts judicial training for new judges on how to preside over jury trials. Judge Willis has contributed to multiple publications and while on the bench, has written numerous opinions. Since her appointment to the bench, she has embraced a leadership role, including a push to institute a drug court, while also maintaining her previous workload.

Judge Willis has considered judgment, experience with the interplay of state and federal courts, and experience in a wide variety of practice areas in both state and federal courts. Judge Willis presides over both civil and criminal dockets and is the only judge in her circuit that handles the probate docket. Judge Willis puts considerable effort into improving her court and the lives/careers of those working at the courthouse. She seeks to ensure each litigant, win or lose, leaves the courthouse feeling heard. Judge Willis is very active in her community. Prior to being appointed to the bench, she donated her time and legal services to assist with establishing the Children's Community Theater and assisted in setting up Lloyd Moss Free Clinic to provide health services to the working uninsured. She has also provided her time and legal expertise to members of the community in need of guidance regarding elder law issues.

Fairness and Temperament: Through the interview and from the information gathered, Judge Willis demonstrates a respect for the judicial process and the role of the court. She values the jury system and embraces her role in helping litigants before her to appreciate and understand the process. While she makes her decisions based on the law and evidence before her, Judge Willis seeks to ensure each litigant knows that she heard and understood their argument/position. Judge Willis expressed her observations about how the justice system can provide those of diverse backgrounds with the same opportunities and responsibilities under the law. Judge Willis demonstrates the requisite fairness and temperament for a judge of the Eastern District of Virginia.

Professionalism and Integrity: Through the interview and information gathered, Judge Willis indicated a level of professionalism and integrity sufficient for the United States District Court for the Eastern District of Virginia. That professionalism extends to her sense of responsibility to all litigants, including those of diverse cultural backgrounds.

Overall Evaluation: The Committee finds Judge Victoria A. B. Willis is very well-qualified for the position of District Court Judge of the United States District Court for Eastern District of Virginia and warrants the Committee's rating as **HIGHLY RECOMMENDED**.

THE HONORABLE RODERICK C. YOUNG

Experience and Legal Ability: The Honorable Roderick C. Young earned his Juris Doctor from West Virginia University College of Law in 1994. He was admitted to practice law in the Commonwealth of Virginia in 1996.

Judge Young has served as a Magistrate Judge on the United States District Court for the Eastern District of Virginia, Richmond Division, since 2014. He also serves as an Adjunct Professor of Law at William & Mary School of Law, a position he has held since August 2018.

Judge Young began his legal career as an Assistant Public Defender in the Portsmouth Public Defender's Office from 1996 to 1998. In 1998, he served as an Assistant Commonwealth's Attorney in Richmond, Virginia. In that position, he tried over 500 jury and bench trials to verdict and was promoted to Senior Assistant Commonwealth's Attorney. From 2001 to 2002, he served as a Special Assistant United States Attorney for the District of Columbia. From 2002 to 2014, he worked as an Assistant United States Attorney for the Eastern District of Virginia, serving as Deputy Criminal Supervisor from 2012 to 2014. In that position, he supervised all drug and violent crime prosecutions, reviewed all indictments, approved all charging decisions and plea agreements, all while litigating his own cases including prosecutions for capital murder, Racketeering Influence Corrupt Organization, Hobbs Act robbery, narcotic and fraud offenses, and tax evasion.

In addition to his impeccable qualifications, Judge Young would also bring increased diversity and perspective to the bench. He is African-American, born in Petersburg, Virginia and attended and graduated from local public schools. As a United States Magistrate Judge, Judge Young observed that *pro se* civil litigants often struggled to prosecute their claims, even when their cases had merit. Judge Young created the Pro Bono Mediation Project, which paired *pro se* litigants with pro bono attorneys on a limited basis for purposes of mediation. According to lawyers and litigants who have participated in the Project, it is a success, increasing court efficiency, providing pro bono services to those in need, and providing valuable experience for younger lawyers. Such perspective and ingenuity benefits the bench, bar and community. Judge Young has generously devoted a significant amount of time to his community and the bar in other ways as well. He has served as a faculty member on the Virginia State Bar Harry L. Carrico Professionalism Course since 2011 and teaches at the William and Mary Law School.

Fairness and Temperament: Through his submissions and interview, Judge Young has demonstrated to the Committee that he possesses the requisite fairness and temperament to serve as a federal District Court Judge.

Professionalism and Integrity: The Committee finds that Judge Young possesses the requisite professionalism and integrity to serve as a federal District Court Judge.

Overall Evaluation: The Committee finds that Judge Young is especially well qualified for the position of federal District Court Judge and merits special recommendation. He warrants the Committee's rating of **HIGHLY RECOMMENDED**.