

REGULATION OF THE LEGAL PROFESSION IN WISCONSIN

FISCAL YEAR 2020-2021

Report of the Lawyer Regulation System



**Timothy C. Samuelson, Director
Office of Lawyer Regulation**

**Attorney Lori S. Kornblum, Chairperson
Board of Administrative Oversight**

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ANNUAL REPORT
FISCAL YEAR 2020-2021

Introduction

Pursuant to Supreme Court Rule (SCR) 21.03(6)(n) and 21.10(2)(e), the Office of Lawyer Regulation and Board of Administrative Oversight file this fiscal year 2020-2021 report on the lawyer regulation system.

Composition of the Lawyer Regulation System

“The lawyer regulation system is established to carry out the Supreme Court’s constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin.” SCR Chapter 21, Preamble. The composition and organization of the lawyer regulation system is depicted in Appendix 1. The persons currently serving in these organizations are identified in Appendix 2. Following is a description of the components.

Supreme Court

The Supreme Court supervises the lawyer regulation system, determines attorney misconduct and medical incapacity, and imposes discipline or directs other appropriate action in proceedings filed with the Court.

Office of Lawyer Regulation

The Office of Lawyer Regulation (OLR) consists of the Director, investigative and support staff, litigation counsel, and retained counsel. The office has the following duties.

- Receive and to respond to inquiries and grievances relating to attorneys.
- Investigate allegations of attorney misconduct or medical incapacity.
- Divert matters into an alternative to discipline program.
- Prosecute misconduct or medical incapacity proceedings.
- Investigate license reinstatement petitions.

District Committees

District Committees exist in each of the sixteen state bar districts, and consist of lawyers and public members appointed by the Supreme Court. District Committees perform the following duties under the supervision of the Director.

- Educate the bar and the public about the legal profession and ethical practice of law.
- Refer to the Director possible misconduct or medical incapacity matters.
- Assist in the investigation of possible misconduct or medical incapacity.
- Recommend to the Director the appropriate disposition of matters it investigated.

- Monitor an attorney's participation in an alternatives to discipline program or an attorney's compliance with conditions on practice.
- Assist in resolving minor disputes between an attorney and a client.

Preliminary Review Committee

The Preliminary Review Committee consists of fourteen members, nine lawyers and five public members appointed by the Court. The Committee is comprised of two seven-member panels, each having at least four lawyers and at least two public members. The panels have the following duties.

- Review the results of OLR and District Committee investigations and determine whether there is cause to proceed in the matter.
- Review, upon request by a grievant, decisions by the Director to dismiss a grievance after investigation.
- Confer with the Board of Administrative Oversight and suggest improvements in the operation of the Committee and its panels.

Board of Administrative Oversight

The Board of Administrative Oversight consists of twelve members, eight lawyers and four public members appointed by the Court. The Board has the following duties.

- Monitor the fairness, productivity, effectiveness, and efficiency of the system.
- Monitor the implementation of new procedures.
- Assess public and bar perceptions of the integrity of the system.
- Report its findings to the Supreme Court.
- Review the operation of the system with the Court, and file an annual report.
- Propose substantive and procedural rules.
- Inform and educate the public and bar about the system.
- Propose an annual budget.

Special Investigative Panel

The Special Investigative Panel is composed of lawyers appointed by the Supreme Court who are not currently participating in the lawyer regulation system. The Director refers allegations of misconduct against attorneys currently participating in the system to a special investigator. In a referred matter, the special investigator performs the functions that the Director would normally perform, which may include evaluating, investigating, dismissing, diverting, or prosecuting the matter.

Special Preliminary Review Panel

The Special Preliminary Review Panel is composed of four lawyers and three public members appointed by the Supreme Court. In matters involving allegations against current participants in the lawyer regulation system, the panel reviews the special investigator's decision to close a matter without investigation or dismiss a matter after investigation, and reviews an investigative report to determine whether there is cause to proceed.

Referees

Referees are attorneys or reserve judges appointed by the Supreme Court to perform the following duties.

- Conduct hearings in proceedings alleging misconduct or medical incapacity.
- Conduct hearings on petitions for license reinstatement.
- Review consensual public or private reprimands submitted by the Director.

Overview of the Lawyer Regulation System

The Wisconsin Supreme Court created the lawyer regulation system to carry out the court's constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin. The court has adopted standards of professional conduct for attorneys and confers the privilege to practice law on an attorney on the condition of compliance with those standards. A failure to comply with the court's standards may constitute misconduct or may be evidence of a medical problem.

Initially, OLR staff screens all grievances. If the allegations made are not within OLR's jurisdiction or are not substantiated, OLR will close the file. If the grievant disagrees with the decision, the grievant may make a written request for the Director's review of the closure. The Director's decision is final. After preliminary evaluation, OLR may also forward the matter to another agency; attempt to reconcile the matter between the grievant and attorney if it is a minor dispute; or refer the matter for diversion, investigation, or an offer of a reprimand by consent.

When OLR initiates an investigation, OLR will send a letter to the respondent enclosing the grievance and requesting a response within 20 days. In most instances, OLR will forward the attorney's response to the grievant for comments. OLR will obtain all information relevant to the allegations, and may assign the matter to a district investigative committee for this purpose, pursuant to SCR 22.04(1).

After the investigation is completed, the Director may dismiss the matter, divert the matter to an alternatives to discipline program, obtain respondent's consent to a private or public reprimand, or present the matter to the Preliminary Review Committee for a determination of cause to proceed. When the Director dismisses a matter, the grievant has 30 days to request for review of the decision by the Preliminary Review Committee. The decision of the Preliminary Review Committee is final.

When the director presents a matter to the Preliminary Review Committee and the Committee determines that the Director has established cause to proceed, the Director may file a complaint alleging misconduct with the Supreme Court. If the Director files a complaint, an answer is required within 20 days of service of the complaint. Upon proof of service, the Supreme Court appoints a referee to hear the matter pursuant to SCR 22.13(3). The referee holds a scheduling conference to define the issues and to determine the extent of discovery. The referee then presides at a public hearing which is conducted as a trial of a civil action to the court. OLR must prove misconduct or medical incapacity by clear, satisfactory and convincing evidence.

Within 30 days after the conclusion of the hearing, the referee will submit a report to the Supreme Court, including findings of fact, conclusions of law, and a recommendation of dismissal or discipline. OLR or a respondent may file an appeal of the referee's report within 20 days after the report is filed. If no appeal is timely filed, the Supreme Court reviews the referee's report and determines appropriate discipline in cases of misconduct and appropriate action in cases of medical incapacity. The Court may, on its own motion, order the parties to file briefs. The Supreme Court's final dispositions of disciplinary and medical incapacity proceedings are published in the *Wisconsin Reports* and in *The Wisconsin Lawyer*.

The Year in Review

Significant Lawyer Regulation System Developments

The number of pending matters is up this year. At the end of the fiscal year, there were a total of 496 matters (including 101 formal investigations), up from 420 (including 153 formal investigations) at the end of last year.

Processing times increased in large part due to COVID and working remotely. Overall average processing time increased from 121 days last year to 143 days this year. The average processing time for intake matters increased from 42 days last year to 45 this year. The average processing time for formal investigations increased from 262 days last year to 302 this year. The average processing time for complaints filed with the court decreased from 529 days last year to 521 days this year. The percentage of matters completed within 90 days decreased from 83% last year to 70% this year. The percentage of matters completed within 180 days decreased from 89% last year to 86% this year.

There was a decrease in the number of older matters during the past year. The number of matters over a year old decreased from 114 last year to 75 this year.

The Preliminary Review Committee elected Attorney Robert J. Asti of Cedarburg chairperson and Attorney Barry J. Boline of Port Washington as vice chairperson. The Committee met to consider matters on September 18, 2020, December 11, 2020, March 5, 2021 and June 11, 2021.

The Committee considered whether cause to proceed existed in 28 matters, and reviewed the Director's dismissals in 8 matters. The Board and Office of Lawyer Regulation appreciate the Committee's exceptional service this past year. Committee meetings will continue quarterly.

The Board of Administrative Oversight elected Attorney Lori S. Kornblum of Mequon chairperson and Mr. Denis Donohoe of Burlington vice chairperson. The Board held meetings on September 11, 2020, December 11, 2020, March 5, 2021 and June 4, 2021. The Board completed its formal study of grievances arising in family law and criminal law, and will receive a report regarding recidivism this September. The Board is studying diversity and inclusion, and permanent revocation.

The District Committees received no referrals this year, as the OLR staff was able to complete investigations and to reduce the number of pending investigations without the need for assistance from the District Committees.

Special Investigators and the Special Preliminary Review Panel process matters involving allegations against attorneys who serve with the regular components of the regulation system. During fiscal year 2020-2021, special investigators received 20 matters and resolved 16 matters. The Special Preliminary Review Panel met on September 4, 2020. The Panel did not have any matters for cause or review on the agenda but did elect a new Chairperson.

The alternative to discipline program provides an effective way to improve an attorney's ability to practice in accordance with high professional standards. Frequently, this is a more effective measure than professional discipline. The Court has authorized diversion to an alternative program in situations where the program will likely benefit the attorney, and where the attorney will not likely harm the public. Alternative programs may include mediation, fee arbitration, law office management assistance, evaluation and treatment for alcohol and other substance abuse, psychological evaluation and treatment, medical evaluation and treatment, monitoring of practice or trust account procedures, continuing legal education, ethics school, and the multi-state professional responsibility examination. During the fiscal year, 44 attorneys were diverted to alternative programs and 28 attorneys completed diversions.

The central intake program provides for the receipt of inquiries and grievances concerning attorney conduct, and for the preliminary evaluation of grievances prior to any formal investigation. Inquiries and grievances may be received by telephone; callers may use a toll free number to contact the Office of Lawyer Regulation. After the preliminary evaluation, the Central Intake staff may forward the matter to another appropriate agency, attempt to reconcile the matter if it is a minor dispute, close the matter if it does not present sufficient information to support an ethical allegation, or refer the matter for investigation or diversion to an alternative to discipline.

Central Intake received 1,375 inquiries and grievances. This is 143 fewer than the prior year. Of the matters evaluated in Central Intake this past year, approximately ten percent (10%) were forwarded for formal investigation. One percent (1%) involved the resolution of minor disputes. Four percent (4%) involved matters withdrawn by the grievant or closed due to no subsequent contact from the grievant. Three percent (3%) involved diversion programs. The remaining eighty-two percent (82%) were closed for lack of sufficient information to suggest an allegation of potential ethical misconduct.

Trust Account Program

The Trust Account Program administers Wisconsin's overdraft notification rule, SCR 20:1.15(h), which requires attorneys to authorize their financial institutions to notify the Office of Lawyer Regulation of overdrafts on their trust accounts and fiduciary accounts. In addition, the Trust Account Program educates and assists lawyers and financial institutions regarding trust and fiduciary account regulation and management.

OLR's Intake staff screens all incoming reports of overdrafts on lawyer trust and fiduciary accounts. Overdrafts reported to OLR due to bank errors and those that meet other criteria for closure without a full investigation are handled by Intake. Overdrafts requiring full investigation are assigned to Grievance Investigators or the Trust Account Program Administrator.

OLR received 52 reports of overdrafts on trust and fiduciary accounts of Wisconsin lawyers during Fiscal Year 2021. During that same period, overdraft notifications resulted in the following dispositions:

Revocation by Consent	2
Diversion	2
Dismissal after Diversion Program Successfully Completed	2
Dismissal after Investigation	4
Dismissal after Investigation by Special Investigator	1
Dismissal after Investigation/Advisory Letter	5
Temporary Suspension of Investigation Pending Reinstatement	2
Director Approves De Minimis Closure	26
Closed without Investigation – Bank Errors	4

Overdraft investigations occasionally lead to the discovery of record-keeping deficiencies and other concerns not warranting discipline. In these cases, an advisory letter is sent to the lawyer or law firm, explaining the concerns and providing guidance on the requirements of SCR 20:1.15 or other applicable rules. During Fiscal 2021, OLR sent 25 advisory letters, which included guidance on one or more of the following topics:

Availability of Funds for Disbursement	18
Distinguish Checks	4
Electronic Transfers	1
Review Checks (Figures Transposed)	1
Use of Proper Account	1

Travis Stieren, OLR's Trust Account Program Administrator, presented an online half-day seminar on trust account management on September 27, 2020. Attorney Diane Diel (Milwaukee) assisted OLR at this seminar, along with Michele Barlow, a vice president at PAR/WACHA, the Premier Payments Recourse headquartered in Wisconsin. Ms. Barlow manages the education department at WACHA, the Wisconsin ACH Association. Atty Diel spoke about the proper handling of legal fees and the alternative to holding unearned fees in trust. Ms. Barlow provided information about electronic banking in trust accounts. This annual seminar is open to lawyers and law office staff members, and is required in connection with trust account diversions.

Stieren was a co-presenter for the State Bar of Wisconsin's online seminar series on trust accounts. The first was presented on August 5, 2020, and was entitled, "Fee Agreements, Credit Card Payments, and Trust Account Obligations 2020." The second was presented January 22, 2021, and was entitled, "Concrete Answers to Common Trust Account Questions 2021." These seminars are available at the State Bar of Wisconsin's website as on demand CLE seminars.

On June 4, 2021, Stieren participated in the first in a series of practice tips interviews with the State Bar of Wisconsin, which interview and an accompanying printed article were published in the July 7, 2021 edition of State Bar's Inside Track online magazine. The article is entitled, "5 Tips: Common Trust Account Violations with Travis Stieren."

For further information regarding the Trust Account Program go to:
<https://www.wicourts.gov/services/attorney/trust.htm>.

Survey of Matters

Overall Processing

The pending caseload is 496 matters, 76 matters more than a year ago. The average processing time increased from 121 days to 143 days. The percentage of matters resolved within 90 days decreased from 83% last year to 70% this year. Those resolved in 180 days decreased from 89% to 86%. The number of pending matters over a year old decreased this year, from 114 to 75.

Grievances

In an effort to inform the Supreme Court, the Bar, and the public of the source and nature of the grievances received and the areas of practice from which grievances arise, Appendices 8A – 8C break down by category the grievances received between July 1, 2020 and June 30, 2021. In describing the nature of the grievances, only the most serious allegation is reflected.

The allegations most commonly made in a grievance were lack of diligence (16.13%), lack of communication (15%), and misrepresentation-dishonesty (12.36%). See Appendix 8A. The two areas of practice that produced the largest number of grievances during the year were criminal law and family law (see Appendix 8B). It is important to point out that while clients file the majority of grievances, anyone can file a grievance. Appendix 8C illustrates the sources from which grievances were received during the fiscal year.

Discipline

In fiscal year 2020-2021 36 attorneys received a public disciplinary sanction, including 3 revocations by consent, 3 revocations imposed by the Supreme Court and 15 suspensions. There were 3 public reprimands imposed by the Supreme Court and 12 public reprimands issued by Supreme Court Referees. Additionally, the court temporarily suspended 3 attorneys, and dismissed 1 disciplinary complaint. At the end of the year, 21 formal disciplinary matters were pending in the Supreme Court, down from 65 last year. Appendix 9 shows the numbers and percentages of attorneys receiving public discipline since fiscal year 1985-1986. Appendix 10 shows the type of misconduct found in public discipline decisions. Appendix 11 shows the areas of practice in which discipline was found in public decisions.

A Referee has authority, under SCR 22.09(3), to issue private reprimands pursuant to an agreement between the Director and the attorney. Typically, a private reprimand is imposed for an isolated act of misconduct that caused relatively minor harm. The Director does not enter an agreement for a private reprimand if public disclosure of the attorney's misconduct is necessary to protect the public. Private reprimands are retained permanently and are available as an aggravating factor on the issue of sanction if the attorney commits subsequent misconduct. As a means of educating the Bar, summaries of private reprimands, without any reference to or identification of the attorney involved, are printed every six months in the *Wisconsin Lawyer* magazine.

During this fiscal year, 17 attorneys received private reprimands. Forty four (44) attorneys entered the alternatives to discipline program and twenty eight (28) attorneys completed an alternative program.

Other dispositions included:

- 843 inquiries that did not warrant investigation. These matters were closed after the initial intake evaluation because there was insufficient information to support an allegation of misconduct or were disputes that were resolved without investigation.
- 37 dismissals after investigation in cases where there was insufficient evidence of a violation.
- 5 dismissals with an advisory letter. This disposition occurs in cases where the evidence is insufficient to prove a violation, but where practical advice would be helpful to an attorney.
- 47 closed pending petition for reinstatement.

SUMMARY OF PUBLIC DISCIPLINE
Office of Lawyer Regulation
July 1, 2020 thru June 30, 2021

<u>Attorney</u>	<u>Admitted</u>	<u>Location</u>	<u>Decided</u>	<u>Effective</u>
<u>Revocation by Consent</u>				
Davis, Stanley Whitmore	9/9/98	Madison, WI	2/17/21	2/17/21
Knapp, Craig A.	10/10/89	Wausau, WI	2/25/21	2/25/21
Mazza, Theodore F.	6/7/65	Whitefish Bay, WI	9/1/20	10/6/20
<u>Revocation</u>				
Dudas, David G.	10/10/89	Stevens Point, WI	1/27/21	5/21/14 (retroactive)
Petros, Christopher S.	6/18/09	Hudson, WI	6/9/21	6/9/21
Runyon, James T.	6/2/78	Minocqua, WI	9/9/20	9/9/20
<u>Four Year Suspension</u>				
Hanes, Ben	7/5/11	Menasha, WI	12/9/20	12/9/20
White, Cole J.	7/8/13	Green Bay, WI	11/25/20	11/25/20
<u>Three Year Suspension</u>				
Starkweather, Michael W.	6/9/88	Tampa, FL	10/30/20	10/30/20
<u>Two Year Suspension</u>				
Nora, Wendy Alison	6/9/75	Minneapolis, MN	7/14/20	4/1/20
Petros, Christopher S.	6/18/09	Hudson, WI	7/22/20	7/22/20
Ritland, James C.	9/15/78	Black River Falls, WI	4/22/21	6/3/21
Scholz, Carl R.	5/23/94	Thiensville, WI	11/10/20	12/22/20
<u>Eighteen Month Suspension</u>				
Robinson, Jean M.	6/17/85	Lorton, VA	9/29/20	6/3/19
<u>Six Month Suspension</u>				
Maras, Guy N.	9/1/09	Chicago, IL	9/30/20	11/1/20
Pleas, Coral Dawn	5/24/93	Milwaukee, WI	9/29/20	11/10/20
<u>Three Month Suspension</u>				
Andrews, Leroi John	6/9/88	Bronx, NY	10/6/20	10/6/20
<u>90 Day Suspension</u>				
Ditter, Mark M	5/23/83	Kaukauna, WI	3/9/21	3/9/21

<u>Attorney</u>	<u>Admitted</u>	<u>Location</u>	<u>Decided</u>	<u>Effective</u>
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Sixty Day Suspension

Anderson, Scott F.	5/20/85	Milwaukee, WI	10/28/20	12/9/20
Capistrant, Joseph M.	6/13/07	Osseo, MN	5/25/21	5/25/21
Harris, Benjamin J.	6/18/96	Bayside, WI	4/6/21	5/18/21

<u>Attorney</u>	<u>Admitted</u>	<u>Location</u>	<u>Decided</u>
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Court Public Reprimand

Bowe, Ann T.	5/19/80	Milwaukee, WI	11/24/20
Drach, Jeffery J.	4/23/75	Wausau, WI	12/23/20
Rajek, Michael M.	8/28/74	Eau Claire, WI	10/20/20

Consent Public Reprimand

Barrett, Thomas M.	9/19/21	Elm Grove, WI	11/19/20
Carson, Christopher S.	5/18/92	New Berlin, WI	12/21/20
Cleghorn, Kerri T.	5/19/03	Milwaukee, WI	6/9/21
Heins, Janet L.	6/17/91	Germantown, WI	12/9/20
Kronenwetter, Jay	5/23/07	Wausau, WI	3/11/21
Mueller, Leah J. Poulos	1/11/94	New Berlin, WI	5/19/21
Murphy, Michael S.	9/6/05	Janesville, WI	4/25/21
Olson, Jonathan A.	5/24/85	New Orleans, LA	4/17/21
Taylor, Chad R.	6/18/96	Waukesha, WI	4/6/21
Tishberg, Mark S.	4/4/90	Mequon, WI	10/12/20
Toran, James E.	1/11/83	Milwaukee, WI	4/19/21
Torphy, Michael F.	6/17/92	Waukesha, WI	11/16/20

Reinstatements

During fiscal year 2020 – 2021, the Court completed action on 46 reinstatement petitions, 38 administrative and 8 disciplinary. Following is a summary of reinstatements.

SUMMARY OF REINSTATEMENTS Office of Lawyer Regulation July 1, 2020 thru June 30, 2021

<u>Attorney</u>	<u>Location</u>	<u>Received</u>	<u>Decided</u>	<u>Outcome</u>
<u>Administrative</u>				
Arvold, Laura S.	Hazelhurst, WI	1/27/20	7/15/20	Granted
Barnes, Robert E.	Los Angeles, CA	11/21/19	7/28/20	Granted
Blank, Timothy T.	Green Bay, WI	9/18/18	7/16/20	Denied
Bleck, Christy L.	Rib Lake, WI	8/13/20	2/25/21	Granted
Brondino, Steven M.	Milwaukee, WI	10/27/20	1/19/21	Dismissed
Brown, Daniel P.	Minneapolis, MN	10/10/19	8/11/20	Dismissed
Carey, Matthew T.	Parker, CO	5/8/20	10/5/20	Granted
Caver, Brendan	Rockford, IL	7/27/20	8/27/20	Withdrawn
Conley, Paige A.	Milwaukee, WI	8/27/20	4/29/21	Granted
Dahms, Juliette C.	Thiensville, WI	1/7/20	8/3/20	Granted
Farr, Porsche T.	Roswell, GA	1/17/20	5/7/21	Granted
Hall, Amanda	Madison, WI	5/18/20	9/28/20	Granted
Hawkins, Donald B.	Northglenn, CO	9/10/19	1/7/21	Granted
Holoyda, Christopher	Milwaukee, WI	10/7/20	4/12/21	Granted
Howard, Jesse G.	Portage, WI	10/9/19	12/15/20	Granted
Ifediora, John O.	Arlington, VA	11/16/20	5/18/21	Denied
Jeska, Christopher B.	Plymouth, MN	2/5/20	8/13/20	Granted
Long, Julie A.	Peterson Air Force Base, CO	11/23/20	3/18/21	Granted
McClary, Arnetta D.	Lexington, KY	11-15-19	8-7-20	Granted
McKay, Andrew K.	Chicago, IL	9-15-20	5-7-21	Granted
Murat, William M.	Washington, DC	12-28-20	6-22-21	Granted
Neibert, Forrest	Groton, MA	12-10-19	10-21-20	Dismissed
Olson, Karen D.	Minneapolis, MN	6-4-20	12-7-20	Granted
Parker, Jonathan C.	Deerfield, IL	11-30-20	5-17-21	Granted
Parz, Will	Kimberly, WI	3-24-20	7-20-20	Dismissed
Petsche, William P. J.	Crystal Lake, IL	9-21-20	5-7-21	Granted
Riesen, Philippe	Santa Monica, CA	7-20-20	5-11-21	Granted
Rutland, Monya F.	Macon, GA	9-3-20	3-11-21	Granted
Schoen, Lee J.	Chicago, IL	9-28-20	3-11-21	Granted
Silverman, Matthew D.	Madison, WI	2-12-20	9-16-20	Granted
Specia, Peter J.	Racine, WI	4-20-20	9-16-20	Granted
Spott, Patrick M.	Duluth, MN	6-15-20	1-14-21	Granted
Staude, Robert L.	Louisville, KY	8-26-20	3-11-21	Granted
Thomas, Marcelle D.	Boonton, NJ	5-11-20	5-21-21	Granted

Thomas, Tracey R.	Boonton, NJ	5-11-20	6-9-21	Granted
Williams, Willie	Silver Spring, MD	1-24-20	5-10-21	Granted
Zimmer, Margaret M.	Leesburg, VA	1-16-20	8-7-20	Granted
Zumwalde, John T.	Edina, MN	1-4-21	5-12-21	Granted

Disciplinary

Bant, Beth M.	Ogema, WI	6/17/20	1/26/21	Granted
Bauer, Michael R.	Madison, WI	4/5/19	11/24/20	Granted
Mandelman, Michael D.	Mequon, WI	1/4/21	5/19/21	Withdrawn
Morse, Daniel W.	Milwaukee, WI	4/6/20	3/2/21	Granted
Mutschler, Christopher A.	Sheboygan, WI	7/22/20	5/25/21	Granted
Parks, Daniel L.	Fond du Lac, WI	1/9/20	2/11/21	Denied
Selmer, Scott	Minneapolis, MN	4/9/20	3/3/21	Granted
Spangler, William J.	Eau Claire, WI	4/19/19	1/26/21	Granted

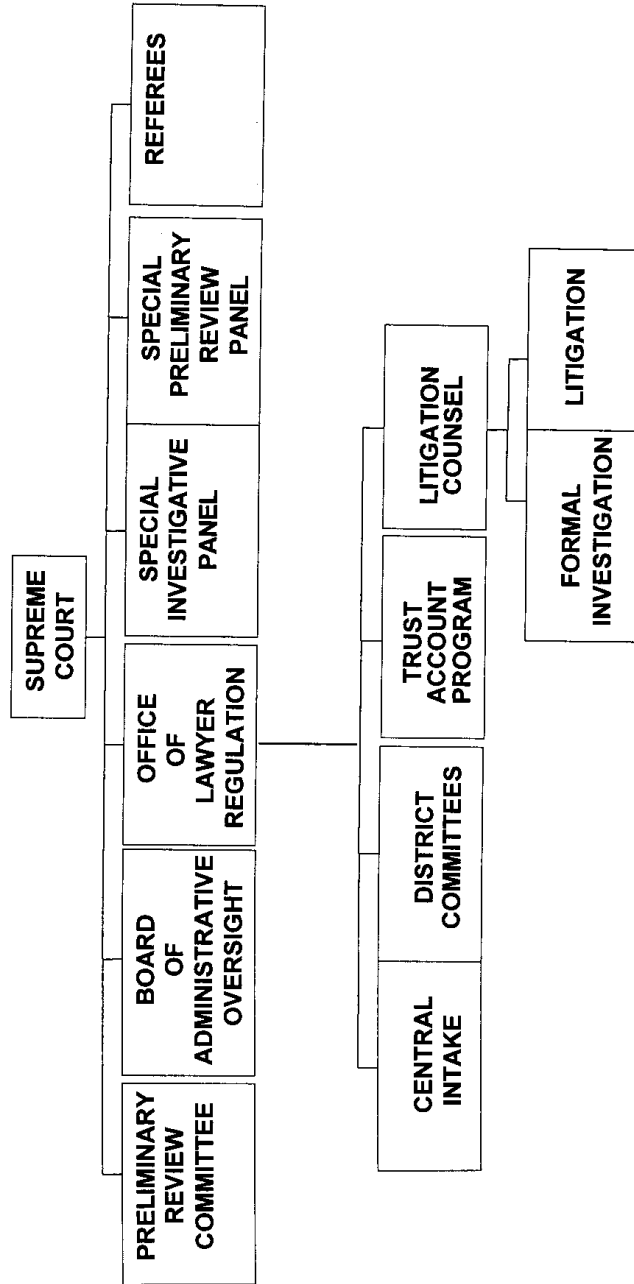
Finances

The legal profession is unique in assuming the costs for policing itself. An assessment on every member of the State Bar of Wisconsin pays the costs and expenses of the lawyer regulation system, including all the costs and expenses of the Office of Lawyer Regulation, District Committees, Preliminary Review Committee, and Board of Administrative Oversight. To help offset the costs, the Office of Lawyer Regulation collects costs from attorneys disciplined in formal court proceedings, and fees on petitions for reinstatement and pro hac vice applications. Collections for fiscal year 2020-2021 were approximately \$166,670.

The budget for fiscal year 2021-2022 is \$3,246,000, down from \$3,327,200 last year. The assessment was maintained at \$150.00. The assessments for neighboring jurisdictions are \$230.00 for Illinois, \$200.00 for Iowa, \$105.00 for Michigan, and \$122.00 for Minnesota.

APPENDIX I

ORGANIZATION OF THE LAWYER REGULATION SYSTEM



APPENDIX 2

COMPOSITION OF THE LAWYER REGULATION SYSTEM

WISCONSIN SUPREME COURT

Chief Justice Annette Kingsland Ziegler
Justice Ann Walsh Bradley
Justice Patience D. Roggensack
Justice Rebecca Grassl Bradley
Justice Rebecca Frank Dallet
Justice Brian Hagedorn
Justice Jill J. Karofsky

OFFICE OF LAWYER REGULATION

Keith L. Sellen, Director (retiring)
Timothy C. Samuelson, Director (September 1, 2021)

Travis Stieren, Trust Account Program Administrator
Heidi T. Johnson, Office Manager

William Weigel, General Counsel for OLR

Jonathan E. Hendrix, Assistant Litigation Counsel
John Payette, Assistant Litigation Counsel
Kim Kluck, Assistant Litigation Counsel
Thomas J. Laitsch, Assistant Litigation Counsel
Lorry Eldien, Investigator
Sarah Peterson, Investigator
Emily Kokie, Investigator
Karl Wyler, Investigator
Kenneth E. Broderick, Investigator
Deborah White, Legal Assistant
Melissa Chicker, Legal Assistant
Ellen Teed, Program Assistant

Julie M. Spoke, Director-Central Intake

Jonathan Zeisser, Investigator
Cathe Hahn, Investigator
Beth Kugler, Investigator
Kori Anderson, Investigator
Anne Blood, Investigator
Michael Shull, Investigator
Kathryn Galarowicz, Investigator
Joel Witt, Investigator

Alicia Brown, Investigator
Mary McMillan, Program Assistant
Janet Byrne, Program Assistant
Annette Smith, Program Assistant

RETAINED COUNSEL

Susan Allen	Milwaukee
Matthew F. Anich	Ashland
William F. Bedker, Jr.	Watertown
Gregg M. Herman	Milwaukee
Ronald P. LeFever	Brookfield
Matthew J. Price	Milwaukee
Paul W. Schwarzenbart	Madison
Gregory P. Seibold	Florence
Brenda Sunby	Merrill
Denis R. Vogel	Madison

DISTRICT COMMITTEE MEMBERS

*Public Members

District No. 1 (Jefferson, Kenosha, Walworth Counties)
(Chairperson) **

Christine Tomas	Lake Geneva
Heather Iverson	Kenosha
*Charles P. Frandson	Fort Atkinson
Brian A. Schuk	Delavan
Martin Harrison	Whitewater

District No. 2 (Milwaukee County)
(Chairperson) Christopher J. MacGillis

*Ron Blazel	Wauwatosa
*Keith J. Roberts	Milwaukee
Robert E. Nailen	Greendale
David B. Karp	Milwaukee
Krysta Kennedy	Milwaukee
Joseph W. Seifert	Wauwatosa
Paul Bargren	Milwaukee
*Kristina Ehnert	Milwaukee
*Bruce Harvey	Oak Creek
Richard Casper	Milwaukee
Roy E. Wagner	Milwaukee
*Barbara J. Miller	Milwaukee
Daniel Treuden	Milwaukee
Donal M. Demet	Oak Creek
	Milwaukee

David N. Iancu	Milwaukee
*Deedee Peterson	Milwaukee
Aaron Graff	Milwaukee
Geoffrey R. Morgan	Milwaukee
*Gregory Sustache	Cudahy
Eric D. Defort	Milwaukee
Bradley S. Foley	Milwaukee
Jordana E. Thomadsen	Milwaukee
Robert E. Driscoll	Wauwatosa
Nathan Imfeld	Milwaukee
Kevin Haas	Milwaukee
James J. Davies	Milwaukee
Joshua Cronin	Brookfield

District No. 3 (Winnebago, Fond du Lac, Green Lake Counties)

(Chairperson) Elizabeth J. Nevitt	Neenah
Katherine Seifert	Menasha
Emily E. Parks	Fond du Lac
*Frances Garb	Oshkosh
Sara Micheletti	Appleton
David J. Schultz	Oshkosh

District No. 4 (Door, Kewaunee, Manitowoc, Calumet, Sheboygan Counties)

(Chairperson) **	
*Suzanne J. Wegner	Plymouth
David Van de Water	Sheboygan
Catherine Q. Delahunt	Kohler
Andrew H. Morgan	Sheboygan
*Victoria Cerinich	Sturgeon Bay, WI
Kathleen McDaniel	Manitowoc

District No. 5 (Crawford, LaCrosse, Richland, Vernon, Monroe, Trempealeau, Jackson, Clark, Buffalo, Pepin Counties)

(Chairperson) **	
*David Campbell	La Crosse
Bernardo Cueto	La Crosse
Mark Franklin	Independence
Daniel S. Diehn	Black River Falls
Christopher M. Zachar	La Crosse
Michael C. Ablan	La Crosse

District No. 6 (Waukesha County)

(Chairperson) **	
*Gregory J. Ksicinski	Waukesha
Stephen C. Raymonds	Menomonee Falls

*Telemachos Agoudemos
Raymond Schrank
Rod Rogahn
Ronald A. Troy
Matthew Fernholz
*Colleen Merrill Brown
Hon. Gregory S. Pokrass

Big Bend
Muskego
Waukesha
Brookfield
Brookfield
Brookfield
Okonomowoc

District No. 7 (Wood, Portage, Waupaca, Waushara, Adams, Juneau, Marquette, Sauk, Columbia Counties)

(Chairperson)**

Erik C. Johnson
*Deborah Berndt
Richard Fuller
Brenda Yaskal

Montello
Clintonville
Stevens Point
Baraboo

District No. 8 (Dunn, Eau Claire, Pierce, St. Croix Counties)Gr
(Chairperson) Jenessa L. Stromberger

*Theresa Johnson
Mark N. Mathias
*Kristen Ainsworth
*Brad Nemec
*Linda M. Jorgenson
Brian F. Laule
*Yvonne Larsen
*Gerald Ries
Kristina Bourget
Matthew Z. Kirkpatrick

Eau Claire
Hudson
Eau Claire
River Falls
Somerset
River Falls
River Falls
Hudson
Hudson
Eau Claire
Menomonie

District No. 9 (Dane County)

(Chairperson) **

Briane F. Pagel Jr.
*Barbara Mortensen
*Lynn M. Leazer
Jon Callaway
Timothy Edwards
Jason J. Knutson
Roger Flores
Betty Eberle
*Christopher D. Washburn
Harvey Wendel
*Bruce Hutler
*Michael Kindschi
*Majid Sarmadi
*Kayla Johnson
Bennett Conard

Madison
Madison
Verona
Madison
Madison
Madison
Madison
Madison
Blue Mounds
Madison
Madison
Madison
Madison
Madison
Madison

Anthony Varda	Madison
Andrew C. Cook	Madison
Karl Dahlen	Fitchburg
Gordon Davenport III	Fitchburg
Jason Hanson	Madison
Cathy Lake	Madison
Kate Lloyd	Madison
John S. Skilton	Madison
David Conway	Madison

District No. 10 (Marinette, Menominee, Oconto, Outagamie, Shawano Counties)

(Chairperson) **

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Hon. Catherine C. Stichmann	Crivitz
Charles M. Stertz	Appleton
Brad A. Markvart	Appleton
William McKinley	Appleton
Aaron M. Krzewinski	Oconto
Kyle Sargent	Appleton
Bradley J. Schraven	Peshtigo
*James Cotter	Appleton

District No. 11 (Douglas, Bayfield, Iron, Ashland, Sawyer, Washburn, Burnett, Price, Polk, Barron, Rusk, Taylor, Chippewa Counties)

(Chairperson) ***

Annette M. Barna	Barron
*John Bennett	Washburn
Parrish J. Jones	Superior
Timothy T. Sempf	Amery

District No. 12 (Green, Rock, Lafayette, Iowa, Grant Counties)

(Chairperson) **

*Lori R. Bienema	Janesville
Kelly Mattingly	Janesville
Peter Herman	Madison
Jane E. Bucher	Monroe
Jody L. Cooper	Janesville
Teresa M. Arrowood	Janesville

District No. 13 (Dodge, Ozaukee, Washington Counties)

(Chairperson) **

*Claire Fowler	Hubertus
Julie A. Maule	West Bend
Mark Langholz	Cedarburg
Linda Isnard	Mequon

District No. 14 (Brown County)

(Chairperson) **

Ann C. Weiss

Jodi Arnt Labs

Melissa Thiel Collar

Robert Janssen

*Wendy Scattergood

*Patrick J. Buckley

*David A. Steffens

Green Bay

Green Bay

Green Bay

De Pere

Green Bay

Green Bay

Seymour

District No. 15 (Racine County)

Lincoln K. Murphy

Jill A. Rakauski

Racine

Racine

District No. 16 (Forest, Florence, Langlade, Lincoln, Marathon, Oneida, Vilas Counties)

(Chairperon) Peter M. Young

Lisa Brouillette

*Monty Raskin

James P. Lonsdorf

Daniel R. Peters

Brandon O'Connor

W. Craig Olafsson

Robert A. Pirkola

Wausau

Florence

Wausau

Schofield

Wausau

Wausau

Wausau

Iron Mountain

PRELIMINARY REVIEW COMMITTEE

**Attorney Robert J. Asti, Chairperson
Cedarburg, WI**

Robert Asti has retired from the practice of law. While practicing, he served as a member of the State Bar of Wisconsin's Professionalism Committee (2011 to 2013), as a member for two terms of the State Bar of Wisconsin's Board of Governors (2005 to 2007 and 2007 to 2009), and as a member of the State Bar of Wisconsin's Board of Bar Examiners Review Committee (1997 to 2011) and past Chair (2004 to 2011). He has also served as a member of the State Bar of Wisconsin's Alternative Dispute Resolution Section Board of Directors (1996 to 2003) and as a past Secretary. He was admitted to practice before all Wisconsin State Courts, the Federal Courts for the Eastern and Western Districts of Wisconsin, the 7th Circuit U.S. Court of Appeals, and the U.S. Supreme Court. Attorney Asti is a member of the State Bar of Wisconsin. Attorney Asti received a B.B.A. from the University of Wisconsin -Milwaukee, and an M.B.A. and J.D. from Marquette University.

**Commissioner Barry J. Boline, Vice Chairperson
Port Washington, WI**

Barry J. Boline has served as the Circuit Court Commissioner for Ozaukee County since his appointment in 2012. His responsibilities are varied and include presiding over pre- and post-judgment family matters, state and county traffic, small claims court, probate and guardianships, and some domestic violence and criminal matters. He also serves as the Director of Family Court Services for Ozaukee County. Since having become a commissioner, Barry has served as President of both the Wisconsin Family Court Commissioners Association and the Judicial Court Commissioners Association of Wisconsin, and is a frequent lecturer on family law issues throughout the state of Wisconsin. Barry earned his J.D. from Drake University Law School in 1994, and his B.A. in Philosophy from Valparaiso University in 1991. After passing the Iowa Bar Examination in 1994, Barry practiced law in Iowa until 1999, when he and his family relocated to Wisconsin. Barry is an active member of the Lions Club, and served as the Chairperson of the governing council of the Lions of Wisconsin. He and his wife, Lisa, have two teenaged children.

**Attorney Jean C. Baker
Wauwatosa, WI**

Jeannie Baker resides in Wauwatosa, Wisconsin and practiced law as a partner in the Quarles & Brady law firm for over 30 years until retiring in 2020. She holds a JD from University of Wisconsin and a PhD in Biochemistry from University of Georgia and worked in the Intellectual Property Group of Quarles & Brady, focusing on biotechnology and pharmaceutical clients, for most of her career. Jeannie now works on various Wisconsin State Bar committees, including as a board member of the Senior Lawyers Division and a member of the State Bar CLE Committee, and continues an interest in Chinese language and culture inspired by years of working with Chinese law firms on intellectual property matters.

Attorney Michael F. Bartzen
Sussex, WI

Mike Bartzen is the Director of Contracts for Derco Aerospace, Inc., a wholly-owned subsidiary of Lockheed Martin, where he has been employed since 2000. He is responsible for leading a team of contracts professionals that advise the business on all matters related to its contractual relationships, including contract drafting and negotiation; his own work focuses on relationships with international customers. He has also served as the Ethics Officer since 2009. Mike earned his J.D. from Marquette University Law School in 2008, his M.A. in International Political Economy from the University of Kent at Canterbury (UK) in 1998, and his B.A. in International Relations from the University of Wisconsin – Milwaukee in 1995. Mike lives in Sussex with his wife Christie, where they are raising two sons and a menagerie of animals. Mike is a Village Trustee in Sussex and a Cub Scout leader.

Attorney Donald A. Daugherty, Jr.
Milwaukee, WI

Don Daugherty is a Senior Attorney for Institute for Free Speech, which is the nation’s largest organization dedicated to protecting First Amendment political speech rights.

Don has over 30 years of experience in trial and appellate litigation in private practice and has been a partner at three of Wisconsin’s largest law firms. He has been recognized as among the “Best Lawyers in America” and Wisconsin’s “Super Lawyers.”

Don earned his J.D. from Northwestern University School of Law and holds a B.A. from the University of Virginia. Before entering private practice, he clerked for the Hon. Roger J. Miner on the United States Court of Appeals for the Second Circuit. He has served on the boards of numerous civic and charitable organizations, including, most recently, as President of the Eastern District of Wisconsin Bar Association.

Don is licensed to practice law in Wisconsin. He has been admitted to practice before federal district courts across the country, including the Eastern and Western Districts of Wisconsin, as well as the Second, Seventh, Ninth, and Federal Circuits and the U.S. Supreme Court.

Attorney Eileen T. Evans
West Bend, WI

Eileen T. Evans is an Assistant County Attorney in Washington County starting in 2020. Previously she had been in private practice for 17 years focusing on criminal defense, juvenile law, and served as a Guardian Ad Litem for both children and adults in the court system. Eileen graduated from the University of Wisconsin-Milwaukee with a B.A. in Social Welfare and earned her J.D. from Marquette University. Eileen serves on the board of Citizen Advocates Washington County.

**Mr. Michael L. “Gunner” Furgal
Monroe, WI**

Chief Warrant Officer – 3 Michael L Furgal enlisted in the US Marine Corps in 1959 and retired in 1981. He served in the 1st, 2nd and 3rd Marine Divisions; 3rd Marine Aircraft Wing; Recruiting Station, Louisville KY; Development Center, Quantico, VA; and the Defense Language Institute, Monterey, CA. He served in Vietnam as a member of the 9th Interrogator-Translator Team.

He joined the Veterans of Foreign Wars in 1969 at Post 9732 in Okinawa, Japan. He maintains his Gold Legacy Life Membership at Post 2312 in Monroe, WI. Mr. Furgal has served the VFW in many leadership positions, including Wisconsin State Commander in 1998-1999. He has also served on numerous National Committees including National Veterans Service and National Veterans Employment Committees. He is currently Chairman of the State Legislative Committee.

Mr. Furgal holds an Associate degree in Political Science from Palomar College, a Bachelor degree in Social Science from Chapman University, and a Masters degree in Education from Pepperdine University. He worked as a Disabled Veterans Outreach Program Specialist with Wisconsin’s Job Service and as Adjutant (CEO)/ Quartermaster (CFO) of the VFW of Wisconsin and is now retired.

Mr. Furgal has been a member of the Green County Board of Supervisors for the past 31 years and currently serves on the Human Service Board; Library Board; Resolutions, Legislative and Judicial Committee; Aging and Disability Advisory Committee; and as Chair of the Veterans Services Committee.

He is a member of the South Central Library System Board of Trustees; South Central Library System Foundation Board; Southwestern Wisconsin Community Action Program Board of Director; and Wisconsin Counties Mutual Insurance Company Board of Directors.

Mr. Furgal is the Veterans of Foreign Wars representative on the Council of Veterans Programs of the Wisconsin Department of Veterans Affairs.

He is a widower with three children, five grandchildren and one great granddaughter.

**Attorney Kristen Hardy
Wauwatosa, WI**

Kristen D. Hardy is Assistant General Counsel & Assistant Secretary at Northwestern Mutual (“NM”), where she is a member of the Insurance Products and Operations team. At NM, Kristen counsels on matters related to transactions, anti-money laundering compliance, special investigations and various insurance products. Prior to NM, she was Legal Counsel (corporate compliance) & Integrity Manager for two multinational manufacturers. She has also served as an adjunct professor at Marquette University Law School.

Kristen is currently the Secretary of the State Bar of Wisconsin, and holds director positions on the boards of several local organizations, including LOTUS Legal Clinic and the Bronzeville

Center for the Arts. She is a past-president of the Wisconsin Association of African-American Lawyers (WAAL), where she held various positions between 2014 and 2020. In 2019, Kristen was appointed by Governor Tony Evers to serve as a member of the Judicial Selection Advisory Committee.

Kristen holds a BA from Seton Hall University and a JD from Marquette University Law School.

Jon P. Kratochvil
Wauwatosa, WI

Jon P. Kratochvil is a licensed Private Detective in the state of Wisconsin and is CEO and President of State Process Service, Inc. He is firearms certified and a member of the Greater Milwaukee Association of Legal Professionals (GMALP), Financial Industry Regulatory Authority (FINRA), Professional Association of Wisconsin Licensed Investigators (PAWLI) and the National Association of Professional Process Servers. Jon has an Associate's degree in criminal justice, owns an insurance agency and is a licensed Insurance Broker.

Attorney Jennifer Lindsley
Madison, WI

Jennifer Lindsley is the Director of Training and Staff Attorney for the Wisconsin REALTORS® Association. Jennifer graduated from Portland State University with her B.A in History and earned her J.D. from the University of Wisconsin Law School. She both develops and teaches licensing curriculum for real estate licensees. Jennifer is one of the WRA's Legal Hotline Attorneys where she answers general practice real estate, licensing law, and ethics questions for members of the WRA. Jennifer also serves on the Citizen's Advisory Committee for Madison School & Community Recreation (MSCR).

Dr. Consuelo López Springfield
Madison, WI

Consuelo, who has a Ph.D. in Communications (Indiana University), specialized in Women & Gender Studies, Caribbean, U.S. Latin@ and Critical Race Studies before retiring in 2015 as an L&S Assistant Dean and Senior Lecturer at the University of Wisconsin-Madison. Currently, as an Affiliate with Chican@Latin@ Studies, she directs students in independent research. Previously, at IU Law, she interned with the state AG in Criminal Appeals. At UW-Madison, she was honored with a Norman Bassett Award for Outstanding Achievement in Student Services. In addition, Consuelo was a CIC Academic Leadership Program Fellow; and for 9 years, served as a panelist for the National Research Council and National Academies, reviewing Ford Foundation Fellowships. She served on OLR's District 9 from 2006-2015 and on the Working Group on "Alternatives to Incarceration" of the Public Protection and Judiciary Committee of Dane County's Board of Supervisors in 2015. She serves on the Overture Center's Community Advisory Board, the city of Madison's Committee on Human Services, The Executive board of Tempo of Madison and the Board of Directors of Attic Angels Association. She also volunteers at the St. Vincent DePaul's food pantry and Olbrich Gardens.

Sara MacDonald
Little Chute, WI

Sara MacDonald earned her BA (Honours) Social Policy from Anglia Ruskin University in Cambridge, England in 2005. She then went on to obtain her Master of Social Work degree from UW-Green Bay in 2011. Sara has worked as a social worker within Child Protective Services, Foster Care Adoptions, Long Term Care, Domestic Violence, AODA, Criminal Justice, and Medical/Trauma social work. Sara had been involved in the Winnebago County Human Trafficking Taskforce and the Outagamie and Winnebago Counties Domestic Violence Intervention Taskforces.

Sara has volunteered as the Popcorn Kernel for her children's Cub Scout pack, as Treasurer of the Little Chute Elementary School PTO, as the Heart of the Valley Soccer Concession Manager, and as the Chapter President of the ACLU - Fox Valley. She was recently appointed to the board of the Little Chute Public Library. Sara is a public nonlawyer member of the Preliminary Review Committee for the Office of Lawyer Regulation. Sara resides in the Fox Valley with her three children and her dog. Sara's 18-year-old daughter has a rare chromosome disorder which results in significant cognitive delays and has had an immense impact upon the entire family and a changed worldview.

Ms. Christine Procknow
Portage, WI

1990 North Central Technical College, Associate Degree, Wausau. 2002 UW-Oshkosh, Bachelor of Social Worker, Oshkosh. Currently social worker on the Vocational Core Complex at Columbia Correctional Institution, Portage. Member of the WCA Wisconsin Correctional Association. State Bar of Wisconsin Board of Governors, public nonlawyer member, appointed by the Wisconsin Supreme Court 7/1/2014-6/30/2018. Appointed 2016-2019 City of Portage Election Board (nonpartisan). Appointed 2017-2020 as public nonlawyer member of the Preliminary Review Committee by the Wisconsin Supreme Court. State Bar of Wisconsin, public nonlawyer member appointment 2018 Wisconsin Lawyers' Fund for Client Protection Committee. Former St. Mary's Catholic School Education Commission, Portage, term 2012-2017. Current CCI work site point of contact for Sesame Street: Little Children, Big Challenges: Incarceration, outreach initiative. Training vendor for DOC (St. Vincent curriculum model) poverty simulation experience, role play legal assistance worker. Volunteer for State Bar of Wisconsin Mock Trial, Juneau Region. Appointed 2019 as citizen representative on the Portage School Board Curriculum and Co-Curricular Committee.

Attorney John Zwolanek
Deforest, WI

John Zwolanek taught school music in Roswell, New Mexico and St. Paul, Minnesota before graduating *cum laude* from William Mitchell College of Law in 1995. He practices elder law in southwest Wisconsin and plays a mean accordion.

BOARD OF ADMINISTRATIVE OVERSIGHT

Attorney Lori S. Kornblum, Chairperson Mequon, WI

Lori Kornblum is an Adjunct Professor at Marquette University Law School, and at Northeastern University Law School, MLS program. Ms. Kornblum is a full time Faculty member of Milwaukee Area Technical College (MATC), Paralegal Department, the Business Administration Department, and HR Management Department. Ms. Kornblum is an active practicing attorney, licensed to practice law in Wisconsin and California. Her private practice focuses on Adult Services, Adult Guardianship, Child Abuse, CHIPS and Foster Care. She continues to research and write on issues of child abuse and the law. Ms. Kornblum is past President of the Board of Directors of Milwaukee Center for Children and Youth, a non-profit organization dedicated to changing the lives of children and youth who have been exposed to Domestic Violence and child abuse. Ms. Kornblum previously served on the Special Preliminary Review Committee, Office of Lawyer Regulation, from January 2005-September 2011. She is a member of the City of Mequon Board of Appeals. Ms. Kornblum served as an Assistant District Attorney in Milwaukee County, Wisconsin, for 22 years, specializing in Child Abuse and Neglect. She received her JD from University of California-Berkeley School of Law in 1982, and her AB from Yale University in 1979, Magna Cum Laude and Phi Beta Kappa.

Denis Donohoe, Vice Chairperson Burlington, WI

Denis Donohoe is a retired IT Director and Business Consultant. A graduate of the Milwaukee School of Engineering with a BS in Industrial Management / Operations in 1984, he worked in the manufacturing industries for 40 plus years in Supply Chain Management, Manufacturing Software Sales and Business Consulting to businesses leveraging Information Technology. He is currently Secretary of the Burlington Rotary Club.

Linda Uliss Burke Madison, WI

Linda Burke is a retired Deputy City Attorney for the City of Milwaukee. She is a 1977 graduate of St. John's University School of Law, and she clerked for the New York State Court of Appeals after graduation. She had been with the City Attorney's Office for 36 years, handling litigation, procurement and contracting, public records, first-amendment issues, and other matters. She is a past President of the Government Lawyers Division of the State Bar and of the Attorneys' Institute of the League of Wisconsin Municipalities.

Attorney Vanessa R. Chavez
Green Bay, WI

Vanessa R. Chavez serves as the City Attorney for the City of Green Bay. Prior to moving to Wisconsin, Ms. Chavez represented governmental clients throughout New Mexico with the law firm of Robles, Rael & Anaya, P.C. She is licensed to practice in both Wisconsin and New Mexico, and her practice is diverse, including areas such as municipal law, land use, environmental law, election law, and civil rights. Ms. Chavez was born and raised in New Mexico, and lived there most of her life before moving to Wisconsin in 2016. Her education includes a Bachelor's degree in Philosophy from New Mexico State University, a Master of Science in Information Studies with a concentration in Legal Research and Reference from The University of Texas at Austin, and a Juris Doctor from the University of New Mexico School of Law. She currently serves on the Board of Directors of the Girl Scouts of the Northwestern Great Lakes, and previously was a board member for both the New Mexico Hispanic Bar Association and the New Mexico Women's Bar Association, and was appointed to the 2010 City of Albuquerque Redistricting Committee. In 2018, she was named one of Wisconsin's 32 Most Powerful Latinos by Madison 365, and was the 2019 recipient of the Wisconsin Women in Government Rising Star Award.

Samuel Christensen
Racine, WI

Sam Christensen received his B.S. from the University of South Dakota in 1998 and his M.A. from Cardinal Stritch University in Milwaukee in 2008. He has worked for the Racine County Clerk of Court's office since 2002. Sam was appointed as the Racine County Clerk of Circuit Court in 2015 and was re-elected in 2018. He has served as the President of the Wisconsin Juvenile Court Clerks' Association and on the Executive Board of the Wisconsin Clerk of Circuit Courts' Association. He is currently serving on the Board of Bar Examiners, the Committee to Improve Interpreting and Translation in the Wisconsin Courts, and the Research and Justice Statistics Advisory Committee. Additionally, Sam teaches ethics courses as an Adjunct Faculty member of Gateway Technical College in Racine & Kenosha.

Tierney Gill
Milwaukee, WI

Tierney Gill is a graduate of Wisconsin Lutheran College (BS, '14) who is currently employed with the Wisconsin Department of Workforce Development as a Policy and Program Analyst. In her position, Tierney is responsible for providing staff and policy support to the Governor's Council on Workforce Investment, a state policy board which advises the Governor and the Legislature on workforce development's strategic goals and needs. Previously, Tierney worked as the Communications Manager for Wisconsin's Lieutenant Governor, and served on the Governor's Juvenile Justice Commission as the chair of both the Youth Engagement and Policy and Legislative Compliance Committees. Tierney is an active contributor in her hometown of Milwaukee, and attends UW Madison Law School.

Attorney Deanne Koll
New Richmond, WI

Deanne M. Koll is an attorney and shareholder at Bakke Norman, S.C. with offices in New Richmond, Eau Claire, Baldwin and Menomonie, Wisconsin. Deanne counsels local lenders and businesses on collection issues and creditors' rights in bankruptcy. She received her undergraduate degree from the University of Wisconsin-Oshkosh, *magna cum laude*, and her law degree from William Mitchell College of Law in 2006, *cum laude*. Deanne was elected in 2013 and again in 2016 to the Board of Governors for the State Bar of Wisconsin as representative for attorneys in St. Croix, Dunn, Pierce, Polk and Eau Claire Counties. In 2017, Deanne chaired the Board of Governors for the State of Wisconsin. Deanne is a board member for WisTAF, the Wisconsin Law Foundation and her local hospital, Western Wisconsin Health. Deanne has authored articles published in the *Wisconsin Lawyer*, *Law Practice Today* (ABA), *The Young Lawyer* (ABA) and *Real Estate Litigation Newsletter* (ABA). Deanne regularly speaks at state-wide and regional conferences about collection issues, secured transactions and bankruptcy. Wisconsin SuperLawyers has recognized Deanne as a "Rising Star" every year since 2010 and Deanne has previously been recognized by the Wisconsin Law Journal as an Up and Coming Lawyer. She is licensed to practice in both Wisconsin and Minnesota.

Attorney Timothy F. Nixon
Green Bay WI

Timothy F. Nixon, a shareholder with the law firm of Godfrey & Kahn, S.C., is a commercial lawyer representing clients in state and federal courts. He is the firm's lead attorney in business finance and restructuring. His name appears on numerous "best lawyers" lists. He is a frequent lecturer, presenter, and writer on matters involving Bankruptcy Law. Tim earned his master's degree in public policy and administration and his law degree from the University of Wisconsin Madison. Prior to graduate school, Tim served as a ship's officer in the Merchant Marine for nine years. In addition, he has taught for twenty years as an associate faculty member at his alma matre, the University of Wisconsin Green Bay. Tim has received a number of awards in recognition of his community service including the "Leaders in the Law" award from the Wisconsin Law Journal, "The Judge John W. Reynolds Community Building Award" from the Eastern District of Wisconsin Bar Association, and the "Distinguished Alumni Award" from the UW-Green Bay Alumni Association. He is a fellow of the American College of Bankruptcy. Previously he served as a member of the Preliminary Review Committee (2009-2015), and as its Vice-Chair (2014-2015).

Attorney Marissa A. Reynolds
Wausau, WI

Marissa Reynolds is an associate with the law firm of Davczyk & Varline in Wausau, Wisconsin. After graduating from the University of Wisconsin Law School in 2016, she returned to Wausau, her hometown, to practice. Her practice focuses on representing clients in all kinds of civil litigation including insurance, subrogation, and personal injury, with a main focus on insurance defense. Marissa also frequently handles business and municipal matters, such as contracts, open records/open meetings, condemnation, and dispute resolution.

Attorney Joseph M. Russell
Milwaukee, WI

Joe Russell is a shareholder in the Litigation and Risk Management Practice Group of von Briesen & Roper. A native of Milwaukee, he graduated from Georgetown University (B.A.) in 1993 and received his J.D. from the Northwestern University School of Law in 2003. In addition to his civil and constitutional litigation practice, Joe represents corporations, management, governmental entities, and individuals in connection with government investigations (both federal and state), enforcement actions and internal investigations. Joe also acts as his firm's ethics counsel and has served on the State Bar's Ethics Committee since 2013.

Attorney Michael D. Rust
Oshkosh, WI

Michael Rust is CEO of the Winnebago Conflict Resolution Center. In this role he oversees the mediation of over 500 cases per year, performs complex commercial and family mediations throughout Wisconsin, and trains mediators around the country. Michael has served as President of the Association for Conflict Resolution, President of the Wisconsin Association of Mediators, Chair of the Dispute Resolution Section of the State Bar of Wisconsin, and Mediation Partner for the Wisconsin Special Education Mediation System. He is a graduate of Marquette University Law School and received the Beacon Award (Distinguished Alumni) from the Carthage College Alumni Association in 2019. Michael practiced commercial and real estate litigation before devoting his practice to conflict resolution full time.

Mr. Peter Sorce
Germantown, WI

Peter Sorce, of Germantown, is a Washington County Supervisor since 2008, currently serving on its Administrative Services Committee, HOME Consortium Board, and Planning, Conservation, and Parks Committee. He serves as a member of the Wisconsin Counties Association Organization and Personnel Steering Committee. Peter also serves on numerous state boards, including the Medical Mediation Panel, Public Records Board, Wisconsin Supreme Court Planning and Policy Advisory Committee, Optometry Examining Board, and Psychology Examining Board. Peter's personal interests include the Knights of Columbus, golf, and singing for the Jeff LaBarge Swing Explosion Big Band.

SPECIAL INVESTIGATIVE PANEL

Attorney Deborah A. Asher	Chippewa Falls
Attorney Lucas Bennewitz	New Berlin
Attorney Peter J. Block	Milwaukee
Attorney Terence J. Bouressa	De Pere
Attorney Nathaniel Cade Jr.	Milwaukee
Attorney Matthew Cromheecke	Onalaska
Attorney Robert W. Dean	Green Bay
Attorney Nicole Druckrey	Oak Creek
Attorney Sarah Troupis-Ferguson	Madison
Attorney Mark J. Goldstein	Milwaukee
Attorney William A. Grunewald	Medford
Attorney Anthony P. Hahn	Racine
Attorney Alexander Hall	Green Bay
Attorney Victor C. Harding	Milwaukee
Attorney Thomas W. Harnisch	Neilsville
Attorney Jay E. Heit	Eau Claire
Attorney Myron E. LaRowe	Reedsburg
Attorney Michael Laufenberg	West Bend
Attorney Neil C. McGinn	Germantown
Attorney Maxfield E. Neuhaus	River Falls
Attorney Bryce M. Pierson	Madison
Attorney William Retert	Fond du Lac
Attorney Lauri Roman	Madison
Attorney Ronald S. Stadler	Milwaukee
Attorney Richard J. Summerfield	Ladysmith
Attorney Johnathan G. Woodward	Grafton

SPECIAL PRELIMINARY REVIEW PANEL

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(Chairperson) Bruce A. Schultz	Madison
Eliot M. Held	Sun Prairie
*Amos Malone	Madison
Stuart S. Mukamal	Milwaukee
*Sherie Sasso	Madison
*Jane Snilsberg	Iron River
Dennis M. Sullivan	Madison

SUPREME COURT REFEREES

Charles Barr	Bayside
Honorable Sue Bischel	Green Bay
Honorable David Deininger	Monroe
Honorable Jean DiMotto	Greendale
Honorable James Evenson	Baraboo
James D. Friedman	Milwaukee
Honorable William Gabler	Eau Claire
Honorable Joseph Jacobson	New Glarus
Honorable Robert E. Kinney	Hartland
Honorable Jeffrey Kremers	Shorewood
Honorable Edward Leineweber	Lone Rock
David Piehler	Wausau
Michael Tobin	Madison
James J. Winiarski	Milwaukee

APPENDIX 3

NEW MATTERS & DISPOSITIONS FOR FISCAL YEARS 2011-2021

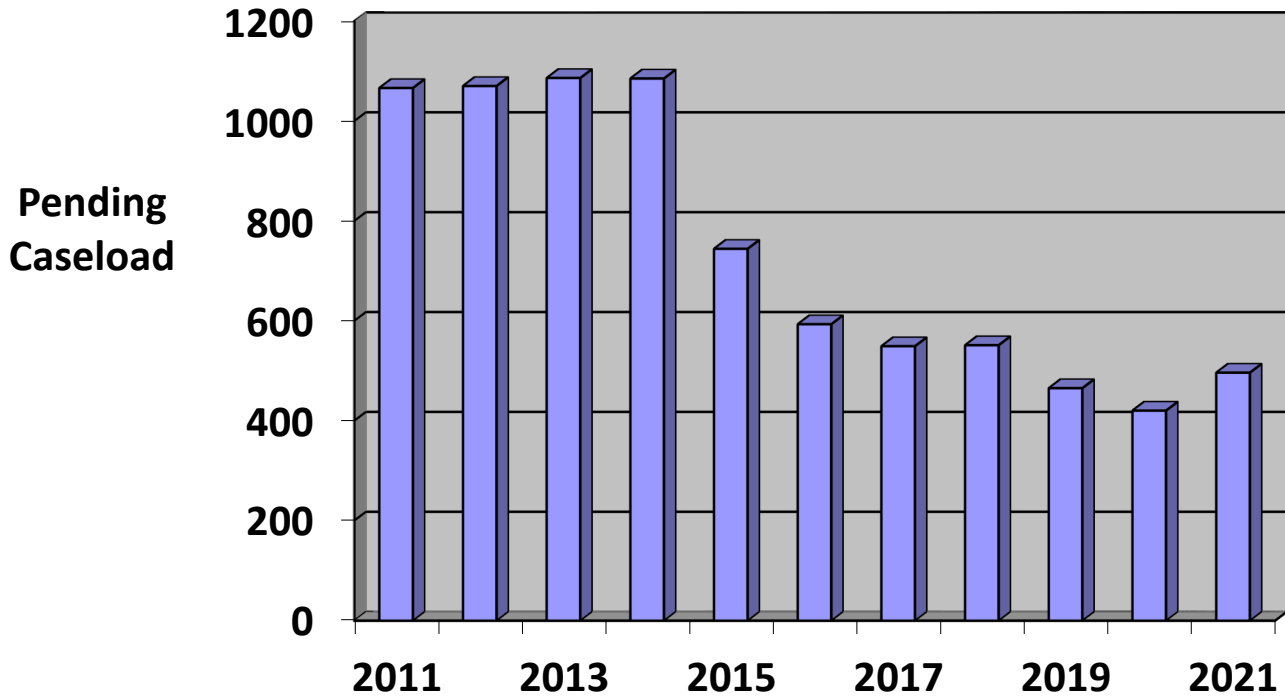
	NUMBER OF ATTORNEYS	NUMBER OF MATTERS PENDING AT BEGINNING OF FY	*ADJUSTMENTS	New Matters	Dispositions	Pending at Close of Fiscal Year
FY 2011	24,158	981	(156)	2,377	2,448	1,066
FY 2012	24,532	1,066	(186)	2,677	2,759	1,170
FY 2013	24,896	1,170	(198)	2,324	2,606	1,086
FY 2014	25,003	1,086	(185)	2,521	2,707	1,085
FY 2015	25,149	1,085	(156)	2,300	2,797	744
FY 2016	25,169	744	(166)	1,979	2,296	593
FY 2017	25,221	593	(159)	1,866	2,069	549
FY 2018	25,283	549	(119)	1,760	1,877	551
FY 2019	25,310	551	(69)	1,660	1,815	465
FY 2020	25,318	465	(79)	1,518	1,642	420
FY 2021	25,165	420	(67)	1,375	1,366	496

*Adjustments include appealed matters that are reopened and other administrative changes made during the fiscal year.

APPENDIX 4

PENDING CASELOAD

Fiscal Years 2011 – 2021



APPENDIX 5

EFFICIENCY AND PRODUCTIVITY FOR FISCAL YEAR 2011-2021

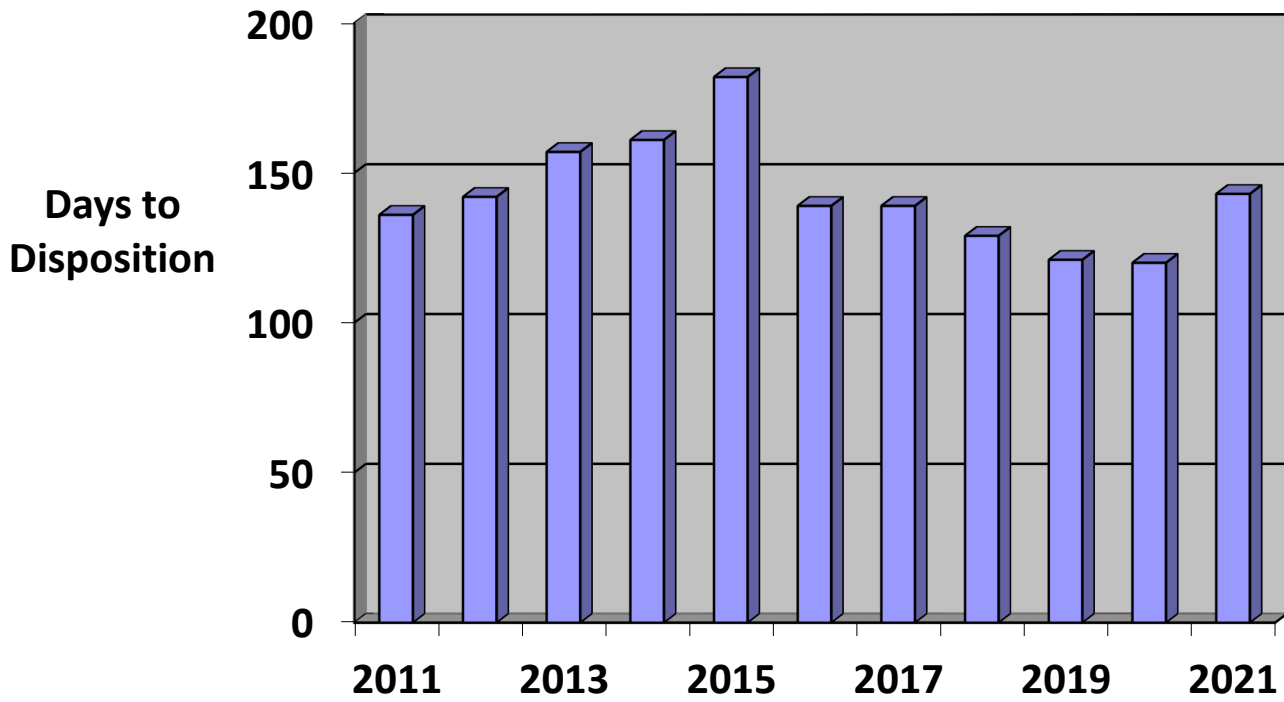
	*AVERAGE TIME FOR DISPOSTION	MATTERS OVER ONE YEAR OLD	PERCENTAGE OF MATTERS OVER ONE YEAR OLD	PERCENTAGE OF MATTERS CLOSED WITHIN 90 DAYS	PERCENTAGE OF MATTERS CLOSED WITHIN 180 DAYS
FY 2011	136 DAYS	393	36%	69%	85%
FY 2012	142 DAYS	414	34%	70%	85%
FY 2013	157 DAYS	445	41%	67%	84%
FY 2014	161 DAYS	365	34%	67%	84%
FY 2015	182 DAYS	226	30%	67%	82%
FY 2016	139 DAYS	199	33%	76%	85%
FY 2017	122 DAYS	166	29%	78%	86%
FY 2018	129 DAYS	152	27%	77%	86%
FY 2019	121 DAYS	138	30%	80%	88%
FY 2020	120 DAYS	114	28%	83%	89%
FY 2021	143 DAYS	75	15%	70%	86%

*Average time for disposition is calculated by averaging length of time it took to process a case and calculates the time for each case when matters are completed.

APPENDIX 6

AVERAGE MATTER PROCESSING TIME

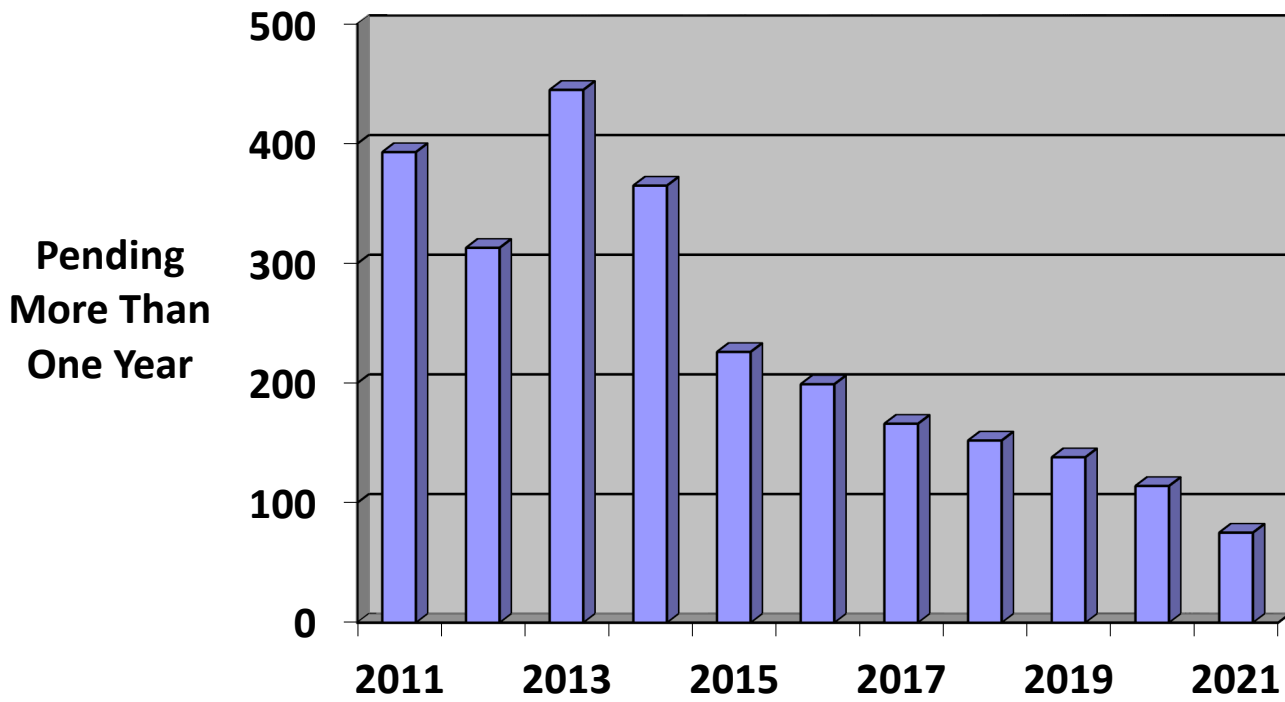
Fiscal Years 2011 – 2021



APPENDIX 7

GRIEVANCES PENDING MORE THAN ONE YEAR

Fiscal Years 2011 – 2021



APPENDIX 8A

SURVEY OF GRIEVANCES RECEIVED DURING

FISCAL YEAR 2020-2021

Categorized by Allegation

ALLEGATIONS	PERCENTAGE OF TOTAL ALLEGATIONS
Conflict of Interest	4.14%
Criminal Conduct	0.98%
Failure to Return Property	1.96%
False Statement/Tribunal	4.52%
Frivolous Action	2.03%
IFOR	1.28%
Improper Advertising	0.08%
Improper Advocacy	9.72%
Improper Communications	0.98%
Improper Termination	0.6%
Incompetence	9.5%
Lack of Communication	15%
Lack of Diligence	16.13%
Medical Incapacity	0.15%
Misrepresentation/Dishonesty	12.36%
Neglect	0.23%
Reciprocal Discipline	0.15%
Reinstatement	0.23%
Revealing Confidences	1.51%
Scope of Representation	3.92%
Statute, Rule, Order, Decision	2.26%
Supervise Subordinates	0.38%
Trust Account Violations	2.03%
Unauthorized Practice	2.56%
Unearned Fee	0.68%
Unreasonable Fees	3.32%
Violation of Oath	2.49%
No Allegation Listed, Not Available, Other	0.81%

APPENDIX 8B

SURVEY OF GRIEVANCES RECEIVED DURING

FISCAL YEAR 2020-2021

Categorized by Area of Practice

AREA OF PRACTICE	PERCENTAGE OF TOTAL ALLEGATIONS
Administrative & Government Law	2.41%
Bankruptcy-Receivership	1.36%
Collections, Garnishments	0.9%
Contracts, Commercial, Consumer Law	1.43%
Corporate-Banking	0.9%
Criminal Law	44.54%
Environmental	0%
Estate-Probate, Guardianship & Wills	4.9%
Family Law & Juvenile	18.46%
Immigration & Naturalization	0.53%
Insurance	0.08%
Labor, Unemployment Compensation	1.58%
Landlord-Tenant	1.21%
Litigation	6.41%
Patent/Trademark	0.38%
Real Property Law	2.71%
Taxation	0%
Torts-Civil Rights	3.99%
Workers Compensation, Social Security	1.06%
Not Available-Other	7.15%

APPENDIX 8C

SURVEY OF GRIEVANCES RECEIVED DURING

FISCAL YEAR 2020 - 2021

Categorized by Source of Grievance

SOURCE OF GRIEVANCE	PERCENTAGE OF TOTAL SOURCE OF GRIEVANCE
Adverse Party	20.27%
Attorney	3.47%
Client	50.93%
Guardian ad Litem	4.45%
Judge	0.6%
OLR Board	0.08%
OLR Staff	5.5%
Other Party	14.47%
No Source Listed	0.23%

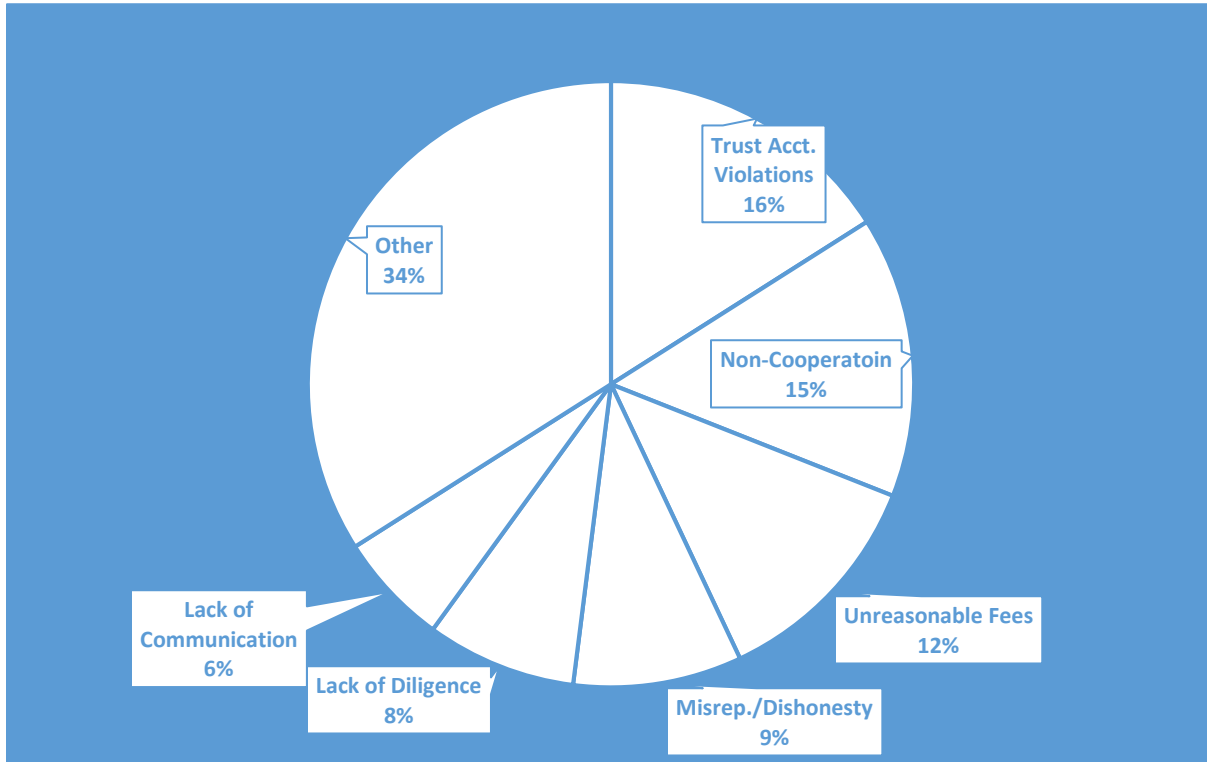
APPENDIX 9

PUBLICLY DISCIPLINED LAWYERS AS A PERCENTAGE OF TOTAL LAWYER POPULATION

YEAR	NUMBER OF LAWYERS PUBLICLY DISCIPLINED	STATE BAR MEMBERSHIP	PERCENTAGE OF LAWYERS PUBLICLY DISCIPLINED
2020-21	36	25,165	0.1
2019-20	30	25,318	0.1
2018-19	34	25,310	0.1
2017-18	40	25,283	0.2
2016-17	37	25,221	0.1
2015-16	42	25,169	0.2
2014-15	58	25,149	0.2
2013-14	40	25,003	0.1
2012-13	58	24,896	0.2
2011-12	46	24,532	0.2
2010-11	34	24,158	0.1
2009-10	46	23,827	0.2
2008-09	40	23,425	0.2
2007-08	38	23,013	0.2
2006-07	58	22,637	0.3
2005-06	62	22,225	0.3
2004-05	44	21,837	0.2
2003-04	66	21,518	0.3
2002-03	46	21,112	0.2
2001-02	20	20,772	0.1
2000-01	37	20,551	0.2
1999-00	24	20,167	0.1
1998-99	34	19,984	0.2
1997-98	37	19,581	0.2
1996-97	28	19,301	0.1
1995-96	33	18,938	0.2
1994-95	47	18,558	0.3
1993-94	55	17,974	0.3
1992-93	69	17,648	0.4
1991-92	50	17,407	0.3
1990-91	45	16,334	0.3
1989-90	33	15,876	0.2
1988-89	38	15,451	0.2
1987-88	39	14,942	0.3
1986-87	32	14,533	0.2
1985-86	45	14,312	0.3

APPENDIX 10

VIOLATIONS FOR WHICH MISCONDUCT WAS FOUND IN PUBLIC DISCIPLINE DECISIONS FISCAL YEAR 2020 - 2021



OTHER

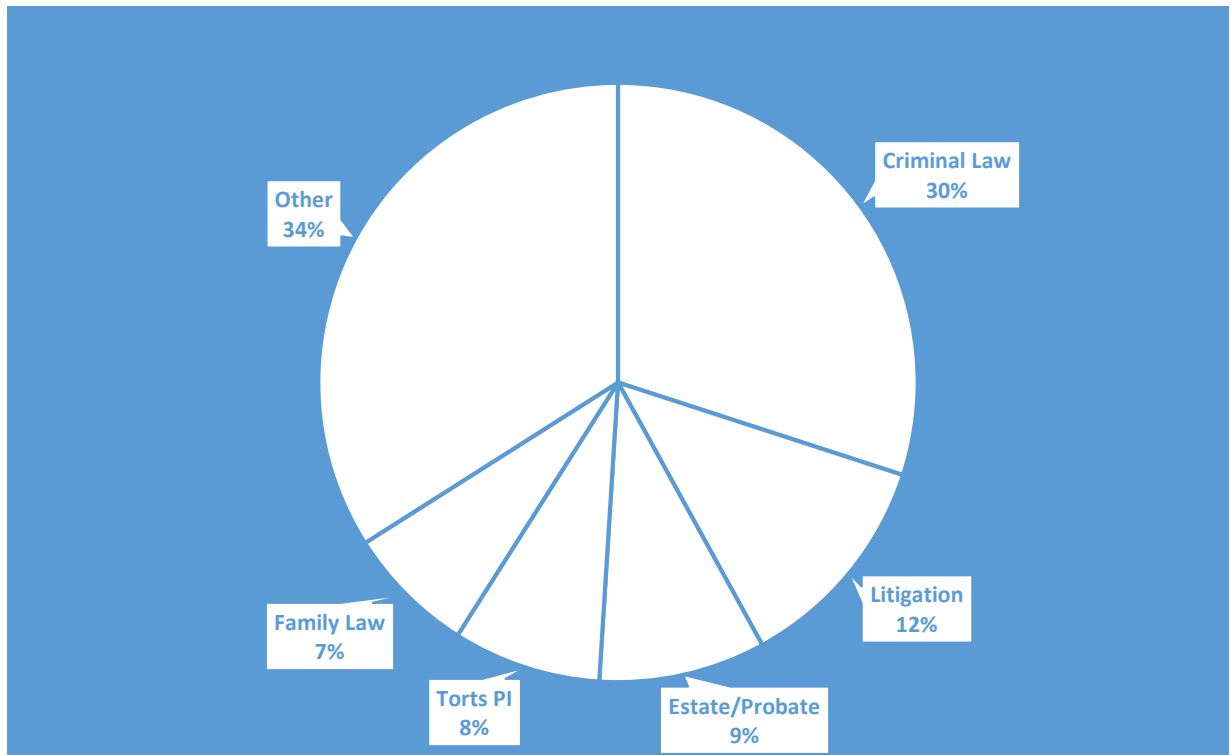
Conflict of Interest
Failure to Return Property
Frivolous Actions
Improper Termination
Medical Incapacity
Revealing Confidences

Criminal Conduct
False Statement/Tribunal
Improper Advocacy
Incompetence
Reciprocal Discipline

APPENDIX 11

AREAS OF PRACTICE IN WHICH MISCONDUCT WAS FOUND IN PUBLIC DISCIPLINE DECISIONS

FISCAL YER 2020 – 2021



OTHER

Administrative/Government
Landlord/Tenant
Real Property

Contracts/Consumer
Not Available/Other

APPENDIX 12
OFFICE OF LAWYER REGULATION
JULY 1, 2020 – JUNE 30, 2021

OUTREACH EFFORTS

DATE	PRESENTER	EVENT
7/27/20	Sellen/Weigel	Referee Training, Madison
8/5/20	Stieren	Fee Agreement, Credit Card Payments & Trust Account Obligations, State Bar Online Seminar
8/7/20	Sellen	Law Firm Self-Assessments-WisLAP Volunteer Training, Madison
9/27/20	Stieren	Trust Account Management Seminar
10/15/20	Sellen	Legal Ethics 2020, Webcast
12/17/20	Sellen	Winnebago County Bar Association Ethics Seminar, Zoom Presentation
1/22/21	Stieren	Concrete Answers to Common Trust Account Questions, State Bar Online Seminar
2/1/21	Weigel	When Discipline Counsel and Agencies are Sued, NOBC (virtual)
5/5/21	Weigel	Appellate Skills Practice Seminar, NOBC
6/4/21	Weigel	Crystal Ball for Client Protection Funds – ABA, (virtual)
6/4/21	Stieren	5 Tips: Common Trust Account Violations, Interview & Article Published in State Bar’s Inside Track Online