



Henry I. Willett III

Partner

Trials/Appeals/Alternative Dispute Resolution
Products Liability and Torts
Financial Services Litigation
Intellectual Property Litigation
Health Care
Employment Issues and Executive Agreements
Non-Competition and Trade Secrets
Medical Malpractice

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Henry Willett is a partner in the firm's Litigation and Health Care departments. He represents clients in litigation involving the enforcement of non-compete and non-solicitation agreements, intellectual property matters, products liability claims, business and construction disputes, professional malpractice claims, and financial services disputes. Mr. Willett has tried cases and arbitrated matters in state and federal courts and before FINRA Dispute Resolution, the National Association of Securities Dealers, the New York Stock Exchange and the American Arbitration Association.

Mr. Willett represents and advises clients in a variety of health care related matters, such as denial of benefits claims under ERISA, claims under the Mental Health Parity and Addiction Equity Act (MHPAEA), contract negotiations and disputes, professional malpractice claims and regulatory enforcement actions.

Mr. Willett is chair of the firm's Associate Training and Evaluation Committee.

Representative Financial Services Litigation

- Representation of a large national securities firm and individual clients in state and federal court injunction and arbitration proceedings involving the enforcement of non-compete and non-solicitation agreements.
- Representation of two financial advisors against a motion for a preliminary injunction/temporary restraining order filed by their former employer in the U.S. District Court for the Eastern District of Virginia.
- Defended a large national securities firm and financial advisor in FINRA arbitration.
- Representation of securities firms and individual clients in customer complaint disputes.

Representative Products Liability Litigation

- Representation, in the U.S. District Court for the Eastern District of Virginia, of an avionics firm in a products liability lawsuit involving a plane crash.
- Defense of a commercial lift manufacturer in the U.S. District Court for the Eastern District of Virginia in a case stemming from the fall of a lift gate.
- Defense of a forklift manufacturer in Lynchburg Circuit Court in a personal injury action.

Representative Business and Professional Malpractice Litigation

- Representations of companies and individual clients in actions involving the enforcement of non-compete and non-solicitation agreements.
- Trial to verdict of a breach of computer systems consulting contract suit in the U.S. District Court for the Eastern District of Virginia.
- Representation of a national mental health care management company in an action to recover pharmacy benefits management fees.
- Defense of adversary proceeding in the U.S. Bankruptcy Court for District of Delaware.
- Defense of psychiatric hospitals in medical negligence actions.
- Representation of companies at hearings before state administrative agencies.

Representative Health Care Matters

- Defense of benefit claims actions against health plans and third-party administrators under ERISA and the MHPAEA before courts in the 2nd, 4th, 6th, 9th, 10th and 11th Circuits.
- Representation of a medical society in contract negotiations.
- Representation of a hospital association in preparing an amicus brief in support of appeal.
- Representation of a nonprofit health care organizations in contract negotiations and disputes.
- Representation of a national mental health care management company in commercial contract negotiations and consumer, provider and regulatory matters.
- Representation of a health insurer in contract disputes and regulatory matters.
- Representation of a hospital system in contract disputes.
- Defense of psychiatric hospitals in medical negligence actions.

EDUCATION

University of Richmond School of Law, J.D., 1999

Cum Laude

The Order of the Barristers

Editorial Board, University of Richmond Law Review

Vice President, National Moot Team, Moot Court Board

National Negotiations Team, Client Counseling and Negotiations Board

University of Virginia, B.A., History, 1996

ADMISSIONS

Virginia

U.S. District Court for the Eastern District of Virginia

U.S. District Court for the Western District of Virginia

U.S. Court of Appeals for the Fourth Circuit

RECOGNITIONS

- **Virginia Super Lawyers**
Civil Litigation Defense, 2014–2024
- **Legal Elite (*Virginia Business*)**
Civil Litigation, 2010, 2015–2022
Young Lawyer, 2009, 2011–2014
- **Virginia Rising Stars**
Civil Litigation Defense, 2007–2008, 2010–2013

PUBLICATIONS/PRESENTATIONS

- Presenter, “A Rock and a Hard Place: Dilemmas That Face Young Lawyers,” Virginia Bar Association Summer Meeting CLE, 2012
- Co-author with Belinda D. Jones, “When Your Evidence Goes Up in Flames,” American Bar Association’s Mass Torts Litigation Committee publication, *Mass Torts Litigation*, Summer 2010
- Panelist, “Demonstrative Evidence: What Kinds of Bells & Whistles are Jury-Appropriate?” American Bar Association Litigation Section’s Aviation Litigation CLE, 2010
- Presenter, “Health Law Crimes: Prevention is the Best Medicine!” Virginia Bar Association Summer Meeting CLE, 2008
- Moderator, “How to Plunder, Pillage, Despoil and Rob Without Even Trying in the Age of Electronically Stored Information,” American Bar Association Litigation Section’s Aviation Trial Demonstrations & Cutting Edge Issues CLE, 2008
- Panelist, “E-Discovery in Litigation and Healthcare – Rules, Policies, Protections and Professional Guidelines: A Primer for Virginia Attorneys,” Virginia Bar Association Summer Meeting CLE, 2007
- Presenter, “E-Discovery and Healthcare,” VBA Healthcare Practitioners Roundtable, 2007
- Presenter, annual Bridge the Gap Seminar on Civil Practice
- Organized a CLE for The Bar Association of the City of Richmond on resolving commercial disputes through mediation.

PROFESSIONAL AFFILIATIONS

- **Virginia State Bar**
Council, 2018–present
Health Law Section, Secretary-Treasurer, 2019–present
- **The Bar Association of the City of Richmond**
Litigation Section, Chair, 2017–2018
Committee on Continuing Legal Education, 2002–2004
- **Virginia Bar Association**
Civil Litigation Section, Chair-elect, 2019–present
Governance Committee, 2011–2012; Board of Governors, 2010–2011
Young Lawyers Division, Chair, 2010; Executive Committee, 2006–2012
Civil Litigation Section Liaison, 2007–2012
Richmond Town Hall Meeting, Committee Co-chair, 2001–2008
New Projects, 2007–2008
- **Virginia Access to Justice Commission**
Outreach and Education Committee
- **Greater Richmond Bar Foundation**
Board of Directors, 2020–present
- **John Marshall American Inn of Court**
Barrister, 2002–present

COMMUNITY INVOLVEMENT

• **The Doorways**

Board of Directors, 2020–present

• **YMCA Youth Soccer**

Coach, 2008–present

• **American Red Cross Leadership Development Council, 2001–2002**