



PRACTICE FOCUS

Theodora Stringham assists individuals, businesses, and organizations with growing successfully while minimizing liability. Focusing on real estate and personnel needs, Ms. Stringham executes sustainable plans for real estate development and employee matters. She provides comprehensive representation for everyday growth issues, including, but not limited to, re-zonings, site plan approvals, eminent domain/valuation concerns, employment discrimination, and disciplinary issues. Ms. Stringham's scope of representation ranges from identifying potential liability and providing counseling/trainings, all the way through representation at trial.

Ms. Stringham has extensive trial experience. She litigates complex land use disputes, including but not limited to, eminent domain/condemnation matters, boundary line disputes, easement, zoning, access, and valuation concerns. She has served as a fee counsel for the Virginia Department of Transportation and has also provided representation to individual landowners and developers alike. Ms. Stringham also has significant appellate experience, having previously argued before the Supreme Court of Virginia.

Ms. Stringham also provides litigation support for employment issues. She provides trial representation for discrimination issues, non-compete matters, contract disputes, and disciplinary/termination concerns. Having previously represented both employees and management, she is available to provide employment counseling aimed at reaching workplace resolutions in a direct and effective manner.

Ms. Stringham believes in solutions-oriented representation, focused on preventing future issues and minimizing impact to resources. She is the author of the bimonthly blog "Real Developments in Virginia" which provides practical tips for individuals and businesses developing in Virginia and Washington, D.C. Ms. Stringham also hosts the podcast "Conversations with Leading Women in Business" exploring the journey of successful women in business across industries.

Ms. Stringham currently serves as a Director on the Fairfax Bar Association Board of Directors and Vice President of Legislative Affairs for the Society for Human Resources Management (NOVA SHRM). In addition, she serves on the Northern Virginia Women Attorney Association Board of Directors as Chair of the Color of Justice Program. She is committed to serving the community through pro bono and serves as a regular volunteer with the Fairfax County Bar Association's Neighborhood Outreach and Employment Panel Programs.

PUBLICATIONS

- Claims for Damages Initiated by Government Acts
- This Land is Your Land: Property Line Dispute Tips and Easements
- How Much is it Worth? Decoding Your Real Estate Appraisal
- Burnout, Stress and Anxiety: Mental Health at Work
- Employing Independent Contractors: Three Tips to Keep in Mind
- *See additional publications*

HONORS AND AWARDS

- Top Attorneys, Real Estate/Labor and Employment, Arlington Magazine, 2021-Present
- Best Lawyers in America, 2021-Present
- Super Lawyers, Rising Star Award, Land Use and Zoning - Virginia, 2020 - Present
- Super Lawyers, Rising Star Award, Land Use and Zoning - District of Columbia, 2020 - Present
- Virginia Legal Elite Award - 2020 - 2021
- Pro Bono Attorney of the Year, Fairfax Bar Association, 2019
- *President's Award*, Fairfax Bar Association, recognizing outstanding service to the Bar, 2018
- Rutgers Law School Award for Pro Bono Excellence, 2011

SPEAKING ENGAGEMENTS

- LGBTQA+ and the Law: Understanding Best Practices, September 2022 (Fairfax Bar Association)
- Defamation and Disparagement: Knowing the Difference and Why it Matters, September 2022 (Fairfax Bar Association)
- Minimizing Liability Surrounding Overtime: Approaches and Updates, July 2022 (NOVA SHRM)
- Growing Your Business: What to Know about the 2021 Infrastructure Bill, March 2022 (Offit Kurman)

THEODORA STRINGHAM

Principal , Tysons Corner

PRACTICE AREAS

- Commercial Litigation
- Labor and Employment Law
- Land Use and Eminent Domain
- Real Estate Law and Transactions
- Restrictive Covenants and Trade Secret Protection

ACTIVITIES

- Fairfax Bar Association, Director, Board of Directors
- Northern Virginia Society of Human Resource Management, Co-Chair, Legislative Affairs
- Northern Virginia Women Attorney Association, Director-at-Large
- Virginia State Bar, Real Property Section Area Representative
- Virginia State Bar, Eminent Domain Committee
- Northern Virginia Pro Bono Law Center, Volunteer Attorney

- Mental Health and HR: Taking Care of Management in the Era of COVID-19, March 2022 (NOVA SHRM)
- Easements and Access Issues: An Attorney's Guide, January 2022 (National Business Institute)
- COVID-19 and the Workplace: Employment Law Update CLE, December 2022 (Fairfax Bar Association)

EDUCATION

- B.A., magna cum laude, Rutgers University
- J.D., Rutgers School of Law - Camden

ADMISSIONS

- Virginia
- District of Columbia
- New Jersey
- Eastern District of Virginia