ROBINSON & HENRY, P.C.

Attorneys at Law

Got news? From personal milestones to team and colleague shout-outs—tell us about your wins!

Finishing 2026 Strong: A Message for Timekeepers

As we officially enter the final quarter of 2026, the executive team wants to take a moment to celebrate your remarkable hard work. Throughout the first three quarters, our timekeepers, both attorneys and paralegals, have done an exceptional job keeping Robinson & Henry on track. Thank you for your unwavering dedication to our clients and to our firm's shared success.

As you are aware, we recently issued our annual pay raises to recognize your outstanding contributions. To make these raises possible and ensure we remain highly competitive in today's demanding hiring market, the firm simultaneously raised its billing rates. These strategic moves do more than just reward your individual efforts; they allow us to continue providing you with the top-tier operational support you need to practice effectively. Whether it is our Sales Operations Team continuously driving new business, our IT and Facilities teams keeping our technology and spaces running seamlessly, or the critical, behind- the-scenes efforts from Marketing, Accounting, and Human Resources, this support infrastructure is designed to help you thrive.

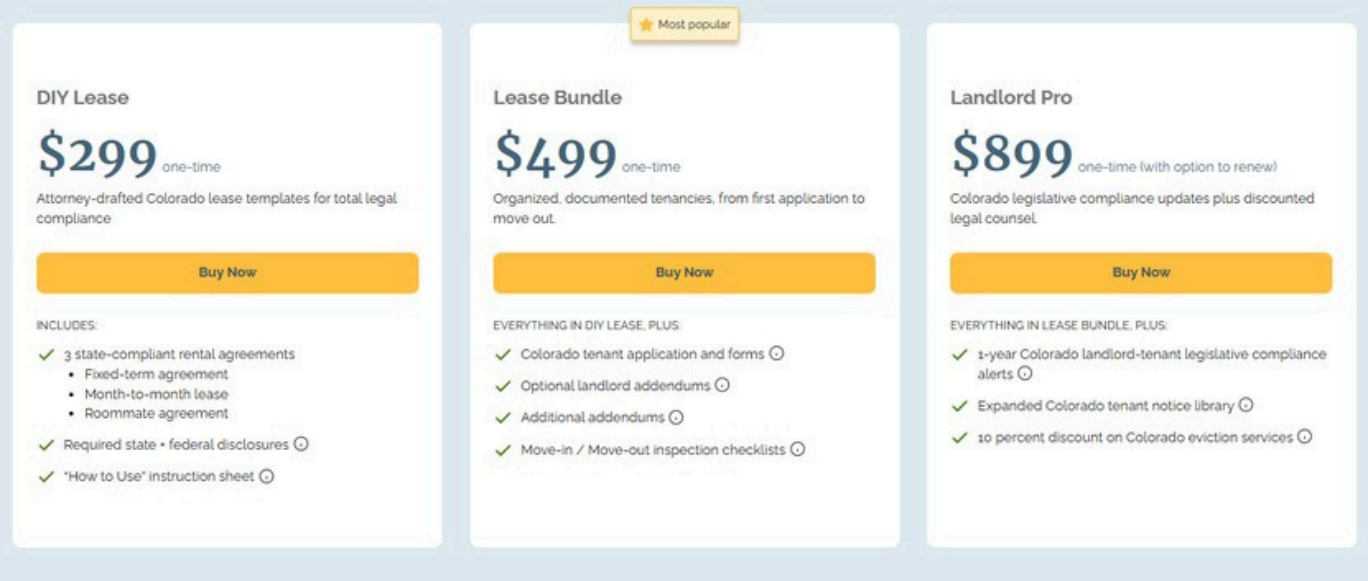
Ultimately, the firm relies on every timekeeper meeting their time requirements so we can maintain this high level of support and pay for our essential office spaces. Because of your continued productivity, we are planning to expand to a 9th Robinson & Henry office location in 2027!

While we have had a fantastic year so far, the fourth quarter historically presents a unique challenge as the busy holiday season approaches. We are encouraging everyone to push hard over these final months to meet your annual requirements. By staying proactive and focused now, we can successfully navigate

the upcoming holiday slowdown and hopefully pay another round of large bonuses. Let's harness our momentum and finish 2026 stronger than ever. Thank you for all that you do!

In & Around the Office

R&H Launched a Self-Service 'Product'



This month, R&H released **Legal Ready Leases**. This launch is part of our ongoing efforts to expand the resources available on our website and make our services more accessible. Colorado landlords may purchase a lease package and download their documents immediately. The firm is also exploring opportunities to develop additional offerings like this one, creating new ways for people to connect with our firm and receive timely legal resources online.

Paralegal Pathway: Growing at R&H

Robinson & Henry's **paralegal certificate program** offers employees a pathway to pursue paralegal roles. Employees who complete a certificate can apply for open paralegal positions within the firm and may be eligible for tuition reimbursement.

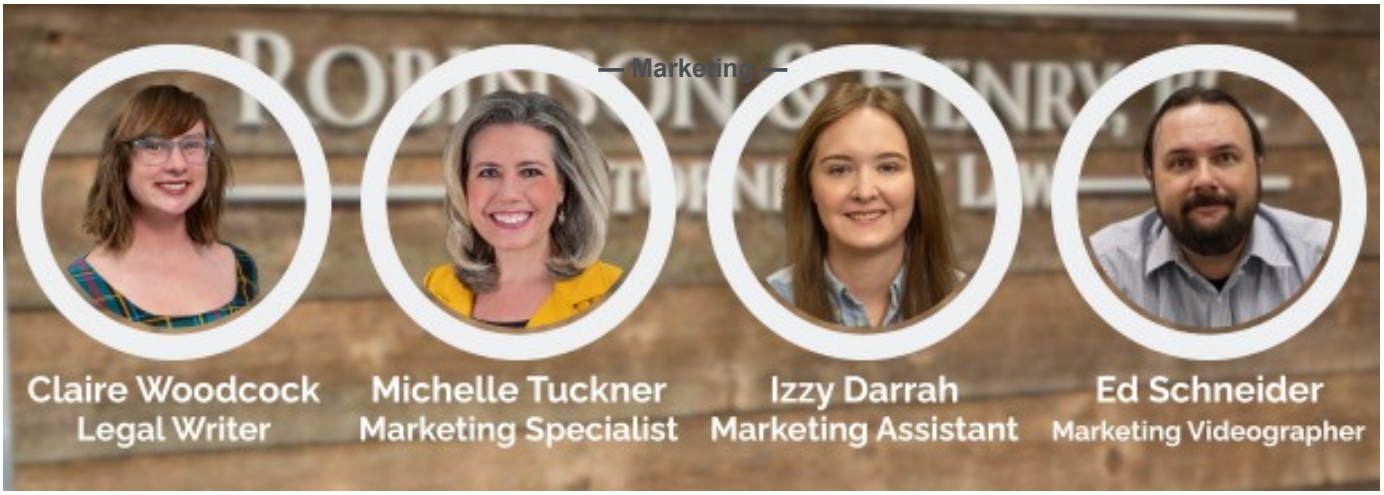
Christine Yi recently completed her paralegal certificate and will transition into a paralegal role later this month. Christine's experience highlights how the program can support employees seeking to advance their careers at R&H. Please join us in congratulating Christine on this exciting accomplishment!

"My recent promotion and any other successes were possible because of a strong culture that promotes professional growth," Christine said. "Special shout-out to the very long list of colleagues who supported this transition by encouraging me to get my certificate, writing recommendation letters, showing me the ropes by just being awesome attorneys and paralegals, providing opportunities throughout the hiring process, and reviving the paralegal tuition reimbursement program. You know exactly who you are, and you are all a part of the reason R&H's culture for career growth rocks!"

Teams Powering R&H

— Sales Operations —

Our Sales Operations team recently celebrated **Customer Service Week 2026.** The week kicked off with custom backpacks filled with goodies themed around **"Going the Extra Mile."** The Hampden office fueled up with a delicious Qdoba lunch, while team members elsewhere scored sweet treats, played competitive games, and walked away with awesome gift cards. **Thank you, Sales Ops, for always going above and beyond for our clients!**



**Not pictured: Marketing VP Mehgan Mehl; Marketing & Communications A.D. Mandie Trimble*

From educational content like **attorney videos** and **legal articles** to brand visibility through **client testimonials**, **social media**, **events**, **news media interviews**, and **paid ad campaigns**, the six-person R&H Marketing Team ensures our legal teams have a continuous pipeline of potential clients who need our help.

In the last 28 days... The **client testimonial from Criminal Defense Senior Associate Anna Trobee** is the **most-visited individual success story** in our Case Results section. This page is great for

"top-of-funnel" awareness and serves as a powerful **trust-builder**, likely encouraging potential clients to continue browsing our website before they ultimately decide to schedule a consultation.

Client testimonials are tough to obtain. If you have a client you think would be willing to share their story with us, please **reach out to Mandie Trimble**.

R&H Estate Planning + Walk to End Alzheimer's

Robinson & Henry was the local presenting sponsor for the **Alzheimer's Association of Colorado Springs'** Walk to End Alzheimer's on September 26. **Estate Planning Partner Nicole Griffard** spoke with participants about how she helps families and caregivers create the personalized documents necessary to protect individuals and estates now and in the future. The event's theme was Candyland. *(Don't ask us why!)* And R&H was all in!

New Names & Familiar Faces

Upcoming CLE Schedule

From left to right, Matt Patton and Alex Lowe

Don't get spooked by CLE compliance deadlines; check out the upcoming sessions offered through R&H! Use the sign-up form to add them to your calendar, and keep your professional development on track. Register early and be entered to win a $25 Starbucks gift card, which begins at noon. Register HERE for the sessions,

November 18th: Differences between PREs, CFIs, and CLRs with Matt Patton

Recommending the wrong expert in a parenting dispute can blow your client's budget, delay proceedings, and derail your strategy. Knowing when to request a Child Family Investigator (CFI), Parental Responsibility Evaluator (PRE), or a Child's Legal Representative (CLR) can be the cornerstone of a winning custody case. Join us for an actionable CLE where we break down the crucial statutory distinctions, tactical advantages, and financial realities of each role so you can make the right call for your case every time.

D**ecember 16th: HOA Litigation with Alex Lowe**

This CLE examines the evolving legal challenges and procedural nuances of Colorado homeowners association (HOA) litigation and statutory compliance under the Colorado Common Interest Ownership Act (CCIOA). Explore core dispute areas, including the CCIOA document hierarchy, covenant enforcement notices and cure periods, selective-enforcement defenses, and updated debt-collection rules. The session also delivers strategies for navigating construction defect litigation, including voting thresholds and mandatory settlement allocation rules.

Get CLE Credits On Demand!
View previous live CLE recordings **via Zendesk** and get CLE credits at your convenience. Have

questions about submission or technical difficulties? Submit an IT ticket. If you are interested in facilitating a CLE session or have questions about the program, email the CLE Committee at **clecommittee@robinsonandhenry.com**.

Pet-torneys of the Month: Jinxy & Fig

From left to right, Jinxy, and Fig

It's only fitting that this month's pet-torneys are black cats **Jinxy** and **Figgy**, two lovable cats who keep Marketing Assistant Isabella Darrah's household full of personality. Jinxy, a three-year-old Norwegian Forest cat, was adopted in 2023. She has a mischievous side and enjoys sneaking outside for little adventures, but she always returns for treats and chin scratches.

Fig, a two-year-old Bombay, joined the family in 2024. Friendly, talkative, and always interested in what his humans are eating, Fig craves snuggling the most. Both cats are clever, showing off tricks like high-five, circle, and paw. Between their playful antics, big personalities, and love for their family, Jinxy and Figgy make quite the pair! Want your pet featured next? Send **Isabella** a photo and a few fun facts about them!

Jobs at R&H

Join the email list to get notified when there's a new position, and apply for current R&H job **opportunities** on the Careers page.

Get Job Alerts

Robinson & Henry champions professional growth and development. Our commitment to career advancement is reflected in our 'promote from within' philosophy, creating opportunities for team members to progress when possible.