

DEAL & LACHENEY P.C.

— Local Government Attorneys —

Thomas E. Lacheney

Kelley Kemp

Amanda Lewis

Kara Larson

August 16, 2023

Town of Mineral
Attn: Reese Peck
312 Mineral Avenue
Mineral, VA 23117
(540)252-5877
townmanager@townofmineral.net

Re: Town Attorney Position

Dear Mr. Peck,

I am pleased to submit this letter of interest and proposal in response to your solicitation for legal services for the Town of Mineral. Deal & Lacheney P.C. has years of experience working exclusively with local governments and agencies. Our law practice brings the knowledge, expertise, and resources of a large law firm, with the responsiveness and attentiveness of in house counsel. Our narrowly tailored practice in conjunction with our attorneys' proficiency and attentiveness makes Deal & Lacheney P.C. the ideal firm for the Town of Mineral.

Deal & Lacheney P.C. currently represents a combination of seven (7) towns, counties, and government entities. Amanda Lewis assists with all the clients of Deal & Lacheney as needed, but primarily focuses on Orange County and Powhatan County. Amanda attends each Planning Commission meeting in Orange County and Powhatan County. Some of the most common services Amanda provides involve FOIA, planning and zoning, and everyday research and counsel for local government officials. Amanda ensures that her communication lines remain convenient, prompt, and clear.

Kelley is the Town Attorney for the Town of Amherst and has been the lead counsel for Greene County since 2018. She attends all Council meetings and works closely with the Town Manager on various issues facing the town. To both Amherst and Greene, she provides services in civil litigation, planning, zoning, procurement, human resources, FOIA, water and sewer utilities, and serving as an accessible counsel to local government officials. Kelley makes herself available to all local government clients by phone and email at their convenience.

By retaining our law firm, the Town of Mineral will obtain the experience and dedication of all four attorneys in our firm with Amanda and Kelley designated as the lead attorneys for the locality. We provide exemplary legal services to ensure our clients have professional, focused, and dedicated attorneys. Deal & Lacheney P.C. will be able to provide the Town of Mineral with the expertise and level of service it needs. We look forward to hearing from you and working with you in the future.

Sincerely yours,



Amanda Lewis

AMANDA J. LEWIS

LICENSES

Virginia State Bar, Active

EDUCATION

University of Kentucky College of Law, Lexington, KY

Juris Doctor, May 2019

- Moot Court
- Ellen A. Hennessy Employee Benefits Moot Court Semi-Finalist (2019)

University of Kentucky, Lexington, KY

B.S. in Agriculture Economics, Minors in Business & Animal Science, cum laude, May 2015

EXPERIENCE

Deal & Lacheney P.C.

November 2022 – Present

- Handle Code Enforcement including litigation
- Planning and Zoning
- Attend Planning Commission meetings in Orange and Powhatan Counties
- Legal research
- Work on Ordinance Amendments
- Help re-draft personnel policies

Law Offices of Jennifer M. Simmons, Fredericksburg, VA

Associate Attorney, May 2022 – August 2022

- Full case load management from inception to conclusion
- Practice areas include custody, visitation, divorce, spousal support, child support
- Legal research
- Attend hearings, meet with clients, prepare clients for trial and hearings, gather evidence, construct legal arguments and answers, file court documents, and advise clients regarding their case

Woehrl Dahlberg Yao, PLLC, Fredericksburg, VA

Associate Attorney, September 2020 – April 2022

- Full case load management from inception to conclusion of approximately 45 family and civil cases
- Inherited and managed 70 immigration cases in varying stages
- Practice areas include family law (custody, visitation, divorce, spousal support, child support), estate planning (wills, powers of attorney, advance medical directives, trusts), warrants in debt, and employment and asylum-based immigration
- Assist partners and other associates with cases
- Legal research
- Attend hearings, meet with clients, prepare clients for trial and hearings, gather evidence, construct legal arguments and answers, file court documents, and advise clients regarding their case
- Manage all aspects of a small business, including hiring and managing an assistant, creating and managing case flow, drafting blogs to build and enhance business,

management of bills, collecting fees, and creating and maintaining innovative tasking and efficiency tools

Kurylo Gold & Josey PLLC, Fredericksburg, VA

Law Clerk, August 2019 – December 2019

- Conducted estate planning research
- Assisted with family law and estate planning documents and client communication
- Attended hearings and client meetings

Apollo Law, PLLC, Frankfort, KY

Law Clerk, Summer 2018

- Conducted criminal defense and property law research
- Drafted motions, responses, affidavits, and correspondence
- Attended hearings and assisted with client intake, meetings, and billing
- Wrote legal blog post on expungements and assisted with other website topics

Mark R. Brengelman, Attorney at Law PLLC, Frankfort, KY

Law Clerk, Summer 2018

- Conducted legal research in civil practice contexts
- Reviewed ethics rules on marketing and legal solicitation
- Drafted firm succession plan

**Finance and Administration Cabinet, Office of Policy and Audit, Frankfort, KY
Summer Intern, Summer 2017**

- Reviewed and assisted with interpretation of Kentucky statutes for various projects to assist in determining compliance of laws
- Conducted research
- Attended audit interviews

INTERESTS

Traveling (Australia, Jamaica, Bahamas, U.S.), scuba diving, beginner kayaker, companion animals, livestock, learning American Sign Language (conversational), learning Spanish (beginner)

KARA L. LARSON, ESQ.

P.O. Box 551
Orange, VA 22960
Email: kara@karalarsonlaw.com

Cell: (540) 686-6054

ADMITTED:

Virginia Bar: 2008
United States Bankruptcy Court for the Western and Eastern Districts of Virginia: 2010/2011
United States District Court for the Western and Eastern Districts of Virginia: 2017/2012

MEMBERSHIP:

Virginia Bar Association
Virginia State Bar – Family Law Section
Culpeper County Bar Association

PROFESSIONAL EXPERIENCE:

Supreme Court of Virginia, Richmond, VA

Substitute Judge, September 2021 – present

- Preside over all matters in Juvenile and Domestic Relations District Court and General District Court

County of Orange, Orange, VA

Assistant County Attorney, June 2016 – present

County of Madison, Madison, VA

Agency Attorney (Back-up), August 2020 – present

County of Fauquier, Warrenton, VA

Agency Attorney (Back-up), October 2021 – present

County of Greene, Stanardsville, VA

Agency Attorney, November 2017 – April 2020

Assistant County Attorney, April 2020 – October 2021

- Represent the Department of Social Services in Juvenile and Domestic Relations District Court, General District Court, Circuit Court, and appellate courts in all matters including, but not limited to, abuse and neglect cases, CHINS, termination of parental rights, fostering futures, guardianship proceedings, adoption proceedings, fraud cases, and any other matters as required by CPS, APS, foster care, and the benefits department
- Draft petitions, motions, orders, and all other pleadings needed to prosecute cases
- Review and assist workers with preparing petitions, affidavits, foster care plans, foster care reviews, adoptions progress reports, and any other documents needed in matters
- Provide legal advice for and draft responses to FOIA requests, subpoenas, and other administrative matters
- Provide worker training on applicable law, forms, updates in the law and procedures, and court procedures and presentations
- Work in conjunction with law enforcement in investigating and prosecuting cases of abuse, neglect, and fraud
- Represent local governments in collections, zoning violations, and provide litigation support

KARA L. LARSON, ESQ.

P.O. Box 551
Orange, VA 22960
Email: kara@karalarsonlaw.com

Cell: (540) 686-6054

Kara L. Larson PLLC, Orange, VA

Member/Manager, April 2020 – present

- General representation of clients in Juvenile and Domestic Relations District Court, General District Court, Circuit Court, and Court of Appeals
- Areas of practice: adoption, agency representation, bankruptcy, child custody/visitation and support, local government, debt collection, landlord representation, uncontested divorces, and other general civil litigation
- Representation of children as Guardian *ad Litem*

Vanderpool, Frostick & Nishanian, P.C., Manassas, VA

Independent Contractor, January 2018 – April 2020

- Assist in the representation of Culpeper County DSS, Fauquier County DSS, and Spotsylvania County DSS in Juvenile and Domestic Relations District Court and Circuit Court in all matters including, but not limited to, abuse and neglect cases, CHINS, termination of parental rights, fostering futures, guardianship proceedings, adoption proceedings, fraud cases, and any other matters as required by CPS, APS, foster care, and the benefits department

Gayheart and Willis, PC, Culpeper, VA

Associate, June 2016 – April 2020

Kara G. Jenkins Law, P.C., Culpeper, VA

Principal, October 2012 – June 2016

- Areas of practice: bankruptcy, child custody/visitation, child support, commercial litigation, contract litigation, debt collection, landlord representation, uncontested and contested divorce, general civil litigation, and Guardian *ad Litem* for children
- Appeared in Juvenile and Domestic Relations District Court, General District Court, and Circuit Court to adjudicate abuse/neglect cases at both trial and appellate level, participate in disposition and progress foster care cases, adjudicate and progress CHINS cases, try protective order cases, try warrants in debt and unlawful detainers, argue show causes, motions to dismiss, motions for default judgment, motions to compel discovery, and various other matters at all levels of litigation
- Drafted all necessary pleadings such as petitions to establish custody/visitation, protective orders, CHINS petitions, complaints, bills of particulars, responsive pleadings, discovery responses and requests, pretrial and post-trial motions and memoranda, proposed orders, subpoenas, and other trial documents in both state and federal courts
- Participated with case managers and service providers outside of court to monitor and facilitate services, hold family partnership meetings, and attend team treatment meetings
- Managed and progressed an average of 40 cases at a time which included meeting with and managing clients and service providers, appearing at hearings, depositions, mediation, and trials, retaining and preparing experts and other witnesses, and ensuring compliance with trial and statutory deadlines

KARA L. LARSON, ESQ.

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Orange, VA 22960
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Cell: (540) 686-6054

Lawson and Silek, PLC, Winchester, VA

Associate, March 2008 – September 2012

- Assisted senior associates and partner in all aspects of case management
- Served as a special commissioner in a suit to enforce a judgment lien
- Drafted all civil pleadings need at all levels of litigation including voir dire, jury instructions, and objections to exhibit and witness lists in both state and federal courts, and drafted petitions for appeal, and briefs in support and in opposition for appeals
- Drafted and reviewed settlement agreements, residential and commercial leases, mediation position papers, demand letters, property settlement agreements, prenuptial agreements, mechanic's liens, and homeowners' association declarations

EDUCATION:

Vermont Law School, South Royalton, VT

Juris Doctor, May 2007, GPA: 2.99

- Honors in Legal Research & Writing
- Student Bar Associate Ambassador
- Moot Court Advisory Board Member
- National Environmental Moot Court Competition

Saint Vincent College, Latrobe, PA

Bachelor of Arts, English, December 2003

- GPA: 3.74; Dean's List (8 Semesters); Honor Society
- National and All-Conference Athlete/Scholar Award recipient

Kelley M. Kemp

206 East Brook Run Drive
Richmond, VA 23238
(804) 972-5656
txhoos@gmail.com

EXPERIENCE

Deal & Lacheney P.C. – Powhatan County, VA

Associate Attorney March 2017 – Present

Act as Assistant County Attorney for Greene County and Powhatan County and Town Attorney for Amherst, providing legal advice and representation to various county departments. Advise the Board of Supervisors on zoning compliance, public utilities, procurement issues, contract negotiations, and litigate claims for and against the county. Draft county ordinances and work with staff to ensure that local laws are compliant with state and federal laws. Work with Human Resources to draft employee manuals and policies, and advise on employee investigations and disciplinary issues, including grievance hearings. Aid the Planning and Zoning departments with code enforcement and negotiating positive outcomes for the county.

Brightpoint Community College (formerly John Tyler Community College) – Chesterfield County, VA

Adjunct Professor August 2013 – Present

Teach various college-level paralegal courses. Aid students in understanding the role of a paralegal in various types of jobs. Teach students basic principles of law. Prepare, maintain and deliver on-line lessons, course materials, and graded assignments in Canvas learning management system. Respond to student questions through weekly on-line discussion boards and provide additional instruction and assistance as necessary.

Kemp Law PLLC – Goochland County, VA

Solo Practitioner September 2012 – March 2017

Owned and managed solo legal practice that specialized in juvenile, criminal, and domestic law. Appeared in Circuit Court, General District Court and Juvenile and Domestic Relations Court on behalf of retained and court appointed clients. Represented juveniles in criminal cases, truancy matters, and CHINS petitions. Represented children as a Guardian *ad Litem* in Juvenile and Domestic Relations Court and Circuit Court. Advocated for clients who have filed for disability through the Social Security Administration by representing them at administrative hearings. Prepared legal documents as necessary for clients.

Goochland County Attorney's Office – Goochland County, VA

Assistant County Attorney June 2011 – September 2012

Aided county departments with a variety of legal issues. Reviewed bids and contracts to ensure compliance with procurement laws. Researched and drafted conservation easements. Advised departments on potential civil liability or exposure to lawsuits. Aided Community Development Department with zoning and planning issues. Attended Planning Commission meetings and answered any legal questions that arose during the meetings.

Office of the Commonwealth's Attorney – Harrisonburg, VA

Assistant Commonwealth's Attorney July 2006 – December 2010

Managed a heavy caseload that consisted of various types of criminal cases, including assaults, larcenies, and violent crimes. Argued cases in the Juvenile and Domestic Relations Court, General District Court and Circuit Court of Rockingham County. Interviewed victims, witnesses, and law enforcement to prepare for bench and jury trials. Advised law enforcement on the proper charges to bring in unique and complex cases. Negotiated with defense attorneys to reach plea agreements, when appropriate. Prepared and drafted legal research, motions, and appellate briefs.

Hart Law Offices – Harrisonburg, VA

Associate September 2005 – July 2006

Aided partner in developing trial strategy in various criminal cases, including first degree murder, assault, bigamy, driving under the influence, assaulting a police officer, and underage possession. Argued domestic cases in Juvenile and Domestic Relations Court. Argued criminal cases in General District Court and Circuit Court of Rockingham County. Analyzed police reports, witness statements, and other evidence to craft criminal case defenses. Drafted motions to amend custody, motions to suppress evidence and separation agreements. Performed legal research and drafted legal memoranda. Conducted client interviews to determine if a case was appropriate for the firm.

EDUCATION

American University Washington College of Law

Juris Doctor, May 2005

*American University Journal of Gender, Social Policy,
and the Law* - May 2003 – May 2005

University of Virginia

Bachelor of Arts in English, May 1998

LEGAL LICENSE AND AFFILIATIONS

Admitted to the Virginia State Bar – October 2005

Local Government Attorneys of Virginia, Member - 2017- present

LGA Committee on Attorney Wellness, Chair - 2022- present

James River Estates Homeowners Association, President – 2014 – 2016

THOMAS E. LACHENEY

PROFESSIONAL EXPERIENCE

<u>Orange County, Virginia</u> , County Attorney	2012 to Present
<u>Powhatan County, Virginia</u> , County Attorney	2013 to Present
<u>Appomattox County, Virginia</u> , County Attorney	2017 to Present

- Represent the board of supervisors, and all county departments and agencies for all counties. Also provide assistance and support to attorney representing Greene County and the Town of Amherst.
- Respond to legal inquiries from, and on behalf of, county officials.
- Draft ordinances and resolutions and prepare and advise the governing body on legislation. Redraft of comprehensive plan, zoning ordinances, and stormwater management ordinances.
- Handle zoning matters, conditional use permit requests, and all county land use issues.
- Contract issues, employment law, and all other legal matters for all counties.
- Handle all litigation for all counties in both state and federal courts.
- Set up Broadband Authority and 501(c)(3) Parks and Recreation Foundations.
- Represent Economic Development Authority
- Negotiated and drafted performance agreements under Commonwealth Opportunity Fund business incentive program.

<u>City of Hopewell, Virginia</u> (City Attorney)	2009 to 2012 Jan. to May 2015
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- Represented seven (7) member city council, and all city departments and agencies.
- Drafted ordinances and resolutions.
- Handled EEOC complaints, employee grievance issues, FLSA disputes, and all state and federal employment related matters.
- Negotiated and drafted multi-million-dollar procurement contracts, land development contracts, construction contracts, and oversaw all contract performance issues. Regularly dealt with both state and federal procurement law issues.
- Represented the interests of the city with state and federal regulatory agencies.
- Represented city before Virginia State Corporation Commission concerning utilities regulation issues affecting the city.
- Successfully litigated tax dispute with local industry resulting in over \$3.2 million being paid to the city.
- Handled land condemnation and contract review for construction of new \$30 million sewage treatment plant.
- Handled legal disputes involving zoning and land development.
- Prepared PPEA construction agreements

Hopewell Regional Wastewater Treatment Commission -

2009 to 2012

- Member of governing commission that has operational oversight of the regional wastewater treatment plant that processes waste for the city, surrounding county, and Fort Lee military base.
- Supervised work with the EPA and the Virginia Department of Environmental Quality with respect to regulatory matters.

Private Practice of Law

1993 to 2009

- Served as supervising attorney for a five (5) lawyer firm specializing in land use, business law, contract law, commercial and tort litigation.
- Represented numerous developers in land use issues and disputes.
- Represented developers and businesses in obtaining rezonings and special use permits.
- Represented developers in subdivision process.
- Worked on one of the first cluster zoning in Stafford County including the establishment of the HOA.
- Handled complex business litigation including franchise disputes, trademark infringement, copyright infringement, and accounting fraud cases.
- Handled numerous personal injury cases.
- Handled worker's compensation matters.
- Provided full legal services for major clients, including insurance agencies, airport fixed base operations, medical treatment facilities, real estate developers, commercial contractors, and manufacturing companies. Responsible for all corporate matters including employment law issues and EEOC complaints.
- Performed corporate review of national \$500 Million agricultural company and provided detailed solutions for major internal corporate problems and deficiencies.
- Made multiple appearances before Virginia Supreme Court, 4th Circuit Court of Appeals, U.S. District Courts in Virginia, North Carolina, Texas, and Florida, as well as circuit courts in Virginia, North Carolina, and West Virginia.

EDUCATION

J.D. - University of Richmond School of Law, Richmond, Virginia

Class Rank - Top Ten, *Cum Laude*

B.S. - Business Administration, Old Dominion University, Norfolk, Virginia

OTHER

Member, Local Government Attorneys Association (LGA) (2009 to present)

Presenter at LGA conferences on legal ethics and economic development.

Volunteer - Federal Correctional Complex - Petersburg Va. (2007 to 2020)

Admitted to all state and federal courts in Virginia.