



VIRGINIA
Lawyers Weekly
Women Owned

Letter from the Publisher

Dear readers,

Welcome to our second Women-Led Law Firms list. This program is designed to recognize the contributions of women-led firms across Virginia.

The firms featured in this section range from mid-size, general service firms to smaller boutique practices. But all were founded or are currently led by women attorneys.

This is not the last word on Women-Led Law Firms in Virginia. If you think we've missed a firm, please nominate them for next year's list. As always, thank you for reading.

Susan A. Bocamazo, Esq.
Managing Director
Bridgetower Media

Women Owned 2025

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BLANKINGSHIP & KEITH

Blankingship & Keith, P.C. operates as a mid-sized civil law firm with 46 years of established practice, serving clients across commercial litigation, personal injury, real estate, family law, education law, business law, trusts and estates, and tax matters. With approximately 75 employees and multiple women as equity partners, the firm recently transitioned to female leadership under managing partner Laurie Kirkland.

Kirkland, now in her second fiscal year as managing partner, has dedicated her entire legal career to the firm, bringing deep institutional knowledge and exceptional talent to her leadership role. Her appointment represents both recognition of individual excellence and the firm's evolution into a new era of modernity within the traditionally male-dominated litigation profession.



As a federal and state court litigator in her second decade of practice, Kirkland navigates the complex challenges of leading a self-managed business while maintaining the firm's commitment to providing quality legal services at reasonable costs.

The firm addresses the challenge of operating in the male-dominated field of litigation by continuously evaluating the professional environment and supporting women attorneys through various initiatives. Community support includes an informal mentorship program specifically designed for female attorneys, featuring gatherings for fellowship, celebrations, and networking opportunities. The firm extends invitations to other female colleagues annually, creating enjoyable networking experiences that strengthen professional relationships across the legal community.

The firm maintains numerous legal achievements annually while preserving its foundational commitment to accessible, high-quality representation. Many of the firm's attorneys actively participate in both legal and local community organizations. The successful leadership transition to Kirkland represents a significant accomplishment for an established practice, positioning the firm for continued growth and modernization.

BOWEN TEN LONG & BAL

Bowen Ten Long & Bal delivers experienced, effective advocacy across six practice areas with over 250 years of combined legal expertise. Founded in 2014 on the principle that everyone deserves compassionate and skilled representation, this 75% women-owned firm has grown to 19 employees while maintaining exceptional service standards and strong internal culture.

The firm operates under female leadership with managing partner and vice president Nupur Bal, founding partner and secretary Sandy Bowen and founding partner and vice president VP Sharon Ten. Three of four partners are women, with more than half of all attorneys being female, reflecting their commitment to diverse perspectives and balanced advocacy approaches.



The firm has intentionally refined focus to specific practice areas while maintaining highly selective hiring practices to ensure each addition strengthens their collaborative team environment. The firm's primary challenge involves sustaining meaningful growth while preserving core values of exceptional legal service and respectful workplace culture. They balance fast-paced legal demands with an environment rooted in collaboration and mutual respect.

Community support for this women-led firm includes extensive volunteer and pro bono work. Members of the firm hold leadership roles with many community and legal organizations, including the YWCA of Richmond (focusing on eliminating racism and empowering women); past and current membership in the Metro Richmond Women's Bar Association, participation in the Chesterfield County Domestic Violence Task Force, and the Virginia Bar Association Domestic Relations Council involvement.

Individual members of the firm have also received professional recognition. Bal was selected as 2025 VBA chair. She also received the YLD Mentor of the Year Award, and the 2024 Sandra P. Thompson Award. She also has appeared in Best Lawyers in America for Family Law since 2020. Ten received recognition on Virginia Business Legal Elite list in 2024 and Best Lawyers in America in 2026 for Elder Law and Trusts.

BROWNGREER

BrownGreer provides settlement administration and litigation management services to law firms, corporations, and government agencies. Established 23 years ago from an idea sketched on a napkin, this firm has continuously evolved to meet complex client needs in the specialized claims administration sector.

The firm's leadership includes co-founding partner Lynn Crowder Greer, alongside partners Morgan Meador, Roma Petkauskas and Jessica Stankus Smith. Senior leadership includes director of communications Emily Engle, director of marketing and business development Christina Llamas, chief financial officer Kerry McLaughlin, senior program directors Kristi Mullins and Julie Newton and director of human resources Cherie Rickards.



Operating as a women-led organization means maintaining focus on delivering optimal client solutions by remaining open to the best ideas and strategies among leadership, regardless of traditional industry approaches. This philosophy drives their commitment to innovation and excellence in settlement administration services.

The firm encounters unique challenges within their specialized industry focus on claims administration rather than traditional legal practice. However, their work quality has established the firm's strong reputation as a recognized leader in their field without requiring extensive justification of their capabilities based on leadership demographics.

Community support centers on mentorship, with co-founder Lynn Crowder Greer having mentored numerous women in leadership positions from the firm's earliest days. This internal development approach has cultivated strong female leadership throughout the organization's growth trajectory.

Recent accomplishments include celebrating their 20th anniversary milestone, marking two decades of continuous innovation since their humble beginning as a napkin concept. This longevity demonstrates their successful adaptation and growth within the specialized settlement administration industry, establishing them as trusted partners for complex litigation management needs across multiple client sectors.

CHRISTINA PENDLETON & ASSOCIATES

As a 100-percent woman-owned and minority-owned personal injury law firm, Christina Pendleton & Associates stands out as an equitable provider of opportunities for women in an area of the law that remains a male-dominated sector.

In addition to founding partner Christina Pendleton, the firm's female attorneys and staff included Holly Ortiz, chief practice manager and trial attorney; Porscha Brown, chief practice manager and trial attorney; Maureen Rayford, chief marketing officer; Regina Baker, litigation practice manager and trial attorney; Lydia McLarn, operations manager; Rebecca Gartz, case manager supervisor; Taylor Smith, case manager supervisor; Kay Tatum, medical advocacy team manager; and Deniece Grant, client experience manager.



Firm members take pride in taking a team approach to providing legal representation to injured people throughout the commonwealth, a wide-ranging task that requires a commitment from everyone on the firm's roster, from client experience specialists to case managers and attorneys. Being woman-owned sets the firm apart from a client standpoint, but also for prospective employees who may be looking to build a career.

As the firm faces the challenges of the day, including keeping up with artificial intelligence, seeking growth and finding work-life balance, it continues to prioritize supporting women and women lawyers the community. The Pendleton Law Team has an internship mentoring program, conducts regular leadership development initiatives and offers parental leave. The firm also recently rolled out health insurance plans at no cost for all full-time employees.

In its aim to make a difference in the community, Christina Pendleton & Associate partners with many local and state nonprofit organizations, including the Richmond SPCA, New Kent Humane Society, Peter Paul Development Center and Regenesis.

The firm is also a proud supporter of the arts and has commissioned artist Jowarnise Canton to complete a mural in the firm's newest office in downtown Richmond.

In recognition of its efforts, the firm has earned a "Top Workplace" designation three years in a row from the Richmond Times Dispatch.

DUNLAP LAW

At Dunlap Law, firm heads exemplify a leadership style rooted in collaboration, empathy and long-term vision. At the 100-percent women-owned business firm, they prioritize creating an inclusive and supportive environment where team members are encouraged to participate in collective decision-making processes and contribute to the firm's success.

Dunlap Law's leaders believe that investing in the team is key to cultivating the best qualities of women's leadership, which are integral to its success. The firm's efforts to develop the qualities characteristically found in female leadership have resulted in an internal culture that is concurrently high-performing, supportive, kind and affirming. That atmosphere has attracted many women business owners to Dunlap.



With a strong focus on emotional intelligence, women leaders at Dunlap Law excel in building relationships and fostering open communication, ensuring that all voices, both clients and team members alike, are heard and valued.

Dunlap's approach to conflict resolution emphasizes consensus and harmony, promoting a cohesive work culture. Additionally, firm leaders take a transformational approach, inspiring and empowering their teams to grow professionally and personally.

Encouraging mentorship and professional development, the firm empowers team members to lead with confidence and inspire others. By mentoring junior staff and focusing on sustainable, long-term goals, women leaders ensure that Dunlap Law thrives not only in achieving short-term successes but also in cultivating a resilient, forward-thinking organization that upholds the values of ethical practices and employee well-being.

At Dunlap Law, members take great pride in celebrating the accomplishments of its women attorneys, who exemplify excellence in the legal field. The team includes Claire Guthrie Gastañaga, Tricia Dunlap, Brandy Brown, Mallory Chesney, Holly Pratt and Heather Miller, who have received a multitude of honors and accolades for their work and commitment to the community.

ERNEST LAW GROUP

Ernest Law Group, PLC is a 100% women-owned boutique law firm founded by Anna Ernest 13 years ago. The six-person team serves the Hampton Roads community across multiple practice areas, including personal injury, immigration, family law, and assisted reproductive technology law.

The firm combines fierce advocacy with empathy, creativity, and collaboration. This approach ensures clients feel heard and supported while creating advancement opportunities for women attorneys.

The firm has navigated traditional industry skepticism by consistently delivering results through professionalism and resilience, building credibility in a historically male-dominated field.



Ernest Law Group has achieved groundbreaking settlements and verdicts in personal injury cases, successfully handled complex immigration matters, and provided trailblazing leadership in family law and reproductive technology. Their community outreach efforts have expanded access to justice throughout Hampton Roads.

The firm prioritizes work-life balance by rejecting rigid billable hour requirements in favor of excellent work and client care. Attorneys benefit from flexible schedules and remote work options, enabling career advancement while maintaining family and personal priorities.

Ernest Law Group strives to be a model of inclusivity and support for women at all stages of their legal careers. This philosophy has created an environment where legal excellence coexists with personal fulfillment.

Ernest Law Group demonstrates that women not only belong in legal leadership but excel in shaping outcomes and redefining advocacy. By leading with both strength and compassion, the firm has established itself as a model for supporting women lawyers while delivering exceptional client service. Their success proves that firms can maintain the highest professional standards while fostering unprecedented personal happiness among their attorneys.

FAMILY FIRST LAW GROUP

Family First Law Group, LLP operates as a 100% women-owned firm with over 35 years of combined experience in family law, estate planning, business law, mediation, and collaborative divorce. Established five years ago with seven employees, this practice specializes in guiding clients through significant life transitions with comprehensive legal support.

The firm operates under the leadership of managing partner Shannon Kroeger, who works alongside partners Katelin Moomau and Natalie Page. Operating as a women-led organization means having contributions recognized and valued proportionally to effort while ensuring intelligence is taken seriously.

The partners leverage their economic power to choose female-led service providers and actively support causes benefiting women and children, including the Campagna Center and Center for Alexandria's Children.

The firm confronts gender bias challenges — for example, service providers incorrectly assume their seasoned male attorney holds the decision-making authority. They encounter perceptions requiring more experience for honors readily granted to younger men and sometimes receive offers for committee role offers rather than board positions. These obstacles demand extra energy to redirect conversations and focus that time on client service.

Community support encompasses comprehensive mentorship programs, hiring female interns, and active leadership roles. Kroeger served on the Northern Virginia Women Attorneys Association and mentored through Mount Vernon High School's Law Initiative for Girls. Moomau led the Campagna Center board for 10 years, serves as the Alexandria Chamber's first female general counsel, and participates on multiple boards including Alexandria Stylebook. The firm also sponsors the Women's Leadership Forum and provides annual support to women-focused nonprofits.

Recent accomplishments include Moomau's appointment to the Center for Alexandria's Children's board, enhancing her advocacy for abuse victims. Kroeger earned recognition as a Super Lawyer in 2025. She was also named one of Virginia Business magazine's legal elite.



FARRELL & CROFT

Farrell & Croft PC stands as a pioneering 100% women-owned AV-rated law firm, established in 1992 when such business models were virtually nonexistent in private practice. For 33 years, this 11-member team has specialized in family law litigation, trial advocacy, negotiation, mediation, and comprehensive wills, trusts, and estates services.

The firm operates under the leadership of four accomplished partners: Kathleen Latham Farrell, Catherine Senkow Croft, Andrea Morissi, and Sherie Kristensen. Their collaborative approach creates a supportive team environment that enhances both work product quality and enriches the professional lives of staff and clients alike.

Breaking barriers from its inception, Farrell & Croft PC emerged during an era when women attorneys predominantly worked as solo practitioners or in the public sector, facing significant challenges entering the male-dominated legal mainstream. The partners persevered through these obstacles, ultimately earning substantial community respect and recognition.

The firm demonstrates unwavering commitment to advancing women in the legal profession through active participation in the Virginia Women Attorneys Association, instrumental involvement in founding their local chapter, and extensive mentoring of young female law students, interns, and attorneys. They consistently advocate for women's professional recognition both locally and statewide, while supporting female candidates for judicial appointments.

Recent accolades reflect continued excellence. Croft received the 2023 VWAA PWC Chapter Justicia Award and the Prince William County Bar Association's Arthur Sinclair Professionalism Award in 2019. Farrell earned recognition as an Influential Woman in the Law, Class of 2020, and as a 2024 Go To Lawyer in Family Law. The firm also maintains its yearly AV rating by Martindale Hubbell and appears consistently in industry publications such as Virginia Business and Northern Virginia Top Lawyers.

FLORA PETTIT

Standing on the shoulders of strong founders — both men and women — who have always valued women's perspectives, the business and litigation firm of Flora Pettit, led by President Jennifer E. Shirkey, makes it a priority to offer attorneys who identify as female a supportive environment for their professional achievement and personal fulfillment.

Women consistently serve in the firm's top levels of firm management, exerting significant influence over its current operations and future planning, including Cathleen P. Welsh, business practice group chair and marketing chair; Nancy R. Schlichting, litigation practice group chair; and Robin W. Ruleman, chief financial officer.

Flora Pettit takes the long view of its attorney and staff members' careers, so has policies that are flexible enough to accommodate a range of work schedules, which may change over time based on their season of life. The challenges the firm has faced are the same as any law firm, and tend to be systemic to broader society and individual personalities, such as identifying the right networking fits for each of our attorneys and helping them synthesize personal and professional goals and responsibilities, especially as the firm's attorneys — both men and women — often have life partners with equally demanding work positions or are managing them solo.

In the broader community, the firm seeks out and appreciates the opportunity to work with fellow women-led businesses and institutional clients, as well as many individual women clients.

In addition, the firm encourages all its attorneys to take leadership roles in community and networking organizations that they're passionate about, which often involves those oriented towards women.

This past June, Flora Pettit sponsored the "Bridging the Generational Gap for Women in the Law" event, presented by the Virginia State Bar's Young Lawyers Conference in Harrisonburg. Firm attorneys are also engaged in the Charlottesville Area Bar Association's Women Lawyers Section and have helped facilitate several of its events.

FLORANCE GORDON BROWN

With a storied pedigree that has spanned over a century, the Richmond firm of Florance Gordon Brown is always looking for opportunities to make women lawyers a part of its now-30-employee firm, which specializes in business law, real estate, litigation, estate planning and family law.

President Kimberlee Harris Ramsey has been with the firm for the entirety of her legal career. She began at Florance Gordon Brown as a law clerk and has risen through the ranks to become president, using her background and unique life experience to provide valuable insight and guidance that has helped shape the firm as it exists today.

At one time, Harris Ramsey was one of only two female attorneys in the firm, and the only female attorney who was a shareholder; now, Florance Gordon Brown has a total of 19 attorneys; seven are women. The firm is 37% female-owned and added another female shareholder last year.

Harris Ramsey continues to serve as president and is also president of the firm's domestic relations practice group. She's also president of the Virginia Bar Association. Susanna Jones leads the firm's estate planning and administration practice group. As head of their practice groups, both Harris Ramsey and Jones help manage, and provide general oversight of, multiple attorneys and staff in their respective practice groups as well as managing very busy individual practices.

Firm members make it a priority to achieve a collegial, positive, supportive environment for its employees both within and outside the firm and take pride in being part of a concerted effort to bring positivity back to the practice of law.



GELLER LAW GROUP

At The Geller Law Group, being a women-led firm has meant shattering traditional societal norms and pioneering a workplace culture where family and career coexist seamlessly. Founded in 2011 by President and CEO Rebecca Geller, who envisioned striking a balance between parenting and a legal career, the firm exemplifies flexibility and empowerment, enabling members to thrive without compromising their roles as caregivers.

The firm has created an environment that embraces diversity, innovation, and adaptability through its all-female leadership team, which in addition to Geller, includes managing partner Maria Simon; family law practice chair/partner Stephanie Sauer; estate practice chair and partner Camerone Taillon; probate practice chair and partner Julie Simantira; director of finance Alecia Danner; and chief human resources and operations manager Rahni Jenkins.

Geller Law Group amplifies the achievements of its female attorneys and highlights social causes and groundbreaking figures through social media and its blog. The firm also supports the Virginia Law Audit Project, which is run by the Virginia Chapter of the National Organization for Women, addressing legislative discrimination and advocating for equity. Geller's advocacy extends to the community and beyond to the nation, including influencing policies for women's economic security, parental leave programs, and diversity in the law.

With a holistic approach to legal work and community service, pro bono work is a fundamental aspect of the firm's identity, and it remains committed to sustaining this legacy. Geller Law Group was named pro bono law firm of the year in 2023 by the Northern Virginia Pro Bono Law Center, and managing partner Maria Simon was named to the 2025 Virginia Access to Justice Commission's pro bono investment honor roll as a result of the firm's work.



GELLER LAW GROUP

GRÜNEBERG AND MYERS

Grüneberg and Myers is an internationally recognized boutique intellectual property law firm specializing in efficient, high-quality patent prosecution and strategic IP counseling services. This 100% women-owned firm leverages innovative technology to deliver comprehensive legal solutions while maintaining personalized client service.

Under the leadership of managing partner Dr. Kirsten Grüneberg, the firm has seen consistent revenue growth, with 2023 exceeding 2022 performance and 2022 surpassing 2021 results. The firm's approach combines scientific rigor with thoughtful collaboration, creating an environment where every voice contributes to innovative solutions.

As a women-led organization, the firm prioritizes stewardship and empowerment, fostering continuous learning and mutual support to inspire the next generation of IP professionals, particularly women. Their leadership philosophy emphasizes cultivating environments where ideas are explored thoroughly and team members feel genuinely empowered to contribute meaningfully.

Primary challenges include establishing credibility in the traditionally male-dominated IP space, requiring constant demonstration of technical and legal expertise. The firm successfully balances deep scientific analysis with clients' business objectives while fostering inclusive mentorship within a boutique setting and securing diverse talent without compromising personalized service quality.

Community support initiatives include comprehensive mentorship programs matching junior women lawyers with senior mentors and active sponsors. The firm hosts periodic conferences on IP practice, provides development opportunities for all personnel, and maintains active engagement with the Northern Virginia Women's Bar Association.

Recent accomplishments reflect exceptional industry recognition. Grüneberg earned national finalist recognition for Patent Attorney of the Year (DC Metro) by LMG Life Sciences, which also recognized the firm nationally for Patent Boutique Firm of the Year and Patent Strategy Firm of the Year.

Additional honors include recognition in the 2025 Chambers USA Guide for Intellectual Property in Northern Virginia and repeat listings in IP STARS by Managing IP, IAM Patent 1000, IAM Strategy 300 & Global Leaders, and Best Lawyers for Biotechnology & Life Sciences and Patent Law.

GRÜNEBERG
MYERS
P L L C

HANCOCK, DANIEL & JOHNSON

Hancock, Daniel & Johnson serves the full spectrum of healthcare clients, including providers, health systems, long-term care facilities, pharmacies, laboratories, and their associated businesses.

Under Managing Partner Kimberly W. Daniel's leadership since January 2024, the firm has grown into one of the nation's largest law firms dedicated exclusively to healthcare provider representation. Founded 22 years ago, the Richmond-based firm has over 50 licensed healthcare attorneys with specialized industry expertise gained through advanced degrees and certifications.

The team includes certified compliance officers, certified privacy officers, certified public accountants, and attorneys with LLM degrees in taxation, as well as former state and federal judicial clerks. With five offices across Virginia, South Carolina, and Tennessee, the firm represents clients in 45 states.

The firm's leadership structure reflects its commitment to gender diversity, with approximately 40 percent of partners and more than 50 percent of associates being women. Executive committee member Tracie M. Dorfman brings skilled litigation experience, while partners Mary C. Malone and Emily WG Towey excel in administrative and regulatory practices as former Executive Committee members.

Hancock Daniel provides comprehensive legal services including antitrust, clinical integration, corporate governance, compliance, regulatory guidance, reimbursement, insurance, transactions, employment law, medical staff matters, risk management, telemedicine, data security, and workers' compensation. The firm's 107 employees benefit from flexible work arrangements, including full-time, part-time, and contract positions, along with remote and office-based roles.

Under Daniel's leadership, the firm has achieved over 32 percent revenue growth and earned recognition from Best Lawyers in America across multiple practice areas, Virginia Business Legal Elite, and the American Health Lawyers Association. The firm maintains its competitive edge through exceptional client service, collaboration, and practical problem-solving while fostering long-term client relationships and supporting community involvement through board service and charitable activities.

HANCOCK
DANIEL
The Health Law Solution

HANCOCK
DANIEL
The Health Law Solution



Hancock Daniel & Johnson is honored to be recognized as one of the Best Women-Led Law Firms.



Kim Daniel
Managing Partner

HIRSCHLER

Hirschler has 79 years of established practice and 163 employees. Invested in client success, their attorneys deliver innovative solutions to important and complex legal issues while maintaining a collaborative approach to zealous advocacy.

The firm's longstanding commitment to elevating women includes through comprehensive initiatives addressing gender-related issues and promoting inclusivity as integral components of their top-tier legal service delivery. With 40% of attorneys being women, Hirschler has created substantial representation across their practice areas.

In 2003, Hirschler established the successful Women's Initiative Network — or WIN for short — for mentoring and professional development, providing forums for lawyers, business executives, and community leaders to exchange ideas and promote women's success as community leaders. Every female attorney and director-level employee participates in WIN activities, ensuring comprehensive engagement across the organization.



The firm maintains Midsize Mansfield Rule Certification from Diversity Lab, demonstrating dedication to ensuring all talent, especially from underrepresented groups, receives fair and equal advancement opportunities into leadership positions. This certification reflects their systematic approach to inclusive practices.

Hirschler prides itself on providing equitable opportunities for success regardless of gender, fostering collaborative teams focused on innovative legal solutions. Their approach treats all professionals as valuable contributors to client service excellence without differentiation based on gender.

Community support extends through active participation in organizations including the International Women's Insolvency & Restructuring Confederation, the National Association of Women Business Owners, and CREW, demonstrating commitment beyond internal initiatives.

Recent accomplishments include maintaining more than one-third female representation among lawyers, exemplified by leadership commitment. Courtney Moates Paulk serves as the firm's president since 2018. She is the first women attorney in that role. The firm's continued Midsize Mansfield Rule Certification validates the firm's ongoing dedication to equitable advancement opportunities.

INJURED WORKERS LAW FIRM

Injured Workers Law Firm, founded by Michele Lewane in 2006, specializes in helping injured Virginia workers secure deserved benefits while making the workers' compensation process as stress-free and effective as possible. This 100% women-owned firm has operated for 19 years with 19 team members, demonstrating consistent growth and unwavering commitment to worker advocacy.

Under Lewane's leadership, the firm has seen noteworthy financial growth with revenue reaching \$2.3 million in 2024 and tracking toward \$2.6 million this year, a trajectory they attribute to the firm's expanding impact and client trust.



INJURED WORKERS
LAW FIRM

Leading a women-led firm means prioritizing empathy, strength, and purpose while valuing collaboration over ego and service over status. The firm's approach emphasizes listening carefully, fighting vigorously for clients, and creating environments where women support each other, own their roles, and generate real impact in both legal practice and people's daily lives.

Despite operating in the traditionally male-dominated workers' compensation field, Lewane's primary challenge involved overcoming self-doubt rather than external resistance. The absence of other women in leadership positions initially raised questions about belonging, but focused goal-setting and building a team committed to hard work and ethical practice provided necessary confidence for effective leadership.

Community involvement includes extensive participation with women and families through Emergency Shelter board service and Kids' Chance support. Internally, the firm fosters success through flexibility, empathy, and shared values, creating an environment where women are consistently seen, heard, and respected.

Other recent accomplishments include assisting people during their most difficult times with genuine compassion while working toward an ambitious goal of helping 50,000 injured workers. Each case brings them closer to that meaningful milestone.

MCGAVIN, BOYCE, BARDOT, THORSEN & KATZ

All the female attorneys at McGavin, Boyce, Bardot, Thorsen & Katz have a leadership role, including co-managing director Dawn E. Boyce and directors Melissa H. Katz, Heather K. Bardot, Anna G. Zick, and partner, Emily Blake.

Two more women also recently joined the firm — Andreea "Andy" Steidl, Hannah Walters, and Saylor Snowden.

Founded in 1980, the civil defense and insurance law firm has long been committed to equal opportunity and merit-based advancement. The female majority among directors highlights the firm's philosophy of fostering an inclusive culture where leadership and directorship roles are earned through hard work and perseverance.



Each of the women directors at McGavin began their journey as young associates and have thrived in the firm's atmosphere of unwavering support for gender equality and diversity. The environment not only reflects the firm's values but also strengthens the firm's commitment to empowering all its attorneys.

While having a women-led majority has fostered a supportive and collaborative environment at McGavin, the challenge to overcome systemic biases remains. The firm's focus on mutual support and shared successes has helped them navigate and mitigate these issues.

Internally, McGavin offers a mentorship program that aids in the professional development of our younger attorneys and encourages involvement in the community and legal organizations. Externally, the firm's directors have been or are deeply involved in leadership roles across several community-based and legal organizations. Those organizations provide opportunities to either assist women in the community and/or offer platforms to women lawyers to pursue leadership roles.

For their work and commitment to advancing the legal profession, McGavin attorneys have earned various accolades. They include induction into the Virginia Lawyers Weekly Hall of Fame and appointments to committees like the Boyd Graves Conference and Virginia Model Jury Instructions, as well as leadership roles in the Virginia State Bar, VADA, the Virginia Law Foundation and the Fairfax Law Foundation.

MELONE HATLEY

Melone Hatley is a rapidly growing expanding, women-led family law and estate planning firm dedicated to protecting families' futures through compassionate advocacy and exceptional client service. Founded 11 years ago by Rebecca Melone, who serves as founder and CFO, the 100% women-owned firm has experienced remarkable growth, expanding from a single office to nearly 100 employees across four states.

In 2024, Melone Hatley was recognized among the fastest-growing family law firms in the United States, a testament to its strategic expansion and commitment to excellence.



Under Melone's leadership, the firm has cultivated a culture where empathy and strength coexist, creating an environment where attorneys and professionals can thrive while maintaining rigorous advocacy standards. This approach has enabled the firm to balance rapid growth with sustaining its supportive culture, despite facing skepticism in a traditionally male-dominated field.

The firm's commitment to supporting women extends beyond its walls through mentorship programs, leadership training, and clear advancement pathways for attorneys and staff. Employee-focused policies include flexibility for working parents, robust benefits, and ongoing professional development opportunities. The firm actively sponsors women's leadership events, provides estate planning education for families, and supports community nonprofits that empower women.

Melone Hatley's employee engagement programs and leadership development initiatives have earned recognition as an exceptional workplace where women lead and succeed. The firm takes pride in workplace awards that recognize it as a great place to work, fulfilling Melone's vision of creating a firm where she would want to start her own career.

Through strategic growth and unwavering commitment to its values, the firm continues setting new standards for women-led law firms while delivering superior legal services to families nationwide.

MULLETT, DOVE & BRADLEY FAMILY LAW

Owned by three women and staffed with four others, the firm of Mullett, Dove & Bradley Family Law prides itself on having a different workplace dynamic than a typical male-led law firm.

Founded in 2010, the firm advises clients on all aspects of family and divorce law, including arbitration, mediation, collaborative divorce, and parenting and premarital/prenuptial agreements.

Partners Jennifer Mullett, Laura Dove and Jennifer Bradley also handle cases involving child custody and support, spousal support/alimony issues, pre-divorce planning, negotiating separation and property settlement agreements, division of military benefits, division of retirement benefits, civil and military protective orders, and uncontested divorces.



The three partners were trained and mentored by renowned family law attorney Betty A. Thompson; thus, they have always had the benefit of approaching the practice and management of a law firm in like-minded ways.

Finding reliable and high-quality support staff and associate attorneys can be challenging, however, so the firm prioritizes employee happiness and job satisfaction. For example, the firm's offices are designed to be light and airy, and there is an open-door policy. Partners take staff out to lunch monthly and hire young women from local law schools each summer to increase awareness of the family law specialty and modern law firm culture.

Mullett, Dove and Bradley are all members of the Virginia Women Attorneys Association and have a close network of female colleagues whom they often consult for second and third opinions on complicated legal issues and the challenges of running a law firm.

In addition, the three owners are all highly active in legal professional associations and nonprofit organizations, including the American Academy of Matrimonial Lawyers, Collaborative Professionals of Northern Virginia, the Virginia Trial Lawyers Association and the Arlington County Bar Foundation. They are often called upon to share their expertise through speaking engagements and presentations.

THE LIPP LAW FIRM

The Lipp Law Firm provides comprehensive labor, employment, business, and trademark law services throughout Washington, DC, Maryland, and Virginia. Founded six years ago by owner Katie Lipp, this 100% women-owned firm serves businesses, executives, and professionals with a team of seven employees.

Under Lipp's leadership, the firm brings a unique perspective to legal practice, leveraging diverse lived experiences to inspire change within the legal profession. The firm actively partners with other women-led organizations while maintaining strong connections with traditional firms that have provided mentorship and guidance throughout their growth.



As a women-led practice, the firm navigates the complex expectations of operating in a traditionally male-dominated field. The firm emphasizes the importance of building connections with other female lawyers and firm owners as essential to success and longevity in the legal industry.

Beyond legal practice, Lipp extends her commitment to supporting women through Law Practice Queen, her business consultancy that coaches female business owners. This platform hosts regular networking events for female entrepreneurs and lawyers while providing individual and group coaching services to help women navigate business ownership challenges.

Recent firm accomplishments include promoting longtime colleague Ryen Rasmus to partner after more than a decade of collaboration. The firm has also expanded its team with the addition of two new attorneys, Saroja Koneru and Susan Reutter. Both bring passion for labor and employment law to the practice.

The firm's commitment to authenticity and visibility positions them as advocates for change in the legal profession while delivering quality legal services to their clients across the Mid-Atlantic region.

WINSLOW, MCCURRY & MACCORMAC

Winslow, McCurry & MacCormac is a six-attorney, 55% women-owned firm in Midlothian, specializing in business law, bankruptcy, family law, probate, and wills and estates. Established 13 years ago with 14 employees, this family-oriented practice focuses on delivering goal-oriented legal counsel while maintaining strong client relationships.

Under the leadership of managing partner Sarah McCurry and partner Erika MacCormac, the firm has seen noteworthy revenue growth in recent years. The firm also takes pride in redefining legal practice expectations, proving that empathy and kindness enhance rather than compromise professional effectiveness. They recognize that clients often seek assistance during life's most difficult moments, making compassionate representation essential to their service philosophy.



Despite facing early challenges including presumptions about professional roles and occasional criticism for prioritizing client relationships over fees, the partners have persevered by demonstrating that emotional intelligence strengthens legal strategy, particularly in family law matters. The firm continues to challenge the notion that it's always been done this way.

The firm actively supports women attorneys by creating a family-friendly environment where children can visit offices during evening work sessions, enabling long-term work-life integration rather than demanding perfect daily balance. This approach supports talented professionals in both career advancement and family responsibilities, fostering the next generation's understanding of professional flexibility.

Recent accomplishments include building a strong female team of attorneys and staff while proving that legal careers and motherhood are compatible rather than competing choices. McCurry has served 15 years on the Cinderella Dreams board and engages in mentorship work. MacCormac participates on the Metro Women's Bar Board, volunteers with the Virginia State Bar, and mentors attorneys pursuing guardian ad litem appointments and court-appointed counsel roles.

The WMMLegal team is proud to be a majority women owned law firm and congratulates Sarah and Erika on this award.



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