

Featured story on Crowell Connect (November 2016), Crowell & Moring's alumni portal. Alumni may visit the site at <https://alumni.crowell.com>.

## Crowell & Moring alumni on retirement. Yes, they're loving it!

Somewhere today on a beach far away, retired Crowell & Moring alumni are writing memoirs, practicing yoga, and still serving the community through *pro bono* service. In this edition of Crowell Connect, we catch up with several C&M retirees—including **Timothy Biddle, Don Chapman, Lorry Halloway, Pat Lee, Rob Lipstein, John Macleod, and Richard McMillan**—to hear about life, work, and balance on the other side.

As with all great retirement stories, we start in Florida, where there seems to be something of a Crowell & Moring village springing up in the Fort Myers and Naples area.

Retired partners Lorry Halloway, Robert Lipstein, Richard McMillan, and the newly retired **Tim Means** have all made homes—and new adventures—on Florida's Gulf Coast. Current partners, including **David Siegel** and **David Hammond**, have also been drawn to the area. And what's not to like with year-round sunshine and spring training with the Boston Red Sox and Minnesota Twins? But it's more than golf and paddleboarding.

In addition to traveling abroad with her husband, Fred, and visiting her son, Josh, frequently in Los Angeles, Lorry Halloway (C&M 1984-2014) spends her time serving as a guardian *ad Litem* for children in Collier County. She generally takes on three cases at a time. "These are all cases where kids have been sheltered under a court order and in a foster care situation. My job is to make sure everything is going right with their caregiver and talk to their schools to make sure they're getting the services they need. All of my kids have been sheltered with the grandparents," Halloway said.

"It is so rewarding. It is the best thing I do," Halloway added. "I am in court more now than when I was in practice. I have a county lawyer and social worker in every case. And I can investigate to my heart's content whatever I want to do."

When Rick McMillan isn't in Florida, he's at Gibson Island, Md., or in Scotland. "We're in three different places, so we've got three different sets of friends. I play a lot of golf in all three places, as well as a lot of tournament bridge these days. I also do a fair amount of singing when I'm in the Washington area," McMillan said.

McMillan sings with the Washington Chorus, which gives multiple concerts a year at the Kennedy Center and other places. "It's a lot of fun.



*(C&M Retired Partner Lorry Halloway and husband, Fred Cioffi, in Montevideo, Uruguay, in December 2015.)*



*(C&M Retired Partner Richard McMillan.)*

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We have a music director who believes in not just doing the oldest and greatest but also works the modern repertoire into the mix. We do a lot of things that are very hard to do, but are fun to do,” McMillan said.

In addition to enjoying golf and yoga, Robert Lipstein (C&M 2003-2016) continues to consult for longtime client National Association of Energy Service Companies. Crowell & Moring partner Ryan Tisch has transitioned into Lipstein’s former role as antitrust counsel for the client.

**Alumni Abroad**

Many Crowell & Moring alumni have also travelled extensively, and perhaps none more than retired partner Timothy Biddle (C&M 1971-2013). Since leaving the firm, Biddle and his wife have toured Ireland, Iceland, and taken National Geographic expeditions to Holland and India.

“I love seeing other cultures and learning about other areas that I’ve read about and seeing how people in those countries are living. They all seem to be happy and they don’t give a care about what’s happening here. So the problems we all spend our days worrying about are just not a factor there. They have their own problems,” Biddle said.

Former legal services & business services secretary Don Chapman (C&M 1988-2015) has also spent time abroad. “This summer I spent a month in Thailand visiting my Thai family and traveling all over the country visiting Buddhist temples. It was an amazing trip,” Chapman said.

**Stories Worth Telling**

Some retired alumni are using their time to write. Founding partner Patrick Lee, who started at Crowell & Moring’s predecessor firm Pogue and Neal in 1966 before it merged with Jones Day, retired in 2007. He now lives in the Sawtooth Valley, 45 miles north of Ketchum, Idaho. Lee has published a historical fiction novel, “Kickers: A Novel of the Secret War,” about the CIA’s use of smoke jumpers in the so-called “secret war” in Laos.

“I am now working on a second book on a related subject, about the United States leaving behind servicemen and CIA operatives in Laos and Vietnam after the war,” Lee said.

“For years as I would walk around Washington, you would see tents and booths where vets and motorcycle groups were handing out literature



*(C&M Retired Partner Robert Lipstein with his wife, Cheryl, and grandchildren, Bella and Luke.)*



*(C&M Retired Partner Timothy Biddle.)*



*(C&M Retiree Don Chapman with his wife, Da, in Thailand.)*



*(Retired C&M partner Patrick Lee.)*

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about POWs, MIAs," Lee said. "Then I read a book called 'An Enormous Crime,' written by a South Carolina congressman who became an advocate on POWs and MIAs. That book argued persuasively that the United States did in fact knowingly abandon POWs in both Laos and Vietnam. The author contends that the U.S. didn't intend to do it, but nonetheless did it knowingly. Lee's new book is titled, 'Something Partial.'"

Former Crowell & Moring Chair John Macleod retired in 2015 after nearly five decades with the firm. He began his legal career in 1969 with the Washington office of Jones Day. Ten years later, "the split" that formed Crowell & Moring occurred. Macleod chaired the firm in the mid-80s, the early 90s, and from 2000 to 2006.

"I loved practicing law, but I found I really enjoyed management. When I stepped down as chair, I was 64 years-old. Kent [Gardiner] asked me to lead the project to open in New York and subsequently in San Francisco and Los Angeles. I was riding the circuit between those three cities and getting the firm established," Macleod said.



*(Retired C&M partner John Macleod.)*

Macleod still visits the Washington and New York offices on occasion, but he says that there's no looking back from retirement.

"It's been great. I spent the first few months trying to figure out what this retirement thing was all about and how I could make it work for me. You're a kid in the candy shop. You suddenly have time on your hands. You have no idea how to use it. There was some adjustment at the beginning," he said.

Macleod, who has long split his time between the Shenandoah Valley and Connecticut, is now calling Boston home, as well. Macleod's wife, former Crowell & Moring partner Ann Klee, is a vice president and officer of GE. When GE moved its corporate headquarters to Boston in August, her job moved, too.

Macleod's primary focus now is writing an autobiography. "When my dad retired, he wrote a family book. It's a priceless gift that contains a lot of information I never knew about my family. It gave me a new window into my parents. I didn't know them as people who knew how to have fun or occasionally do something wrong. It was nice seeing my mother through my father's eyes. I wanted to do something similar for my children and grandchildren," he said.

"I was born in a Japanese concentration camp in the Philippines in WWII and lived the first three years of my life there. Many people don't know that, and those who do have little understanding of what it was like for my mom and dad. I have included various anecdotes and vignettes from different stages of my life. And, of course, there are stories from my time at the firm, including the split and the beginnings of Crowell & Moring," Macleod said. "And I talk a bit about Took Crowell and some of the cases we had together. I recount some of his acts of leadership that made an impression on me. It's not extensive, just a few recollections of what I liked and admired about him."

At the earnest request of Crowell Connect, Macleod has agreed to share an excerpt from his manuscript. It shares a memory about Took. [Read the excerpt here.](#)

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## Q&A

Interested in more? Read our Q&A with C&M alumni.

### What is the best thing about retirement?

**Tim Biddle:** The best thing about retirement is the free time you have. It's wonderful. And part of that is because you're not worrying about other people's problems. And there's no timekeeping. I do a lot of fly fishing and wood working. And I do a lot of reading, and I sell books on the side through Amazon. And I am learning to do some cooking. And I spend a good deal of weekend time – five grandsons – going between practices, games, and meets, I am pretty busy during the weekend.

**John Macleod:** The absence of pressure and time sheets.

**Rob Lipstein:** The freedom to do what I want, when I want. And not to have to fill out time sheets.

**Lorry Halloway:** It's clearly freedom from stress and unreasonable deadlines.

**Don Chapman:** Since my retirement I have been assisting my wife babysitting our twin granddaughters and our grandson. It's amazing to watch them grow.

**Pat Lee:** Retirement is much too busy. I like going on book tours, doing interviews, and selling the books.

### What was the biggest surprise about retirement?

**John Macleod:** The most surprising thing is I really like it. I didn't know what to expect. I was afraid I wouldn't enjoy it, but I really do.

**Lorry Halloway:** How fast the days fly by. That's really amazing.

**Pat Lee:** I was busier than I've ever been. But any number of things chew up your time in a constructive sense. But related to that is the best thing about retirement. And that is that, as busy as you may be, there is not the stress of time. We all have obligations and things that require our attention that we must be diligent about, but they don't cause stress. What causes stress, and I think caused me stress in the practice of law, is the time pressure involved in meeting your obligations. And those time pressures are not controlled by you. It's controlled by courts and parties on the other side and clients. Those things that create time pressures all go away. You're in control of that. And once you're in control of that, there is no stress in life.

**Tim Biddle:** How happy I am... You're the master of your own schedule, and that is really liberating.

**Rick McMillan:** It's a process. It's a somewhat difficult process. It takes years to sort of work your way from the sort of constant intensity and fun of the sort of high-stakes environment of law practice to a pretty low-stakes environment when you retire. And getting used to the low-stakes retirement is a process... But it's part of life and I've worked through and others before me and after me have and will. It's just the way it is. We're not getting any younger.

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## What is your advice to other C&Mers looking at retirement?

**John Macleod:** There's really nothing novel about this. It's not something that hasn't been said a million times by others, but it's absolutely true. You've got to find a project or a cause or a hobby. It doesn't matter what it is, but it should be something you really like and enjoy spending time on. It could be travel, working with community organization, or writing a book. It doesn't matter. But there has to be discipline or retirement can easily become a wasted opportunity. Finding something that engages you in a joyful way is really important.

**Tim Biddle:** Realize that you are expendable. In other words, we all think we're pretty big deals when we're doing what we're doing. But the fact is that when you retire the world is not going to stop. The clients will survive... Don't wait too long before you retire. Retire while you still have the energy and good health to enjoy yourself.

**Pat Lee:** It's advice that I have a difficult time keeping myself. And that is: Keep listening. And I would add to that: Keep listening. You have less to contribute than you think. In the practice of law, we get used to talking too much.

**Rob Lipstein:** While you're working, build a set of interests that will keep you engaged when you're not working. Also, transition client relationships early and often.

**Lorry Halloway:** Do it. And don't transition as long as I did. I spent a year making sure clients were going to stay and that they had somebody to relate to and weren't traumatized by my leaving. Don't spend a lot of time transitioning because once you leave, you're gone in their minds.

**Don Chapman:** If you are planning on retiring, I would suggest you pick a good supplementary insurance plan. Picking the right one means no doctor or hospital charges.

**Rick McMillan:** We're all different. And some people find it very hard to retire. And other people don't. I was one of the people that didn't find it hard to retire at all. Part of that was I always believed in the notion of stewardship that you were supposed to step aside and let the next generation take over. So I was always planning to do that and was always happy to do it. So, I would say that if you're one of those people like me who is comfortable with retiring, then by all means, when the time comes, go for it. It's a change of life but the change is a new period of discovery it's worthwhile... But it's a very personal decision so people have to make their own choices.

## What is something you wish you knew about practicing law back then that, looking back, you know now?

**John Macleod:** I don't think I've gained any new perspective since I've been retired. One thing you learn as time goes by, in practicing law and in life generally, is that you don't need to win at all costs all the time. Litigation, which I did a lot of, is not an end in itself. It's not a particularly good way to solve problems. You need to be open to creative solutions, even if you have to give a little bit to make them work. Another thing you learn is the joy of surrounding yourself and building an organization with the right kind of people and right kind of values. That includes not being overly focused on money, understanding that the important things in life are not all about money. Building something together really matters and provides enormous satisfaction. I was very fortunate to spend most

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of my life building a great law firm with people I respected, trusted, and genuinely liked.

**Pat Lee:** There's something that I did get at the end of my career and that is the opportunity to be selected as a juror in a litigation in the District of Columbia. You learn so much about jury presentation and what juries actually do. We don't have any idea really what juries actually do, and it was eye-opening. It was shocking. And the most valuable thing that could happen to a lawyer is, early in their careers, to be selected to sit on a jury.

**Lorry Halloway:** How important face time is. You spend a lot of time talking on the phone with clients. But, on every level, personal contact is still really important.

**Tim Biddle:** I wish I realized how much stress I was under. I didn't realize how much low level stress I was faced with, and that became very clear when I had a physical and my blood pressure dropped 15-20 points after I retired. The stress is not just the practice of law. Part of the stress is something we all face. If you realize it, it helps.

## What did you do today?

**Pat Lee:** I waited for my wife to go to lunch with one of her girlfriends at Sun Valley Lodge while I worked on my book. And it's raining. Otherwise I would probably be on the golf course.

**Lorry Halloway:** After I dealt with my guardian issue, I read a book for my upcoming Greater Naples leadership class that starts in the fall. Every year they pick 40 people to be in a class, which trains people to do community service. We go to class for a day every two weeks from October to March, and it teaches us about all the different aspects of Collier County – the arts, education, the environment. The goal is to get us to serve on boards or volunteer. It's a great way to meet people and learn about Collier County. After that, I met former clients who are friends for drinks and catching up.

**Tim Biddle:** I usually get up very early in the morning, about 5:30-5:40 and have a cup of coffee. I make a list of what I'm going to do that day and read for a while. I live in the country, and I feed our horses and feed the dogs. And then I work my list until about 1 in the afternoon. And then the afternoon is mine.

**Rick McMillan:** A lot of my time is spent with family. I've got three kids and seven grandkids. The eighth is on the way... What I'm doing is just trying to have fun 24 hours a day; that's the way it is. Sometimes I succeed. Sometimes I don't.

**Rob Lipstein:** Today was pilates/yoga to start, followed by lunch out, followed by nine holes of golf, some pool time, and then cocktails, while we Facetime the grandkids (until we see them live). Just another day in retirement with my lovely wife, Cheryl.