

**IN THE
LEAD**



Virginia Lawyers Weekly
BEST LEGACY LAW FIRMS



Letter from the Publisher



Dear readers,

Welcome to our second annual list of In the Lead: Legacy Law Firms. We are spotlighting firms that have not merely survived but thrived for 25 years or more years. They range in size from five lawyers to hundreds of attorneys, but all have weathered economic shifts, technological transformations and

an evolving legal landscape while maintaining a core commitment to client service.

You'll learn more about these firms in the profiles that follow. This isn't the last word on the subject — if you feel we've missed a firm, please nominate them for the 2027 list. And, as always, thank you for reading.

Susan A. Bocamazo, Esq.
Managing Director
Bridgetower Media

2026 Legacy Law Firms

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All profiles partially generated by AI and reviewed by our editorial staff.

ALLEN, ALLEN, ALLEN & ALLEN

Richmond

Allen, Allen, Allen & Allen is Virginia's largest and oldest personal injury firm, built on a foundation of excellence, compassion, and unwavering client focus.

The firm's origins trace back to 1910, when George E. Allen founded the practice with a deeply personal mission. Having overcome childhood adversity after losing his mother at age 2 and being raised by his aunt and uncle alongside their six children, George worked his way through Virginia Tech and was elected mayor of Lunenburg County at just 20 years old. That experience ignited his passion for law and his lifelong commitment to advocating for people in need while giving back to those who supported him.

A pivotal moment came in 1951 when the firm achieved a landmark victory in a product liability case against Ford Motor Company, leading to the strategic decision to focus exclusively on personal injury law. This specialization has yielded remarkable results, including a record-breaking \$47.5 million settlement for a single plaintiff, which stood as Virginia's largest at the time.



Today, under the leadership of President Jason W. Konvicka, Allen & Allen actively embraces advanced technology and artificial intelligence to enhance case management and operational efficiency. By implementing new client-facing software, the firm ensures real-time communication and on-demand case updates through mobile platforms, meeting clients where they are most comfortable.

The firm's workplace culture emphasizes integrity, collaboration and professional growth. Staff members are encouraged to pursue continued learning through comprehensive training opportunities.

As part of its ongoing commitment to the community, Allen & Allen has awarded approximately \$700,000 in scholarships to Virginia high school seniors since 1991. The firm has sponsored Virginia's Teacher of the Year program since 1998 and operates the Sober Ride Home program and the Hometown Heroes program. The firm is also funding a mural at a local elementary school to honor past heroes, while inspiring future generations.

BEAN, KINNEY & KORMAN

Arlington

Bean, Kinney & Korman has provided experienced counsel to Virginia businesses, individuals and families across a diverse range of practice areas for 67 years. The firm houses approximately 50 attorneys who deliver comprehensive legal solutions rooted in decades of professional expertise, in areas including real estate, business, mergers and acquisitions, government contracting, and family law.

Led by shareholder and Management Committee member Christian M. Lapham, the firm's origins trace back to 1959, when David B. Kinney joined three other attorneys near the local courthouse, forming a modest practice focused on building strong professional foundations. The addition of law clerk James W. Korman, who later became an associate attorney, and the 1970s merger with L. Lee Bean, one of Northern Virginia's premier attorneys and future Virginia Bar Association president, established the firm's trajectory toward regional prominence.

Throughout its history, Bean, Kinney & Korman has achieved remarkable milestones that reflect its commitment to diversity and professional leadership. In 1968, Thomas R. Monroe



joined as the first African American partner in a non-minority legal practice in Virginia, later becoming Arlington County's first African American judge in 1972. L. Lee Bean served as Virginia Bar Association president in 1980, followed by James W. Korman's presidency of the Arlington Bar Association in 1981.

The firm has navigated changing landscapes through strategic technology adoption, practice diversification, remote work capabilities, and flexible business models. The firm maintains agility in responding to evolving federal and Virginia state laws while addressing increasing compliance demands, particularly in cybersecurity.

The workplace culture emphasizes collaboration, mentorship and work-life balance within a family-like environment that celebrates achievements and fosters personal well-being. Community engagement remains integral to the firm's identity, with attorneys and staff serving as school tutors, pro bono service providers, nonprofit volunteers and board members, and active participants in youth sports programs, faith communities, and alumni organizations.

BLANKINGSHIP & KEITH

Fairfax

Blankingship & Keith has delivered exceptional legal service across Northern Virginia and beyond for 46 years, establishing itself as a leading regional firm with deep community roots and comprehensive capabilities.

Founded in 1979 by Hugo Blankingship and John Keith, the Fairfax-based firm was built on principles of high-quality legal representation, integrity, responsiveness, and unwavering commitment to community service.

Under the leadership of Managing Partner Laurie Kirkland, the firm's 42 attorneys serve individuals, businesses, and government entities with personal attention, strategic insight, and results-driven advocacy grounded in ethical practice. The firm has achieved strategic expansion into education law, personal injury, healthcare law, and appellate work, while maintaining strengths in litigation and estate planning.

The firm's core values of excellence, collaboration, client focus, and community involvement permeate every aspect of operations. These principles inform long-term client relationships, comprehensive attorney mentorship programs, and ethical advocacy that consistently places



client interests first. The workplace culture promotes mutual respect, collaboration, and professional development, with many attorneys spending entire careers at the firm.

Adaptability has been crucial to the firm's longevity. Leadership has embraced technological advancement, streamlined client communications and adjusted practice areas to meet evolving client demands while navigating economic challenges without layoffs.

Attorneys actively volunteer with local nonprofits, serve on civic boards, provide pro bono legal services, and support educational and charitable initiatives. This commitment reinforces community ties and reflects founding principles where giving back is embedded in firm culture rather than treated as an afterthought.

With exceptional legal talent, strong client relationships, and a reputation for effective advocacy, Blankingship & Keith is large enough to handle complex litigation yet nimble enough to provide personalized service. Its strategic practice growth, technological investment and cultural excellence allows it to thrive in the commonwealth's dynamic legal marketplace.

BURNETT & WILLIAMS

Richmond

Burnett & Williams was founded by Peter C. Burnett in 1988 on a commitment to meticulous preparation, ethical representation, and personal advocacy for clients navigating life-altering injuries. Today, the six-attorney firm operates under the leadership of President Charles J. Williams III.

Over nearly four decades, the firm has expanded from Burnett's original trial practice into one of Virginia's prominent personal injury practices, with offices in Richmond, Midlothian and Hopewell. Significant milestones include the addition of Williams as lead partner in the Richmond region and a series of notable verdicts, among them Virginia's top jury award in 2017 and a record-setting verdict in Colonial Heights.

The firm's operations are guided by principles of integrity and client-first advocacy. These values shape case preparation, client communication, and staff development, ensuring that each client receives direct attention and consistent representation regardless of case size or complexity.



Burnett & Williams has modernized steadily over the years, transitioning from paper files and mailed correspondence to digital case management and secure electronic communication. As the marketing landscape shifted, the firm developed a stronger online presence across websites, search, and social media to remain accessible to prospective clients throughout Virginia.

The firm maintains a four-day workweek, a practice it credits with attracting and retaining skilled staff across its multiple locations. A collaborative workplace culture — in which attorneys and staff support one another across offices — contributes to service consistency and institutional longevity.

Through its Ampersand Project, operating in Leesburg and Hopewell, the firm supports local nonprofits, youth programs, and community initiatives. The firm also conducts public education efforts focused on auto insurance and coverage decisions, helping Virginia residents understand their options before an accident occurs.

Referrals from former clients and fellow attorneys continue to represent a significant source of new business for the firm.



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CHRISTIAN & BARTON

Richmond

Founded in 1926 by Andrew Christian and Robert Barton, Christian & Barton, has spent 100 years providing legal services to individuals and businesses while upholding rigorous professional standards. The firm's 39 attorneys operate from a single Richmond office, concentrating on a broad-based civil practice.

The firm's century of practice has been marked by consistent recognition within the legal profession. Its attorneys have served as officers, section chairs and committee members across local, state, and national bar associations, including: two past presidents of the American College of Trial Lawyers; five Virginia State Bar presidents; three Virginia Bar Association presidents; two presidents of the Richmond Chapter of the Federal Bar Association; and six Richmond Bar Association presidents. Few Virginia firms of any size can point to a comparable record of bar leadership.

Pro bono service has been a defining element of the firm's work. In 1996, a senior partner who served as a director of the Central Virginia Legal Aid Society for 28 years



received the Lewis F. Powell Jr. Pro Bono Award from the Virginia State Bar — the highest recognition for pro bono legal service in Virginia.

Christian & Barton has kept pace with evolving client needs by refining its practice areas as new industries emerge. The firm now counsels clients in areas including artificial intelligence, digital health, cybersecurity, and data center infrastructure, while continuing to invest in technology that supports efficiency and collaboration.

The firm's scale supports a collegial, interconnected culture in which attorneys communicate daily on client matters and legal developments. Mentorship is woven into day-to-day practice, contributing to notable staff retention — many attorneys and staff members have remained with the firm for more than 30 years. That accumulated institutional knowledge, combined with a cost-effective fee structure and attorneys who bring both specialized expertise and broad commercial and trial experience, has shaped the firm's ability to serve a wide range of clients across its first century of practice.

DAVIES, BARRELL, WILL, LEWELLYN & EDWARDS

Culpeper

Davies, Barrell, Will, Lewellyn & Edwards has been a stalwart in Virginia's legal scene for more than five decades. Founded in 1975 through the merger of two smaller firms, the practice emerged from the vision of three Culpeper natives who returned home to establish a legal presence outside the established order, committed to providing quality representation to clients of all sizes.

Under the leadership of Stephen P. Will, the five-attorney firm has evolved from its general practice origins into a sophisticated legal enterprise where each attorney has developed specialized expertise while maintaining the firm's comprehensive service approach. This strategic adaptation has enabled the practice to meet increasingly complex client needs while preserving its foundational commitment to accessible, quality legal counsel.

The firm's workplace culture reflects a rare balance between professional excellence and family values, evidenced by several employees who have dedicated over four decades to the organization. This remarkable retention creates an environment of deep institutional



knowledge and continuity that directly benefits client relationships, some spanning multiple decades.

Technology leadership has consistently set Davies, Barrell, Will, Lewellyn & Edwards apart in their rural market. The firm pioneered early adoption of network computing in 1981 and fax communication in 1989, establishing a pattern of innovation that continues today. This technological forward-thinking complements their core philosophy of personal contact and client responsiveness.

Firm members actively participate in civic, political, and charitable endeavors. Founding partner Butch Davies exemplified this commitment through his service in the House of Delegates, establishing a tradition of public service that continues to define the firm's character.

The practice represents a unique synthesis of small-town accessibility and metropolitan-level expertise, maintaining its original mission of serving all clients while adapting to the evolving demands of modern legal practice.

A Century of Counsel, A Legacy of Service

Since 1926, Christian & Barton has been guided by an enduring mission to provide high-quality legal counsel while making a positive impact in both bar leadership and community service.

As we mark our 100th anniversary, we reflect with gratitude on the clients who have placed their trust in us, the attorneys and staff who have shaped our legacy, and the legal and community organizations with whom we have served.



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EMROCH & KILDUFF

Richmond

Emroch & Kilduff has been a pillar of personal injury advocacy in Richmond for more than five decades. Founded in 1970 as Walter Emroch & Associates, the firm was built by Walter Emroch and Bill Kilduff, and evolved to its current name in 1998. Under the leadership of Managing Partner Howard Bullock, the six-attorney firm has maintained its reputation on a foundation of refusing to represent insurance companies, large corporations or hospitals — instead, dedicating their practice exclusively to securing justice for injury victims.

The firm's growth trajectory was significantly accelerated in 1983 when they began advertising, expanding their caseload and attorney roster to between six and eight lawyers. A major milestone occurred in 2024 when the firm relocated after over 30 years on Broad Street to a modern facility at 7301 Forest Avenue. This strategic move enhanced their operational capacity with multiple conference rooms, enabling them to host mediations and depositions while better serving their clientele.

Emroch & Kilduff's leaders take pride in operating on core values of hard work,



straightforward honesty, and consistent court practices. Their collaborative environment ensures attorneys work together on cases, supported by an experienced, diverse professional staff who share the firm's motivation to help clients during difficult times. The workplace culture balances a relaxed atmosphere with a driven commitment to client advocacy.

Adapting to industry changes, the firm has strategically narrowed their focus from high-volume automobile cases to fewer, more substantial auto cases and increased medical malpractice work. This evolution has created a smaller, more efficient operation while actively integrating technology and AI to maintain competitiveness.

Community engagement remains central to their identity through participation in programs like Angel Tree and Feed More, reflecting their belief that giving back strengthens their connection to the community they serve. The firm's longevity stems from experienced attorneys, staff retention and technological adaptation.

GENTRY LOCKE

Roanoke

For over a century, Gentry Locke has represented clients across Virginia in sophisticated commercial dealings, litigation and dispute resolution. Under the leadership of Managing Partner K. Brett Marston, the firm has evolved from its origins as an insurance defense practice into a comprehensive legal service provider.

The firm, which began operation in 1923, underwent a significant transformation in the 1980s when it diversified beyond civil defense litigation to include commercial transactions and complex plaintiffs' work. Strategic geographic expansion has marked recent decades, with new offices opening in Lynchburg (2015), Richmond (2018), and Norfolk (2023), complemented by the 2018 launch of subsidiary Gentry Locke Consulting. The firm made history in 2013 when Monica T. Monday became its first female managing partner. She served in the position for a decade.

Gentry Locke operates according to five core values: being professional, collaborative,



skillful, committed, and innovative. Those principles guide the firm's pursuit of its mission to be Virginia's leading law firm across practices, communities and professional organizations. The firm's client-first philosophy emphasizes

that "when the client wins, we win," fostering a collaborative culture that has earned recognition on Virginia Business's "Best Places to Work in Virginia" list.

Community engagement remains central to the firm's identity, from winning Legal Food Frenzy competitions to providing financial support and leadership to civic and charitable organizations. Gentry Locke's leadership is committed to continuous evolution, recognizing that its historical refusal to remain static has fueled its century-long success. The firm invests strategically in cutting-edge technology, exceptional staff and innovative approaches to client service, ensuring it adapts to shifting professional and economic landscapes while maintaining the collaborative culture that defines its workplace environment.

HARRELL & CHAMBLISS

Richmond

Harrell & Chambliss is a full-service, minority-owned law firm with 44 years of proven expertise in banking, bankruptcy, corporate, education, energy, estate planning and administration, public finance, real estate, and tax services. Under the guidance of Adam N. Harrell Jr. and Nancy Griffin Chambliss, the firm's attorneys deliver comprehensive legal solutions to communities, corporate entities, and municipalities throughout Virginia.

Originally founded as Wilder & Gregory by former Virginia Gov. Hon. L. Douglas Wilder and 4th U.S. Circuit Court of Appeals Judge Roger L. Gregory, the firm was established to provide high-caliber legal services to the community at large. The practice transitioned to Harrell & Chambliss in January 2001 following Gregory's appointment to the federal appellate court.

The firm's commitment to excellence has earned significant recognition, including awards for promoting successful homeownership from the NeighborWorks Resource Group and the Trailblazer and Small Member of the Year awards from the Metropolitan



Business League. In 1991, Harrell & Chambliss became the first minority-owned law firm in Virginia to be listed in The Bond Buyer's Municipal Marketplace

(The Red Book), marking a historic milestone in the commonwealth's legal landscape.

Operating from a family-centered, faith-based value system, the firm prioritizes relationships and maintains strong connections with community leaders, corporate partners, and even legal competitors. This collaborative approach has enabled successful partnerships with other legal entities to serve diverse client needs. The firm's "open door" culture fosters a supportive environment where attorneys and staff share information and resources freely, creating a workplace atmosphere that many former employees remember positively years after their tenure.

The firm's attorneys have long been encouraged to provide pro-bono services, legal seminars and community education. Team members actively participate in local churches, civic organizations, and philanthropic endeavors, reflecting the firm's commitment to giving back to the communities it serves.

HIRSCHLER

Richmond

In the 1940s, a pair of World War II veterans shared office space in Richmond's only skyscraper to keep their costs low. But Maj. Edward S. Hirschler and Lt. Alan Fleischer did more than just ease each other's commercial-rent burden — together they founded a national-caliber law firm that has since grown into a 90-attorney practice rooted in resourcefulness, integrity and unwavering client commitment.

Under the leadership of President Courtney M. Paulk, who made history as the firm's first female president in 2018, Hirschler maintains the forward-thinking innovation that has marked its ascent for 80 years. The firm was among Richmond's first to adopt early Xerox technology in the 1950s and hired its first female attorney, Elizabeth Taliaferro, in 1953. Strategic expansion has included opening offices in Fredericksburg and Tysons, while relocating Richmond operations to the Edgeworth Building in 2000.

The firm's core values of accountability and quality, financial stability, entrepreneurial spirit, collegiality, balance and reputation unite attorneys as "one firm" and drive success for clients



and practitioners alike. This collaborative culture emphasizes diverse perspectives and helpful service, creating lasting client relationships and deep community roots.

Hirschler's adaptability has proven crucial during economic challenges and industry changes, from early technology adoption to swift COVID-19 response. The firm's entrepreneurial spirit enables service expansion aligned with evolving client needs, while maintaining competitive excellence through exceptional service delivery and accountability.

Community engagement remains central to Hirschler's mission, with attorneys and staff actively participating in bar associations, industry groups and community service organizations. The firm's pro bono work has contributed to preserving historic landmarks throughout the commonwealth, reflecting their commitment to improving the communities where they live and work.

As one of Virginia's largest law firms, Hirschler continues attracting top legal talent through its founding ideals of exceptional client service, mutual accountability and collaborative excellence.

ISLER DARE

Tysons

IslerDare operates as a specialized management-side labor, employment and employee benefits firm serving clients throughout Virginia from strategically located offices in Tysons, Richmond and Charlottesville. Founded in 1997 as Ray & Isler by Steven Ray and Edward L. Isler, both veterans of prominent national firms, the practice emerged from their recognition that traditional "Big Law" billing structures often hindered employers' access to essential legal guidance for modern workforce challenges.

Under the leadership of Edward L. Isler, the firm has significantly expanded through strategic growth over its 29-year history. Milestones include the 2006 addition of Mark Dare from Reed Smith, the establishment of a dedicated employee benefits practice in 2010 with Andrea O'Brien joining from Venable, and the 2015 Richmond office launch led by Steve Brown and colleagues from LeClairRyan. Most recently, the firm expanded its geographic reach with a Columbia, Maryland, office in 2024.

The firm's operational philosophy centers on deep client investment through comprehensive



understanding of each workplace's unique dynamics, coupled with internal mutual encouragement and support among attorneys. This approach has fostered enduring client relationships built on trust and practical guidance that extends beyond traditional legal advice. The supportive, collegial workplace culture emphasizes grace in addressing challenges and mistakes while prioritizing client service and colleague collaboration.

IslerDare has demonstrated resilience through multiple economic downturns by delivering thoughtful, practical counsel that helps clients navigate difficult periods. The firm's commitment to technological advancement enhances service efficiency while maintaining personalized attention. Through relationships with hundreds of mid-Atlantic employers, IslerDare leverages its position to enhance workplace wellness by providing balanced understanding in complex employment situations, consistently emphasizing that employees represent critical organizational resources deserving thoughtful consideration in all employment decisions.

KAUFMAN & CANOLES

Richmond

Through a century of service, Kaufman & Canoles has established itself as the leading business law firm in the mid-Atlantic. Under the leadership of President & CEO Jason R. Davis, the venerable firm operates as the largest law firm headquartered in southeastern Virginia, with a distinguished legacy of business-focused solutions and community commitment.

The firm's origins trace back to 1919, when Charles Kaufman began practicing law, culminating in the Jan. 1, 1982, merger of two respected firms — Kaufman, Oberndorfer & Canoles and Mistraced, Martone, Barr & Russell. Founded on a shared mission of elite legal acumen, business-focused solutions, and deep commitment to community service embodying the ideals of the citizen lawyer, Kaufman & Canoles has maintained these founding principles throughout its 106-year history.

Kaufman & Canoles marked a significant milestone in 2019 when it celebrated its centennial, reflecting decades of strategic growth and adaptation. The firm has expanded its footprint across the Tidewater region, establishing offices in Richmond, Northern Virginia,



and Raleigh, North Carolina. In doing so, the firm has positioned itself as a leader in the mid-Atlantic legal community while promoting regional economic development.

The firm has demonstrated notable adaptability through economic challenges, recessions, reduced federal spending and corporate departures by staying agile and diversifying its practice areas, as well as expanding regionally.

The firm's workplace culture emphasizes collaboration, mutual respect, professional growth and excellence. This supportive, team-oriented environment, combined with outstanding benefits and encouragement of civic involvement, has been key to attracting and retaining top talent across generations.

Kaufman & Canoles holds the distinction of being the only law firm to receive the prestigious Darden Award from the CIVIC Leadership Institute. The honor recognizes extraordinary board service, regional leadership and sustainable efforts to improve the quality of life in the region.

MARKS & HARRISON

Richmond

Marks & Harrison stands as one of Virginia's oldest personal injury firms, having represented injured individuals for over 115 years. Founded in 1911 by David A. Harrison Jr. in Richmond, the firm was established with a clear mission: to provide strong legal representation for individuals facing powerful interests, including insurance companies and large corporations.

Under the leadership of James G. Harrison III, Marks & Harrison has expanded significantly over the past 25 years, growing from a single Richmond office to 14 locations across Virginia and Washington, D.C. The firm now operates offices in Alexandria, Charlottesville, Chesterfield, Fredericksburg, Harrisonburg, Hopewell, Louisa, Petersburg, Richmond, Roanoke, Staunton, Tappahannock, Warrenton, and Washington, D.C.

The firm's core values center on client-first service, fighting for justice, and maintaining trustworthiness. These principles have remained constant throughout the firm's evolution, driving their commitment to stand up for injured Virginians regardless of location. Marks & Harrison has adapted to industry changes by investing in technology, expanding staff,



embracing remote work capabilities, and streamlining internal systems to improve client communication and support.

A key factor in the firm's longevity is its workplace culture, which emphasizes employee retention and support. Many staff members have dedicated decades to the firm, creating a close-knit environment that maintains its personal touch despite significant growth. This stability contributes to the firm's reputation and client satisfaction.

The firm actively supports local communities through sponsorships, volunteer efforts, and partnerships with organizations, schools, and nonprofits. This commitment to community involvement builds trust and relationships beyond the courtroom.

The firm's competitive edge stems from consistently delivering results that generate word-of-mouth referrals from satisfied clients and colleagues. Combined with strategic growth, technological advancement, and local community involvement, Marks & Harrison has built a reputation as a reliable resource for Virginians seeking experienced personal injury representation.

ODIN, FELDMAN & PITTLEMAN

Reston

Founded in 1972 by Dexter Odin and David Feldman — colleagues from the Fairfax County Attorney's Office — Odin, Feldman & Pittleman has provided businesses and individuals across Northern Virginia with practical legal counsel grounded in integrity and responsiveness for more than five decades. Today, under the leadership of F. Douglas Ross, the 44-attorney firm continues to build on that foundation.

OFP's growth has been deliberate and client-driven. Rather than expanding for its own sake, the firm strengthens practice areas in direct response to evolving client needs and market opportunities — an approach that has kept it stable through recessions, industry disruption, and the COVID-19 pandemic. During those periods of uncertainty, firm leadership prioritized stability for attorneys and staff, a reflection of the stewardship principles the founders established at the outset.

A collegial internal culture has been central to the firm's longevity. The founders knew employees' families by name and cultivated a sense of connection that persists today



through traditions such as welcoming staff members' children to firm events. Average attorney tenure exceeds 15 years, and the firm's deep ties to the Northern Virginia region reinforce a workplace defined by respect and continuity. That environment allows attorneys to develop practices aligned with their individual strengths while contributing to a collaborative whole.

OFP's attorneys are active in the broader professional and civic communities they serve. Firm members hold leadership roles in bar associations and local organizations, and the firm supports regional initiatives through sponsorships and philanthropy — sustaining the ties to Northern Virginia that have defined OFP since its founding.

Now operating under a new leadership model, the firm is moving forward while honoring more than 50 years of institutional knowledge and client relationships. The balance of tradition and adaptability — disciplined growth, long-term client service, and a stable internal culture — has defined Odin, Feldman & Pittleman across generations and continues to shape its path ahead.

THOMPSONMCMULLAN

Richmond

Over five decades, ThompsonMcMullan has built its sterling reputation on client service, creativity, and integrity. Founded in 1973 by John Thompson and Grice McMullan, the 28-attorney firm serves clients ranging from Fortune 500 companies to state and local government entities, nonprofits, and individuals.

One of the firm's defining characteristics is its leadership continuity. In more than 50 years, ThompsonMcMullan has undergone only three presidential transitions. Hugh T. Antrim was the first to hold the role following the founders, succeeded by Chris Malone, who led the firm for 20 years. William W. Tunner assumed the presidency in 2021, carrying forward the principles established at the firm's founding. This consistency has provided a stable foundation through decades of growth and change.

The firm operates around six core values — Dignity, Community, Honor, Civility, Teamwork, and Passion — which guide both professional conduct and relationships with clients, colleagues, and the broader community. Associates are given direct ownership of their caseloads from



inception through resolution, including courtroom representation, providing hands-on experience that builds the foundation for long-term careers at the firm.

ThompsonMcMullan adapted its workplace policies following the 2020 pandemic, shifting from a strictly in-office environment to a flexible model that accommodates remote work while encouraging in-office collaboration. Leadership extends trust to both attorneys and staff to manage their own schedules and responsibilities.

On the pro bono front, the firm hosts legal clinics in partnership with CVLAS, maintains pro bono hour expectations for all attorneys, and encourages involvement on boards of charities, nonprofits, and local organizations. Employees are supported in volunteering outside the office, and the firm adopts local families during the holidays through gifts and donations.

ThompsonMcMullan regularly litigates alongside and against AmLaw 100 firms in Virginia's state and federal courts, handling disputes across industries and client sizes while offering rates that reflect the firm's lean, efficient operating model.

WILLCOX SAVAGE

Norfolk

Tracing its roots to 1895, Willcox Savage was born when Thomas H. Willcox Jr. and Toy D. Savage Jr. merged their separate firms, strategically combining one firm established by former prosecutors with proven litigation expertise with another founded by business attorneys renowned for their transactional acumen. Today, the firm is led by CEO/Managing Member Thomas C. Inglima, and maintains its founding mission of delivering exceptional legal services grounded in integrity, professionalism, and unwavering community commitment.

With offices in Norfolk, McLean and Richmond, Willcox Savage provides comprehensive transactional and litigation services to businesses throughout Virginia and beyond. The firm's growth trajectory includes significant milestones such as its strategic expansion into Northern Virginia and the launch in Richmond of Willcox Savage Consulting.

The firm's operational philosophy centers on building enduring client relationships through personalized attention, responsiveness to client schedules, and practical, solution-driven guidance. That approach creates the trust and loyalty essential for long-term



partnerships. Willcox & Savage's commitment to talent development drives its adaptability, with leadership investing in identifying and nurturing exceptional legal minds even during challenging economic periods. The firm maintains an impressive retention rate, resulting from a "pay-it-forward" mentality where seasoned attorneys mentor emerging talent.

Willcox Savage emphasizes broad attorney participation in firm management and policy development, creating stakeholders at every level and cultivating an ownership mindset. Unlike industry trends toward extended partnership tracks, Willcox & Savage maintains a seven-year path to partnership, providing clear advancement goals for junior attorneys.

The firm actively promotes pro bono services through the Virginia Pro Bono Pledge and participation in organizations that work to advance social and economic well-being. That community focus, an essential element established by the firm's founders, continues to define Willcox Savage's character and values after more than a century of service.

They build.
They grow.
They make an impact.



Every day, businesses and firms push industries forward — expanding opportunities, fueling innovation, and delivering measurable results.

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