



Outgoing NHBA President Derek Lick (right) passing the gavel to incoming President Robert Lucic at the 2026 Annual Meeting. Photo by Tom Jarvis

2026 Annual Meeting: Reconnect and Recharge in the White Mountains

By Tom Jarvis

With fresh mountain air, sweeping views, and a full weekend of events and activities, attorneys, judges, and family members gathered at the Mountain View Grand Resort & Spa in Whitefield from June 12–14 for the 2026 NHBA Annual Meeting.

Titled “Reconnect & Recharge: A Grand Gathering in the White Mountains,” this year’s meeting brought nearly 150 attendees together for professional development, recognition, networking, and relaxation. The weekend also marked the Association’s final resort-based Annual Meeting until 2030, after which the NHBA will shift to holding resort-based annual meetings every five years.

“The Annual Meeting is always special, even more so when we meet in such a beautiful setting,” NHBA President Robert Lucic says. “It was particularly great to see many young lawyers in attendance, especially graduates of the Leadership Academy. Given that we have fewer and fewer opportunities for members of the Bar to meet in person, especially in a relaxed setting, it is very important for us to take advantage of those opportunities we have. We need to form and strengthen our relationships among members so we can maintain that spirit of cooperation and professionalism that is a hallmark of the New Hampshire Bar.”

NHBA Executive Director Sarah Blodgett also reflects on the importance of the weekend.

“This year’s Annual Meeting was a

wonderful opportunity to bring our members and their families together in one of New Hampshire’s most scenic venues,” she says. “Because this was our last resort-based Annual Meeting until 2030, it felt especially meaningful to see members reconnect, celebrate the accomplishments of their colleagues, and enjoy time together outside the usual demands of practice. I’m grateful to everyone who helped make the weekend such a success, and I’m excited to work with Bob Lucic as he begins his year as president.”

The weekend began Friday afternoon with the annual business meeting, followed by a video replay of the CLE, “Financial Healthcare and Advance Directives.” That evening, attendees gathered in the Crystal Ballroom for the Honors and Awards Banquet, where outgoing NHBA President Derek Lick recognized recently retired judges before presenting three prestigious President’s Awards.

The Distinguished Service to the Legal Profession Award was presented to University of New Hampshire Franklin Pierce School of Law Professor John Greabe. During the presentation, Judge Seth Aframe offered remarks about Greabe’s contributions to the profession.

Greabe then used his remarks to recognize the often unseen contributions of career law clerks, whom he described as “truly outstanding lawyers who, without fanfare, do first-class legal work.” He said he was

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Thinking Beyond 1776: The Nation’s 250th Anniversary and the Work of Independence Today



The Ladd-Gilman House, home of the American Independence Center. Courtesy photo

By Megan Koerber

As the United States marks its 250th anniversary, the American Independence Center (AIC) in Exeter is inviting visitors to think beyond 1776 and consider what independence, democracy, and the rule of law mean today.

History is not just a topic to be discussed and studied, but something to in-

terpret and apply in the present – a philosophy at the heart of the AIC. Located in the historic Ladd-Gilman House, the AIC is dedicated to preserving the nation’s past, and New Hampshire’s special place in it, as a way to foster ongoing civic engagement and a deeper understanding of America’s founding principles.

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Bar Foundation Awards Record \$2.5 Million in IOLTA Grants

By Tom Jarvis

The New Hampshire Bar Foundation has awarded \$2.5 million in IOLTA grants for FY 2027, the largest total grant award in the Foundation’s history.

The grants are funded through interest received on lawyers’ pooled trust accounts and are awarded annually to organizations that provide civil legal services to New Hampshire residents. This year’s awards represent another increase for the program, following \$2.1 million in IOLTA grants awarded for FY 2026.

The FY 2027 grants were awarded to six organizations providing civil legal services in New Hampshire, including Catholic Charities of New Hampshire – Immigration Legal Services, a new grantee this year.

The largest FY 2027 IOLTA grant, in the amount of \$1.25 million, was awarded to New Hampshire Legal Assistance; 603 Legal Aid received \$910,000; Disabil-

ity Rights Center of New Hampshire was awarded \$190,000; Children’s Law Center of New Hampshire received \$65,000; the New Hampshire Bar Association’s Modest Means Program received \$45,000; and Catholic Charities of New Hampshire – Immigration Legal Services received \$40,000.

“The \$2.5 million total for this year’s IOLTA grants is an important milestone for the Bar Foundation and, more importantly, for the people and communities these grants are intended to serve,” says New Hampshire Bar Foundation Executive Director Sarah Blodgett. “New Hampshire’s recent legal needs study confirmed what our civil legal aid partners see every day: many residents still cannot get the legal help they need. This funding helps close that gap by strengthening the organizations that provide free or reduced-fee civil legal services across the state. We are grateful to

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Honoring Nina Gardner's Legacy of Access to Justice

As I begin my term as president of the New Hampshire Bar Association, I want to dedicate my first *Bar News* column to thanking Nina Gardner for her unswerving dedication to access to justice in New Hampshire, a gift to all of us and to the entire justice system.

Nina's recent retirement as chair of the New Hampshire Judicial Council marks the conclusion of a remarkable career dedicated to improving access to justice and strengthening New Hampshire's legal system.

After serving as executive director and then as chair, she leaves a legacy of innovation, public service, and advocacy that will continue to influence the state's courts and legal institutions.

Nina's career in public service began long before her tenure with the Judicial Council. A graduate of Saint Anselm College who later earned a master's degree from Bryn Mawr College, she spent much of her professional life working within New Hampshire's legal and legislative systems.

From 1972 to 1979, she served as a director of research for the Office of Legislative Services, gaining valuable experience in public policy and state government.

In 1988, Nina was selected as executive director of the New Hampshire Judicial Council, a role in which she was responsible for administering and supporting programs that help ensure fairness and access within the state's court system.

During her more than two decades of leadership, she became widely respected for her ability to bring together judges, attorneys, legislators, and community advocates to address challenges facing the justice system. Everyone picked up the phone when Nina called.

Among Nina's most significant accomplishments was her role in helping secure state funding for legal assistance programs that serve low-income residents. Lack of access to legal representation can be a major barrier for vulnerable individuals and families, and Nina

President's Perspective



By Robert R. Lucic
Sheehan Phinney
Manchester, NH



worked tirelessly to support efforts that expanded legal services across the state.

Her commitment to equal access to justice helped ensure that more New Hampshire residents could receive legal help regardless of their financial circumstances.

Nina was also instrumental in establishing New Hampshire's guardian ad litem program, which provides trained advocates to represent the interests of children involved in court proceedings.

The program has become an essential component of the state's judicial system, particularly in cases involving abuse, neglect, and family disputes. Her efforts helped create a framework that continues to protect and support young people facing difficult legal situations.

Her contributions did not go unnoticed. In 2005, the New Hampshire Bar Foundation honored Nina with the Frank Rowe Kenison Award, recognizing her substantial contributions to the welfare

of New Hampshire citizens through her work in the legal system. The award reflected the high regard in which she is held by members of the legal community and acknowledged the lasting impact of her leadership.

When Nina retired as executive director in 2012, state leaders and colleagues celebrated her decades of service. In recognition of her achievements, Governor John Lynch proclaimed October 22, 2012, as "Nina Gardner Day" in New Hampshire. The designation underscored the breadth of her influence and the appreciation felt by those who had worked with her throughout her career.

Retirement from the executive director position did not signal the end of Nina's involvement in public affairs. She continued to serve the state in a variety of capacities, including as a public member and later chair of the Judicial Council. Her ongoing commitment demonstrated a deep belief in civic engagement and the importance of maintaining a fair and effective justice system.

Nina's career has been an important chapter in New Hampshire's legal history. Through her leadership, advocacy, and dedication to public service, she has helped shape programs and policies that continue to benefit citizens across the state.

Her work endures in the institutions she strengthened, the programs she helped create, and the countless individuals whose lives were improved through her work.

Most importantly, Nina's retirement is a call to all the rest of us to take up her mission of improving our judicial system for all who need it. To paraphrase *Hamlet*:

Give me that woman
That is not passion's slave, and I
will wear her
In my heart's core, ay, in my heart
of heart,
As I do thee.

Thank you, Nina. We stand in awe. ♦



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EDITOR
Tom Jarvis
(603) 715-3212
tjarvis@nhbar.org

SALES AND TECHNICAL EDITOR
Donna J. Parker
(603) 715-3263
dparker@nhbar.org

GRAPHIC DESIGN & EDITORIAL
CONTENT COORDINATOR
Megan Koerber
(603) 715-3214
mkoerber@nhbar.org

ADDITIONAL PROOFREADING
Cheryl Moore

BAR PRESIDENT
Robert R. Lucic, Esq.
rlucic@sheehan.com

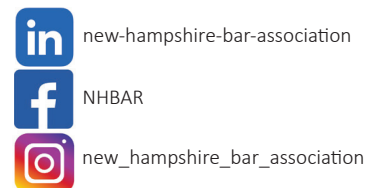
EXECUTIVE DIRECTOR
Sarah T. Blodgett, Esq.
sblodgett@nhbar.org

DIRECTOR OF MARKETING,
COMMUNICATIONS & MEMBER OUTREACH
Caitlin Dow
(603) 715-3250
cdow@nhbar.org

MEMBER SERVICES MANAGER
Misty Griffith, Esq.
(603) 715-3227
mgriffith@nhbar.org

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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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NHBA Civics and Law Outreach Program Expands Reach Across New Hampshire

By Tom Jarvis

The New Hampshire Bar Association's Civics and Law Outreach (CLO) Program continued to grow during the 2025–26 school year, reaching thousands of students through classroom visits, attorney-teacher partnerships, student hearings, legal education materials, and programs connecting students directly with lawyers and judges.

During the 36-week school year, the program received 89 teacher requests, coordinated 157 attorney visits, and reached 4,606 students. That averages to approximately 2.5 teacher requests, more than four attorney visits, and 128 students reached each week.

For NHBA CLO Coordinator Martha Madsen, much of that growth has depended on having attorneys ready to respond when schools ask.

"Lawyer participation has been incredible," she says. "I have been able to create a list of more than 200 willing lawyers. When I receive a request from a school, I put it out to the list, and I rarely need to wait more than a day to have the request fulfilled, even in cases where teachers are asking for eight lawyers in one day."

The program's expansion has included quarterly educator newsletters distributed to more than 1,400 educators, presentations at teacher conferences, and increased professional development offerings. Attorneys have also had opportunities to learn from judges through programs such as Civics Bootcamps for Lawyers, which CLO offers in collaboration with the federal court.

"Civics Bootcamps and the quarterly educator newsletter have both worked well," Madsen says. "We have prepared lawyers and a regular way to reach out to teachers about the opportunities that the Bar offers. The consistent outreach to both groups has paid off."

For NHBA Immediate Past President Derek Lick, civics education was a central focus of his presidency. He describes that work as part of the legal profession's responsibility beyond individual client representation.

"Civic engagement is the touchstone of democracy, and we, as attorneys, should do all we can to help our fellow citizens understand the importance of their involvement in their own communities, government, and the rule of law," he says. "The courts and the legal process, in particular, depend on citizens understanding and trusting the rule of law, and because we are

the most familiar with the legal system, we are the perfect ambassadors to explain why the rule of law and judicial independence are pivotal."

That priority was reflected in renewed participation in A Lawyer and Judge in Every School (ALJIES), a program that brings attorneys and judges into classrooms statewide to explore concepts of law, citizenship, and the rights and responsibilities of students in kindergarten through grade 12.

"I am particularly pleased that the Bar was able to reinvigorate our members' involvement in the ALJIES program," Lick says. "COVID had a dramatic impact on the program and essentially reduced our reach to only a handful of attorneys and judges taking part. The rebound was remarkable, and it is a testament to the dedication of both the NHBA staff and our New Hampshire judges and attorneys."

During the June 2025–May 2026 fiscal year, ALJIES-related programming, including career fairs, Constitution Day, Law Day, and I Love to Read Month, reached 1,450 students, served 58 teachers, and engaged 87 lawyers, who contributed an estimated 175 hours.

Another growing initiative is Street Law, a pilot program that pairs attorneys with educators for the duration of the school year. Attorneys agree to visit the teacher's classroom at least twice, serve as a content resource when needed, and participate in a field trip to a civic space with the class.

The Street Law pilot reached an estimated 500 students through 10 participating teachers and engaged 25 lawyers, who committed an estimated 360 hours to the program. In July 2026, professional development for the program will expand from one day to two, and all teachers who participated in 2025 are expected to continue partnering with lawyers during the 2026–27 school year.

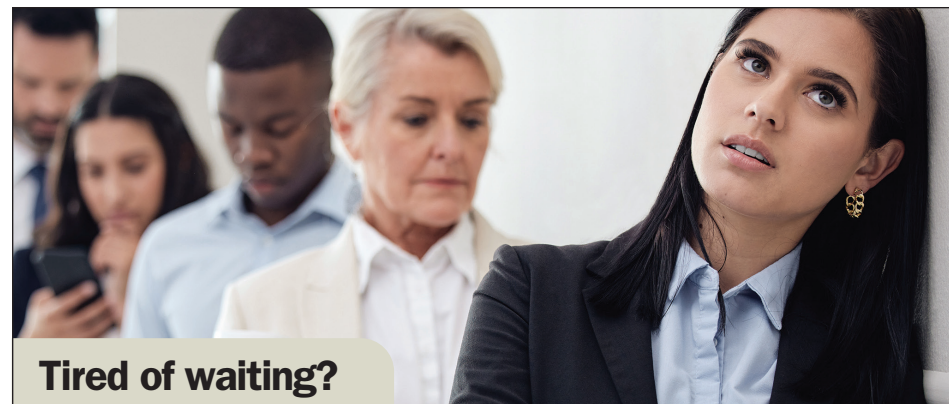
Through Street Law, Chief Judge Kimberly Bacher of the US Bankruptcy Court worked with the same group of students throughout the year.

"The Street Law program was an incredibly rewarding experience that allowed me to work closely with a group of students over the course of the year," she says. "We got to know each other, and they felt comfortable asking me all sorts of questions. I even had to sign some autographs."

Judge Bacher also brought financial literacy into the program.

"One of my goals was to provide them

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IOLTA GRANTS COMMITTEE ELECTION KICKS OFF JULY 13

A ballot link for the New Hampshire Bar Foundation IOLTA Grants Committee election will be emailed on July 13.

Lawyers licensed in New Hampshire who participate in the IOLTA program, individually or through their firm, are eligible to vote.

The five-member committee reviews IOLTA grant applications, interviews applicants, and recommends funding to the Foundation Board of Directors each fiscal year. Members may serve up to two consecutive five-year terms.

Personalized ballots will be sent from NHBA@intelliscanvotes.com. For ballot assistance, contact Keith Wier with Intelliscan at (484) 920-8106 or kwier@intelliscaninc.com.

**FOR ELECTION QUESTIONS, CONTACT
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CANDIDATE STATEMENTS**



***Thank you, Nina Gardner
for 21 years of service as a New Hampshire
Bar Foundation Board Member.***

**Your extraordinary commitment to justice has
made New Hampshire a better place.**



With deep gratitude and admiration,

The New Hampshire Bar Foundation

Amy Manzelli: A Career Rooted in Advocacy

By Kathie Ragsdale

Amy Manzelli is an all-in kind of person, whether she's taking on the state's biggest utility, building a kindergarten out of bamboo and coconut fronds, or advocating on behalf of her transgender daughter.

An attorney and part owner of Concord-based BCM Environmental & Land Law, Manzelli grew up in suburban Kingston, Massachusetts, on a three-quarter-acre lot where she couldn't name a single plant or bug and never took a hike until she got to college.

But she had this impulse inside her. "Some people are just really in tune with the earth, trees, nature, and some aren't," she says. "I just am."

At the University of New Hampshire, she simultaneously earned two degrees, one in Spanish and one in environmental conservation, and her senior project found her doing a policy audit of the Soucook River. It was the first time she realized there was a hierarchy of laws – town, state, and federal.

"It blew my mind," she says. "I could see the very obvious gaps as they related to this little river and why it was struggling to be clean. It was a real turn for me, a real spark."

After graduation, she briefly worked part-time at a high school before she and her new husband, Chad Turmelle, joined the Peace Corps and were sent to Vanuatu, an archipelagic country in the South Pacific, due north of New Zealand. They

lived on a small island, Malo, in an agrarian village with no electricity, no plumbing, no pavement, and no cash economy.

"It was rich in community, culture, and food, and poor in money and education," Manzelli says.

They taught children, teachers, and principals, and helped construct a new kindergarten out of native materials rather than the cinder blocks more familiar to Americans. They had supper with every family on the island, sometimes dining on cat, bat, and rat.

She loved it and entertains the thought of going back when she retires.

Back stateside, she enrolled at Vermont Law and Graduate School, earning both a juris doctor and a master's in environmental law.

She spent six years at Sulloway & Hollis, where she was exposed to "so many different types of law" before joining BCM, formerly Baldwin & Callen, as an owner in 2011. Carolyn Baldwin had retired and Jed Callen was looking to do the same, so the firm rebranded as BCM Environmental & Land Law.

She represents a range of clients, including land trusts, landowners seeking to put conservation easements on their properties, and developers involved



Amy Manzelli and Chad Turmelle enjoy Jurassic World by Brickman at the Oregon Museum of Science and Industry in July 2025. Courtesy photo

in solar projects, workforce housing, or farming enterprises.

Among her most memorable cases was the one in which she represented the Society for the Protection of New Hampshire Forests in an effort to thwart plans by the utility Eversource to build the proposed 192-mile Northern Pass transmission line from Quebec through New Hampshire.

The case ended up before the New Hampshire Supreme Court, which unanimously denied Eversource's appeal of the state Site Evaluation Committee's

decision to deny a permit for the proposed line.

When the SEC voted to deny the project, "the hearing room probably had over 100 people, many of whom were property owners whose homes would be right along the transmission line or close to it," Manzelli recalls. "Seconds after the vote, quiet came over the room, and a person came up to me and was crying and gave me a hug and thanked me and said I had restored their faith in democ-

MANZELLI continued on page 12

The Value of a Second Opinion

Cancer case turned away by another firm, resolved by Lubin & Meyer for a record 7-figure settlement



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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\$4,800,000	Failure to diagnose infection results in brain damage
\$3,000,000	Failure to perform c-section results in newborn's brain damage
\$2,000,000	Failure to timely diagnose heart attack results in death
\$2,000,000	Birth injury resulting in severe and permanent neurological damage
\$2,000,000	Failure to diagnose and treat bowel blockage results in death
\$1,900,000	Failure to accurately interpret MRI results in brain bleed and death
\$1,500,000	Colon puncture during liver biopsy results in death
\$1,000,000	Improperly performed gallbladder surgery leads to post-op infection and reconstructive surgery



Ariel Clemmer: Reimagining Access to Justice in New Hampshire

By Scott Merrill

Growing up in the Upper Valley, splitting her time between New Hampshire and Vermont, Ariel Clemmer learned early that where a person lives can shape the opportunities – and obstacles – they encounter. Today, as executive director of 603 Legal Aid, that understanding informs nearly every decision she makes.

Since taking the helm of the statewide nonprofit in November 2023, Clemmer has focused on strengthening the organization's long-term sustainability while expanding its ability to reach more low-income Granite Staters facing life-changing civil legal problems. It's work that requires her to be equal parts attorney, strategist, fundraiser, and innovator.

Those who work alongside her say she embodies all four.

"We were looking for a leader," says Melinda Gehris, chair of the 603 Legal Aid board. "Someone with experience managing people, someone who understood legal aid, and someone with a passion for the work. Ariel has exceeded every expectation."

That dedication has become increasingly important as nonprofit legal services organizations navigate uncertain funding, rising demand, and growing barriers to justice across New Hampshire.

A Career Shaped by Public Service

Clemmer didn't follow a straight path to nonprofit leadership.

While attending Harvard Law School, where she graduated cum laude in 2010, she expected to become a public defender. One experience, however, fundamentally reshaped her understanding of what it means to practice law.

Through Harvard's Death Penalty Clinic, she represented a client on death row in a case that had required years of litigation and advocacy and ultimately ended with her client's execution.

"That experience fundamentally changed the way I think about practicing law," Clemmer says. "It taught me that lawyers don't always control outcomes, but we do control whether every client is treated with the dignity they deserve and knows that someone fought by their side. It reinforced for me that the practice of law must fundamentally be about fairness, humanity, and ensuring every voice is heard."

Following law school, Clemmer joined Teach For America, teaching in New York City's Spanish Harlem before becoming a public defender. She later practiced commercial litigation at a large law firm, transitioned into family law, and eventually moved into nonprofit leadership, where she built pro bono programs, taught law students, and developed innovative ways to expand legal services through technology and community partnerships.

"Each chapter taught me something different – about clients, leadership, collaboration, and building organizations that can create lasting impact," she says. "Public service has remained the common thread throughout my career."

Looking back, she says every step prepared her for her current role.

"Joining 603 Legal Aid felt like the culmination of everything I'd done before," she says. "It gave me the opportunity to combine my commitment to access to justice with the leadership, operational, and strategic experience I'd developed over the years."

The Front Door to Legal Help

Formed in 2021 through the merger of the Legal Advice & Referral Center and the New Hampshire Bar Association's Pro Bono Referral Program, 603 Legal Aid serves as the primary entry point for low-income residents seeking civil legal assistance throughout the state.



Ariel Clemmer (left) with NHLA Executive Director Sarah Mattson Dustin, 603 Legal Aid's closest partner, at a fundraiser 5K run/walk event. Courtesy photo

Unlike criminal cases, people facing eviction, domestic violence, consumer fraud, loss of benefits, or family law disputes generally have no constitutional right to an attorney. For thousands of New Hampshire residents each year, 603 Legal Aid fills that gap.

Through a centralized intake system, the organization connects eligible residents with legal information, volunteer attorneys, referrals, and direct representation in cases involving housing, family law, veterans' benefits, public benefits, and consumer issues.

"What excites me most is pushing forward impact on a different scale," Clemmer says. "I'm constantly thinking about how we can make legal help easier to access through innovation, technology, community partnerships, pro bono engagement, and new service delivery models."

One of her most ambitious ideas is

CLEMMER *continued on page 16*



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First-Time Attendees Reflect on Value of Annual Meeting

By Megan Koerber

For several first-time attendees, the 2026 NHBA Annual Meeting made it clear why the gathering remains one of the Association's most beloved longstanding traditions. Beyond CLE programming and social activities, the meeting gave members a chance to step outside the regular pace of practice, reconnect with colleagues, recognize professional service, and take part in the broader Bar community.

Held June 12–14 at the Mountain View Grand Resort & Spa, this year's meeting featured a multi-day, resort-based format. But the reflections from attendees focused less on the setting than on the professional connections, informal conversations, and sense of Bar community the event helped foster.

Among the first-time Annual Meeting attendees were Nicole Bluefort, managing partner of the Law Offices of Nicole M. Bluefort; Christopher Morrow, associate general counsel at Southern New Hampshire University; and Stephani Roundy Knights, law clerk supervisor at the New Hampshire Superior Court. Bluefort and Morrow, both 2026 graduates of the NHBA Leadership Academy, were also recognized during the graduation ceremony held Saturday night.

For Roundy Knights, the Annual Meeting carried a personal history. While this was her first time attending as a Bar member, she remembers attending Annual Meetings as a child with her mother, retired attorney Vicki Roundy.

Her memories of those earlier meetings are rooted less in the formal programming than in the family activities that surrounded the event.

"There were horseback riding lessons, a dance party with a toga contest one night, and a conga line," Roundy Knights says. "Little Stephani was very happy to participate in those activities."

This year's Annual Meeting included award ceremonies, CLE programming, networking events, Casino Night, and family-friendly activities.

For Bluefort, the event offered a different kind of



Stephani Roundy Knights (right) with Hon. Daniel Will and his wife, Laurel, at the 2026 Annual Meeting. Photo by Tom Jarvis



Stephani Roundy Knights and her father pose before the toga party at the 1996 NHBA Annual Meeting. Courtesy photo



Nicole Bluefort talking to fellow members at the 2026 Annual Meeting. Photo by Tom Jarvis



Christopher Morrow with his wife, Kimberly, spending time with Scarlett the goat at the 2026 Annual Meeting. Photo by Tom Jarvis

access to colleagues than a shorter program typically allows.

"My first Annual Meeting was a great experience," she says. "It gave me an opportunity to connect with members in a more relaxed setting and build relationships that would have been difficult to develop during a shorter event."

Morrow, who attended with his wife, Kimberly, says the formal portions of the meeting helped highlight the work and service of other members of the legal community.

"I had a wonderful time," he says. "I particularly

ATTENDEES *continued on page 14*



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

EVA H. BLEICH

Medical Malpractice Law – Plaintiffs; Personal Injury Litigation – Plaintiffs

NICK ABRAMSON

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

"2026 Lawyer of the Year – Medical Malpractice Law – Plaintiffs"



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Judicial Branch Creates Lactation Accommodation Procedures for Legal Practitioners

By Tom Jarvis

Legal practitioners who are nursing parents now have a centralized way to request lactation accommodations when appearing in New Hampshire courts.

The New Hampshire Judicial Branch recently published the procedures on its website, directing those who need accommodations to contact the Judicial Branch Office of General Counsel (OGC) before a court appearance. The process is intended to help practitioners who are nursing parents request lactation time and private space during hearings, trials, and other court proceedings.

Members of the NHBA's Gender Equality Committee (GEC) say the new procedure addresses a practical issue legal practitioners may face when returning to court after becoming parents.

"We saw this as a gender equality issue because the process was very piecemeal," says GEC Chair Meredith Lasna. "Each court had its own process, which meant practitioners had to contact courts individually. There was no centralized or standard procedure for requesting lactation time during a court proceeding or private space in a courthouse."

Lasna says the issue involves both time and space. Practitioners may need breaks long enough to pump, as well as a private space that is not a bathroom stall. Court schedules can create additional challenges, particularly when breaks are limited.

"If there is a break in the court proceedings, they need that time for themselves to pump, but then also need to do the things that everybody else does during a break, like talk to their client," she says.

Melissa Fales, an assistant attorney general and member of the GEC, took the lead on much of the committee's work on the issue. She says the effort had been underway for several years and included discussions about how to make the process easier and more consistent for practitioners.

"We needed a very streamlined, easy-to-follow process available to all practitioners without having to go through a bunch of back-and-forth and put this on the record in open court," she says.

That work led to the Judicial Branch's current approach.

Judge Christopher Keating, the state court administrator, says the Judicial Branch heard directly from practitioners about the need for a clearer process.

"We heard some wrenching descriptions from new parents who experienced uncertainty about where to turn in the



courts for answers," he says. "In the Judicial Branch, our superpower is the people who work here, so we thought we could leverage that strength and our state's small size to make the process for seeking lactation accommodations as people-based as we could make it."

The Judicial Branch has provided guidance to judges, staff, and court security personnel about accommodating lactation time and space requests. Judge Keating says the OGC will help connect practitioners directly with the appropriate court personnel before an appearance.

"The attorneys in that office will work to ensure that every attorney, paralegal, or legal assistant is provided with direct email and telephone contact information for the clerks of court where accommodation for lactation purposes is requested," he says. "The General Counsel's Office will then arrange for introductory communications between the clerk and the practitioner and will remind the clerk and the security team at the courthouse about our procedures for supporting nursing parents."

Judge Keating says the process is also meant to ensure that accommodation requests are handled discreetly and professionally.

"That warm handoff helps ensure that the experiences of pausing hearings and acquiring space for lactation purposes will be experiences characterized by dignity, discretion, and professionalism," he says.

For Fales, making the procedure publicly available is an important part of the change.

"Having this visible on the website tells practitioners this is an accommodation that can be met, and you don't have to call the call center and talk to a bunch of people and then wait for a callback," she says.

That can be especially helpful for attorneys and other legal professionals who travel among courthouses and may not have a home courthouse, an office in the courthouse, or direct contact information for court staff.

Fales says her own experience showed how much courthouse access can depend on where a practitioner works and how often they appear in a particular court.

"When I had my first kid, I worked for the Rockingham County Attorney's Office," she says. "I was super lucky because I had an office in the courthouse and I knew the clerk there since I was at the same courthouse all the time."

Her circumstances changed after her second child, when she was working at the Attorney General's Office and traveling more frequently among courthouses.

"I didn't have a home court, and if I was at court, I didn't have an office there," she says.

Fales says she hopes the procedure will make court appearances less stressful for practitioners who need lactation accommodations.

"I hope that people feel less overwhelmed by pumping while they're in court or at trial, and I hope that they feel like they can continue to do their job and do it well while navigating that stage of their life," she says.

For Lasna, the procedure also carries a broader message about supporting nursing parents in litigation.

"I think it shows the willingness to hear the concerns of practitioners and address those concerns so that those in need of lactation accommodations can get back in the courtroom, and hopefully stay in the courtroom," she says.

The lactation accommodation procedures are available on the Judicial Branch website at courts.nh.gov/self-help/getting-started/preparing-court/lactation-accommodation-procedures-legal-practitioners. Questions and accommodation requests may be directed to the OGC at GeneralCounsel@courts.state.nh.us. ♦

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Margaret Byrnes Named Next President and CEO of CASA-NH

By Tom Jarvis

Margaret Byrnes, executive director of the New Hampshire Municipal Association (NHMA), has been named the next president and CEO of Court Appointed Special Advocates of New Hampshire (CASA-NH), where she has served as a volunteer guardian ad litem since 2021.

Byrnes will succeed Marcia “Marty” Sink, CASA-NH’s founder, president, and CEO, who announced last year that she would retire after nearly four decades leading the organization she started in 1989. Byrnes is scheduled to begin the role on July 22, following a statewide and national search by CASA-NH’s Board of Directors.

“I feel so excited and also honored,” Byrnes says. “The idea that I could go from a volunteer role to the CEO role to serve the organization from a bigger-picture perspective is so cool. I don’t know a better word for it.”

CASA-NH recruits, trains, and supports volunteers who serve as guardians ad litem in abuse and neglect cases. Volunteers gather information, meet regularly with children and caregivers, and make recommendations to the court about what is in a child’s best interest. Under Sink’s leadership, CASA-NH grew from 10 volunteers serving two courts into a statewide program welcomed in every district and family court in New Hampshire. The organization has trained more than 3,000 volunteers who have advocated for more than 13,000 children in the court system.

The new role brings together several parts of Byrnes’ professional and volunteer life: law, nonprofit leadership, public



Margaret Byrnes, incoming president and CEO of CASA-NH, sits in the NHBA Member Center. Byrnes begins her new role on July 22. Photo by Tom Jarvis

service, training, statewide relationship-building, and child advocacy.

Byrnes earned her undergraduate degree from Smith College before attending Massachusetts School of Law, where she graduated in 2011 as the first lawyer in her family. She later completed an MBA at the University of New Hampshire in 2021.

After law school, Byrnes practiced general civil litigation at a small law firm in southeastern Massachusetts. At the same time, she began teaching as an adjunct at Massachusetts School of Law, Northeastern University, and in a summer program at Suffolk University.

That combination eventually led her to NHMA, where she started as a staff at-

torney before becoming executive director in 2019.

“I realized that I really enjoyed using my legal mind, but also really enjoyed teaching and talking to people, meeting people, and helping them work through problems and seeing them improve their knowledge,” Byrnes says. “Once I had a few years here at NHMA, I realized I loved it and I liked being mission-driven as part of a nonprofit. That’s when I really realized that I belonged in this nonprofit, service-related, mission-related kind of industry.”

As a staff attorney at NHMA, Byrnes provided legal guidance to local officials, conducted training sessions on topics such as roads, Right-to-Know Law, and welfare assistance, and helped produce legal publications for the organization. As executive director, she has overseen operations, finance, strategic planning, legal services, advocacy, and human resources for the statewide nonprofit.

Her connection to CASA began while she was still at NHMA, during a New Hampshire Bar Association event in 2019.

“I was partway through my MBA, and I heard Marty speak about the organization,” Byrnes says. “I didn’t know about it at the time. I was sort of blown away that this was a network of volunteers who were doing this kind of work in the state. And I thought, when my life calms down just a little bit, I need to look into this. This might be something that I could do, and this might be a good way for me to contribute.”

Byrnes went through CASA training a couple of years later and soon took

on her first case. She later became a peer mentor for new advocates, giving her a view of the organization both through her own casework and through supporting others entering the role.

She says the experience has shaped the way she views CASA’s work.

“Serving as a CASA has given me insight into what families have been through – not only the children, but often their parents as well. Seeing the challenges they’ve faced, the obstacles in their lives, and how those struggles can carry from one generation to the next has been eye-opening for me,” Byrnes says.

She also points to the children themselves.

“The resilience of children in some of these situations – their ability to grow and trust people and survive some of these extremely challenging or just horrific situations – is, at times, mind-blowing, at times difficult to handle emotionally, but it can also be very inspiring as well,” she says.

Asked how her NHMA experience may translate to CASA-NH, Byrnes pointed to the volunteer networks at the center of both organizations.

“There’s definitely a similarity there in supporting volunteers across the state, believing in community activism, believing in regular people to serve their communities and do great things,” Byrnes says. “So I see a lot of corollaries there. Because of NHMA, I also have significant nonprofit management, legislative, and policy experience, so all of that will play into [the new role].”

Dennis Shanahan, chair of the NHMA Board of Directors and mayor of Dover, says Byrnes’ departure will be felt at NHMA.

“Her leadership has been absolutely essential to the success of the organization, particularly in the last several years,” Shanahan says. “She’s really taken on some issues and situations that required her to draw her team together and put out some excellent work to make sure that the NHMA continues to succeed and even thrive in the face of some pretty strong pressures.”

He also pointed to the range of responsibilities Byrnes handled at NHMA.

“She really does a great job organizing and helping me lead the board, getting the organization into an excellent financial position, and making sure that the advocacy that she and her staff perform at the State House is effective,” Shanahan

BYRNES *continued on page 33*



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New Hampshire Mock Trial Program Builds Momentum After Top-10 National Finish

By Christopher Hawkins and Sarah Leighton



Hawkins



Leighton

Each year, the New Hampshire High School Mock Trial Association (Association), a 501(c)(3) voluntary corporation, stages two competitions for teams of high school students across the state. These competitions are open to all high school students, including those who attend public or private schools or participate in homeschool groups.

High school mock trial is a perfect complement to the civics and civility programs currently offered by the Bar and supported by the courts. Programs such as *We the People*, Model UN, and A Lawyer and Judge in Every School foster and encourage good citizenship and provide a wonderful introduction to the principles of law and constitutional governance. The high school mock trial program builds on these programs and also offers direct insight into the art of lawyering, as well as hands-on experience with competitive advocacy in an ethical, professional environment. It serves as a fundamental building block to identify, recruit, and support future attorneys and

professionals across all fields. For example, Iowa, the host of this year's national tournament, views the mock trial program as an essential training vehicle for future legal professionals. At a recent reception honoring a retiring mock trial coach, more than 35 former students were present, and every single one is now an attorney or judge. The profound impact and importance of the high school mock trial program cannot be overstated.

What Is High School Mock Trial?

High school mock trial is very similar to the competitions many attorneys participated in during their college and law school years. Teams are provided with a closed-universe case that includes pleadings, jury instructions, witness statements, and exhibits. These cases alternate between civil and criminal matters.

Over a 90-minute round, teams present opening statements, examine three witnesses, cross-examine three opposing witnesses, and deliver closing arguments. Throughout the tournament, the teams compete in four rounds: twice as the defense and twice as the plaintiff (or prosecution). Students are entirely responsible for developing their own case narrative and strategy, writing direct and cross-examination questions, and mastering the rules of evidence. To succeed, they must fully embody their roles as attorneys and witnesses.

The Association's board creates and distributes a variety of educational materials to support the students throughout the year. Through live webinars on how to create and structure a case, along with sessions breaking down the rules of evidence, students receive an in-depth, hands-on



Phillips Exeter Academy students holding their 10th-place award at the 2026 National High School Mock Trial Championship in Des Moines, Iowa. Courtesy photo

look at the legal profession.

Courtroom Artists Program

Starting in the 2026–2027 season, the Association is launching a courtroom artists program to run concurrently with the mock trial competition. The initiative will expand students' exposure to the legal education and advocacy displayed by the mock trial teams. Inspired by the rich tradition of courtroom art in the US justice system, participating students will act as the eyes of the court.

Artists must produce a respectful, ac-

curate depiction of a chosen scene from the trial. The original artwork must be completed entirely within the strict 90-minute time constraint of the round, pushing the students to capture the motion of live litigation.

Nationals and Next Steps

We recently accompanied our state champions to the 2026 National High School Mock Trial Championship in Des Moines, Iowa. This massive event featured teams from 44 states and countries, more

MOCK TRIAL *continued on page 33*

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NEW HAMPSHIRE

BAR FOUNDATION NEWS

Bar Foundation Board of Directors Welcomes New Officers

By Cindy Roberts

The New Hampshire Bar Foundation Board of Directors is pleased to announce its new officers, who were elected in accordance with the Foundation's bylaws. Each officer will serve a two-year term.

Jack P. Crisp, Jr. – Chair

Jack Crisp is the managing member and founder of The Crisp Law Firm in Concord. He has served on the Foundation Board since 2017, has served as treasurer for several years, and is a Sustaining Fellow of the Foundation.



Crisp is a past president of the New Hampshire Bar Association and the New England Bar Association, a past board member of the New Hampshire Association for Justice, and a Fellow of the American Bar Foundation. He is a former member of the NHMCLE Board and past chair of the NHBA's Continuing Legal Education Committee. He currently serves on the New Hampshire Judicial Conduct Committee and is a

member of several NHBA sections.

Crisp says he looks forward to building on the progress made by former chair Scott Harris, including expanded Leadership Bank participation in the IOLTA program, growth in Fellows membership, and additional Foundation programs such as the high school essay contest and Law School for Legislators.

"Scott has set the Foundation on a more active and relevant course in a time of great challenge to our justice system," Crisp says.

Kathleen M. Mahan – Vice Chair

Kathleen Mahan is a partner at Hinckley Allen in Manchester. She has served on the Foundation Board since 2018 and is a Foundation Fellow. Mahan is a past president of the NHBA, chair of the NHMCLE Board, and a member of the NHBA's Special Committee on Artificial Intelligence.



James F. Scully, Jr. – Secretary

James Scully is a partner at Morris & Scully, where he focuses on land use and development, real estate, and business law.

He previously served as legal counsel to Governor Christopher Sununu and is a graduate of the US Naval Academy and Boston College Law School. He has served on the Foundation Board since 2024 and is a Foundation Fellow.



Jennifer L. Parent – Treasurer

Jennifer L. Parent is a director, chair of the business litigation practice, and a member of the Management Committee at McLane Middleton. She has served on the Foundation Board since 2009 and is a Sustaining Fellow in the Leader Circle of the Foundation.

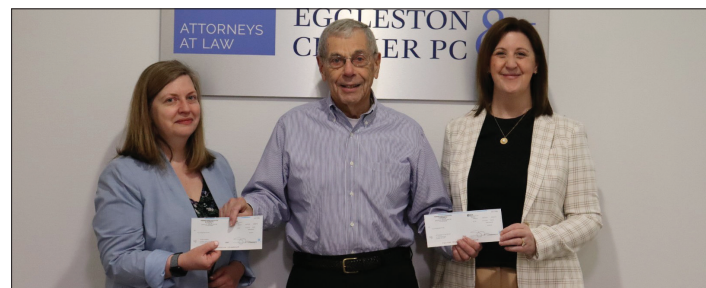
Parent is a past president of the NHBA,

the National Conference of Bar Presidents, the New Hampshire Women's Bar Association, and the New England Bar Association. She currently serves as New Hampshire State Delegate to the ABA House of Delegates, chair of the House of Delegates Committee on Rules and Calendar, a board member of the American Counsel Association, chair of the Fellows of the American Bar Foundation, and a Patron Fellow.



The Board thanks outgoing officers Scott Harris and Nina Gardner for their hard work, dedication, and commitment to the Foundation's mission. ♦

Thank You to Our Generous Members



L. Jonathan Ross presenting checks to Sarah Blodgett (left) and Rachel DeMaster (right). Photo by Kayleigh Quinney



Van Oot

The New Hampshire Bar Foundation's Board of Directors extends its gratitude to L. Jonathan Ross of Primmer Piper Eggleston & Cramer PC for his continued support of the Foundation's mission.

Bar Foundation Executive Director Sarah Blodgett and Campaign for Legal Services Director Rachel DeMaster accepted \$5,000 donation checks, for a total of \$10,000, in support of the ongoing work of both organizations.

The Board also extends its gratitude to the late Martha Van Oot for her legacy gift to the Foundation. Her generous bequest will be placed in the Advancement of Justice Fund, a permanent endowment managed by the New Hampshire Charitable Foundation. Interest from the fund is distributed through the Justice grantmaking process to support civil legal services for the disadvantaged, public education relating to the courts and legal matters,

the advancement of jurisprudence, and the improvement and promotion of the administration of justice.

Van Oot was a charter member of the Foundation's Justice Society, which was created to establish endowed Justice Funds and support future legal and civic programs that would not otherwise qualify for the IOLTA Grant Program. The 15 Justice Funds are managed by the New Hampshire Charitable Foundation, with interest distributed biannually for purposes ranging from law-related education to charitable work consistent with the Foundation's mission.

Justice Society members make immediate or planned gifts to carry forward their commitment to equal justice for generations to come. To learn more about leaving a legacy gift and directing your support to what matters most to you, contact the Foundation at (603) 715-3210. ♦

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Souhegan High School Law & Justice Club Raises Funds for Legal Services Campaign

By Megan Koerber

This year, the New Hampshire Campaign for Legal Services (NHCLS) had extra fundraising help from an unexpected but welcome source: the Souhegan High School Law & Justice Club.

Lucas Steckbeck and Violet Quesnel, juniors and co-chairs of the group, wanted to add a group philanthropy component this year, and after Googling “civil legal aid in New Hampshire,” they found 603 Legal Aid (603LA), which ultimately led them to NHCLS. The fundraising took multiple forms, including a 50/50 raffle and an on-trend pickleball tournament.

The NHCLS raises private funds to support the state’s two civil legal aid organizations, New Hampshire Legal Assistance (NHCLA) and 603LA. Rather than competing for donations, the organizations work together through NHCLS to support a continuum of civil legal aid across New Hampshire. Because each organization faces restrictions on the types of cases it can accept, private, unrestricted support is especially important. Last year, NHCLA and 603LA together served more than 16,000 Granite Staters, reflecting both the need for civil legal aid and the importance of flexible funding.

NHCLS Director Rachel DeMaster recalls that Steckbeck and Quesnel picked up the phone and called 603LA Executive Director Ariel Clemmer and

said, “We would like to raise money for 603 Legal Aid.”

“We were surprised to learn how many people face serious legal issues without being able to afford an attorney, and how organizations like the Campaign help close the gap by funding legal services across the state,” Steckbeck says.

“What started out as sort of an informational conversation,” DeMaster says, “really became their own brainstorming session with me about different ways that they could raise money. They started out with a 50/50 night during one of their football games and the proceeds went to the Campaign.”

From there, Steckbeck and Quesnel thought bigger.

“They brainstormed a pickleball tournament,” DeMaster says, “and, having done fundraising events in the past, all I did for them was put together the scaffolding of what a fundraising event plan should look like. They solicited sponsorships and players. They set a goal of 24 teams, and they had 24 teams participate, which was fantastic. And they sold concessions and donated the proceeds of that. So, the whole thing raised about \$800 for us.”

NHCLS Communications Manager Kayleigh Quinney was impressed by the students’ civic-mindedness.

“In all the years I’ve worked with college and high school students, these students are incredible,” Quinney says. “And



From left, Kayleigh Quinney, Violet Quesnel, Lucas Steckbeck, and Rachel DeMaster at the NHCLS Kickoff Breakfast on May 12. Courtesy photo

I’m sure that they’re not the exception. I’m sure there are other students throughout the state who could, and would want to, support this work in a similar way ... but how do we continue to nurture it?”

Steckbeck and Quesnel will both continue gaining experience in the legal field this summer. Steckbeck will intern with 603LA, assisting attorneys and gaining firsthand experience with the client intake process, while Quesnel will intern part-time at the New Hampshire Supreme Court and the Administrative

Office of the Courts.

“I am incredibly grateful to the justices, clerks, and staff who have welcomed me into the Judicial Branch and provided me with the opportunity to continue learning while contributing to efforts to expand access to justice for all New Hampshire residents,” says Quesnel.

“These students represent the exact kind of civic engagement we would want to see,” DeMaster says. “[We hope] this is just the start of an ongoing relationship with this club.” ♦

LawLine

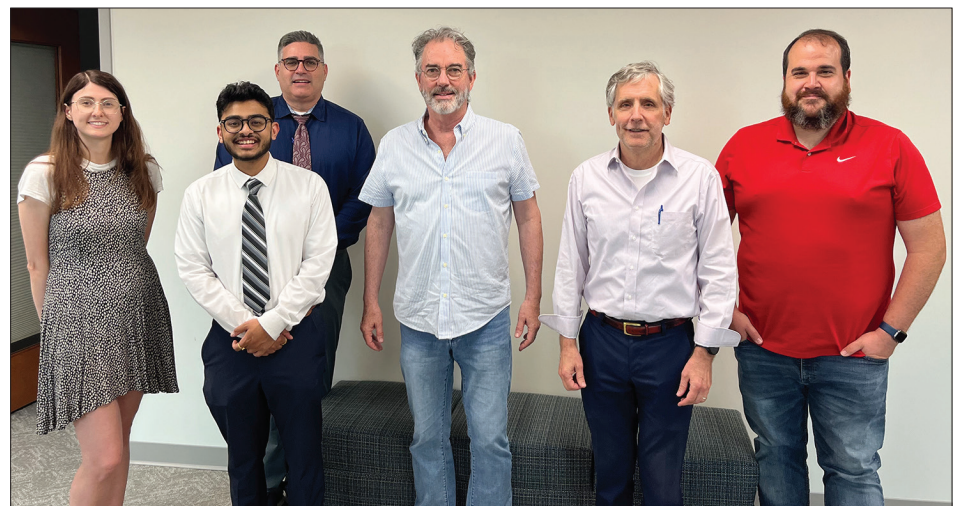
The New Hampshire Bar Association thanks attorneys Madeleine Ables, Ron Abramson, Paul Alfano, Charles Dobens, William Granfield, David Howard, Ariana McQuarrie, John Newman, Joseph Prieto, Christopher Seufert, and Pranesh Vittal for volunteering during the successful LawLine event held on June 10.

During the event, volunteer attorneys made 40 calls to residents across the state, providing brief legal guidance on a wide range of topics, including medical malpractice, foreclosure, contractor negligence, and workers’ compensation. This was the program’s first event under LawLine’s new call-out format.

The new format is designed to better connect members of the public with volunteer attorneys who have experience in

the practice areas where they need guidance. Individuals seeking assistance submit a short online application in advance, allowing NHBA staff to identify questions appropriate for LawLine and assign eligible applicants to available volunteer attorneys. Assigned participants may receive a phone call from an anonymous volunteer attorney offering brief legal advice during the monthly LawLine session.

LawLine is offered on the second Wednesday of each month from 6 to 8 pm. The NHBA is seeking volunteer attorneys for future events under the new format. Attorneys interested in helping provide brief legal guidance to members of the public may contact NHBA Member Services Manager Misty Griffith at mistygriffith@nhbar.org. ♦



June LawLine volunteers, from left: Madeleine Ables, Pranesh Vittal, Joseph Prieto, Charles Dobens, John Newman, and William Granfield. Not pictured: Ron Abramson, Paul Alfano, David Howard, Ariana McQuarrie, and Christopher Seufert. Photo by Amanda Adams



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racy. It was just amazing.”

Another case involved the tiny town of Roxbury, New Hampshire, which faced repeated lawsuits, Right-to-Know requests, legal challenges, and Town Meeting disruptions by a single resident, costing the municipality tens of thousands of dollars in legal fees. After the town won one of the lawsuits against it, Manzelli was able to resolve the rest without having to go to trial.

“The town was put through the wringer – it’s one of the smallest towns in New Hampshire – and to have been able to guide them through this extremely difficult situation and extricate them was a really big deal for us,” she says.

Outside the office, Manzelli has also

been a strong advocate for her transgender daughter, Iris Turnelle, fighting for her to be allowed to play sports and railing against legislation like HB 377, signed into law by Governor Kelly Ayotte last year, which prohibits healthcare professionals from prescribing puberty blockers and hormone therapies to minors as part of a gender transition (except for those who were already receiving this care prior to implementation).

Last year, she and her family moved from their longtime and beloved home in Pembroke, New Hampshire, to Arundel, Maine, believing Maine’s policies would be more supportive of their daughter. She wrote an opinion piece about their choice, “Farewell New Hampshire,” that appeared in the *Concord Monitor*.

Manzelli is also active in the New Hampshire Bar, belongs to the Environ-

mental and Natural Resources Law Section and the Municipal & Government Law Section, and sits on the CLE Committee.

She also serves as board president of the New Hampshire Agrarian Commons, a nonprofit that seeks to remove farmland from the market and provide affordable, long-term tenure to regenerative farmers. She was a board member and president of the Northeast Organic Farming Association of New Hampshire for many years.

Manzelli recently won a Distinguished Service Award from the Legal Food Hub, which provides free legal assistance and education to eligible farmers, food entrepreneurs, and others.

At home, her “happy place” is the yard, where she practices what she calls “yardening”: harvesting, planting, and taking care of her hens.

Her work in and out of the office has won the admiration of people like Jed Callen, who calls her “a force of nature”

who is on nearly every environmental or land use meeting agenda and CLE panel, “constantly making news and waves.”

“I was able to entice her to my small firm with promises of flexible hours, baby care (my office), and an opportunity to grow and ‘inherit’ the firm,” he adds. “Hiring her was the best decision of my legal career. I was honored to get to know and work with an excellent lawyer and an even more exceptional person.”

Nicole Manteau, firm administrator at BCM, has known Manzelli for some 20 years and has worked closely with her at their current firm for almost 12 years.

“Amy’s legal prowess is unmatched, but what’s more impressive is how she treats people,” Manteau says. “I’ve never worked with an attorney who treats everyone around her – from clients to coworkers and everyone in between – with such a high level of respect and dignity. I’m proud to call Amy not only my coworker, but my friend. She is truly a class act.” ♦

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Welcome To STEBBINS BRADLEY

Stebbins Bradley is pleased to announce that **Luke E. Kraus** has joined the firm as a partner during its 80th year. Founded in 1946, the firm has provided trusted legal counsel to clients throughout the region for 80 years.

Luke focuses his practice on estate planning, estate administration, and business matters. He advises individuals, families, and business owners, helping them plan for the future, navigate transitions, and address a wide range of legal needs.

Prior to joining Stebbins Bradley, Luke founded and operated his own law firm, where he built a client-focused practice. He also supports the firm's technology and operational initiatives.

Luke lives in the Upper Valley with his wife and children.



Welcoming Attorney Hazel Spires!

Hazel's practice is built around helping working class people obtain the justice they deserve, even when the odds seem stacked against them. With a degree in environmental science from Northeastern University and a law degree from University of Oregon School of Law, Hazel's practice is informed by her community-mindedness. She has focused her legal research and writing on keeping farmworkers safe from pesticide exposure and making local organizations aware of their potential liability for facilitating unjust detentions.

Hazel is excited to be back in New England, and we are very excited to have her on our team!

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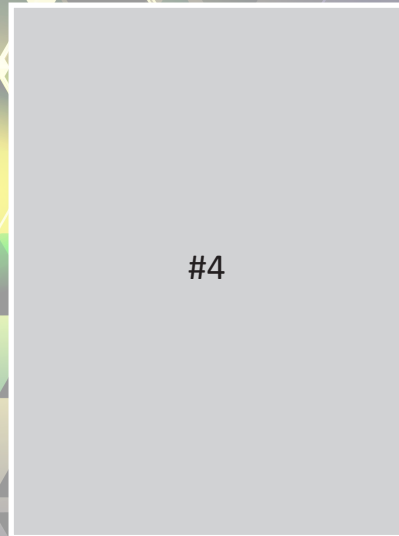
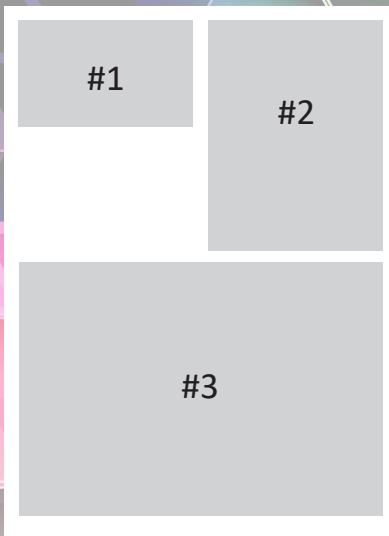
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Learning to H.E.A.R. Each Other Through Disagreement

How to Disagree Better by Julia Minson
Penguin Random House, 2026
304 pages

Reviewed by Erin McCoy Alarcon

In an increasingly polarized society, behavioral scientist and Harvard Kennedy School professor Julia Minson offers an easily digestible method for improving the way we disagree with one another. *How to Disagree Better* is not a guide for “winning” an argument. Rather, Minson’s H.E.A.R. framework provides readers with understandable and implementable steps for thoughtful engagement.

Disagreement is a part of life. We may disagree with a colleague about which billing software is best, with a family member about whether Starbucks or Dunkin’ has better coffee, or with a friend about whether Nirvana or Pearl Jam is the best grunge band of the ’90s. (Nirvana, obviously.) These disagreements don’t usually end in conflict. Disagreements about topics that are important to both people involved, and in which one person’s opinion will affect the other’s life and choices, are much more likely to develop into conflict.

When faced with this kind of conflict, most of us fall victim to “naïve realism.” That is, we believe our view is most accurate, neglecting to consider how environments or historical experiences may alter perceptions. Instead, we assume there is something wrong with the person who disagrees with us, and when they still don’t “understand” after we explain, we attribute that to some form of bias or malintent.

Receptiveness, defined as the “willingness to access, consider, and evaluate supporting and opposing views in an impartial manner,” is the key to productive disagreements. People who are most receptive are the ones who are more likely to engage with people with differing

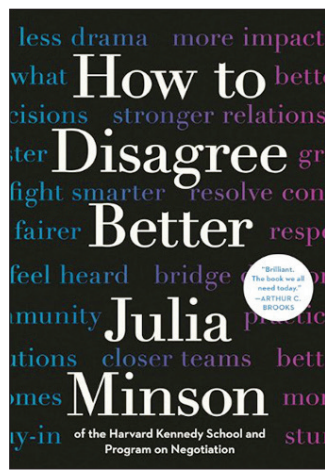
ideas, more willing to listen to differing opinions, and more apt to critically examine different opinions.

Based on decades of research, Minson identified four primary elements of receptiveness: (1) emotional equanimity, or the ability to remain relaxed in the face of opposition; (2) intellectual curiosity, or the tendency to want to know more about why someone feels a certain way; (3) respect for opposing views; and (4) tolerance for hot-button topics.

Words matter when it comes to receptiveness. Active listening is important. Clearly telling someone you want to learn more is better. Avoid questions intended to elicit a similar question in response, as well as snarky “gotchas,” which often backfire when people detect fake curiosity. The “listening triangle,” in which you ask a question, listen to the answer, reflect back what you heard, and repeat from the beginning until you fully understand the other’s perspective, is a key skill.

Understanding that improving these skills improves receptiveness, which breeds more receptiveness and engenders trust, Minson developed the H.E.A.R. framework to help people bring receptiveness to any disagreement. H.E.A.R., which stands for hedge claims, emphasize agreement, acknowledge other perspectives, and reframe, is a valuable tool for settlement negotiations and dinner table conversations.

When your cousin raises a hot-button topic at the next family barbecue and waits for the fireworks to start, perhaps the H.E.A.R. framework is the tool that will promote genuine, healthy dialogue. Try hedging your opinion using words like “perhaps,” “sometimes,” and “pos-



sibly”; highlighting areas of agreement; using the listening triangle technique to gather more information and signal a desire to learn more; and reframing negative thoughts into positive statements.

Minson has set out a straightforward and memorable strategy for improving difficult conversations that directly relates to our roles as attorneys. Whether negotiating a business agreement or representing a client in a divorce, attorneys can model receptiveness for clients and the opposing party or counsel to increase others’ receptiveness, improve the tenor of negotiations, minimize escalation, and improve outcomes.

I recommend *How to Disagree Better* for anyone interested in learning more about receptiveness. You can also take the receptiveness quiz at disagreeingbetter.com/survey to find out your receptiveness score and start enhancing your own emotional equanimity, intellectual curiosity, respect for opposing views, and tolerance for hard topics. ♦

Erin McCoy Alarcon is a mediator, collaborative attorney, and guardian ad litem. She also teaches Mediation: Theory and Practice at the Boston University School of Law and enjoys spending time with her family and her son's autism-assistance service dog.



■ ATTENDEES *from page 6*

enjoyed the award ceremonies and learning more about the amazing accomplishments and commitment to service of those honored at both dinners.”

Bluefort attended CLE programming, Casino Night, and networking events. Morrow and his wife participated in Casino Night, a wine tasting, and a visit to the Mountain View Grand’s on-site petting zoo, where meeting Scarlett the goat became one of the weekend’s memorable moments.

Roundy Knights was unable to stay for the full weekend, but she attended the President’s Banquet and Casino Night. Even during a shorter visit, she said the atmosphere was noticeably different from a more compressed event.

“It was a really nice opportunity to slow down and connect with people,” she says. “You’re not racing off to some other thing afterward.”

She says the NHBA’s Midyear Meeting, which she also values, offers a different kind of experience because of its size and schedule.

“At Midyear, you’re having two-

minute conversations with lots of people,” Roundy Knights says. “It is wonderful to see everyone, but it does tend to be quick-hit, surface-level conversations.”

She says the comparison is not about one event being better than the other, but about how each brings members together in a different way.

“I do think they’re qualitatively different experiences,” she says. “And I think they’re both wonderful.”

Bluefort also notes the importance of having time built into the schedule for both programming and informal conversation.

“Compared to the Midyear Meeting, this meeting provided much more time for networking, informal conversations, and participation in social activities,” she says. “The extra time made it easier to get to know people and engage more fully with the organization.”

Morrow points to the setting and Casino Night as highlights of the weekend.

“The amazing weather and incredible views of the Presidential Range also helped,” he says. “And Casino Night was fantastic. Thank goodness it was fake money!” ♦

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Neutral Case Evaluation

The New Hampshire Judicial Branch has several dates available throughout 2026 for divorce/parenting Neutral Case Evaluation (NCE), including reopened cases. NCE is a confidential, nonbinding dispute resolution process in which an experienced judge, who is not the judge overseeing the case, helps parties assess the strengths and weaknesses of their case and provides feedback on likely court outcomes.

NCE can assist parties in narrowing their issues, facilitating settlement discussions, avoiding the time and expense of further litigation, and leading to better case outcomes and family dynamics as a result. A significant number of divorce/parenting cases that go through NCE settle on the same day as the session. If the matter progresses to litigation, the neutral evaluator will not hear the case.

Attorneys may request NCE participation from the judge overseeing their case any time after the case is filed and mediation has occurred. Attorneys can request NCE either at a court hearing or by filing a motion with the court. The New Hampshire Judicial Branch’s website provides additional information and available dates for NCE at courts.nh.gov/resources/mediation/circuit-court-adr/divorceparenting. ♦

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Building Permits on Class VI and Private Roads: Has the Dust Finally Settled?

By Paul Alfano

RSA 674:41 prohibits the issuance of a building permit unless the street giving access to the lot meets one of several statutory criteria. The most common pathway is access via a Class V “or better” highway. But many properties sit on roads municipalities do not maintain: Class VI roads and private roads. For those properties, the prior law required the governing body – typically the board of selectmen – to vote to authorize the issuance of a building permit after review and comment by the planning board. The property owner also needed to record a document in the registry of deeds acknowledging that the municipality assumed no responsibility for road maintenance and no liability for damages resulting from use of the road.



The Problem

RSA 674:41 provided no criteria for selectboards to follow in deciding whether to authorize a building permit, resulting in ad hoc approaches throughout the state. Examples encountered by our office include the following:

- One town planner proudly declared the town had never issued a building permit on a Class VI or private road and had no intention of doing so for our client.
- One town required that lots be no more

than 300 feet from a Class V road. Another required 600 feet. Because roads are unique, a 750-foot road may be faster and safer to traverse than a 50-foot road in the same town. An arbitrary distance ignores what matters.

- One town added a term to the recorded acknowledgment requiring our client to maintain the road. A problem arose when another person obtained a building permit on the same road without the same requirement and insisted our client continue maintaining the road – alone.
- Another town required our client to contribute toward road improvements. The property owner at the end of the road subsequently obtained a building permit conditioned on upgrading the road to standards set by the town. (Unnecessarily high standards, in our opinion.) When that person learned of our client’s apparent agreement to contribute, he demanded half the cost.

Two 2025 Reforms

The General Court addressed the building permit issue last year with two bills, both of which passed.

Private Roads (Chapter 175, Laws of 2025): Effective September 13, 2025, HB 296 added an alternative pathway for private roads. A building permit may now issue either through the traditional governing body approval process or upon a determination that the private road “identifies and complies with policy adopted by the governing body of the municipality.” Municipalities are not required to adopt policies. Property owners in those towns remain at the mercy of ad hoc decisions. (The term

“private road” remains undefined – a topic for another day.)

Class VI Roads (Chapter 256, Laws of 2025): Effective July 1, 2026, SB 281 eliminated the requirement for governing body approval altogether. Instead, a property owner must sign and record a “liability waiver” acknowledging three things: (1) the municipality will not maintain the road or provide any services to any lot accessible by the road, (2) the municipality will not accept any responsibility for losses or damages caused by the lack of services, and (3) responsibility for services falls solely on the property owner. The property owner also must demonstrate the lot and any buildings are insurable. The insurability part is a new concept. Thus far, we have not heard complaints about it, and one client said his insurance company was fine with it.

The 2026 Class VI Road Counterattack

Last fall, a group of legislators banded together to propose HB 1098, a bill that would repeal the newly enacted Class VI road reforms. The House Housing Committee voted 17–0 to recommend killing it. On February 5, the full House voted to lay the bill on the table. A tabled bill is not dead; a simple majority can return it to the floor at any time. For months, anyone advising clients on Class VI road permits faced strategic uncertainty – would the legislature revive HB 1098 and pass it before July 1?

The answer turns on the legislative calendar. The 2025–2026 biennial session does not formally end until Organization Day on December 2, 2026, when the current General Court dissolves and newly elected

members organize the next one. Before then, the House could reconvene, including for a possible veto-override session this fall. In theory, tabled bills can come off the table, but passing HB 1098 at this stage would require more than a simple majority. The House would need to suspend its deadline rule, and the Senate would need to suspend its deadline, hearing, and committee report rules. The odds of all that happening appear remote.

Zoning Requirements Remain

Satisfying RSA 674:41 does not allow a property owner to bypass local zoning requirements. RSA 674:41 creates a baseline requirement separate from local zoning ordinances. Towns may enact more restrictive requirements, and most do. Because most zoning ordinances require frontage on a Class V highway, a property owner seeking to build on a Class VI or private road likely will need at least one variance from the Zoning Board of Adjustment.

Where Things Stand Today

For private roads, the dust has settled. For Class VI roads, it has all but settled – HB 1098 remains technically alive until Organization Day on December 2, but the odds of revival are slim. Practitioners can advise clients accordingly, with one eye on the fall session. ♦

Paul Alfano practices with Alfano Law, PLLC, based in Concord. His practice focuses on New Hampshire road law, easements, boundary disputes, and other real estate matters involving landowners, municipalities, and state agencies.

■ CLEMMER *from page 5*

what she calls the “Justice Bus.”

The concept is simple: a mobile legal aid office capable of traveling to rural communities where transportation often prevents people from accessing legal help. Rather than requiring clients to travel to offices, attorneys could meet people at libraries, schools, community centers, health clinics, or senior centers.

“Transportation remains a large barrier to accessing legal help, particularly in rural parts of the state,” Clemmer says. “Where someone lives – or whether they have reliable transportation – shouldn’t determine whether they can get legal help.”

The project would require philanthropic support, grants, and corporate partnerships to launch, but Clemmer envisions it becoming a sustainable platform for legal clinics, community education, and partnerships with other service organizations.

Gehris says the board continues to embrace the vision.

“She isn’t going to give up on it,” Gehris says. “We love the idea because it will allow us to get to people who can’t get to us otherwise.”

Balancing Mission and Sustainability

As executive director, Clemmer’s responsibilities extend well beyond legal services. Like many nonprofits, 603 Legal Aid operates in a complicated funding environment.

Its largest source of support comes from the federally funded Legal Services Corporation, followed by Interest on Lawyers’ Trust Accounts (IOLTA) grants

administered through the New Hampshire Bar Foundation. Additional funding comes through grants, foundations, businesses, and individual donors.

That diversified approach has become increasingly important amid uncertainty surrounding federal funding and fluctuations in IOLTA revenue tied to interest rates.

Helping strengthen that private support is the Campaign for Legal Services, the joint fundraising and communications organization serving both 603 Legal Aid and New Hampshire Legal Assistance.

Rachel DeMaster, who became director of the Campaign for Legal Services in 2025, says Clemmer immediately impressed her.

“I knew from our first conversation that I wanted to work with her,” DeMaster says. “She has this rare ability to be incredibly knowledgeable and strategic while also being warm, genuine, and approachable.”

The Campaign for Legal Services works to build partnerships with businesses, law firms, foundations, and individual donors to ensure both organizations have stable funding beyond government sources.

“We’re focused on making sure that both organizations have the resources they need not just today, but for years to come,” DeMaster says.

Working closely together has given DeMaster a firsthand look at the complexity of nonprofit leadership.

“We’re in constant communication about funding and the realities of running a nonprofit legal aid organization,” she says. “Ariel’s always thinking several steps ahead, carefully balancing restricted funding requirements with the needs of our clients and communities.”

Gehris agrees.

“She’s managing all the balls, and there are constantly balls in the air,” she says. “She won’t take no for an answer. She looks at everything from a 360-degree angle.”

Leading People First

For Clemmer, leadership begins with the people doing the work. She describes her approach as servant leadership.

“I try to lead with authenticity, collaboration, and trust,” she says. “The best organizations are built by empowering talented people, giving them the tools they need to succeed, and creating an environment driven by continuous improvement and innovation.”

She also believes effective leadership requires making difficult decisions without losing sight of the mission.

“My goal is to build systems that allow our staff to focus on serving clients while positioning the organization to be stronger, more innovative, and more sustainable over the long term.”

Those closest to her say that philosophy is evident every day.

“She’s incredibly dedicated – not just to the clients we serve, but to her team,” DeMaster says. “She understands that this work can be emotionally demanding, and she’s intentional about creating a culture where people feel supported.”

DeMaster credits Clemmer with fostering an environment where employees are encouraged to think critically and challenge assumptions.

“She asks thoughtful questions that make you stop and think,” she says. “She’s always looking for ways to improve, and that has made me better at my own job.”

Gehris says Clemmer has built a

workplace where employees genuinely want to come to work despite the emotional demands of legal aid.

“She’s so dedicated to clients and staff,” Gehris says. “She’s done an amazing job building a staff who want to come to work and do this work.”

Looking Ahead

Outside the office, Clemmer intentionally seeks balance. Reading helps her disconnect from work, she says, and she spends much of her free time traveling, cooking, rowing, and enjoying time with her husband, young son, and friends.

“If I have the chance to be in, on, or near the water,” she says, “I’m in my element.”

That balance may be essential given the demands of her job.

New Hampshire’s civil legal aid providers continue to face growing need alongside ongoing funding challenges. Yet colleagues say Clemmer approaches those realities with optimism, creativity, and determination.

“I think it takes someone who can balance compassion with strategy,” DeMaster says. “Ariel does all of that exceptionally well. She leads with heart, determination, strategy, and an incredibly impressive knowledge base.”

For Gehris, the assessment is even simpler.

“She lives and breathes this work every day,” she says.

And for Clemmer, the mission remains straightforward.

“Every progressive improvement has the potential to positively affect thousands of lives,” she says. “That’s a responsibility I take seriously and aim to reach with everything we do.” ♦

For the Skeptics: Maintaining Your Well-Being Is Part of Your Ethical Duty of Competence

By Kara Simard

I never considered myself to be a well-being skeptic, but there was a time in my legal career when the words “self-care” and “mindfulness” made me cringe. I didn’t fully understand the broad scope of well-being



at the time and thought that my failure to sit still and meditate meant that those concepts were not for me. I did embrace well-being in other ways, such as physical exercise, engaging in hobbies outside of work, taking vacations where I could disconnect, and maintaining personal and professional relationships. I just didn’t recognize these things as part of maintaining well-being.

Now, in a role where I help prepare law students for the realities of legal practice, I prioritize lawyer well-being and sustainability in my curriculum. I do realize that while I attempt to minimize skepticism among my students, there are many well-being skeptics among practicing lawyers. This reality concerns me for the next generation of lawyers who are educated about well-being and sustainable practice but are working for legal employers who don’t prioritize or believe in maintaining well-being.

As I now know, well-being is more



than wellness, mindfulness, and self-care. But what we should all acknowledge as lawyers subject to the Rules of Professional Conduct, particularly those skeptics among us, is that maintaining well-being is necessary to practice law competently and ethically.

The National Task Force on Lawyer Well-Being issued a report in 2017 highlighting five central themes. One such theme was to emphasize that well-being is an indispensable part of a lawyer’s duty of competence, further noting that well-being includes a lawyer’s ability “to make healthy, positive work/life choices to assure not only a quality of life within their families and communities, but also to help them make responsible decisions for their clients.” See *The Path to Lawyer Well-Being*:

Practical Recommendations for Positive Change, Report of the National Task Force on Lawyer Well-Being, at 9 (Aug. 14, 2017).

The report connected declining mental capacity and cognitive impairment from untreated conditions such as depression and substance use with a large percentage of disciplinary and malpractice claims against lawyers. The report recommended modifying Rule of Professional Conduct 1.1 (Competence) or amending its comments to clarify that lawyer well-being is included in the definition of competence. *Id.* at 26.

Notably, the report emphasized that the goal of a proposed amendment was not to threaten lawyers with discipline for “poor health” but to “underscore the im-

portance of well-being in client representations,” remind lawyers “that their mental and physical health impacts clients and the administration of justice,” “reduce stigma associated with mental health disorders,” and “encourage preventive strategies and self-care.” *Id.*

The Supreme Judicial Court of Massachusetts (SJC) acknowledged the “role that lawyer well-being plays in the context of both fitness to practice and administration of justice” in the disciplinary case of *In the Matter of Zankowski*, 487 Mass. 140 (2021). The SJC recognized that the demands of legal practice make it difficult to set boundaries between work and personal life and urged bar leaders, public sector supervisors, law firm partners, private employers, and individual attorneys to “be mindful that attorney well-being and competence are interconnected,” and that “well-being influences ethics and professionalism.” *In the Matter of Zankowski*, at 153-54.

It is no secret that lawyers are often overwhelmed, face constant pressure, and have limited time to recover between demands. Despite these challenges, lawyers need sustained attention, sound decision-making, good judgment under pressure, and the ability to manage stress and emotions to competently represent clients. All these requirements involve practice, skill, and self-awareness.

When lawyers ignore their well-being

WELLNESS *continued on page 20*

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Ethics of Prosecuting Pro Se Defendants

Dear Ethics Committee: I am a prosecutor who currently has a case pending against a pro se defendant. What ethics rules and considerations should I be aware of?

Prosecuting pro se defendants is a significantly more difficult ethical experience under the Rules of Professional Conduct than prosecuting defendants represented by counsel. In these circumstances, the prosecutor has to interact directly with an individual who almost certainly has less knowledge of the law and rules of criminal procedure than an attorney and who, at any point, could make testimonial statements.

Prosecutors must seek to balance their roles as advocates for the state against their obligation to ensure a fair process for the defendant, all while avoiding ethical pitfalls of dealing with pro se parties. These pitfalls include confusing the pro se defendant about the prosecutor's role, inadvertently providing legal advice to an unrepresented defendant, improper communications, and breaching a heightened duty of candor to the court.

Fairness

Prosecutors must undertake significant efforts to ensure that they are treating pro se defendants with fairness and transparency. Pro se defendants may be confused about the role that prosecutors play and will likely be unaware of the laws and rules pertaining to the case.

They may ask questions about procedure or the law that a defendant would typically ask their attorney.

Prosecutors have a duty to ensure that pro se defendants are clearly aware of their adversarial role in the matter. Prosecutors may answer procedural questions; however, they cannot provide legal advice or create any sort of impression that the prosecutor is a disinterested party. Rule 4.3 addresses this plainly and provides that a lawyer who is dealing with an unrepresented person:

“...shall not state or imply that the lawyer is disinterested. When the lawyer knows or reasonably should know that the unrepresented person misunderstands the lawyer's role in the matter, the lawyer shall make reasonable efforts to correct the misunderstanding. The lawyer shall not give legal advice to an unrepresented person, other than the advice to secure counsel ...”

The Ethics Committee previously reviewed this line between legal advice and procedural guidance in 2014 in “Rule 4.3 and the Difficulties of Dealing with an Unrepresented Opponent” (*New Hampshire Bar News*, June 18, 2014). Now, as then, we recommend that prosecutors be cautious about making seemingly disinterested or objective statements about the pertinent rules or law, as the comments to Rule 4.3 keenly note, “one not experienced in dealing with legal matters might

assume that a lawyer is disinterested in loyalties or is a disinterested authority on the law even when the lawyer represents a client.”

If the prosecutor wants to do more than just advise the pro se defendant to hire their own lawyer, they must clearly indicate that they have opposing interests to the pro se defendant. The prosecutor should clarify that they are only expressing their position regarding certain legal rights, duties, or obligations, rather than providing an impartial or authoritative interpretation of the law.

A prosecutor must also not take advantage of a pro se defendant's ignorance of the law to achieve early procedural victories. The fairness provisions of Rule 3.4 apply to pro se parties just as they do to opposing counsel. Rule 3.8(c) provides that a prosecutor shall not “...seek to obtain from an unrepresented accused a waiver of important pretrial rights, such as the right to a preliminary hearing” as doing so would abridge the fundamental obligation that prosecutors have to ensure the fairness of the criminal justice system.

Indeed, the oft-cited ABA comment to 3.8 reminds all prosecutors that they “[have] the responsibility of a minister of justice and not simply that of an advocate,” meaning that there are times that the prosecutor has to ensure the constitutional and procedural fairness of the proceeding, even though doing so may be less advantageous or expedient to the prosecutor's case.

Additionally, a prosecuting attorney who directly supervises police prosecutors or other prosecuting officers or detectives must make reasonable efforts to ensure that they adhere to the Rules of Professional Conduct in their interactions with pro se defendants pursuant to Rule 5.3.

Communications

Prosecutors must also exercise significant caution when communicating with pro se defendants. A defense attorney typically serves as a barrier to possible communication concerns when the defendant is represented. However, without an attorney, a pro se defendant may make testimonial admissions or statements to the prosecutor in the course of conversations that may inadvertently turn the prosecutor into a necessary witness during the proceeding.

If the prosecutor were to become

such a witness, Rule 3.7 would require the prosecutor to recuse themselves from acting as an advocate in the case. Prosecutors should always try to have a witness with them when they are communicating with pro se defendants to avoid this potential.

Prosecutors should also pay close attention to the accuracy of all statements of fact and law that they make to pro se defendants. Rule 4.1(a) already prohibits a lawyer from knowingly making false statements of material fact or law to a third party in all contexts, but a prosecutor should be aware of the possibly heightened effect of their statements to a pro se defendant as they are likely the government official the defendant is interacting with most closely in the proceeding.

The prosecutor should take extra caution to make sure that they are not even inadvertently or negligently making false statements or even statements that could be misinterpreted by a non-lawyer.

Candor

Finally, prosecutors may have an enhanced responsibility of candor to the tribunal when dealing with a pro se defendant, as the defendant is almost certainly not aware of all of the laws or facts pertaining to the proceeding. Prosecutors should be aware of Rule 3.3(a)(2), which provides that an attorney shall not “fail to disclose to the tribunal legal authority in the controlling jurisdiction known to the lawyer to be directly adverse to the position of the client and not disclosed by opposing counsel.”

The prosecutor may be required to disclose adverse case law or legal authority that opposing counsel normally would raise but that the pro se defendant understandably may not know. ♦

This Ethics Corner article was submitted for publication review to the NHBA Board of Governors at its December 18, 2025 meeting. The Ethics Committee provides general guidance on the New Hampshire Rules of Professional Conduct and publishes brief commentaries in the Bar News and other NHBA media outlets. New Hampshire lawyers may contact the Committee for confidential and informal guidance on their own prospective conduct or to suggest topics for Ethics Corner commentaries by emailing the Ethics Committee Staff Liaison at ethics@nhbar.org.

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Ethical Use of AI: Four Duties for New Hampshire Lawyers

By Cameron G. Shilling and Katarina Overberg



Shilling



Overberg

Artificial intelligence has become a part of daily legal practice. The New Hampshire Bar Association Ethics Committee has published three Ethics Corner articles on this topic. Those articles, in conjunction with ABA Formal Opinion 512, convey a clear message: there is no AI exception to the Rules of Professional Conduct. AI is a technology tool. Lawyers remain responsible for every output they generate using AI. This article addresses four core ethical duties implicated by AI.

Confidentiality and Security

Client confidentiality is a threshold concern. Rule 1.6 bars revealing information relating to a representation without informed consent. The Committee applied that rule in “Ethics of Using Artificial Intelligence in Practice” (May 15, 2024) and “Ethics of Drafting Docu-

ments with Artificial Intelligence” (September 10, 2024). Both articles warned against entering client information into then-existing AI tools, which might have retained or trained on those inputs.

Those articles reflected the technology of late 2024. They treated “outside” AI as consumer tools. The September article observed that enterprise AI was then “still in its infancy.” It predicted that firms would soon keep AI “in-house” to protect client information.

That future has arrived. Enterprise tools now offer no-training, zero-retention, and deletion terms by contract. The ABA Task Force’s Year 2 Report (December 15, 2025) confirms the shift. Firms are moving from consumer tools, which “present privacy and confidentiality risks,” to secure enterprise tools. Enterprise AI is now the baseline standard of care.

Security controls also are mandatory. Formal Opinion 512 (July 29, 2024) directs lawyers to read each tool’s terms of use and privacy policy, understand how the tool handles data, and consult IT or cybersecurity experts when needed. Just like any other technology, lawyers must ensure that client information entrusted to AI vendors is protected by appropriate security controls.

The client consent requirement has not evaporated entirely. Rule 1.4 and Formal Opinion 512 make consent fact-specific. For example, consent may be required when AI affects the fee, poses risks to client information, or shapes a

significant decision.

Supervision and Candor

Verification is another theme of the Ethics Corner articles. Rule 2.1 requires independent professional judgment. Rules 3.1, 3.3, and 8.4(c) forbid frivolous contentions, false statements to courts, and misrepresentation. Formal Opinion 512 requires lawyers to review all AI inputs and outputs, including every citation, before filing.

General AI applications like Claude and ChatGPT do not access legal databases such as Westlaw and Lexis. They draw only on public internet sources. As a result, they can fabricate authority. Lawyers therefore cannot rely on generative AI alone to conduct legal research. Courts have sanctioned, and will continue to sanction, lawyers and litigants for filing fictitious citations hallucinated by AI. See *Mata v. Avianca, Inc.*, 678 F. Supp. 3d 443 (S.D.N.Y. 2023); *Park v. Kim*, 91 F.4th 610 (2d Cir. 2024); *Kohls v. Ellison*, 2025 WL 66514 (D. Minn. Jan. 10, 2025); *Morgan v. Community Against Violence*, 2024 WL 218410 (D.N.M. Jan. 19, 2024).

However, used correctly, AI applications are highly effective research aids. Lawyers conduct the research and load the authorities into the tool. The tool reads, summarizes, analyzes, and issue-spots across that dataset. Directed this way, the tool is not performing the research. The danger of hallucination is avoided. AI is also being integrated into

the leading research databases, including Westlaw and Lexis. That makes research with those databases far more efficient. While the lawyer must still read the cited authorities and verify each quote and citation before any external use, the usefulness of the technology as a research and writing aid is powerful and undeniable.

The October 2024 Ethics Corner article, “Understanding Generative Artificial Intelligence and the Potential for Discrimination and Bias,” makes a related point. It grounds bias awareness in competence and independent judgment. It also cautions against automation bias.

Rules 5.1 and 5.3 require lawyers to set AI policies and to train and oversee users of AI. And Rule 5.3 now reaches non-lawyer “assistance,” human or not. Supervise an AI tool as you would a paralegal or junior lawyer. Always keep a human in the loop. And implement a written AI acceptable-use policy now, before a client or a court asks what yours is.

Billing

Rule 1.5 requires reasonable fees, and AI tests that duty. The September 2024 Ethics Corner article noted that failing to use cost-reducing technology could render a fee unreasonable. Formal Opinion 512 sets the limits. A lawyer billing hourly must bill actual time. A lawyer may not bill for time the tool saved. A flat fee may be unreasonable if AI makes the work materially faster. And

AI continued on page 33



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A Pothole, a Partnership, and a Plan for UNH Law

By Bethany Hartt

Victoria Senchuk remembers the precise moment she resolved to run for vice president of the Student Bar Association (SBA) at the University of New Hampshire Franklin Pierce School of Law (UNH Law).



"It was when I fell in a pothole in the Rumford Street overflow parking lot," she says.

One evening, after her last class of the day ended around 8 pm, Victoria found the parking lot blanketed in a thin dusting of snow. With visibility low and the pavement slick, she slipped and fell into a sizable pothole beneath the snow.

Mercifully, Senchuk climbed into her car uninjured but "a little annoyed."

"My first thought was, I am going to get this pothole fixed," she says.

Victoria's ideal running mate was never really in question. It always had to be her best friend, Delaney Cotton, a law student so earnest and ebullient that her energy is scarcely contained within her five-foot-one frame.

Victoria and Delaney met as 1Ls at UNH Law's pre-orientation ice cream social,

arriving with their husbands and puppies in tow. Both are native Floridians and, as Delaney describes, "accounting dropouts who ended up graduating in poli sci."

At the ice cream social, then-SBA vice president Justin Gillule encouraged Victoria and Delaney to run for the 1L governor positions in the upcoming fall election.

"We didn't win that election," says Delaney.

But Victoria never viewed their efforts as a waste of time.

"The act of running and campaigning with one another for the first time was so rewarding," she says.

Both found that UNH Law was a haven for students embracing community and collegiality. Rather than simply benefiting from that culture, Victoria and Delaney would often turn to one another and ask, "How could we contribute?"

Inspired by Justice Ruth Bader Ginsburg's quote, "When there are nine," Delaney wistfully envisioned an all-female SBA executive board. After running on the same ticket with Victoria in the last SBA election, Delaney's 1L daydream became reality in April.

Delaney and Victoria were elected president and vice president, respectively. The student body also elected Naomi Connelly as treasurer and Rebecca Luna as secretary.

What was their first agenda item as president and vice president? Victoria's vendetta

against potholes. She almost immediately enlisted the help of beloved facilities director Hank Lacy.

"I began my tenure as VP on a Thursday and the first pothole was fixed by Hank on Monday morning," she says.

As Delaney and Victoria plan for the school year ahead, three priorities stand out.

The first is strengthening the connection between law students in the residential and hybrid programs.

"There's not always a lot of mixing, and now that there are more residential and hybrid students than ever before, we want to find more ways to bring the two groups together on campus," Delaney says.

Victoria agrees, saying, "Maintaining our admirable and distinct sense of community is one of our top priorities."

A second area of focus is helping students navigate the uncertainty surrounding artificial intelligence's growing role in the legal profession.

"The real issue is that we need to know how to do legal work 'from scratch,' and without AI," Victoria says. "But at the same time, the legal landscape is changing in real time. I'm hoping the student body can learn to use AI properly – but also use it wisely."

Finally, Delaney and Victoria are brainstorming ways to increase opportunities for



Victoria Senchuk (left) and Delaney Cotton (right) stand in the UNH Law courtroom. Photo by Bethany Hartt

experiential learning.

"We really want to get to the point where we have more legal clinic programming," says Delaney.

UNH Law already boasts a popular Intellectual Property and Transaction Clinic. Powerhouse professors Melissa Davis and Julian Jefferson run the Criminal Practice Clinic. But Victoria and Delaney are worried about the future of

the International Technology Transfer Institute following Professor Stanley Kowalski's retirement earlier this year. And they believe law students, with proper supervision, can address legal resource shortages in the surrounding community, particularly in areas like landlord-tenant disputes.

In addition to their SBA duties, Delaney and Victoria are also working as summer associates. Delaney is at Lothstein Guerriero, and Victoria is with Devine Millimet. At the end of July, the pair will depart for Chicago to gather with other law school student leaders at the American Bar Association's Annual Conference.

If you would like to contact Delaney and Victoria, email SBA@law.unh.edu. ♦

Bethany Hartt is a 2L and Daniel Webster Scholar at the UNH Franklin Pierce School of Law. After law school, she plans to practice in New Hampshire.

NLC Hosts Networking Mixer Following Practical Skills

The New Hampshire Bar Association's New Lawyers Committee hosted a networking mixer on June 16, following the first day of the June Practical Skills course. The event was well attended and included an impressive

turnout of judges from all levels of New Hampshire's state courts.

The New Lawyers Committee expresses its gratitude to each of the judges who attended and helped welcome newer members of the New Hampshire Bar. ♦



New Hampshire Superior Court Chief Justice Mark Howard (right) with new lawyers, from left: Sarah Gittelson, Kiera MacWhinnie, and Mathias Lang. Photo by Stephani Roundy Knights



Judge John Kissinger (center) with Miriam Fleming (left) and Kristy Legoas. Photo by Stephani Roundy Knights

WELLNESS from page 17

ing, engage in unhealthy habits, or fail to manage health conditions, they may make more mistakes, make poor decisions, or engage in unethical conduct. When under pressure and stress, lawyers may be more reactive, more distractible, less aware of the consequences of their decisions, and more likely to exercise impaired judgment. But when physically and mentally healthy, lawyers have more energy and focus, enhanced resilience, and greater mental acuity. Maintaining well-being and engaging in self-care practices do not diminish productivity. Rather, they help lawyers do their best legal work and reach their fullest potential.

Well-being should be treated as a professional skill that needs planning, prioritization, regular education, practice, and self-reflection. By planning and prioritizing it like other legal skills and ethical duties, lawyers can avoid mistakes, uphold professional standards under competing pressures, maintain competence, and maintain their overall capacity to do high-level work. Lawyers can reflect on what is working well for them personally, what is not working, what needs to change, what they can control, and what next steps they can take. Maintaining well-being is itself a durable skill, foundational to lawyer competence and overall success.

While calling attention to the skeptics, I remain mindful of my students entering this profession and hopeful about the next generation of New Hampshire lawyers.

Pursuant to the SJC's call to action, legal employers must also consider the connection between lawyer well-being and competence. I encourage legal employers to consider how their workplace policies, expectations, billing practices, and behavior affect the well-being of their lawyers and whether they are putting their employees at risk of unethical behavior or diminished competence. Supporting and encouraging their employees to maintain their well-being will ultimately benefit the organization and its clients.

Planning and prioritizing well-being is a necessary step to maintain competence, but it is not too late for lawyers who are struggling with mental, emotional, or physical health conditions, substance use, work-life imbalance, or burnout. It is also not too late for lawyers who just don't know where to start. The New Hampshire Lawyers Assistance Program offers confidential, non-disciplinary resources and can be reached at 1-877-224-6060 or (603) 491-0282. ♦

Kara Simard, a former attorney with the New Hampshire Public Defender, is an assistant clinical professor and the director of legal residencies at the UNH Franklin Pierce School of Law, where she counsels and supervises law student externs, teaches clinical externship courses, and assists students in developing the practical skills, values, and knowledge needed to be successful lawyers upon graduation. She serves on both the NHBA's Special Committee on Attorney Wellness and the NHBA's Ethics Committee. She can be reached at kara.simard@law.unh.edu or (603) 513-5195.



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SEPTEMBER 2026

THU, SEP 17 – 9:00 a.m. – 4:00 p.m.

New Hampshire Evidence at Trial

- 345 NHCLE min.
- Concord-NHBA Seminar Room/Webcast

WED, SEP 23 – 9:00 a.m. – 4:30 p.m.

Municipal Law, Land Use, & Zoning in New Hampshire

- 380 NHCLE min., incl. 60 ethics min.
- Concord-NHBA Seminar Room/Webcast

THU, SEP 24 – 9:00 a.m. – 4:30 p.m.

The 2026 Employment Law 360° Forum

- 400 NHCLE min., incl. 60 ethics min.
- Concord-NHBA Seminar Room/Webcast

OCTOBER 2026

WED, OCT 7 – 9:00 a.m. – 4:15 p.m.

Solo & Small Firm Conference 2026: Building the Modern Law Practice

- 365 NHCLE min., incl. 120 ethics min.
- Concord-NHBA Seminar Room/Webcast

WED, OCT 21 – 9:00 a.m. – 4:15 p.m.

Intellectual Property for Business Lawyers & Litigators

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

THU, OCT 22 – Save the Date

Immigration Law

- Concord-NHBA Seminar Room/Webcast

FRI, OCT 30 – 9:00 a.m. – 4:30 p.m.

Developments in the Law 2026

- 360 NHCLE min., incl. 60 ethics min.
- Manchester – DoubleTree by Hilton

NOVEMBER 2026

WED, NOV 4 – Save the Date

Basics of Family Law

- Concord-NHBA Seminar Room/Webcast

FRI, NOV 6 – Save the Date

School Law 2026

- Concord-NHBA Seminar Room/Webcast

FRI, NOV 13 – Save the Date

Wills & Trusts Essentials: The Basics of Estate Planning in NH

- Concord-NHBA Seminar Room/Webcast

DECEMBER 2026

WED, DEC 9 – 8:30 a.m. – 4:45 p.m.

Practical Skills for New Admittees – Day 1

- Concord – Grappone Conference Center

WED, DEC 10 – 8:30 a.m. – 12:00 p.m.

Practical Skills for New Admittees – Day 2

- Concord – Grappone Conference Center

WED, DEC 16 – Save the Date

Best Practices & Procedures for Fiduciaries

- Concord-NHBA Seminar Room/Webcast

FEBRUARY 2027

FRI, FEB 19

Midyear Meeting 2027

- Manchester – DoubleTree by Hilton

APRIL 2027

THU, APR 1 – Save the Date

Sexual Abuse Litigation in NH

- Concord-NHBA Seminar Room/Webcast

New Hampshire Evidence at Trial

Thursday, September 17, 2026

9:00 a.m. – 4:00 p.m.

345 NHCLE min.

NHBA Seminar Room/Webcast

This practical, New Hampshire-focused program brings together experienced trial lawyers and judges for a fast-paced examination of the rules and courtroom realities that govern evidentiary decisions. From relevance, Rule 403, character evidence, privileges, impeachment, authentication, and hearsay to real-time objections and appellate preservation, faculty will focus on the issues lawyers encounter most often in trial practice. The day concludes with an outstanding judicial panel sharing candid perspectives on what helps—and hurts—advocates in the courtroom. As an added benefit, every attendee will receive the **First Edition of the New Hampshire Rules of Evidence Summary Guide: Trial Objections & Evidence Basics**—a concise, practical reference designed for use at counsel table, in chambers, or in trial preparation.

Faculty

Nicole Fontaine Dooley, Program Co-Chair/CLE Committee Member, Welts, White & Fontaine, PC, Nashua

Jesse J. O'Neill, Program Co-Chair/CLE Committee Member, McLane Middleton Professional Association, Manchester

Meghan C. Hagaman, Merrimack County Attorney's Office, Concord

Hon. Melissa B. Countway, NH Supreme Court, Concord

Sean R. Locke, NH Attorney General's Office, Concord

Hon. David D. King, NH Circuit Court, Concord

Rory J. Parnell, Parnell, Michels & McKay, PLLC, Londonderry

Lauren E. Prusiner, NH Public Defender, Stratham

Patrick J. Queenan, Sheehan, Phinney, Bass & Green, Manchester

Hon. Charles S. Temple, NH Superior Court (ret.)

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

Municipal Law, Land Use, & Zoning in NH

Co-sponsored by the NHBA's Municipal & Governmental Law Section

Wednesday, September 23, 2026

9:00 a.m. – 4:30 p.m.

380 NHCLE min., incl. 60 ethics min.

NHBA Seminar Room/Webcast

Master the fundamentals, stay current on developments, and sharpen your municipal and land use practice with guidance from New Hampshire's leading zoning and planning practitioners. This program brings together some of New Hampshire's leading land use practitioners for a comprehensive review of the laws, procedures, and practical realities shaping development and municipal decision-making today. From zoning ordinance adoption and amendment procedures to variances, special exceptions, equitable waivers, planning board approvals, and the latest developments in New Hampshire land use law, this program offers essential guidance for attorneys representing municipalities, developers, property owners, and boards. Faculty will share practical insights, strategic considerations, and real-world lessons drawn from years of experience before zoning boards, planning boards, and the courts. The day concludes with discussions of conflicts of interest and ethical issues frequently encountered in municipal and land use practice.

Members of the NHBA's Municipal & Governmental Law Section will receive a discount on their registration fee.

Faculty

Eric A. Maher, Program Chair, Donahue, Tucker & Ciandella, PLLC, Exeter

C. Christine Johnston, NH Municipal Association, Concord

Cordell A. Johnston, Attorney at Law, Henniker

Ari B. Pollack, Gallagher, Callahan & Gartrell, PC, Concord

Laura Spector-Morgan, Mitchell Municipal Group, Laconia

2026 Employment Law 360° Forum: Developments & Strategy from Every Side of the Bar

Co-sponsored by the NHBA's Labor & Employment Law Section

Thursday, September 24, 2026

9:00 a.m. – 4:30 p.m.

400 NHCLE min., incl. 60 ethics min.

NHBA Seminar Room/Webcast

This seminar brings together a balanced faculty to examine the most important developments shaping employment law practice today. Designed for New Hampshire practitioners representing employers, employees, and institutions alike, this program offers a comprehensive, real-world look at evolving legal standards, emerging risks, and strategic decision-making across core practice areas. Through focused analysis and practical insight, attendees will gain a clearer understanding of how current trends are playing out on all sides of the bar—and how to respond effectively in their own practice.

Members of the NHBA's Labor & Employment Law Section will receive a discount on their registration fee.

Faculty

Beth A. Deragon, Program Chair, ClarkDeragon Law, PLLC, Concord

Brian J. Bouchard, Sheehan, Phinney, Bass & Green, PA, Portsmouth

Kathleen A. Broderick, Manchester City Solicitor's Office, Manchester

Heather M. Burns, Upton & Hatfield, LLP, Concord

Amy M. Cann, Cann Law, PC, Portsmouth

Anna B. Cole, Drummond Woodsum, Manchester

Donna M. Daneke, Manchester

Geoffrey M. Gallagher, Poulin, Hurley, Makris & Lyons, PA, Manchester

Chad T. Hansen, Maine Employee Rights Group, LLC, Portland, ME

Benjamin T. King, Douglas, Leonard & Garvey, PC, Concord

John S. Krupski, Krupski & Beaudoin, PLLC, Concord

Katie K. Marble, Focus Financial Partners, Portsmouth

Marie S. McKean, Saint Anselm College, Manchester

Margaret A. O'Brien, McLane Middleton Professional Association, Manchester

James P. Reidy, Phinney, Bass & Green, PA, Manchester

John E. Rich, Jr., McLane Middleton Professional Association, Manchester

Cassandra O. Rodgers, Sheehan, Phinney, Bass & Green, PA, Manchester

K. Joshua Scott, Jackson Lewis, PC, Portsmouth

Abby Tucker, Wadleigh, Starr & Peters, PLLC, Manchester

Developments in the Law 2026

Friday, October 30, 2026

9:00 a.m. – 4:30 p.m.

360 NHCLE min., incl. 60 ethics min.

DoubleTree by Hilton, Manchester

This comprehensive program brings together leading legal minds to deliver fast-paced, practical updates across a wide spectrum of practice areas. Whether you're a solo practitioner, firm attorney, or in-house counsel, this CLE offers high-value takeaways that will keep your practice current and compliant. Timely updates from the New Hampshire Supreme Court and focused sessions on municipal, employment, and bankruptcy law ensure you're equipped for the year ahead. With informative panels and excellent networking opportunities, this is a must-attend event for any New Hampshire attorney.

Faculty

Sara B. Crisp, Program Chair/CLE Committee, The Crisp Law Firm, PLLC, Concord

Simon R. Brown, Preti, Flaherty, Beliveau & Pachios, LLP, Concord

Thomas M. Closson, Thomas M. Closson Attorney at Law, PLLC, Nashua

Tracey Goyette Cote, Shaheen & Gordon, PA, Concord

Amy M. Feliciano, Hillsborough County Superior Court-South, Nashua

Edmond J. Ford, Ford, McDonald & Borden, PA, Manchester

Alyssa Graham Garrigan, Ansell & Anderson, PA, Bedford

Timothy A. Gudas, Clerk, NH Supreme Court, Concord

Stephanie C. Hausman, NH Appellate Defender Program, Concord

Heather S. Kulp, NH Trial Court Center, Concord

Thomas J. Pappas, Primmer, Piper, Eggleston & Cramer, PC, Manchester

Laura Spector-Morgan, Mitchell Municipal Group, PA, Laconia

Roy W. Tilsley, Jr., Bernstein, Shur, Sawyer & Nelson, PA, Manchester



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- Traps for the Unwary: Real Estate

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Devine, Millimet & Branch, PA

- Best Practices in Trusts & Estates

Stephanie K. Annunziata

McLane Middleton Professional Association

- Best Practices in Trusts & Estates

Gary N. Apfel

Simpson & Mulligan, PLLC

- Intake & Beyond: Ethics in the Client Relationship

Aaron A. Archambault

A.A. Archambault, PLLC

- Midyear Meeting
- Solo & Small Firm Conference 2025

Amanda K. Archambault

McLane Middleton Professional Association

- Complying with NH's Parental Medical Leave Law

James J. Armillay, Jr.

Bernstein, Shur, Sawyer & Nelson, PA

- Advocacy Before NH Agencies & Licensing Boards

Hon. Kimberly A. Bacher

US Bankruptcy Court

- Hot Topics in NH Bankruptcy Practice

James P. Bassett

Orr & Reno, PA

- Midyear Meeting

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Krupski & Beaudoin, PLLC

- Advanced Employment Law

Hon. Jared J. Bedrick

NH Circuit Court

- Circuit Court Practice

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eXp Realty

- Best Practices in Trusts & Estates

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- Best Practices for Civil Discovery
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Bianco Professional Association

- New Hampshire Advanced Insurance Law

Caitlyn E. Bickford

NH DHHS - DCYF

- New Hampshire Advanced Insurance Law

Gilles R. Bissonnette

American Civil Liberties Union of NH

- Right-to-Know 91-A Law

Michael A. Blasie

Seattle University School of Law

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

Lisa Ura Bollinger

Black, LaFrance & Bollinger, LLC

- New Hampshire Advanced Insurance Law

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Ford, McDonald & Borden, PA

- Hot Topics in NH Bankruptcy Practice

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Cronin, Bisson & Zalinsky, PC

- Real Estate Law 101

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Sheehan, Phinney, Bass & Green, PA

- Advanced Employment Law

Randi L. Bouchard

NH DHHS - DCYF

- New Hampshire Advanced Insurance Law

Susan N. Brisson

NH DHHS Div of Child Support Legal

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

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Preti, Flaherty, Beliveau & Pachios, LLP

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NH Judicial Branch

- Circuit Court Practice

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Burnham Legal, PLLC

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- 20th Annual Ethics CLE

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Upton & Hatfield, LLP

- 24th Annual Labor & Employment Law Update

Hon. David J. Burns

NH 9th Circuit Court - Family Division - Manchester

- Circuit Court Practice

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Gallagher, Callahan & Gartrell, PC

- New Hampshire Advanced Insurance Law

Coda D. Campbell

Campbell Law, PLLC

- Collateral Consequences ... Servicemembers and Veterans
- Midyear Meeting

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- Advanced Employment Law

Robert S. Carey*Orr & Reno, PA*

- Federal Practice in NH

Christopher B. Casko*NH 6th Circuit Court - Probate Division*

- Best Practices in Trusts & Estates

Pierre A. Chabot*Devine, Millimet & Branch, PA*

- Federal Practice in NH

Andrea G. Chatfield*Sheehan, Phinney, Bass & Green, PA*

- Advanced Employment Law

Hon. Sarah D. Christie*NH Circuit Court*

- Circuit Court Practice

Chief Judge Ellen V. Christo*NH Circuit Court*

- Circuit Court Practice
- Practical Skills - Orientation to NH Court Practice

Thomas M. Closson*Thomas M. Closson Attorney at Law, PLLC*

- Developments in the Law - Employment & Labor Law Update

Anna B. Cole*Drummond Woodsum, Attorneys At Law*

- Advanced Employment Law
- School Law

Sheri E. Colligan*NH 6th Circuit Court - District Division - Concord*

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

Doreen F. Connor*Primmer, Piper, Eggleston & Cramer, PC*

- New Hampshire Advanced Insurance Law

Patricia G. Conway*Rockingham County Attorney's Office*

- Advanced Criminal Law

Mark P. Cornell*NH Supreme Court Attorney Discipline Office*

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- Intake & Beyond: Ethics in the Client Relationship

Ryan J. Correia*Correia Law, PLLC*

- Practical Skills - Family Law Practice

Tracey Goyette Cote*Shaheen & Gordon, PA*

- Developments in the Law - Family Law Update

Hon. Melissa B. Countway*NH Supreme Court*

- Midyear Meeting

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- Practical Skills
- Mastering Family Law in New Hampshire
- Statutory Interpretation
- Solo & Small Firm Conference 2025

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- Mastering Family Law in New Hampshire

Hon. John A. Curran*NH Superior Court*

- New Hampshire Advanced Insurance Law

Eleanor Wm. Dahar*Dahar Law Firm*

- Hot Topics in NH Bankruptcy Practice

Corey Davis*Cyfortec, LLC*

- Advanced Criminal Law

Jared W. Davis*NH Attorney General's Office-DOJ*

- Nonprofit Law 2026

John R. DeWispelaere*McLane Middleton Professional Association*

- Business Organizations & Choice of Entity in NH

Michael A. Delaney*McLane Middleton Professional Association*

- Nonprofit Law 2026

Nicholas J. Deleault*Primmer, Piper, Eggleston & Cramer, PC*

- New Hampshire Advanced Insurance Law

Hon. N. William Delker*NH Superior Court*

- Midyear Meeting
- Best Practices for Civil Discovery

Mary Ann Dempsey*NH Attorney General's Office-DOJ*

- Nonprofit Law 2026

Beth A. Deragon*ClarkDeragon Law, PLLC*

- Advanced Employment Law
- Practical Skills - Employment Law Issues
- Navigating Sexual Harassment Law

Thomas J. Donovan*Donovan, PLLC*

- Nonprofit Law 2026

Kaylee C. Doty-Johnson*Lothstein Guerriero, PLLC*

- Advocacy Before NH Agencies & Licensing Boards

Katheryn E. Dumais*Chisholm, Persson & Ball, PC*

- Traps for the Unwary: Business Organizations ...
- Traps for the Unwary: Probate

Amanda S. Dupuis*Bernstein, Shur, Sawyer & Nelson, PA*

- Real Estate Law 101

Debra Dyleski-Najjar*Najjar Employment Law Group, PC*

- 24th Annual Labor & Employment Law Update

Michael G. Eaton*Wadleigh, Starr & Peters, PLLC*

- 20th Annual Ethics CLE

Jennifer A. Eber*Disability Rights Center-NH, Inc.*

- Midyear Meeting



Jonathan M. Eck

Orr & Reno, PA

- Best Practices for Civil Discovery
- Best Practices in Trusts & Estates

Jessica L. Ecker

Weibrecht & Ecker, PLLC

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Wadleigh, Starr & Peters, PLLC

- New Hampshire Advanced Insurance Law

Christina A. Ferrari

Bernstein, Shur, Sawyer & Nelson, PA

- Advocacy Before NH Agencies & Licensing Boards

Michael B. Fisher

Fisher Law Offices, PLLC

- Hot Topics in NH Bankruptcy Practice

Ryan P. Flatley

Downs Rachlin Martin, PLLC

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Solo & Small Firm Conference 2026: Building the Modern Law Practice

Co-sponsored by the NHBA's Solo & Small Firm Law Section

Wednesday, October 7, 2026

9:00 a.m. – 4:15 p.m.

365 NHCLE min., incl. 120 ethics min.

NHBA Seminar Room/Webcast

Join New Hampshire attorneys, judges, and practice management experts for a full day devoted to the real-world challenges and opportunities facing solo and small firm lawyers. From practical strategies for aligning people, processes, and technology, to the effective and ethical use of artificial intelligence, sustainable business models, risk management, leadership, and lawyer well-being, this conference delivers actionable guidance that can be implemented immediately. Whether you are launching a new practice, growing an established firm, or planning for the future of legal services in New Hampshire, you'll leave with practical tools, proven strategies, and a clearer vision for long-term success.

After the program, join your colleagues for a reception in the NHBA's Member Center.

Members of the Solo & Small Firm Law Section will receive a discount on their fee.

Faculty

Aaron A. Archambault, Program Co-Chair, A.A. Archambault, PLLC, Hopkinton

Marcia A. Brown, Program Co-Chair, NH Brown Law, PLLC, Somersworth

Amy M. Cann, Program Co-Chair, Cann Law, PC, Portsmouth

Stephanie K. Burnham, Burnham Legal, PLLC, Manchester

Danielle Hall, Affinity Consulting Group, Columbus, OH

Alec Harrison, CEO, VisualBoston, Norwood, MA

Justin C. Richardson, NH Water Law, Portsmouth

Cassandra O. Rodgers, Sheehan, Phinney, Bass & Green, PA, Portsmouth

Intellectual Property for Business Lawyers & Litigators: Spotting Issues, Managing Risk, & Protecting Innovation

Co-sponsored by the NHBA's Intellectual Property Law Section

Wednesday, October 21, 2026

9:00 a.m. – 4:15 p.m.

360 NHCLE min.

NHBA Seminar Room/Webcast

This seminar will provide a clear foundation in core IP concepts, including patents, copyrights, trade secrets, technology-driven transactions, PTAB and TTAB appeals, patentable subject matter, and patent litigation fundamentals. The program will also explore developing trends, including the fast-moving intersection of artificial intelligence and intellectual property, with guidance from experienced practitioners on issue-spotting, client counseling, and knowing when specialized IP support may be needed.

Members of the NHBA's Intellectual Property Law Section will receive a discount on their registration fee.

Faculty

David A. Thibodeau, Jr., Program Chair, VLP Law Group, Manchester

Sally N. Baraka, Solversa Legal Solutions, PLLC, Portsmouth

Kevin J. Carroll, Secant IP, Manchester

Aaron S. Jacobs, Prince Lobel, Boston, MA

Cassandra C. LaRae-Perez, LaRae Perez Law Firm, PLLC, Manchester

Sean M. Michalski, Michalski Law, PLLC, Bedford

Sarita L. Pickett, Patent Negotiator, PLLC, Manchester

Zvi, S. Rosen, UNH Franklin Pierce School of Law, Concord

Daniel Skempton, Lincoln

Todd A. Sullivan, Hayes Soloway, Manchester

accepting the award on their behalf, dedicating it “to the career law clerks, who do so much to make our courts run smoothly, and who play such an important role in training new lawyers and law students to become the next generation of our leaders.”

The E. Donald Dufresne Award for Outstanding Professionalism was presented to Lauren Irwin. During the presentation, New Hampshire Women’s Bar Association President Katherine Hedges spoke about Irwin’s professionalism and service.

When accepting the award, Irwin emphasized the importance of collegiality and in-person connection within the legal profession.

“One thing I think we should fight to hold on to is the goodwill and sense of community that is created when lawyers get together in person, outside of the adversarial setting,” she said. “Since COVID, those opportunities are less frequent. ... However, getting together and talking to each other socially is important. It allows us to communicate as people instead of as adversaries. As my great friend and law partner Heather Burns would say, ‘without our boxing gloves on.’”

The Justice William A. Grimes Award for Judicial Professionalism was presented to Judge N. William Delker, who was unable to attend. Superior Court Chief Justice Mark Howard accepted the award on his behalf and spoke about Delker’s contributions to the Bench and Bar.

In prerecorded remarks, Judge Delker reflected on Justice Grimes’s legacy in judicial education and the importance of pre-

serving public confidence in the courts.

“Our role as judges extends far beyond deciding the individual cases that come before us,” he said. “We have an obligation to educate people about the important role that courts play in our democracy. And that responsibility is more critical now than ever.”

After the awards presentation, Lick then acknowledged incoming and outgoing members of the NHBA Board of Governors. He also presented a plaque to Immediate Past President and outgoing board member Kathleen Mahan, following remarks from Blodgett honoring Mahan’s leadership on the Board, including her work to welcome new voices into the Association and strengthen connections with the UNH Franklin Pierce School of Law.

After the banquet, members were invited to gather outside for s’mores by the campfire.

Saturday morning began with a video replay of the “20th Annual Ethics CLE” before attendees spread out across the resort grounds. Some members tried ax throwing at the activity center, using long-handled, double-sided axes that Lick likened to “Viking war axes.” Others enjoyed golf, lawn games, and visits to the on-site farm. In the afternoon, attendees had the opportunity to take part in a historical presentation and tour of the Mountain View Grand, as well as a beer and wine tasting event.

The evening began with a lively reception in the Grand View Tent before the President’s Banquet and Leadership Academy graduation. Lick opened the banquet by recognizing newly appointed New Hampshire Supreme Court Justices Bryan Gould and Daniel Will.

Leadership Academy Steering Com-

mittee Co-Chairs Nicole Forbes and Hilary Holmes Rheaume then led the graduation ceremony, presenting certificates to the 11 graduates in attendance: Nicole Bluefort, Justin Braga, Rebecca Dowd, Kathryn Dumais, Julia Hawthorne, Madeline Matulis, Ariana McQuarrie, Cassandra Moran, Christopher Morrow, Mark Waldner, and Graham Steadman.

Lick closed his term by reflecting on his year as president and his time on the NHBA Board of Governors, saying the experience gave him a fuller view of the work being done across the state’s legal community.

He highlighted the Association’s renewed focus on civics education, including programs that brought lawyers and judges into schools, supported classroom instruction, and reached more than 4,600 students during the year. Lick also pointed to a member survey showing that 92 percent of responding attorneys reported volunteering in their communities, saying the results reflected the profession’s continued commitment to service.

Lick then passed the gavel to incoming NHBA President Robert Lucic, who thanked NHBA staff, his family, colleagues, and mentors before turning to the year ahead.

Lucic’s remarks blended gratitude, literary references, and self-deprecating humor. He compared his working relationship with Blodgett to Jane Austen’s Elizabeth Bennet and Mr. Collins, describing Blodgett as the Bennett character while joking that he occupies the more annoying role. He also quoted Johnny Cash while reflecting on the many mentors, colleagues, family members, and younger lawyers who have helped shape his career.

Turning to his priorities for the coming

year, Lucic called on members of the Bar to defend the judiciary and the rule of law, reject personal attacks and threats against judges and lawyers, and prepare the profession for the effects of artificial intelligence.

After the banquet, attendees gathered in the Presidential Ballroom for Casino Night, where participants exchanged “funny money” vouchers for chips and played roulette, poker, craps, blackjack, baccarat, and other games.

As the weekend came to a close, the mountain setting, professional recognition, and time spent together reflected the purpose of the gathering: a chance to reconnect, recharge, and look ahead to the coming year under Lucic’s leadership.

When asked what he is looking forward to as he begins his year as president, Lucic says it is “focusing on what we collectively need to do to train and mentor the next generation of lawyers.”

“Given the rapid changes in technology, especially AI, and the challenges we face as a profession, I want to begin the process of finding ways for us to develop the counselors of the future, not just advocates and technicians,” he says. “We cannot leave it to luck and hope for the best. This is an all-hands-on-deck moment. Otherwise, we risk losing what is best about our profession.”

Lucic says a November 6 symposium will focus on training and mentoring the next generation of lawyers as artificial intelligence continues to reshape the profession. ♦

The NHBA extends its sincerest thanks to the sponsors, advertisers, and attendees who made this event possible, and looks forward to seeing members at the Midyear Meeting in Manchester on February 19.



Professor John Greabe (left) receives the Distinguished Service to the Legal Profession Award from Derek Lick. Photo by Tom Jarvis



Lauren Irwin receives the E. Donald Dufresne Award for Outstanding Professionalism from Derek Lick. Photo by Tom Jarvis



Hon. N. William Delker with the Justice William A. Grimes Award for Judicial Professionalism. Photo by Rebecca Bunyard



Kathleen Mahan receives recognition for her leadership on the NHBA Board from Derek Lick. Photo by Tom Jarvis



Robert Lucic delivering his first remarks as NHBA president. Photo by Tom Jarvis



Hon. Mark Howard speaking to attendees about Hon. N. William Delker. Photo by Tom Jarvis



NHBA Vice President Sarah Mattson Dustin (left), NHBA President Robert Lucic (center), and NHBA Immediate Past President Derek Lick. Photo by Tom Jarvis



The 11 members of the 2026 Leadership Academy class in attendance, from left to right: Rebecca Dowd, Mark Waldner, Christopher Morrow, Cassandra Moran, Julia Hawthorne, Katheryn Dumais, Justin Braga, Nicole Bluefort, Ariana McQuarrie, Madeline Matulis, and Graham Steadman. Photo by Tom Jarvis



NHBA board members Kristin Fields (center) and Catherine Shanelaris (right) talking with past NHBA president Paul Chant (left). Photo by Tom Jarvis



Derek Lick celebrates a win at roulette during Casino Night. Photo by Tom Jarvis



NHBA members enjoying the ax throwing event. Photo by Rebecca Bunyard



Upton & Hatfield attorneys enjoying a quiet evening on the porch. Photo by Tom Jarvis



NHBA members learning the rules of blackjack during Casino Night. Photo by Tom Jarvis



NHBA members enjoying the campfire Friday night. Photo by Tom Jarvis



NHWBA President Katherine Hedges (center) with NHWBA Treasurer Meredith Lasna (left) and NHWBA Vice President Lyndsay Robinson. Photo by Tom Jarvis



Hon. Seth Aframe speaking with John Greabe at the Friday reception. Photo by Tom Jarvis

The AIC's origins date back to 1985, when the Granite State's original 1776 copy of the Declaration of Independence was discovered in the attic of the Ladd-Gilman House. Known as the Dunlop Broadside, the document was slated for auction by the property's owner at the time, the Society of the Cincinnati (the Society). To prevent its sale, the State of New Hampshire intervened, and the Society ultimately agreed to establish a museum to preserve and display the document. That decision led to the founding of the AIC in 1991.

Superior Court Chief Justice Mark Howard had a personal connection to the case through his brother, Jeff, who was with the Attorney General's Office when the state intervened. A self-proclaimed "history nut," Judge Howard followed the case of the Dunlop Broadside and the development of the museum while he was in law school. Years later, when given the opportunity to connect with the AIC's then-board president Joe Pace, Judge Howard jumped at the chance.

"Given what we do for a living in the judiciary," he says, "we've devoted our lives to preserving, maintaining, and defining what it means to be an independent, free democracy – I think that those issues are fascinating, but they are also, for me, sustaining."

Pace shifted from board president to executive director in March 2025, as the AIC was struggling to find someone to fill the position.

"My background and set of credentials, skills, and experiences made me who we were looking for ... so I got kicked downstairs," Pace jokes.



Judge Mark Howard and Joe Pace with sponsors during the opening of the AIC's new exhibits. Front row, from left: Dan Chartrand, Hon. Mark Howard, and Colin Woodard. Back row, from left: Kali Kraemer, Joe Pace, and Elizabeth Bauman. Courtesy photo

In planning its programming, the AIC aims to take visitors on a journey through American history by exploring how the ideals of independence and democracy have shaped the nation, with the larger goal of encouraging them to think and engage.

"We're a center not just for passive museum visits, but interactive exhibits and civic engagement," says Pace. "We don't tell people what to think. We just encourage thinking."

The newly opened Republic Room is designed to take visitors through the story of American history after the signing of the Constitution in 1787. The room includes information on Indian removal, suffrage, abolition, civil wars, and civil rights through the present day.

"This is America. It's dirty, ugly, and

funky," Pace says, echoing language he says he once heard Cornel West use. "We are all part of this operation. It doesn't work without us being informed, engaged, and active."

The Folsom Tavern is another initiative where the AIC seeks to bring history to life through an immersive experience. The site is tied to local lore that George Washington enjoyed a drink there during his 1789 visit to the Granite State. Building on that atmosphere, the popular Beer for History series draws up to 40 visitors to the tavern for each event, where they sample brews from a local brewery while taking in a historical presentation.

"It's a very genuine, very authentic experience," says Judge Howard.

For the nation's 250th anniversary, the AIC has launched a special initiative called Amending America. This 10-year partnership with the William W. Treat Foundation focuses on the Bill of Rights, with each year through 2035 highlighting one of the first 10 amendments to the United States Constitution. The series will explore the meaning of each amendment when it was drafted and compare that meaning with its modern interpretation.

"[We want to] challenge people not only to learn why these rights were included in the Bill of Rights," says Pace, "but how jurisprudence and society have evolved to interpret them over the years and examine how they're part of our lives now."

Judge Howard adds that the AIC is also planning speaking events focused on the First Amendment.

"I can't disclose who we expect to have – only because I want to make sure they're fully committed to coming," says Howard, "but they seem very excited."

Pace emphasizes that as we look back with justifiable pride on "the expression of the American mind that is the Declaration of Independence," we also need to study and understand it.

"I like to think of it as a sense of, to better understand where we are and where we're headed, we go back and look at how we got started," he says.

In the spirit of looking back, an annual summer highlight in Exeter is the American Independence Festival, now in its 36th year. The AIC organizes the festival every year to coincide with the arrival of New Hampshire's original copy of the Dunlop Broadside, brought by horseback on July 16, 1776.

The festival also includes a live reading of the Declaration (by a direct descendant of Nicholas Gilman, the original reader); local artisans practicing traditional 18th-century skills and crafts; colonial music, games, and interpreters; and a beer garden. The Dunlop Broadside will also be on display for a limited time.

But ultimately, for the AIC, events like the festival are about more than just entertainment. Pace and Judge Howard want those in the legal profession to know that they are integral to both the AIC and its mission.

"While we celebrate New Hampshire, we also celebrate the work that everybody in the legal profession does," says Pace. "Because they're helping to keep this thing on the rails. We're all in this together. Everyone has a role to play and theirs is critical."

Judge Howard hopes that with the support of the legal profession, the AIC will continue to grow in its mission.

"It's more than just a house museum in Exeter," he says. "It really has become a center for the study, preservation, and maintenance of independence in the US. And who better than the legal profession to be involved in that?"

Pace adds that they always need partners for programming and speaking events.

"So, if anybody reads this and goes, 'Hey, that's super cool and interesting,' they can call me and learn more about it."

Judge Howard wants everyone to be as fascinated with the study and interpretation of history as he is.

"I call on everyone to come out to the Center," he says. "Admission is free – catch the same bug that I have!"

For more information on the AIC, visit aicnh.org. ♦



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■ IOLTA *from page 1*

our Leadership Banks, participating financial institutions, and members of the legal community whose continued support has helped make this record level of funding possible.”

The 2025 New Hampshire Legal Needs Study found that demand for civil legal aid continues to exceed available capacity, with more than 33,000 requests for help made to the state’s three primary civil legal services organizations between 2022 and 2024. More than 60 percent of those requests could not be served due to limited

staffing, program constraints, and intake barriers.

The study also found that access to legal help can be affected by transportation barriers, limited internet access, disability, age, and geography. The increased IOLTA funding will help grantee organizations expand their capacity to serve Granite Staters in need of legal assistance.

In 1982, New Hampshire became the second state to establish a mandatory IOLTA program through New Hampshire Supreme Court Rule 50. IOLTA programs are now in place in every state in the United States and throughout Canada.

Since its inception, the New Hampshire

IOLTA program has awarded more than \$44 million in grants to provide free or reduced-fee civil legal services to disadvantaged Granite Staters and to promote law-related education, at no cost to taxpayers.

The recent increase in IOLTA funding is due in part to the Foundation’s compliance work and the addition of more Leadership Banks. The Foundation now has 15 Leadership Bank partners, including its newest, Millyard Bank.

Leadership Banks commit to maintaining an interest rate equivalent to 65 percent of the federal funds target rate on IOLTA accounts. That commitment helps increase the amount of funding available for IOLTA

grants and supports organizations providing civil legal assistance across the state.

Foundation Coordinator Cindy Roberts says banking with a Leadership Bank is a simple way for attorneys to support civil legal aid.

“Attorneys really are just helping without even having to do anything – just sign up with a Leadership Bank and you’re already helping people,” she says.

The Foundation encourages attorneys and law firms to use Leadership Bank partners for IOLTA accounts. A full list of Leadership Banks is available on the Foundation website at nhbar.org/nh-bar-foundation/where-to-bank. ♦

■ CIVICS *from page 3*

with tips on how to take control of their personal finances and to be financially responsible,” she says. “I hope that they learned that our justice system is made up of real people working to resolve difficult issues fairly and impartially.”

Weare Middle School teacher Hollis Wilson, whose class worked with Bacher through Street Law, says one of the most memorable parts of the partnership was a mock trial that let students experience courtroom procedure firsthand.

“Judge Bacher and her staff brought their expertise in courtroom etiquette, organization, and functionality into my

classroom,” Wilson says. “They hosted a mock trial in which students took on roles in a fictional court case. Students loved it. They had the freedom to create their own defense and were able to better understand how a court session works.”

The program also exposed students to court-related careers beyond becoming lawyers.

“Students were thrilled to know they didn’t have to go to law school to be involved in this line of work,” Wilson says. “It was educational at so many levels. The students were sad when the judge and her staff left and asked when they would be back. Simply put, students were enamored with the experience.”

Other CLO programs also continued

during the fiscal year. *We the People: The Citizen and the Constitution* reached 156 students, served 24 teachers, and engaged 35 lawyers, who contributed an estimated 210 hours of volunteer time. The program offers options for students in grades 3 through 12 and gives high school students the opportunity to participate in a statewide hearing event, with state champions eligible to advance to a national competition. Six high schools are expected to compete in the program in the 2026–27 school year.

CLO also distributed 2,500 copies of *Beyond High School: A Guide to Your Rights and Responsibilities*, a resource available to all high school graduates in New Hampshire. The guide provides students with basic information about their legal rights and

responsibilities once they turn 18.

Future plans include new classroom resources, revisions to lessons offered on the program’s website, potential field trip funding through the New Hampshire Bar Foundation, and collaboration with the New Hampshire Historical Society to create New Hampshire government materials for high school students.

For Madsen, the impact of the program can be seen when students, teachers, and attorneys are in the same room.

“When students are engaged, asking questions, and speaking up in class; when teachers find the activity energizing and relevant; when attorneys come out of it wanting to go back in,” she says. “All those things spell success.” ♦

■ BYRNES *from page 8*

says. “It’s a big loss for us, but it’s a great gain for CASA.”

Attorney Chris Boldt of Donahue, Tucker & Ciandella, who has worked with Byrnes through NHMA, says her approach stood out in the municipal law context.

“She was always informed,” Boldt says. “She’s very, very smart, hardworking, dedicated, and made a point of knowing about what the issue was that she was having to wrestle with.”

Byrnes says she is aware that she is stepping into a position long associated with Sink, who built CASA-NH from the ground up.

“My goal is to continue with the great reputation that Marty has built,” Byrnes says. “I have so much admiration for her, and she’s such an inspiring figure in the state, so I plan to learn from her and stay connected with her so that I can really carry on the mission of the organization.”

At the same time, Byrnes says she expects to bring her own leadership ap-

proach to the organization.

“I recognize I’m not Marty,” she says. “I’m going to be a different leader, and I may have a different style, but overall, we share in the mission of the organization, and that’s something that’s deeply important to both of us.”

Byrnes says her early focus will be on understanding the organization from the inside.

“My goal really is to come in, listen and learn, understand the organization, the challenges, the needs, the positives, where we can improve, where we can grow, and then just run from there,” she says.

For the legal community, Byrnes says CASA-NH’s role can be understood through both the scope of its statewide work and the individual cases in which advocates serve.

“For me, CASA is both about the mission and the work specifically to give a voice to abused and neglected children, but it also has this bigger picture purpose, which is seeing regular people stepping up and volunteering,” Byrnes says. “That is a beautiful big purpose that has even bigger implications than just CASA.” ♦

■ MOCK TRIAL *from page 9*

than 390 competing students, and more than 218 attorney volunteers. The competition spanned three courthouses, with many local Iowa trial and appellate judges volunteering their time to preside over mock trials in their home courtrooms.

We learned many lessons from the national tournament, but the most important is this: the New Hampshire program has the capability to win the national competition. This year, Phillips Exeter Academy, New Hampshire’s state champion, placed 10th in the nation, securing the highest point differential and highest point total of any team in the preliminary rounds.

The team achieved that result without a formal season-long lawyer coach and with a roster in which more than 50 percent of the students were freshmen or sophomores. Imagine what our state can achieve if we can match these students’ dedication.

If we can reach this pinnacle, it would be a major boost to students across the state, encourage the development of a

future generation of lawyers, and significantly raise the national profile of the New Hampshire Bar.

But we cannot sustain or grow the momentum these students have achieved without additional support. Whether it’s sponsoring a team to participate, volunteering to judge for two to three hours (or an entire weekend!), stepping up to coach a new team, or helping the Association’s board run a virtual training session, we need lawyers and judges alike to support the program and the students.

If you want to support this vital program or know students who want to start a new team, please contact Chris Hawkins, the Association’s attorney volunteer coordinator and secretary, at chawkins@dtclawyers.com or Sarah Leighton, state coordinator and treasurer, at sleighton@sandsip.com. ♦

Chris Hawkins is treasurer of the Association’s board and serves as the attorney volunteer coordinator. Sarah Leighton is secretary of the Association’s board and serves as the state coordinator for participating schools. They and the Association can be reached at newhampshiremocktrial@gmail.com.

■ AI *from page 19*

a lawyer may not charge a client to learn a tool the lawyer uses regularly.

The opinion also separates overhead from expense. A grammar checker built into word processing is overhead. A third-party, per-use service may be billed as an expense, as long as that is disclosed and agreed to in advance.

Privilege and Work Product

The NHBA’s Ethics Committee has not yet addressed privilege. However, courts are starting to do so. Protection typically turns on three variables: who directed the use of AI; whether the tool

was consumer or enterprise; and whether the claim is privilege or work product.

Counsel-directed use tends to be protected. In *Tremblay v. OpenAI, Inc.*, 2024 WL 3748003 (N.D. Cal. Aug. 8, 2024), counsel’s prompts reflected mental impressions and were opinion work product. In *Warner v. Gilbarco, Inc.*, 820 F. Supp. 3d 629 (E.D. Mich. 2026), a litigant’s AI use did not waive work product because the model was “merely a tool, not a person.”

By contrast, independent client use tends to forfeit protection. In *United States v. Heppner*, 820 F. Supp. 3d 292 (S.D.N.Y. 2026), a defendant’s use of a public AI platform was neither privileged nor work product, because the tool

“is not an attorney.”

Courts and parties are writing issues into protective orders. Some require disclosure of the AI tool used. See *Morgan v. V2X, Inc.*, 2026 WL 864223 (D. Colo. Mar. 30, 2026). Others bar uploading discovery into open or public AI tools. See *Jeffries v. Harcross Chemicals, Inc.*, 2026 WL 820218 (D. Kan. Mar. 25, 2026). Lawyers should counsel clients about these issues at the start of a representation. Address AI use in engagement letters. And fold AI prompts, outputs, and logs into litigation-hold and preservation protocols.

Conclusion

AI may be new, but our ethical du-

ties are not. Lawyers should adopt enterprise-grade tools, verify inputs and outputs, supervise AI use, bill honestly, and preserve privilege and work-product protection. ♦

Cameron Shilling founded and chairs McLane Middleton’s Cybersecurity and Privacy Group, of which Katarina Overberg is a member. The group, comprising six attorneys and one paralegal, helps businesses and private clients strengthen their security, privacy, and AI compliance, and navigate any incidents or breaches that arise. Cameron can be reached at cameron.shilling@mclane.com, and Katarina can be reached at katarina.overberg@mclane.com.

International Law

Passage of the High Seas Treaty

By Naomi Kalies McNeill

Earlier this month, the monitoring group Mercator Ocean International released a report on the state of the world's oceans. The findings were grim. Sea levels rose an average of 4.2 mm per year between 2012 and 2025, double the rate of the previous decade.

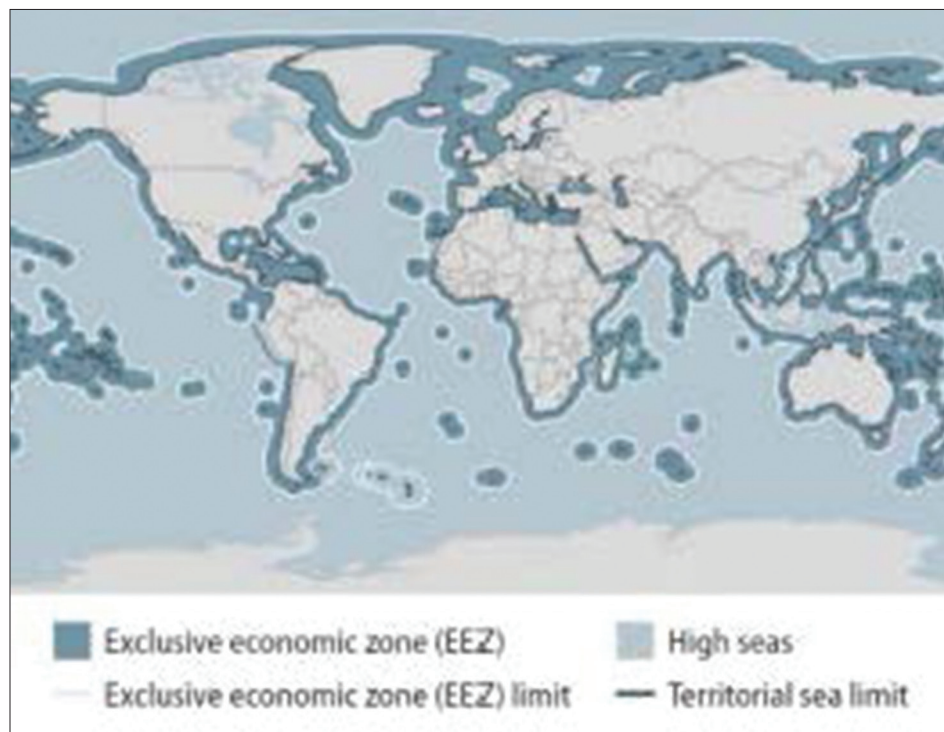


Ocean warming increased, and 10 percent of marine species are at risk of extinction. By Mercator's estimate, only three percent of the world's oceans are actively protected.

Thus, an international treaty protecting those parts of the world's oceans that lie outside countries' territorial waters is a welcome addition to the body of international law. The Biodiversity Beyond National Jurisdiction Agreement, commonly known as the High Seas Treaty, took effect in January, six months after Morocco became the 60th country to ratify the treaty.

The treaty applies to those parts of the oceans that are not within any country's territorial waters. The 1982 Convention on the Law of the Sea established rules for defining territorial seas and exclusive economic zones in which countries could exploit or protect the parts of the ocean designated to them. The rest of the oceans were considered international waters – open to everyone for fishing, shipping, mining, and research, but within no country's jurisdiction to regulate. This treaty aims to fill that gap.

The High Seas Treaty is built around four main pillars: protected marine areas, environmental impact assessments, capacity building and technology transfer, and genetic resources and benefit sharing. The main purpose of the treaty is to designate parts of the high seas for protection. An example of a previously designated protected marine area is the



Ross Sea in Antarctica. The drafters of the treaty set the goal of having 30 percent of the world's oceans in designated protected areas by 2030. In practice, this goal will be met by countries proposing areas for protection and member states voting on whether to protect those areas.

Countries will also be responsible for conducting environmental impact assessments of areas they want to exploit. The treaty provides a framework for identifying and evaluating the potential impacts of an activity.

Each country active on the high seas is required to conduct an environmental impact assessment if it determines that an activity under its control may pollute or cause significant harm to the marine environment.

One of the major criticisms of the treaty is that these assessments are left to countries to perform themselves instead of being assigned to an international body. There will be a monitoring body to review complaints, but those with commercial interests on the high seas could influence which areas are protected and

shape the conclusions of the environmental impact assessments.

Another point of concern is that the treaty does not displace or even require collaboration with existing international bodies regulating fisheries and shipping. Thus, even if an environmental impact assessment makes a good-faith, science-based assessment without industry influence, there is no requirement that other international regulators will adopt the findings.

The capacity-building and technology-transfer components are straightforward collaboration goals. Member states will cooperate to provide training, marine technology development, and the exchange of knowledge through research fellowships and other common projects. Perhaps the most controversial part of the treaty, however, is the genetic resources and benefit-sharing component.

This pillar embodies the common heritage principle, which holds that the world's resources belong to all mankind and not just those with the means to exploit those resources.

Under the High Seas Treaty, no

country can claim or exercise sovereignty over marine genetic resources. In practice, this would mean that any genetic sequencing, research, and commercial development of the oceans' marine life must be shared in an equitable manner and be done sustainably.

The differing philosophies on whether and how to share the resources of the world's oceans reflect the views of those countries that have signed and ratified the treaty and those that have not. Russia has been a vocal critic of the treaty and sees it as a threat to its fishing industry. The United States, India, and Australia, among many others, have signed the treaty but have not ratified it. Perhaps the most surprising country to embrace the treaty is China, which has both signed and ratified the treaty.

China is also one of the countries seeking to host the secretariat offices for the treaty's implementation. Chile and Belgium are the other countries that have submitted bids to host the treaty's secretariat. China's embrace of the treaty is reflective of a change in policy toward international law.

As the US moves away from a leading role in the global rules-based order, China is increasingly filling the void and positioning itself to be a main voice in how international treaties should be interpreted and applied.

The many unanswered questions and details of implementation will be worked out by the Conference of the Parties, a regular summit meeting of countries that ratified the treaty. By the terms of the treaty, the Conference must meet within a year of the treaty becoming effective. Thus, the first signals for how the High Seas Treaty will be implemented will come in early 2027. ♦

Naomi Kalies McNeill is a judicial staff attorney with the Outagamie County Circuit Court in Appleton, Wisconsin. She holds a JD from the University of New Hampshire Franklin Pierce School of Law and an LLM in International Law with International Relations from the University of Kent's Brussels School of International Studies.



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The World Is Still Watching: Ukraine and the Strategic Value of the Law of Armed Conflict Four Years Later

By Ryan Ollis and Luke Webster



In 2022, we wrote an article for the *New Hampshire Bar News* called “Enforcing War Crimes in Ukraine: The World Is Watching,” discussing the formidable barriers connected to investigating and prosecuting war crimes originating from Russia’s invasion of Ukraine. At that early stage of the war, much of the international legal community focused on accountability: Could the International Criminal Court (ICC) successfully investigate atrocities? Could Russian military and political leaders be prosecuted? Would international institutions be capable of enforcing the Law of Armed Conflict (LOAC) against a major military power?

Four years later, those questions persist. The ICC has continued its investigations and issued arrest warrants for senior Russian officials, while European courts have pursued their own criminal investigations for war crimes under the universal and other forms of extraterritorial jurisdiction principles. Yet many of those primarily culpable for directing military operations remain beyond the practical reach of international courts. In 2022, we highlighted the fundamental challenges to prosecuting war crimes, and those challenges still exist today.

What has changed, however, is the expanding recognition of the strategic significance of LOAC.

The Ukraine conflict has demonstrated that the most consequential impacts of LOAC violations do not come from criminal prosecution at all. Rather, they emerge through strategic repercussions across the diplomatic, informational, economic, and military domains. In other words, the past four years reaffirmed the lesson that military theorists have endorsed for centuries: legitimacy is combat power.

An early military theorist and exiled Athenian general, Thucydides, said that power is influenced not only by military strength but also by reputation, alliances, and perceptions. Modern warfare increasingly reflects these dynamics. Nations do not merely compete for terrain or military advantage. They compete for political legitimacy.

The war in Ukraine demonstrates that tactical victories on the battlefield are strategically empty if they simultaneously undermine the overarching political objectives. Russian forces have repeatedly faced allegations of unlawful attacks against civilian populations, civilian infrastructure, hospitals, schools, and residential areas. United Nations investigators and numerous international organizations have documented evidence



suggesting that war crimes have occurred throughout the conflict.

Whether every substantiated allegation ultimately results in a criminal conviction remains uncertain. Yet the strategic consequences have materialized in real time.

Reports of alleged Russian violations continue to galvanize international backing for Ukraine. NATO support has increased. Military aid has expanded. Economic sanctions have, in most cases, intensified.

Diplomatic support for Ukraine has remained remarkably resilient despite the conflict’s length and cost. These effects emerged long before any final judicial determination. They arose because perceptions of legitimacy shaped international behavior.

Carl von Clausewitz, the Prussian general and military theorist, famously described war as “a continuation of policy by other means.” Military operations exist to achieve political objectives, not merely military ones. This principle has important implications for LOAC. If military force is employed in support of political objectives, then conduct that undermines those objectives is not strategically advantageous regardless of tactical effectiveness.

The information environment has made this theory a reality in modern warfare. In 2022, we argued that the world was watching. In 2026, the world is not merely watching – it is documenting, recording, analyzing, and disseminating information at an unprecedented speed.

Social media platforms, open-source intelligence organizations, and civilian cell phone cameras have created a level of battlefield transparency that earlier military theorists could scarcely have imagined. Evidence that once might have remained hidden for years can now become globally available within hours.

This evolution has important implications and insights for military leaders.

LOAC compliance should not be viewed solely as a legal obligation designed to avoid criminal liability. It is a strategic asset that preserves freedom of action.

Military operations perceived as legitimate are more likely to sustain domestic support, maintain coalition cohesion, and preserve diplomatic influence.

Conversely, operations perceived as unlawful can generate strategic costs that far exceed any tactical gains.

Field artillery operations provide a useful illustration. Artillery, long nicknamed the “King of Battle,” remains among the most decisive capabilities on the modern battlefield. Yet every artillery strike now exists within a broader information environment. A lawful strike against a military objective may produce operational success while reinforcing perceptions of professionalism and discipline. An unlawful or indiscriminate strike that results in significant civilian casualties may produce similar physical effects while simultaneously creating strategic setbacks in the informational and diplomatic domains.

For this reason, the roles of judge advocates, chaplains, and public affairs officers have become increasingly interconnected. Judge advocates help commanders understand legal obligations and strategic risk. Chaplains reinforce the ethical foundations that support disciplined military conduct. Public affairs officers help ensure that lawful military actions are accurately communicated and understood. Each preserves legitimacy and contributes to strategic success.

Four years ago, we said that enforcement of war crimes matters because the world is watching. We continue to believe this is true. International accountability remains an essential component

of international law, even when enforcement is imperfect. However, the Ukraine conflict has revealed a broader lesson.

The most significant consequences of LOAC violations often occur long before a case reaches the courtroom.

The foundational military theorists from Thucydides to Clausewitz understood that warfare is fundamentally political. The past four years have reinforced and then elevated that principle. Military success cannot be measured solely by destroyed targets, seized terrain, or enemy casualties. Strategic success ultimately depends upon achieving political objectives.

LOAC is therefore not merely a legal framework. It is a strategic asset. For military forces operating in an era of instant global communication and persistent scrutiny, legitimacy may be as decisive as firepower. ♦

Major Ryan C. Ollis and Major Luke A. Webster are military attorneys with the New Hampshire National Guard. In their civilian practices, Major Webster practices education law and Major Ollis is the associate general counsel to the New Hampshire National Guard.

The views expressed in this article are solely those of the authors and do not reflect the official positions of the Department of War, the US Army, or the Army National Guard.

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Federal Practice and Bankruptcy

Are Merchant Cash Advances Too Good to Be True?

By Edmond Ford

A business is struggling to meet cash demands. Payroll is due in three days. Banks are too slow. There is a source of cash easily had in twenty-four hours: merchant cash advances (MCAs).

Forbes says “MCAs have minimal eligibility requirements and no need for collateral, making them a viable option for businesses needing fast cash without the hassle.”¹ Don’t believe it.

The deal is that a business sells a percentage of its future receipts (20 percent), payable weekly, up to a certain amount (e.g., \$70,000) in exchange for immediate funding (e.g., \$50,000). The pitch is that the transaction is not a loan, but a sale of future receipts. Because it is “not a loan,” no one talks about the APR and most businesspeople who take out an MCA do not know the effective interest rate they agreed to pay. The effective interest rate frequently exceeds 100 percent APR.

For example, in 2023, a debtor in a computer service business sold \$70,000 of its future receipts to XXX Capital



Group for \$50,000. The business agreed that XXX would receive 20 percent of its future receipts, payable weekly, by Automated Clearing House (ACH) withdrawal until XXX received \$70,000. However, the actual payments were not 20 percent, but a calculated figure based on historic cash flow of \$2,917 each week for 24 weeks (less than half a year). Every week XXX withdrew \$2,917 from the business’s bank account by ACH – the business never wrote a check.

If that MCA transaction had been completed as agreed, the interest rate would have been 150.2 percent per annum. These MCA transactions rarely seem to be completed as originally planned. Not uncommonly, they are “refinanced” by a second MCA that pays off the first. In the XXX Capital Group case,

if the MCA was refinanced, either by a second MCA or traditional capital sources, the effect would be to push the interest rate yet higher. If XXX Capital Group were paid off after 12 weeks, the APR would be in excess of 180 percent per annum.

MCAs prey on desperate businesses. The business is losing money and the MCA accelerates the loss. The owner of the business has given a personal guarantee. The business and owner come to the lawyer for help. A few ideas follow.

Study the Guarantee

The game plan for MCA providers is that they often do not want to be lenders because that puts them at significant risk in various states. For example, New York has a criminal usury statute that MCAs were in part designed to avoid. Their strategy is to lean on the fiction that they are not lending money but purchasing “future receipts.” Their argument to the court is that it is not a loan because they have taken on the economic risk that there will be no receipts. To make that argument, they limit their guarantees. The guarantee often says that there is a default if receipts are not deposited into the agreed bank account or if the ACH withdrawals are blocked, but not if the business fails. Perhaps the best course is to let the business fail.

Consider a Bankruptcy for the Business

That might or might not be a default under the guarantee documents, but it often results in several benefits for the business: (a) the MCA agreement typically includes a grant of an all-asset security interest, which is either unperfected or behind standard

bank financing and, as a result, “out of the money.” Either way, the debtor in possession can treat the MCA as an unsecured lender and pay it as an unsecured claim (i.e., no interest and probably cents on the dollar). (b) Consider preference recovery actions against the various MCAs. Not uncommonly, where there is one MCA, there are several, and the payments made to them in the 90 days before the bankruptcy case were significant. (c) Consider fraudulent transfer recoveries from MCAs in the two years before the bankruptcy case under 11 U.S.C. §548.

One wonders whether 150 percent interest, payable weekly, on a six-month loan is reasonably equivalent value. Even if it might otherwise be reasonably equivalent value, the unenforceability of the interest component under RSA 399-B might give an aggressive debtor’s counsel leverage to make an MCA pay.

Consider the Effect of NH RSA 399-B

The documents almost never describe the interest rate. If you can recharacterize it as a loan (which is in truth what MCAs are), then the interest component might be rendered unenforceable. If the violation is “willful and not a mere technical violation,” the court may avoid the interest component and may also find a violation of RSA 358-A (the consumer protection statute). *Comtois v. MAK Invs., LLC (In re Comtois)*, 2007 BNH 15, 363 B.R. 336, 341.

MCAs have recently become a prominent feature of the failing business landscape. Most small business bankruptcies in recent years have included one or more MCA loans. Usually, the MCA loans were the “easy” solution to a cash crisis, but they frequently turn into the cause of the final death spiral. They are, in essence, too good to be true. ♦

Endnote

1. forbes.com/advisor/l/best-merchant-cash-advance-lenders

Edmond J. Ford is a shareholder in the firm of Ford, McDonald & Borden, PA, of Manchester. He is a graduate of Dartmouth College and the University of Pennsylvania Law School and was admitted to the Bar in 1982.

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Subchapter V Confirmation When an Impaired Class Does Not Vote

By James LaMontagne

In bankruptcy, Subchapter V of Chapter 11 was designed to streamline small business reorganizations and encourage consensual plan confirmations. But what happens when a debtor reaches confirmation with no



objections and no rejecting ballots but also has one impaired class that never voted? Can the debtor still obtain consensual confirmation under 11 U.S.C. § 1191(a), or must the case proceed through non-consensual confirmation under § 1191(b)?

Courts have reached different conclusions on how to treat a non-voting impaired class. This article summarizes the three competing approaches: (1) excluding the non-voting class from the § 1129(a)(8) analysis, (2) treating silence as acceptance, and (3) requiring an actual written acceptance before consensual confirmation can occur. The answer matters because the distinction affects discharge timing, confirmation requirements, and the overall efficiency of a Subchapter V case.

Why the Non-Vote Matters

The Bankruptcy Code provides two



paths for confirming a Subchapter V plan:

- Consensual confirmation under § 1191(a): requires satisfaction of the applicable requirements of § 1129(a), except § 1129(a)(15). This includes the requirement in § 1129(a)(8) that each impaired class accept the plan or not be impaired.
- Non-consensual confirmation under § 1191(b): allows confirmation despite an impaired class that has not accepted, provided the plan does not discriminate unfairly and is fair

and equitable.

The distinction is significant. A consensually confirmed plan provides the debtor with a discharge at confirmation. A non-consensually confirmed plan delays discharge until completion of plan payments and generally requires additional court oversight and findings regarding feasibility, disposable income, and fairness.

Excluding the Non-Voting Class

Some courts have concluded that a non-voting impaired class should not

count against consensual confirmation.

In *In re Franco's Paving LLC*, 664 B.R. 107 (Bankr. S.D. Tex. 2023), the court reasoned that the Bankruptcy Code's voting provisions assume there will be at least one vote in each impaired class. Under § 1126(c), acceptance is determined by calculating the percentage of creditors voting in favor based on the number and amount of claims that actually voted. If no creditor votes, the calculation becomes mathematically impossible because the denominator is zero.

The court concluded that Congress could not have intended a result that produces an undefined mathematical calculation. Because Subchapter V favors consensual resolutions, the court held that a non-voting impaired class should not be counted for purposes of § 1129(a)(8).

The same reasoning was followed in *In re Hot's Power Wash, Inc.*, 655 B.R. 107 (Bankr. S.D. Tex. 2023). There, the court found that requiring cramdown solely because a creditor class failed to vote would undermine Subchapter V's goal of efficient and consensual reorganizations.

Treating Silence as Acceptance

A second approach treats a creditor who fails to vote or object as having accepted the plan.

In *In re Ruti-Sweetwater, Inc.*, 836 F.2d 1263 (10th Cir. 1988), the Tenth

VOTE *continued on page 39*

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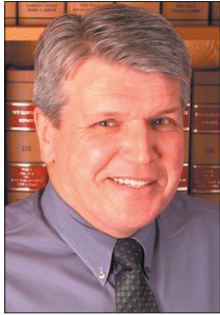
Strategic Default as a Settlement Tool for Private Student Loans

By Richard Gaudreau

Private student loans occupy a peculiar corner of consumer debt law. Most have no income-driven repayment options, no administrative forbearance worth mentioning, and no realistic path to a discharge in bankruptcy. I can eliminate IRS debt in a bankruptcy more easily than I can a private student loan. For clients who cannot pay, the options run out fast.

The cosigner problem makes it worse. A debtor who succeeds in an undue hardship proceeding still leaves the cosigner fully exposed. Filing a Chapter 13 to invoke the co-debtor stay buys time, nothing more – the parties end up in the same position when the case ends. Outside of a winnable defense on the merits, such as a statute of limitations bar or lending disclosure violation, I have not found a durable solution that protects both a borrower and a cosigner outside of settlement.

The scale of the problem is easy to underestimate. One client came to me having made more than \$18,000 in payments on loans originally totaling \$41,600, only to find the balance had grown to nearly \$100,000 even though the loans were never in default.



Another client was living with his parents because his \$2,000 monthly take-home pay left nothing after the \$1,500 contractually due student loan payment. A lender told him flatly that his income was not their problem. A third client, a lawyer, had cosigned for a nephew who graduated, ignored the loan, and left him holding an obligation with no obvious exit.

These are not edge cases. They reflect a structural mismatch between what private lenders demand and what borrowers can actually pay. Private lenders enjoy systemic legal advantages that let them be indifferent to pleas for help.

What that means in practice: I have seen mothers not speaking to daughters over a cosigned loan gone wrong, and another mother who asked whether she could sue her own son. These are not difficult people. They signed to help a student

borrower, the loan went sideways, and a structure with almost no exit strategy left them stuck.

For clients who have exhausted their options and are facing collection on debt they structurally cannot repay, strategic default is worth seriously considering. The concept is straightforward: stop paying, allow the loan to charge off, and position a lump-sum settlement offer to reach the lender's internal charge recovery unit before the account goes to outside counsel. Lenders rarely negotiate meaningfully with borrowers who are current. Default changes that.

This approach has real preconditions. It only makes sense if a lump sum is actually available and will remain available through the settlement process. That pool of money needs to be either exempt from creditor attachment under state law or owned by a family member a judgment creditor cannot reach. A 401(k) is one obvious example on the exemption side. A relative with no liability on the debt willing to contribute is another.

I had one client who believed he had a lump sum lined up and did not, which collapsed the strategy at the worst moment. We eventually worked something out, but the amount forgiven was somewhat less because it became a long-term payment plan, a fallback some lenders won't even offer. Confirm the money exists before advising anyone to stop paying.

Timing is the operational challenge. Lenders charge off private student loans on different schedules – in one case I worked, the lender charged off after eight missed payments. The charge-off triggers a transfer from in-house collections to an internal recovery unit, and that unit is where the leverage lies. Recovery staff have more authority to settle than collec-

tions staff, and in my experience they are genuinely motivated to close accounts rather than pay outside counsel to litigate. But the window is short.

The account is often sent to a collection attorney within weeks of charge-off, and once that happens the dynamics shift considerably. Settling after a lawsuit is filed is still possible and can produce a meaningful discount, but by that point the lender can move to attach a home and can sue the cosigner as well. I have seen what that does to family relationships when a relative who signed on to help ends up as a named defendant. A prelitigation strategy can avoid that result.

I called one national lender the day after charge-off and reached the recovery unit directly. There was some back-and-forth, but the unit's interest in a credible offer was real. The borrower had a grandmother who had cosigned the loans and had assets the lender knew about. We still settled a balance of nearly \$100,000 for less than half. A lender with a cosigner who is used to litigation expenses will often press hard rather than settle.

The threat of a Chapter 13 bankruptcy with its co-debtor stay, however, sometimes gives the lender enough incentive to consider a significant discount. In this case, the settlement resolved the obligation for both the borrower and the grandmother, and the grandmother's assets never came into play. One reason the lender agreed to the discounted payoff instead of litigating the issue was because the lump-sum offer came from a father who would have had no liability in a lawsuit if one were filed.

The practical steps are: identify the lender's charge-off timeline before default begins, track the account carefully as payments are missed, and be ready to call the recovery unit the moment charge-off occurs. Do not wait. The window is not open long, and the recovery unit is the place to be before outside counsel gets involved.

This is not a strategy for every client or every loan. But for clients who want to avoid family alienation, have no interest in bankruptcy, no realistic payment plan on the table, and access to a lump sum the lender cannot reach through judgment, it is a path worth considering – and it may be better than the alternative. ♦

Richard Gaudreau is located in Salem and focuses on student loans and bankruptcy, including undue hardship complaints.

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■ VOTE *from page 37*

Circuit held that a non-voting, non-objecting creditor could be deemed to have accepted a chapter 11 plan. The court emphasized that creditors have an obligation to participate actively in protecting their rights. Allowing creditors to remain silent and later challenge a confirmed plan would threaten the finality and reliability of the reorganization process.

Supporters of this approach argue that bankruptcy procedures establish deadlines for voting and objections for a reason. Creditors should not be permitted to ignore those deadlines and then disrupt confirmation after the debtor has relied on the absence of objections.

Requiring Written Acceptance

It appears that the majority of courts have rejected both the “ignore the class” approach and the implied acceptance theory.

In *In re M.V.J. Auto World*, 661 B.R. 186 (Bankr. S.D. Fla. 2024), the court held that a debtor could not obtain consensual confirmation when an impaired class failed to vote. The court relied on the plain language of § 1126(a), which states that a creditor “may accept or reject” a plan, and Rule 3018(c), which requires an acceptance or rejection to be in writing and comply with the required form.

The court concluded that silence is not acceptance. While Congress clearly intended Subchapter V to encourage consensual plans, courts cannot override the statutory requirements in favor of policy

preferences.

The court in *In re Thomas Orthodontics*, 2024 Bankr. LEXIS 2334 (Bankr. E.D. Wis. 2024), similarly concluded that only actual votes should determine acceptance. The court noted that Congress expressly created presumptions for unimpaired classes and certain rejected claims but did not create a presumption that silent impaired creditors accepted a plan.

The Practical Takeaway

Some courts favor excluding the class from the § 1129(a)(8) analysis because a non-vote creates a statutory and mathematical problem inconsistent with Subchapter V’s preference for consensual plans.

Others have treated creditor silence as acceptance based on the need for creditor participation and finality. Still others, likely the majority, require an actual written acceptance before a plan can be confirmed consensually.

For practitioners, the safest approach is to avoid relying on creditor silence. Obtaining affirmative votes and preparing for the possibility of non-consensual confirmation remain critical steps in successfully navigating a Subchapter V reorganization. ♦

Jim LaMontagne is co-chair of Sheehan Phinney’s Bankruptcy, Restructuring, and Creditors’ Rights Practice Group. His diverse practice includes the representation of debtors and creditors involved in financially distressed situations, insolvency, and commercial disputes.

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Probate/Guardianship

In Re Guardianship of T.M., 2026 N.H. 23
No. 2025-0527
June 10, 2026
Vacated and remanded.

- Whether RSA 464-A:39 requires a moving party to establish cause for the removal of a guardian of the person of an adult ward, or whether the sole inquiry is whether removal would be in the ward’s best interests.

The petitioner, the mother of the adult ward, had previously served as his guardian from 2010 until 2020, when she was removed and the Office of Public Guardian (OPG) was appointed in her place. The mother twice moved to remove OPG and be appointed as successor guardian.

In denying her second motion, the trial court found that the mother had failed to demonstrate by a preponderance of the evidence that OPG was not acting in the ward’s best interests “or otherwise [that] there is cause to remove it as Guardian.” The mother appealed, arguing the trial court applied an incorrect legal standard.

The Supreme Court agreed with the mother. The Court found that, by its plain language, RSA 464-A:39, I(c) permits removal of a guardian whenever the court finds removal to be in the ward’s best interests, and RSA 464-A:39, III allows any interested person to seek removal on that basis alone.

The Court noted that the trial court’s construction requiring a showing of cause added language the legislature did not include. It further distinguished RSA chapter 463, which governs guardianship of minors and expressly requires cause for removal, observing that no comparable language appears in the adult guardianship statute.

While cause for removal may be relevant to the best interests analysis, the Court concluded it is not a prerequisite, and vacated the order and remanded for further proceedings under the correct standard.

S.T., self-represented party, on the brief, for the petitioner. *Anne F. Zinkin*, of Concord, on the memorandum of law, for

the Office of Public Guardian. *Clancy & O’Neill, P.A.*, of Nashua, *Martha E. O’Neill*, for *T.M.*, filed no brief.

Criminal Law

State v. Marcus Cherry, 2026 N.H. 22
No. 2024-0245
June 3, 2026
Reversed; vacated in part; and remanded.

- Whether evidence that a defendant owned and possessed firearms was relevant to prove he was a drug dealer.

The defendant was convicted following a jury trial on one count of conspiracy to sell a controlled drug, four counts of possession of a controlled drug with intent to sell, one count of sale of a controlled drug, and one count of being a drug enterprise leader. Before trial, the court granted the State’s motion to admit evidence of the defendant’s general firearms ownership and possession, ruling it was “inextricably intertwined” with the charged conduct. The defendant appealed, challenging the admissibility of the firearms evidence, the denial of a suppression hearing, the denial of his motion to dismiss the sale of a controlled drug charge, and the joinder of the sale of a controlled drug charge with the other counts.

The Supreme Court held that the trial court erred in admitting evidence of the defendant’s general firearms ownership and possession as intrinsic evidence. The Court found that the State did not articulate any specific connection between those firearms and the charged conduct beyond the fact that the defendant was seen with guns during the same general time period he allegedly led a drug enterprise.

Evidence that the defendant had previously been seen in possession of a revolver matching one found in a co-conspirator’s vehicle was also found to be extrinsic, and the Court declined to affirm its admission because it could not conclude that admission was the only permissible ruling as a matter of law under Rule 404(b). By contrast, the Court found that the firearms seized from the co-conspirator’s vehicle alongside illegal drugs were properly admitted as intrinsic evidence given their direct spatial and causal connection to the charged offenses.

Because the State did not argue

At a Glance Contributor



Hope Vasquez
Law Offices of
Steven B. Stein,
Boston, MA

harmless error as to the improperly admitted firearms evidence, the Court reversed the defendant’s convictions and remanded. On the suppression issue, the Court declined to address the defendant’s arguments, finding they were not preserved for appellate review. On sufficiency, the Court found the evidence adequate to support the sale charge.

Finally, while the charges were sufficiently related to permit joinder, the Court held that the trial court did not address whether joinder of the sale charge specifically was in the best interests of justice, and that portion of the joinder ruling was vacated and remanded.

Attorney General John M. Formella and the Office of the Solicitor General Anthony J. Galdieri and Assistant Attorney General Sam M. Gonyea, on the brief and orally, for the State. *Rothstein Law LLC*, of Exeter; *David M. Rothstein* on the brief and orally, for the defendant.

State v. Adam Montgomery, 2026 N.H. 24
No. 2024-0304
June 11, 2026
Affirmed in part; reversed in part; and remanded.

- Whether the trial court erred in denying the defendant’s motion to sever the second degree assault charge from the second degree murder charge, and whether certain prior bad act evidence was properly admitted as intrinsic to the charged offenses.

The defendant was convicted of second degree murder, second degree assault, falsifying physical evidence, witness tampering, and abuse of a corpse arising from the death of his five-year-old daughter, Harmony Montgomery. The defendant had initially moved to

join all charges for trial but later sought to sever the July 2019 second degree assault charge from the other charges after receiving newly disclosed information about his wife Kayla Montgomery’s prior statements. The trial court denied his motion. At trial, the jury returned guilty verdicts on all charges.

The defendant appealed, arguing that the trial court erred in denying his motion to sever and that certain prior bad act evidence was improperly admitted as intrinsic to the charged offenses. The State’s case on the July 2019 assault rested on multiple witnesses, while the murder charge rested primarily on the testimony of his wife, whose credibility was undermined by felony perjury convictions and inconsistent statements.

The Court found a risk that the jury relied on the assault evidence when evaluating the murder charge, and that the trial court’s limiting instruction was insufficient to cure that risk because it did not prohibit the jury from considering evidence on one charge when deliberating on another. The misjoinder of offenses was not harmless as to the homicide charge and the Court reversed the defendant’s conviction of second degree murder.

On the evidentiary issues, the Court held that evidence of the defendant striking the victim during the weeks before her death was properly admitted as intrinsic to the murder charge, as it involved the same victim, the same mechanism of injury, and similar circumstances, forming a prelude to the charged offense. Evidence of the defendant’s interference with the victim’s mother’s contact in the months preceding the death, however, was not intrinsic, as it lacked the required causal, temporal, or spatial connection to the charged crime. The Court noted that on remand the State may seek admission of that evidence under Rule 404(b). The defendant’s remaining convictions of falsifying physical evidence, witness tampering, and abuse of a corpse were affirmed, as the defendant failed to specifically brief any challenge to those counts.

Attorney General John M. Formella and the Office of the Solicitor General Anthony J. Galdieri and Assistant Attorney General Sam M. Gonyea, on the brief and orally, for the State. *Pamela E. Phelan*, senior assistant appellate defender, of Concord, on the brief and orally, for the defendant.

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LD-2026-0008, *In the Matter of Glenn Robert Milner, Esquire*

On June 15, 2026, the Attorney Discipline Office (ADO) filed a petition for the summary interim suspension of the respondent, Glenn Robert Milner, from the practice of law. The petition relies primarily on Supreme Court Rule 37(9-B)(a)(1) as authority for the summary suspension.

Rule 37(9-B)(a)(1) authorizes the court to suspend an attorney summarily when the ADO alleges that the attorney has “engaged in serious misconduct which poses an immediate and substantial threat of serious harm to the public or the integrity of the legal profession.” “Serious misconduct” is any misconduct “involving (1) mishandling or misappropriation of client or third party property or funds or (2) any other misconduct which by itself could result in a suspension or disbarment.” Rule 37(9-B)(b). An attorney who is suspended summarily without a hearing is entitled, upon request, to a prompt post-suspension hearing. See Rule 37(9-B)(f).

The petition alleges that Attorney Milner, who has been administratively suspended from the practice of law since November 25, 2025 (ADM-2025-0064, *In the Matter of Glenn Robert Milner, Esquire*), continued to practice law post-suspension in 2025, failed to notify his client(s) of his suspension, issued invoices to a client in January 2026 and April 2026 for “Quarterly Services Quarter 1 2026” and “Quarterly Services Quarter 2 2026,” respectively, and accepted \$3,500 in payment from that client pursuant to those invoices. The petition further alleges that Attorney Milner did not perform any legal work for the client in 2026. According to the ADO, “[b]y invoicing and accepting legal fees/retainers, without performing legal work and/or while administratively suspended, Mr. Milner misappropriated

funds in the amount of \$3,500. Moreover, Mr. Milner’s failure to notify the [client] of his administrative suspension, and his subsequent invoicing of the [client] for work allegedly completed while under suspension constituted the unauthorized practice of law and conduct involving dishonesty, fraud, deceit or misrepresentation.”

The petition alleges that Attorney Milner violated the following Rules of Professional Conduct: Rule 1.5, which prohibits a lawyer from charging or collecting an unreasonable fee; Rule 1.15, which requires a lawyer to hold a client’s property in accordance with Supreme Court Rules 50 and 50-A; Rule 5.5, which prohibits the unauthorized practice of law; Rule 8.1(a), which provides that a lawyer shall not knowingly make a false statement of material fact, such as Attorney Milner’s written statement to the ADO in December 2025 concerning his retirement status; and Rule 8.4(c), which makes it professional misconduct for a lawyer to engage in conduct involving dishonesty, fraud, deceit or misrepresentation.

The court determines that the ADO has alleged sufficient grounds to support a finding of “serious misconduct” in the form of misappropriating client funds and engaging in other misconduct which by itself could result in a suspension or disbarment. The court further determines that the alleged “serious misconduct” poses an immediate and substantial threat of serious harm to the public or the integrity of the legal profession because, without a summary suspension, Attorney Milner would continue to practice law, to hold himself out as a lawyer, or to charge and collect legal fees despite his administrative suspension. Accordingly, it is hereby ordered:

(1) In accordance with Rule 37(9-B), Attorney Glenn Robert Milner is summarily suspended from the practice of law in

New Hampshire on an interim basis pending further order of this court. This suspension is in addition to his administrative suspension.

(2) A copy of the ADO’s petition and this order shall be served on Attorney Milner by first-class and certified mail at the latest address that Attorney Milner provided to the New Hampshire Bar Association.

(3) Attorney Milner is enjoined from further use of his IOLTA and operating accounts, along with any other accounts into which he has deposited client funds. He is further enjoined from transferring, assigning, hypothecating, or in any manner disposing of or conveying any assets of clients, whether real, personal, beneficial or mixed.

(4) On or before June 24, 2026, Attorney Milner may request a hearing on the issue of whether the summary suspension should be lifted. See Rule 37(9-B)(f). The hearing will be promptly scheduled.

(5) On or before July 20, 2026, Attorney Milner shall inform his clients in writing of his suspension from the practice of law and of his inability to act as an attorney and shall advise them to seek other counsel. See Rule 37(13). Attorney Milner shall file an affidavit on or before July 20, 2026, stating that he has complied with this requirement. A copy of the affidavit shall be sent to the ADO.

Pursuant to Rule 37(17), the court appoints Attorney Andrea Q. Labonte, ADO Assistant General Counsel, to take immediate possession of the client files and operating, trust and other fiduciary accounts of Attorney Milner, and to take the following actions:

(1) Attorney Labonte shall notify all banks and other entities where Attorney Milner has trust or fiduciary accounts and operating accounts of Attorney Milner’s suspension from the practice of law and

of Attorney Labonte’s appointment by the court.

(2) Attorney Labonte shall, to the extent that she deems necessary, notify Attorney Milner’s clients of his suspension, advise them to obtain the services of other lawyers of their choice, and advise them how they or their new attorneys may obtain their files. Attorney Labonte shall not, however, undertake the representation of any of Attorney Milner’s clients.

(3) Attorney Labonte shall prepare an inventory of Attorney Milner’s client files and shall file a copy of the inventory with this court on or before August 3, 2026, together with a report of her actions taken under this order and recommendations as to what further actions should be taken.

(4) If Attorney Milner was in possession of any client funds or property, Attorney Labonte may file an appropriate motion requesting authority to distribute them.

Attorney Milner is ordered to cooperate with Attorney Labonte in performing the tasks as directed by the court. In particular, on or before June 24, 2026, Attorney Milner shall produce to the ADO the account numbers for the account into which he deposited the client’s checks for “Quarterly Services Quarter 1 2026” and “Quarterly Services Quarter 2 2026,” to enable the ADO to issue a subpoena for the account.

The expenses of Attorney Labonte shall be paid in the first instance from the funds of the attorney discipline system, which may seek reimbursement from Attorney Milner.

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

DATE: June 18, 2026

ATTEST: Timothy A. Gudas, Clerk

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May 2026

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28 U.S.C. § 2241

Timbigamba v. FCI Berlin, Warden, 26-cv-281-LM-AJ, Opinion No. 2026 DNH 060 P, May 26, 2026

After the Department of Homeland Security (DHS) provided the petitioner with a bond hearing before an Immigration Judge (IJ) in response to this court's habeas order directing it to do so, the petitioner moved to enforce the habeas order, arguing that the bond hearing afforded violated petitioner's due process rights because the IJ found the petitioner to be dangerous and a flight risk based on evidence that was insufficient as a matter of law.

The court agreed with the petitioner. Although the IJ found the petitioner dangerous based on pending nonviolent theft charges, the petitioner had strong exculpatory evidence that the IJ failed to consider. In addition, DHS refused to transport the petitioner to hearings in his criminal case at which he could seek dismissal of the charges in light of his exculpatory evidence.

As for flight risk, DHS had previously released the petitioner on parole after concluding he posed no flight risk, and the petitioner's ties to the community had only grown since that time. Thus, the IJ's flight risk finding was arbitrary and unsupported by legally sufficient evidence. Because the evidence presented at the petitioner's bond hearing was insufficient as a matter of law to justify his detention, this court ordered him released. 29 pages. Judge Landya B. McCafferty.

PATENT INFRINGEMENT

NST Global v. SIG Sauer, 19-cv-792-PB, 2026 DNH 053, May 5, 2026

NST Global filed a patent infringement action against SIG Sauer, alleging that SIG Sauer's pivoting contour brace (PCB) and associated products infringed on two of its patents. Sig Sauer moved for summary judgment.

In support of its motion, Sig Sauer first argued the PCB does not literally infringe because it does not meet the literally "telescopically receivable" claim limitation. Second, it argued that NST failed to properly disclose its doctrine of equivalents theory and thus forfeited that argument. Third, it argued that the PCB could not meet the "bifurcated" "body" claim limitation of one of NST's two patents.

The Court denied summary judgment on all three claims. In so holding, it found that that NST raised genuine issues of fact as to literal infringement of the "telescopically receivable" and "bifurcated" "body" claim limitations.

Moreover, although the Court found that NST did not substantively comply with this Court's rules requiring disclosure of a doctrine of equivalents theory in the final infringement contentions, it could not determine whether preclusion was the appropriate sanction and thus denied summary judgment on that claim.

Motion denied. 35 pages. Judge Paul J. Barbadoro.

VOTING RIGHTS

New Hampshire Youth Movement, et al. v. David M. Scanlan, in his official capacity as New Hampshire Secretary of State, et al., 24-cv-91-SE-TSM, 2026 DNH 062 P, May 28, 2026

Several organizations and individuals sued the New Hampshire Secretary of State and the New Hampshire Attorney General seeking a declaratory judgment that certain provisions of 2024 New Hampshire House Bill 1569 (HB 1569) violate the United States Constitution. After a nine-day bench trial, the court issued findings and rulings in favor of the plaintiffs on all counts.

The court held that HB 1569's elimination of the Qualified Voter Affidavit, which allowed registrants to prove their citizenship by swearing to their citizenship under penalties of voter fraud, constitutes an unjustifiable burden on the right to vote in violation of the First and Fourteenth Amendments. The court also held that HB 1569's elimination of the Challenged Voter Affidavit, which allowed voters to overcome challenges to their eligibility to vote by attesting to their qualifications to vote under penalties of voter fraud, constitutes an unjustifiable burden on the right to vote and violated voters' rights to procedural due process.

The court declared the provisions of HB 1569 eliminating those affidavits unconstitutional and permanently enjoined the defendants from implementing or enforcing those provisions. 98 pages. Judge Samantha D. Elliott.

28 U.S.C. § 2241

Helder Pires Macedo v. David Wesling, et al., Case No. 26-CV-36-JL-TSM, 2026 DNH 059, May 20, 2026

This is an immigration habeas corpus case challenging the constitutional adequacy of a court-ordered bond hearing following prolonged immigration detention. The petitioner, Helder Pires Macedo, a lawful permanent resident whose prior marijuana-related conviction had been vacated on ineffective-assistance-of-counsel grounds, sought immediate release after an Immigration Judge found by clear and convincing evidence that he posed a danger to the community and denied bond. The district court held that it had jurisdiction to review the constitutional sufficiency of the bond hearing and that Macedo was not required to exhaust administrative remedies before seeking relief in federal court.

On the merits, the court concluded that although the IJ improperly relied on Macedo's statements during his vacated plea colloquy, she permissibly considered a police report describing his involvement in marijuana distribution, as well as other evidence bearing on dangerousness.

Given the totality of the circumstances, the court determined that a reasonable judge could find by clear and convincing evidence that Macedo posed a danger to the community. Accordingly, because the IJ applied the correct constitutional standard and the evidence was legally sufficient to support her decision,

the court denied Macedo's motion for immediate release. 7 pages. Judge Joseph N. Laplante.

PERSONAL JURISDICTION

Orleans v. Apex Tool Group, LLC, et al., Case no. 25-cv-203-JL-TSM, 2026 DNH 050, May 4, 2026

The court granted a Missouri subcontractor's motion to dismiss for lack of personal jurisdiction in a product-liability action arising from injuries allegedly caused by a pair of defective "Wiss Snips" purchased from a New Hampshire Home Depot. The plaintiff argued that the court could exercise specific jurisdiction over the subcontractor because it performed heat-treatment services on the tool before it was sold in New Hampshire through the distribution chain.

The court rejected that argument, concluding that the subcontractor had not purposefully availed itself of the privilege of conducting activities in New Hampshire. It reasoned that the subcontractor's only role was to perform manufacturing services in Tennessee and return the product to its designer and manufacturer, and that any connection to New Hampshire resulted solely from that manufacturer's independent decision to distribute the product there.

The court further denied the plaintiff's request for jurisdictional discovery, finding that he had failed to make a colorable showing of either specific or general jurisdiction and had identified no non-speculative basis to believe discovery would reveal forum contacts sufficient to render the subcontractor "at home" in New Hampshire. 6 pages. Judge Joseph N. Laplante.

STATUTE OF LIMITATIONS / TORT CLAIMS ARISING OUT OF THE TRANSMISSION OF A SEXUALLY TRANSMITTED INFECTION

Doe v. Hermanson, Case no. 25-cv-411-JL-AJ, 2026 DNH 057, May 11, 2026

A plaintiff brought tort claims for battery, fraud, negligence, and emotional distress arising from the alleged knowing transmission of genital herpes by a former sexual partner. The defendant moved to dismiss, arguing that all claims were barred by New Hampshire's three-year statute of limitations and that New Hampshire law does not recognize civil liability for the transmission of a sexually transmitted infection.

The court denied the motion, concluding that factual disputes precluded dismissal on statute-of-limitations grounds because the complaint plausibly alleged that the plaintiff did not discover her herpes infection until November 2022 and did not learn facts linking the infection to the defendant until April 2024. The court further rejected the defendant's contention that New Hampshire law categorically forecloses tort claims arising from the transmission of sexually transmitted diseases, reasoning that existing tort principles may apply in that context and that neither New Hampshire precedent nor public policy required a different result.

The court held that the complaint sufficiently alleged battery and negligence based on the defendant's alleged knowledge of his infection and misrepresentations regarding his health status, and it declined to dismiss the remaining fraud and emotional-distress claims because the defendant failed to develop any separate challenge to their elements. 8 pages. Judge Joseph N. Laplante.

Classifieds

POSITIONS AVAILABLE

The United States Trustee seeks resumes from persons wishing to be considered for appointment to the panel of trustees who administer cases filed under chapter 7 of title 11 of the United States Code (Bankruptcy Code). The appointments are for cases filed in the United States Bankruptcy Court for the Districts of Massachusetts, New Hampshire, and Rhode Island. Chapter 7 trustees receive compensation and reimbursement for expenses under 11 U.S.C. §§ 326 and 330. Although trustees are not federal employees, appointments are made consistent with federal Equal Opportunity policies, which prohibit discrimination in employment. For additional information, qualification requirements, and application procedures go to: http://www.justice.gov/ust/eo/private_trustee/vacancies/7ad.htm.

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).

ATTORNEY – Well-established law firm located in Nashua, NH seeking a full-time Attorney to focus on Estate Planning, Probate, Family Law and Bankruptcy cases. The position is entry level and further training is to be provided. Friendly, team-oriented law firm environment. Admission to the NH Bar is required. Please e-mail your resume and specific salary requirements to candy@annuttolawoffice.com.

LANDLORD/TENANT PARALEGAL – Busy Manchester law firm seeks experienced Landlord/Tenant Paralegal to support extensive landlord practice. Additional duties include assisting team in general office functions. Must be detail-oriented, self-motivated, and proficient in Microsoft Office 365. Compensation commensurate with experience. Please forward resume to jgibson@bkwlawyers.com.

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.

PARALEGAL – Roy S. McCandless, Esq., PLLC are seeking an experienced, detail-oriented, thorough, and organized Paralegal to join the team at their Concord office. Seeking an individual with a broad base of experience including and not limited to personal injury, civil litigation, and probate & trust administration, working knowledge of the New Hampshire, Massachusetts and Maine Court rules and procedures. Direct resume with cover letter to muna@roysmccandlesslaw.com.

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 lrsreferral@nhbar.org.

LAWYER REFERRAL SERVICE – MODEST MEANS PROGRAM – Narrow the justice gap and still earn fees. The NHBA Lawyer Referral Service Modest Means Program needs more attorneys. This vital reduced-fee program provides access to justice for people with limited income who don't qualify for pro bono programs but can't afford standard attorney fees. It is free to sign up, and there is no obligation to accept any referral. To learn more or sign up visit <https://www.nhbar.org/join-lawyer-referral-service> or contact LRS at (603) 715-3235 or email lrsreferral@nhbar.org.



Flexible Glidepath for “Seasoned Attorney”

Are you thinking about winding down, still enjoying the work, but cannot quite see the next step? Alfano Law is seeking seasoned litigation and real estate attorneys who want to continue practicing without the burden of running a firm.

Alfano Law is a well-established New Hampshire firm representing businesses and individuals in real estate matters, with a primary focus on roads, easements, title issues, planning and zoning, transactions, and property tax. You will retain meaningful control over your practice while we handle infrastructure and operations.

Feeling overwhelmed by technology and AI? We take that burden off your plate. Our firm actively selects, manages, and maintains tools that improve efficiency and move matters along smoothly from initial client contact through file closure. You can focus on practicing law while we handle the systems. You also will work with experienced paralegals as part of a coordinated team structure.

Candidates must have spent most of their careers practicing in New Hampshire. The position may be hybrid or fully remote and may be full or part-time. Full-time attorneys are eligible for health, dental, and 401(k) benefits.

If you would like to have a confidential conversation, please contact Paul Alfano at palfano@alfanolaw.com.



**PRIMMER PIPER
EGGLESTON &
CRAMER PC**

Our firm is always searching for talented attorneys, legal staff, and management personnel who are looking to help build an even more successful environment. We operate in six offices across three states: Vermont, New Hampshire and Washington, DC. We function as a unified firm offering the opportunities and benefits of a large law firm, without sacrificing the camaraderie and efficiency of a smaller firm.

Ideal candidates value the challenge of developing a sophisticated practice and enhancing personal expertise while working as part of a team with other attorneys and staff. We're a firm always looking forward, and experiencing immense growth. Whether you are just beginning your career, or are well-established, we'd love to hear from you. You might be a fit for our legal support team, our business and operations team, or you might be an attorney who will fit perfectly into one of our 28+ different practice areas. Are you an attorney looking to make a lateral move? Possibly from out-of-state? Great! Contact us and let us tell you why a career at Primmer is the best move you'll ever make!

We offer competitive compensation and comprehensive benefits for all positions. For further information, or to inquire about a particular position, please email us at careers@primmer.com.

TWO PROSECUTORS-City of Manchester (Salary Range \$85,334.20 - \$121,666.16, Grade 123)

The Office of the City Solicitor, Manchester NH, serves the City with a team of eleven attorneys, including seven full-time prosecutors handling misdemeanor prosecutions and juvenile cases in the 9th Circuit Court in Manchester.

The Office is seeking applicants for two open prosecutor positions. We offer a collegial, team-based working environment with paralegal support and modern case-management and evidence-management platforms.

Candidates must have graduated from an accredited JD program, and be admitted in good standing to the New Hampshire Bar. The position includes a comprehensive benefits package, including payment of NH Bar dues and CLE requirements, comprehensive medical and dental coverage, vacation and holidays. Experience is preferred but not required as this Office offers an exceptional environment for training.

Interested candidates please apply with a resume and cover letter to www.manchesternh.gov/departments/human-resources/employment

Please do not hesitate to contact or email Attorney Greg Muller, Supervising Prosecutor, gmuller@manchesternh.gov, or our Office Manager Irellyne West, iwest@manchesternh.gov. Both can be reached by telephone at 603-624-6523.

POLICE PROSECUTOR

The Gilford Police Department has an immediate opening for a full-time Police Prosecutor. We are seeking an Attorney and member of the New Hampshire Bar Association who would be responsible for planning, organizing and directing the activities of the Legal Division at the Gilford Police Department. The candidate would provide day-to-day legal advice to officers of the department for police related matters as well as prosecute all department court cases at the District Court level. Qualified candidates will have prosecutorial discretion regarding cases brought before the District Court, in accordance with the mission of the department. The prosecutor works under the general supervision of the Chief of Police. All prosecutorial work is performed independently within established laws, policies and regulations.

Minimum qualifications for this position are: Juris Doctor of Law from accredited University, a member of the New Hampshire Bar Association, Justice of the Peace, three years of experience as a practicing

Attorney in the field of Law, the ability to meet any requirements under the Criminal Justice Information System (CJIS) guidelines needed to view or operate the State Police On-Line Telecommunication System (SPOTS), possess a valid New Hampshire driver's license, successfully pass a full background investigation to include an interview process, Psychological examination and Polygraph examination.

This is a civilian position within the Gilford Police Department. The Town of Gilford offers an excellent benefit package including health insurance, dental insurance, retirement options, as well as paid time off. The position comes with a competitive salary range of \$88,696 - \$143,607 DOQE.

Cover letters and resumes should be mailed/ emailed to: Adam VanSteenburg, Lieutenant, Gilford Police Department, 47 Cherry Valley Rd., Gilford, NH 03249. a.vansteensburg@gilfordpd.gov

The town of Gilford is an Equal Opportunity Employer.

Find Your Next Opportunity

**Shaheen
& Gordon**
ATTORNEYS AT LAW

Shaheen & Gordon is a full-service law firm with a commitment to excellence and a focus on community. A fixture of the New Hampshire legal community for over 40 years, the firm has expanded across Northern New England and all the way to Hawaii. Shaheen & Gordon offers the opportunity to further your career in the legal field at a fast-growing firm.

Shaheen & Gordon is currently looking to fill the following roles. The ideal candidates will have at least 1-3 years' law firm experience.

Personal Injury Legal Assistant – Dover, NH

Personal Injury/Workers Compensation Legal Assistant – Manchester, NH

Must have experience with New Hampshire Personal Injury/Workers Compensation.

Duties for both positions include, but are not limited to:

- Opening and closing of files
- Managing new client files, including performing conflict checks and drafting engagement letters for attorney approval
- Scheduling appointments/calendar court dates and deadlines
- Preparing general legal correspondence, motions, and objections
- Assisting with discovery and document management, including the management of personal injury files
- Serving and filing legal papers in various courts, with familiarity with electronic filing systems in both State and Federal Courts
- Preparing medical evidence for trial
- Skillfully communicating via email and phone with clients, court staff, and opposing counsel
- Utilizing organization skills when preparing case files for attorneys to use at court hearings

Requirements:

- File management proficiency
- Experience with contacting claims adjusters
- Experience with requesting, reviewing, and organizing medical records

- Experience with scheduling permanent impairment evaluations
- Knowledge of court rules and all discovery deadlines
- Excellent administrative skills with the ability to multi-task under pressure and prioritize
- Attention to detail and proofreading skills
- Strong computer skills in Microsoft Office, Outlook, Excel, Adobe, Filevine, scanning and maintaining electronic files is a plus

More About S&G

At Shaheen & Gordon, we live our brand: It's different here. We take our work very seriously, but not ourselves. We take time to know each other. We care about our clients. We invest in our communities. We know that our employees make all the difference, and we treat them accordingly—every member of our firm has a voice and is encouraged to use it.

Shaheen & Gordon is committed to creating a diverse environment and is proud to be an equal opportunity employer. We do not discriminate on the basis of race, color, religion, sex (including pregnancy), gender identity or expression, national origin, citizenship, veteran status, age, physical or mental disability, genetic information, marital status, sexual orientation, or any other consideration made unlawful by applicable federal, state or local laws in any aspect of employment, including but not limited to recruitment, hiring, training, evaluation, transfer, promotion, discipline, compensation, termination, and layoff. Shaheen & Gordon is also a non-smoking workplace.

We offer a competitive salary and a generous benefits package including health insurance, flexible spending account, short-term and long-term disability, paid time off, paid parental leave, life insurance and 401(k) with employer contribution. Although we value the opportunities for collaboration and learning that come with in-person contact, we are open to discussing flexible work arrangements.

Interested applicants please forward your resume, a cover letter, and a writing sample to: careers@shaheengordon.com. EOE

HK **HAMBLETT & KERRIGAN**
ATTORNEYS AT LAW

Trusts & Estates Attorney Nashua, New Hampshire

Hamblett & Kerrigan, P.A. seeks an experienced Trusts & Estates attorney with a minimum of five years of practice in estate planning, trust administration, probate, and related matters.

This is an outstanding opportunity for a lateral attorney seeking a collegial, relaxed, and professional work environment. Our Trusts & Estates department is supported by attorneys and paralegals with decades of combined experience, providing a deep bench of knowledge, mentorship, and administrative support that allows attorneys to focus on delivering exceptional client service.

We offer:

- Competitive compensation
- Health and dental insurance
- 401(k) plan with employer matching
- Experienced and collaborative support staff
- Established client base and strong community reputation
- Long-term growth opportunity in a stable practice

Qualified candidates should possess strong client counseling, drafting, and communication skills and be admitted to practice in New Hampshire. Additional admission to the Massachusetts Bar and experience in tax planning is preferred.

Interested candidates should submit a confidential résumé and cover letter to Sarah Walsh at swalsh@hamker.com

MCLANE MIDDLETON

MID-SENIOR-LEVEL TAX ATTORNEY

McLane Middleton is seeking a talented and driven Tax Attorney to join our team. The ideal candidate will have 5+ years of tax law experience, working closely with businesses and individuals on complex tax structuring for mergers and acquisitions, partnership tax, federal income tax, and private equity transactions. Experience with federal and state and tax controversy work, ERISA and other state and federal laws relating to employee benefits and executive compensation plans is a plus. The qualified candidate will have prior private firm experience or will be transitioning from the IRS or an accounting firm.

JUNIOR-MID-LEVEL EDUCATION LAW ATTORNEY

McLane Middleton is seeking an Education Law Attorney to join our growing education law practice. The ideal candidate should possess 3+ years of experience as an attorney, including experience working with K-12 independent day and boarding schools as outside or in-house legal counsel. Prior legal counsel experience with public schools, higher education, or other youth serving organizations will also be considered. Equally important is in-depth experience in employment law, student misconduct, contract and policy review and development, managing and overseeing investigations, crisis response, and enterprise risk management. The candidate should have a strong work ethic and the ability to effectively counsel various levels of management.

MID-LEVEL EMPLOYMENT LAW ATTORNEY

McLane Middleton is seeking an Employment Law Attorney to join our growing employment law practice. The ideal candidate will have 4+ years of experience in employment law with some background in general litigation. Additional experience should include employee handbooks and related policies, wage and hours compliance, employer hiring guidance and experience with on-site employee training on harassment prevention. Prior experience with crisis response and risk management is a plus.

JUNIOR-MID-LEVEL TRUSTS & ESTATES ATTORNEY

McLane Middleton has one of the largest Trusts and Estates departments in New England and has an exciting opportunity for a Trusts and Estates Attorney. The ideal candidate will have 3 to 5 years of experience in estate planning, tax planning, and trust and estate administration, including estate planning for individuals and family-owned businesses. 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 is a plus.

EXPERIENCED TRUSTS & ESTATES ATTORNEY

This is a unique opportunity to join 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.

For more than 107 years, McLane Middleton has supported the long-term growth of its professionals, helping them build rewarding and successful careers. We welcome dedicated self-starters who are eager to advance their careers and pursue business development opportunities.

A hybrid work schedule combining in-office and remote work is available. Qualified candidates will have strong academic credentials from an accredited law school, excellent analytical abilities, and outstanding communication and writing skills, along with a commitment to exceptional client service.

We offer a collegial team culture, robust professional development, and meaningful opportunities for personal and professional growth in a dynamic environment. Candidates must be admitted to the New Hampshire and Massachusetts Bar or have the ability to waive in. Additional bar memberships are a plus. We provide a competitive compensation and benefits package. We encourage you to consider joining our team!

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



MacDonald Law, PC ATTORNEY

MacDonald Law, PC has been a family law focused firm, located on the New Hampshire Seacoast, and now in Newburyport, Massachusetts. We are looking for another great attorney to join our mid-sized firm. The right candidate will be admitted in New Hampshire (Massachusetts admission is a bonus) with a minimum of 2 to 3 years of experience. You must have a proven track record of amazing communication and writing skills. You should be prepared to share professional references. The right candidate will handle all aspects of family law negotiations, drafting and trial for divorces to post divorce, and parenting matters. Hourly rate of pay is commensurate with experience and is paid based on hours billed to clients.

We offer health insurance, dental insurance,

retirement match, and for the first year with the Firm, attorneys have one month off, plus 12 court holidays. After the first year of proven success, we offer unlimited PTO to our attorneys. The Firm has a KPI financial bonus structure and additional incentives. We pride ourselves on our persistent yet respectful approach to family law litigation, and we value strong work ethic and an empathetic approach to our clients. After 3 years of successful service to the Firm, every employee is eligible for a sabbatical for professional and personal growth and development. We are not your traditional Firm; a sense of humor is absolutely required to work with our team!

For all inquiries and applications, please email felicity@macdonaldlaw.us.

Immediate Openings

Senior /Experienced Assistant County Attorney

Nashua Office

Job Type: Full-Time

Salary: \$81,723.20 - \$114,400.00 Annually



Hillsborough County, the most populous county in New Hampshire (with over 430,000 residents), seeks a dedicated Assistant County Attorney to join our team of prosecutors. We pursue justice with professionalism, excellence, and pride while upholding the New Hampshire Rules of Professional Conduct, American Bar Association Standards for the Prosecution Function, and National District Attorneys Association guidelines.

As an Assistant County Attorney, you will serve as counsel for the State of New Hampshire in criminal matters. You will primarily handle felony and serious misdemeanor cases in Superior Court.

Requirements:

- Juris Doctor degree from an accredited law school.
- Admission to the New Hampshire Bar (or eligibility for admission).

The Hillsborough County Attorney's Office is the focal point for criminal prosecution in our area. If you are passionate about public service, committed to ethical prosecution, and ready to make a meaningful impact in a dynamic team environment, we encourage you to apply.

To apply or for more information, please contact our Nashua Office First Assistant County Attorney Thorspecken by email at nicole.thorspecken@hcnh.gov

PASTORI | KRANS ATTORNEYS AT LAW

LITIGATION ATTORNEY

Pastori | Krans, PLLC, a law firm located in downtown Concord, NH is seeking a mid- to senior-level NH attorney to join its litigation practice.

The ideal candidate will have demonstrated experience advising clients, handling complex matters, and providing strategic counsel across a range of legal issues.

Experience in employment law and/or family law is preferred.

Pastori | Krans is committed to investing in our team's professional growth and development, and provides excellent mentorship, training, and opportunities to work on sophisticated and challenging legal matters.

We offer competitive compensation, comprehensive benefits, including health, dental, vision, disability and life, a generous 401(k) match, ample PTO, and a collegial and fun work environment.

Submit resume to blandry@pastorikrans.com. All inquiries are held in strict confidence.



HAMEL MARCIN DUNN REARDON & SHEA, PC

Litigation Attorney

Associate position for Portsmouth, NH branch of mid-sized defense firm. Opportunity to work with highly experienced attorneys on litigation involving medical malpractice, real estate, construction, general liability, and employment, as well as defense of and consultation on professional licensing matters. Competitive salary, great benefits, and reasonable billing requirement. Excellent verbal communication and writing skills required. Ability to work collaboratively with team members on cases. Admission in New Hampshire, Maine, or Massachusetts required with admission or willingness to get admitted in other jurisdictions.

Send resume and cover letter, in confidence, to tbright@hmdrslaw.com.

Immigration Staff Attorney

New Hampshire Legal Assistance (NHLA) seeks a Staff Attorney to work in our immigration law practice.



The Staff Attorney will have a comprehensive immigration law practice including screening, in-depth consultations, pro se assistance, and full representation; collaboration with other legal services providers and community support organizations; and outreach and community education.

Full position details and how to apply here: <https://www.nhla.org/support/jobs>



Brennan Lenehan Iacopino & Hickey is seeking an associate attorney with three to five years of experience in state and/or federal criminal defense. Candidates with civil litigation experience are encouraged to apply.

The ideal candidate is a thoughtful, confident advocate who stays composed under pressure, exercises sound judgment in complex situations, and communicates effectively with clients, courts, and colleagues. We are looking for someone who is comfortable with court appearances and motion practice, brings strong legal writing and analytical skills, and can manage a demanding caseload with professionalism, discretion, and care. This role is well suited to an attorney who is motivated by meaningful work, thrives in a fast-paced environment, and wants to make a real difference for clients navigating the criminal legal system.

We offer a competitive compensation package that includes paid holidays, paid time off, a 401(k)-retirement plan, health, dental, and vision insurance.

This is an opportunity to join a respected team that handles meaningful, high stakes work and is deeply committed to strong client advocacy.

Please reply to: Tara Terrazzano at TTerrazzano@brennanlenehan.com.

Associate Attorney

Brannen & Loftus, PLLC is a law firm based in Hanover, NH, representing individuals and institutional clients in complex civil litigation matters in Vermont and New Hampshire. The firm's lawyers have significant experience in professional liability, family/domestic law, and general civil litigation.

Role Description

This is a full-time position. The Associate Attorney will be responsible for handling a wide variety of cases, including professional liability matters, family/domestic law, and general civil litigation, and will provide legal advice, conduct research, negotiate, and assist with all aspects of case preparation and litigation. Pay will be commensurate with relevant experience, skill, and qualifications.

The ideal candidate will have a Juris Doctor (JD) degree from an accredited law school, strong knowledge of the law and experience in civil litigation, the ability to provide high-quality legal advice and analysis, excellent research and analytical skills, the ability to work independently and as part of a team, excellent organizational skills and high attention to detail, and excellent written and verbal communication skills. Licensure to practice law in both New Hampshire and Vermont is preferred. We will train the right candidate, and recent law school graduates are encouraged to apply.

Interested candidates should send their resume and cover letter to: lbarth@brannen-loftus.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



MUNICIPAL ATTORNEY

Donahue, Tucker & Ciandella, PLLC (DTC Lawyers) is a full-service New Hampshire law firm with offices in Exeter, Portsmouth, and Meredith, known for its strong community roots, collegial culture, and practical, high-quality legal services.

We are seeking an attorney with an interest in municipal and land use law to join our Municipal Practice Group, with flexibility across office locations.

This role includes advising municipalities on governance, Right-to-Know compliance, contracts, planning and zoning, land use, and related matters, and working with the firm's real estate and litigation teams on development issues.

Candidates should have active bar membership (or anticipated) in New Hampshire, with 3 to 5 years of relevant experience preferred. Experience with planning or zoning boards is a plus. The position includes attendance at evening meetings, as needed, and offers a mix of advisory work and litigation.

TRUSTS & ESTATES ATTORNEY

Donahue, Tucker & Ciandella, PLLC (DTC Lawyers) is a full-service New Hampshire law firm with offices in Exeter, Portsmouth, and Meredith, known for its strong community roots, collegial culture, and practical, high-quality legal services.

We are seeking two attorneys to join our Trusts & Estates practice, with positions in Exeter and Meredith.

This role includes estate planning, trust and estate administration, and advising clients through all stages of planning. It offers the opportunity to join a well-established and collaborative team.

Candidates should have active bar membership (or anticipated) in New Hampshire, with 3 to 5 years of experience in estate planning and probate administration preferred. Strong drafting, communication, and organizational skills are essential. Experience with elder law, tax planning, or business succession is a plus.

Competitive compensation, comprehensive benefits, generous paid time off, and professional development support are provided.

Submit cover letter, resume, and writing sample to careers@dtclawyers.com

All inquiries remain confidential.



Wadleigh, Starr & Peters, P.L.L.C.
has proudly served clients since 1899.
As we continue to grow, we're seeking motivated attorneys to join our team and help build upon our established, thriving practice areas.

Labor and Employment Law

Represent employers in labor and employment matters, including counseling, compliance, and litigation. Responsibilities include advising clients on employment policies and practices, negotiating collective bargaining agreements for public employers, assisting with union grievances, handling administrative proceedings, and representation in state and federal court in matters involving discrimination, wage and hour issues, wrongful termination, and related claims.

Estate Planning & Probate

Advise clients on estate planning strategies, including wills, trusts, and tax planning. Administer probate estates and trusts. Handle guardianships and related fiduciary matters. Build and maintain long-term client relationships. Must be New Hampshire licensed.

Workers' Compensation

Represent both claimants and employers in workers' compensation matters. Preference given to candidates with strong work ethic, proven ability to manage caseload and time factors, and experience practicing before administrative boards.

More About Us

Our firm values professionalism, commitment to our clients, long-term vision, independence and diverse perspectives, and collegiality. We offer competitive compensation, commensurate with experience, comprehensive benefits package including health insurance, 401k plan, life insurance, long term disability, employee assistance program, and paid time off. Professional development includes meaningful client contact and courtroom experience, mentorship from experienced attorneys.

To Apply:

Please submit a cover letter, resume, writing sample, and references to
HR@wadleighlaw.com.

wadleighlaw.com

95 Market St., Manchester, NH 03101 • P: 603-669-4140 F: 603-669-6018

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.

Drummond Woodsum is a full-service law firm with more than 100 attorneys and consultants providing a wide range of services for our nationwide client base, which ranges from some of the nation's largest corporations to small start-up companies, financial institutions, Tribal Nations and Tribal enterprises 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, on-site covered parking, and more. We look forward to hearing from you.

Drummond Woodsum is an equal opportunity employer that does not discriminate on the basis of race, religion, color, national origin, sex, veteran's status, age, disability, sexual orientation, gender identity, genetic information, creed, citizenship status, marital status, or any other characteristic protected by federal, state or local laws. Our Firm's policy applies to all terms and conditions of employment.

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

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, 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.

Labor and Employment Attorney

Manchester, New Hampshire

Drummond Woodsum's Manchester, NH office is seeking an attorney to join our labor and employment law practice group. We are a collaborative, tight-knit team that works closely with employers, particularly in the New Hampshire public sector (e.g., school districts, town, cities, and counties) and Tribal Nation clients, to provide thoughtful, practical guidance on workplace issues before they become disputes.

A central focus of this role is client counseling and proactive risk assessment. Our attorneys advise organizational leaders, HR professionals, and public officials to help them navigate complex employment issues, identify potential legal risks, and implement sound policies and practices. We provide advice on all aspects of the employer/employee relationship, including collective bargaining, grievance administration, workplace discrimination, disability accommodation compliance, wage and hour laws, and workplace misconduct. Our team is also frequently called upon to provide training on labor and employment law topics to supervisors and employees. While much of our work involves preventative counseling and strategic guidance, our team also represents clients in state and federal courts, before federal and state agencies, and in labor arbitration.

We are seeking qualified applicants who are interested in developing a practice centered on client counseling, particularly within the New Hampshire public sector. The ideal candidate will have excellent academic credentials; research, writing, interpersonal, and analytical skills; and have an interest in labor and employment law. Applicants with 0-5 years of related experience are encouraged to apply. We are invested in the success of all our associates and will provide training, mentoring, and resources to support your development as a labor and employment practitioner. New Hampshire bar admission is strongly preferred and the ability to obtain NH bar admission is required. As a close-knit, collaborative team, this role is primarily in-person, with occasional flexibility for remote work.

Drummond Woodsum offers a competitive compensation and benefits package. We are committed to diversity and inclusion in our hiring practice and encourage qualified candidates of all backgrounds to apply. Please send your cover letter and resume to hr@dwmlaw.com. All inquiries are held in the strictest confidence. No phone calls, please.



NH LIQUOR COMMISSION - ATTORNEY IV

Position # 44223 – Concord Office

Salary Range: \$72,579 - \$99,586.50

See *total compensation information at the bottom of announcement.

The New Hampshire Liquor Commission currently has an attorney position available to supervise, integrate, coordinate, and evaluate all legal and legislative objectives and actions for the NH Liquor Commission.

The Duties include:

- Reviews documents, contracts, and relevant issues on behalf of the Commission and its three divisions and provides legal advice regarding them.
- Conducts and provides legal research on various Commission Administrative Rules, Regulations, Issues, Policies, and State & Federal Laws.
- Assists with agency legislative issues, formulates strategy, and represents agency as required.
- Serves as an advisor to the NHLC senior management team by effectively communicating legal advice. Assists with legal hearings and prepares legal hearings Orders and Decisions.
- Represents Commission and manages lawsuits and legal proceedings, including criminal matters and appeals.
- Oversees compliance issues, interfacing with relevant State and Federal Agencies.
- Conducts legal programs and initiatives to ensure efficiency and consistency in application of Commission objectives and recommends corrective action.
- Works with the NH Department of Justice on legal matters as needed.
- Represents Commission at state and out of state conferences and seminars and prepares and presents legal training and presentations as required.
- Supervises personnel, including disciplining employees, solving personnel problems, developing work methods and writing evaluations.
- Recognizes that everyone we come into contact with is a customer and treats all with courtesy, respect and the utmost professionalism.

Requirements: J.D. from an American Bar Association recognized law school, active member of the New Hampshire Bar Association and in Good Standing, six years' experience in the active practice of law, and a valid driver's license and/or access to transportation for statewide travel.

The Attorney IV is a confidential position.

*TOTAL COMPENSATION INFORMATION

The State of NH total compensation package features an outstanding set of employee benefits, including:

- HMO or POS Medical and Prescription Drug Benefits:
- See this link for details on State-paid health benefits: <https://das.nh.gov/hr/benefits.html>
Value of State's share of Employee's Retirement: 12.15% of pay

Other Benefits:

- Dental Plan at minimal cost for employees and their families (\$500-\$1800 value)
- Flexible Spending healthcare and childcare reimbursement accounts
- State defined benefit retirement plan and Deferred Compensation 457(b) plan
- Paid holidays and generous leave plan
- \$50,000 state-paid life insurance plus additional low cost group life insurance
- Incentive-based Wellness Program (ability to earn up to \$500)

Total Compensation Statement Worksheet:

https://das.nh.gov/documents/hr/JobSearch/FINAL_TOTAL_COMP_STATEMENT_ISSUE.xlsx

Want the specifics? Explore the Benefits of State Employment on our website:

<https://das.nh.gov/hr/documents/BenefitBrochure.pdf>

<https://das.nh.gov/hr/index.aspx>

HOW TO APPLY: Please go to the following website to submit your application electronically through NH First: <http://das.nh.gov/jobsearch/employment.aspx>. A paper application may be sent to: New Hampshire Liquor Commission, 50 Storrs St., Concord, NH 03301, Attention: Karen Garneau. A paper application may be emailed to HR@LIQUOR.NH.GOV EOE



AGENCY COUNSEL \$82,557.00 – \$115,026.00

New Hampshire Employment Security seeks a full-time attorney to work as counsel to the Department in our Legal Unit. The responsibilities of the position include, but are not limited to: representing the Department in administrative appeals; drafting administrative orders; providing legal analysis on a broad range of unemployment compensation issues; preparing administrative rules and legislative filings; drafting, evaluating and editing contracts and MOUs; providing legal analysis and support to agency Human Resource personnel and providing oversight of Department efforts to collect overpayment and tax debts.



This unclassified position works collaboratively with Legal Unit staff and other agency personnel. The position is eligible for a hybrid work schedule combining in-office and in-state remote work.

Qualifications: JD degree, membership in the New Hampshire Bar Association, and three years of experience in administrative law, litigation, or client counseling. Public service experience is a plus.

How to Apply: Submit your resumé and cover letter to Donna Wardner, Human Resources Administrator, at donna.j.wardner@nhes.nh.gov or apply online at <https://www.das.nh.gov/jobsearch/employment.aspx>. This position will remain open until a qualified applicant is selected.

Total Compensation & Benefit Information: The State of NH total compensation package features an outstanding set of employee benefits, including HMO or POS Medical, Dental and Prescription Drug plans.

State defined benefit retirement plan and Deferred Compensation 457(b) plan. Value of State's share of Employee's Retirement: 12.87% of pay.

Use this link for details on State-paid benefits: <https://www.das.nh.gov/hr/benefits.aspx>

Total Compensation Statement Worksheet: <https://www.das.nh.gov/jobsearch/compensation-calculator.aspx>

ASSISTANT COÖS COUNTY ATTORNEY

The Office of the Coös County Attorney currently has an opening for a full-time Assistant County Attorney. The Assistant County Attorney is primarily responsible for representing the State in the prosecution of felony crimes in Coös Superior Court. The position may also involve administering a federal grant, discussing legal aspects of cases with staff and police, and counseling law enforcement on legal matters. Trial or jury trial experience is preferred, and experience prosecuting criminal cases and working with victims of crime is a plus. Other responsibilities may include being available to take calls and to provide advice and guidance to local law enforcement during non-office hours.

Minimum Qualifications: Juris Doctor degree and be a member in good standing of the New Hampshire Bar Association.

Application Process: Please send a resume and cover letter to the address below.

John G. McCormick, Coös County Attorney
55 School Street, Suite 141
Lancaster, NH 03584
603-788-5560 (fax)
sue.corrow@cooscountynh.us

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PROSECUTING ATTORNEY

The Lebanon Police Department is accepting applications for the position of Prosecuting Attorney.

2026 Salary Range: \$1,735.99–\$2,343.55 weekly, or \$90,271–\$121,864 annually, plus up to a \$30,000 sign-on bonus. Comprehensive, flexible spending benefits package and enrollment in the New Hampshire Retirement System.

Minimum qualifications include United States citizen, JD degree, NH law license, good standing with the NH Bar, U.S. citizenship, and 1–3 years of criminal prosecution experience. 3–5 years preferred.

Apply at <https://lebanonnh.gov/1414/Employment-Opportunities>

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ASSISTANT COUNTY ATTORNEY

SCOPE OF POSITION:

Seeks justice with professionalism, excellence and pride, consistent with the New Hampshire Rules of Professional Conduct, American Bar Association and National District Attorney's Association guidelines, as a criminal prosecutor with a concentration in Superior Court.

ESSENTIAL JOB FUNCTIONS:

- Acts as counsel for the State of New Hampshire in criminal matters.
- Works closely with Victim/Witness Coordinators to ensure that all witnesses/victims are properly informed, prepared and supported throughout the prosecution process.
- Presents investigations and cases to the Grand Jury.

REQUIRED EDUCATION AND EXPERIENCE

- Juris Doctor from accredited law school.
- Must be admitted into the New Hampshire Bar Association.

Salary Range:
\$81,723.20 - \$114,400.00/year,
dependent on experience.

Status: Full Time/Exempt

Apply Online:
<https://www.governmentjobs.com/careers/rockinghamnh>

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