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June 20, 2019

VIA FIRST-CLASS MAIL & FACSIMILE:

The Honorable Ralph S. Northam
Governor, Commonwealth of Virginia
1111 East Broad Street
Richmond, Virginia 23219

VIA FIRST-CLASS MAIL & EMAIL:

Senator Mark D. Obenshain
Chair, Courts of Justice Committee
Senate of Virginia
Pocahontas Building, Room E502
P.O. Box 396
Richmond, Virginia 23219
district26@senate.virginia.gov

VIA FIRST-CLASS MAIL & EMAIL:

Representative Robert B. Bell
Chair, Courts of Justice Committee
Virginia House of Delegates
Pocahontas Building, Room E311
900 E. Main Street
Richmond, Virginia 23219
DelRBell@house.virginia.gov

**Re: Vacancy in the 18th Judicial Circuit of Virginia, Alexandria
Juvenile and Domestic Relations District Court**

Dear Governor Northam, Senator Obenshain, and Representative Bell:

On behalf of the Virginia Women Attorneys Association ("VWAA"), a regional committee (the "Committee") was impaneled to evaluate candidates for an anticipated vacancy in the 18th Judicial Circuit of Virginia, Alexandria Juvenile and Domestic Relations District Court.

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. On June 18, 2019, the Committee interviewed seven (7) 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.
- (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 for fairness, experience, intellect, temperament, professionalism, integrity and/or other basic criteria set forth in the ABA Guidelines 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 approved, in accordance with its procedures, the following endorsements of the Committee for this judicial vacancy:

Thomas K. Cullen was found *highly recommended*.
Mary Elliott O'Donnell was found *highly recommended*.
Rebecca Wade was found *highly recommended*.

Karen M. Grane was found *recommended*.
Colleen M. Haddow was found *recommended*.
Tamika Dawn Jones was found *recommended*.

Douglas A. Steinberg was 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:

Michelle Kaminsky: Ms. Kaminsky is a partner at the law firm of Hite Kaminsky Family Law & Mediation, PLLC. She focuses her practice in the area of domestic relations, including divorce, child custody and visitation, child support, spousal support, and equitable distribution. She has been a member of the Virginia State Bar since 2009.

Anastasia T. Kranias: Ms. Kranias is an associate at the law firm of Greenspun Shapiro, PC. She focuses her practice in the area of criminal defense, personal injury law, domestic relations and real estate transactions. Ms. Kranias has been a member of the Virginia State Bar since 2011.

Carolé C. Krogmann: Ms. Krogmann is a partner at the law firm of Masterman Krogmann, P.C. She focuses her practice in the area of domestic relations, including divorce, child custody and visitation, child support, spousal support, and equitable distribution. She has been a member of the Virginia State Bar since 1997.

Lana M. Manitta: Ms. Manitta is a partner at the law firm of Rich Rosenthal Brincefield Manitta Dzubin & Kroeger, PLLC. She focuses her practice in the area of criminal defense. Ms. Manitta also litigates selected family law cases as well as civil matters in the areas of employment law, commercial litigation and insurance coverage. She has been a member of the Virginia State Bar since 1998.

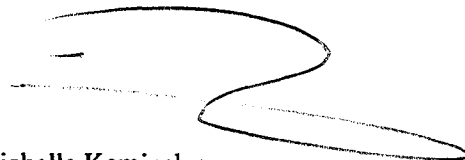
Martha JP McQuade: Ms. McQuade is a partner at the law firm of McQuade Byrum PLLC in Alexandria, Virginia. Representing clients across Northern Virginia, she practices exclusively in the field of domestic relations, including premarital and separation agreements, adoptions, divorce, child custody and visitation, child and/or spousal support and property division. She has been a member of the Virginia State Bar since 1990.

Dana M. Wolfson: Ms. Wolfson is an associate at the law firm of Hicks Crandall Juhl, PC. She focuses her practice in the area of domestic relations, including divorce, child custody and visitation, child support, spousal support, and equitable distribution. She has been a member of the Virginia State Bar since 2013.

Respectfully yours,



Claire E. Keena
President
Virginia Women Attorneys Association



Michelle Kaminsky
Judicial Chair, Northern Virginia Chapter
Virginia Women Attorneys Association

Enclosures: Executive Summary of Thomas K. Cullen, Esquire
 Executive Summary of Karen M. Grane, Esquire
 Executive Summary of Colleen M. Haddow, Esquire
 Executive Summary of Tamika Dawn Jones, Esquire
 Executive Summary of Mary Elliott O’Donnell, Esquire
 Executive Summary of Douglas A. Steinberg, Esquire
 Executive Summary of Rebecca Wade, Esquire

CC (by email only): Thomas K. Cullen, Esquire
 Karen M. Grane, Esquire
 Colleen M. Haddow, Esquire
 Tamika Dawn Jones, Esquire
 Mary Elliott O’Donnell, Esquire
 Douglas A. Steinberg, Esquire
 Rebecca Wade, Esquire

CC (by email only): Senator Adam Ebbin
 Senator Barbara Favola
 Senator David Marsden
 Senator George L. Barker
 Senator J. Chapman Petersen
 Senator Janet D. Howell
 Senator Jennifer T. Wexton
 Senator Richard L. Saslaw
 Senator Scott Surovell
 Delegate Alfonso Lopez
 Delegate Kathy KL Tran
 Delegate Jennifer B. Boysko
 Delegate David Bulova
 Delegate Eileen Filler-Corn
 Delegate Karrie K. Delaney
 Delegate Mark H. Levine
 Delegate Charniele L. Herring
 Delegate Kathleen J. Murphy
 Delegate Kenneth R. Plum
 Delegate Patrick A. Hope
 Delegate Kaye Kory
 Delegate Mark D. Sickles
 Delegate Mark. L. Keam
 Delegate Marcus B. Simon
 Delegate Richard C. Sullivan, Jr.
 Delegate Timothy D. Hugo
 Delegate Vivian E. Watts

CC (by email only): Michelle Kaminsky, Esquire
Anastasia T. Kranias, Esquire
Carolé C. Krogmann, Esquire
Lana M. Manitta, Esquire
Martha JP McQuade, Esquire
Dana M. Wolfson, Esquire
Alison Mullins, Esquire, VWAA, Northern Virginia Chapter, President

THOMAS K. CULLEN

Experience and Legal Ability: Thomas K. Cullen earned his Juris Doctor from the Washington College of Law, American University in 1991. He was admitted to practice law in the Commonwealth of Virginia in 1992.

Mr. Cullen has served as a Magistrate in the 5th Magisterial District, 19th Judicial Circuit since January 2019. In that capacity, and inter alia, he conducts hearings to determine probable cause for criminal charges or to set or deny bail, considers the issuance of emergency custody orders (for mental health evaluations) and temporary detention orders (for more in depth mental health evaluations and temporary treatment), and issues arrest and search warrants, as well as protective orders.

Prior to his Magistrate service, Mr. Cullen was a solo practitioner and focused on family law and criminal matters, including representation of both juveniles and adults. He also served as guardian *ad litem* in CHINS, delinquency, custody, visitation and abuse and neglect cases, and represented both juveniles and adults in protective order cases. In addition, Mr. Cullen assisted families as a mediator in developing separation, custody and visitation agreements.

Mr. Cullen served on the Board of Directors for the Alexandria Bar Association from 1999 to 2005 and has also served on the Alexandria Sheriff's advisory council, Alexandria JDR advisory council, and the Virginia State Bar/Virginia Bar Association Joint ADR Committee.

Fairness and Temperament: Through his submissions and interview, Mr. Cullen has demonstrated to the Committee that he possesses the requisite fairness and temperament to serve on the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Mr. Cullen possesses the requisite professionalism and integrity to serve on the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Mr. Cullen is well-qualified for the position of a Juvenile and Domestic Relations District Court judge and merits the Committee's special recommendation. Accordingly, the Committee rates him as **Highly Recommended**.

KAREN M. GRANE

Experience and Legal Ability: Ms. Grane earned her Juris Doctor from the George Mason University School of Law in 1988 and was admitted to practice in the Commonwealth of Virginia that year.

Ms. Grane is currently an Assistant County Attorney for Arlington County, representing the Child and Family Services Division of Arlington County's Department of Human Services. She has held this position since 2013. Prior to that time, she was engaged in private practice with various Northern Virginia law firms, practicing in various areas of litigation.

In addition to her Juris Doctor, Ms. Grane also holds a Master's Degree in Social Work from Virginia Commonwealth University – a degree that she earned in 2009, while working full-time in the practice of law.

Ms. Grane has served as the President Elect (2017), President (2018) and Immediate Past President (2019) of the Arlington County Bar Association. She also served as Director of the Arlington County Bar Association Foundation in 2018. Additionally, she has taken on many leadership roles within her church, St. Paul's Episcopal Church in Alexandria, Virginia.

Fairness and Temperament: Through her submissions and interview, Ms. Grane has demonstrated to the Committee that she possesses the requisite fairness and temperament for the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Ms. Grane possesses the requisite professionalism and integrity for the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Ms. Grane's qualifications are sufficiently above the minimum requirements for the position of a Juvenile and Domestic Relations District Court judge and merits the Committee's recommendation. Accordingly, the Committee rates her as **Recommended**.

COLLEEN M. HADDOW

Experience and Legal Ability: Colleen Haddow earned her Juris Doctor from the George Mason School of Law in 2006. She was admitted to practice law in the Commonwealth of Virginia in 2006.

Ms. Haddow began her legal career as an associate at the law firm of Colten Cummins Watson & Vincent, PC, where she handled all areas of domestic relations law, including divorce, custody, spousal support, custody and support modification, mediation, enforcement issues, and trial and appellate work. Ms. Haddow is currently a partner at Redmon, Peyton & Braswell, LLP, where she continues to practice family law, handling complex custody, support, equitable distribution and enforcement matters. Ms. Haddow also volunteers as a conciliator with the Fairfax County Juvenile and Domestic Relations District Court and as a speaker at the Devonshire Program.

Ms. Haddow is on the Board of Directors of the Alexandria Bar Association and is also a member of the Fairfax Law Foundation and the Fifth District, Section I, Disciplinary Committee. She has been a Co-Chair and on the planning committee for the annual Color of Justice program and a board member of the Northern Virginia Black Attorneys Association. In the non-legal community, Ms. Haddow has been a member of the Fraternal Order of the Eagles since 2014.

Fairness and Temperament: Through her submissions and interview, Ms. Haddow has demonstrated to the Committee that she possesses the requisite fairness and temperament to serve on the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Ms. Haddow possesses the requisite professionalism and integrity to serve on the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Ms. Haddow's qualifications are sufficiently above the minimum requirements for the position of a Juvenile and Domestic Relations District Court judge and merits the Committee's recommendation. Accordingly, the Committee rates her as **Recommended**.

TAMIKA DAWN JONES

Experience and Legal Ability: Tamika Dawn Jones earned her Juris Doctor from the Columbus School of Law, Catholic University of America, in 2008. She was admitted to practice law in the Commonwealth of Virginia in 2009.

Prior to becoming an attorney, Ms. Jones worked as a litigation clerk in Washington, DC, as a probation officer in Lynchburg, as a special investigator for United States Investigations Services in Annandale, as a special assistant and intern for the Federal Communications Commission in Washington, DC, and as a law clerk in Arlington. After graduating from law school, Ms. Jones worked briefly at The Law Offices of Fluet, Huber and Hoang, PLLC in Lake Ridge, before founding her own firm in 2009. Currently, Ms. Jones practices primarily criminal and domestic relations law at The Jones Practice, PLLC. Her practice consists of court-appointed criminal and abuse and neglect cases, as well as domestic relations and criminal cases for private clients.

Ms. Jones is a member and President-Elect of the Alexandria Bar Association. She is also a member of the Fairfax Bar Association and past-member of the Northern Virginia Black Attorneys Association and the Old Dominion Bar Association. In 2018, Ms. Jones was awarded the Lawyer Referral Service (LRS) Lawyer of the Year Award by the Alexandria Bar Association. In the non-legal community, Ms. Jones is a member of the Governance and Legal Committee at the Alfred Street Baptist Church.

Fairness and Temperament: Through her submissions and interview, Ms. Jones has demonstrated to the Committee that she possesses the requisite fairness and temperament to serve on the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Ms. Jones possesses the requisite professionalism and integrity to serve on the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Ms. Jones' qualifications are sufficiently above the minimum requirements for the position of a Juvenile and Domestic Relations District Court judge and merits the Committee's recommendation. Accordingly, the Committee rates her as **Recommended**.

MARY ELLIOTT O'DONNELL

Experience and Legal Ability: Mary Elliott O'Donnell earned her Juris Doctor from the Columbus School of Law at Catholic University in 1994. She was admitted to practice law in the Commonwealth of Virginia in 1994. She is also a member of the District of Columbia and Maryland bars.

Ms. O'Donnell is currently an Assistant County Attorney for Talbot County, Maryland, where she has worked since 2017. In this capacity, she represents the County Council and the departments and boards of Talbot County. Prior to relocating to Maryland for family reasons, Ms. O'Donnell served as an Assistant City Attorney for the City of Alexandria, Virginia from 2002 to 2017. As an Assistant City Attorney, Ms. O'Donnell represented the City of Alexandria Department of Community and Human Services in child abuse and neglect matters, including removals, foster care service plans, and termination of parental rights from 2001 to 2014.

Throughout her career, Ms. O'Donnell's practice has primarily been in the Alexandria Juvenile and Domestic Relations District Court. Ms. O'Donnell was in private practice in Northern Virginia from 1994 to 2002. Her practice focused on family law matters, including divorce, custody and visitation, child support, abuse and neglect, as well as court-appointed delinquency matters. She also served as a guardian *ad litem* for children and disabled parents in child abuse and neglect cases.

Ms. O'Donnell has been an active member of the legal community in Alexandria. She served on the National Council of Juvenile and Family Court Judges Model Court and Virginia Court Improvement Program from 1997 to 2004. She also served as a liaison to the Board of Directors at the Center for Alexandria's Children. Ms. O'Donnell received the Allies in Prevention Award from Stop Child Abuse Now (SCAN) Alexandria.

Fairness and Temperament: Through her submissions and interview, Ms. O'Donnell has demonstrated to the Committee that she possesses the requisite fairness and temperament to serve on the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Ms. O'Donnell possesses the requisite professionalism and integrity to serve on the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Ms. O'Donnell is well-qualified for the position of a Juvenile and Domestic Relations District Court judge and merits the Committee's special recommendation. Accordingly, the Committee rates her as **Highly Recommended**.

DOUGLAS A. STEINBERG

Experience and Legal Ability: Mr. Steinberg earned his Juris Doctor degree from William & Mary Law School in 1995. He was admitted to practice law in the Commonwealth of Virginia in 1996.

Mr. Steinberg's practice includes criminal defense in state and federal courts, domestic relations (e.g., divorce, custody, support) and service as a guardian *ad litem* in abuse and neglect CHINS cases. He is an experienced trial attorney, having tried many jury and non-jury matters before the state and federal court, both civil and criminal, and he has filed and argued numerous appeals to the Fourth Circuit and state appellate courts.

In addition to his legal practice, Mr. Steinberg serves on the Boards of Directors of Legal Services of Northern Virginia (LSNV) (of which he is a past-President) and the Alexandria Bar Foundation. He regularly accepts *pro bono* cases from LSNV.

Fairness and Temperament: Through his submissions and interview, Mr. Steinberg has demonstrated to the Committee that he possesses the requisite fairness and temperament to serve on the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Mr. Steinberg possesses the requisite professionalism and integrity to serve on the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Mr. Steinberg meets the minimum requirements for the position of a Juvenile and Domestic Relations Court judge. Accordingly, the Committee rates him as **Qualified**.

REBECCA WADE

Experience and Legal Ability: Ms. Wade earned her Juris Doctor degree from the University of Richmond in 2007. She was admitted to practice law in the Commonwealth of Virginia in 2007.

Ms. Wade is an equity partner at Wade, Grimes, Meinken & Leischner, PLLC in the City of Alexandria. Her practice includes criminal defense and domestic relations (e.g., divorce, custody, support) in both federal and state courts. Prior to going into private practice, Ms. Wade was a public defender in Fauquier County. She is an experienced trial attorney, having tried jury and non-jury matters, both civil and criminal. Ms. Wade was appointed as a substitute judge for the Juvenile and Domestic Relations and General District Courts for the City of Alexandria in November 2016. Since her appointment, she has presided in court on approximately 50 occasions, and 80% of that time was in the Juvenile and Domestic Relations District Court.

In addition to her legal practice, Ms. Wade has accepted *pro bono* cases from Legal Aid Justice Center and Legal Services of Northern Virginia. She is also on the Criminal Justice Act Panel and accepts court-appointed federal criminal defense cases. Ms. Wade is active as a board member of the Alexandria Bar Association. She also remains active in the local community, as she is on the dual-language committee of the PTA associated with her daughter's elementary school.

Fairness and Temperament: Through her submissions and interview, Ms. Wade has demonstrated to the Committee that she possesses the requisite fairness and temperament to serve on the Juvenile and Domestic Relations District Court bench.

Professionalism and Integrity: The Committee finds that Ms. Wade possesses the requisite professionalism and integrity to serve on the Juvenile and Domestic Relations District Court bench.

Overall Evaluation: The Committee finds that Ms. Wade is well-qualified for the position of a Juvenile and Domestic Relations District Court judge and merits the Committee's special recommendation. Accordingly, the Committee rates her as **Highly Recommended**.