



**Virginia Judges and Lawyers Assistance Program
2023 Fiscal Year Annual Report**

4801 Cox Road, Suite 109, Richmond, VA 23060

Table of Contents

- Introduction and Overview.....1**
 - Mission & Purpose.....1
 - Services1
- Governance3**
 - Board of Directors.....3
 - Professional Staff.....3
- Executive Director's Message.....4**
- Clinical Highlights6
 - New Intake Cases6
 - Support Groups.....9
- Education and Outreach Highlights12**
- Retreats.....12
 - Continuing Legal Education Courses13
 - Presentations15
 - Exhibitions17
 - Law School Engagement.....20

Introduction and Overview

Mission and Purpose

Mission Statement

Virginia Judges and Lawyers Assistance Program (“VJLAP”) provides confidential, non-disciplinary assistance to lawyers, judges, law students, and legal professionals who are experiencing professional impairment because of substance use or mental health problems. The assistance provided is intended to promote recovery, protect the client, prevent disciplinary problems for the lawyer, support their families and professional associates, and strengthen the profession.

Purpose

- (a) Aid and assist lawyers, judges, and other members of the legal profession in Virginia who may suffer from chemical dependency and other mental disorders which may impair their professional performance.
- (b) Educate members and prospective members of the legal profession regarding the impact of chemical dependency and other mental disorders.
- (c) Educate members and prospective members of the legal profession regarding the services provided by VJLAP to prevent and treat the problems posed by these disorders.

History

In 1985, Lawyers Helping Lawyers was established and administered by the Substance Abuse Committee of the Virginia Bar Association. As the program grew, the need for a mental health component was recognized and the mission was expanded. The program was incorporated as a 501(c)(3), Non-stock Corporation and opened an independent office in 2003. As the risk for and prevalence of substance use and mental health disorders in the legal profession became more widely known, Lawyers Helping Lawyers program expanded and was renamed the Virginia Judges and Lawyers Assistance Program in 2019. The assistance provided by VJLAP staff and volunteers is subject to civil immunity pursuant to § 8.01-226.1 of the Code of Virginia and reporting exceptions under Rule 8.3(d) of the Virginia State Bar Rules of Professional Conduct.

Services

Virginia Judges and Lawyers Assistance Program is a voluntary, confidential, non-disciplinary, no-cost program which assists legal professionals who are or may be at risk for experiencing impairment as a result of substance use and mental health conditions. The VJLAP professional staff and network of volunteer attorneys provide information, interventions, and services tailored to the needs of each situation. The VJLAP program is intended to:

- Prevent disciplinary problems for legal professionals;
- Promote recovery;
- Protect the working professional, clients, and the public;
- Strengthen the profession; and
- Support families and professional associates

Services include:

- Assessments,
- Intervention services,
- Short term counseling,
- Referral to other providers,
- Support groups,
- Monitoring rehabilitation contracts,
- Peer support, and
- Education and outreach

Virginia Judges and Lawyers Assistance Program recognizes that prevention and early intervention are effective means for reducing the impact of substance use and mental health problems within the legal profession for which building awareness and connection throughout the legal community are important components. As such, VJLAP places a high emphasis on educating members and prospective members of the legal profession regarding the risks of, the warning signs of, the ways to support colleagues and seek help for, and the impacts of chemical dependency and mental health disorders through written materials, social media, presentations, and continuing legal education course offerings.

Clients

Virginia Judges and Lawyers Assistance Program provides assistance to all members of Virginia's legal community and their immediate families, including, but not limited to the following:

- Judges,
- Lawyers,
- Law school students,
- Bar applicants/examinees,
- Magistrates,
- Other legal professionals, and
- Immediate family members of legal professionals (*i.e.*, spouse, child, parent)

Focus Areas

Virginia Judges and Lawyers Assistance Program assists legal professionals with all levels and types of substance use and mental health problems. These include, but are not limited to:

- Substance use disorders,
- Compulsive gambling,
- Other addictive disorders,
- Depression,
- Anxiety,
- Compassion fatigue,
- Grief and loss,
- Dementia, and
- Stress and burnout

Governance

Board of Directors

Executive Committee

Janie L. Rhoads, *President**

Drew D. Sarrett, *President Elect/Treasurer*

Joseph R. Carico, *Secretary*

P. Watson Seaman, *Immediate Past President**

Directors

Hon. Doris H. Causey

Evan V. Clarke

Justin W. Earley*

Leonard C. Heath, Jr.

Michael N. Herring

Hon. Helivi L. Holland

Victoria M. Huber

J. Neal Insley

Bretta Z. Lewis

K. Lorraine Lord

Hon. Elizabeth McClanahan (retired)*

Hon. James E. Plowman

Cameron M. Rountree

Mary Lynn Tate

Hon. John M. Tran

Barry M. Wenzig

Raymond M. White

* *Term expired June 30, 2023*

Board Members Emeritus

Stephen E. Baril

Hon. Thomas O. Bondurant, Jr

Jack W. Burtch, Jr.

Hon. John A. Gibney, Jr.

Davide S. Mercer

John I. Molumphy, III

George W. Shanks

Barbara Ann Williams

Professional Staff

Virginia Judges and Lawyers Assistance Program has a team of six full time professionals dedicated to helping legal professionals and their families with substance use and mental health issues.

- Tim Carroll, MBA, *Executive Director*
- Barbara Mardigian, LPC, *Clinical Director*
- Charlene P. Reilly, MA, JD, *Education & Outreach Manager*
- Sarah Endres, JD, *Northern Virginia Region Manager*
- Brian Moore, JD, *Southwest Region Manager*
- Sarah Warner, CSAC, *Tidewater Region Manager*

Executive Director's Message

Virginia Judges and Lawyers Assistance Program (“VJLAP”) had another impactful and productive year providing confidential, complimentary, non-disciplinary assistance to lawyers, judges, law school students, legal professionals and immediate family members in the Commonwealth of Virginia affected by mental health problems and/or substance use. The number of new intake cases continued to increase. In the 2023 fiscal year (“FY 2023”), VJLAP opened 105 new intake cases. This was a 7.14% increase in new intake cases compared with the 2022 fiscal year (“FY2022”) and a 16.67% increase compared with fiscal year 2021 (“FY 2021”). There were 98 new intake cases in FY 2022 and 90 new intake cases in FY 2021. The primary area of concern for the 105 new intake cases was substance use, followed by concerns relating to mood disorders (anxiety and depression) and stress. Most of the new intake cases (85.71%) were made via informal referrals with law schools (21.90%) and friends/family member(s)/colleagues (21.90%) referring the most often. A more detailed review of the new intake case attributes is included within the report.

Interestingly, a trend started in FY 2022 continued in FY 2023 as VJLAP, again, received a significant number of referrals and new intake cases from the law schools. Although practicing attorneys (43 cases) still request clinical assistance the most (40.95%), law school students aren't far behind. In FY 2023, 34.29% (36 cases) of the new intake cases were law students. It is estimated that 4,646 law students were enrolled in the eight (8) ABA-accredited law schools in the Commonwealth of Virginia in the 2022-2023 academic year. There are 62,846 total members tracked by the Virginia State Bar. Based on these numbers, 0.774% of all law school students are new intakes (36 cases out of 4,646 law students) and 0.0684% of VA bar members are new intakes (43 cases out of 62,846 VA state bar members). As reported in the FY 2022 Annual Report, 31% percent of new intake cases in FY 2022 were law school students which was a 54% increase from FY 2021. This increase is likely due to VJLAP's concentrated outreach efforts and more frequent engagement with administrators, faculty, and students. Virginia Judges and Lawyers Assistance Program participated in first year law school student orientations and other trainings, presented at different classes, including but not limited to Professional Conduct, held in person and virtual office hours, and collaborated with student organizations on various well-being initiatives. Collaborating with law schools allows VJLAP to provide support and resources to law students who may be experiencing mental health challenges, substance use issues or other well-being concerns and enables VJLAP to identify and address potential well-being issues at an early stage. Early intervention is crucial in preventing the escalation of mental health and substance use issues and promoting healthier coping mechanisms and more resilient law students.

Recognizing the unique stressors and well-being issues faced by judges, VJLAP also focused efforts on working more frequently and directly with the judiciary. In November 2022, VJLAP launched a monthly virtual Judicial Roundtable meeting facilitated by VJLAP's Clinical Director, Barbara Mardigian. The Judicial Roundtable meeting is only for judges and magistrates. It is a confidential and safe space for judges only to discuss and navigate the unique stressors of the profession. Additionally, a toll-free number for judges to contact VJLAP was also established. The increased engagement with the judiciary has resulted in more frequent calls from judges. Focusing efforts on supporting and prioritizing judges is important for many reasons, including ensuring judges can make informed, fair and effective decisions by addressing mental health issues and providing support, protecting judicial independence, which is a cornerstone of the legal system, and mitigating stress and burnout. Judges serve as role models within the legal profession and the community at large. By prioritizing judges' well-being, VJLAP sets an example for other legal professionals and organizations, highlighting the importance of mental health, self-care, and work-life balance. This ripple effect will hopefully aid in promoting a culture of well-being throughout the legal community.

Virginia Judges and Lawyers Assistance Program continued to work with law firms, government agencies, bar associations, treatment providers, and others to not only strengthen its partnerships but spread the word on VJLAP's purpose and availability. Separate from the fall and spring retreats, VJLAP hosted or participated in 25 CLEs attended by 1,595 in person/1,977 virtual attendees, presented 26 non-CLE, non-law school presentations attended by 1,547 attendees and exhibited at 20 conferences and events.

Virginia Judges and Lawyers Assistance Program collaborated with constituents and stakeholder groups on various outreach efforts, including the Virginia State Bar, the Supreme Court of Virginia, the Virginia Law Foundation, state-wide bar

associations, local and specialty bar associations, and several law firms. Virginia Judges and Lawyers Assistance Program continues to build relationships with local therapists and treatment providers and treatment centers nationwide who have programs tailored to legal professionals. We also continue to keep our constituents and stakeholders up to date on our activities and topics of interest via VJLAP's website, blog, social media such as Facebook and LinkedIn, and quarterly newsletter. Additional information about these activities is provided in the following pages.

In addition to the CLEs, presentations and exhibit opportunities, VJLAP again hosted its Annual Fall Retreat in September 2022 and co-hosted the second Mid-Atlantic Women's Legal Professional Retreat in March 2023 with other state lawyer assistance programs. The 18th Annual VJLAP Fall Retreat was held September 16-18, 2022, at The Virginian Hotel in Lynchburg, VA with a hybrid option for those wanting to join virtually and attend live-streamed CLE courses. Ten hours of CLE were offered, including three (3) hours of ethics. The Retreat attracted over 100 attendees (50 in-person/50 virtual). In March, VJLAP co-hosted with Kentucky, North Carolina, Tennessee, and West Virginia state assistance programs the second Mid-Atlantic Women's Legal Professional Retreat. It was held March 3-6, 2023, at the Hotel Roanoke in Roanoke, Virginia. Programming included 12 hours of CLE, with two (2) hours of ethics approved by the Virginia State Bar's Mandatory Continuing Legal Education Board. The retreat had over 100 registrants.

To help further the goals and objectives of the program and optimize productivity some of the following changes were made to the program in FY 2023. Virginia Judges and Lawyers Assistance Program's corporate office was relocated from downtown Richmond to the Innsbrook area of Glen Allen, Virginia in November 2022. There were several reasons for this, including, but not limited to reduced congestion and easier access, ample parking, a reduction in rent, and the need for office space more conducive to meeting with clients (*i.e.*, private and soundproof office spaces). The corporate office is also located in the same building as the Virginia Law Foundation's Bobzien-Gaither Education Center, which also allows for greater collaboration and communication. The Innsbrook office represents VJLAP's and the legal community's values and professionalism. Virginia Judges and Lawyers Program has an open-door policy, and we encourage visitors. Barbara Mardigian, VJLAP's former Deputy Clinical Director, was promoted to Clinical Director in November 2022 after Jim Leffler, who had been the Clinical Director, retired in November 2022. Barbara has been with VJLAP since 2019. As a Licensed Professional Counselor, she brings a wealth of experience and expertise to the position having worked for many years in the mental health field, with a particular focus on substance abuse use disorders, trauma, depression, anxiety, and bipolar disorder. As the Clinical Director, Barbara oversees all aspects of VJLAP's clinical program and services, including assessment, treatment and referral services for legal professionals and families. Barbara frequently speaks and presents on important substance use and mental health topics. Virginia Judges and Lawyer's Assistance Program's Assistant Director, Janet Van Cuyk, resigned in January 2023 when she accepted a position with the Virginia State Bar as the Deputy Executive Director. With the two personnel losses, VJLAP hired three new staff in March 2023. Charlene Reilly, a District of Columbia, and Virginia barred attorney, was hired as VJLAP's Education and Outreach Manager. Sarah Endres, a Virginia barred attorney, was hired as the Northern Virginia Regional Manager and Brian Moore, a Virginia barred attorney, was hired as the Southwest Regional Manager. Virginia Judges and Lawyers Assistance Program is fully staffed as proposed and in compliance with the Lighthouse Plan. Lastly, VJLAP had its triennial financial audit, conducted by WellsColeman, and successfully passed. This accomplishment is a testament to VJLAP's commitment to transparency, accountability, and sound financial management.

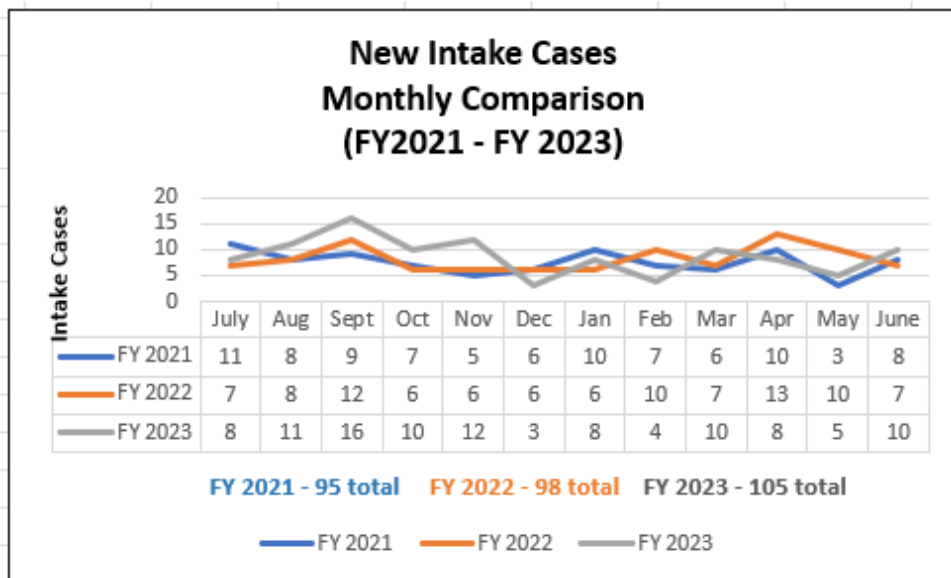
Virginia Judges and Lawyers Assistance Program estimates that because of its education, outreach efforts, and other initiatives VJLAP has reached over 4,000 individuals. In FY 2023, VJLAP's achievements have been a testament to the power of compassion, understanding, and the unwavering belief that every legal professional deserves the opportunity to thrive in the profession. As we reflect on the successes of this year, let us celebrate the countless lives touched, the barriers broken, and the hope restored. Together, we stand stronger, more resilient, and ready to continue the journey towards a healthier, happier legal community with VJLAP leading the way.

Clinical Highlights

New Intake Cases

A new intake case occurs when VJLAP captures and records information (name, contact information, details) about an individual in the case management system, Common Thread. For FY 2023:

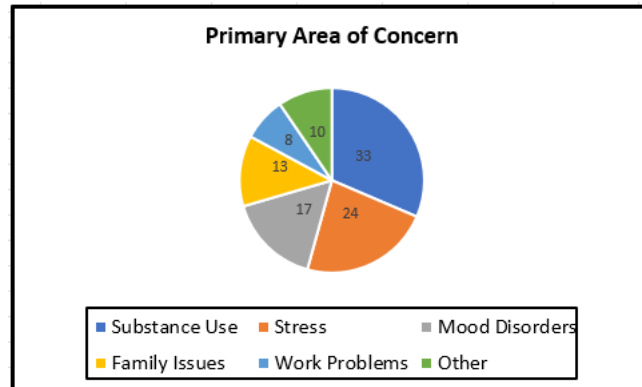
- There were 105 new intake cases, averaging 8.75 cases per month.
- There were seven (7) more new intake cases in FY 2023 than the same reporting period in FY 2022. There were 98 new intake cases in FY 2022. This is a 7.14% increase in new intake cases from FY 2022. Compared with FY 2021 (98 total new intake cases), VJLAP had an additional 15 new intake cases. This is a percentage increase of 16.67%. Services are being utilized and the number of new intake cases is increasing each year.
- The highest number of case intakes was in September, with 16; the lowest number of intakes was in December, with three (3). Generally, this is the same trend as in years past. Please refer to the line graph chart below comparing FY 2021, FY 2022 and FY 2023.
- The chart below shows the new intake cases by month for the last three fiscal years 2020-2023.



New Intake Case Attributes

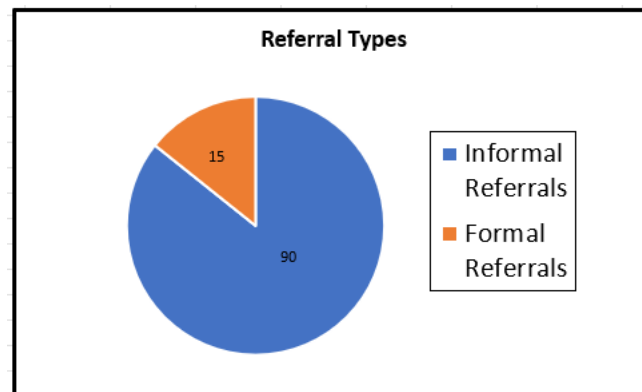
Additional information about the 105 new case intakes for FY 2023 is as follows:

- *Primary area of concern:*
 - (i) Substance Use - 33 cases (31.43%)
 - (ii) Stress - 24 cases (22.86%)
 - (iii) Mood Disorder - 17 cases (16.19%)
 - (iv) Family issues - 13 cases (12.38%)
 - (v) Work problems - 6 cases (5.71%)
 - (vi) Other mental health issues (including, but not limited to depression and anxiety) - 9 cases (8.57%) as the reason for contacting VJLAP.



- *Type of referrals:*
 - (i) 85.71% of the new intake cases were received via informal referrals (90 cases)
 - (ii) 14.29% were formal referrals (15 cases).

NOTE: Formal referrals are referrals by judges, Virginia State Bar or other authoritative entities. Examples of informal referrals are client initiated or referrals from client's family members, colleagues or similar.



- *Client role:*
 - (i) 40.95% Practicing attorneys (43 cases)
 - (ii) 34.29% Law school students (36 cases)
 - (iii) 5.71% Non-legal (6 cases)
 - (iv) Family members (6 cases)
 - (v) Other legal professionals (6 cases)
 - (vi) Bar applicant (5 cases)
 - (vii) Suspended/disbarred (2 cases)

(viii) Judges (2 cases)

- *Referral source:*

The usual referral sources were: (i) 21.90% law school (23 cases); (ii) 21.90% friend/colleague/family (23 cases); (iii) 17.14% other (18 cases); (iv) 14.29% CLE/presentation (15 cases); (v) 8.57% social media/web (9 cases); (vi) 5.71% employer/supervisor (6 cases); (vii) 3% VSB (4 cases); (viii) 2.857% Judiciary (3 cases); .95% Legal representative (1 case) and .95% other state lawyer assistance program (1 case)

- *Employment setting:*

- (i) 32.28% Law students (34 cases)
- (ii) 11.43% Solo practice (12 cases)
- (iii) 11.43% Unemployed (12 cases)
- (iv) 10.48% Small firm (11 cases)
- (v) 8.57% Non-legal (9 cases)
- (vi) 5.71% Employed by the state (6 cases)
- (vii) 4.76% Large firm (5 cases)
- (viii) 3.81% Medium firm (4 cases)
- (ix) 3.81% Locality (4 cases)
- (x) 2.86% Federal government (3 cases)
- (xi) 0.95% In-house counsel (1 case)
- (xii) 0.95% Non-profit (1 case)

- *Gender:*

- (i) 57.14% Identified as male (60 cases)
- (ii) 40.95% Identified as female (43 cases)
- (iii) Identified as other / non-specified pronoun (2 cases)

Requests for Information

Oftentimes, people are curious about VJLAP and request information about the VJLAP program without wanting VJLAP to provide support or services. These inquiries are requests for information. Additionally, should an individual contact VJLAP expressing a desire for clinical assistance but withholds information (name, explanation of current situation, area(s) of concern) making it difficult for VJLAP to assist /create a new intake case in the management system, the matter will be considered a request for information. For example, if a law firm support staff, working for a firm located in Virginia, calls the VJLAP office and asks about the types of presentations and continuing legal education, this will be a request for information. The law firm support specialist can utilize VJLAP's services and support for herself/himself and immediate family members, but if the staff's only concern is to obtain information about VJLAP, the inquiry would not be opened as a new intake case, but rather just a request for information. Oftentimes, in the days following a conference VJLAP spoke at and/or exhibited at, conference attendees will contact VJLAP requesting information. Although a new case intake is not opened, the request for information is tracked. For FY 2023, 149 requests for information were received. This is an average of 12.41 requests for information each month. VJLAP received the most requests for information in August, with 30 requests for information, and the least number of requests were received in May with only two (2) requests for information.

Monthly requests for information for FY 2023

Jul	Aug	Sept	Oct	Nov	Dec	Jan	Feb	Mar	Apr	May	June	Total	Monthly Average
23	30	27	18	9	10	8	6	4	2	2	10	149	12.41

Support Groups

For FY 2023ⁱ, VJLAP hosted three types of support groups (gambling, wellness, and 12-step). The wellness, 12-step and gambling support groups were held on multiple days and at different times throughout the week to accommodate the diverse schedules and needs of legal professionals desiring to participate as well as ensure inclusivity. In addition to the gambling, wellness and 12-step support groups VJLAP hosts for all legal professionals, VJLAP also offers a judicial round table, only for the judiciary, which is held once a month on the second to last Thursday. Virginia Judges and Lawyers Assistance Programs hosts seven (7) meetings a week.

For convenience, all groups are now virtual, except the Wednesday 12-step support group which is virtual and meets in Alexandria, Virginia. The support groups are intended to provide legal professionals experiencing mental health and recovery issues a safe space to come together and support each other, share experiences and feelings, coping strategies, and firsthand information. The time, frequency and number of meetings will continue to be evaluated and changes will be made, when necessary, to accommodate the Virginia legal professional community.

For FY 2023, 1,592 individuals attended 226 meetings. This is an average monthly attendance of 7.04 individuals per meeting. The weekly Wednesday 12-step support meeting (held from 5:30-6:30pm) is the most widely attended meeting with 822 attendees. The other weekly Wednesday 12-step support meeting (held from 6pm-7pm) is the second most popular meeting with 387 attendees for the year. These two 12-step meetings along with the 1st and 2nd Monday 12-step meeting (Charlottesville) are the most established dating back to FY 2021. Another in demand meeting is the Thursday Wellness support meeting offered every Thursday from 6:00pm – 7:00pm.

Below, in the table, is a list of each support meeting VJLAP offered in FY2023, the total number of meeting attendees from all support meetings for the year, the total number of meetings held and the average number of attendees at each individual meeting offered.

Meeting	Day/Time	Format	Total Number of Attendees at Meeting (for the year)	Total Number of Meetings (for the year)	Average Monthly Attendance
GAMBLING SUPPORT MEETING					
Gambling Support**	1 st & 3 rd Wednesday 6:00pm – 7:00pm	Virtual	30	14	2.14
JUDICIAL ROUNDTABLE					
Judicial Roundtable (ONLY FOR JUDICIARY)	2 nd Thursday	Virtual	10	8	1.25
12-STEP SUPPORT MEETING					
12-Step Support Meeting (Also known as the "Charlottesville 12-Step Meeting")	1 st & 3 rd Monday 8:00pm – 9:00pm	Virtual	149	27	5.52
12-Step Support Meeting (Also known as the "Alexandria 12-Step Meeting")	Every Wednesday 5:30pm – 6:30pm	Hybrid (Virtual & In Person/Alexandria, VA)	822	52	15.81
12-Step Support Meeting (Also known as the "Richmond 12-Step Meeting")	Every Wednesday 6:00pm – 7:00pm	Virtual	387	51	7.59
Alexandria Women*			13	7	1.9
WELLNESS SUPPORT MEETING					
Wellness Support - Monday	2 nd & 4 th Monday 6:30pm – 7:30pm	Virtual	48	14	3.43
Wellness Support - Thursday	Every Thursday 6:00pm – 7:00pm	Virtual	133	53	2.51
TOTALS					
			TOTAL NUMBER OF ATTENDEES FOR FY2023 (attendees at each meeting added together)	TOTAL NUMBER OF MEETINGS HELD FOR FY2023 (all meetings added together)	AVERAGE NUMBER OF ATTENDEES/MEETING FOR FY2023 (total number of attendees divided by total number of meetings held)
			1592	226	7.04
Average Monthly			AVERAGE NUMBER OF ATTENDEES PER MONTH BASED ON NUMBER OF ATTENDEES FROM ALL MEETINGS (total number of attendees for year/ 12 months)	AVERAGE NUMBER OF MEETINGS HELD PER MONTH	
			132.67	18.83	

*Due to low attendance, the Alexandria Women's group was suspended in November 2022.

** Due to low attendance, this meeting was suspended effective July 1, 2023.

Support and wellness meetings provide a platform for law students, lawyers, judges, and other legal professionals to come together, share their experiences, and seek support. These meetings offer a safe and confidential space where individuals can discuss the challenges they face in their professional lives and seek guidance or assistance from their peers. These support groups are different than Alcoholics Anonymous, Narcotics Anonymous and other group and support meetings, because VJLAP's support groups are specifically for legal professionals. Therefore, those attending can connect with others who may have encountered similar situations, judges and lawyers can find solace, gain different perspectives, and access valuable resources.

Even if only one or two individuals attend these meetings, their presence should not be disregarded. For those individuals, the support and guidance received can be invaluable. The opportunity to connect with others who understand their unique professional pressures can make a significant difference in their well-being and ability to navigate challenges effectively. Additionally, support and wellness meetings serve as a reminder that VJLAP is committed to providing assistance and promoting well-being within the legal community. By maintaining these meetings, the program demonstrates its ongoing dedication to supporting judges and lawyers in their personal and professional lives.

In summary, the importance of support and wellness meetings as part of the VJLAP program remains significant. The positive impact they have on even one or two individuals should be recognized, as these meetings provide a vital lifeline for those seeking support and guidance in the legal profession.

Monitoring Agreements

Virginia Judges and Lawyers Assistance Program offers compliance monitoring agreements (“Agreement”). Having an Agreement in place, with VJLAP, can provide several benefits. Some want an Agreement, as a form of support, to help them maintain recovery. For example, an Agreement establishes clear expectations and guidelines for the individual’s recovery or well-being. Regular check-ins and monitoring help promote accountability. Sometimes a third party such as an employer, the Disciplinary Committee of the Virginia State Bar or Character and Fitness Committee of the Virginia Board of Bar Examiners (VBBE), or the court provides the client with an opportunity to remain employed or licensed contingent on complying with the requirements of a VJLAP Agreement. Virginia Judges and Lawyers Assistance Program does not require the Agreement, but, again offers the service as an objective verification mechanism.

Virginia Judges and Lawyers Assistance Program started the fiscal year with 20 Agreements and ended the last quarter of FY 2023 with 21 Agreements. During the fiscal year, 15 new Agreements were executed and 14 were completed. Of those completed/terminated, 11 were successful (either the contract period ended without any violations, or the contract was dissolved by mutual agreement of the parties because it was no longer needed) and three (3) Agreements ended unsuccessfully.

The table below shows the number of monitoring agreements maintained each month, the number of new agreements executed and terminated each month in FY 2023:

	22-Jul	Aug-22	Sep-22	Oct-22	Nov-22	Dec-22	Jan-23	Feb-23	Mar-23	Apr-23	May-23	Jun-23		
Agreements from prior months	20	19	22	17	16	17	18	19	19	19	23	21	Average # of Monitoring Agreements/ Month	19.167 (average number of agreements per month)
PLUS New Agreements	0	plus 4	0	0	plus 1	plus 2	plus 1	0	0	plus 4	plus 2	1		
MINUS Completed Agreements	minus 1	minus 1	minus 5	minus 1	0	minus 1	0	0	0	0	minus 4	1		
Total agreements at the end of the month	19	22	17	16	17	18	19	19	19	23	21	21		
Completed Agreements	1	1	5	1	0	1	0	0	0	0	4	1	14	TOTAL # of Completed Agreements for FY
Successful (Completed Agreements)	1	1	3	1	0	1	0	0	0	0	3	1	11	TOTAL # of Successful Agreement
Not Successful (Completed Agreements)	0	0	2	0	0	0	0	0	0	0	1	0	3	TOTAL # of Not Successful for FY

Interventions

Virginia Judges and Lawyers Assistance Program also provides intervention services when family, friends, or associates of a legal professional are concerned about an individual’s behavior and want assistance with approaching the individual with these concerns. Virginia Judges and Lawyers Assistance Program provides intervention training and can assist directly with the intervention. For FY 2023, VJLAP assisted with three (3) interventions.

Interventions conducted in July 2022, April 2023 and May 2023 were all initiated by employers/law firms that wanted to help an employee/attorney abusing alcohol. After meeting with the firm partners, in each case, VJLAP facilitated an

intervention with the vested parties, including the referring partners, colleagues and family members. All three (3) interventions were considered successful and resulted in the client/partner signing a VJLAP Agreement with terms including abstinence, attending substance use treatment, practicing a program of recovery, and attending an inpatient program should the client/partner return to use.

Financial Assistance with Treatment Expenses

Through the Stephen Chapple Memorial Scholarship Fund, VJLAP is able to provide financial assistance, in the form of a loan to lawyers, judges and other legal professionals to pay for treatment. Generally, the loan is \$5,000 or less and paid directly to the treatment provider or health care professional. The name of the person receiving the scholarship is confidential. Stephen Chapple was an Assistant Attorney General and an active and loyal supporter of the Richmond VJLAP (then Lawyers Helping Lawyers) program. One (1) Chapple Fund loan was made in FY 2023.

Education and Outreach Highlights

18th Annual VJLAP Retreat

Virginia Judges and Lawyers Assistance Program held its 18th annual retreat, the theme of which was “Celebrate our Heritage,” September 16-18, 2022, at The Virginian Hotel in Lynchburg, Virginia. The retreat was well attended with over 100 registrants (50 in-person/50 virtual), including practicing and non-practicing lawyers, judges, law school students, and other legal professionals, coming together for a rewarding weekend of professional development and networking.

Ten (10) credit hours, including 3 ethics hours, approved by the Virginia State Bar’s Mandatory Continuing Legal Education were provided. The sessions were:

- Relationships and Addiction: Exploring Codependence
- Substance Use’s Impact on Lawyer Effectiveness
- Judicial Panel: A View from the Bench
- Age is More Than a Number: Addressing the Impact of Aging on Our Practices
- The Intersection of Stress, Ethics, and Wellness

Programming also included a dessert reception Friday, September 16 and dinner on Saturday, September 17 featuring Justice William Mims as the Keynote Speaker. Justice Mims provided an inspiring speech about the values of a good leader and the importance of being a servant leader.

Virginia Judges and Lawyers Assistance Program posthumously honored and recognized some of the founding members of Virginia Judges and Lawyers Assistance Program (formerly Lawyers Helping Lawyers) including: James R. Treese (December 28, 1994); Eugene Luther (January 16, 2013); David P. Bobzien (December 30, 2018); Henry Lee Carter (May 31, 2019); and George H. Hettrick (November 24, 2021). Virginia Judges and Lawyers Assistance Program also recognized some of the members of the Substance Abuse Committee, established by the Virginia State Bar (VSB) and Virginia Bar Association (VBA) in 1984, that studied the issue of substance abuse in the Virginia legal profession which helped pave the way for Lawyers Helping. Those recognized were: Sondra Alan; Jack W. (“JB”) Burtch, Jr.; R McLwaine (“Mac”) Keever, Jr.; David Mercer; and The Virginia Bar Association.

Virginia Judges and Lawyers Assistance Program also awarded Chief Justice Donald Lemons, Supreme Court of Virginia (retired) and Senior Justice William Mims, Supreme Court of Virginia (retired) the 2022 Lighthouse Award. The Lighthouse Award is bestowed upon select members of the legal profession that are deeply committed to addressing mental health and substance use concerns and substantially improving wellness in our legal profession.

Virginia Judges and Lawyers Assistance Program received a generous grant from the Virginia Law Foundation which helped offset the retreat costs so that registration was reasonable and affordable. Virginia Judges and Lawyers Assistance Program is also thankful for the generous financial support received from law firms, Hunton Andrews Kurth, LLP, McGuire Woods, LLP, and Hirschler Fleischer, treatment centers, Caron Drug and Alcohol Addiction Treatment Centers, Newport Healthcare, and The Farley Center, and the Old Dominion Bar Association.¹

Mid-Atlantic Women’s Legal Professional Retreat

Virginia Judges and Lawyers Assistance Program co-hosted with Kentucky, North Carolina, Tennessee, and West Virginia state assistance programs the second annual retreat. It was held March 3-6, 2023, at the Hotel Roanoke in Roanoke, Virginia. The retreat was held to provide women working in the legal field an opportunity to broaden their knowledge, earn CLE credit, connect with and network with other like-minded women about work, health, wellness matters and relax and rejuvenate. The retreat had over 120 registrants.

Twelve (12) hours of CLE, including two (2) hours of ethics were approved by the Virginia State Bar’s Mandatory Continuing Legal Education Board. Presentations were:

- The Motherhood Penalty in the Legal Profession
- Movement of Grace: Spiritual/Mindfulness Practices that Support Self-Care in the Practice of Law
- Hormonal Health Issues and Practice
- Do we Have an Anxiety Problem or a Problem with Anxiety
- Making the Most of Practice at Any Age Judicial Roundtable
- Vicarious Trauma in the Legal Profession
- Imposter Syndrome – Race and Gender’s Impact
- Women Legal Professional and Addiction
- A View from the Bench: A Multi-State Perspective
- Competency, Wellness and Discipline: A Multi-State Perspective

Programming also included dinner on Saturday, March 4, 2023, and Keynote Speaker, Catherine Lee, General Counsel, Virginia Education Association. Yoga and Friends of Bill W. meetings were also offered during the weekend.

Continuing Legal Education (CLE) Courses

Virginia Judges and Lawyers Assistance Program hosted or participated in 25 continuing legal education (“CLE”) courses in FY 2023, excluding the VJLAP Annual Fall Retreat and Mid-Atlantic Legal Professionals’ Retreat. For all CLEs provided, a total of 1,595 (in person)/1,977 (virtual) attended.

Below is a list of CLE courses VJLAP hosted or presented at during FY 2023:

Date	CLE Title	Host(s)	Presenter(s)	Attendance
7/28/2022	Before and After: Mental Health, Addiction, and Misconduct	VSB Disciplinary Conference	Janet Van Cuyk Jim Leffler	150
8/10/2022	When is enough too much? Substance Use Impact on Competency and Ethical Responsibilities	Williamsburg Bar Association	Sarah Warner Janet Van Cuyk	18
9/20/2022	The Intersection of Stress, Competence, and Wellness	VSB: Solo and Small Firm	Jim Leffler	100 in-person/ 400 online

¹ Lakeview Health, Welthi, and Fellowship Hall exhibited at the Retreat.

Date	CLE Title	Host(s)	Presenter(s)	Attendance
		Practitioners Forum		
09/23/2022	Managing Stress and Building Attorney Resilience	Penn Stuart (virtual)	Barbara Mardigian	18
10/13/2022	The Intersection of Stress, Competence, and Wellness	Virginia Creditors Bar Association (hybrid)	Sarah Warner Janet Van Cuyk	100
10/25/2022	The Intersection of Stress, Competence, and Wellness	OAG: Education Section	Janet Van Cuyk	45
11/28/2022	The Intersection of Stress, Competence, and Wellness	Tidewater Bankruptcy Bar Association (Virtual)	Sarah Warner Janet Van Cuyk	45
1/9/2023	When is Enough Too Much? Substance Use's Impact on Competency and Ethical Responsibilities	Norfolk Public Defenders Office (In person)	Sarah Warner	17
1/18/23	Managing Attorney Stress and Building Resilience	Hill Tucker Bar Association	Barbara Mardigian	12
2/08/23	When is Enough Too Much? Substance Use Impact on Competency and Ethical Responsibilities	Newport News Bar Association	Sarah Warner	29
03/09/23	How Wellness Protects us and Elevates the Profession	VBA (Virtual)	Barbara Mardigian, Hetal Challa, Janet Van Cuyk	128
3/10/23	Practicing Law is Tough – Warning Signs, Support and Education	BLI/VBA	Barbara Mardigian and Hetal Challa	75
03/14/23	How to Identify and Get Help Managing Stress and Anxiety	Richmond Paralegal Association	Barbara Mardigian	11
03/21/23	Attorney Wellness and Mental Health	OAG	Barbara Mardigian	20
03/28/23	Competency, Anxiety and Ethics	Richmond Bar Association	Barbara Mardigian and Janet Van Cuyk	25
03/30/23	Competency, Anxiety and Ethics	Bench Bar Conference	Barbara Mardigian and Brian Moore	50
04/13/23	Ethical Duty of Self Care and Resources for Troubled Colleagues	Family Law Section Board of Governors Va. Law Foundation/VA	Barry Wildman, Esq. Barbara Mardigian	161 in person 243 virtual

Date	CLE Title	Host(s)	Presenter(s)	Attendance
04/21/23	Implicit Bias and How it Affects the Practice of Law	VBA/YLD Diversity Conference Annual Forum	Tammy Currie, Judge Lorrie Sinclair Taylor, Barbara Mardigian, Latoya Asia and Lia Dorsey	171
04/25/23	Managing Attorney Stress and Building Resilience Virtual	US Department of Health and Human Services; Department of Appeals Board	Barbara Mardigian	44
05/10/23	Lawyer Wellness; How to Identify and Get Help (Hybrid)	Sands Anderson	Barbara Mardigian	36
05/16/23	Attorney Health and Mental Wellness	Livesay & Myers, PC	Sarah Endres	25
05/20/23	Attorney Health and Mental Wellness	ODBA	Charlene Reilly and Barbara Mardigian	25
05/26/23	Occupational Wellbeing (Hybrid)	VSB	Brian Moore	75+
06/02/23	Attorney Wellness and Mental Health	Military Law Symposium	Barbara Mardigian	50
06/14/23	How to Stay Sane While Practicing Law	VSB	Barbara Mardigian, Hetal Challa, Len Heath	55
06/16/23	Technology Trap (Hybrid)	Local Government	Brian Moore	77
06/21/23	Attorney Mental Health and Wellness	Crenshaw, Ware & Martin, PC	Charlene Reilly	8
06/22/2023	Managing Stress and Building Resilience	Fredericksburg, VA	Sarah Endres	25

Presentations

During FY 2023, VJLAP provided 26 non-CLE, non-law school presentations with a total of 1,547 attendees.

Below are the non-CLE credit, non-law school presentations presented or hosted by VJLAP:

Date	Presentation Title/Topic	Host	Presenters	Attendance
7/13/2022	VJLAP Overview	Charlottesville City Attorney's Office	Janet Van Cuyk	8
7/26/2022	Mental Health First Aid Training	Norfolk Legal Aid	Barbara Mardigian Sarah Warner	13
8/10-11/2022	MHFA Training University of Mary Washington RA's	Mary Washington University	Barbara Mardigian	50
8/23/2022	Occupational Well-being	SCV Judicial District	Judge Jeremy Fogel Tim Carroll	200

Date	Presentation Title/Topic	Host	Presenters	Attendance
		Conference	Barbara Mardigian	
8/25/2022	Boundaries, Vicarious Trauma and Resilience Statewide for Chief Magistrates	VJLAP	Barbara Mardigian	10
8/30/2022	"Whistle While You Work" Webinar	National Asian Pacific American Bar Association	Barbara Mardigian, Bree Larson, Kang He, Stephanie Louie, Brett Schuster	27
09/20/2022	Overview of VJLAP Programs and Services	SCV: District Court Clerks of Court Conference	Barbara Mardigian	200
09/30/2022	Wellness and Mental Health (for professors/staff)	University of Richmond School of Law	Barbara Mardigian	15
10/15/2022	Brief Suicide Awareness and Prevention Overview	Local Government Attorneys' Association	Janet P. Van Cuyk	150
10/19/2022	Burnout, Warning Signs and Coping Skills	American Association for Justice (virtual)	Barbara Mardigian	23
10/27/2022	VJLAP overview-Hybrid	Fredericksburg Area Bar Association (hybrid)	Barbara Mardigian	28
11/16/2022	VJLAP overview	Virginia Paralegal Alliance	Barbara Mardigian	9
11/17/2022	Magistrate Wellness and Stress Management	SCV: Chief Magistrate Conference	Barbara Mardigian	30
11/21/2022	Holiday Wellness Series I	YLD/VBA	Barbara Mardigian Janet Van Cuyk Hetal Challa VJLAP Volunteers	12
12/07/2022	VSB Admission and Orientation Ceremony	VSB	Janet Van Cuyk	400
12/12/2022	Holiday Wellness Series II	YLD/VBA	Barbara Mardigian Janet Van Cuyk Sarah Warner Hetal Challa Janie Rhodes	13
01/20/2023	Mom Esq., 2.0	VBA Annual Meeting (Williamsburg)	Kristen Jurjevich, Barbara Mardigian, Hetal Challa, Jennifer Ligon, Tierra Everette	55
01/31/23	Magistrate Wellness	Department of Magistrate Services OES	Hetal Challa and Barbara Mardigian	22

Date	Presentation Title/Topic	Host	Presenters	Attendance
02/16/23	Wellness	Fairfax Bar Association (Virtual)	Sarah Warner and Hetal Challa	25
03/29/23	Peer to Peer Coaching Training Sharing About VJLAP Services	SCV	Barbara Mardigian	7
04/14/23	VJLAP Services Provided	WILG 2023 Southeast Conference	Sarah Endres	22
05/24/23	Mental Health and Wellness	Association of Legal Administrator's (ALA) Tidewater Area	Barbara Mardigian	18
06/07/2023	Intro to VJLAP	VSB Admissions Ceremony	Barbara Mardigian	65
06/14/23	DC Annual Wellness Summit: From Surviving to Thriving (Virtual)	DC Bar	Sarah Endres, Niki Irish, Lisa Caplan, Denise Perme	104
06/28/23	Vicarious Trauma: Building your Tool Kit for Resilience	Virginia Magistrate Association	Hetal Challa, Barbara Mardigian	19
06/30/23	Intro to VJLAP	Roanoke City JDR	Brian Moore	22

Exhibitions

VJLAP exhibited at 20 conferences and events in FY 2023.

Below is a list of events where VJLAP exhibited:

- VSB Annual Summer Conference, Hot Springs (July 21-23, 2022)
- VSB Disciplinary Conference, Richmond (July 28-29, 2022)
- District Court Clerks of Court Conference, Norfolk (09/20/2022)
- VSC Judicial Management Program for New Clerks, Richmond (10/18-20/2022)
- Paralegal Seminar, Richmond (11/2/2022)
- Local Government Attorneys' Association, Virginia Beach (11/13-15/2022)
- VADA, Roanoke (10/12-14/2022)
- Substitute Judges Conference, Richmond (10/13/2022)
- Magistrate Conference/SCV, Newport News (11/15-16/2022)
- Hearing Officers Conference, Short Pump Marriott (12/13/2022)
- VBA Annual Meeting, Williamsburg (1/19/23 – 1/21/23)
- BLI (03/10/23)
- VTLA Annual Convention, The Greenbriar Hotel, Sulphur Springs, WV (03/23/23 – 03/25/23)
- Pre-Bench, Richmond (04/17/23 – 04/21/23)
- 43rd Annual Advanced Family Law Seminar, Richmond
- Diversity Conference Annual Forum, Williamsburg (04/21/23)
- Local Government Attorneys, Roanoke (04/20/23 – 04/22/23)
- ODBA Annual Summer Meeting, Virginia Beach (05/19/23 – 05/21/23)

- Judicial Conference, Roanoke (05/17/23)
- VSB Annual Summer Meeting, Virginia Beach (06/14/23-06/17/23)

Volunteer Engagement

Volunteers continue to be the backbone of VJLAP’s strength and outreach efforts. Volunteers have monitored individuals participating in Rehabilitation and Monitoring Agreements; presented at CLEs and other presentations; served as mentors for individuals experiencing practice, personal and transitional difficulties; and assisted with retreat and other event planning. Our volunteers are growing in numbers and are joining us from across the state.

Constituent Collaboration

Virginia Judges and Lawyers Assistance Program worked to enhance relationships and collaborate with our partners in government agencies, the courts and court administrators, and the legal community. Below are significant constituent collaboration activities from the fiscal year.

VSB	<ul style="list-style-type: none"> - Planning presentations and exhibits - Collaborate on CLEs and publications - Exhibit at and attend events
SCV	<ul style="list-style-type: none"> - Collaborate on well-being initiatives and educational opportunities - Collaborate on judge, magistrate, and clerk conferences - Discuss judicial roundtables
VLWI	<ul style="list-style-type: none"> - Collaborate and work with the SCV/OES Wellness Coordinator, Hetal Challa, on CLEs and presentations
VBA	<ul style="list-style-type: none"> - Collaborate on CLEs and conferences including a CLE, Recovery Roundtable, Judicial Roundtable, and exhibition table at conferences
VLF	<ul style="list-style-type: none"> - VLF is a benefactor and the contributions help offset the Fall Retreat expenses - VLF has introduced VJLAP to other wellness professionals
Local/Specialty	<ul style="list-style-type: none"> - Association of Legal Administrators (Fairfax) - Bankruptcy Bar Association - Chesapeake Commonwealth Attorney/City Attorney/Circuit Court/JDR/GDC - Chesapeake Public Defenders - Creditor’s Bar Association - Fredericksburg Area Bar and Paralegal Association - Hampton/Newport News Magistrates - Hampton Public Defenders - Hill Tucker Bar Association - Local Government Attorneys’ Association - Newport News Bar Association - Newport News Public Defenders - Richmond Bar Association - Old Dominion Bar Association - Office of the Attorney General, Education Section - Portsmouth Public Defenders - Richmond Bar Association - Richmond Paralegal Association

	<ul style="list-style-type: none"> - South Hampton Roads Bar Association - Suffolk Public Defenders - Tidewater Bankruptcy Bar Association - Tidewater Bar Association Virginia Alliance of Paralegal Associates - Virginia Alliance of Paralegal Associates - Virginia Association of Defense Attorneys - Virginia Beach Public Defenders - Williamsburg Bar Association
Other LAPS	<ul style="list-style-type: none"> - Ongoing meetings with Kentucky, Tennessee, West Virginia, and North Carolina LAPS to prepare for Mid-Atlantic Legal Professionals Retreat held in March 2023 - Collaborate on cases with the following LAPS: (i) Louisiana, (ii) Maryland, (iii) North Carolina, and (iv) Washington
IWIL	<ul style="list-style-type: none"> - Attend IWIL's Communication's Committee meeting
Law Firms	<ul style="list-style-type: none"> - Hirschler Fleischer - Hunton Andrews Kurth - Kalfus and Nachman - McGuire Woods

Treatment Provider Outreach and Collaboration

VJLAP worked to enhance relationships and collaborate with treatment providers and treatment centers throughout the state who provide services tailored to legal professionals.

Below is a summary of treatment providers with whom VJLAP had contact:

Treatment Providers	<ul style="list-style-type: none"> - Acadia - Caron - Colonial Behavioral Health - Enlightened Solutions - The Farley Center - Fellowship Hall - Genesis Counseling - Hazelden/Betty Ford - HCA Director for Physician Relations - Lakeview Psychotherapy - Lakeview Health - Lighthouse Counseling, Fredericksburg, VA - Newport Healthcare - Palisades House Washington DC - Pavilion - Sierra Tucson's Professional Program - Thrive Therapy (Williamsburg) - Village Youth and Family Services - Williamsburg Hospice - Waves Psychotherapy
---------------------	---

Law School Engagement

Virginia Judges and Lawyers Assistance Program has worked to enhance relationships with Virginia’s law schools, assigning a specific VJLAP professional to each to be available for whatever outreach and service provision may be uniquely tailored for each.

Below is a summary of activities involving law schools in the FY:

ALL	Participated in the VWLI’s bi-monthly Law Student Wellness Meeting (UR, W&M, W&L, UVA, GMU, Regent, Liberty, ASL).
Appalachian	<ul style="list-style-type: none"> - Participated in the 1L orientation - Presented to a Professional Responsibility class - Made wellness presentation to staff - Provided training to Peer Mentors on stress management/crisis intervention - Held office hours on as needed basis
George Mason	<ul style="list-style-type: none"> - Participated (virtually) in 1L orientation in person - Held office hours (twice monthly) - Worked with staff for wellness fair
Liberty	<ul style="list-style-type: none"> - Held law student office hours (once or twice monthly, as needed)
Regent	<ul style="list-style-type: none"> - Presented at summer faculty retreat - Participated in 1L orientation - Reached out to student associations - Held weekly office hours - Presented to Phi Alpha Delta and collaborated with President (~50 students) to provide information on VJLAP services
Richmond	<ul style="list-style-type: none"> - Provided training for law school staff on (i) mental health and substance use disorders, (ii) intervention strategies and (iii) warning signs. - Held office hours (twice monthly) - Provided class presentation on VJLAP programs and services - Law student office hours held twice a month - Presented to the PR class with Renu Brennan and Barbara Saunders
University of Virginia	<ul style="list-style-type: none"> - Presented at Peer Orientation for 2/3Ls who will work with 1Ls - Contact with Associate Dean on VJLAP services and with president of the SBA for presenting at Mental Health Week in October - Collaborated with SBA/ Student Affairs Office on Wellness Week Presented on Neurodiversity and Character and Fitness for Law Students
Washington and Lee	<ul style="list-style-type: none"> - Participated in 1L orientation - Held office hours (twice per month) - Exhibited at National Law School Mental Health Day
William and Mary	<ul style="list-style-type: none"> - Collaborated with student organizations - Held office hours (twice monthly) - Provided presentation on healthy study habits and wellness during high stress school periods - Provided presentation (virtual) with VBBE regarding Character and Fitness

Website and Social Media

Virginia Judges and Lawyers Assistance Program continues to utilize our website and social media to enhance outreach efforts. This includes use of [Facebook](#) page, and [Twitter](#), [LinkedIn](#), and [Instagram](#) accounts.

Website Activities

During FY 2023, the website was visited by 11,822 users (compared to 11,112 users in FY 2022). There were 710 more users in FY2023 compared to FY 2022 which is a 6.39% increase.

- There was a total of 16,802 sessions in FY 2023 (compared to 15,686 sessions in FY2022. This is 1,116 more sessions in FY2023 and an increase of 7.11%).
- There were 32,845 pages viewed in FY2023 (compared with 31,581 page views in FY2022. This is 1,262 more page views in FY2023 and an increase of 4.01%).
- The main page of the website was viewed 6,384 times.
- The most frequently accessed pages (after the main page) were: (i) the 2023 Women’s Retreat Event Page with 4,318 views and (ii) the VJLAP Events with 2,297 page views.

Social Media Overview

Virginia Judges and Lawyer’s Assistance Program’s social media followers increased. Below is a table summarizing the number of followers on the last day of the fiscal year for both FY 2022 and FY 2023:

	Followers (as of date)			Percent Change
	June 30, 2022	June 30, 2023	Change	
LinkedIn	173	210	+ 37	+ 21.39%
Facebook	156	187	+ 31	+ 19.87%
Twitter	98	101	+3	+ 3.06%
Instagram	109	131	+ 22	+20.18%

Written Materials

To spread awareness and knowledge about mental health, substance abuse and overall well-being in the legal profession, VJLAP has created a significant amount of written materials. Through these written resources, VJLAP has contributed to the professional development of legal practitioners by addressing important topics and providing practical guidance on the occupational risks of practicing law, how to maintain well-being, how stress and anxiety impacts the brain, and other informative topics. In addition to producing high-quality written content for CLE programs and presentations, VJLAP publishes a quarterly newsletters (The Lighthouse) and attempts to share articles, guides, handouts and digital content.

ⁱ Virginia Judges and Lawyers Assistance Program discontinued an all-women’s wellness group in November 2022, but started offering a roundtable only offer to the judiciary in November 2022.