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NHBA Welcomes New England Bar Leaders for 2025 NEBA Annual Meeting

By Tom Jarvis

The New Hampshire Bar Association welcomed bar leaders from across the region to Portsmouth this fall as host of the 2025 New England Bar Association (NEBA) Annual Meeting. The gathering took place November 7–8 at the Sheraton Portsmouth Harborside Hotel.

NEBA is made up solely of the six New England state bar associations.

"It exists just to promote the exchange of information and relationships among New England's bar associations," NEBA Immediate Past President Russell Hilliard explains.

The annual meeting rotates among the six states on a six-year cycle. When it is a state's turn to host, a lawyer from that state serves as NEBA president for that year. In 2025, that role fell to Hilliard – a longtime NEBA board member and past president of the NHBA (2003–2004) – who led the program planning for Portsmouth.

"This was an opportunity to focus the group a little bit on some of the issues that we're dealing with here in



New Hampshire Supreme Court Chief Justice Gordon MacDonald and Maine Supreme Court Chief Justice Valerie Stanfill speaking about the CLEAR Report to attendees of the NEBA 2025 Annual Meeting. Photo by Debbie Hawkins

this state, but also to show off beautiful Portsmouth, New Hampshire, as well," says NHBA Vice President Robert Lucic, who assisted with planning in place of NHBA President Derek Lick, who was unable to attend.

NHBA Executive Director Sarah Blodgett says hosting the meeting is both a responsibility and an opportunity.

"Hosting the New England Bar Association's Annual Meeting is always an honor, and this year in Portsmouth was

no exception," she says. "It gave New Hampshire a chance to welcome our colleagues from across the region, compare notes on the challenges we're all facing, and share some of the strengths of our own bench and Bar. My hope is that the connections made here – and the ideas exchanged in those rooms and hallways – will translate into concrete support for our members and better service for the public in every New England state."

For NHBA Immediate Past President Kathleen Mahan, that opportunity to compare notes is at the heart of the event.

"Any opportunity that we have to get together to hear and learn from one another is an opportunity that should be taken, and this annual meeting consistently is a great opportunity to do so," she says. "The rules and challenges we face are relatively similar, and it's good to hear what other states are doing – how they're addressing their problems, how they're trying to get ahead of other problems."

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Cost of Living is Pushing New Lawyers Out of New Hampshire

By Scott Merrill

People in the Granite State can debate whether the cost of living is increasing too much, but there's no question that it's rising – and wages aren't keeping up. This is a driving factor for many young attorneys trying to balance their career choices, quality of life, and whether to stay in a state like New Hampshire, where paying for basics like housing, childcare, and healthcare can break the bank.

For many, it's a hard choice that pits a desire to pursue a career they love against one that pays the bills.

For attorney Alex Attilli, 24, the math almost pushed her out of New Hampshire before her legal career even



started. A 2025 graduate of the University of New Hampshire Franklin Pierce School of Law (UNH Law) and a Daniel Webster Scholar, she had always imagined working in civil legal aid or public-interest law. But the job market was tight, and the bills were real.

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CASA of NH Founder Marty Sink Announces Retirement After 38 Years

By Tom Jarvis

Marcia "Marty" Sink, founder, president, and CEO of Court Appointed Special Advocates of New Hampshire (CASA), has announced that she will retire as of July 1, 2026, after nearly four decades leading the organization she started in 1989.

Sink, 70, says the timing reflects both the organization's strength and her confidence that CASA is ready for its next phase of leadership.

"After 38 years, it's just time to hand over the reins," she says. "I feel like the organization is in such a good place in a lot of ways, with strong leadership not only from our board but from our staff. The recognition that continues from the



Marty Sink in her office at CASA of New Hampshire's Manchester location. Photo by Tom Jarvis

judiciary, the legislature, the governor's office – that CASA is kind of a force to be reckoned with and we're here to stay – shows the organization is in a good place."

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Bar Association Must Target Its Public Advocacy Efforts

In these particularly charged political times, Bar Association leaders are often asked to take a public position on issues and to "speak out" on behalf of New Hampshire's attorneys. However, the Bar Association, as a mandatory or "unified" association, holds a unique position – it functions both as a professional association and as an entity authorized and overseen by the State Supreme Court to assist in regulating the legal profession.

Because New Hampshire attorneys are required to be members of the Bar as a condition of practicing law, the organization's authority to engage in political or legislative activity is subject to strict, constitutionally grounded limitations.

History of the Unified Bar Association

The Bar was first unified by the New Hampshire Supreme Court in 1968 for a three-year trial period. Once unified, membership and the payment of dues to the Association were required of all lawyers as a condition to the practice of law in this state.

In ordering unification, the Court acted "to improve the administration of justice, to foster and maintain high standards of professional conduct, competence, and public service on the part of lawyers, and to ensure the existence of a continuing program of legal education for the legal profession."

In 1972, the Court again examined

President's Perspective



By Derek D. Lick

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unification and concluded that "the Association had benefited as an organization from its three-year experience, and had made substantial strides in internal organization, member participation, continuing legal education, professional competence, discipline, ethics, and finances." Consequently, it ordered the Bar unified on a permanent basis.

Importantly, when the Court ordered the unification of the Bar, it approved the following language in Article I of the Association's constitution: "The Association shall confine its activities before the General Court to those matters which are related directly to the administration of justice; the composition and operation of the courts; the practice of law and the legal profession."

In re Chapman and the New Hampshire Constitution

In the case of *In re Chapman*, the New Hampshire Supreme Court con-

fronted the question of how far the Bar Association could go in opposing legislation – in this case, a package of tort reform bills – using funds derived from compulsory dues.

The *Chapman* Court held that because Bar membership is mandatory, the Association's legislative involvement must be constrained to matters closely connected to its core purposes. These include:

- The efficient administration of the judicial system;
- The composition and operation of the courts; and
- The education, ethics, competence, integrity, and regulation of attorneys.

Chapman prohibits the Association from using its institutional voice or compulsory dues to advocate on political, ideological, or social issues that fall outside these categories.

Even if the issue is of public importance, the Association may not intervene unless it can demonstrate a direct, substantial connection to the legal system or the profession's regulation.

The *Chapman* Court stated that "[w]here it can reasonably be argued that an issue is outside the scope of its authority, the Board should take no position on the matter."

Additionally, where "substantial unanimity" does not exist or is not known to exist within the bar as a whole, particularly with regard to issues affecting members' economic self-interest, the Court instructed the Bar's board to "exercise caution."

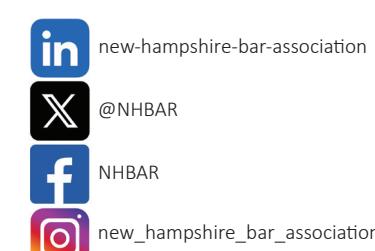
The *Chapman* Court was clear in stating that individual Bar officers or members are free to express their personal views before the legislature in their individual capacity, but not in the name of the Association on matters unrelated to the administration of justice.

Conclusion

Given the legal framework, the Bar Association is careful to take positions only on proposed legislation directly tied to the administration of justice and the regulation of the legal profession, and even then only when the Board of Governors believes that there is substantial unanimity among New Hampshire attorneys on the issue. ♦

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CONTACT US:
news@nhbar.org
2 Pillsbury Street, Suite 300
Concord, New Hampshire 03301
(603) 224-6942 • Fax (603) 224-2910
www.nhbar.org



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Bar Foundation Announces Topic for Second Annual Civics Essay Contest



By Megan Koerber

Capitalizing on the hot-button issue of artificial intelligence, the New Hampshire Bar Foundation (NHBF) has announced the topic for its second annual high school civics essay contest.

NHBF Executive Director Sarah Blodgett looks forward to seeing how this year's students can take the very current issue of AI and balance it with our founding documents.

"The Foundation is thrilled to continue the civics essay contest for a second year," she says. "In choosing this question, we wanted to keep students in mind – focusing on issues already beginning to affect their daily lives. AI and the rights of the authors whose works it draws upon are highly topical subjects and should yield some really interesting arguments from these students."

The full wording of the essay topic is as follows:

Artificial Intelligence (AI) companies create services such as ChatGPT by scanning books and articles, which often contain intellectual property that results from years of hard work, study, and expertise. These companies then generate profits by either selling their services or providing them for free and profiting from the data obtained from users.

As our country nears its 250th birthday, how should the freedoms and rights identified in the Declaration of Independence and the US Constitution shape the way AI tools like ChatGPT are regulated? Should AI companies be required by law to

pay the authors whose work they use?

In answering this question, consider the balance of this country's constitutional commitments to free speech, privacy, and property rights (including intellectual property). Identify and weigh the positive and negative effects of AI. Cite two or three court cases that have informed your thinking.

Judge Richard McNamara, a past NHBA president, says the Foundation hopes to engage high school students on a topic that is particularly interesting to them.

"We don't want to have every year be, 'Why is freedom of speech important to you?' That's not going to get them excited, but hopefully this will interest them," he says.

New Hampshire students enrolled in grades 11 and 12 (or their equivalent) during the 2025-2026 academic year are invited to submit essays. The top three essays will be chosen in March by a panel of attorneys and judges.

The author of the first-place essay will receive a \$5,000 prize, while second- and third-place winners will each receive \$2,500. All three award recipients will be honored at a ceremony at the Merrimack Superior Court on April 4, 2026.

Essays must be submitted to nhbffes-saycontest@nhbar.org no later than February 6, 2026, at 5 pm, and must be accompanied by a student entry form and a student and parent/guardian release form. These forms, along with detailed contest rules, can be found at nhbar.org/civics-essay-contest. ♦

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Tony Naro: Champion for Clients, Colleagues, and Community

By Kathie Ragsdale

In high school, criminal defense and family law attorney Anthony “Tony” Naro sported dreadlocks and hemp necklaces, played the viola competitively, and witnessed the harassment his minority friends endured.

The treatment of those who look or act “differently” shaped his future.

“I wanted to help people fight injustice and help working people because that’s what my family was,” says Naro of his choice of careers.

It was a choice that led him to years of work as a public defender and several more in private practice before he started his own firm in Nashua a year ago. It also garnered him the praise of colleagues and the 2025 New Hampshire Bar Association’s Vickie M. Bunnell Award for Community Service.

Raised in the Springfield suburb of Westfield, Massachusetts, by a teacher father and nurse mother, he went to Holyoke Community College before moving on to the University of Massachusetts-Boston, where he graduated magna cum laude with a major in political science and a minor in Black studies.

A course called Race and the Law, taught by civil rights activist Robert Johnson, got him interested in Black studies, and he says what he learned about racism and implicit bias serves him today.

“Those lessons go beyond race, to gender, people with disabilities, or a different sexual orientation,” Naro says. “The base knowledge I got branches off into other areas of my practice and life.”

After college, he took a position with the Boston financial firm Brown Brothers Harriman and applied to Suffolk University Law School, where he graduated fifth in his class.

He decided on law when he realized his earlier desire to be a police officer was not a good fit for him, and that the law would better help him serve others.

“I have a lot of friends who are Puerto Rican and poor,” Naro explains. “I just saw that they got treated unfairly with the police in Westfield and Springfield...I knew I really wanted to help people.”

While still in law school, he interned at the Massachusetts Committee for Public Counsel Services and, starting his second year, for criminal defense lawyer Stephen Hrones, the flamboyant, high-profile litigator known as “the mad Czech.”

Law school was also where he abandoned his hemp necklaces after he had trouble buttoning a shirt before a job interview and his roommate said the necklaces were in the way.

After graduation, he worked for the New Hampshire Public Defender, where he stayed for 12 years and found such “family” that two tables of public defenders were at his wedding.

“It’s one of the best public defender programs in the country with an amazing training program,” Naro says. “It’s six to eight weeks and you’re learning from the best defense lawyers in the state about everything. You don’t learn how to be a lawyer in law school. They [the Public Defender] literally teach you.”

As a public defender, he wanted “to ensure that, no matter how much money you had, if the government wanted to take away your liberties, you could have the best defense possible,” Naro adds.

But the work is also “intense and hard,” he acknowledges. His first murder trial, where the victim was a child like the one he had at home, hit him hard.

“Looking at autopsy pictures of a little boy and going home to your own little boy...” he says without finishing the sentence.

With the arrival of COVID-19 and with a growing family to provide for, Naro switched to private practice, joining the firm of Xiorli Bernazzani, where he practiced family law and stayed for more than four years until Bernazzani became a judge and Naro started his own firm.

His most memorable cases are not the ones where he obtained not guilty verdicts, though those are many.

“The true best cases I’ve had have been all around sentencing,” Naro says, adding that convincing a prosecutor someone needs treatment rather than jail time is one example. “That’s where you make the difference in somebody’s life.”

He cites the case of one client who was found guilty and the State wanted him to serve 20 to 40 years in state prison. He ended with five, having served two and a half years pre-trial.

“He had done tremendous things at



the Valley Street Jail, and two administrators at the jail spoke on his behalf,” says Naro. “That shows you that change is possible in people.”

Naro also recalls one trial where he defended a client accused of selling drugs to someone and causing their death. When he lost the case, he was devastated.

“But then, I was outside the courtroom in Nashua and the victim’s father came up to me and said, ‘if I ever get into trouble, I’m going to call you,’” he says. “It was a kind moment, because that guy should have hated me if you apply broad-stroke thinking. That’s a moment you don’t forget because it reminds you of how human everyone is on both sides.”

His skill has earned him the admiration of colleagues like Lyndsay Robinson, shareholder/director at Shaheen & Gordon, who has known him for five years and worked with him when he first entered private practice.

“Tony Naro is not only a fierce advocate, but he is a tremendous colleague and friend,” she says. “I learned so much from him. Even though we don’t work at the same firm anymore, we’re always there to support each other through the trials and tribulations of family law... Tony is at the top of my referral list and that is because I would trust him with my life.”

Naro is also a strong Bar supporter, serving on the NHBA’s Board of Governors and the Attorney Discipline Office’s Hearings Committee. He is also president of the Friends of New Hampshire Drug Court, works with the Daniel Webster Scholar Honors Program, does pro bono cases, and volunteers for 603 Legal Aid.

“Tony Naro built his reputation being a relentless, tenacious advocate for his clients,” says friend and colleague Jeffrey Odland, a partner at Wadleigh, Starr & Peters. “But that tenacity is matched with a boundless generosity of spirit toward his colleagues and his community.”



Tony Naro with his wife Kristina and children Bianca and Luca.
Courtesy Photo

Through pro bono work, volunteering with the Bar Association, and steering the Friends of New Hampshire Drug Court, Tony is as tireless in giving back as he is in the courtroom.”

That high opinion is shared by Jamie Hage, shareholder at Rath, Young & Pignatelli, who says Naro is known for “his integrity, legal expertise, and unwavering dedication to the practice of law.”

“His thoughtful and compassionate approach to his cases consistently earns him the trust of his clients and respect of his peers alike,” Hage says. “Tony embodies the highest standards of the legal profession and is a true asset to our community.”

In his spare time, Naro plays softball and golf, and likes to cook for his wife, Kristina, and their children Bianca and Luca.

Though his wife can cook, she enjoys it less than he does.

“I joke that I married an Italian who can’t cook,” says Naro. “She says, ‘You’re Italian too. Get back in the kitchen.’” ♦

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Midyear Meeting 2026 Preview: State and History at the Center of CLEs

By Tom Jarvis

In 2026, the United States will mark the 250th anniversary of the Declaration of Independence. New Hampshire will also observe 250 years since the adoption of its first state constitution in January 1776 – a temporary wartime framework later replaced by the 1784 Constitution that remains in effect today, making it the first American commonwealth to adopt its own constitution. Against that backdrop, the 2026 NHBA Midyear Meeting will focus significant attention on state constitutional law and the role of history in modern legal practice.

Three programs in particular will highlight these themes: a CLE by Professor Robert Williams examining how Revolutionary-era principles from the Declaration of Independence are embodied in state constitutions; a CLE by Professor Lorianne Updike Schulzke on the endurance and development of the New Hampshire Constitution; and a panel discussion on how historical sources and constitutional history can inform modern practice and argument in courts in the Granite State.

Self-Evident Truths

In his CLE presentation, "Self-Evident Truths: Principles from the Revolutionary Era Embodied in State Constitutions," Professor Robert Williams plans to examine how principles first articulated in the Revolutionary era – particularly in the Declaration of Independence – were taken up in early state constitutions and how those provisions have evolved.



"Most people are not familiar with this, but it's the state constitutions that served as the models for the development of the US Constitution," he says. "So New Hampshire was within that group of original state constitutions when it finally adopted its 1784 Constitution after a really interesting period of trial and error."

Because state constitutions are comparatively easy to amend, Williams notes, they continued to develop on their own terms after the federal Constitution was adopted.

"Many of the doctrines and provisions in state constitutions continued in their evolution independent of what was going on in the US Constitution, which is

so rarely amended," he says. "Almost all doctrines under state constitutions can be distinguished from what we know about the application of the US Constitution."

Williams is distinguished professor of law emeritus at Rutgers University School of Law and former director of the Center for State Constitutional Studies. He has spent more than 40 years teaching and writing about state constitutional law after earlier work in legal services, legislative advocacy, and an International Legal Center fellowship in Kabul, Afghanistan.

Williams developed what he describes as "the first national casebook on state constitutional law," now in its fifth edition, and is the author or coauthor of several leading treatises, including *The Law of American State Constitutions* (2d ed. 2023), *The New Jersey State Constitution* (3d ed. 2023), and *State Constitutional Law: Cases and Materials* (5th ed. 2015).

He has written previously that New Hampshire has been a leader in what he calls "independent interpretation" under state constitutions (see "New Hampshire and the Methodology of the New Judicial Federalism," *New Hampshire Bar Journal*, Vol. 45, No. 2 (2004), at 6), and he expects to highlight that tradition during his presentation. He also hopes to give practitioners practical prompts for their own briefings.

"One of the crucial skills in state constitutional law argument is to be careful not to take what we call a 'lockstep' approach to federal constitutional doctrines," says Williams. "When a lawyer gets a case that involves constitutional law, they have kind of an instinct to fall back on what they know about federal constitutional law...

Lawyers first have to recognize that they have a state constitution."

Vitality of the New Hampshire Constitution

In her program, "The Vitality of the New Hampshire Constitution," Professor Lorianne Updike Schulzke will examine why New Hampshire's 1784 Constitution has endured and what its drafting history can teach modern lawyers. Her scholarship includes what she describes as "the most recent history of its creation," with a forthcoming article to be published by the New Hampshire Historical Society.



"What I find fascinating as a scholar is that New Hampshire has the second-oldest constitution that is still extant in the world, and I believe that a lot of that has to do with how it was written," she says.

Updike Schulzke is a visiting associate professor of law at Yale Law School and a member of the Northern Illinois University College of Law faculty, where she teaches Constitutional History, Public International Law, Professional Responsibility, and Torts. She has also served as a visiting associate professor of law at Penn State Law, teaching Constitutional Law and Constitutional Negotiations, and has held teaching or adjunct appointments at New England Law, Penn State, and Brigham Young University.

Her expertise lies in constitutional interpretation and comparative constitutionalism, with particular interest in early US and state constitutions, constitution-writing processes in the Middle East and North Africa, and the Supreme Court's use of history. Her work has appeared, or is forthcoming, in the *University of Chicago Law Review*, *International Journal of Constitutional Law*, *Connecticut Law Review*, and other journals. Her historical research has been cited by the United States Supreme Court, and she frequently leads student teams in filing historical amicus briefs in appellate constitutional cases.

Updike Schulzke's background also includes substantial work on constitutional drafting outside the United States. As president of Libertas Constitutional Consulting from 2010 to 2018, she advised the Libyan constitution-writing process and helped found the Quill Project at Pembroke College, Oxford, which now owns ConSource.org – the digital archive of historical constitutional sources she originally founded.

For her New Hampshire program, she plans to use that comparative perspective to explore both the content and the process of the 1784 Constitution. Her research traces multiple failed attempts between 1776 and 1784 to adopt a permanent constitution, and the eventual decision to include previously excluded communities in the Upper Connecticut River Valley. She argues that this inclusivity helped secure long-term legitimacy.

"There's a lesson in the longevity of the New Hampshire Constitution," she says, "that when you have a constitution

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NHBA Committee Welcomes Judge Saint-Marc as Co-Chair, Expands Civics Mission

By Megan Koerber

The New Hampshire Bar Association's Law Related Education Committee has a new name: the Civics and Law Outreach Committee. And while the name has changed, the mission remains the same. From the beginning, the committee's purpose has been to strengthen civic awareness across the state, and now its name more clearly aligns with that goal.

"The committee had a discussion and felt that many educators were using the term civics rather than law," says committee co-chair Jennifer Eber. "In order to have a greater impact and reach, we needed to include civics in our name. We also do more than just education; we focus on outreach to all in New Hampshire, including adults, and the new title reflects that."

"The vast majority of people don't know what law-related education means," says NHBA Civics and Law Outreach Coordinator Martha Madsen. "Civics and Law Outreach is more widely understood and includes a more active intention."

The committee has also added a co-chair.

"I am so happy to have Judge [Talesha] Saint-Marc co-chairing the committee," says Eber. "She has been an active participant in the We the People program over the years, and her commitment, along with so many judges in the federal and state system and other lawyers, makes our programs stronger."

Madsen agrees.



Judge Saint-Marc is a great addition to the leadership of the Civics and Law Outreach Committee,"

she says. "She has experience with We the People as well as with outreach into Manchester schools. She has important connections and is a generous collaborator. I look forward to working with her."

In 2024, Judge Saint-Marc became the first Black person in New Hampshire to serve on the federal bench as a United States magistrate judge. Before that, she practiced labor and employment law at Bernstein Shur,



where she worked until her judicial appointment.

"I think civic education is important," says Judge Saint-Marc. "I also once had dreams of being a teacher, so participating in civics programs lets me be a teacher for a day. I'm hoping that I can encourage other lawyers to participate in civics programs."

The core makeup of the committee has also shifted. Historically, membership only included Bar members; however, the committee now welcomes educators. Recent additions include Alvirne High School social studies teacher Donna Morin, who was named Civics Educator of the Year by the New Hampshire Council for Social Studies, and University of New Hampshire Franklin Pierce School of Law Professor Anna Elbroch.

"I see educators and lawyers working together to make our programs even stronger," says Eber. "Having educators look at our lesson plans that are accessible on the NHBA's website and available to all can make these lesson plans stronger and more appealing."

"Teachers are familiar with state standards and also with how students learn," says Judge Saint-Marc. "Our committee is lucky because our Bar liaison, Martha Madsen, is a former longtime educator, and she has an extensive civics background as the former executive director of NH Civics. Having Martha and other educators on our committee will hopefully help build bridges to civics in more schools."

The committee has several engagement and outreach programs that it plans to prioritize in the next year, including We the People: The Citizen and the Constitution, Street Law's lawyer-teacher partnership pilot, A Lawyer and Judge in Every School, and *Beyond High School*.

The primary goal of We the People is to promote civic competence and responsibility among students of all ages. At the high school level, schools participate in district hearings and state finals, held in December and January each year, demonstrating their knowledge in six units of study performing before a panel of notable governmental and political leaders. The top-performing high school class earns the opportunity to attend the national finals in Washington, DC, representing the Granite State.

CIVICS continued on page 24

THE BEST LAWYERS – YEAR AFTER YEAR

MARK A. ABRAMSON

Medical Malpractice Law – Plaintiffs; Personal Injury Litigation – Plaintiffs; Product Liability Litigation – Plaintiffs



KEVIN F. DUGAN

Medical Malpractice Law – Plaintiffs; Personal Injury Litigation – Plaintiffs
"2026 Lawyer of the Year – Personal Injury Litigation – Plaintiffs"

JARED R. GREEN

Medical Malpractice Law – Plaintiffs; Personal Injury Litigation – Plaintiffs; Product Liability Litigation – Plaintiffs

HOLLY B. HAINES

Medical Malpractice Law – Plaintiffs; Personal Injury Litigation – Plaintiffs

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Medical Malpractice Law – Plaintiffs; Personal Injury Litigation – Plaintiffs



NICK ABRAMSON

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Third Edition of Divorce Guide Aims to Support Family Lawyers

By Tom Jarvis

MCLE New England has released the third edition of *A Practical Guide to Divorce in New Hampshire*, a handbook edited by Circuit Court Judge Michael Alfano and written by 25 judges and lawyers from across the state. The March 2025 edition is designed as a practical resource for attorneys handling divorce cases in the Granite State, from new practitioners to experienced family lawyers.

Judge Alfano has spent most of his career in and around family law. A 1985 graduate of Boston College Law School, he began working as an associate at the firm of Wiggin and Nourie. He later opened his own office as a solo practitioner and began focusing on family law in 1997. In 2017, he was appointed to the bench by then-Governor Chris Sununu.

Filling the Mentoring Gap

Alfano says the new edition is aimed in large part at filling a mentoring gap he has watched develop over several decades.

"Around the 1990s, the practice of law changed from a profession to a business," he says. "You saw people coming right out of law school having to make money right away. A lot of them start their own practices with no training, no playbook, no how-to manual. Law school doesn't really provide everything a new lawyer needs, but now it's become more critical without mentoring. This book attempts to fill that gap – to give people a view of the best practices, so they can be more effective in representing their clients' interests."

He sees the guide as useful across all experience levels.

"The book is geared to everybody," he says. "New law school graduates certainly need it the most, but it's also for people who've been practicing but have gaps in their knowledge. It's even helpful for people who are very experienced. If you look at the authors in the index, these are expert practitioners – people who've been around for more than 20 years, handling hundreds and hundreds of divorce and family cases."

What the Third Edition Covers

The third edition organizes New Hampshire divorce practice into 25 discrete topics. Chapters are written by practitioners and judges from around the state and edited by Judge Alfano, who also contributes a chapter on guardians ad litem. In addition to the main chapters, the book also includes an appendix memorandum summarizing 2024 changes to New Hampshire Statute 461-A on parental rights and responsibilities.

As with prior editions, this edition is intended to be used as a working manual rather than a treatise, says Judge Alfano.

The new edition reflects statutory changes in New Hampshire's custody and child support framework that Judge Alfano describes as significant.

"The law of custody and the law of child support have changed dramatically," he says. "You're seeing more of an emphasis on fathers' rights than you saw in the past, and now we have a statute that if you have about equal money and about equal custody, there may not be any child support at all.

That's a dramatic change from even five years ago when the Supreme Court said it would still be full-guidelines child support in that situation."

Those developments are addressed in several chapters, including two focused on children and child support authored by Nashua attorney Laura Dudziak.

Practice Pointers on Child Support

Dudziak says she came to the project by revising existing chapters.

"I took over and built upon what had already been done by updating the chapters," she says. "Judge Alfano had some input, so I addressed all of his concerns and what he wanted to see in the update as well."

Her motivation was partly personal.

"When I first started out, I didn't really have a mentor at all," says Dudziak. "I worked for a firm that was primarily criminal defense, and so I just started doing family law and it was sink or swim. Something like this would have been really helpful for me."

One misconception she encounters frequently in practice concerns the relationship between parenting schedules and support obligations.

"Common misconceptions with clients seem to be that child support is tied to parenting," she says. "I have a lot of clients come to me and think that if they have a shared parenting schedule, that means they don't have to pay child support. Of course, I have to explain the law to them, because that's not accurate."

For newer lawyers, Dudziak hopes readers take away a few core points from her chapters.

"Each case is fact-specific, and it is

important to stay on top of the statutes and court rules," she says. "As a family law attorney representing a parent, you have

a responsibility to encourage your client to act in the child's best interest. New Hampshire policy encourages both parents to have a stable and meaningful relationship with their children, absent a showing of detriment to the child, and attorneys should encourage their clients to work cooperatively with the other parent to develop a parenting plan that works for the children. With respect to child support, the attorney should be aware there

is a guidelines calculator that provides the presumptive amount of child support the obligor parent should pay, but this amount may be adjusted if there are special circumstances."

Valuation and High-Asset Cases

The book also devotes a chapter to business and asset valuation, authored by CPA and attorney Richard Maloney. Maloney's practice focuses on valuations, financial analysis, and expert testimony in high-asset divorce matters.

Asked what his chapter is intended to provide, Maloney describes it as a background tool for lawyers confronting valuation issues.

"The first thing is a background on what's involved in valuation – what the is-

sues are – so that when you have a client that has a valuation issue, you'll have an understanding of the basics," he says. "When you have to retain an expert, you're going to be able to talk intelligently with the expert."

He adds that the chapter is also meant to help attorneys decide whether a formal valuation is needed and what it may contribute to the case.

Generally, Maloney says, valuation work in divorce centers on closely held businesses, stock options, and restricted stock units (RSUs).

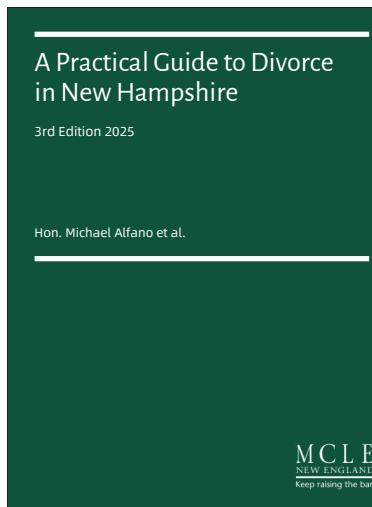
"It's not uncommon for divorces where the parties have significant assets that the business or the stock options or the RSUs are the most significant asset in the marital estate," he says. "In high-asset, high-net-worth cases, almost invariably you're going to have a business or stock options or RSUs, so it really behooves an attorney to have a working knowledge of those types of assets."

A Working Handbook

"I would recommend that lawyers treat this book as a handbook," Maloney says. "I would hope that after a year or two, their copy of the book is going to be annotated and covered with Post-its because it really should be, in many cases, the first source of information for them."

Alfano frames the project in similar terms, describing *A Practical Guide to Divorce in New Hampshire* as "our best attempt really to help people move forward."

"I think being a family lawyer is really a multi-year journey, and this book is meant to provide encouragement and support for that," he says. "If someone thinks they know it all right from the beginning, they're not going to last very long." ♦



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We the People District Hearings See Rise in Participation

By Megan Koerber

Four high school teams participated in the We the People (WTP) district hearings at the New Hampshire Institute of Politics at St. Anselm College on December 4. This year, WTP saw an increase in participation, with the addition of the Pelham High School team.

The three other schools participating again in the district hearings were Milford High School, John Stark Regional High School, and Hollis-Brookline High School.

The primary goal of We the People is to promote civic competence and responsibility among students of all ages. At the high school level, schools participate in district hearings and state finals, held in December and January, respectively, demonstrating their knowledge of constitutional study.

The top-performing high school team at the state level earns the opportunity to attend the national finals in Washington, DC.

"Programs like We the People strengthen the foundation on which students can build a lifetime of civic involvement," Senator Jeanne Shaheen wrote in a letter presented to the students. "This day is the culmination of months of preparation, thoughtful reflection, careful engagement of our founding documents and meaningful discussion with advisors and fellow students about our country's past, present and future. Thank you to the New Hampshire Bar Association for bringing this program to the Granite State and providing an op-



NHBA Civics and Law Outreach Coordinator Martha Madsen (front center) makes remarks preceding the awards ceremony as committee co-chairs Judge Talesha Saint-Marc (back center) and Jennifer Eber (back right) and former co-chair Randy Gordon (back left) look on. Photo by Megan Koerber

portunity for young people to sharpen their voices."

At the event, the teams defended positions on six units of constitutional law. Each unit began with short introductions from both the volunteer judges and the student teams, followed by a question posed by the judges.

Teams were given four minutes to respond, after which judges could ask follow-up questions to further challenge the team's knowledge. The students were then given feedback and scored on various criteria using a rubric that measured their understanding, constitutional application, reasoning, supporting evidence, responsiveness, and participation.

The unit topics ranged from the challenges of being an American citizen and how the colonial experiences shaped the writing of the state constitutions, to limiting government power to protect individual rights.

With each broader topic came more focused follow-up questions. An initial question regarding judicial review turned into a discussion of whether judges should be appointed or elected by the populace, with one judge noting, "Do you want a judge to be appointed by a politician or to be a politician?"

The question to start unit four was about how presidential power has expanded and evolved since the ratification of the Constitution – a follow-up ques-

tion from a judge asked the students if and how social media has allowed the executive branch to expand its powers further than the Constitution intended.

Before the winners were announced, NHBA Civics and Law Outreach Coordinator Martha Madsen thanked all the students and teachers who were involved in WTP.

"The students have worked really hard to be here today and obviously care very deeply about our country's past, present, and future," she said.

Civics and Law Outreach Committee Co-chair Jennifer Eber agreed.

"I only saw one room, but it was an incredible competition," she said to the students. "I'm so looking forward to seeing you all on January 9 and seeing how you've improved."

Senator Shaheen also congratulated the students in her letter.

"Thank you to all students here today for your eagerness to play a part in our system of self-government," she said. "You should be proud of your hard work, confident in your testimony, and excited to apply your new knowledge and skills to hard questions beyond today's competition."

After all six units were judged and the rubrics calculated, an award ceremony was held. Last year, Hollis-Brookline took home the most wins with four units total. This year, Milford High School took that honor, and won four of the six units with Hollis-Brookline winning the other two.

All four schools will move on to the state finals in January. ♦

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Ted Lothstein



Kaylee Doty-Johnson



Richard Guerriero



Oliver Bloom

The Grinch Defense?

In 1976, the NH Supreme Court rejected a defendant's effort to withdraw his guilty plea where he pled guilty to a nighttime burglary. *State v. Allard*, 116 N.H. 240. The defendant faulted his attorney for persuading him not to present his preferred "Grinch Defense" at a jury trial: he used to live in that dwelling, he left some Christmas decorations in there, and he was breaking in to steal back his own Christmas ornaments. The Court, however, agreed with his former attorney that, especially considering his five prior burglary convictions, this was not a great defense.

To our colleagues: May all your clients take your sage advice this holiday season!

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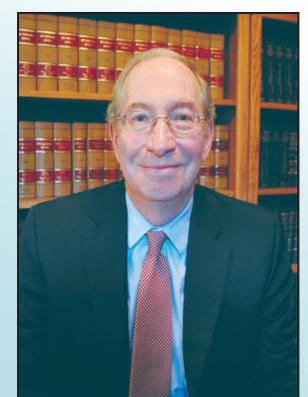
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Finish Strong: A Challenge for Attorneys to Prioritize Wellness This Holiday Season

By Coda Campbell

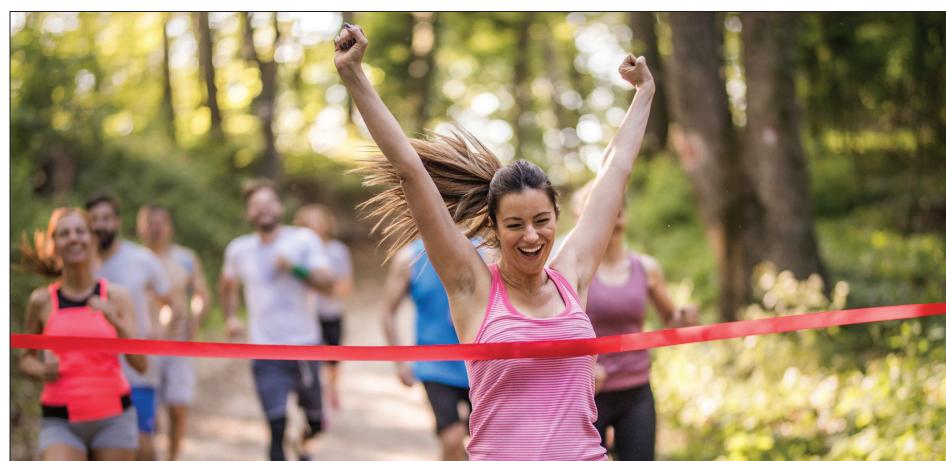
For so many of us, the holiday season presents several challenges both personally and professionally. Court dockets are packed, budgets are tight, and the stress of everything “holiday” is bearing down on us. Perhaps you have lost someone during the holidays, and this season does not bring you joy. Maybe there is someone you are less than excited about spending time with. The sun setting before you leave work each day certainly does not improve wellness. For so many reasons, the holidays can feel not so jolly.

Finish strong this year – not by doing everything on your to-do list, but by finding time to prioritize yourself during the month of December.

If you are doing well, consider reaching out to a friend. I hope we can normalize checking on friends and colleagues when we randomly think of them. I do it all the time.

A Holiday Wellness Challenge

This holiday season, we challenge you to engage in a proactive approach to your wellness. Here’s how you can commit to finishing strong:



1. Set clear wellness goals. Take a moment to identify what wellness means for you. Whether it’s committing to regular exercise, improving your diet, practicing mindfulness, or ensuring you spend quality time with loved ones, being clear on your goals will keep you focused.
2. Establish a routine and set boundaries. Consistency is key. Create a daily or weekly routine that includes time for physical activity, relaxation, and social engagement. Also, try to set boundaries with clients, work, and family. Don’t let others take more from you than you would ever ask of them.
3. Limit digital distractions and establish a “break-glass” plan. Holiday notifications can lead to constant distractions. Try to take time to live in the moment and enjoy the company you’re sharing the holidays with. Buy a board game, play some cards, and put your phones away. It can also help to establish a “break-glass” emergency protocol with your team so they know how to reach you in a true emergency. Having that plan established will ease your mind and allow you to free yourself from being unreasonably accessible during the holidays, when work should not be your priority.
4. Connect with colleagues and friends. Isolation can increase stress levels. Make it a point to check in with colleagues and friends. Schedule coffee breaks or lunch dates to recharge and share experiences. A supportive network is crucial for maintaining your mental health.

5. Engage in acts of kindness. The holidays are a time for giving. Engage in acts of kindness, whether by volunteering your time or simply offering support to a colleague. This not only helps others but also boosts your own mood and satisfaction.
6. Reflect and rejoice. Acknowledge and celebrate your achievements, no matter how small. If you send holiday cards, consider including a note this year detailing your (and your family’s) year. This will help you reflect on everything you have accomplished. This is also a good transition into the new year, as you begin identifying your goals.

This December, let’s commit to not just finishing strong in our work but also in our well-being. By prioritizing wellness, you’re not only setting a positive example for your colleagues and clients but also ensuring that you enter the new year energized, focused, and ready to tackle whatever challenges come your way. Together, we can make wellness a priority and finish the year strong! ♦

Coda Campbell is a solo practitioner at Campbell Law, PLLC. She practices military law and veterans benefits law globally (VA accredited). She also handles criminal defense and administrative law cases in New Hampshire and Florida. Coda is serving her third term on the NHBA Special Committee on Attorney Wellness. She can be reached at codacampbelllaw.com or (603) 456-9709.

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Left to right: Robert M. Higgins, Krysia J. Syska, Andrew C. Meyer, Jr., Adam R. Satin, Nicholas D. Cappiello and William J. Thompson.

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2019	46	5
2018	33	8
2017	38	5
2016	38	8
2015	50	12
2014	31	6
2013	29	3
2012	26	6
2011	36	5
2010	21	5
2009	22	9
2008	25	8

* As published in *Massachusetts Lawyers Weekly* for years 2008-2019; as submitted to *Massachusetts Lawyers Weekly* for years 2020-2024.



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NEW HAMPSHIRE BAR FOUNDATION NEWS

Justice Grants Open for 2026–2027 Applications

By Cindy Roberts

Every two years, the New Hampshire Bar Foundation (NHBF) advances its mission to strengthen the system of justice in the Granite State by funding Justice Grants. These grants support efforts to encourage innovation in the administration of justice, provide community education about the law, and improve access to the legal system.

In the last grant cycle, the NHBF awarded \$89,247 to 12 organizations to promote civics education for adults and children, offer direct legal services, improve direct access to justice, and provide legal education support to New Hampshire attorneys and residents.

The largest award last year – \$15,000 – went to the New Hampshire Legal Assistance (NHLA) Housing Justice Project to provide legal services for tenants facing eviction at weekly courthouse-based clinics at the Circuit Court in Manchester. NHLA has used the funds to provide on-the-spot advice and representation to tenants who are at risk of imminent homelessness and would otherwise face eviction hearings on their own.

“Through our eviction clinic program, NHLA has expanded the reach of the Housing Justice Project by delivering legal services at just the moment and just the place where they are most needed,” says NHLA Executive Director Sarah Mattson Dustin. “Justice Grants drive innovation in our work by supporting projects like the eviction clinic program. We

are grateful to the Bar Foundation for its excellent stewardship of the funds that support Justice Grants.”

The next highest grants were for \$10,000 each for civics education. One went to the New Hampshire Historical Society for the Democracy Project and its program, Moose on the Loose. The curriculum addresses the precipitous decline in the knowledge of history, civics, and social studies among the population at large and school-age children in particular.

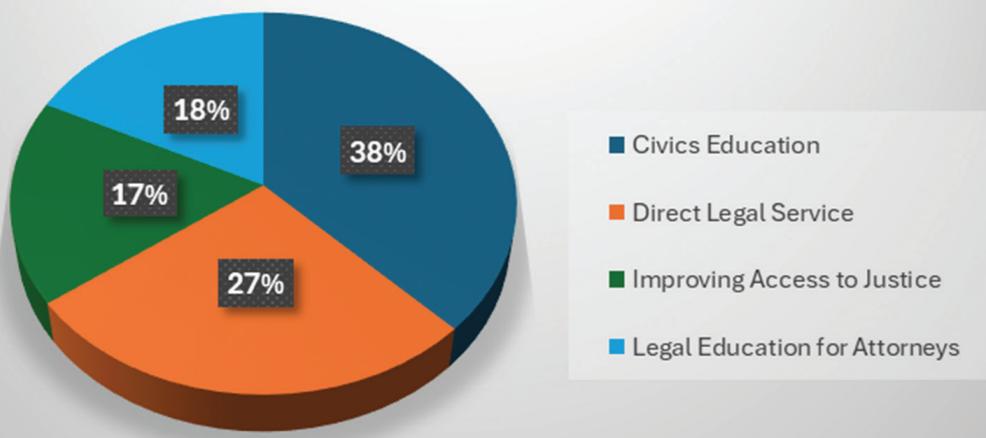
Moose on the Loose is now in wide and growing use in kindergarten through sixth grade, and the grant allowed the curriculum to be modified and expanded to serve children through eighth grade. Moose on the Loose is now used in more than 150 schools and continues to expand.

“We are grateful for the support of the Bar Foundation as we continue the expansion of the Moose on the Loose curriculum,” says New Hampshire Historical Society President Bill Dunlap. “This project is helping to move the needle on civic literacy among New Hampshire kids – the students of today are the voters of tomorrow.”

The second grant was awarded to New Hampshire Public Radio (NHPR) for Civics 101. Created in 2017, Civics 101 helps people understand the basics of how our democracy is supposed

2024-2025 Justice Grant Distribution

\$89,247



to work by exploring the institutions of government and the difference between what the law says and how it is used in practice.

Through the weekly podcast, five-minute refresher course segments on NHPR, lesson plans, educational tools, in-person events, and social media content, Civics 101 provides the context that helps make sense of the politics and policy that affect our lives and our role in our democracy.

The NHBF Justice Grants are available for start-up costs, planning and re-

search, or to help stabilize new programs, but not for ongoing operational support. Justice Grants are funded by designated donor-supported funds, both restricted and unrestricted.

The NHBF is accepting applications for the 2026-2027 grant cycle, due February 6, 2026. Applications, guidelines, and additional information about Justice Grants are all available at nhbar.org/nhbar-foundation/grant-programs.

If you have questions, please contact NHBF Coordinator Cindy Roberts at (603) 715-3210 or croberts@nhbar.org. ♦

Happy Holidays

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In Response to 'Perkins Coie Pity Party' Opinion

[Editor's Note: The Bar News published an article in the May 2025 issue entitled "Shaneen & Gordon Joins National Pushback Against Executive Orders Targeting Law Firms" that delved into the suit against Perkins Coie. The op-ed referenced below was in response to that article.]

Dear Editor,

It is hard to understand why the *Bar News* would choose to publish an op-ed that is nothing more than a hit job on the Perkins Coie law firm. Neither the topic nor the law firm have a connection to New Hampshire that would warrant including the opinion

piece in a member-supported official publication of the New Hampshire Bar Association. Trump's retribution against Perkins Coie for its representation of Hillary Clinton in the 2016 election, while important, has no relevance to New Hampshire legal practice. Perkins Coie has over one thousand lawyers and is headquartered in Seattle. The firm has no New Hampshire office.

The *Bar News* failed to provide the background or affiliations of the author of the piece, William Gillespie, who lives in Massachusetts and is an inactive member of the New Hampshire Bar. The credibility and affiliations of an opinion's source are highly relevant in evaluating an opinion, and the

Bar News should include this information if it publishes opinions like this one.

As to the substance of the article, there is none. Just personal attacks on those who do not share Attorney Gillespie's views. It is hardly surprising that Perkins Coie easily prevailed in court. No one can seriously believe the Executive Order's intended purpose was to terminate an attorney-client relationship. The order prevents Perkins Coie lawyers from coming onto government property, strips them of security clearances, and prevents clients from using Perkins Coie to represent them in federal contractual matters, which is critical because the firm represents major government contractors such

as Microsoft and Boeing. Donald Trump has bragged that the intent of the order was to inflict as much financial and reputational damage as possible. To paraphrase a *New York Post* headline, if Attorney Gillespie looked, he could see right through Trump's transparency.

Attorney Gillespie maintains that the court order in favor of Perkins Coie was an aberration because the judge who wrote the opinion is a biased Obama appointee. He fails to mention that there are three other court orders invalidating similar executive orders against other law firms. Two of the orders were issued by judges appointed by President Bush, a Republican.

Finally, Attorney Gillespie contends that Perkins Coie's 42-page complaint is so long that "something is amiss." If Attorney Gillespie believes complaint length bears some inverse relationship to merit, he certainly must agree with the federal judge who recently threw out Trump's 85-page defamation complaint against the *New York Times*. ♦

Very Truly Yours,
Jim Owers
New Hampshire Bar # 1946

The opinions expressed in this letter are solely those of the author(s). They do not represent the views of the New Hampshire Bar Association, its officers, staff, or members. The Bar News provides this forum to encourage the free exchange of ideas on matters of interest to the legal community, but publication should not be interpreted as an endorsement of any particular viewpoint.

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Anna R. Hagg

JOINS UPTON & HATFIELD, LLP

Upton & Hatfield, LLP is pleased to announce that Anna R. Hagg joined the firm as an Associate Attorney.

Anna is a member of the Municipal Practice Group and represents towns and cities and their administrative boards across New Hampshire. She brings her

prior knowledge and experience from working as a Law Clerk for the New Hampshire Superior Court for three years. During that time, she worked extensively with the Land Use Review Docket based in Hillsborough County Superior Court North.

Anna is currently a member of the Seacoast Chapter of the Charles C. Doe Inns of Court, NH Women's Bar Association and the NH Bar Association Municipal and Government Law Group.



Welcome Anna! We're happy to have you on our team.

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Welcoming Attorney Zach Kuster!

Zach Kuster represents businesses and individuals in all forms of civil litigation and dispute resolution. He is experienced in a number of areas, including corporate and financial litigation, class actions, civil rights litigation, and employment disputes.

Zach began his legal career at an international law firm in New York City, representing major financial institutions and "Big Tech" companies in all manner of high-stakes litigation. Following those formative years, he served as a law clerk for two Federal Judges—gaining valuable insight and experience at both the District Court and the Court of Appeals. *Admitted to practice in NY, NH Admittance pending.*

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Corporate Law

603.627.8219 / sruisi@sheehan.com

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Ethical Considerations with Motions to Enforce Settlement Agreements

Dear Ethics Committee,

I represent a plaintiff in a case where we successfully mediated a very contentious employment discrimination case. At least I thought we had successfully mediated the case. Now, my client refuses to agree to some of the terms, mainly related to confidentiality and non-disparagement, which I thought were covered at the mediation. We have an upcoming hearing on the opposing party's motion to enforce settlement. Can I handle the hearing? What rules should I consider?

Answer: You are prudent to think about this ahead of time because there are ethical issues to consider. First, you should consider whether there is a conflict of interest that prevents you from continuing to represent the client. Second, you should consider whether you are a necessary witness, and whether you can represent your client if there is an evidentiary hearing.

The first issue that a similarly situated lawyer should consider is whether there is a conflict of interest that prevents the lawyer from continuing the representation. One way a conflict of interest can arise is when a personal interest materially limits a lawyer's ability to represent a client's interests. N.H. R. Prof. Cond. 1.7(a)(2). Under N.H. R. Prof. Cond. 3.3, a lawyer has a duty not to knowingly make false statements of material facts to a tribunal, fail to disclose controlling legal authority, or offer false evidence. The duty includes an obligation to correct previously false statements and to disclose information that would otherwise be privi-



leged under N.H. R. Prof. Cond. 1.6.

This duty of candor is a personal interest of the lawyer. If there is a conflict between the lawyer's duty of candor under N.H. R. Prof. Cond. 3.3 and the client's interests regarding the settlement agreement such that the lawyer's candor obligation materially limits the lawyer's ability to represent the client, the lawyer must withdraw from the representation. *See N.H. R. Prof. Cond. 1.7, Comm. 8.* The "personal interest" creating a conflict of interest does not need to be an independent ethical duty. If a lawyer's personal financial interest in a case, perhaps because of a contingency fee, materially limits the lawyer's ability to represent a client, a conflict of interest can arise. *See O'Meara's Case,*¹ 164 N.H. 170, 178 (2012).

If there is no conflict of interest, a similarly situated lawyer should also evaluate whether the lawyer is a necessary witness. If the lawyer's testimony is necessary, the lawyer should look to N.H. R. Prof. Cond. 3.7, which states:

(a) A lawyer shall not act as advocate at a trial in which the lawyer is likely to be a necessary witness unless:

(1) the testimony relates to an uncontested issue;

(2) the testimony relates to the nature and value of legal services rendered in the case; or

(3) disqualification of the lawyer would work unreasonable hardship on the client.

(b) A lawyer may act as advocate in a trial in which another lawyer in the lawyer's firm is likely to be called as a witness unless precluded from doing so by Rule 1.7 or Rule 1.9.

There is a significant difference between New Hampshire's formulation of N.H. R. Prof. Cond. 3.7 and the ABA's Model Rule. New Hampshire's formulation uses "unreasonable" in subparagraph (3), whereas the ABA's Model Rule uses "substantial." In *McElroy v. Gaffney*, 129 N.H. 382 (1987), the New Hampshire Supreme Court held that New Hampshire's use of "unreasonable" "limit[ed] the scope of required disqualification and ease[d] the burden of the party charged with proving hardship." 129 N.H. 382, 389 (1987). So even if a lawyer's tes-

timony is on contested issues, if disqualification would create an "unreasonable" hardship for the client, then the lawyer need not be disqualified. *Id.* at 389-390.

There is also a difference in the wording between N.H. R. Prof. Cond. 3.7 and the analogous court rule, N.H. Super. Ct. R. 36(d)(5)(ii). N.H. R. Prof. Cond. 3.7 states that a lawyer "shall not act as advocate at a trial in which the lawyer is likely to be a necessary witness" while N.H. Super. Ct. R. 36(d)(5)(ii) states that an "attorney who gives testimony at trial or hearing shall not act as advocate." The Committee recognizes the difference in language between the Rules and is reluctant to read their differences to a nullity. Nevertheless, the Committee suggests that a prudent lawyer might consider how "trial" is used in N.H. R. Prof. Cond. 3.7 and, in light of the N.H. Super. Ct. R. 36(d)(5)(ii), conclude that it may very well include evidentiary hearings.

In conclusion, a lawyer faced with a motion to enforce a settlement agreement should evaluate first whether a conflict of interest has arisen that prevents the lawyer from continuing to represent the client. Second, if the lawyer is a necessary witness, the lawyer should assess whether disqualification applies under N.H. R. Prof. Cond. 3.7. ♦

Endnote

¹ *O'Meara's Case* also deals with a lawyer who tried to wield his withdrawal as a sword against his client, so careful consideration of the impact of a lawyer's withdrawal on the client's interest is also prudent.

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LawLine volunteers from Cooper Cargill Chant, from left: Shawna Emery, Paul Chant, Jake Crabb, Kimberly Zipf, Andrew Dean, Kristina Eastman, Dennis Morgan, Kristen Gutierrez, Abigail Darling, and Hannah Meidahl. Courtesy Photo

The New Hampshire Bar Association thanks Cooper Cargill Chant, PA, for the very successful LawLine event held on November 12. Thanks to its efforts, 36 calls from residents across the state were answered on a wide range of topics, including personal injury, workplace discrimination, alimony, and social security.

Our callers consistently express deep appreciation for the legal advice they receive, and the NHBA is immensely grateful for the continued support and participation of our volunteer attorneys each month.

LawLine is a free public hotline, staffed by volunteer attorneys, and offered on the second Wednesday of each month from 6 to 8 pm. Calls are forwarded through NHBA staff to maintain firm anonymity.

We are currently seeking volunteers for future LawLine events. If you're ready to make a difference, we would love to have you join us! To learn more or to volunteer, please contact NHBA LawLine Coordinator Amanda Adams at aadams@nhbar.org. ♦

From the Editor

Before we close out the year, I want to offer my sincere thanks to everyone who contributed to the *Bar News* in 2025. We will publish a full list of this year's contributors in our January issue, but I didn't want to wait to acknowledge the time, thought, and energy you've invested in this publication. Your work has been invaluable.

We've received excellent feedback throughout the year, and it truly fuels me to keep striving to make each issue better than the last.

And if you're already drafting your 2026 article ideas, please know that you are my favorite kind of person. And

yes – consider this your gentle, holiday-themed invitation to keep the submissions coming. No motion required.

Looking ahead, you'll notice a few small but meaningful additions in 2026. We're introducing a Civics Corner, which will highlight developments and stories in the world of New Hampshire civics. We will also begin running profiles of public sector, public interest, and nonprofit practitioners, expanding on the practitioner profiles our readers already enjoy.

Thank you again for your contributions and support. I wish all of you a warm holiday season and a wonderful new year. ♦

Jest Is For All

by Arnie Glick



"My estate plan is simple. I want to leave everything, in equal shares, to all the good girls and boys in the world."

New Lawyers Committee Hosts Dinner with Judge Smith



As part of the New Lawyers Committee's ongoing Dinner with a Dignitary series – open to attorneys in their first five years of practice – Hillsborough South Superior Court Judge Jacki Smith was the featured dignitary at an October 23 program at Murphy's Taproom in Bedford. Pictured from left are Daniel Granfield, Morgan Hughes, Stephani Roundy Knights, Hon. Jacki Smith, Anna Hagg, Christopher Morris, and Janis Emery. Murphy's Taproom generously provided complimentary use of a private room for the event. Courtesy Photo

New Admittees

The New Hampshire Bar Association welcomes the following individuals who were admitted at a ceremony on December 2, 2025:

Joanna Clara Anderson
Kelsy M. Bagge
Rachel Sarah Bier
Christopher B. Branson
Amy Crafts
Andrew Anthony Cammarano
Lindsay Marie Cavallaro
Scott Michael Davies
Lee Xavier Davis
Elena Delva
Nicole Taylor Derosier
Brennagh Clancy Dooley
Scott D. Dubois
Mitchell William Feeney
Veronica Swee Gassert
George P.D. Gelzer
Hayden Michael Gramolini
Jacob Carroll Raver
Dana Edward Hill
Matthew William Howell
Aaron Samuel King

Kyle Jason Kozak
George LeClair
Parker Louis Malman
Marguerite Jennifer Mastrocola
Ralph Lewis Matthews
Donald Curtain Mayland
Brianna Rusty McCarthy
Sarah Elizabeth McLaughlin
Jason Michael Moehlmann
Kyle M. Noonan
Alexis Anne O'Hanlon
Emaan Ali Omar
Michael Terrence Raymond
Andrea Blake Saglimbene
Cherie Kathleen Samuels
Ryan Richard Severance
Amy Lynn Sixt
Chandler Robert Skolnick
Kristen R. Souza
Justin William Stidham
Breanna Troutman Strong
Shiloh Dawn Theberge
Michael Phillip Trexler
Jennifer Vara
Courtney P. Vaughn
Andraya Michelle Whitney

The Bar News Crossword by James P. Mulhern

Here are the answers to the *Bar News* Crossword from the November 2025 issue (Vol. 36, No. 6), along with a new puzzle. Did you fully solve the November crossword? Tell us how you did or give feedback at news@nhbar.org.

	1	B	2	I	3	L	4	L
5	C	A	N	O	E			
6	A	R	U	B	A			
7	B	R	I	E	F			
8	S	E	T	S				

1	2	3	4	
5				6
7				
8				
9				

ACROSS

- Take a little of the top, perhaps
- Sculptor with a dedicated Paris museum
- Justice Kagan
- Give a metaphorical shot in the arm
- Quietly clever

DOWN

- Tire swing support
- Voter registration lists
- As good as it gets
- Like a mojito
- Scot's "no"

Practical AI Uses That Don't Cost a Princely Sum

By Jeffrey Schoenberger

Rather than go gaga over the latest pricey artificial intelligence wonder-product, let's focus on some real-world uses for low-cost AI tools that provide an efficiency boost. Combine Copilot for Microsoft 365 (\$30) with a free ChatGPT account, and you'll possess a pair of affordable tools that save time, reduce frustration, and help produce better work.



Microsoft Copilot

Unlike nearly every other AI offering, Copilot integrates directly into the desktop and mobile apps you use every day – Word, Excel, and Outlook.

Copilot in Word excels at turning bullet points into paragraphs, summarizing long drafts, and rewriting content for a different tone.

For example, if you have a list of negotiation issues you jotted down after a call, ask it to "Turn these bullet points into a draft client update that is clear and professional." Or paste in a messy agreement draft from opposing counsel and ask, "Summarize the key deal terms and flag anything that looks unusual for a standard commercial lease."

Word still handles formatting and markup. Copilot just accelerates the stuff that usually eats your lunch hour. And information you supply to Copilot for Microsoft 365 stays confidential. Microsoft doesn't train on or store your data.

Let's say you received an Excel spreadsheet from a client. You need to calculate the average duration of lease agreements by property type, but you don't use Excel enough to remember how pivot tables work, much less which formula syntax to use.

Highlight the relevant data and try something like "Summarize this data by property type and calculate the average lease term for each." Copilot will both do the work and show you how it did the work, helping you learn or verify the output along the way.

If you just need a one-time formula, type a prompt like "Write a formula to count the number of rows where column C equals 'commercial' and column D is greater than 36." Instant solution. No YouTube tutorials or Stack Overflow rabbit holes required.

Outlook Copilot is like a time machine for your inbox. Use it to summarize long email threads, draft replies, or even propose meeting times based on your calendar. Prompt something like "Summarize this thread for internal notes and draft a response confirming the next steps."

Clear, unambiguous prompts give the AI better direction and thus give you

better results. Don't type "What are the 10 most important emails in my inbox?" Instead, be more specific like, "Create a table of the 10 most important emails in my inbox."

Give more weight to emails from our managing partner, Alice Jones, and from external clients. Give less weight to any email where I'm not on the To: line." When given good direction, Copilot can act like a dedicated assistant.

ChatGPT

While you shouldn't paste confidential data into its free version, ChatGPT can help solve workflow problems and build neutral work product. Two practical examples: frustration-free tech support and simplifying concepts without dumbing them down.

Let's say you're on a deadline, and you need to create a table of authorities or a table of contents. Rather than slog through 13-year-old YouTube tutorials or Microsoft's help pages, prompt, "You are a legal tech trainer. Explain step-by-step how to create a Table of Authorities in Word, starting from marking case citations in a brief" or "How do I align the page numbers in a Word-generated table of contents so they are all flush right?"

ChatGPT will usually suggest both the keyboard shortcuts and the menu path. You do not even need to phrase the question perfectly.

You shouldn't give free ChatGPT the full transcript or real documents, but you

can prepare prompts using anonymized or neutral information to test explanations.

For example: "You are an accountant. Your audience is a jury composed of people with an eighth-grade education. Using only the uploaded trial transcript and expert report, summarize the concept of present value in plain English. Use a relatable example and an educational, non-condescending tone."

This is a great way to test whether your own presentation is accessible or overly technical. You can use it to refine demonstratives, prepare Q&A handouts, or help witnesses explain concepts more clearly.

You can even work backward: "Explain this paragraph as if I were describing it to a business owner with no legal training. Keep it accurate but simple." This can be especially useful for client communications or any place that needs clarity more than citations.

The Bottom Line

You don't need to embrace AI to benefit from it. You just need to use available and affordable tools effectively. Start small. Pick one of the examples above. Try it during your next client call debrief or work session. If it saves you 20 minutes, that's proof you've put AI to good use. ♦

Jeff Schoenberger is a business coach at Lawyerist.

HAPPY HOLIDAYS
from the LRS Team

Wishing you a peaceful holiday season and a successful year ahead.

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Free Legal Answers

Help Narrow the Justice Gap - Volunteer for NH Free Legal Answers

New Hampshire Free Legal Answers (NHFLA) is an online legal advice clinic offered in partnership with the ABA Free Legal Answers. Volunteer attorneys select questions and provide anonymous advice to low-income individuals about civil legal matters via the convenient online portal

There is no expectation of a long-term client obligation, and the ABA provides malpractice insurance for the limited scope of volunteer attorneys answering questions on the NHFLA website.

Sharing your legal expertise with just a few individuals can make a big difference.

Volunteer at nh.freelegalanswers.org

K. William Clauson

Karl William (Bill) Clauson died on July 31 at age 81. He was born in Northampton, Massachusetts on November 22, 1943, to Barbara Amy Walker and Karl Albert Clauson.



A graduate of Greenwich High School, Bowdoin College, and Boston College Law School, Bill began his career as a law clerk at the New Hampshire Supreme Court in 1971. He went on to practice law in Hanover, where he was known for being a passionate advocate for justice. As one colleague remembers, "Bill was that kind of lawyer – just, hardworking, very smart, yet simple; compassionate, interested in helping others rather than making a profit, focused on the character and substance of a person rather than on his worth, possessions, pedigree or fame."

Fatherhood was Bill's greatest joy, driving endless hours to take his children to hockey games, building a backyard rink where he would stand in the freezing cold to put down layer after layer of ice, editing papers, teaching algebra, and always family dinner around the kitchen table.

Bill loved annual White Mountain hiking trips, swimming in Maine's cold waters, *New Yorker* cartoons, playing squash, walking for miles in new cities, and reading *Treasure Island*, *The Hobbit*, and *The Count of Monte Cristo* aloud to his children.

Bill was perhaps best known for his belief that "decent people who are right will prevail" and his philosophy to "do good and have fun."

In 2011, Bill was diagnosed with cognitive impairment which progressed to Alzheimer's. After a long absence from his family, he returned to the loving care of his wife, children and son-in-law for the last year of his life. Bill's brain was donated to Alzheimer's research, and we encourage others to do the same.

Bill is survived by his wife Helen (Eileen) Clauson, whom he met at a college dance, and their six children: Laura (Eamonn Gearon), Karl (Duni Ranasuriya), Sean, Kevin (Juliette Belmonte), Natasha (Jason Uslan), and Ryan. He was a proud grandfather to seven grandchildren: Luka, Fergal, Suri, Jack, Elizabeth, Paloma, and Nemesis. He is also survived by his siblings JoAnn Joy, Christine Stormont, and Peter. He was predeceased by his brother Robert.

Please consider acts of kindness in lieu of flowers.

Thomas Dunnington, Jr.

Thomas C. Dunnington, Jr., 83, of Dover, passed away peacefully on March 24.



Thomas C. Dunnington, Jr. was born in Jamaica, Queens, New York City, on October 26, 1941, to Thomas Cushing Dunnington and Mary Zane Dunnington. His family returned to Dover in 1946, settling in the home built by his great-great-grandfather. He was raised with a strong emphasis on community service, a value that guided

him throughout his life.

Tom attended Dover schools and later Middlesex School in Concord, Massachusetts, where he was active in athletics, music, and theatre. He earned his bachelor's degree in political science from the University of New Hampshire in 1964. Following graduation, he served for three years in the Peace Corps in Nigeria, where he built roads and bridges and formed lifelong friendships.

While in Nigeria, he met Barbara Mitchell, a CUSO volunteer from Ottawa. They married in 1968 and settled in North Andover, Massachusetts, before moving to Dover. Tom earned his JD from Suffolk University Law School in 1972.

He practiced law in Dover for more than 50 years, focusing on family law and serving as prosecutor for the towns of Durham, Lee, and Somersworth. He was especially dedicated to his work as a guardian ad litem, a role colleagues recall him approaching with compassion, fairness, and a deep sense of responsibility.

Tom was committed to public service. He served two terms on the Dover City Council, including one as Mayor Pro Tem, and contributed to the Mayor's Task Force on Drug Abuse, the Wentworth Home, the Dover Children's Home, and the Cocheco Valley Humane Society. A longtime member of the Dover Rotary Club, he served on numerous committees, including as chairman of the International Committee, and was president of the club for one year. He received multiple Paul Harris Fellow awards and was named Dover Citizen of the Year in 2007.

Beyond his legal and civic work, Tom was deeply engaged in the arts and community organizations. He spent more than five decades with the Garrison Players, serving on the board, performing in productions, and helping restore the historic Grange building into the Garrison Players Arts Center.

Tom is survived by his wife of 56 years, Barbara Dunnington; his children Jennifer (Kidd Dorn), Michael (Kerry Dunnington), and Kenneth (Melanie Burger); and six grandchildren. He was predeceased by his parents and his sister, Peggy Hudgins.

Angelo R. Fisichella, Sr.

Attorney Angelo Fisichella, Sr., 86, passed away at Massachusetts General Hospital in Boston.

Born in Lawrence, Massachusetts, Angelo was the son of the late Angelo and Agatha (Sciuto) Fisichella. He was raised in Lawrence, where he graduated from Tenney High School and earned his undergraduate degree from Boston College. Shortly thereafter, he answered the call to serve his country by enlisting in the United States Army of the Fifth Special Forces, 82nd Airborne Division, at Fort Bragg, North Carolina. Angelo served honorably for two years, demonstrating the same discipline and commitment that would later define his professional life.

After completing his military service, Angelo went on to receive his Juris Doctor from Suffolk University Law School, laying the foundation for a long and respected career in law.

Angelo began his legal journey working with a local law firm in Lawrence, where he quickly earned a reputation for his keen intellect. A few years later, he established his own law practice in Lawrence, which he

operated for many decades. Throughout his career, Angelo remained actively involved in the legal profession beyond the courtroom and served as president of the Lawrence Bar Association. Outside of the legal profession, he belonged to community service organizations such as the Lawrence and Salem Exchange Clubs.

During his lifetime, he developed many long-lasting friendships. Angelo was a faithful, loyal, generous, and loving friend. He was also an amazing storyteller with a lot of wit behind his practical advice.

Angelo was predeceased by his sister, Concetta Fisichella.

He is survived by his children, Angelo R. Fisichella, Jr., and his wife Lauryn Morell of Bradford, New Hampshire, and Christopher J. Fisichella of Foxborough, Massachusetts; as well as their mother, Marie (McDonough) Fisichella; and grandchildren, Richard, Victoria, and Ruby. He is also survived by his sisters, Mary Ferrera of Methuen, Massachusetts, and Josephine Fisichella of Savannah, Georgia. Angelo also leaves behind many nieces and nephews, and extended family members.

Interment has taken place at Bellevue Cemetery in Lawrence.

Brien L. Ward

Brien L. Ward, 73, passed away at home on November 8 with his loving wife, Connie Ward, by his side.



Brien was born to John L. Ward and Kathleen (Whelpley) Ward on April 10, 1952, in Littleton, New Hampshire. A 1970 graduate of Littleton High School, he was an All-State running back in football. He graduated from the University of New Hampshire in 1974 and worked in

the family business, Ward Mechanical, before earning his Juris Doctor from Franklin Pierce Law Center in 1986. In 1987, he established his private law practice, dedicating 35 years to serving the North Country. He also served six years as Assistant Grafton County Attorney.

Brien's greatest passions were his family and the town of Littleton. He was a devoted husband to Connie, recently celebrating their 45th anniversary, a loving father to his children, and a proud "Papa" to his eight grandchildren. He traveled across New Hampshire to cheer them on at their sporting events.

Brien left a lasting legacy of public service to Littleton and the wider region. His volunteer roles included president of Littleton Little League; founder of the Economic Development Task Force; chairman of the Planning Board and Earth Day Committee; president of Main Street, Inc.; and service on the Littleton School Board and the Industrial Development Corporation. He also served as a selectman, economic advisor, and New Hampshire State Representative, where he was vice chairman of the Education Committee. He was named Littleton Citizen of the Year in 1993.

In May 2022, Brien received a commendation from Governor Chris Sununu and the Executive Council recognizing his leadership and dedication to the community. His record of service is unmatched, and his warmth, drive, and optimism will be deeply missed.

Brien is survived by his wife, Connie; his children John (Jeanette) Ward, Brennan (Elise) Ward, and Colby (Patrick) Ward Dawley; and his grandchildren Madison, Jack, Delaney, Adeline, Miles, Maren, Quinlan, and Cora.

In lieu of flowers, donations may be made to Friends of Remich Park to support the Town Pool and related projects through PayPal (@forpnh) or by check to Friends of Remich Park, 2 Union St., Littleton, NH 03561. ♦

SOLACE

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Supporting Each Other in Times of Need

The SOLACE program, provides nonmonetary assistance for members of the NH legal community (including employees and families) who have suffered a significant loss, illness or injury.

Details and submission form at nhbar.org/solace/



A Full Friday Program

Formal programming on Friday began after a breakfast meeting with the NEBA Board. The first panel of the day focused on artificial intelligence, with Lucic moderating an interdisciplinary discussion on how AI is reshaping legal work.

"We had a very informed group that talked about a lot of the practical issues relating to AI as well as the bigger ethical issues," says Lucic.

The AI program was followed by a panel on recent developments in IOLTA programs. Speakers discussed potential legal challenges to IOLTA, fluctuations in interest rates, and what those changes mean for funding civil legal services.

"There have been some potential challenges to the IOLTA program, and also the challenge relating to the fact that interest rates are coming down – how the program has evolved in terms of its ability to fund legal services, which I think is critical," Lucic says. "That panel was of interest to all of the bar associations, especially given the other funding issues that are coming down the pike."

Next, attendees heard an overview of the work of the Committee on Legal Education and Admission Reform (CLEAR), including discussion of the future of the bar exam, changes in legal education, legal deserts, and the challenges of preparing new lawyers for practice.

The morning culminated in a panel featuring all six New England state supreme court chief justices on one stage. Moderated by Rhode Island Superior



The state supreme court chief justice panel, from left: Hon. Gordon MacDonald (NH), Hon. Paul Suttell (RI), Hon. Kimberly Budd (MA), Hon. Paul Reiber (VT), Hon. Valerie Stanfill (ME), and Hon. Raheem Mullins (CT). Photo by Debbie Hawkins

Court Judge Linda Rekas Sloan, the chiefs addressed topics such as court security, budgets, access to justice, and the impact of technology on their courts.

"It was an unbelievable ask for all of those justices to drive to Portsmouth, and the fact that they were willing to do it was telling about the judges' willingness to engage with their respective bar associations," says Mahan.

New Hampshire Supreme Court Chief Justice Gordon MacDonald echoes that assessment and praises the Bar's role in bringing the chiefs together.

"NHBA leadership and staff did a wonderful job hosting bar leaders from around New England," he says. "The agenda was packed with informative panels, featuring a number of New Hampshire lawyers. I was particularly pleased that all five of my New England chief justice colleagues were able to join me for a lively discussion on the issues and challenges our state court systems are facing."

In the afternoon, the focus shifted from courts and structures to the well-



NEBA Immediate Past President Russ Hilliard (right) passed the gavel to new NEBA President Jonathan Dunitz. Photo by Debbie Hawkins

being of lawyers. A panel of representatives from the six New England lawyers assistance programs (LAP) described their services, best practices, and the ongoing work to reduce stigma and encourage lawyers to seek help.

"The LAP panel was a very in-depth program, going into the services that are available," says Lucic, "and how they work, how effective they are, how important these programs have been, and how successful they have been in terms of changing the notion that lawyers who are dealing with issues have an outlet – some place that they can go which is confidential."

The day's formal programming closed with a presentation by Vermont bar counsel Mike Kennedy on ethics, wellness, and AI.

"Mike's terrific – a wonderful, very inspiring speaker," Lucic says. "He gave an overview and talked a lot about some of the ethical issues relating to AI and talked very poignantly about the issues relating to attorney wellness and the ability of the legal profession to reach out to people who are dealing with health issues."

After an afternoon break that gave attendees time to enjoy Portsmouth, the group reconvened for dinner, board recognitions, and the ceremonial passing of the NEBA leadership gavel from Hilliard to incoming president Jonathan Dunitz of Maine.

National Perspectives on Saturday

Saturday's program offered a national view of evolving dynamics in the legal world and bar leadership. ALPS Insurance Chief Operating Officer Chris Newbold addressed "Emerging Legal Trends and What They Mean for Bar Leaders," drawing on malpractice claims data and risk management experience.

Lucic, who has heard Newbold speak several times, says he "talks

about the trends of what are the issues facing lawyers, what types of claims are arising from the perspective of the malpractice carrier, and what are the issues that lawyers really need to be alert to and be on the lookout for."

The meeting concluded with remarks from Laura Farber, a candidate for ABA president-elect, who shared her background with bar service and outlined her priorities if elected.

Strengthening Regional Ties

For many New Hampshire Bar leaders, the value of hosting NEBA lies as much in relationships as in programming.

Hilliard, who has attended NEBA meetings for more than two decades, points to past meetings that produced concrete benefits for New Hampshire members.

"When getting together with the other five states, you're often learning that each of them is dealing with the same issues, or one of them has a great idea for how to handle an issue or new service and so forth," he says. "At my first NEBA meeting in 2001, we had a presentation by a fellow in Ohio who had just developed Casemaker. We figured it was a no-brainer in terms of something we should provide to our members, and we signed on with Casemaker shortly after."

For Mahan, the Portsmouth meeting also reaffirmed New Hampshire's position in regional conversations about the profession.

"What I came away with is that New Hampshire remains at the forefront of tackling a lot of the issues that we face – that we have leadership in Sarah, our chief justice, our current president, and our president-elect who are not only dealing with the issues, but trying to identify and stay ahead of ones that may arise for legal practitioners," she says. "We really are at the head of the boat for these." ♦



from the
New Hampshire Bar Association

Best wishes for a happy holiday season and a bright new year!

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DECEMBER 2025

WED, DEC 17 – 12:00 p.m. – 1:00 p.m.

Traps for the Unwary: E-Filing

- 60 NHCLE min.
- Live Webcast

THU, DEC 18 – 9:00 a.m. – 4:15 p.m.

Child Support 2025: Law, Practice, & Policy in Transition

- 345 NHCLE min., incl. 30 ethics min.
- Concord – NHBA Seminar Room/Webcast

JANUARY 2026

TUE, JAN 13 – 12:00 p.m. – 1:30 p.m.

Navigating New Hampshire's Treatment Courts

- 90 NHCLE min.
- Live Webcast

WED, JAN 21 – 12:00 p.m. – 2:00 p.m.

Traps for the Unwary: Probate

- 120 NHCLE min.
- Live Webcast

WED, JAN 28 – 12:00 p.m. – 1:00 p.m.

Traps for the Unwary: Business Corporations & Other Entities

- 60 NHCLE min.
- Live Webcast

THU, JAN 29 – 9:00 a.m. – 12:15 p.m.

Collateral Consequences All Lawyers Need to Know About Servicemembers & Veterans

- 180 NHCLE min.
- Live Webcast

THU, JAN 30 – 12:00 p.m. – 1:00 p.m.

Representing Victims of Domestic Violence

- 60 NHCLE min.
- Live Webcast

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How to Register

All registrations must be made online at

<https://nhbar.inreachce.com/>

(if you missed any of the previously held programs,
they are now available ON-DEMAND)

FEBRUARY 2026

FRI, FEB 6 – 12:00 p.m. – 3:15 p.m.

Clarity & Credibility: Writing Skills for the Next Generation of Lawyers

- 180 NHCLE
- Live Webcast

FRI, FEB 20 – 8:45 a.m. – 4:30 p.m.

Midyear Meeting 2026

- 300 NHCLE min., incl. 90 ethics min.
- Manchester – DoubleTree by Hilton

WED, FEB 25 – Time TBD

Remembering David Souter

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

MARCH 2026

TUE, MAR 3 – Time TBD

Sexual Harassment

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

WED, MAR 25 – Time TBD

Nonprofit Law in New Hampshire

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

APRIL 2026

THU, APR 9 – 9:00 a.m. – 4:30 p.m.

Insurance Law 201

- 360 NHCLE min.
- Concord – NHBA Seminar Room/Webcast

FRI, APR 10 – 9:00 a.m. – 4:00 p.m.

Adoption Law

- 335 NHCLE min.
- Concord – NHBA Seminar Room/Webcast

We have a NEW Group Discount Policy at NHBA CLE

Whenever four or more NHBA members who work together for a firm, state agency, or other entity register for an in-person NHBA CLE seminar, each attorney will receive a 50% discount off the registration fee. *Midyear Meeting, Annual Meeting, Developments in the Law, and Practical Skills programs are excluded;* NHBA CLE reserves the right to exclude other programs on a case-by-case basis.

FRI, APR 17 – Time TBD

Circuit Court Judicial Forum

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

WED, APR 22 – Time TBD

Statutory Interpretation

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

THU, APR 30 – 9:00 a.m. – 4:30 p.m.

Hot Topics in Bankruptcy in NH

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

MAY 2026

FRI, MAY 15 – Time TBD

Mechanics Liens

- Credits TBD
- Concord – NHBA Seminar Room/Webcast

THU, MAY 28 – 8:30 a.m. – 10:30 a.m.

20th Annual Ethics CLE

- 120 NHCLE ethics min.
- Concord – NHBA Seminar Room/Webcast

Collateral Consequences All Lawyers Need to Know About Servicemembers & Veterans

Thursday, January 29, 2026

9:00 a.m. – 12:15 p.m.

180 NHCLE min.

Live Webcast

Collateral consequences for veterans and servicemembers often include unintended impacts on their military careers, extending beyond the immediate legal penalties. In this CLE, we will tackle questions like "should my client testify about alleged misconduct in a civil case?" "what are their rights" "how does this outcome impact benefits" and "why is an honorable discharge so important?"

Faculty

Coda D. Campbell, Campbell Law, PLLC

The opinions expressed by the speakers and panelists are their own and do not necessarily reflect the views of the New Hampshire Bar Association. The New Hampshire Bar Association does not endorse or assume responsibility for any statements made during this program.

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- Gender Equality Breakfast
- Registration and Check-In / Continental Breakfast / Exhibitor Showcase
- President's Welcome / Remarks from Chief Justice Gordon MacDonald
- Self Evident Truths: Principles from the Revolutionary Era Embodied in State Constitutions
- Refreshment Break / Exhibitor Showcase
- The Important Work of Building and Structuring the New Hampshire Constitution
- The Vitality of the New Hampshire Constitution
- Why History Matters to the 21st Century Lawyer
- Business Meeting, Honors and Awards Luncheon
- Refreshment Break / Exhibitor Showcase
- Panel: The Importance of Community Engagement
- How the Court Navigator Pilot Program is Helping People and Courts
- Opportunities to Get Involved with Municipal/Local Govt. and Nonprofits
- Bringing Civics and Law to Life in the Classroom
- Networking Social sponsored by the NHBA New Lawyers Committee

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- Financial Strategies Retirement Partners
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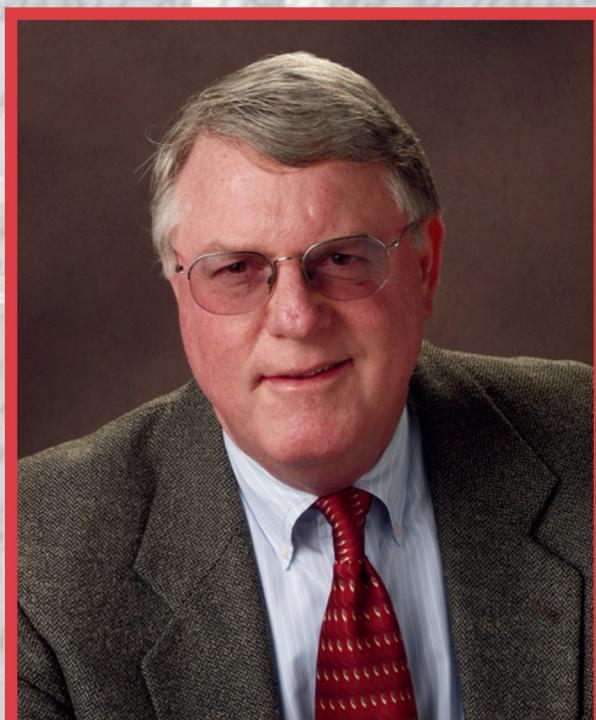
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Scan Here to Register!



Learn@Lunch Series

Traps for the Unwary: E-Filing

Wednesday, December 17

12-1 pm

60 NHMCLE min

This Learn at Lunch series seminar will provide an overview of Technical Support, E-Filing Rules in New Hampshire Courts, Supreme Court e-Filing, Trial Courts, and more.

Traps for the Unwary: Probate

Wednesday, January 21

12-2 pm

120 NHMCLE min.

This program will provide an overview of Assets, Disclaimers, Federal Estate Tax Return (Form 706), Filing Requirements and Other Important Dates, Tax Identification Numbers, First and Final Accounts, and Income Tax Considerations, Sale of Real Estate, Wills, and more.

Traps for the Unwary: Business Corporations & Other Entities

Wednesday, January 28

12-1 pm

60 NHMCLE min.

This program will provide an overview including Who is Your Client, The Decision to Incorporate, Articles of Incorporation, Corporate Name, Incorporators Registered Agent, Bylaws, Organizational Meeting, Shareholders' Agreement, The Role of Legal Counsel for a Corporation, Be Clear on the Attorneys' Responsibility, Stock Issuances, Corporate Governance, S Corporations Status, Limited Liability Companies, Corporate Transparency Act (CTA), and more.

Representing Clients of Domestic Violence

Thursday, January 30

12-1 pm

60 NHMCLE min.

This seminar will provide attendees with essential knowledge and practical strategies for effectively representing victims of domestic violence across three critical areas: protective orders, divorce proceedings, and parenting cases.

Child Support 2025: Law, Practice & Policy in Transition

Co-sponsored with the NHBA's Family Law Section

Thursday, December 18, 2025

9:00 a.m. – 4:15 p.m.

345 NHMCLE min., incl. 30 ethics min

NHBA Seminar Room/Webcast

As New Hampshire approaches the next four-year review of its child support guidelines, this timely program brings together the state's most experienced family law practitioners and agency professionals to dissect the latest developments in law, policy, and practice. Attendees will gain practical insights into how recent statutory changes and Supreme Court decisions are reshaping enforcement, modification, and calculation of support obligations. Whether advising clients with complex income streams or navigating the Division of Child Support Services, this program delivers the clarity, context, and strategies practitioners need to confidently manage today's most challenging child support cases.

Faculty

Jack P. Crisp, Jr., Program Chair, The Crisp Law Firm, PLLC, Concord

Susan N. Brisson, NH DHHS-DCYF, Concord

Sheri E. Colligan, Court Referee, NH Circuit Court

Jessica L. Ecker, Weibrecht & Ecker, PLLC, Dover

Kelleigh C. Gleason, Gleason Law, Manchester

NHLAP Wellness Workshop Series Available OnDemand

A Timely Conversation: Civil Discourse & a Curiosity Mindset

60 NHMCLE min.

In today's legal landscape, fostering a culture of civil discourse is more essential than ever. Join presenters Dakotah Thunder Wilson, Jill O'Neill, Mark Durso, and Rebecca Sanborn, as they discuss this and other closely related topics.

Lawyer Wellness: Overcoming Burnout, Managing Stress & Healing from Compassion Fatigue & Trauma

60 NHMCLE min.

This seminar focuses on attorney wellness: overcoming burnout, managing stress, and healing from compassion fatigue and trauma.

Mindful Drinking & Sober Living

60 NHMCLE min.

This seminar includes an honest conversation about questions someone might have surrounding their own alcohol use; an effort to start learning more about the early warning signs of problematic drinking and alcohol's impact on all aspects of life.

For more information or to register, visit <https://nhbar.inreachce.com>



Navigating New Hampshire's Treatment Courts

Tuesday, January 13, 2026

12:00 p.m. – 1:30 p.m.
90 NHMCLE min.
Live Webcast

The United States has the highest incarceration rate on the planet. It is 5x the worldwide average, yet our approach to resolving criminal cases does little to reduce crime or to address the underlying causes of crime. The traditional approach of continued escalating jail and prison sanctions ensures that individuals remain in the criminal justice system without the tools necessary to remain active in recovery from substance use and mental health issues. Those leaving prison after having served 1 or 2 years reoffend at a rate of 70%. In contrast, individuals graduating from treatment court reoffend at a rate of 25%. Learn about how treatment courts can change lives, reduce crime, and save money. Treatment courts use evidence-based programs and combine intensive supervision and accountability with treatment. This approach has been empirically proven to change behavior for lasting recovery. Not only does this approach return individuals to the community as contributing members, but it significantly reduces crime and keeps our communities safer. Please join us for an engaging program that will open your mind to improved ways of thinking about crime and punishment.

Faculty

Hon. Tina L. Nadeau, NH Superior Court (ret.)

Clarity & Credibility: Writing Skills for the Next Generation of Lawyers

Friday, February 6, 2026

12:00 p.m. – 3:15 p.m.
180 NHMCLE min.
Live Webcast

Good writing is good lawyering. Yet for many lawyers, writing remains one of the most time-consuming and anxiety-producing parts of practice. Even the strongest legal analyses fall flat if they are buried in cluttered prose or confusing structure. Led by Professor Michael Blasie, this course brings modern legal writing to life by focusing on clarity, organization, and persuasive technique to help attorneys elevate their writing. Drawing on principles from cognitive science, years of experience, and plain language, participants will learn how to craft analyses that engage senior lawyers, clients, and judges; communicate complex ideas with precision; and highlight the most compelling aspects of their cases.

Faculty

Michael Blasie is the nation's foremost expert on plain language laws. He focuses on laws that regulate legal document design. His research is at the forefront of the plain language and legal design movements. Professor Blasie complements this research with extensive international experience including serving as the former dean of KIMEP University School of Law and a Fulbright Specialist Scholar in Turkey. He has presented dozens of times internationally in eight countries, including serving as a keynote speaker at the 2023 Plain Language Association International Conference in Argentina.

Adoption Law

Co-sponsored with the NHBA's Family Law Section

Friday, April 10, 2026

9:00 a.m. - 4:00 p.m.
335 NHMCLE min.
NHBA Seminar Room/Webcast

This program will give participants an understanding of the complexities of adoption law and equip attorneys with the knowledge and resources needed to guide clients through each stage of the adoption process. Participants will gain an understanding of the legal, ethical and procedural issues involved in private, agency, interstate, and relative adoption. Topics include: understanding the different types of adoption; analyzing the roles of different parties; ethical considerations and avoiding conflicts of interest; ensuring compliance with applicable federal laws.

Faculty

Christine M. Hanisco, Program Co-Chair, Life Stages Law, PLLC, Concord

Lisa Ura Bollinger, Program Co-Chair/CLE Committee, Black, LaFrance & Bollinger, LLC, Nashua

Lisa M. Bianco, Bianco Professional Association, Concord

Caitlyn Bickford, NH DHHS-DCYF, Concord

Randi L. Bouchard, NH DHHS-DCYF, Concord

Kristine Pries, Adoptive Families for Children, Concord

Kimberly A. Shaughnessy, Shaughnessy Allard, Attorneys at Law, Bedford

Karen M. Shea, Manchester

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Mastering Family Law in NH

10/17/25 – 375 NHMCLE min.

Financial & Healthcare Advance Directives

10/23/25 – 60 NHMCLE min.

Developments in the Law

10/24/25 – 360 NHMCLE min., incl. 60 ethics min.

Best Practices in Trusts & Estates

11/4/2025 – 325 NHMCLE min., incl 20 ethics min.

School Law in New Hampshire

11/7/2025 – 380 NHMCLE min.

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■ SINK from page 1

From Foster Parent to Founder

Originally from New York, Sink completed most of her undergraduate studies at Loyola College in Montreal (now part of Concordia University) before earning a four-year degree from Springfield College in Massachusetts. Before CASA, she built a career in restaurant and retail management, stepping into the work without training in law or social work.

Her path to the organization began when she and her husband became foster parents in their mid-30s.

"My husband and I decided to become foster parents, and although we didn't have many foster children in and out of our home, we became aware of some of these massive gaps in our child protection system and juvenile court system," she recalls. "I can remember kids showing up with a social worker dropping them off, literally with a garbage bag containing everything they owned. It was incredibly sad."

In one emergency placement, three young girls arrived on a cold day wearing thin dresses.

"These kids showed up with no underwear on a cold day in little cotton dresses," she says. "I reached out to friends of mine who I knew had girls, saying, 'Do you have some clothing?' It was just so incredible."

Later, the infant who would become her adoptive son was placed in her home straight from the hospital and, for the two years prior to his adoption, she never met the guardian ad litem assigned to his case.

"I kept thinking, how can this person

represent his best interests in court when they've never even met him? Or me?" she says.

Around the same time, a *Parade* magazine cover story on children "in the foster care drift" introduced her to the then-new national Court Appointed Special Advocates model, in which trained volunteers serve as guardians ad litem for abused and neglected children.

"I thought, 'This is it. I want to be a CASA volunteer,'" Sink says.

She called the Seattle-based national office, only to learn that New Hampshire was one of a handful of states without a CASA program. Staff there encouraged her to consider starting a program in the Granite State.

Sink reached out to then-Goffstown District Court Presiding Judge Paul Lawrence and then-Manchester District Court Judge Norman Champagne, and formed an ad hoc steering committee that met in her church basement.

CASA then launched in 1989 with \$5,000 in seed money from the National CASA organization, which also provided a "playbook" for starting a program.

Building a Statewide Model

CASA recruits, trains, and supports volunteers who serve as guardians ad litem in abuse and neglect cases, gathering information, meeting regularly with children and caregivers, and making recommendations to the court about what is in a child's best interest.

From an initial cohort of 10 volunteers serving two courts, CASA has grown into a statewide program with a presence in every circuit and family court in New Hampshire. Under Sink's leadership, CASA has

trained more than 3,000 volunteers who have advocated for over 13,000 children in the court system. In recent years, the organization has averaged about 600 active volunteers each year.

New Hampshire's CASA program was deliberately structured as a single statewide nonprofit, rather than a patchwork of local chapters.

"We were really strategic in those early days in how we developed as a single statewide CASA program, and we're kind of unique in a lot of ways throughout the country," Sink says. "Because of the demographics and the geography of the state and the overlap with district offices of DCYF and the courts, it didn't make sense that we would potentially be competing for fundraising and for volunteers. Having everything under one dome made sense and still makes sense."

The CASA central office is in Manchester, with additional offices or space in Dover, Laconia, Keene, Claremont, Colebrook, and Berlin.

Perspective from the Bench and Bar

Members of the Bar who have worked with Sink and CASA over the years describe her impact in strong terms.

"Marty Sink is a force of nature," says Judge Susan Carbon. "Nearly 40 years ago, she embarked upon a challenge to the court system – to open its doors to volunteers from all walks of life to represent the best interests of children in cases of abuse and neglect. This was no small feat. Courts are slow to change, but her gentle and persistent persuasion led to a profound and unique way to bring the voices of children into court."

Carbon continues: "She grew CASA out of whole cloth, and court by court, judge by judge, convinced us that volunteer advocates could provide insight and understanding into the lives of children, the likes of which had never been done before. The presence and participation of CASA in courtrooms all across New Hampshire has vastly improved our ability to serve children and families in these difficult cases."

CASA Board Co-chair and past NHBA President Paul Chant says that, in his nearly 40 years of practice, he "can think of no individual who has affected the lives of the citizens of New Hampshire in the legal system during that time more than Marty Sink."

"Through Marty's love and devotion to her work, more than 13,000 kids have had the support of a committed, caring, attentive volunteer advocating for their best interests. What a career," Chant says. "Marty built an amazing organization with truly exceptional people. Her commitment and profound love for her kids permeate CASA, from the attention and support given to the advocates, the raising of substantial funds each year through donor relationships, and in building a talented, strategic board that is well-prepared to guide the organization into its next season."

In 2001, Sink was recognized by the New Hampshire Bar Foundation with its Frank Rowe Kenison award, becoming the first – and one of only two – recipients who are not lawyers or judges.

Looking Ahead

To find its next leader, CASA's board has convened a search committee and hired the national firm Kittleman & Associates to conduct the recruitment. Sink will remain as president and CEO until her successor is in place.

In addition, she expects to stay on key statewide bodies long enough to help transition CASA's seats – such as the New Hampshire Access to Justice Commission and the Court Improvement Project – to her successor or other senior leaders.

"I want to take some serious downtime," she says of her retirement plans. "This job is all-consuming. The 50- to 60-hour workweeks are something that I enjoyed, but the time has come to slow down a little bit – but not completely."

In retirement, Sink plans to continue to support children and families in New Hampshire in some capacity, while spending more time with her family.

"Hopefully, the skills I've developed can continue to support and help others in New Hampshire," she says. ♦

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that includes everyone in the room and they have meaningful impact, eventually when power changes hands and the minority becomes the majority, that constitution will remain. You can set up a trajectory of legitimacy and a heritage of legitimacy that will then pass on to the next and the next and the next generation."

She also notes that New Hampshire pioneered procedures – such as a separate constitutional convention and a single-issue referendum on the executive – that later became models elsewhere.

"It's a state of firsts," she says. "Everything that happens that's interesting procedurally happens first in New Hampshire. They may not realize how cool their constitution is and how cool the procedure was through which it was adopted, and the fact that it's still in place despite all of the amendments over the years is a testament to the New Hampshire founders."

Why History Matters

In addition to their individual CLEs, Professors Williams and Updike Schulzke will join Pamela Phelan on a panel titled "Why History Matters to the 21st Century Lawyer," moderated by Judge N. William Delker, who will also present a separate CLE, "The Important Work of Building and Structuring the New Hampshire Constitution."

The panel is expected to address how lawyers can craft state constitutional arguments in light of historical sources, constitutional language, and the New Hampshire Supreme Court's tradition of looking first to the state Constitution before federal law.

Updike Schulzke summarized her view of the panel's core theme succinctly.

"I think history should always matter when we make constitutional arguments," she says.

In her view, the way history is used can vary, but the New Hampshire example illustrates how historical work can inform both legitimacy and interpretation.

"What people can know, based on the history that I share, is that the New Hampshire Constitution was legitimate as a starting point," she says. "The history around it is worthy of emulating and of understanding and interpreting the Constitution, because it's based in these principles of popular sovereignty and inclusion."

Williams, whose treatise *The Law of American State Constitutions* synthesizes lessons from all 50 states, emphasizes that lawyers now have more tools than ever to make historically grounded state constitutional arguments.

"So much has changed since I started teaching this in 1980," he says. "Now there are lots of materials – standard lawyers' materials, books, many law review articles – about the origins of the New Hampshire Constitution, provisions that are in effect today and their history, together with reviews of the court cases that have been decided under the New Hampshire Constitution."

Both professors indicate that they hope these programs will encourage practitioners to approach New Hampshire's constitutional tradition with the same seriousness they bring to federal law.

As Updike Schulzke put it, "I hope that they walk away excited and curious about the framing of the New Hampshire Constitution just as much as they are perhaps about the federal Constitution. In some ways, it's a more interesting story and perhaps more relatable, because they fought just as much as we do now." ♦

■ CIVICS from page 6

The Street Law program partners teachers with lawyers for a year-long relationship including two school visits, a field trip, and the lawyer being available for classroom questions as they arise. The goal is to expand this program and to encourage longer-term relationships between schools and attorneys. Judge Saint-Marc believes that having a lawyer and judge in every school is incredibly important to continually involve students.

"We have to present civics in an engaging and fun way," she says. "Students don't want another lecture, so presentations that are interactive and relatable work best."

There are lesson plans available on the NHBA website, many of which are catered to specific ages and grades, as well as links to outside websites with further information. These resources not only introduce young people to the fundamentals of law and civic responsibility but also encourage critical thinking, problem-solving, and an introduction to the justice system. By connecting students directly with legal professionals, the program helps simplify the courtroom and fosters a deeper understanding of how the rule of law shapes their everyday lives.

The *Beyond High School: A Guide to*

Your Rights and Responsibilities book provides students with basic information on their legal rights and responsibilities when they reach the age of 18 and are considered adults.

"Students graduating from high school have unlimited opportunities," says Eber. "*Beyond High School* will help these students understand not only their legal responsibilities, but also inspire them to pursue rights they now enjoy, such as voting or running for an elected office. It is a great resource for anybody who wants to understand their basic rights and responsibilities and learn how and where they can obtain more information."

Madsen is hopeful that the reinvigoration of the committee will get more educators, attorneys, and judges involved with civics outreach in the state.

"Our programs are strongest when educators and legal professionals collaborate," she says. "Students can feel that energy. They see that civics isn't abstract – it's people in their own community who care about them and their future. I'm consistently inspired by the students I meet. They ask big questions, they challenge assumptions, and they remind me why this work matters."

For more information about upcoming Civics and Law Outreach programs in your community, contact Martha Madsen at mmadsen@nhbar.org. ♦

■ COST from page 1

"I was freaking out about finding a job," she says. "I always wanted to do public interest work, but in the New Hampshire market that's sparse. I started looking at other states."

Attilli, who is from Ohio, eventually landed an associate counsel position with SEIU Local 1984.

"I feel so blessed to have landed where I am," she says, adding this was after months of stress and a widening search radius. Even now, she pays \$1,600 for an apartment she shares with her boyfriend, which she notes is "a good deal," but far more than her sister pays in Ohio. "I love New Hampshire ... but it was a hard decision."

In October, the New Hampshire Fiscal Policy Institute (NHFPI) released a cost-of-living study painting a stark picture. Everyday expenses in New Hampshire have outpaced earnings so significantly that a typical four-person household with the state's median income now falls nearly \$2,000 short each year covering essentials like housing, childcare, food, healthcare, and gasoline. Compared to 2015, disposable income for those families has plunged by more than \$17,000 annually, an abrupt reversal that has turned former surpluses into structural deficits.

Those pressures are shaping decisions for the next generation of lawyers and making it harder for the state's legal system, especially indigent defense, to retain them.

The Legal Workforce Squeeze

New Hampshire is one of the oldest states in the country, with a median age of 43.4. This ties Vermont and trails only Maine, and the state already relies heavily on in-migration to sustain its workforce population, according to NHFPI.

A lack of affordable housing and childcare compounds the shrinking workforce pipeline.

Median rent for a two-bedroom apartment has climbed to \$2,024 statewide, according to a 2025 report by New Hampshire Housing. A person would need to earn roughly \$90,000 a year to afford that price without becoming cost-burdened – spending more than 30 percent of income on rent. Homeownership is increasingly unattainable as well.

The median single-family home price hit \$565,000 this year, up 79 percent since 2019, and nearly 80 percent of current homeowners couldn't afford to buy their own homes at today's prices. Only four percent of renters could buy at that level, according to the New Hampshire Housing report.

Childcare adds another layer. In 2023, center-based infant care averaged \$17,250 a year – and care for an infant and a four-year-old averaged nearly \$32,000, according to NHFPI.

Meanwhile, the state is short more than 9,000 childcare slots annually.

For young lawyers, these numbers matter. And at the New Hampshire Public Defender (NHPD), the stakes are constitutional.

Sustainability Challenges

NHPD Executive Director Christopher Johnson says staffing challenges have intensified in recent years.

"We are coming off a few years of relatively high attrition and trying to address that," he says. "Some of that attrition has been from younger lawyers."



The office's struggle to retain early-career attorneys is not simply an internal problem, Johnson notes, but also an access-to-justice issue, adding that the Granite State has a low number of attorneys in proportion to residents.

According to the American Bar Association, in 2024, New Hampshire had 2.47 attorneys per 1,000 residents, the lowest in New England, behind Maine, which has 2.65.

Budget constraints have compounded the pressures for NHPD.

"Young lawyers are on a step-increase scale, but the budget last year didn't allow us to provide pay raises," Johnson says. "People at the top of the pay scale won't get a raise for two years."

According to Johnson, starting salaries at the public defender hover around \$65,000. In a state where rent alone can absorb more than a third of that, even passionate attorneys struggle.

The NHPD is also feeling new pressure as Massachusetts expands its indigent defense staff and hires early-career attorneys with higher starting salaries.

"Massachusetts is increasing the size of its public defender corps, and they're hiring some of our lawyers," says Johnson, noting that the pay gap makes it "challenging to compete in the labor market for first- and second-year attorneys."

The losses come as New Hampshire faces rising living costs, higher taxes, and a worsening housing shortage, conditions that already make recruitment difficult. The shortage now extends beyond the NHPD to private attorneys who handle indigent cases, Johnson notes.

Affordability Matters

Bethany Hartt, a second-year law student at UNH Law, came to the state from the Virginia and DC metro area for its quality of life. In her mid-30s and married, she and her husband, a medical resident, live in Sullivan County and commute long distances for work and school.

"I never thought I'd end up in New Hampshire," Hartt says. "We would like to stay, but the state hemorrhages young talent. People come here and don't stay. New Hampshire doesn't make it easy; you have to be tough."

Finding housing near Concord for Hartt and her husband wasn't feasible.

"If you're looking to buy a house in New Hampshire, forget it," she says. "Especially on the Seacoast ... people are priced out."

Hartt, who has plans to intern for Orr & Reno next summer and to pursue work with a private firm where she can make

more money after law school, says many classmates look out of state or toward higher-paying firms simply to afford life and student debt.

"I'm okay with taking somewhat of a pay cut to have the lifestyle here," she says, "but people are concerned with paying off their loans. With housing, childcare ... that's going to affect a lot of women."

UNH Law Assistant Dean for Career Services Neil Sirota says the school is deeply aware of the affordability barriers.

"We know it's getting more expensive to live in New Hampshire," he says. "Salaries for entry-level attorneys start anywhere from the \$60,000s to \$100,000s. It's all over the map in both public and private sectors."

Sirota says he hasn't seen clear evi-

dence that students are declining jobs solely because of cost of living, but the pressures are growing.

"We think of ourselves as part of the legal community," he says. "We take that responsibility seriously. We're committed to increasing the number of lawyers practicing in New Hampshire."

Still, he acknowledges that affordability is becoming a defining factor in students' planning.

"For many, exposure to New Hampshire's legal community inspires them to stay," he says.

Between Calling and Cost

New Hampshire's affordability challenges may be felt across professions, but for young attorneys, especially those drawn to public-interest or indigent defense work, the gap between wages and basic expenses is narrowing the paths they can realistically take.

Attili says she is grateful – and fortunate – for finding a job after law school that she loves and which helps pay the bills.

"I feel like I won the career lottery," Attili says. "But I want to see the state become more affordable."

At the NHPD, Johnson says rising caseloads and competition from Massachusetts both compound cost-of-living challenges.

"People are providing great service at a very efficient cost," Johnson says. "But I worry about sustainability."

He says the NHPD remains "a terrific place to work," but acknowledges that Massachusetts can be attractive to young lawyers seeking higher salaries and more urban amenities. The result, he warns, is shrinking capacity at a time when the state can least afford it. ♦



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Generative AI and Document Review: The Future is Now

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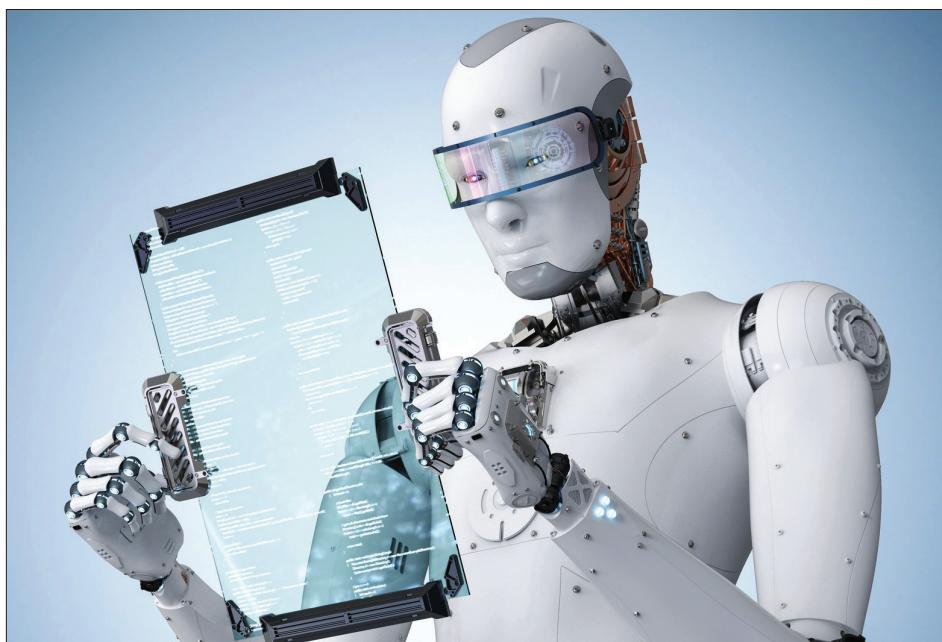
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Artificial intelligence is changing the way we practice law, and one task that can be completed with far greater efficiency using generative artificial intelligence (GenAI) is the review of electronically stored information (ESI) for discovery.

GenAI presents opportunities to dramatically change traditional workflows to deliver better outcomes for clients at a lower cost. Some clients already expect that GenAI will be used due to the cost savings and other benefits it provides.

For over a decade, ESI software platforms have been an essential tool for lawyers facing large volumes of e-discovery. ESI platforms traditionally create indices of all the words contained in all the documents that are loaded into the system. These systems do not understand the meaning of the words, however; they only recognize the frequency with which words appear in the same document. They know that "apple" frequently appears with "tree" and "pie" and "phone," so when a user searches for "apple," they suggest for consideration those additional related words or documents containing those words.

This same concept powers technology-assisted review, where the ESI platform learns from coding decisions made by human reviewers and applies that learning to documents that humans would not review (typically low-priority documents in the collection). If a document with "apple" was coded as relevant by a human, the system guesses that a document with "tree" or "pie" or "phone" is also relevant because of the frequency



with which those words appear together. After several rounds of training, a user can direct the system to code all the remaining documents for responsiveness all at once.

Bolstered by GenAI, ESI systems now use Large Language Models (LLMs) to understand the meaning of words instead of relying solely on the frequency with which they appear together. Today's platforms actually understand that there are many varieties of apples, that apples grow on trees in particular climates, and the economy of apple harvesting. Instead of searching for "apple," litigators now summarize the concepts of their case to the ESI platform through a series of prompts, similar to how they would describe the matter to a colleague over a cup of coffee.

The user describes the key parties, the relevant timeframe, the important issues, and key legal concepts. Just like a colleague, the system will ask questions for clarification when it does not understand, or make suggestions on how to improve the summary. These questions enable AI to suggest the ultimate prompt to use, but they also provide the user with insight on how the system is processing the information.

When a user enters a prompt, the system reaches out to the LLM for con-

text and meaning and then deploys that context or meaning to search and score the documents in the data set. This can be particularly useful when responding to requests for production (RFPs), as an example.

After summarizing the matter and the key concepts, the user can enter the text of the RFPs as prompts. The system will reach out to the LLM to understand the context and meaning of the RFPs and then it will provide a sample of documents for the user to code for relevance.

From this human input, the system learns what is relevant and suggests ways to fine-tune the prompt, resulting in a refined analysis. The user will then review several rounds of sample documents to train the system. Then, the trained system will predict the relevance of each document in the data set (on a scale of 1-100, for example).

Importantly, the system provides an explanation of each document's score to provide insight into how the system interpreted the meaning and context of the prompt as applied to the document and any judgment calls the system made. The user can then prioritize which documents to review based on their scores. For example, a user may want to start to review documents with a score of 90 or higher. After the user is satisfied with their re-

view, the system can automatically code the remaining documents based on each document's predictive score.

GenAI-powered ESI platforms offer numerous time-saving benefits to lawyers. However, lawyers using these platforms must be aware of the potential ethical issues. Importantly, for client confidentiality, the LLMs in ESI platforms must operate as closed systems to maintain confidentiality. Lawyers should obtain consent from their client prior to using GenAI, due to the potential of GenAI-created errors. Use of GenAI may also force law firms to examine their billing practices for GenAI-assisted tasks.

With GenAI-powered ESI platforms, it is possible for an individual to conduct a first-pass review of 200,000 documents in 30 minutes. Without GenAI, a human reviewer would spend hundreds of hours reviewing the same number of documents (costing the client thousands of dollars).

Firms may need to shift to charging clients for discovery tasks on a project basis, as opposed to a time basis. Firms may consider charging a flat rate for a first-pass review based on the value of that task to the client's matter, even though the number of attorney hours actually devoted to the task are greatly lessened using GenAI.

Lawyers may also want to consider negotiating ESI stipulations with opposing counsel to address whether GenAI will be used in the case and how (i.e., do the parties agree that a relevance score of 85 is sufficient?).

An ESI system that incorporates GenAI is a powerful tool with cost- and time-saving benefits, particularly for e-discovery. Harnessing those benefits requires changing workflows to incorporate them into the discovery process. In the near future, these systems will be commonplace in the industry and something clients expect, so now is the time for lawyers to keep up with GenAI and incorporate it into their practice. ♦

James P. Harris is chair of Sheehan Phinney's Litigation Department and co-chair of its Data Privacy and Security Group. Elizabeth Manning is a litigation associate at Sheehan Phinney.

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Seven Myths Corporate Lawyers Hear About Independent Contractors

By Beth Deragon and Lori Clark



Lori Clark and Beth Deragon

Despite a steady stream of enforcement actions, independent contractor (IC) classification is one of the most misinterpreted areas of workplace compliance. Corporate lawyers regularly encounter confident declarations from clients that rest on assumptions and misinformation, rather than on the legal standards that determine worker status in New Hampshire. These misconceptions surface in wage claims, workers' compensation claims, and unemployment compensation claims, and can affect business valuation, disrupt deals, and expose the business to back wages, overtime, taxes, civil penalties, and fines.

Each myth provides an opportunity to reframe the issue and move the organization toward better risk management. By reframing the issue through a risk-management lens, corporate lawyers help their organizations utilize independent contractors with confidence, compliance, and strategic clarity.



Myth One

The belief: They signed an independent contractor agreement.

Why it persists: Business teams assume that if the contract says, "independent contractor," the relationship must be one.

Reality: Federal and state agencies focus on the facts related to the actual working relationship, not the label. Central to assessing the risk involved in misclassification is understanding that each of those agencies has a different IC test.

The New Hampshire Department of Labor has a seven-part IC test, requiring that each part be met to establish IC status. New Hampshire Employment Security has a three-part test, requiring that each part be met to establish IC status. While the tests are similar, they are not identical. The tests do not include whether the parties signed an IC agreement or any consideration for

the intent of the parties. Generally speaking, control, supervision, integration into the business, and economic dependence carry more weight than signature pages to the contract.

What corporate counsel can do:

- Explain that the agreement might be helpful to the scope of the provided services, payment arrangements, and responsibilities, among other terms that support a finding of IC status, but it is not determinative of the legal analysis.
- Ensure that the client understands that different IC tests exist and that each forum will apply its own test.
- Draft the IC agreement strategically, depending on the risk level involved.

Myth Two

The belief: We meet the IRS Indepen-

dent Contractor Test.

Why it persists: Businesses consult with accountants and CPAs who confirm that the ICs meet the IRS test.

Reality: While the IRS IC test might be met, other agencies will not consider whether the business met the IRS IC test, as it is irrelevant for their purposes.

What corporate counsel can do:

- Shift focus away from the IRS IC test and focus on the state and federal IC tests.
- Work with the business's accountant and/or CPA to flag this issue.

Myth Three

The belief: We only use contractors for short projects.

Why it persists: Duration intuitively feels tied to independence.

Reality: Length of engagement is a factor, but not determinative. Long-term contractors can maintain contractor status and short-term employees could be employees.

What corporate counsel can do:

- Encourage businesses to map scope and deliverables, not arbitrary timelines.
- Document how the contractor manages their work, tools, and methods.

Myth Four

The belief: They have an LLC.

Why it persists: The presence of a

MYTHS continued on page 32

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Shine Bright Like a Solar Panel: Solar Policy Shifts and the New Math for Businesses

By Hannah Kestrel Neumiller

Regulatory decisions across every level of government shape the way New Hampshire's communities develop, how businesses operate, and how residents collectively plan for their futures. However, the decisions that Granite Staters make today pose equally significant long-term environmental and economic ramifications. Recent legal actions, coinciding at both the national and state levels, have constrained the future of solar power in New Hampshire.

The United States has been investing in solar photovoltaic energy over the last decade, with an average annual growth rate of 28 percent. Currently, the US maintains enough domestic solar energy reserves to directly supply power to 43 million homes (*Solar Industry Research Data*, SEIA, 2025). However, only 2.12 percent of New Hampshire's electricity is generated from solar sources, less than half of the national rate (*NH Solar*, SEIA, 2025).

Looking forward, recent policy decisions add difficulties to solar investment decisions. The US government has cut clean energy tax credits as of December 31 and imposed restrictions on credits for products from the top solar panel producing country,



China (*Special Report on Solar PC Global Supply Chains*, International Energy Agency, 2022). Simultaneously, New Hampshire is stalled in protecting its own net metering program for those generating solar energy, placing the future of the state's energy sector at a crossroads.

How Solar Starts

While New Hampshire incorporates a total of 54 solar companies, those 54 companies only utilize 0.01 percent of the state's total land area for solar power generation. Overall, New Hampshire is ranked 45th for installed solar capacity, behind states that have further developed their production and reliance on solar energy (*NH Solar*, SEIA, 2025). Comparatively, Maine produces nine percent of their in-state net generation from solar facilities.

Despite having the sixth highest median income nationally, New Hampshire still lags

behind many of its domestic peers in its green energy investment. Similar to other sustainable projects designed for longevity and quality, the upfront costs of solar energy are substantial, and most individuals and businesses rely heavily on tax credits and financial incentives to offset the initial investment.

The two primary motivators for New Hampshire residents to adopt solar power initiatives are federal tax credits and the ability to participate in the state's net metering system. Now, both options face tangible termination dates. The loss of financial incentives for consumers seeks to drastically weaken the financial rationale for undertaking new residential and commercial solar installations. Without clear replacement programs and long-term policy commitments at both the state and federal levels, consumers experience reduced confidence in pursuing otherwise

beneficial solar investments.

The End of Net Metering?

Net metering allows solar customers in New Hampshire to send their excess electricity back into the statewide grid, providing credits that help to offset their overall energy costs and monthly bills. Formed in 2017, the Net Energy Metering program ensures excess solar energy can be utilized and compensation is guaranteed to participants in the program who share their energy (RSA 362-A:9). The program creates an energy incentive and financial offset structure for those investing in solar installation.

Although New Hampshire's net metering program framework is authorized through 2040, the Public Utilities Commission has declined to extend that timeline in recent state-level proceedings. They determined that an expansion of statewide net metering imposes costs that, in the view of the commission, exceed the anticipated benefits to consumers.

The commission's core conclusion stands juxtaposed with the goal of the program: driving private investment, reducing energy costs, and connecting a more resilient statewide power grid. Lacking a viable net metering structure for the long term, New Hampshire participants must anticipate bearing the full cost of installation without any assurances that they will be compensated for producing excess solar energy in the coming decades.

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Leveraging SSBCI with Early-Stage Capital: A Practical Guide

By Andrew Grosvenor

Over the past several years, the State Small Business Credit Initiative (SSBCI) has become an increasingly important tool in New Hampshire's entrepreneurial finance ecosystem. While originally created at the federal level to increase access to capital for small businesses, SSBCI's modern implementation under the American Rescue Plan Act of 2021 has evolved into something more sophisticated – a mechanism for deploying public capital alongside private venture and angel investments to support early-stage companies that might otherwise struggle to secure funding.

For business attorneys advising startups, angel groups, or venture funds, understanding how SSBCI capital operates in tandem with private investment is now an essential skill. This article offers a practical overview of that relationship and highlights key considerations for counsel working with clients participating in these blended capital structures.

SSBCI is a federal program administered by the US Department of the Treasury that allocates funds to states to support small business lending and investment programs. Each participating state designs



its own deployment model, often through state-run entities or quasi-public development agencies. In New Hampshire, SSBCI capital has been deployed through the New Hampshire Business Finance Authority (NHBFA) to support early-stage businesses by co-investing alongside private capital sources.

Rather than functioning as a traditional grant program, SSBCI funds are commonly structured as loans or equity-like instruments provided to special purpose entities or sidecar funds that invest in portfolio companies in parallel with private investors. The core policy objective is simple: encourage private investors to commit capital by mitigating risk and increasing available funding for qualified businesses.

One of the most prevalent structures uses a "sidecar" fund model. In this approach, a private venture or angel fund serves as the primary investment vehicle, while SSBCI capital is routed through a separate fund entity that co-invests into the same companies on a proportional basis. The sidecar structure offers flexibility for the main fund to invest in opportunities that may not qualify for SSBCI funds while still complying with all federal requirements.

The result is increased total investment capacity per deal, improved balance sheets for portfolio companies, and reduced downside exposure for private investors – all while fulfilling public policy goals of supporting local economic development.

From a practical standpoint, the SSBCI co-investment model delivers advan-

tages across the board. For private investors, SSBCI participation can improve the risk profile of early-stage investments by increasing total capitalization without requiring proportional private investment. Investors can support larger rounds than they might otherwise be comfortable funding alone, and expanded capital availability allows funds to participate in more deals or deeper rounds without diluting private capital efficiency.

This additional capital source means that companies can secure meaningful early-stage funding with fewer barriers, and SSBCI-backed investments often serve as a positive market signal to follow-on investors.

For attorneys advising fund managers and investors, SSBCI participation introduces several additional layers of complexity.

SSBCI funding comes with specific statutory and programmatic requirements governing eligible businesses, investment terms, and reporting obligations. These may include geographic restrictions, prohibitions on certain business types, and minimum job creation or revenue benchmarks.

Counsel must ensure that offering materials, operating agreements, and investment documentation reflect and incorporate these conditions.

Because SSBCI sidecar entities often have different economic rights, risk tolerance, or repayment obligations, governance structures must carefully balance fiduciary duties to private investors, obligations under

SSBCI funding agreements, and conflicts of interest and disclosure requirements. This requires tailored operating agreement language and detailed policy documentation around investment selection, allocation methodology, and conflict management.

SSBCI capital may be structured as recoverable loans, preferred equity, or hybrid instruments, and attorneys must take care to structure investment vehicles appropriately. Clear drafting is crucial to ensure compliance and transparency.

While SSBCI-supported investment has proven effective, it is not without friction. Reporting requirements can be heavy for smaller funds or first-time managers, and approval and funding timelines may not always align with private deal schedules. Documentation can become complex, as multi-entity structures require additional agreements and coordination.

When deployed thoughtfully, SSBCI co-investment has the potential to positively reshape New Hampshire's startup landscape. It helps keep promising businesses rooted in the state, supports local job creation, and strengthens regional innovation ecosystems.

For business lawyers, these programs offer a powerful opportunity not only to support individual clients, but also to participate in a broader economic development strategy that integrates public and private capital in a mutually reinforcing way.

As SSBCI funding continues to flow

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Supply Chain Instability Fueling Contract Disputes – How Can Companies Mitigate Risk?

By Christopher Walsh and Aaron Fenton



Walsh



Fenton



shifting export controls, changing tariffs, and efforts to promote onshoring or friend-shoring.

In each instance, policy shifts have altered material pricing, availability, and delivery timelines in the most affected industries. In turn, certain suppliers (and sometimes, buyers) have suddenly found themselves physically or legally unable to perform their obligations – for example, a supplier may be prohibited from exporting a component, or from importing materials needed for manufacturing. In those situations, parties may find solace in their contract's force majeure clause, or failing that, in the Uniform Commercial Code (e.g., UCC § 2-615), or the doctrines of impossibility, impracticability, and frustration of purpose.

More often, however, a new policy renders performance highly unprofitable or undesirable, but not literally impossible. In some cases, long-term supply commitments become unprofitable or infeasible due to material costs or availability.

Disruptions Drive Litigation

Supply disruptions and volatile trade policies have spurred litigation by hindering performance and increasing incentives to litigate. In the past year, businesses have weathered volatile trade policies,

notice once a triggering event occurs and specify the nonperforming party's mitigation obligations. Parties may also want to consider including streamlined dispute-resolution procedures, interim-relief provisions, and dispute escalation ladders to preserve commercial value and avoid expensive litigation.

Third, a sound risk-management strategy rarely relies on force majeure alone. Instead, parties should consider nesting the force majeure provision within a broader framework of terms that are calibrated to address different risk thresholds, including terms regarding termination or suspension rights, price-adjustment mechanisms, the effect of material adverse changes, and negotiated extensions. The framework should also include a consideration of the ideal remedies and maximum allowable damages, including possible liquidated damages and/or a cap on consequential damages.

Anticipatory Breach and Mitigation

Even with a well-crafted force majeure clause, companies still face difficult decisions and potential added liability in the periods immediately preceding and following invocation of force majeure.

On the front end, anticipatory breach claims are on the rise, as companies monitor partners' financial and operational stability and make difficult judgments as to whether their partner can make good on its promises. And even when a counterparty admits that it cannot fulfill its promises, the aggrieved party must still decide whether to initiate a claim in short order or offer concessions in hopes of partial performance.

That calculus requires rapid factual investigation and careful contractual review because premature litigation can destroy valuable relationships, while delayed action can forfeit remedies. To aid in these calculations, parties are encouraged to include express, measurable performance triggers in their supply contracts, with automatic notice provided if a trigger is activated. These early triggers allow early detection, which allows parties to explore strategic options like contract novation or substitution, and to better mitigate damages.

On the back end, once a company establishes that it will be unable to meet its

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NHBA CLE

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Traps for the Unwary: Business Corporations and Other Entities Upcoming Date 1/28/2026 – 60 NHMCLE min.

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Drafting, Negotiating, and Handling Contracts in New Hampshire Original Program Date 5/28/2025 295 NHMCLE min., incl. 30 ethics min.

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California Digital Wiretapping Claims Come to New Hampshire

By Coleen Penacho

Imagine your client, a New Hampshire-based company, asks your advice on a demand letter from a California attorney. The letter alleges that the use of third-party tracking software on your client's website violates the California Invasion of Privacy Act (Cal. Penal Code § 630, et seq.) (CIPA), which provides for statutory damages of \$5,000 per violation. The letter threatens a class-action suit seeking statutory damages and other remedies for each person harmed, unless your client discusses a settlement. Your client wants to know whether they should take this seriously. The answer is yes.

In recent years, there has been a wave of digital wiretapping claims against website owners, alleging that commonly used website analytic tools violate CIPA, a California statute that was originally enacted to prevent the interception of telephone calls. These digital wiretapping claims have mainly focused on CIPA's prohibition on eavesdropping (a third party attempting to read, or reading the contents of an in-transit communication), *see Cal. Penal Code § 631(1)*, and its prohibition on the use of pen registers, which identify



the source of a communication, without a court order, *see Cal. Penal Code § 638.51*.

After early claims survived motions to dismiss, some defendants settled rather than suffer the expense and uncertainty of trial. This opened the floodgates for additional claims against businesses throughout the country, including in New Hampshire.

Some courts have started to express doubt about these claims, questioning whether website tracking should be penalized under CIPA, a criminal statute. While this may limit claims going forward, there are steps that businesses can take now to mitigate their risk.

Eavesdropping Claims

In one of the breakthrough CIPA cases, plaintiffs alleged that software on the defendant's website violated CIPA's eavesdropping prohibition because it allowed users' website visits to be recorded and shared with the software provider without the users' consent. *Javier v. Assurance IQ, LLC*, No. 21-16351 (9th Cir. 2022). Two significant holdings came out of *Javier*. The Ninth Circuit held that, under CIPA, website owners are required to obtain user consent before recording website visits. *Id.*

On remand, the district court found that the software provider was a third-party eavesdropper because the provider did not just record the visits for the defendant but could use the recorded data for its own benefit. *Javier*, 649 F. Supp.

3d 891 (N.D. Cal. 2023).

Other eavesdropping cases have focused on the CIPA requirement that the intercepted data must be the content of a communication and not just identifying information.

Some courts have relied on a pre-*Javier* case to dismiss eavesdropping claims where the tracked data did not constitute such content. *See, e.g., Augustine v. Great Wolf Resorts, Inc.*, No. 23-cv-00281-DMS-DTF (S.D. Cal. 2024), quoting *Yoon v. Lululemon USA, Inc.*, 549 F. Supp. 3d 1073 (C.D. Cal. 2021) (dismissing claim because "keystrokes, mouse clicks, pages viewed" and other information being tracked are not "message content" like "the words of a text message or an email").

Pen Register Claims

In one of the early pen register cases, the plaintiff alleged that third-party software embedded in web applications functioned as an illegal pen register because it covertly collected user location and other data. *Greenley v. Kochava*, 684 F. Supp. 3d 1024 (S.D. Cal. 2023). The court denied defendant's motion to dismiss, holding that the software could be considered a pen register under CIPA's broad language because it gave companies the ability to "gather the same information as law enforcement."

More recent cases indicate the validity of a pen register claim may hinge on the amount and type of personal informa-

tion that is shared with a third-party software provider. For example, in *Gabrielli v. Insider*, No. 24-cv-01566-ER (S.D.N.Y. 2025), the plaintiff alleged that tracking software on a website was an illegal pen register because it collected visitors' IP addresses. In granting the defendant's motion to dismiss, the court held that the plaintiff lacked standing because the sharing of IP addresses did not constitute a concrete harm. In *Licea v. Hickory Farms*, No. 23STCV26148 (Cal. Super. 2024), the court rejected a similar claim, noting that the collection of IP addresses was vastly different from the "unique fingerprinting" alleged in *Greenley*.

Court Identifies Need for Reform

In October, the court in *Jane Doe v. Eating Recovery Center LLC*, No. 23-cv-05561-VC (N.D. Cal. 2025), focused on yet another requirement of CIPA's eavesdropping provision. The court granted defendant's (ERC) summary judgment motion holding that the collection of website visitors' interactions did not violate CIPA because the interactions were not intercepted "in transit." *See also Torres v. Prudential Fin., Inc.*, 2025 WL 1135088 (N.D. Cal. Apr. 17, 2025) (same). More importantly, the ERC court expressed its doubt about the validity of these claims, noting that CIPA is a criminal statute and that it was unlikely that the California Legislature meant to criminalize the collection and

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business entity feels like a legal shield.

Reality: While the existence of the LLC usually satisfies one of the factors to support IC status, it is not determinative. An LLC formed solely to work for one company, under that company's direction, carries little weight.

What corporate counsel can do:

- Look for true business indicia: multiple clients, employees, marketing, insurance, autonomy, and control.

Myth Five

The belief: We've always used contractors this way.

Why it persists: Lack of enforcement and industry practice creates a false sense of security.

Reality: Classification issues often remain invisible until a triggering event occurs, and when it does, agencies will not consider the classification practices of other businesses.

What corporate counsel can do:

- Explain to clients and business leaders

that past practice is not legal precedent, and how other similar businesses classify their ICs will not be considered by an agency.

- Position IC classification reviews as part of routine compliance and enterprise risk management.

Myth Six

The belief: They want to be a contractor.

Why it persists: Worker preference is easy, intuitive, and feels mutually beneficial.

Reality: Worker preference does not override statutory or regulatory tests. A worker's desire for flexibility is a data point, not a determinant. The individual might want to be classified as an IC now, but when the work dries up, they might file for unemployment benefits and be awarded them.

What corporate counsel can do:

- Clarify that worker preference does not control the legal analysis and will not be given much weight, as with an IC agreement.
- Highlight alternative employment ar-

rangements that preserve flexibility while maintaining compliance (e.g., project-based employment, temporary staffing, and contract-to-hire).

Myth Seven

The belief: They're paid a flat fee, so they're automatically a contractor.

Why it persists: Payment structures feel like a defining trait of independence.

Reality: Employees can be paid by the task, project, or stipend. Compensation method does not change classification if the level of control, supervision, or integration indicates an employment relationship.

What corporate counsel can do:

- Guide business teams to analyze the totality of the relationship, not just the billing method.
- Emphasize the importance of reviewing supervision, process controls, and whether the work is core to the business.

A Better Path Forward

In most companies, IC classification is treated as an administrative step: a form

to complete, a contract to sign, a box to check. But it is a predictable, preventable enterprise risk – one that can be managed with the same discipline companies apply to cybersecurity, privacy, or financial controls.

Viewing contractor classification through a risk-management lens helps organizations understand what is really at stake and how to build processes that reduce exposure without slowing the business.

By reshaping the conversation and correcting these seven common myths, corporate counsel can help their organizations leverage independent talent strategically – while ensuring the company is well-positioned for audits, disputes, and transactions. ♦

Lori Rittman Clark and Beth Deragon are the founders of ClarkDeragon Law, a premier employment firm known for delivering strategic, business-minded counsel to corporate clients, with a focus on proactive compliance, high-quality workplace investigations, and effective risk management solutions.

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Cuts to Clean Energy Credits

The federal government has also recently made numerous cuts to clean energy incentives. In July, the US legislature passed the second Trump administration's budget bill striking options to make solar installation more affordable with applicable tax credits, including clean energy tax options for individuals and tax-exempt entities (HR 1, 119th Congress 2025-2026).

Multiple tax credit options were cut, targeting homeowners (Section 25D, terminating a 30 percent cost reduction), manufacturers (45X, adding rules for the production facility), and restricting Foreign Entities of Concern (FEOC). While many of these changes disproportionately prohibit individuals or small businesses from solar investments, HR 1 also targets Elective Pay. Elective Pay permitted tax-exempt or government entities to access the federal clean energy tax credits, further incentivizing widespread investment in sustainable energy. However, this is now restricted by application and construction deadlines, and prohibited foreign entity rules restricting Elective Pay availability if the product was sourced from an FEOC.

Solar energy, like many sustainable structures, requires an up-front investment for the lifelong benefits. Clean energy tax

credits and net metering ensured that systems were in place to assist affordability, utilize generated renewable energy, and offer monetary credit to the owners.

Every aspect of the solar generation and energy chain is impacted by the federal and state regulations: manufacturers must satisfy additional production rules; homeowners, businesses, and entities installing solar panels have far less financial assistance available; and the future of solar energy grid access is uncertain in New Hampshire.

The Future of Solar

Laws and regulations can frequently change, but the overarching policy implications with the recent federal and state actions targeting solar resources stand to shape the state for the foreseeable future. Investing in a diverse and sustainable energy sector remains crucial for long-term business and community growth, but residents, businesses, and other entities need to consider additional costs, deadlines, and market existence when investing in solar. ♦

Hannah Neumiller is an associate at Sheehan & Gordon's Dover office in their civil and business litigation area. In college at Black Hills State University, she performed undergraduate chemistry research regarding the production and efficacy of fifth-generation cadmium selenide solar cells.

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obligations, it must immediately attempt to mitigate the resulting fallout. Courts expect reasonable efforts to reduce damages, and documentation of sourcing alternatives, communications with counterparties, and cost-avoidance efforts often drive decisions to award damages (and if so, how much). As such, parties are encouraged not only to actively mitigate their damages, but also to maintain contemporaneous documentation thoroughly detailing these efforts.

Although timely mitigation is important, pressure to mitigate contractual shortfalls by quickly sourcing new materials or shifting suppliers has its own hidden traps, including the risk that an insufficiently vetted supplier may introduce forced labor or other labor abuses into a company's supply chain. Businesses face two separate but overlapping potential exposures: contract claims from customers and partners regarding ethical sourcing obligations, and statutory or regulatory liability tied to modern slavery disclosure and due diligence requirements.

As a result, a company that shortcuts diligence in favor of haste can find itself suffering the consequences, including indemnity claims against suppliers, rescission or price-reduction demands, and

reputational harm. To help protect against these risks, companies are encouraged to implement tiered sourcing and inventory buffers for critical inputs, and to subject all new suppliers to appropriate diligence and continuing audits and certifications.

Global economic uncertainty and ongoing supply chain instability will continue to drive commercial disputes across force majeure, breach of contract, anticipatory repudiation, and compliance-related litigation. The most effective defense is forward-looking: clear, detailed contracts; robust documentation of mitigation; ethical-sourcing programs that reduce regulatory and reputational exposure; and dispute-avoidance mechanisms that keep commercial relationships intact where possible.

With these measures, companies can help reduce the risk of a potential litigation time bomb and instead turn these circumstances into a more manageable commercial risk. ♦

Christopher Walsh is a director and member of McLane Middleton's Litigation Department and Business Litigation Practice Group. He can be reached at christopher.walsh@mclane.com. Aaron Fenton is a member of McLane Middleton's Litigation Department and Business Litigation Practice Group. He can be reached at aaron.fenton@mclane.com.

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into the Granite State's entrepreneurial economy, attorneys who understand these structures will be better positioned to guide clients through increasingly sophisticated capital stacks and maximize the impact of blended financing models.

Conclusion

SSBCI-backed investment represents a meaningful evolution in how early-stage companies are financed in New Hampshire. By pairing public support with private investment, the program bridges financial gaps that traditionally limit startup scalability. For attorneys operating in business law

and venture finance, fluency in these structures is essential.

With careful structuring, clear governance, and proactive compliance, SSBCI and venture capital can operate collaboratively to fuel innovation, create jobs, and strengthen New Hampshire's position as a competitive startup environment. ♦

Andrew D. Grosvenor is a corporate and transactional attorney with Merritt & Merritt in New Hampshire, where he advises startups, emerging companies, and investment funds on venture finance, corporate governance, and early-stage structuring. His practice includes work with startups, angel groups, and venture funds throughout Northern New England and beyond.

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analysis of website traffic. See *ERC*. The court called on the Legislature to update CIPA to provide guidance on these issues. *Id.* Although a bill curtailing these claims passed the California Senate in 2025, it stalled in the California Assembly.

What Steps Can Businesses Take?

As businesses await legislative clarity in this arena, they can take the following steps to help protect themselves: (1) Audit website tracking technologies and identify the data collected; (2) Limit the data collected to that required for the operation of the business; (3) Review service provider

agreements to determine how website visitor data is used by the providers, and limit that usage where possible; (4) Ensure that privacy policies are comprehensive and describe the use of tracking technologies; (5) Obtain proper consent to privacy policies; (6) Use a cookie banner to obtain consent to nonnecessary cookies; and (7) Review insurance policies for coverage of CIPA claims. ♦

Coleen Penacho is an attorney in the Corporate Group at Sheehan Phinney. She advises businesses on data privacy obligations, including data processing agreements, privacy policies, and compliance with data privacy laws. She can be reached at cpenacho@sheehan.com.

November 2025

Guardianship

In re Guardianship of K.S.
No. 2024-0467
November 7, 2025
Vacated and Remanded

- Whether the trial court erred in denying a Motion to Dismiss for lack of subject matter jurisdiction, where the ward was located outside the jurisdiction for multiple years prior to the petition for guardianship being filed.

This appeal followed the Trial Court's decision, issuing guardianship over the ward, and denying the ward's Motion to Dismiss for lack of subject matter jurisdiction. Prior to commencement of the underlying guardianship proceedings, the ward was residing in the State of Maine, and had been for a period of years. The petitioner had been charged with providing services to the ward, going back as far as 2019, and filed its Petition for Guardianship after learning that the ward was about to be evicted from their residential placement in Maine.

The Court concluded that the trial court and parties had mistakenly applied NH RSA 464-A [Guardians and Conservators], when they should have applied NH RSA 464-C [Uniform Adult Guardianship and Protective Proceedings Jurisdiction Act] (the UAGPPJA), which governs whether the New Hampshire court, rather than another state's court, may exercise jurisdiction over an adult guardianship petition. In applying the UAGPPJA, the Court found that the trial court lacked subject matter jurisdiction, finding that the ward's home state was Maine, based on their physical presence in the state for six consecutive months. The Court vacated the guardianship and remanded the matter.

One Sky Community Services, Alexandra Rappaport on the memorandum of law and orally, for the Petitioner. Amy B. Davidson on the brief and orally for the Respondent.

Civil Law

Jane Doe v. Concord Police Department, et al.

No. 2024-0180
November 19, 2025
Affirmed

- Whether an officer's conduct of lying to colleagues and superior officers is sufficient conduct to warrant inclusion on the Exculpatory Evidence Schedule.

This appeal follows the trial court's decision granting summary judgment to the Defendants, the City of Concord Police Department, and the New Hampshire Department of Justice. The plaintiff, a former Concord Police Department police officer, was added to the Exculpatory Evidence Schedule [then known as the Laurie List] following her false statements to fellow officers and superior officers concerning a situation where she had misplaced her firearm. Years later, the plaintiff's complaint against the defendants alleged two different theories on why she should not be included on the Exculpatory Evidence Schedule: (1) that the underlying conduct is not potentially exculpatory; and (2) that, given the passage of time, including her would serve little purpose.

In its decision affirming the trial court's decision, the Court stated that, "...the proper inquiry in this context is whether, assuming 'a future case were to arise,' it is reasonably foreseeable that evidence of the plaintiff's misconduct would be admissible." In applying this standard, the Court found that, "[t]here is no dispute that, after multiple proceedings, the plaintiff was found to have been untruthful... that the plaintiff lied to her colleagues and supervisors could be admissible to impeach her credibility if, in the future, there arises a criminal case at which she is called as a witness." The Court concluded that, while the trial court's decision was reached before the Court's opinion in *Doe* (Activity Logs), 176 N.H. 806 (2024), the trial court's analysis was consistent with the standard that the Court has adopted, and should therefore be affirmed.

Krupski & Beaudoin, PLLC, Marc Beaudoin on the brief, for the Plaintiff. City Solicitor's Office, Danielle L. Pacik, City Solicitor on the memorandum of law for the Defendant City of Concord Police De-

At a Glance Contributor



Sam Harkinson

Sam practices at Seven Rivers Law Office, PLLC, in Barrington, NH.

partment. *The Office of Attorney General John M. Formella and The Office of Solicitor General Anthony J. Gardieri, Samuel R. V. Garland, Senior Assistant Attorney General, and Brandon F. Chase on the memorandum of law for Defendant New Hampshire Department of Justice.*

Criminal Law

The State of New Hampshire v. Raymond Laforest

No. 2024-0506
November 21, 2025
Affirmed

- Whether the Interstate Agreement on Detainers (IAD) requires a defendant to serve their request for final disposition to the court where his charges are pending, in order to satisfy the requirement of the IAD as it relates to the "appropriate court."

This appeal follows the trial court's denial of a Motion to Reconsider and Objection to Motion to Dismiss filed by the State. The State had previously lodged a detainer, pursuant to the IAD, against the defendant while he was incarcerated in Pennsylvania, for charges filed against the defendant in both Hillsborough-North and Hillsborough-South Superior Courts. Pursuant to the requirements of the IAD, the defendant completed and served his "request for final disposition," and had it served on Hillsborough-South. Following delays, the State requested additional time to fulfill its requirements pursuant to the IAD.

The defendant objected to the exten-

sion. The trial court initially granted the State's request, but then reversed its position following a Motion to Reconsider by the defendant, finding that there was no good cause shown for an extension. Additionally, due to the fact that the State was beyond the timeframe allowed by the IAD, the trial court granted the defendant's Motion to Dismiss the charges, with prejudice. The State moved for reconsideration of the trial court's decision denying their request for additional time, and filed a supplemental objection, which the trial court denied.

On appeal, the State argued that, while the defendant had served his request for final disposition, he had not served the appropriate court, since he had failed to serve both Hillsborough-North and South. In affirming the trial court's decision, the Court held that "[c]ontrary to the State's argument, the statute does not include, within its definition of 'appropriate court,' any requirement that the request for final disposition be sent to a particular judicial district of the superior court...[n]or does it specify that the request must be delivered to the court where the charges are pending."

The Court went on to note that the State's argument would require the Court to add additional words to the State of New Hampshire's definition of the term "appropriate court", which it was not prepared to do since the meaning of the words make it clear, noting that the legislature was free to narrow the definition, as other jurisdictions had done.

The Court concluded that its interpretation was consistent with the IAD's purpose "to encourage the expeditious and orderly disposition of such charges and determination of the proper status of any and all detainees based on untried indictments, information, or complaints."

The Office of Attorney General John M. Formella, and the Office of Solicitor General Anthony Galdieri, and Robert L. Baldrige, Assistant Attorney General, on the brief and orally, for the State of New Hampshire. Office of Public Defender, Stephanie Hausman, Chief Appellate Defender, on the brief and orally for the Defendant.

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In accordance with Supreme Court Rule 42(I)(a), the Supreme Court, without the participation of Justice Anna Barbara Hantz Marconi, reappoints the following members of the Board of Bar Examiners to serve three-year terms commencing as of November 1, 2025, and expiring on November 1, 2028:

Bruce W. Felmy
Edmond J. Ford
Geoffrey Gallagher
Melinda Gehris
Callan E. Sullivan

The Supreme Court designates Bruce W. Felmy to continue to serve as chair.

DATE: November 14, 2025
ATTEST: Timothy A. Gudas, Clerk of Court Supreme Court of New Hampshire

◆
LD-2025-0006, In the Matter of John Ventura, Esquire

On October 2, 2025, the Professional Conduct Committee (PCC) filed a recommendation that Attorney John Ventura be suspended from the practice of law for a period of one year, with the suspension stayed for one year on the condition that Attorney Ventura comply with certain requirements. The PCC also recommended that Attorney Ventura be ordered to pay the costs associated with the investigation and enforcement of the disciplinary matter. The PCC's recommendation approved a stipulation signed by Attorney Ventura and the Attorney Discipline Office's disciplinary counsel, in which Attorney Ventura agreed that he had violated Rules of Professional Conduct and further agreed that the appropriate sanction for the violations was a one-year suspension, with the suspension conditionally stayed for one year. Attorney Ventura expressly waived his right to a hearing before the court. In accordance with Rule 37(16), because this matter was resolved by a dispositive stipulation, the court may consider this matter without further notice and hearing.

Based on the parties' stipulation, the PCC found that Attorney Ventura violated the following Rules of Professional Conduct by failing in a Rockingham County Superior Court civil action for partition to provide automatic disclosures, track the case's deadlines appropriately, respond timely to opposing counsel, respond timely to pleadings filed in the case, and keep his clients informed of the status of the case:

1. Rule 1.1, which requires a lawyer to provide competent representation to a client;

2. Rule 1.3, which requires a lawyer to act with reasonable diligence and promptness in representing a client;

3. Rule 1.4, which, among other things, requires a lawyer to keep a client reasonably informed about the status of the matter; and

4. Rule 8.4(a), which states that it is professional misconduct for a lawyer to violate the Rules of Professional Conduct.

The court has reviewed the PCC's findings and rulings and concludes that they are supported by the record. The court accepts the PCC's recommendation for the appropriate sanction for this misconduct and concludes that a one-year suspension from the practice of law, with the suspension conditionally stayed for one year, is warranted. The court approves the conditions of the stay, which are set forth in the stipulation. The stipulation also sets forth a procedure to be followed if it is alleged that Attorney Ventura has not complied with a condition or conditions.

Accordingly, having approved the PCC's findings, rulings, and recommended sanction, the court orders as follows:

(1) Attorney John Ventura is suspended from the practice of law in New Hampshire for a period of one year, effective as of October 2, 2025, with the suspension stayed for one year from that date on the condition that Attorney Ventura comply with the requirements set forth in the stipulation;

(2) Attorney Ventura is ordered to reimburse the attorney discipline system for all costs and expenses incurred in the investigation and prosecution of this matter; and

(3) The portions of the parties' stipulation that the PCC determined to be confidential shall remain confidential in this court, see Supreme Court Rule 12(2)(a).

MacDonald, C.J., and Donovan and Gould, JJ., concurred.

DATE: November 14, 2025
ATTEST: Timothy A. Gudas, Clerk of Court Supreme Court of New Hampshire

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Pursuant to Supreme Court Rule 38-A(2), the Supreme Court designates Attorney Jessica King, General Counsel for the New Hampshire Judicial Branch, to serve as the Secretary to the Advisory Committee on Judicial Ethics.

DATE: November 19, 2025
ATTEST: Timothy A. Gudas, Clerk of Court Supreme Court of New Hampshire

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Pursuant to Part II, Article 73-a of the New Hampshire Constitution and Supreme Court Rule 51, the Supreme Court of New Hampshire adopts the following amendments to court rules.

I. Supreme Court Rule 37(3)

(This amendment recuses the attorney disciplinary office from reviewing any grievance filed against a current or former staff member of the attorney discipline office and refers initial review to the chair of the professional conduct committee to determine how to proceed with further screening of the grievance.)

1. Amend Rule 37(3) as set forth in Appendix A.

II. Rule 1.7(c) of the New Hampshire Rules of Professional Conduct

(This amendment advances the Lawyer for the Day project by expanding the arraignment exception in Rule 1.7(c) for conflicts of interest to include lawyers contracted with or assigned by the New Hampshire Judicial Council.)

1. Amend Rule 1.7(c) as set forth in Appendix B.

Effective Date

The amendments shall take effect on December 1, 2025.

DATE: November 24, 2025
ATTEST: Timothy A. Gudas, Clerk of Court Supreme Court of New Hampshire

◆
The following administrative suspension orders were issued on November 24, 2025:

- ADM-2025-0026, In the Matter of Emily S.J. Bernheim, Esquire
- ADM-2025-0030, In the matter of Jane Anne Cummings, Esquire
- ADM-2025-0034, In the Matter of Pat-

rick J. Enright, Esquire

- ADM-2025-0036, In the Matter of Bryan William Fenn, Esquire
- ADM-2025-0037, In the Matter of Sean M. Fitzgerald, Esquire
- ADM-2025-0044, In the Matter of Camden Deane Hillas, Esquire
- ADM-2025-0048, In the Matter of Peter M. Jankowski, Esquire
- ADM-2024-0049, In the Matter of Waylon Darnell Jones, Esquire
- ADM-2025-0054, In the Matter of John Lisnik, Jr., Esquire

The following administrative suspen-

sion orders were issued on November 25, 2025:

- ADM-2025-0064, In the Matter of Glenn Robert Milner, Esquire
- ADM-2025-0072, In the Matter of Jennifer Sawyer Norvell, Esquire
- ADM-2025-0073, In the Matter of Lee Alan Perselay, Esquire
- ADM-2025-0056, In the Matter of James H. Richard, Esquire
- ADM-2025-0057, In the Matter of Laura A. Sanford, Esquire
- ADM-2025-0065, In the Matter of James G. Walker, Esquire

Classifieds



FAMILY LAW ATTORNEY

Well-established, mid-sized, Nashua multi-practice law firm is seeking a family law attorney to work with our family law team in its growing practice. At least two years of experience in family law is preferred, but newly barreled attorneys or attorneys without family law experience will be considered. Opportunity to work in other practice areas if desired. Some remote work capability available. Candidates should be admitted to practice in New Hampshire or be admitted in a reciprocal state. Excellent benefits package and competitive salary. No billable hours requirement.

Email resume and salary requirements to:
Veronica Hamilton at vhamilton@lawyersnh.com

ASSISTANT COUNTY ATTORNEY

DISTRICT COURT DOMESTIC VIOLENCE PROSECUTOR

LOCATION: Strafford County Attorney's Office, Dover, NH 03820

QUALIFICATIONS: Juris Doctor from an accredited law school. Must be a member in good standing of the New Hampshire Bar Association.

JOB DESCRIPTION AND REQUIREMENTS:

- Prosecute misdemeanor level domestic violence related crimes in district court
- Conduct felony bail hearings and felony probable cause hearings in district court
- Participate in Police Department trainings to keep police officers current on domestic violence case law and protocol.
- Must be able to handle multiple tasks, meet deadlines, be organized, have communication skills, and able to negotiate. Must be an effective team member.
- Have a working knowledge of principles and rules of criminal law and the New Hampshire criminal justice system.
- Mandatory criminal record check is required for all new employees.
- Salary will commensurate with litigation experience

Benefits:

Medical, Dental, Life Insurance, Holiday & Sick time, Longevity Pay, Short Term Disability, NH Retirement System

Please send over cover letter, resume, and references to:
County Attorney, Emily Garod- egarod@straffordcounty.gov.

United States Attorney's Office for the District of New Hampshire



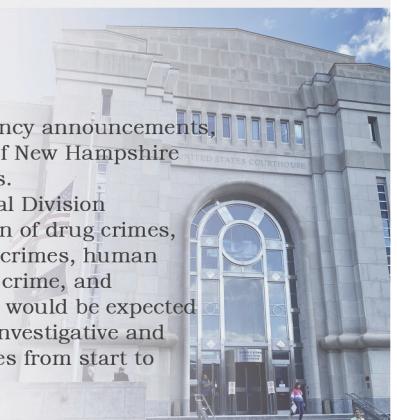
Criminal Assistant United States Attorney

Over the next several months and different vacancy announcements, the United States Attorney's Office for the District of New Hampshire will be seeking to hire multiple criminal prosecutors.

Assistant United States Attorneys in the Criminal Division are responsible for the investigation and prosecution of drug crimes, violent crimes, firearms offenses, child exploitation crimes, human trafficking, organized crime, terrorism, white-collar crime, and criminal immigration matters. A qualified applicant would be expected to lead federal law enforcement agents in complex investigative and interdiction strategies, and litigate complicated cases from start to finish with limited supervision.

Please apply to our current posting on USA Jobs.

Contact: Patricia Tessier at Patricia.Tessier@usdoj.gov or 603-225-1552.
Salary range: \$83,742 - \$195,100.



Classifieds

POSITIONS AVAILABLE

CORPORATE ASSOCIATE – Pierce Atwood LLP seeks an associate with 3-5 years of corporate law experience to join the Business Practice Group in its Portsmouth, New Hampshire office. Candidates must have a strong background in mergers and acquisitions. Additional experience in general representation of business entities (corporate, partnerships, and limited liability companies), formation and structuring of business entities, and in finance and private equity transactions is preferred. Securities law knowledge is a plus, but not required. To apply, please submit your cover letter and resume to Heather Higgins at hhiggins@pierceatwood.com.

ASSISTANT COUNTY ATTORNEY – The Cheshire County Attorney's Office has an opening for a full-time Assistant County Attorney. This position involves prosecuting criminal cases for the Keene Police Department in the 8th Circuit Court – Keene District Division, and the attorney is stationed at the Keene Police Department. Experience preferred, and salary is commensurate with experience. NH Bar membership required. Please submit a cover letter and resume to Chris McLaughlin, Cheshire County Attorney, attention Kim May, 12 Court Street, Keene, NH 03431.

FAMILY LAW ASSOCIATE ATTORNEY – Cohen & Winters is a growing law firm servicing central and southern New Hampshire, and the seacoast. We currently have offices in Concord, Manchester and Exeter. We are seeking an experienced family law attorney. The ideal candidate will have 2+ years of experience. We offer a competitive salary package and benefits that include health insurance, disability, life insurance and 401k. We offer a very congenial work environment with lots of great colleagues and support. All inquiries will be confidential. Salary commensurate with experience. Please send replies to: dorothy.darby@cohenwinters.com.

EXPERIENCED ATTORNEY: Wolfeboro's oldest and most experienced law firm seeks an energetic attorney as an associate or equity partner. An excellent opportunity for a motivated attorney who desires to work in a busy general practice law firm and reside in the community. Salary based upon experience with future adjustments based upon performance. This is a long term position with growth and partnership potential or start as a partner. Please send resume to Randy Walker at Walker & Varney P.C., P.O. Box 509, Wolfeboro, NH 03894 (603-569-2000).

ASSOCIATE ATTORNEY – Boxer Blake & Abbott PLLC, a regional law firm located in Springfield, Vermont, seeks an Associate Attorney to join its civil litigation practice. The position requires prior relevant experience and/or exemplary academic credentials, demonstrated research and writing ability, and strong recommendations. Hybrid remote potential. Current license to practice law in Vermont or genuine intention and ability to become licensed in Vermont at earliest opportunity are required. Interested candidates should send their resume and cover letter to Denise M. Smith, dmsmith@boxerblake.com – please use Attorney Search in the subject line.

LEGAL ASSISTANT – Donahue, Tucker & Ciandella, PLLC (DTC Lawyers) is seeking to fill a full-time Legal Assistant position in our downtown Portsmouth, NH office to support a busy real estate practice. The ideal candidate will be organized, detail-oriented, and able to manage multiple priorities in a fast-paced professional environment. Qualified applicants should have prior legal administrative experience, with strong proofreading, formatting, and communication skills. Experience with real estate and corporate filings preferred. This is a full-time position with benefits; salary is commensurate with experience. To apply, please email a resume and brief cover letter to careers@dtclawyers.com with "Portsmouth Legal Assistant Application" in the subject line.

LEGAL ASSISTANT/PARALEGAL: Seeking a full-time Legal Assistant/Paralegal for our busy Concord-based practice to assist with insurance defense cases in New Hampshire state and federal courts. We seek a candidate with 2+ years of experience in the litigation field. Remote work access available for the right candidate. We offer competitive compensation and benefits. Please submit your resume to NGetman@friedmanfeeney.com. All inquiries will be kept confidential.

REFERRALS

LAWYER REFERRAL SERVICE – FULL FEE PROGRAM

– Even when your practice is thriving, you need a steady stream of leads to keep it that way. Join NHBA Lawyer Referral Service to receive prescreened referrals for the types of cases you select. Set the type and quantity of cases you want to receive with no obligation to accept any referral. Pay LRS only 10% of collected fees earned on referrals. To learn more or sign up visit <https://www.nhbar.org/join-lawyer-referral-service> or contact LRS at (603) 715-3235 or email lsreferral@nhbar.org.

Law Practice for Sale

Retiring lawyer would like to sell lucrative Estate and Family Law practice.

Includes turnkey building, with furnishings and equipment.

Merger is also an option.

Contact:

Win10Por10@gmail.com



Trust Administrator/Paralegal

Seeking a full time Trust Administrator/Paralegal for our busy Laconia-based Special Needs Trust (SNT) organization to meet with clients interested in creating a SNT or joining our Pooled SNTs. The Administrator will require a strong knowledge of public benefits and entitlements and their eligibility requirements. The Administrator will be responsible for financial accountings to NH DHHS and the Courts. We are seeking a candidate with 5+ years of experience in the trust field. This position is eligible for a hybrid work environment. Please submit your resume to Tracey@ELOnh.org. All inquiries will be kept confidential.



ALFANO
LAW, PLLC

Mid-Career Civil Litigator – No Business Development Required

Alfano Law, PLLC is seeking a mid-career civil litigator admitted in New Hampshire who wants to focus on practicing law—not chasing business. This role is ideal for lawyers who thrive in litigation and want to maximize their income without the pressure of business development.

What We Offer

- **Top-of-market compensation**, structured to give you control over your earnings
- **No business development expectations**, just excellent legal work
- A collaborative, professional environment focused on results and client service

We handle a wide range of civil matters, with a strong

- Roads and easements
- Zoning and planning
- Boundary disputes
- Property tax appeals
- Real estate transactions
- Estate planning and probate

Main Office located in Concord, NH with satellite offices in Bedford, Keene, and Portsmouth.

Flexible employment that combines in-office and remote work, allowing you to choose where and how you work for better productivity and work-life balance.

Full benefits for full-time candidates.

Interested candidates may contact Anne-Marie Guertin at amguertin@alfanolaw.com.



We Are
HIRING

JOIN #TEAM603!

We are hiring people passionate about legal aid for the following positions:

Staff Attorney - Consumer Law Specialist and other positions



Apply here →

www.603legalaid.org/team



www.nh-lawyers.com

603-889-5959

Personal Injury Associate

Gottesman & Hollis, PA is seeking a motivated attorney with meaningful litigation experience to join our personal injury practice. The ideal candidate needs a commitment to represent injured clients and to guide them through the minefields of some of the most difficult times in their lives.

- Licensed or eligible for admission in New Hampshire.
- Competitive salary and benefits.

Please submit your resume and a brief cover letter to:
dgottesman@nh-lawyers.com.



MORNEAU
LAW

Family Law Attorney

Morneau Law, a steadily growing Nashua firm, is seeking a family law attorney with 4-7 years' experience to join our team. The right candidate would have an interest in collaborative law as well as litigation. Someone who is dedicated to giving back to the community and a self-motivated team player would thrive in our position. We pride ourselves on providing compassionate, client-centered representation and maintaining a collaborative, supportive work environment.

We are a community-focused and team-based firm with an emphasis on the work/life balance that includes the opportunity for a flexible schedule and hybrid schedule. We provide a collegial and upbeat work environment with many perks to be appreciated by a new member to our team. Salary is commensurate with experience and qualifications.

What we offer:

- Competitive compensation and benefit package.
- Supportive, collegial team with dedicated paralegal and administrative assistance.
- Opportunities for professional growth and leadership within the firm.
- Modern office space in downtown Nashua with advanced legal technology (Clio platform).
- Meaningful work in a firm that values integrity, community, and balance.

If you're ready to join a forward-thinking firm that values both excellence and humanity in family law, we'd love to hear from you.

Job Type: Full-time

Benefits:

- Professional development assistance
- 401(k) matching
- 401(k)
- Health insurance
- Paid time off
- Retirement plan
- Dental insurance
- Flexible schedule

Apply to: employment@morneaulaw.com and emily@morneaulaw.com



CORPORATE LAW ATTORNEY

McLane Middleton, Professional Association a leading New England-based law firm, is seeking a Corporate Law Attorney to join our growing corporate practice. This position will afford you the opportunity to take on new responsibilities, work with and learn from some of the region's leading corporate lawyers, work directly with clients, and be provided with the resources to develop your professional skills.

The ideal candidate should possess 5+ years of general corporate experience and a strong interest in corporate law. The candidate will be adept at collaborating with partners and clients in representing and advising closely held businesses, including entity formation and structuring, corporate governance, contract drafting and negotiating, mergers, acquisitions and other strategic transactions.

Individuals looking for career advancement and business development opportunities are encouraged to apply. The qualified candidate will have prior private firm experience and will demonstrate the ability to manage billable hour requirements and maintain accurate timekeeping records.

Options for a hybrid work schedule combining in-office and remote work are available. The candidate must possess excellent academic credentials from an accredited law school with strong analytical abilities, excellent client service, as well as strong communication and writing skills.

We offer a collegial team environment, professional development and personal satisfaction in a fast-paced work environment. Qualified candidates must be admitted to the New Hampshire or Massachusetts Bar, or have the ability to waive in. Other bar memberships are a plus. Competitive compensation and benefits package offered.

Built on over 106 years of experience, McLane Middleton helps create a long-term career path to assist professionals in their pursuit of personal and professional achievement.

McLane Middleton's Corporate Department brings over ten decades of corporate law experience. We represent clients across a broad spectrum of size, complexity, and industry, with their most important corporate law issues, including business formation, corporate governance, complex agreements, capital raising, securities offerings, executive compensation, mergers, acquisitions, and other strategic transactions. Our experience, combined with our industry knowledge, positions us to identify innovative solutions to complex issues.

Qualified candidates should send a cover letter, resume and transcript to: Jessica Boisvert, Manager of Professional Recruiting and Retention, Email: jessica.boisvert@mclane.com



Nixon Peabody's Affordable Housing and Real Estate Practice Group is seeking to hire an associate to join the Manchester, NH office.

Ideal candidates for the Real Estate team should have at least two years' experience working on sophisticated commercial real estate transactions, with knowledge in real estate acquisitions and dispositions, leasing, development and debt and equity financings. Qualified candidates will also have strong academic credentials, and a commitment to excellent client service.

A career at Nixon Peabody is an opportunity to do work that matters. It's a chance to use your knowledge to shape what's ahead, to innovate, to learn at a firm that taps into the power of collaboration and collective thinking.

For more information, please visit www.nixonpeabody.com/careers. To learn more, please email Emily Cook at ecook@nixonpeabody.com.

ADMINISTRATIVE PROSECUTOR

The State of New Hampshire Office of Professional Licensure and Certification (OPLC), Division of Enforcement seeks full-time Administrative Prosecutor.

The Administrative Prosecutor will be responsible for prosecuting administrative cases against licensees, preparing legal documents, and collaborating with investigators. Day-to-day tasks include conducting legal research, drafting pleadings and motions, presenting cases at hearings, and ensuring compliance with relevant laws and regulations.

The ideal candidate will have a Juris Doctorate from an accredited law school and at least 4 years' experience in the active practice of law.

Candidate must be an active member of the New Hampshire Bar Association and in Good Standing.

Please send cover letter and resume to Office of Professional Licensure and Certification, 7 Eagle Square, Concord NH 03301, Attn: Michele Battaglia, Chief Administrative Prosecutor or via email at michele.a.battaglia@oplc.nh.gov.

For a full job description, please visit the State of NH's job posting and search for Job ID # 48183, <http://das.nh.gov/jobsearch/Employment.aspx>



TRUSTS & ESTATES ATTORNEY

McLane Middleton, Professional Association, is seeking a Trusts and Estates Attorney to join our active and expanding Trusts and Estates Department. McLane Middleton has one of the largest Trusts and Estates departments in New England. This is a unique opportunity to work alongside some of New England's most highly-skilled Trusts and Estates attorneys.

The ideal candidate should possess a strong academic record and excellent written and oral communication skills, with 7+ years of experience in estate planning, tax planning, and trust and estate administration. Experience in New Hampshire trust law and asset protection planning is a plus. Ideally, the candidate would have prior experience working directly with high net-worth individuals and families and their advisors on designing and implementing personalized estate plans, and tax-efficient and estate and wealth transfer strategies, including transfer of closely-held business interests to irrevocable trusts. Equally important is the ability to manage a preexisting volume practice while working alongside a team of skilled professionals.

McLane Middleton has a strong tradition over its 106-year history of deep involvement by its employees in the communities where they work and live. The firm itself is an active participant in the community as well, supporting numerous charitable, business and professional associations. The firm helps create a long-term career path to assist professionals in their pursuit of personal and professional achievement. We offer a collegial team environment, professional development, and personal satisfaction in a fast-paced and motivating work environment. Competitive compensation and benefits package offered.

Qualified candidates should send cover letter and resume to: Jessica Boisvert, Manager of Professional Recruiting and Retention, jessica.boisvert@mclane.com.



REAL ESTATE ATTORNEY

McLane Middleton, Professional Association is seeking a talented and driven Real Estate Attorney to join our ranks.

The ideal candidate will have 2 to 4 years of relevant commercial real estate experience and a strong interest in real estate law. Experience representing owners and developers in connection with the acquisition, ownership, financing, development, leasing, and sale of real estate is highly valued. Residential real estate experience is also desirable.

The successful candidate will have prior experience in a private law firm setting and will demonstrate the ability to manage billable hour requirements and maintain accurate timekeeping records. We are looking for a self-starter who is motivated to advance their career and take an active role in business development. An interest in networking, marketing, and client development is essential. Candidates who are eager to contribute to a collaborative real estate practice are encouraged to apply.

New Hampshire Real Estate experience is required; Massachusetts experience is a plus. This position would be based out of our Manchester, New Hampshire office. Options for a hybrid work schedule combining in-office and remote work are available. The candidate must possess excellent academic credentials from an accredited law school with strong analytical abilities, excellent client service skills, as well as strong communication and writing skills.

We offer a collegial team-focused environment, support for professional development and professional satisfaction in a fast-paced work environment. Qualified candidates must be admitted to the New Hampshire Bar or have the ability to waive in. Other bar memberships are a plus. Competitive compensation and benefits package offered.

Built on over 106 years of experience, McLane Middleton helps create a long-term career path to assist professionals in their pursuit of personal and professional achievement. We encourage you to consider joining our team!

Qualified candidates should send a cover letter, resume and law school transcript.

All submissions kept confidential.

Jessica Boisvert, Manager of Professional Recruiting and Retention, Email: jessica.boisvert@mclane.com

Associate Attorney - Litigation **PretiFlaherty**

Preti Flaherty, one of New England's largest law firms with offices in ME, NH, MA, and Washington, D.C. is seeking an experienced attorney to join the firm's dynamic and growing Litigation Practice Group (LPG). This position is based in our downtown Concord, NH offices and offers an engaging roster of work in litigation on behalf of Preti's regional and national clients. We place a high value in cultivating talent and giving Associates early and frequent exposure to robust and challenging legal matters. We pride ourselves on taking a solutions-based approach to client representation.

Preti Flaherty offers a competitive salary and generous benefits package which includes health, dental, vision, life and disability insurance, paid time off, paid holidays, and retirement benefits.

Apply directly:
www.preti.com/careers/attorney-openings

Education and Experience Required

- Juris Doctor (J.D.) Degree from an accredited law school
- Active bar membership (or anticipated) in New Hampshire
- 2-4+ years of litigation experience preferred
- A judicial clerkship is preferred but not required
- Strong legal research, writing, and analytical skills
- Experience drafting pleadings, motions, discovery, and legal memoranda
- Excellent communication and interpersonal skills for client interaction and teamwork
- Ability to manage multiple cases and deadlines in a fast-paced environment

SVU Prosecutor

The Hillsborough County Attorney's Office seeks Special Victims' Unit (SVU) Prosecutor

The successful candidate will have trial experience in a criminal justice capacity with victim involved cases. Our SVU prosecutors are among the best. We have also developed a core of Litigation Paralegals to support prosecution involving some of our most vulnerable populations.

The Hillsborough County Attorney's Office is the largest prosecution unit in the State. Our prosecutors are expected to build relationships with law enforcement agencies, the courts, other state and federal partner agencies, and private non-profits that support our mission. Grant writing experience is a plus as we are routinely trying to expand the capabilities of our SVU to combat sexual assault and domestic violence.

The successful candidate must be admitted to practice in New Hampshire or eligible to be admitted by motion. To apply, send your resume' and cover letter to: Hillsborough County Attorney's Office at pamela.cummings@hcnh.gov.

Hillsborough County is an equal opportunity employer and does not discriminate on the basis of political affiliation, race, creed, religion, national origin, age, sex, sexual orientation, or disability.

Deputy City Attorney



The City of Keene is seeking a skilled and dedicated Deputy City Attorney to join our collaborative and mission-driven legal team. This is an exciting opportunity for a municipal law professional who is passionate about public service, committed to high-quality legal work, and eager to make a meaningful impact on a vibrant and forward-thinking community.

About the Role

As the Deputy City Attorney, you will work under the supervision of the City Attorney to provide exceptional legal counsel across all City departments. You will advise the City Council, Mayor, City Manager, and various City boards and commissions on a wide range of municipal law issues, including land use, planning and zoning, open-government requirements, construction law, employment law, and constitutional matters.

This position plays a central role in supporting the City's compliance with New Hampshire's Right-to-Know Law (RSA 91-A), advising on land development and regulatory processes, and ensuring the City remains well-prepared to address emerging legal challenges. The Deputy City Attorney will also act on behalf of the City Attorney during his or her absence, serving as the City's primary legal counsel when needed.

Our Community

Keene is a progressive city with the heart of a town, the cultural and economic hub of the Monadnock region.

Keene is an energetic community that provides services, programs, and resources for a much greater population than the residents of the city alone. Although the conveniences and attractions of large metropolitan areas are close at hand, the community maintains a solidly residential working-class character, complemented by an idyllic, rural landscape. The heart of the community is its vibrant and historic, downtown core. Keene has cultivated

a lasting spirit of place, built on a foundation of the past and a clear vision of the future.

Minimum Qualifications:

Juris Doctorate from an accredited law school and admitted to the New Hampshire Bar. Minimum of three (3) years of relevant experience, preferably in a municipal law context. Excellent writing, analytical, and verbal skills. Proficiency in Microsoft Office and WestLaw.

Preferred Experience:

Experience in working in New Hampshire government and with municipal law; experience advising on land use, including zoning and planning laws and regulations in New Hampshire; Right-to-Know Law; construction law; and property matters including acquisitions and eminent domain.

Salary and Benefits:

This full-time position offers a competitive salary range of \$98,186- \$122,357 annually and will also receive an attractive benefits package which includes low deductible/low-cost health insurance, low-cost dental insurance, State of NH Group I retirement, and other benefits such as life insurance, disability, and paid time off. Municipal employees may also qualify for the Public Service Loan Forgiveness (PSLF) Program.

Apply online at <https://keenenn.gov/jobs>. Please upload your resume, cover letter, and a professional writing sample (pleading or memorandum) before submitting your completed application. Confirmation that your application has been successfully submitted and received will be sent via email.

This position will be open until filled and applications will be reviewed on an ongoing basis.

The City of Keene is an Equal Opportunity Employer.

Deputy City Solicitor – City of Concord, NH

The City of Concord is seeking an attorney who is highly motivated and detail oriented and can work both independently and in a team environment to provide high quality and responsive legal services for the City. In coordination with the City Solicitor, the Deputy will provide legal representation on a wide range of municipal law issues, including: handling litigation and providing counsel to City departments and officials on legal matters including labor and employment law, land use law, real estate transactions, public record requests, property taxation, and regulatory and licensing matters; reviewing and preparing contracts, ordinances, policies, deeds, easements and other municipal related documents; and representing the City in labor contract negotiations. For more information please visit www.governmentjobs.com/careers/concordnh.

Minimum Qualifications:

Juris Doctorate; and four years legal experience; or any combination of education, training and experience which provides the knowledge, skills and abilities required for the job.

Licenses and Certifications:

Member of the State Bar Association
First Circuit Court of Appeals Bar (desirable)
Federal District Court Bar (desirable)

Salary Range: \$112,736-\$155,376 DOQ with a very competitive flexible benefits package.

Application:

Instructions for Applying: A City Application is required. An application may be completed online and submitted electronically by visiting the City of Concord web site at www.concordnh.gov. For more information on applying, call (603) 225-8535 (voice) or TTY at 800-735-2964 or 7-1-1.

NEW HAMPSHIRE DEPARTMENT OF LABOR

Hearings and Rules Administrator Position # 16738

The N.H. Department of Labor, Hearings Bureau seeks a dynamic Hearings and Rules Administrator to lead the Department's Hearings Bureau and administrative rulemaking initiatives. The Hearings and Rules Administrator is primarily responsible for daily oversight and development of Hearings Bureau operations and programmatic initiatives to assure that Bureau objectives are met, including supervision of Hearings Bureau employees and work procedures, reviewing motions, and presiding over complex labor law cases. In addition, the Hearings and Rules Administrator is responsible for coordination and oversight of the Department's administrative rule initiatives.

Requirements:

Education/Experience: Bachelor's degree and 7 years of experience OR equivalent combination of 11 years of education and experience after completion of high school. Education and experience must be in pre-law, economics, industrial relations, business administration, public administration, conducting hearings or related field.

Other Qualifications: Must be an active member of the New Hampshire Bar Association and in Good Standing.

How to apply: Please go to the following website to submit your application electronically through NH 1st: <http://das.nh.gov/jobsearch/employment.aspx>. Please reference the job ID number that you are applying for: 48150 Hearings and Rules Administrator. In order to receive credit for postsecondary education, a copy of official transcripts with a seal and/or signature MUST be included with the application. Please have transcripts forwarded to the Human Resources Office with the recruiting agency. Position will remain open until a qualified candidate is found. EOE.

For questions about this position please contact Deputy Commissioner Danielle Albert at Danielle.N.Albert@dol.nh.gov or 603-271-8496.

Municipal Attorney

Manchester, NH

Drummond Woodsum seeks an attorney with 1-3 years' litigation experience to join its expanding municipal law practice at its Manchester, New Hampshire office. Our municipal practice group uses a team-based approach to advise town, city, county and other local governing bodies on land use, zoning, environmental, subdivision and land use permitting matters, as well as matters involving New Hampshire's right-to-know law, elections, real estate, property taxation, municipal finance, labor and employment, and litigation. Our attorneys frequently appear before the circuit, superior, and supreme courts, as well as state administrative tribunals, and the federal court.

Candidates must have outstanding academic credentials, excellent research, writing and courtroom skills, a strong work ethic, and the ability to work well on a team. Prior experience in municipal, land use, and/or real estate law is a plus, but not required. To apply, please submit a letter of interest and a resume to hr@dwmlaw.com. No phone calls, please. All inquiries are held in the strictest of confidence.

Drummond Woodsum is a full-service law firm with more than 100 attorneys and consultants providing a wide range of services for our clients, which range from some of the nation's largest corporations to small start-up companies, financial institutions, Tribal Nations and Tribal enterprises, municipalities, school districts, and individuals. We recognize that our greatest asset is our people, so we have intentionally created an environment where personal and professional growth are encouraged and fostered through mentorship and a respect for work-life balance. Drummond Woodsum offers a generous benefits package including a choice of medical plans with wellness reimbursements, life insurance, short and long-term disability insurance, 401(k)/Profit Sharing plan, and more. We look forward to hearing from you.

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Tax Attorney

Portland, Maine

Drummond Woodsum seeks an attorney to join its tax law practice full-time at its Portland, Maine office. The ideal candidate will possess experience in a wide-range of transactional tax matters including mergers, acquisitions, financing, and investment. Candidates should also have experience with partnership and corporate taxation. Experience with stock options, phantom, deferred compensation and/or international taxation is a plus. Our tax practice is dedicated to delivering comprehensive guidance on federal, state, and Indian tax law issues that emerge during the structuring of strategic, commercial, and financial transactions. Candidates with experience in these areas are encouraged to apply.

Candidates must have outstanding academic credentials, excellent research and writing skills, a strong work ethic, and the ability to manage and work well on a team. Maine bar admission is strongly preferred, and 4-5 years of prior experience is preferred, but excellent candidates with less experience may be considered. To apply, please submit a letter of interest and a resume to hr@dwmlaw.com. No phone calls, please. All inquiries are held in the strictest of confidence.

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Business/Corporate Attorney

Portland, Maine

Drummond Woodsum seeks an attorney to join its business services practice at its Portland, Maine office. This position will involve a broad range of work, including mergers and acquisitions, debt and equity financings, securities laws matters, and other commercial transactions. The ideal candidate will be responsible for providing expert legal advice on corporate and commercial matters, including corporate governance and contract issues, as well as drafting, reviewing, and negotiating a variety of contracts and agreements.

Candidates must have outstanding academic credentials, excellent research and writing skills, a strong work ethic, and the ability to manage and work well on a team. A minimum of 5 years of prior experience is required. To apply, please submit a letter of interest and a resume to hr@dwmlaw.com. No phone calls, please. All inquiries are held in the strictest of confidence.

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The Division for Children, Youth and Families is seeking Child Protection Attorneys Positions available in Laconia and Conway

The DCYF Legal Team is a dynamic group of experienced child protection attorneys and their legal assistants, stationed around the state, who work in partnership with the New Hampshire Attorney General's Office to seek judicial protection for children subjected to abuse or neglect. The focus of our work is on the immediate protection of the child and strengthening, whenever possible, families to eliminate abuse and neglect in the home.

We offer paid training, competitive salaries (\$72,930.00 - \$101,490.00), and a comprehensive benefits package.

Requirements: J.D. from an accredited law school, N.H. Bar membership, a driver's license and/or access to transportation for statewide travel, and four years' experience in the practice of law. Recent graduates are encouraged to contact Attorney Deanna Baker, Legal Director to discuss if an exception may be requested for years of experience.

How to APPLY: Please submit your letter of interest, resume and application by visiting: www.nh.gov Careers (tab on upper right), Finding a Job - NH State Government Job Opportunities, Search for Job Opportunities and enter "DCYF Staff Attorney" in the Job Title field.

For questions about this position, please contact Attorney Deanna Baker, Legal Director at (603) 419-0491, deanna.baker@dhhs.nh.gov.



ESTATE PLANNING & PROBATE ATTORNEY

Donahue, Tucker & Ciandella, PLLC (DTC Lawyers) is a full-service New Hampshire law firm representing individuals, businesses, and municipalities across the state. With offices in Exeter, Portsmouth, and Meredith, we are known for our deep community roots, collegial culture, and practical, high-quality legal services. Our attorneys are trusted advisors who provide thoughtful, effective counsel with a focus on collaboration, community, and quality of service.

We are seeking an experienced attorney with a genuine interest in estate planning and probate law to join our respected Trusts & Estates practice. The ideal candidate has experience drafting estate plans, administering trusts and estates, and counseling clients through all stages of life and legacy planning. This is an excellent opportunity for a lateral attorney seeking a long-term home within a well-established firm that values collaboration, community, and quality of service. Our Trusts & Estates team is trusted for thoughtful and personalized guidance on sensitive matters.

The successful candidate will be licensed in New Hampshire (or eligible for admission) and have three to five years of experience in estate planning and probate administration. Strong drafting, communication, and organizational skills are essential, as is the ability to manage client matters independently while working collaboratively with colleagues. Experience with elder law, tax planning, or business succession is a plus.

This position offers meaningful client engagement, the opportunity to contribute to a thriving practice, and the support of an experienced team. DTC Lawyers provides competitive compensation and comprehensive benefits, generous paid time off, firm holidays, and ongoing professional development support.

Qualified candidates should submit a cover letter and resume to: careers@dtclawyers.com

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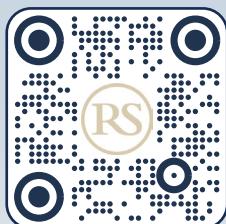
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