

# April Highlights

Got news? From personal milestones to team and colleague shout-outs—tell us about your wins! Email details to Marketing Assistant [Isabella Darrah](#).

## Congratulations are in Order! 2026 Super Lawyers



We're proud to share that 12 of our attorneys have been selected as 2026 Super Lawyers and Rising Stars, an incredible achievement and a testament to their unwavering commitment to excellence in the legal field.

This recognition is awarded to only a small percentage of attorneys in Colorado each year, following a rigorous selection process that evaluates professional achievement, peer recognition, and overall impact within the legal community. Being named to either list reflects not only exceptional legal skill but also a deep dedication to client advocacy and delivering meaningful results.

Congratulations to all on this well-deserved honor!

## A Best Law Firm to Work For!



For the third-straight year, R&H was included in U.S. News & World Report's Best Companies to Work For in the Law Firms category. This recognition highlights the firm's continued commitment to fostering a strong workplace culture and supporting the people behind the work. It's a meaningful acknowledgment of the environment the team has built and continues to strengthen.

# Messages for Attorneys & Paralegals



## A Word From Our...

Director of Operations

Dan Chandler

### **Quarterly Bonus for Timekeepers: Reading Your Dashboard**

As we finish the first month of Q2, I'd like to offer a quick refresher on how quarterly time bonuses are calculated and how to read your Salesforce time reports.

#### ***The Golden Rule: Billed and Collected***

Our policy is simple: bonuses are paid on time that is billed and collected. However, because our firm collects approximately 97% of time invoiced to client, we practically pay your bonus as soon as the time is invoiced.

#### ***Decoding Your Salesforce Metrics***

When reviewing your personalized report from Tableau on your Salesforce Dashboard, you will see four main categories. Let's break them down using a sample Q1 report to show exactly what counts toward your goal:

- **Sum of Time:** All time entered into Salesforce during the quarter, regardless of the disposition or type.
- **Sum of Requirement:** Your bonus target. This is based on role, but most attorneys have a target of 406.25, and most paralegals have a goal of 387.5; some people may have a pro-rated goal for a quarter.
- **Sum of Actual Hours:** Time counting toward your annual requirement. This includes Bonus Time plus certain non-revenue tasks, like Training or Customer Service. Do Not Bill Time is generally not counted towards bonus, with one exception below.

- Note on AR Set Aside: Once a matter exceeds \$1,500 worth of AR, time is set aside for attorneys until the client makes payment to clear the AR (that is called AR Remedied).

**Sum of Bonus Time:** The actual hours used to calculate your quarterly payout, including revenue-generating dispositions like Bill/Bill and Bill/AR Remedied, No Charge / Transition, and Do Not Bill/Billable to R&H

Understanding these metrics allows you to better manage your workflow and track AR Set Asides. Please review your personalized reports closely and reach out to the billing department with any questions. We are already off to a great start in Q2!

## Internal CLE Program



From left to right Kiron Kothari, Cristel Shepherd, and Sullivan Manion

Don't leave your credits to the last minute! The CLE calendar is finalized through July and features expert-led sessions on a variety of topics. Review the dates below, then use the sign-up form to add them to your calendar to keep your professional development on track.

### CLE Schedule – All Sessions Begin at Noon.

**May 18th: Using Artificial Intelligence Systems in the Practice of Law with [Kiron Kothari](#)**

What is "AI," and how can it feel more like a tool and less like a liability? Join us for a comprehensive breakdown of artificial intelligence, beginning with how it functions in our daily lives and moving into its specific applications within the legal field. We will address the general risks of the technology alongside the unique ethical and professional pitfalls

lawyers face when integrating AI into their workflow. You will walk away with practical, safe strategies for leveraging AI to enhance your practice while maintaining your professional obligations.

## **June 10th: Navigating Professional Discipline- Understanding DORA, OARC, and Regulatory Best Practices with [Cristel Shepherd](#)**

What happens when a professional client faces a regulatory inquiry, and how can you ensure your advocacy protects their livelihood? This session provides a roadmap through the complex framework of the licensing boards housed within Colorado's Department of Regulatory Agencies (DORA) and the Office of Attorney Regulation (OARC). We will deconstruct the lifecycle of a disciplinary case from the initial complaint to board review and explore the severe collateral damage of licensure discipline, such as the loss of board certifications and professional privileges.

Beyond just "following the rules," we will identify common pitfalls and the ramifications of non-compliance to help you shift from a reactive mindset to one of proactive risk management. You will leave with actionable insights on handling reporting requirements and maintaining a practice that stands up to regulatory scrutiny.

## **July 15th: Declaratory Judgments with [Sullivan Manion](#)**

Legal uncertainty can often be as damaging as a direct conflict, leading to unnecessary risk and mounting costs. This session, led by Sullivan Manion, offers a practical roadmap for using Declaratory Judgments to define legal relationships early and decisively. We will examine the rules governing this relief under Colorado Law and assess the specific circumstances where a judicial declaration is the most effective path forward. Through recent guidance and case examples, you will learn to identify when these judgments should be used to avoid future litigation while ensuring your clients' rights are clearly established.

Register for sessions [HERE](#).

### Watch Past CLE Courses on Zendesk!

Our past Continuing Legal Education recordings are now available for on-demand viewing through Zendesk. Revisit topics or catch up on missed sessions at your convenience. Access the full library of materials by visiting the **CLE Section on Zendesk**.

If you have any questions regarding the submission process or experience any technical difficulties, please submit a ticket. We hope this serves as a valuable tool for your continued professional growth and makes staying current on training more accessible.

### Contact the CLE Committee

If you have questions about the CLE program or are interested in facilitating a session, please email the CLE Committee at [clecommittee@robinsonandhenry.com](mailto:clecommittee@robinsonandhenry.com).

## In Other News...

# Search Performance Highlights



IS YOUR **SPOUSE** HIDING **MONEY** DURING **DIVORCE?**

**ROBINSON & HENRY, P.C.**  
Attorneys at Law

▶

Family Law Partner **Andrew Hug's** article on marital waste continues to perform well on our website, generating **24,023 impressions** and **362 clicks over the past month**.

This level of visibility shows that his content consistently reaches a wide audience, not only appearing in searches but also driving meaningful engagement. The steady click-through rate indicates that users are taking the extra step to learn more, rather than simply scrolling past.

These results highlight the ongoing strength of our educational content strategy. By providing clear, relevant legal information, we continue to attract individuals actively seeking legal guidance.

As this content continues to circulate and gain traction, it further reinforces Robinson & Henry's presence as a trusted, reliable source for legal insight and strengthens our long-term connection with the audiences we serve.

[Read the Article](#)



## In the Community



**Nicole Griffard** hosted an engaging Estate Planning Seminar earlier this month, covering key topics such as wills, trusts, and powers of attorney. Attendees brought well-researched, thoughtful questions that spurred meaningful conversations about the estate planning process.

These events offer individuals and couples an opportunity to learn about key planning tools and schedule consultations with Nicole before they leave. The next workshop is set for Thursday, May 7, at 6:00 p.m. in Castle Rock.

## New Colleagues

**Centennial**

**Dillon Fulcher, Partner**

**Colorado Springs South**

**Kevin Stoner, Partner**

**Denver**

**Michele Cline, Partner**

**Westminster**

**Logan Baseley, Partner**

## Happy Anniversary



Cindy Weatherly  
Director of Accounting & HR  
4/21/03



Teresa Walters  
Office Manager  
4/16/18



Megan Jury  
Senior Associate  
4/5/21



Melinda Besinaiz  
Call Center Specialist  
4/4/22



Andrew Smith  
Call Center Specialist  
4/4/22



Jennifer Lane  
Paralegal  
4/4/22



Amy O'Connell  
Paralegal  
4/1/24



Cayde Olander  
Contact Center Specialist  
4/24/24



Todd Weaver  
Partner  
4/14/25



Kate Knowles  
Senior Associate  
4/14/25



Nathaniel Thompson  
Partner  
4/28/25

# Pet-torney of the Month: Tucker



Owner Claire Woodcock, Legal Writer

Meet Tucker: a seasoned “pet-torney” with a decade of experience and a heart as big as his appetite. Rescued at four years old, this handsome Irish Setter

has been living his best life ever since. With a tummy made of steel, Tucker’s always prepared to sample whatever snacks might come his way

Tucker’s favorite place to “practice law” is on the couch. When his human, R&H Marketing Legal Writer Claire Woodcock, works from home, he stays close by to offer his professional insight — now that’s loyalty. When he’s overseeing Claire’s work or lounging, Tucker enjoys a peanut butter-filled Kong and a nice walk around the neighborhood.

## Jobs at R&H



Find out when new jobs become available at R&H. Join the email list to get notified when a new position is posted.

Apply for current R&H job opportunities on the firm's 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.