



The Florida Bar Out-of-State Division

State-to-State

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Fall 2025



- The fragmented shield: Legal issues presented by America's patchwork privacy landscape
- The digital lawyer's duty: Technology competence and ethics in multistate practice
- IRS notice identifies rural qualified opportunity zones for immediate benefit
- Resolving Technology Disputes: Mediation Strategies for a Fast-Moving Digital World

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Douglas County Courthouse

Castle Rock, Colorado



The Douglas County Courthouse is located in Castle Rock, the county seat of Douglas County, Colorado. The red brick, stone, and concrete structure replaced the 1889 courthouse, which was destroyed by arson in 1978. Douglas County was named for Stephen A. Douglas, orator, senator, and presidential rival to Abraham Lincoln. The area

was first inhabited by Paleo-Indians and then by the Arapaho, Cheyenne, and Ute Nations.

Sources: courthouses.com, douglas.co.us

Supporting the whole lawyer

by G. C. Murray II, Dulles, Va.

It's a privilege to serve this year as your president-elect, and I want to begin by affirming my full support for President Mindi Wells and the bold vision she's charting for our Out-of-State Division. Her leadership has already set the tone for a year of growth, connection, and service, and I'm honored to help carry that vision forward.

At the same time, I'm beginning to lay the groundwork for my own presidential term, with one clear focus: supporting the whole lawyer. That means not just helping you grow in your practice, but also helping you protect your peace, build meaningful relationships, and continue your journey as a purpose-driven professional.

One initiative we're exploring is a July 2026 in-person retreat in collaboration with The Florida Bar Young Lawyers Division. Imagine a weekend built around both CLE and community, designed for high-achieving lawyers who also want to breathe, reflect, and recharge. More details will follow as we work to make this a truly exceptional offering.

We're also building on our division's leadership in sustainability, and I'm proud to be part of The



President-elect's message

MURRAY II

Florida Bar's broader Sustainability Initiative for Attorneys (SIA). As legal professionals, we have a unique responsibility to ensure our work is not only impactful but also sustainable for our clients, our colleagues, and ourselves.

So, whether you're looking to present a CLE, host a networking event, or shape the future of this division, I hope you'll reach out and share your ideas. Together, we're going to build something extraordinary, not just for out-of-state lawyers, but for the profession as a whole.

If you're interested in helping shape the 2026 retreat or have thoughts on supporting the whole lawyer, email me directly at gc@association.law.

Let's make this year count.

In Unity,

G. C. Murray II, Esq.
President-Elect, Out-of-State Division
The Florida Bar

Mission of the Out-of-State Division

The purpose of the Out-of-State Division of The Florida Bar is to provide an organization for all Florida Bar members who reside outside of the state of Florida. The division focuses not on any specific practice area, but rather on the common interests and needs of out-of-state Florida Bar members as a whole. The division works toward the goal of ensuring equitable treatment for in-state and out-of-state Florida Bar members. This is accomplished through education, legislative, and administrative review; the production and update of a website for division members and the public at large; and the publication of a newsletter sent to the division's membership.

The Great Lock-In

by G. C. Murray II, Dulles, Va.



MURRAY II

Last year, it was the “winter arc.” Before that, maybe a “Q4 sprint” or “off-season strategy reset.” The names change, but the impulse stays the same: high-achieving professionals love a structured excuse to evolve.

And this year, that excuse has a name—“The Great Lock-In,” though I’m shocked it wasn’t called Solo Leveling.

Originally popularized in tech circles, The Great Lock-In has migrated into the language of business leaders, attorneys, and physicians who are looking for a focused way to break out of maintenance mode and move toward something more aligned. Think of it as a strategic sprint—30 to 90 days of intentional, often rigorous prioritization around one catalytic goal.

Not five goals. Not a dozen disconnected intentions.

One.

For those of us in high-stakes careers, that kind of clarity is both rare and invaluable.

What I appreciate about this movement is that it recognizes what many professionals are feeling but haven’t been able to name. It’s not burnout in the traditional sense. It’s a kind of drag—like your calendar is full, but your growth is flat. Like the work is steady, but the spark is missing.

It's focus.

Last year, it was the “winter arc.” Before that, maybe a “Q4 sprint” or “off-season strategy reset.” The names change, but the impulse stays the same: high-achieving professionals love a structured excuse to evolve.

That drag often shows up in ways that don’t make the performance review. You avoid the deeper projects. You tolerate inefficiencies that used to bother you. You stay busy but avoid the one thing that would actually move the needle.

The Lock-In challenges that. It doesn’t ask for more hours. It asks for sharper decisions. It replaces urgency with clarity.

Here’s how I’ve seen professionals use a Lock-In sprint effectively:

- A managing partner rebuilds their firm’s onboarding and delegation structure—not in theory, but on the calendar.
- A general counsel spends 60 days building the relationships they’ve been too busy to prioritize.
- A litigator decides it’s time to write the article they keep saying they “don’t have time for.”

What makes it work is the focus. The Lock-In is not a retreat. It’s not a planning day. It’s not a new vision board. It’s a decision to go all in—briefly, deliberately—on something that matters more than what’s currently draining your bandwidth.

In the legal profession, we’re taught to optimize for outcomes: win the motion, close the deal, meet the billables. But that same orientation can trap us in perpetual reaction. We become excellent at execution, but rusty at reflection. We confuse motion for movement.

It's conviction.

The Great Lock-In creates space for something different: a moment to pause, zoom out, and reassert control over where our energy is going and why.

In my coaching work, I often tie this back to a concept I call **Time Law**—the discipline of treating time as a legal asset to be protected, negotiated, and deployed. The Lock-In is a natural application of that principle: it forces you to litigate your own schedule and align it with your priorities.

What happens after

What professionals often find after a Lock-In isn’t just momentum. It’s conviction. You’re no longer reacting to what comes in. You’re architecting what goes out. You’ve built systems, clarified roles, and re-centered your leadership around something more than inbox management.

Sometimes, the breakthrough is tangible. You publish the piece. You launch the program. You finally delegate the part of your job you’ve white-knuckled for too long.

Other times, the win is quieter: you feel aligned again.

And for high-stakes professionals, alignment isn’t a luxury—it’s the difference between longevity and slow erosion.

Final thought

You don’t need a name like “The Great Lock-In” to give yourself permission to focus. But if you’re waiting for life to calm down before you prioritize your next evolution—you’ll be waiting a while.

Sometimes the best way to unlock your next level is to shut the door, set a deadline, and *lock in*.

It's a decision to go all in—briefly, deliberately—on something that matters