# HIPES LAW LLC

TRIAL COUNSEL
BUSINESS, EMPLOYMENT CONTRACTS AND LITIGATION

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Dear Clients, Colleagues, and Friends,

As many of you know, I have been in the process of closing my law practice for some time-- waiting for final closure until I could be sure each of my clients' cases was resolved in the best way possible. I have now finished my last case after 42 years of litigation. So now, at last, I am closing Hipes Law LLC. I expect all formal requirements of closure to be effective by December 31, 2026. I am not accepting new clients, and I have not been for many months.

To all those who referred me clients, thank you for your confidence and trust. I am deeply grateful for the relationships built through this practice and for the chance to help with matters so important to you, your families, and your firms.

To those who were my opposing counsel, thank you for your professionalism. I learned something from each of you, even when the lessons were challenging. I am grateful for the chance to legally joust with you. You kept me sharp and made me work hard to stay a step ahead. No matter the dispute, we were always able to conclude the case with mutual respect. I appreciate that.

To the mediators who helped me bring my often very challenging cases to resolution, bless you! You have been a jewel of great value to me and my clients, and I am beyond grateful for your keen insight, dedication, and tireless service. This

is especially directed to Dan Klein, Ellen Mallow, and Ken Parks, and to the others who helped my clients break through heavy obstacles to reach resolution.

And finally, to all those I was privileged to call my clients: you are my heroes. Some of the best human beings in the world came through the doors of Hipes Law. Very often they were employees or former employees of mega corporations who had the unmitigated courage to face financial ruin, professional annihilation, and myriad other harrowing consequences in order to stand up for their principles, their religious beliefs, and the laws of this country enacted to protect them from wrongs they suffered as employees. I have loved each of you, and I have profound respect for what it took to go through the litigation process, sometimes also known as the valley of the shadow of death. You were beaten up by it, terrified by it, sickened by it, and sometimes impoverished by it, and yet you came out standing, stronger and more impressive than ever.

To the very special and very kind clients who went out of their way to write notes of appreciation and positive Avvo reviews after our battles together were finally behind us; to the one special client who, along with his wife and each of his three young children, wrote me handwritten notes of heartfelt thanks at the conclusion of our 5-year, all-encompassing litigation battle; and to the one exceptional client who still sends me flowers every year on my birthday after we were literally in the foxhole together for 7 years against one of the largest and most powerful organizations in the world: you will be in my heart forever. Your thoughtful appreciation and kind sentiments washed away the exhaustion of long hours and the many sacrifices over 42 years; you made the work we did together worth it.

**What's Next?** I have every confidence that there is indeed Life After Law Practice. Thanks to my sweet husband, I will have had the privilege of traveling to 40 different countries by spring 2027. I look forward to more travel, and to more time with my husband, and with my children, and my grandchildren, who have all endured my busyness all of their lives. I will still be busy, but hopefully not as unavailable. I have also enrolled in more than a year and a half of online art classes, similar to a

Master's in fine arts program, but at whatever pace works for me. Yay! I have wanted to do this my whole life, ever since I helped make bulletin boards in elementary school and designed fashion shows in high school.

**Future communications:** Closing all the details of my practice is taking longer than hoped, so I will keep my counsel@hipeslaw.com email address until all facets of the closure is complete. If you need to send correspondence about the practice, your files, or your records, please write to me there as soon as you can. If you would like a copy of your file, please contact me at that address before December 31, 2026. I expect to have a new email address before then, and I will share it with you as soon as it is set up.

Thank you for allowing me to serve you, work with you, or otherwise be in your lives. I will always value the confidence you placed in me and the many professional and personal connections made along this 42-year journey.

With gratitude and warm regards,

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