



Attorney/Firm Questionnaire

Name: Nicole M. Thurston, Esq.

Organization/Law Firm: Mahoney Nashatka Richmond, PLLC

Address: 4705 Columbus Street, Suite 101, Virginia Beach, VA 23462

Email Address: n.thurston@mnr-law.com

Phone Number: 757-644-4761

Fax Number: 757-447-3801

Website: mnrlaw.com

1. Are you and your firm actively interested in representing lesbian, gay, bisexual, or transgender (LGBT) clients? Yes.
2. Are you or your firm currently representing LGBT clients or have you represented LGBT clients in the past? Yes.
3. Have you or your firm worked on matters/cases in which the sexual orientation, gender identity or expression of your client or your opponent played a role in the case or was relevant to the legal advice you gave? If so, what types of cases/matters have they been (workplace discrimination, housing discrimination, child custody, adoption, etc)? Yes, in a child custody issue in a same-sex relationship, before legalized marriage at the partners' former firm, and with same-sex adoptions or same-sex couples entering custody agreements.
4. Have you or your firm worked on matter(s)/case(s) in which you advocated for LGBT rights? If so, please describe the case(s)/matter(s). In being advocates for LGBT clients, we inherently advocate for their rights and for their rights to be treated equally under the law.
5. Have you or your firm ever used sexual orientation, gender identity or gender expression against an opposing party on behalf of a client? If so, how? MNR has represented people in divorce who want to make an issue of it, but our role (and challenge) has been convincing our clients it's not an issue. In one instance, at a former firm, one attorney brought up that a client's husband had been having an affair for years with a man; this was true.



6. What areas of your or your firm's practice might be of particular interest to prospective LGBT clients (e.g., workplace/housing discrimination, trusts and estates, tax planning, child custody, adoption or surrogacy, medical decision-making, health care, insurance benefits, personal injury litigation, hate crimes, etc)? Premarital and marital agreements; child custody/support; adoption; divorce.

7. Do you or your firm have any experience advising transgender people about the specific legal issues affecting such individuals? If so, please give examples. As of yet, being a relatively new firm that exclusively deals with family law cases, MNR has not encountered client traffic that specifically deals with transgender issues.

8. What is your or your firm's policy on pro bono legal assistance? At MNR, a majority of our attorneys volunteer for the CLASS program two times a year where we go to Virginia Beach Juvenile and Domestic Relations Court and assist people with obtaining protective orders. All other pro bono matters are handled on a case-by-case basis.