
ROBINSON & HENRY, P.C.

Attorneys at Law

December Highlights



Want to be featured in our next newsletter?

Share important news about your team with the rest of us! Reach out to **Isabella** with your good news story.



A Word From Our...

Managing Partner

Don Eby

Celebrating a Monumental 2025 and Welcoming a Brilliant 2026
To the entire Robinson & Henry, P.C. team, I'm writing today with immense pride to celebrate the close of what has been a truly remarkable year. 2025 was a year of monumental achievements, all made possible by your dedication and exceptional work.

A Year Defined by Growth and Stability

Our success this year is a testament to investing in our people. Since adjusting the attorney pay schedule and implementing flexible work options among our legal teams in August, we have stabilized the turnover rate among our attorneys and paralegals, resulting in better service and more cohesive teams. This improvement is reflected in the number of additional clients the firm has acquired in the subsequent months.

Over the past five months, the firm has acquired more than 50 additional clients each month, and we welcomed an astounding 99 new clients last week. This significant growth, fueled by increased demand, indicates our modest billing rate adjustment has been well-received, and we expect this trajectory to continue in 2026.

This client success is not random—it's driven by our commitment to customer service and the ethos that "it is the Client's case, not mine." This focus has earned us close to 2,000 five- star reviews in 2025. That number has a profoundly positive impact on a potential client's decision to call us first and ultimately choose to retain our services.

I am also excited to report that we have reached 100 timekeepers among our staff, a major milestone!

Operational Excellence and Future Rewards

Our efforts in creating high-quality legal work and delivering satisfied clients result in clients who are happy to pay for our services. This financial health allows us to look after our teams. Assuming we continue to produce happy clients at this pace, I expect to announce the second round of significant pay raises in late summer of 2026.

To support this continued success, I would like to recognize a significant internal victory: the relaunch of the revised Salesforce system in September 2025. Unless you are in the IT or Accounting departments, you cannot possibly know the scale of effort required to deploy this new system or how smoothly the launch actually went. The Marketing and Admin Teams are already seeing significant benefits from this vital new platform, positioning us for greater efficiency in 2026.

2026 R&H Bold Goal

Our current teams will reach full staffing levels after the January 5th onboarding, and my primary goal for 2026 is to ensure that all timekeepers have a real opportunity to earn a bonus each quarter. We will achieve this by increasing our current case count to 2,000 open and active matters as soon as possible—a roughly 25% increase in client count without increasing our current number of attorneys and paralegals. This efficiency drive will maximize your earning potential.

Let's carry the tremendous momentum of 2025 forward. With your continued passion and teamwork, 2026 will be our most successful year yet.

Please enjoy the upcoming holiday season with your loved ones. You've earned it!

Our Team



Counselor's Corner

Matt Patton

Criminal Defense

I recently helped a client who endured the painful process of clearing their name after being falsely accused of and charged with sexual assault on a child. A short-term romantic relationship with a divorced parent turned into a nightmare for our client. Our client ignored the red flags about their new love interest's overbearing ex-spouse, which turned out to be one of the worst decisions our client would ever make.

When the ex-spouse discovered the blossoming romance, they concocted claims that our client had sexually assaulted the divorced couple's children. The ex-spouse even coached the children on video.

My team and I thoroughly investigated the case. After presenting the evidence to the District Attorney's Office, the D.A. agreed the charges should be dropped. The case has been sealed, and my client has regained their freedom, reputation, and life.

This case highlights the importance of consulting experienced attorneys when facing criminal charges. No one should face false allegations or criminal charges alone and without the support and legal expertise of strong and confident counsel.

Employee Spotlight

Joyce Vigil



Please join me in expressing appreciation for the hard work and dedication of Civil Litigation Paralegal Joyce Vigil. Joyce has been a valuable member of R&H for four and a half years. She is dedicated to her teams and clients, consistently working to achieve the best outcome for her assigned cases. Since her first quarter, Joyce has consistently met her billing requirements, earning every quarterly bonus and adding immense value to R&H as a whole.

I have heard feedback from attorneys noting that Joyce brings a fresh and insightful perspective to her cases. Furthermore, she has navigated many changes within the firm while consistently maintaining a positive attitude and demonstrating her commitment to our mission by mentoring new team members.

I am proud to have Joyce as a respected and valued member of the Civil Litigation Team.

With gratitude,

Heather Jacobson, Paralegal Supervisor

Internal CLE program



From left to right Adam Pienciak, Rachel Bentley, Glenn Germany, Alexander Lowe

Learning continues in 2026! We're launching an internal CLE series designed to keep our team informed, compliant, and inspired. With four CLEs already scheduled, this initiative reflects our ongoing investment in professional excellence. In 2025, we officially launched the CLE Committee to help plan and support these programs, and we're excited to continue that work this year.

If you have questions or are interested in facilitating a session, please reach out to the CLE Committee at clecommittee@robinsonandhenry.com. Details on registration will be shared soon! All CLE sessions will begin at 12 p.m.

January 21st - Protection Orders with Adam Pienciak

New to litigating civil protection orders? Are you a seasoned litigator who is looking for a refresher? Join me as we explore the current state of the law surrounding civil protection orders and discuss best practices for litigating from both the Petitioner and Respondent sides.

February 26 - Best Practices for Quality of Work Product, Client Communication, and Differences in Counties with Rachel Bentley

How do you consistently produce high-quality work while keeping clients informed and satisfied? Join us as we explore practical strategies for strong work product, clear client communication, and navigating the differences you may encounter from county to county.

March 26 - Military Members Legal Protections: What SCRA, USERRA, and other Federal Laws can do to protect your military clients with Glenn Germany

Representing military clients comes with unique considerations. Join us to learn how key federal laws like SCRA and USERRA protect military members, what issues commonly arise, and how to use these protections to best advocate for your clients.

April 22 - Post-Judgment Collections: an Overview with Alexander Lowe

So you have your judgment, congratulations. Now what do you do? Join me to discuss the available options to collect on that judgment rather than just framing it and putting it on the wall. We will discuss judgment liens, post-judgment interrogatories, garnishments, Rule 69 depositions, and, ultimately, filing the satisfaction of judgment, hopefully.

Social Media Impact



This month, Partner Harvey Skees made a strong impression across our social media channels with a video emphasizing a crucial lesson: never talk about your case to anyone but your attorney.

Across YouTube and TikTok, his video reached a combined total of over 8,000 views, along with 350 likes, 20 comments, and 80 saves. These videos offer a behind-the-scenes glimpse into the experiences that shape our firm and highlight the expertise and dedication of our team. Be sure to watch Harvey's video, follow our channels, and stay tuned for more insights and updates!

[Watch the Case Lesson](#)



New Colleagues

Centennial

Deborah Harant, *Senior Paralegal*

Happy Anniversary



Arendi Reynoso
Senior Client Coordinator
12/30/19



Peter Towsky
Partner
12/31/2021



Nicole Sanderson
Contact Center Specialist
12/11/23



Terrence Dawkins
Contact Center Specialist
12/11/23



Nicholas Catalano
Associate
12/2/2024



Gina Hoover
Paralegal
12/2/2024



Laura Tingley
Legal Content Writer
12/2/2024

Pet-torney of the Month: Olivia



Owner Kate Knowles: Senior Associate

🐾 Meet our Pet-torney of the Month! 🐾

Olivia is a sweet, cuddly Catahoula Leopard Dog rescued from New Mexico. She loves hiking, running, and chasing anything that moves—always ready for adventure! Whether she's exploring the trails or enjoying some quality snuggle time, Olivia's playful spirit and loving nature make her a joy to be around! She's geared up for the holidays, striking a festive pose in front of a Christmas tree. Want to see your pet featured? Email [Isabella](#) a photo of your pet and tell her a little bit about them!

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.