

VIRGINIA:

BEFORE THE VIRGINIA STATE BAR DISCIPLINARY BOARD

**IN THE MATTER OF
CHANDRA HARRIS SNYDER**

VSB DOCKET NO. 23-010-128451

**AGREED DISPOSITION MEMORANDUM ORDER
(ONE-YEAR AND ONE-DAY SUSPENSION)**

On December 15, 2023, this matter was heard, telephonically, by the Virginia State Bar Disciplinary Board upon the joint request of the parties for the Board to accept the Agreed Disposition signed by the parties and offered to the Board as provided by Part 6, Section IV, Paragraph 13-6.H of the Rules of the Supreme Court of Virginia. The panel consisted of Kamala H. Lannetti, Chair, Donita M. King, John D. Whittington, Reiss F. Wilks, and Martha J. Goodman, Lay Member. The Virginia State Bar was represented by Seth T. Shelley, Assistant Bar Counsel. Chandra Harris Snyder was present and was represented by counsel Daniel S. Schumack. The Chair polled the members of the Board as to whether any of them were aware of any personal or financial interest or bias which would preclude any of them from fairly hearing the matter to which each member responded in the negative. Court Reporter Jennifer Thomas, Chandler and Halasz, P.O. Box 9349, Richmond, Virginia 23227, telephone (804) 730-1222, after being duly sworn, reported the hearing and transcribed the proceedings.

WHEREFORE, upon consideration of the Agreed Disposition, the Certification, the Amended Certification, Respondent's Disciplinary Record , the arguments of the parties, and after due deliberation,

It is **ORDERED** that the Disciplinary Board accepts the Agreed Disposition and the Respondent shall receive a One-Year and One-Day Suspension, as set forth in the Agreed Disposition, which is attached and incorporated in this Memorandum Order.

It is further **ORDERED** that the sanction is effective December 15, 2023.

It is further **ORDERED** that:

The Respondent must comply with the requirements of Part 6, Section IV, Paragraph 13-29 of the Rules of the Supreme Court of Virginia. The Respondent shall forthwith give notice by certified mail of the Suspension of her license to practice law in the Commonwealth of Virginia, to all clients for whom she is currently handling matters and to all opposing Attorneys and presiding Judges in pending litigation. The Respondent shall also make appropriate arrangements for the disposition of matters then in her care in conformity with the wishes of her clients. The Respondent shall give such notice immediately and in no event later than 14 days of the effective date of the Suspension, and make such arrangements as are required herein as soon as is practicable and in no event later than 45 days of the effective date of the Suspension. The Respondent shall also furnish proof to the Clerk of the Disciplinary System of the Virginia State Bar within 60 days of the effective date of the Suspension that such notices have been timely given and such arrangements have been made for the disposition of matters.

It is further **ORDERED** that if the Respondent is not handling any client matters on the effective date of the Suspension, she shall submit an affidavit to that effect within 60 days of the effective date of the Suspension to the Clerk of the Disciplinary System at the Virginia State Bar. The Board shall decide all issues concerning the adequacy of the notice and arrangements required herein. The burden of proof shall be on the Respondent to show compliance. If the Respondent fails to show compliance, the Board may impose a sanction of Revocation or additional Suspension for failure to comply with the requirements of subparagraph 13-29.

The Clerk of the Disciplinary System shall assess costs pursuant to Part 6, Section IV, Paragraph 13-9.E of the Rules.

It is further **ORDERED** that an attested copy of this Order be mailed to the Respondent by electronic, regular first-class and certified mail, return receipt requested, at her last address of

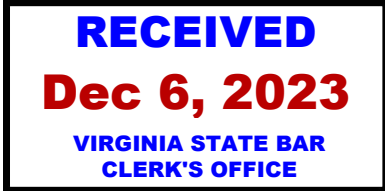
record with the Virginia State Bar at 192 Gainsborough Square, #109, Chesapeake, VA 23320, and a copy by electronic mail to Daniel S. Schumack, Respondent's counsel, and a copy by electronic mail to Seth T. Shelley, Assistant Bar Counsel.

Enter this Order this 15th day of December 2023

VIRGINIA STATE BAR DISCIPLINARY BOARD



Kamala H. Lannetti
Chair



VIRGINIA:

**BEFORE THE DISCIPLINARY BOARD
OF THE VIRGINIA STATE BAR**

**IN THE MATTER OF
CHANDRA HARRIS SNYDER**

VSB Docket No. 23-010-128451

**AGREED DISPOSITION
ONE-YEAR AND ONE-DAY SUSPENSION**

Pursuant to the Rules of the Supreme Court of Virginia, Part 6, Section IV, Paragraph 13-6.H, the Virginia State Bar, by Seth T. Shelley, Assistant Bar Counsel, and Chandra Harris Snyder, Respondent, and Daniel Schumack, Respondent’s counsel, hereby enter into the following Agreed Disposition arising out of the referenced matter.

I. STIPULATIONS OF FACT

1. Respondent was admitted to the Virginia State Bar (“VSB”) in 2008. At all relevant times, Respondent was a member of the VSB.
2. In July 2022, Respondent interviewed with Edwin Ferguson (“Ferguson”) and Frank Rawls (“Rawls”) for an attorney position at Ferguson, Rawls, & Raines, PC (“FR&R”).
3. Later that summer, Respondent met with Tina Babcock (“Babcock”) to discuss an attorney position at Babcock & Moore, PLC (“B&M”). Respondent later interviewed with Babcock, Sally Moore (“Moore”), and B&M’s administrator, Shannon McManus (“McManus”).
4. On or about August 8, 2022, B&M offered Respondent a full-time salaried position. Respondent accepted and began employment on September 12, 2022.
5. Notwithstanding her acceptance of the position with B&M, Respondent accepted an attorney position at FR&R in late August 2022 with a start date of September 6, 2022. Respondent’s pay was commission-based.
6. On September 12, 2022, Respondent began working at B&M and completed a malpractice insurance form for B&M. Respondent did not indicate that she was employed at another firm nor did she inform anyone at B&M that she had also accepted an offer of employment from FR&R.

7. At Respondent's request, the start date at FR&R was moved to October 10, 2022. Respondent began employment at FR&R on that date.
8. Respondent failed to disclose to any supervisor or employee at either firm that she maintained simultaneous employment.
9. On November 22, 2022, Respondent completed a malpractice insurance form for FR&R. In response to question six, "In addition to your professional services to or on behalf of the Named Insured, are you engaged in the practice of law for any other law firm and/or entity?", Respondent wrote, "I'm currently finishing up a few cases with a prior firm." However, Respondent failed to inform anyone at FR&R that she was currently employed at B&M.
10. On January 5, 2023, Respondent emailed her updated resume, as requested, to Babcock, McManus, and Ann Sullivan¹ ("Sullivan"). Respondent's employment at FR&R was not on her resume.
11. On January 5, 2023, Cathy Haas ("Haas"), a paralegal at FR&R, attempted to create a LexisNexis account for Respondent at her request. Haas was informed by a representative for LexisNexis that Respondent had an active account through B&M. Haas then viewed B&M's website and saw Respondent's profile.
12. On January 6, 2023, Haas spoke with Respondent in her office and asked her about her profile on the B&M website. Respondent closed her office door and informed Haas that she had accepted a temporary position at B&M and had previously worked there. Respondent stated she did not know why her profile was on B&M's website and that "this wasn't supposed to happen." Haas informed Ferguson. Haas stated that Ferguson accepted Respondent's representation.
13. On February 28, 2023, Moore called Respondent to discuss negative online reviews that Moore had read the night before. Respondent asked where Moore had found the reviews. Moore searched online again in an attempt to find them. That search revealed Respondent's profile on the website of FR&R. Moore asked Respondent about her employment at FR&R. Respondent asserted that she had done work with FR&R part-time on nights and weekends while employed at a prior firm. Moore later texted Respondent and asked if Respondent knew FR&R still had Respondent on their website. Respondent told Moore that the FR&R was not tech savvy and that she would ask FR&R to remove her profile.
14. Later that morning, McManus called the phone number for FR&R and listened to the automated greeting, which indicated the caller could press four to reach Respondent. McManus reached the voicemail for Respondent, recorded by Respondent. McManus called the phone number for FR&R again and spoke to a receptionist, who confirmed that Respondent currently worked at FR&R.

¹ Sullivan is Of Counsel at B&M.

15. Babcock, Moore, and McManus called Respondent later that day. They questioned Respondent about her simultaneous employment. Respondent admitted she had been working at FR&R nights and weekends while working for B&M and did not believe it was an issue. Moore then terminated Respondent's employment at B&M.
16. After Respondent was terminated from B&M, McManus reviewed Respondent's firm-issued computer. McManus located two documents related to clients that were not clients of B&M.
17. When confronted by Ferguson about her simultaneous employment on February 28, 2023, Respondent said, "I really want to work for you all, but I just didn't know what to do." Rawls terminated Respondent's employment at FR&R later that day.
18. In her written response to the Bar complaints provided by her Counsel, Respondent asserted that she "recall[ed] disclosing her concurrent service to personnel at each firm near the time of starting each job." Respondent wrote that her "concurrent service to each firm was not a secret." Respondent said she "recall[ed] completing a new lawyer malpractice supplement in which she disclosed her employment at B&M" to FR&R. Respondent asserted that, when Moore called her on the morning of February 28, 2023, Respondent told Moore she was on FR&R's website because she was currently working there.
19. When interviewed by a VSB investigator, Respondent stated that she disclosed her dual employment to both firms. Respondent asserted that she mentioned to Babcock during her first interview that she was working part-time for a firm in Suffolk. Respondent stated that she also reminded McManus during the onboarding process at B&M that she was working at another firm.
20. Respondent asserted that, when she started at FR&R, she informed Rawls that she was working full-time at a firm in Virginia Beach, disclosed that she was working elsewhere on the FR&R malpractice form, and discussed her disclosure on the form with Rawls. Respondent stated that, during her discussion with Haas in January 2023, she told Haas she was working at another firm. Respondent asserted that Haas knew she was working at another firm prior to this conversation.
21. Respondent asserted that FR&R files could not have been on her B&M computer because FR&R had no electronic files. Respondent asserted she was careful to keep files of each firm separate.
22. Babcock, Moore, McManus, and Sullivan assert that they were unaware that Respondent was simultaneously employed at FR&R prior to February 28, 2023. Ferguson and Rawls assert that they were unaware that Respondent was simultaneously employed at B&M prior to February 28, 2023.
23. Respondent has no disciplinary history.

II. NATURE OF MISCONDUCT

Such conduct by Respondent constitutes misconduct in violation of the following provisions of the Rules of Professional Conduct:

By saving and maintaining documents of clients on her Babcock & Moore-issued computer who were not clients of Babcock & Moore, Respondent violated the following Rule of Professional Conduct:

RULE 1.6 Confidentiality of Information

* * *

(d) A lawyer shall make reasonable efforts to prevent the inadvertent or unauthorized disclosure of, or unauthorized access to, information protected under this Rule.

By making false statements in her written response to the Bar complaint and to the Bar investigator, Respondent violated the following Rule of Professional Conduct:

RULE 8.1 Bar Admission and Disciplinary Matters

An applicant for admission to the bar, or a lawyer already admitted to the bar, in connection with a bar admission application, any certification required to be filed as a condition of maintaining or renewing a license to practice law, or in connection with a disciplinary matter, shall not:

(a) knowingly make a false statement of material fact[.]

* * *

By failing to disclose to either firm prior to February 28, 2023 that she was simultaneously employed at another firm, by lying to Cathy Haas about her simultaneous employment on January 6, 2023, by lying to Sally Moore about her simultaneous employment when confronted on February 28, 2023, by failing to disclose her simultaneous employment which precluded both firms' ability to conduct conflict checks, by making false statements in her written response to the Bar complaint, and by making false statements to the Bar investigator, Respondent violated the following Rule of Professional Conduct:

RULE 8.4 Misconduct

It is professional misconduct for a lawyer to:

* * *

(b) commit a criminal or deliberately wrongful act that reflects adversely on the lawyer's honesty, trustworthiness or fitness to practice law;

(c) engage in conduct involving dishonesty, fraud, deceit or misrepresentation which reflects adversely on the lawyer's fitness to practice law[.]

III. PROPOSED DISPOSITION

Accordingly, Assistant Bar Counsel and Respondent tender to the Disciplinary Board for its approval the Agreed Disposition of a One-Year and One-Day Suspension as representing an appropriate sanction if this matter were to be heard through an evidentiary hearing by the Disciplinary Board. Bar counsel and Respondent agree that the effective date for the sanction shall be the date of entry of the Disciplinary Board Order approving this Agreed Disposition.

Prior to having her license reinstated in Virginia, Respondent must comply with the requirements set forth in the Rules of Supreme Court of Virginia, Part 6, Section IV, Paragraph 13-25.D.

If the Agreed Disposition is approved, the Clerk of the Disciplinary System shall assess costs pursuant to Paragraph 13-9.E of the Rules of the Supreme Court of Virginia.

Pursuant to Part 6, Section IV, Paragraph 13-30.B of the Rules of the Supreme Court of Virginia, Respondent's prior disciplinary record shall be furnished to the panel of the Disciplinary Board considering this Agreed Disposition.

THE VIRGINIA STATE BAR



Seth T. Shelley
Assistant Bar Counsel



Chandra Harris Snyder
Respondent

Daniel Schumack 12/5/2023

Daniel Schumack
Respondent's Counsel