

UTAH STATE BAR VISION

A just legal system that is understood, valued, and accessible to all.

UTAH STATE BAR MISSION

Lawyers serving the public and legal profession with excellence, civility, and integrity.

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**Utah State Bar Commission
Friday, September 27, 2024
Law and Justice Center**

AGENDA

1. 9:00 a.m. President's Welcome and Reports: Cara Tangaro

- 01 Mins. 1.1 Admissions Ceremony - October 3rd @ Salt Palace
01 Mins. 1.2 Fall Forum: November 14-15th @ Little America
01 Mins. 1.3 UMBA Banquet: November 14th @ Little America
03 Mins. 1.4 Lawyer-Legislator Breakfast
Wednesday, November 20th - 7:30 am State @ Capitol
05 Mins. 1.5 Bar Updates: Elizabeth Wright
05 Mins. 1.6 Recognize Margaret Plane for 15 years of service
to the Commission and Bar

(TAB 1, Page 4)

2. 9:15 a.m. Action Items

- 15 Mins. 2.1 Approve Fall Forum Award Recipients
15 Mins. 2.2 Appoint Bar Representative to the ABA House of Delegates
10 Mins. 2.3 Approve \$2,000 sponsorship for UCLI Pre-Law Symposium
and Law Student Mentoring Program

(TAB 2, Page 9)

(TAB 3, Page 27)

(TAB 4, Page 43)

3. 10:00 a.m. Information Items

- 20 Mins. 3.1 New Sandbox Guidelines: **Andrea Donahue**
20 Mins. 3.2 Sun Valley 2026: **Michelle Oldroyd**
15 Mins. 3.3 Judicial Council Report: **Margaret Plane**

(TAB 5, Page 50)

4. 11:00 a.m. Executive Session

CONSENT AGENDA

(TAB 6, Page 57)

(Approved without discussion by policy if no objection is raised.)

1. Approve minutes of August 23, 2024 Commission Meeting

ATTACHMENTS

(TAB 7, Page 61)

1. August 2024 Utah State Bar Financial Statements

2024 CALENDAR

October 3	Admission Ceremony	Noon	Salt Palace Convention Center
October 4	Access to Justice Summit		Law & Justice Center
October 31	Executive Committee Meeting	Noon	Video Conference
November 8	Bar Commission Meeting	9:00 a.m.	Law & Justice Center
November 14-15	Fall Forum		Little America Hotel
November 14	Utah Minority Bar Association Dinner		Little America Hotel
November 20	Lawyer Legislator Breakfast	7:30 a.m.	Utah State Capitol Building

2025

January 2	Executive Committee Meeting	Noon	Video Conference
January 10	Bar Commission Meeting	9:00 a.m.	Law & Justice Center
February 3	Bar Commission Election Petitions Due		

Utah State Bar Commission Meeting

T A B 1



Utah State Bar Fall Forum 2024

Thursday, November 14 & Friday, November 15, 2024,
at Little America Hotel Downtown SLC

Expanding Skills, Building Relationships, and Engaging our Courts – The Necessary Components of Lawyering in Utah

Event Agenda

Thursday, November 14, 2024

- | | |
|--------------------|--|
| 10:00 am | Registration Desk & Exhibitor Hall Opens for the Forum
Exhibitors in Foyers A/B/C |
| 11:30 am – 12 noon | Welcome to our Fall Forum – A two-day, in-person event this year!

Awards Presentation Ballrooms A/B |
| 12 noon – 1 pm | A Lunchtime CLE – Plated lunch for registered guests will be served

How Can You Expand Your Lawyering Circle? Building Community Relationships, Find Value in your Membership, and New Affinity Bars in Utah

A CLE Presentation/Panel Discussion from our newest affinity bars in Utah and a few of our longer-standing community groups about licensing, gathering, and professional relationships as the byproduct of lawyering.
(1 hr. professionalism/civility MCLE credit, approval pending) |
| 1:00 – 1:15 pm | Break – Please visit our Exhibitor Foyer |
| 1:15 – 2:15 pm | CLE Session 2 – A Plenary Presentation Ballrooms A/B

Rasa & Second Chances – The Impact of Expungement
Presented by Noella Sudbury, Founder & CEO Rasa Legal
(1 hour MCLE credit, approval pending) |

Thursday, November 14, 2024
Agenda Continued

- 2:15 – 2:30 pm Break – Please visit our Exhibitor Foyer
- 2:30 – 3:30 pm CLE Session 3 – A Plenary Presentation **Ballrooms A/B**
- A Conversation with our Lawyer Legislators – What is Coming in the 2025 Legislative Session?
 What Do Practitioners Need to Know?
- A Panel Discussion featuring several of our State lawyer legislators and leaders to share their
 insights and efforts for the next legislative session.
 (1 hour MCLE credit, approval pending)
- 3:30 - 4 pm The Fall Forum closes for the day – See you tomorrow morning!
- 3 hours MCLE Credit for Thursday, November 14 – Approval Pending***

Event Agenda
Friday, November 15, 2024

- 7:30 – 8:30 am Registration Desk & Exhibitor Hall Open for Day Two of the Forum
- Continental Breakfast Available for Registrants – **Foyers A/B/C**
- 8:30 – 9:00 am Welcome to Day Two of the Forum **Ballrooms A/B**
- Utah State Bar business, including update from the Utah Bar Foundation and Kim Paulding,
 Executive Director
- 9:00 – 10:00 am MORNING KEYNOTE CLE **Ballrooms A/B** – 1 hour MCLE credit, approval pending
- The Office of Fairness & Accountability (OFA) in our Courts
 A Presentation from the Judiciary about All Rise, the work of the OFA, and constitutional
 inclusion in our Utah courts
- Faculty to include Judge Dianna Gibson, Third District Court, and Jonathan Puente, OFA Director
- 10:00 – 10:15 am Morning Break- Please visit our Exhibitor Foyer (**Foyers A/B/C**)

Friday, November 15, 2024
Agenda Continued

- 10:15 – 11:15 am SECOND MORNING PLENARY CLE – 1 hour MCLE credit, approval pending
- Changes to our Courts, A Constitutional Amendment, and Legislative Updates, OH MY! – A Panel Presentation with our Utah Lawyer Legislators
Ballrooms A/B
- 11:15 – 11:30 am Mid-Morning Break – Please visit our Exhibitor Foyer
- 11:30 am – 12:30 pm THIRD CLE HOUR – **Ballroom A/B**
 1 hour professionalism/civility MCLE credit, approval pending
- A CLE from the Well-Being Committee for the Legal Profession (WCLP) – A discussion of well-being, improving our skills and our lawyering, as well as influencing our community's growth and development
- 12:30 – 2:00 pm Lunch CLE and Awards Presentations Sessions
 Plated lunch to be served in **Ballrooms A/B**
- 12:30 – 1:00 pm Awards Presentation – **Ballrooms A/B**
- 1:00 – 2:00 pm Lunch Keynote CLE - 1 hour ethics MCLE credit (approval pending)
- District Court Presiding Judges' Panel
- A CLE Discussion moderated by Kim Cordova, Brass & Cordova, President-Elect, Utah State Bar, with panel including Third District Presiding Judge Laura S. Scott, and Second District Presiding Judges Noel R. Hyde and Ronald G. Russell
- 2:00 – 2:15 pm Afternoon Break – Please visit our Exhibitor Foyer
- 2:15 – 3:15 pm Afternoon Breakout Sessions (3 options) (1 hour CLE, approval pending)
- 1 – Breakout Session Co-Sponsored by Utah Center for Legal Inclusion (UCLI) - Part 4 of Annual CLE Series (1 hour professionalism/civility MCLE Credit, approval pending)
- Utah and the 2034 Winter Games: Improving our Cross-Cultural Communication Skills and Lawyering to Host the World in Salt Lake City – **Held in Wyoming Conference Room**

- 2 – Managing Disbursement Challenges in Trust Administration: Fiduciary Responsibilities and Legal Considerations – a presentation from Commonwealth Community Trust with Joanne Marcus, MSW, and Ben Tiefenback, Esq. – **Held in Arizona Conference Room** (1 hr regular MCLE)
- 3 – Litigation Section’s Annual Trial Academy Part 1 — (1 hr regular MCLE)
Live-action demonstrations and panel discussion on the skills and development of litigation practice in Utah, as taught by prominent Utah attorneys and distinguished members of the Utah judiciary **Held in Ballroom C**
- 4 - A Review of ten of the most important Utah Supreme Court decisions of 2024 – Analysis, Significance, and the Decisions with Benjamin Lusty, Rencher Anjewierden - **Held in Idaho Conference Room** (1 hr. regular MCLE)

3:15 – 3:30 pm Late Afternoon Break

3:30 – 4:30 pm Late Afternoon Breakout Sessions (3 additional options) (1 hour CLE, approval pending)

- 1 – Breakout Session co-sponsored by the Innovation in Law Committee (1 hr regular MCLE)
Legal Technology and Services and the Expansion of our Practice – **Held in Wyoming Conference Room**
- 2 – Breakout Session co-sponsored by Utah Law-Related Education and the Young Lawyers Division
– Sustainability and Satisfaction in our Work and in our Community Engagement – **Held in Arizona Conference Room** (1 hour professionalism/civility MCLE credit, approval pending)
- 3 – Litigation Section’s Annual Trial Academy Part 2 – (1 hr regular MCLE)
Live-action demonstrations and panel discussion on the skills and development of litigation practice in Utah, as taught by prominent Utah attorneys and distinguished members of the Utah judiciary - **Held in Ballroom C**
- 4 - Winning at Mediation: Best Practices for Representing Your Clients in Mediation,
Presented by Christopher B. Snow, Shareholder, Clyde Snow & Mediator, Utah ADR Services.
This presentation will include discussing strategies to effectively represent your clients at mediation. We will discuss how to get to the table early on in disputes; pre-mediation calls; client management; preparation; and effective negotiating tactics. - **Held in Idaho Conference Room** (1 hour ethics MCLE credit, approval pending)

4:30 pm Conference closes. Thank you for joining us at the 2024 Fall Forum.

***We hope to see you at our next conference –
the Spring Convention in St. George held March 13-15, 2025!***

6 hours MCLE Credit for Friday, November 15 – Approval Pending

9 hours total MCLE Credit for Fall Forum, approval pending

Utah State Bar Commission Meeting

T A B 2

UTAH STATE BAR AWARDS COMMITTEE AWARD RECOMMENDATION

TO: Utah State Bar Commission

DATE: September 27, 2024

RE: AWARD RECOMMENDATION – 2024 James Lee, Charlotte Miller, Paul Moxley
Mentoring Awards.

CRITERIA:

Awarded to three individual attorneys who have demonstrated exceptional commitment to the mentorship of Utah lawyers, generally. These individuals have guided lawyers throughout their professional training in a continuing, multifaceted partnership sustained by mutual respect and concern. These mentors make a broad impact on mentorship by facilitating communities or building infrastructure. They have provided intellectual leadership, created a supportive environment, have acted as advocates, and promoted diversity and inclusiveness.

NOMINEES:

Nominee	Previous Award?	Nominator
Adrienne Bell		Anaya Gayle
Donald Reay		Norman Peat
F. Joseph Paldino <i>Not admitted in Utah</i>		Mallorie Mecham
Hon. Brody Keisel	2021 NLTP Mentor Award	Aryan Torres
J. Michael Bailey		Kevin Dorman
Kaitlyn Gibbs		Jessika Allsop
Kendra Brown		
Michael Garrett		
Patricia Christensen	1996 Dorothy Merrill Brothers Award 2019 Lifetime Achievement Award 2017 Charlotte L. Miller Award	Jenifer Tomchak
Richard Armstrong		
Zachary Weiland		Lane Wood

RECOMMENDATION:

The Utah State Bar Awards Committee met on September 20, 2024 to review and discuss the nominations and voted to recommend awards to the following:

Michael Bailey
Adrienne Bell
Patricia Christensen

PREVIOUS RECIPIENTS:

LEE AWARD:

2016 Rodney G. Snow
2017 Joseph O. Walkowski
2018 Cheryl M. Mori
2019 Walter A. Romney, Jr.
2020 Hon. Laura Scott
2021 Edwin S. Wall
2022 Hon. Su J. Chon
2023 Hon. Augustus G. Chin

MILLER AWARD:

2016 Jonathan O. Hafen
2017 Patricia W. Christensen
2018 William F. Atkin
2019 Kathleen McConkie
2020 Nicholas Mills
2021 Ann Marie Taliaferro
2022 Phillip S. Ferguson
2023 Rebecca A. Ryon

MOXLEY AWARD

2016 K. Dawn Atkin
2017 Troy L. Booher
2018 Shawn McGarry
2019 Susan Peterson
2020 Bruce Dibb
2021 Kent B. Scott
2022 Jennifer S. Huntsman
2023 Phillip W. Lear

Christy Abad

From: info@utahbar.org <webhost@utahbar.org>
Sent: Thursday, September 12, 2024 3:21 PM
To: Christy Abad
Subject: New submission from Nomination Bar Awards

Nominator Name

Kevin Dorman

Bar Number

18354

Email address

kdorman@parsonsbehle.com

Date

09/12/2024

I The Above, Desire to Nominate the Following

Utah State Bar Member

Nominee's Name

J. Michael Bailey

Award

James B. Lee, Charlotte L. Miller, Paul T. Moley Mentoring Awards (Fall Forum)

REFERRING TO THE AWARD CRITERIA, IN 400 WORDS OR LESS, PLEASE STATE THE REASON FOR THE NOMINATION, I.E. THE NOMINEE SHOULD RECEIVE THIS NOMINATION FOR THE FOLLOWING REASONS OR BASED UPON THE FOLLOWING FACTS OR EVENTS:

J. Michael Bailey is a shareholder at Parsons Behle & Latimer. Over the years, he has consistently gone above and beyond to mentor young attorneys and help guide their careers, even after their mentorships have come to a close. Not only does Mike mentor Parsons' young attorneys, he also extends his guidance to associates outside the firm, when asked. Mike is well known at Parsons not only for helping mentor associates, but for listening and lending his experience when his lateral peers seek his input as well. Parsons' shareholder Laren G. Reber, who was another of Mike's mentees when she was an associate says, "Mr. Bailey was a great mentor – both because he is a phenomenal lawyer as well as just a really good person. He knows everyone and has an amazing ability to remember people, and more importantly to get to know people, and not just on a surface level (things I admire and hoped would rub off on me during his mentorship). I felt lucky to have access to his time and his wisdom so early in my legal career and still appreciate anytime I get to spend with him."

We believe you will see from the attached letters that Mike is extremely deserving of this award.

Respectfully,
 Kevin Dorman

File

- [Henry-Morris-Ltr-JMBailey-nomination.docx](#)

File

- [Kevin-Dorman-Ltr-JMBailey-nomination.docx](#)

Letter of support for J. Michael Bailey
James B. Lee, Charlotte L. Miller, Paul T. Moxley Mentor Award

Henry Morris, Associate, Clyde Snow

"Although Mr. Bailey has officially only been my mentor for a few months now, he has had a tremendous impact on my young legal career. My monthly breakfast meetings with him consist of guiding me through dilemmas I face both in my practice and out. In addition to our monthly meetings, Mr. Bailey has made himself available to me as a resource anytime I need to reach out to him. Mr. Bailey is always courteous, even keeled, and has a keen sense of judgment that I know is both principled and ethical. I know that I can call Mr. Bailey on any given day and ask for advice on how to deal with a legal or ethical issue, or simply ask for some tips on how to fix the slice in my golf swing. He has become a true friend and someone I trust greatly both on a personal and professional level. I look up to Mr. Bailey in many ways, but perhaps none more so than the fact that, alongside his thriving practice, he is dedicated to mentoring young lawyers and preparing them for a successful legal career. "

Letter of support for J. Michael Bailey
James B. Lee, Charlotte L. Miller, Paul T. Moxley Mentor Award

Kevin Dorman, Associate, Parsons Behle & Latimer

I cannot say enough good things about Mike Bailey! Although already tied up with a big trial and many other responsibilities, Mike graciously agreed to be my New Lawyer Training Program mentor. He went above and beyond his duties under the program, consistently taking significant time to answer my various questions, whether or not they related to the program requirements. He was a great example of setting expectations and pushed me to achieve my goals in a timely manner. He never treated me like an asset of the firm and always expressed genuine concern for my happiness and well-being. He went out of his way to help me make connections with other shareholders at the firm so that I could engage in the type of work I was interested in. Even now that he is no longer my "official" mentor, he regularly checks in with me and asks how he can assist me with my career. Mike is scrupulously honest and professional and also affable and kind. I could not have asked for a better mentor.

Christy Abad

From: Christy Abad
Sent: Monday, September 16, 2024 3:44 PM
To: Christy Abad
Subject: RE: September 20 Awards Committee Meeting - ZOOM LINK and NOMINATIONS

One more Lee, Miller, Moxley Award Nominee:

I would like to nominate Adrienne Bell at Holland & Hart for a 2024 Mentoring Award.

Adrienne is a tireless champion of women in the legal profession. She has been an outstanding role model for women in Utah and across the mountain west since entering the legal profession in 2010. At the time, Adrienne was one of very few women lawyers working in real estate, and generally found herself as the only woman at most of the tables she was seated. This didn't faze her. She confidently built a substantial practice, mentoring and building the practice of other women lawyers along the way. Adrienne currently serves on the management committee for Holland & Hart and in her role, actively advocates for policies that foster equity for women in the firm and increase opportunities for advancement. She also uses her position and the respect she has earned at the firm to advocate for individual women attorneys. She cares enough to find out about individual circumstances and to help others in the firm recognize the unique contribution of women who may not always fit a traditional lawyer model to help those women overcome what others may have otherwise seen as obstacles to career progression and success.

Personally, Adrienne has had an immeasurable and substantial impact on my career. She was instrumental in recruiting me back to the firm after I'd left the practice of law for a brief stint as an administrative dean at the J. Reuben Clark Law School. I came back into practice with another national firm in town, and, even while I was at that competing firm, Adrienne mentored me to help me advance my career and build my practice. When it became time for me to honestly consider a move, she talked through all the options with me, frankly acknowledging her own interest in having me join Holland & Hart, while at the same time, carefully and honestly walking through the advantages and disadvantages of the options in front of me at the time.

Once I came to the firm, in the middle of the pandemic, Adrienne made an extra effort to ensure that I was integrated into the team even though we were all working remotely at the time. Soon after starting, I suffered a tragic loss – my brother died of suicide and I was the one who found him. The experience threw me into a depression unlike anything I had experienced previously. I was unable to work, eventually thought I was going to have to quit, and honestly thought my career was basically disappearing before my eyes. I approached Adrienne and she very calmly said, "Let's not blow everything up here." She then worked behind the scenes to get me a leave of absence so I could have time to grieve and attend to my health before returning to work full-time. It was something that literally saved my career.

Since coming to Holland & Hart and making partner, Adrienne has had an unquestionably positive effect on substantially increasing the number of female attorneys and partners in our Salt Lake City office and in the firm's real estate practice group. Currently, 33% of the attorneys in our SLC office are women and 20% of our SLC partners are women. In the firm's real estate practice group, 34% of the attorneys are women and 27% of the partners are women. It's fair to say that Adrienne is no longer the only woman at the table.

Adrienne's work ethic and success at building one of the top practices in the firm stands as an example and inspiration for women coming behind her. Her life and career are the living proof that women and parents can be just as successful as anyone else in the same practice and situation. While building all of this, her commitment to

lifting those around her and coming behind her has never faltered. Adrienne is generous with her time, expertise, empathy, guidance, and advocacy. She is a force to be reckoned with, and I, for one, am grateful that she has always been an exemplary mentor and champion.



Christy J. Abad
Executive Assistant

Utah State Bar
645 South 200 East, Salt Lake City, UT 84111
Desk 801-297-7031
utahbar.org

From: Christy Abad

Sent: Monday, September 16, 2024 1:28 PM

Subject: September 20 Awards Committee Meeting - ZOOM LINK and NOMINATIONS

Hello, Awards Committee Members! 😊

WELCOME to our NEW AWARDS COMMITTEE MEMBERS - Rebecca Buchert, William Hains, and Kent Scott!! We are excited to have you join us!

The Zoom Link for our Friday, September 20 (Noon) meeting is: <https://us02web.zoom.us/j/81126212910>

The 2024 Fall Forum Awards nomination packets are attached:

1. **The James Lee, Charlotte Miller, and Paul Moxley Outstanding Mentor Awards.** These awards are designed in the fashion of their namesakes; honoring special individuals who care enough to share their wisdom and guide attorneys along their personal and professional journeys. Nominate the influential attorney in your life and thank them for what they have given you.
2. **The Distinguished Community Member Award.** This award celebrates outstanding service provided by a member of our community toward the creation of a better public understanding of the legal profession and the administration of justice, the judiciary or the legislative process.
3. **The Professionalism Award.** The Professionalism Award recognizes a lawyer or judge whose deportment in the practice of law represents the highest standards of fairness, integrity, and civility.

If you have any questions, please let me know.

THANKS!!

Looking ahead:

Friday, February 7, 2025: Award Committee Meeting - Spring Convention Awards: Dorothy Merrill Brothers Award for the Advancement of Women in the Legal Profession. Raymond S. Uno Award for the Advancement of Minorities in the Legal Profession,

Christy Abad

From: info@utahbar.org <webhost@utahbar.org>
Sent: Thursday, September 12, 2024 11:37 PM
To: Christy Abad
Subject: New submission from Nomination Bar Awards

Nominator Name

Jenifer Tomchak

Bar Number

10127

Email address

jen.tomchak@tomchaklaw.com

Date

09/14/2024

I The Above, Desire to Nominate the Following

Utah State Bar Member

Nominee's Name

Pat Christensen

Award

James B. Lee, Charlotte L. Miller, Paul T. Moley Mentoring Awards (Fall Forum)

REFERRING TO THE AWARD CRITERIA, IN 400 WORDS OR LESS, PLEASE STATE THE REASON FOR THE NOMINATION, I.E. THE NOMINEE SHOULD RECEIVE THIS NOMINATION FOR THE FOLLOWING REASONS OR BASED UPON THE FOLLOWING FACTS OR EVENTS:

It is my honor to nominate Patricia ("Pat") W. Christensen for Lawyer of the Year. In addition to being incredibly successful in the legal profession, Pat has dedicated her life to empowering women and promoting justice and dignity for all. For more than forty years, Pat has been a well-respected trial attorney with a prestigious law firm in Utah. Pat has also served as Judge Pro Tem of the Third Judicial District Court and an adjunct professor of law at the S.J. Quinney College of Law at the University of Utah. Pat has received numerous awards for her work, including the Federal Bar Association's Distinguished Practitioner Award, the Utah State Bar Association's Woman Lawyer of the Year, the Utah State Bar Association's Dorothy Merrill Brothers Award, and the Women Lawyers of Utah's Mentoring Award. Pat has spent countless hours mentoring other lawyers throughout her career on topics including professional development, work-life balance, and career advancement, to name a few. Pat presents to women's groups at other firms about professional development and work-life balance issues. She is the embodiment of a true mentor. I have been fortunate to be the recipient of Pat's mentorship. Early in my career, Pat took me under her wing and helped me navigate the difficult terrain of being new and inexperienced. She provided me with the valuable advice of my career, advice that has made me a better lawyer and served me well throughout my career. While she has made amazing contributions to her profession and the advancement of women lawyers, Pat's impact is felt well beyond the legal community. She has generously volunteered her time to a number of organizations whose primary objective is to empower women and minorities to ensure dignity for all. These include the Women's Resource Center, the Women President's Organization at the University of Utah, the Girl Scouts of Utah, the Utah Women's Forum (UWF), and IVUmed (a charity that provides urological procedures in third world countries). Pat is that unique person who has had a tremendously successful legal career and selflessly shares her time, talents, and insights with others. Thank you for your consideration of Pat for this award.

Please select one:

My nomination is public and I give permission for my nomination to be shared with the nominee and published, whole or in part, by the Utah State Bar.

UTAH STATE BAR AWARDS COMMITTEE AWARD RECOMMENDATION

TO: Utah State Bar Commission

DATE: September 27, 2024

RE: AWARD RECOMMENDATION – Community Member Award

CRITERIA:

Awarded to a non-lawyer member of the community who demonstrates outstanding service toward the creation of a better public understanding of the legal profession and the administration of justice, the judiciary or the legislative process.

NOMINEES:

Nominee	Previous Award?	Nominator
Kim Russo		Hon. Jojo Liu
Mallorie Mecham		Clark Cannon
Sachi Jepson		

RECOMMENDATION:

The Utah State Bar Awards Committee met on September 20, 2024 to review and discuss the nominations and voted to recommend the following:

Kim Russo

PREVIOUS RECIPIENTS:

1986	BONNIE MILLER	2012	MARY KAY GRIFFIN
1987	BRYON HARWARD	2013	ROBERT AUSTIN
1988	STANFORD P. DARGER	2014	STEVEN R. BURT
1989	ROBERT L. STAYNER	2015	ANNE BURKHOLDER
1990	KSL	2016	JO LYNN SPRUANCE
1991	NORMA W. MATHESON	2017	MARIANNA DI PAOLO
1992	STANLEY B. BONHAM	2018	KAI WILSON
1993	LYLE K. CAMPBELL	2019	DET. GREG SMITH
1994	RAY O. WESTERGARD	2021	BERTIE KEE LOPEZ
1996	SHERIANNE S. COTTERELL	2022	SHAWN NEWELL
1997	MARGARET R. BIRD	2023	KAITLYN PIEPER
1998	JOHN FLOREZ		
1999	RAY O. WESTERGARD		
2000	JENNIFER YIM		
2001	JO BRANDT		
2002	SYLVIA BENNION		
2003	FRASER NELSON		
2004	PEGGI LOWDEN		
2005	REV. FRANCE A. DAVIS		
2006	DONNA K.W. JOHNSON		
2007	DANIEL J. BECKER		
2008	CARMA J. HARPER		
2009	KAREN HALE		
2010	LINDA SAPPINGTON		
2011	ROBERT MYRICK		

Christy Abad

From: info@utahbar.org <webhost@utahbar.org>
Sent: Friday, September 13, 2024 8:32 AM
To: Christy Abad
Subject: New submission from Nomination Bar Awards

Nominator Name

Jojo Liu

Bar Number

16301

Email address

jjliu@utcourts.gov

Date

09/13/2024

I The Above, Desire to Nominate the Following

Utah Legal Community Member or Organization

Nominee's Name

Kim Russo

Award

Community Member of the Year Award (Fall Forum)

REFERRING TO THE AWARD CRITERIA, IN 400 WORDS OR LESS, PLEASE STATE THE REASON FOR THE NOMINATION, I.E. THE NOMINEE SHOULD RECEIVE THIS NOMINATION FOR THE FOLLOWING REASONS OR BASED UPON THE FOLLOWING FACTS OR EVENTS:

I am writing on behalf of the Salt Lake City Justice Court bench to enthusiastically nominate Kim Russo for the Utah State Bar's Community Member of the Year Award. Alongside myself, our bench includes Judge Clemens Landau, Judge Jeanne Robison, Judge Sydney Magid, and Judge Katherine Peters.

Kim Russo has shown extraordinary dedication and made a significant impact within our community. Her relentless efforts in helping unsheltered individuals access court services, her role in demystifying the court process for our most vulnerable, and her exemplary service as a bridge to supportive resources make her an outstanding candidate for this honor.

The Salt Lake City Justice Court conducts 35 community outreach events each year, in addition to a weekly diversion calendar known as "Familiar Faces," which addresses the needs of low-level offenders with multiple court cases linked to their unsheltered status. These initiatives aim to improve access to justice and provide vital community resources to individuals experiencing homelessness, those in supportive housing, sober living environments, treatment centers, and similar locations.

Our court sessions are held in familiar and accessible settings to resolve legal barriers, interrupt the cycle of incarceration, promote accountability, and support stability. We also strive to enhance access to housing, employment, benefits, and other essential resources.

Kim Russo has been an invaluable volunteer at these events for over four years, offering assistance to court patrons at nearly every event during this period. She actively promotes upcoming court events to individuals on the streets and in emergency shelters, helping to alleviate their anxieties about the court process and providing information about the presiding judges. Furthermore, her substantial follow-up after each event—supporting patrons in meeting court orders, assisting with food stamp applications, Medicaid enrollment, housing lists, and connections to other service providers—has been instrumental in their journey towards stability.

Kim's commitment extends beyond addressing immediate needs and she inspires others to engage in meaningful volunteer work. Her compassion, patience, and ability to guide the most marginalized individuals toward meaningful steps for stability are

truly remarkable. Her contributions have significantly enhanced the understanding and access to court services for Salt Lake City's unsheltered population.

We are honored to nominate Kim Russo for this award and believe she is an exceptional candidate for the Community Member of the Year.

Please select one:

My nomination is public and I give permission for my nomination to be shared with the nominee and published, whole or in part, by the Utah State Bar.

Christy Abad

From: Christy Abad
Sent: Tuesday, September 17, 2024 10:31 AM
To: Paige Williamson
Subject: RE: Kim russo

Thank you, Paige. I will attach your support to the nomination.

Kind regards,

Christy Abad



Christy J. Abad

Executive Assistant

Utah Law & Justice Center
 645 South 200 East, Salt Lake City, UT 84111
 Desk 801-297-7031
utahbar.org

From: Paige Williamson <PWilliamson@saltlakecounty.gov>
Sent: Tuesday, September 17, 2024 9:01 AM
To: Christy Abad <christy.abad@utahbar.org>
Subject: Kim russo



IRONSCALES couldn't recognize this email as this is the first time you received an email from this sender
 PWilliamson@saltlakecounty.gov

I support the nomination of Kim Russo for the community member award. She is excellent at what she does and volunteers so much of her time to the community.

Thank you,

PAIGE WILLIAMSON

First Assistant Salt Lake City Prosecutor

OFFICE of the SALT LAKE CITY PROSECUTOR

35 East 500 South

Salt Lake City, Utah 84111

Christy Abad

From: Shelby Stender <sstender@sllda.com>
Sent: Tuesday, September 17, 2024 11:27 AM
To: Christy Abad
Subject: In Support of Nomination for Kim Russo for Community Member Award



IRONSCALES couldn't recognize this email as this is the first time you received an email from this sender
sstender@sllda.com

Hello!

I am writing to support Ms. Russo's nomination for the Community Member of the year award. Her wealth of knowledge of the resources available to the unhoused population in our community, her dedication to serving anyone struggling with housing, food security, and employment, and her perpetual kindness and grace extended to all is wildly impressive. She is a seminal piece to this community.

Thank you!

Shelby Stender

Salt Lake Legal Defender Assoc.
Trial Attorney
275 East 200 South
Salt Lake City, Utah 84111
Main Office: (801) 532-5444 ext. 273
Direct Line: (385) 509-1769

The information in this transmission and its attachments, if any, is privileged and confidential, is attorney work product, and is for use by the intended recipients. If you are neither the intended recipients nor a person responsible for the delivery of this transmittal to the intended recipients, you are hereby notified that any unauthorized distribution or copying of this transmittal or any part thereof is prohibited. If you have received this transmission in error, please notify us at assist@sllda.com and delete this transmission immediately.

Christy Abad

From: Josh Adams <jadams@sllda.com>
Sent: Monday, September 23, 2024 3:02 PM
To: Christy Abad
Subject: Nomination for Kim Russo for Community Member



IRONSCALES couldn't recognize this email as this is the first time you received an email from this sender
 jadams@sllda.com

To whom it may concern,

I am a defense attorney at LDA Salt Lake City, and I have employment experience with various mental and behavioral treatment providers throughout the county. Over the years, I have come to know Ms. Russo both personally and by reputation. I have the utmost respect for her.

I'm consistently impressed by the nature of Kim's interactions with the individuals she serves. She represents the best that our community has to offer and, as a result, has made herself an indispensable part of the Salt Lake community. I can't think of anyone else who is more deserving of the Board's nomination for this award. I highly recommend that she be selected for the honor.

Sincerely,
 Josh Adams



Josh M. Adams, JD, MSW, CSW

Trial Attorney
 Salt Lake Legal Defender Association
 275 East 200 South
 Salt Lake City, Utah 84111
 Main Office: (801) 532-5444 Ext. 256

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UTAH STATE BAR AWARDS COMMITTEE AWARD RECOMMENDATION

TO: Utah State Bar Commission
DATE: September 27, 2024
RE: AWARD RECOMMENDATION – Professionalism Award

CRITERIA:

Awarded to a lawyer or judge whose deportment in the practice of law represents the highest standards of fairness, integrity, and civility.

NOMINEES:

Nominee	Previous Award?	Nominator
Angela Atkin		
Clark Cannon		
David Leigh		
Hon. Ben Hadfield		
Hon. Clem Landau		Margaret Plane
Hon. Jeffrey Noland		Hon. Brent Bartholomew
Robert Strieper		Vaun Hall
Stephen Clark		
Steve Trayner		Brian Bankhead

RECOMMENDATION:

The Utah State Bar Awards Committee met on September 20, 2024 to review and discuss the nominations and voted to recommend the following:

Hon. Jeffrey Noland

PREVIOUS RECIPIENTS:

2004	HON. GORDON J. LOW	2013	WILLIAM S. BRITT
2004	RICHARD W. CAMPBELL	2014	LAURA S. SCOTT
2004	STEPHEN B. NEBEKER	2018	TARA ISAACSON
2004	M. DAYLE JEFFS	2016	PATRICK L. ANDERSON
2004	KEN CHAMBERLAIN	2017	LINDA M. JONES
2005	HON. RICHARD C. HOWE	2018	TERRY L. WADE
2006	BERT L. DART, JR.	2019	HON. EVELYN J. FURSE
2007	FRANCIS J. CARNEY	2020	MARGARET D. PLANE
2008	ELLEN MAYCOCK	2021	JULIETTE P. WHITE
	DON WINDER	2022	ROBERT S. CLARK
2009	CRAIG R. MARIGER	2023	HON. GEORGE M. HARMOND, JR.
2010	TIMOTHY B. ANDERSON		
2011	T. RICHARD DAVIS		
2012	PAUL M. DURHAM		

Christy Abad

From: info@utahbar.org <webhost@utahbar.org>
Sent: Tuesday, August 20, 2024 11:06 AM
To: Christy Abad
Subject: New submission from Nomination Bar Awards

Nominator Name

Brent Bartholomew

Bar Number

04269

Email address

bbartholomew@utcourts.gov

Date

08/21/2024

I The Above, Desire to Nominate the Following

Utah State Bar Member

Nominee's Name

Jeffrey Noland

Award

Professionalism Award (Fall Forum)

REFERRING TO THE AWARD CRITERIA, IN 400 WORDS OR LESS, PLEASE STATE THE REASON FOR THE NOMINATION, I.E. THE NOMINEE SHOULD RECEIVE THIS NOMINATION FOR THE FOLLOWING REASONS OR BASED UPON THE FOLLOWING FACTS OR EVENTS:

Judge Jeffrey Noland has served honorably on the juvenile court bench since 2010. Prior to that he was a managing attorney for the Utah Office of the Guardian ad Litem. Judge Noland is a true professional in every sense of the word. His integrity is unmatched, and he treats everyone with civility and respect. A characteristic that distinguishes him from many is his positive outlook on life and his friendly demeanor. After being around him, you go away feeling that he genuinely cares about you, because he does. Those who appear before Judge Noland may not get a favorable decision, but they always know they have been heard and treated fairly.

Judge Noland's service on a myriad of committees has positively advanced the practice of law and decorum in the courtroom. He currently serves as chair of the Court Improvement Project, which under his leadership has made the court experience a more positive one for patrons.

The influence of Judge Noland's professionalism has made a lasting impact on those who work with him. His leadership by example has illuminated the way for other professionals to follow. It truly is a pleasure to work with Judge Noland.

Please select one:

My nomination is public and I give permission for my nomination to be shared with the nominee and published, whole or in part, by the Utah State Bar.

Utah State Bar Commission Meeting

T A B 3

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title: Select Delegate to the ABA

Item # 2.2

Submitted by: Elizabeth Wright

Meeting Date: September 27, 2024

ITEM/ISSUE:

The Utah State Bar Commission is seeking applicants to serve a two-year term as one of the Bar's two representatives in the American Bar Association's (ABA) House of Delegates for a term to run through the August 2026 ABA Annual Meeting. The Bar has one other representative in the House of Delegates, as well as a representative from the Young Lawyers Division. The ABA Members in Utah also have an elected delegate.

The delegate is expected to attend the ABA's Midyear and Annual meetings and to participate in appropriate interim meetings and in conference calls as needed. There will also be some preparation work to review issues and communicate with and report to the Bar Commission on a regular basis. The delegate also serves as an *ex-officio* member of the Bar Commission and would be expected to attend regular Commission Meetings.

The delegate must be an active member in good standing of the Utah State Bar and a member in good standing of the ABA and meet all eligibility requirements set forth by the ABA.

APPLICANTS:

1. Miriam Allred
2. Tyler Ayres
3. Jessica Couser
4. Heather Farnsworth
5. Tiffany Shimada

INFO ONLY:

DISCUSSION:

ACTION NEEDED: X

11788 S Silver Spur Lane
Draper, Utah 84020

September 5, 2024

Elizabeth Wright
Utah State Bar
645 South 200 East
Salt Lake City, UT 84111

Dear Elizabeth Wright,

I am writing to express my strong interest in serving as a representative for Utah in the American Bar Association House of Delegates. Having recently learned about this position, I am eager to contribute to shaping the legal community through this esteemed role.

Throughout my career, I have developed a deep appreciation for the ABA's mission and its impact on the legal profession. My experiences attending previous ABA conferences have consistently reinforced my belief in the organization's value as an excellent forum for learning and networking. These events have not only enhanced my professional growth but also ignited my desire to take a more active role within the ABA.

As a representative in the House of Delegates, I would bring:

1. A passion for advancing the legal profession in Utah and nationally
2. A commitment to engaging with fellow legal professionals and representing their interests
3. A dedication to upholding the ABA's standards of excellence and integrity

I am excited about the prospect of contributing to the ABA's important work and representing Utah's legal community in this capacity. I would welcome the opportunity to discuss how my experience and enthusiasm align with the needs of this position.

Thank you for your consideration. I look forward to the possibility of serving the ABA and our legal community in this role.

Sincerely,

Miriam Albed

Miriam Allred

714-955-9200

miriamalvaradoallred@gmail.com

EXPERIENCE

Associate Attorney, Farmers Insurance

06/2023- Current

- Manage a diverse caseload of 70+ insurance claim defense cases
- Collaborate with Claims Representatives to investigate and combat fraudulent claims
- Draft and file Minor Settlement claims in compliance with state statutes
- Negotiate settlements with opposing counsel, drafting agreements to avoid litigation
- Average a closing of 9 cases a month with an average age of case at 165 days.

Associate Attorney, Strong & Hanni

10/2022- 6/2023

- Represented clients as both plaintiff and defense counsel in various litigation matters
- Crafted and reviewed employment agreements, non-compete clauses, and business contracts
- Conducted investigations and consultations on employment discrimination claims
- Served as primary contact for business negotiations and contract matters

Associate Attorney, Lexington Law Firm

02/2021- 10/2022

- Led contract negotiations with global vendors
- Headed Compliance department, overseeing both domestic and international teams
- Developed compliance metrics and conducted training programs
- Managed and resolved department complaints, including investigations of sexual harassment and discrimination claims

Legal/Compliance Officer, Cypress Five Star

2020 Contract

- Spearheaded COVID-19 rehiring initiative, coordinating the return of 500+ employees across 50+ stores in 3 states and 2 countries
- Developed procedures ensuring compliance with global employment laws
- Provided HR guidance on employee performance management, discipline, and terminations

Associate Attorney, Lokken & Associates

12/2019-06/2020

- Advised small businesses on employment law issues, including COVID-19 related layoffs
- Managed over 200 Parental Defense cases, representing clients in DCFS court hearings
- Guided parents on court-mandated orders and recommended services

Director of EEO, Salt Lake Community College

2016-2019

- Oversaw all employment law investigations and participated in pre-litigation conferences
 - Developed college-wide policies across ten campuses, ensuring alignment with state and federal regulations
 - Created and conducted training programs on Hiring Process, EEO, Sexual Harassment, and other legal topics
 - Performed audits to align procedures with industry practices and regulations
-

Volunteer

Access to Justice 2021-Present-Pro Bono Debt Calendar

Unsheltered Utah 2022-Present- Served on the Board and volunteer at the shelter

Utah Bar 2024- Newly Elected Bar Commissioner

BYU Law 2024- Volunteer as a Mentor for new Law Students

United States Supreme Court 2012- interned in the Office of the Clerk of the Court

EDUCATION and LICENSURE

J. Reuben Clark Law School, Brigham Young University, J.D. 2015

Argyros School of Business and Economics, Chapman University, B.A. in Economics 2012

Admitted to the Utah State Bar-2016

MILITARY SERVICE

United States Navy, Active Duty- Honorable Discharge

LANGUAGES

Fluent in Spanish



12339 South 800 East

Suite 101

Draper, Utah 84020

p. (801) 255-5555

f. (801) 255-5588

www.AyresLawFirm.com

September 18, 2024

Ms. Christy Abad
Utah State Bar Executive Assistant
Christy.abad@utahbar.org

RE: Letter of Interest for ABA Delegate

Dear Ms. Abad,

I write to notify you of my interest in the Utah ABA Delegate position. I am interested in the position to bring my unique perspective from Utah to the ABA.

My practice areas encompass broad legal areas. I've represented real people accused of criminal activity. These allegations are always accompanied by the full weight and authority of the government and changing social attitudes. Truly, when a regular person is accused of even minor allegations of criminal conduct, it is daunting.

I've also fought with the government and society trying to hold them responsible for Constitutional violations and social harm. I've sued law enforcement and major banking institutions.

All of my efforts are focused on protecting real people. Those individuals who comprise our families, friends, neighbors, and fellow workers.

If selected as a delegate for Utah to the American Bar Association, I will take these attitudes and ideas. We are a unique society. Given the opportunity, we will lead the country as an example of how the legal profession can shape society, making it a better place for everyone.

Thank you for your time and thoughtful consideration. I look forward to the opportunity to represent Utah's legal professionals within the American Bar Association.

Sincerely,



Tyler Ayres

Tyler Ayres

TRIAL ATTORNEY

136-W. 12300-SOUTH
 Draper, UT 84065
 801.255.5555
 tyler@ayreslawfirm.cm

Education

2012 Trial Lawyers College,
 Dubois WY

2001 Willamette University College of Law
 Juris Doctorate Degree
 Certificate of Dispute Resolution

1997 University of Utah
 B.S. Communication

Experience

2001- 2024 Represented thousands of individuals accused of criminal conduct. Ranging from minor crimes to very serious crimes such as attempted murder, drug trafficking, vehicular assault, and a wide variety of sexual related allegations.

2015-2024 Teacher at Gerry Spence Trial Lawyers College in Dubois Wyoming. Instructed on various techniques and strategies for all phases of trial. Focused on areas involving client's stories and understanding emotion of the conflict.

2013-2024 Advocate for victims of predatory debt collectors and foreclosures. People being aggressively and illegally collected against.

2012-2024 Filed numerous 1983 claims for wrongful arrests, Fourth Amendment violations, excessive force, cruel and unusual punishment. Schools and school districts ignoring claims bullying from racial, religious, sexist, and other protected classes of students, despite federal protections.

2008-2010 Represented a condemned man on Utah's death row. Assisted in researching and advising him on his manner of execution, mitigation team efforts, application for clemency, and preparation for execution.

2005-2018 Started and oversaw the operations of Investors Title Insurance Agency based in Salt Lake City. Conducted and managed all phases from title searches, debt clearings, mortgage regulation compliance, closings, and fundings.

2003-2010 Judge *pro tem* Salt Lake City, Justice Court. Presided over hundreds of small claims court actions and traffic violations.



JESS COUSER
FAMILY LAW

September 9, 2024

Utah State Bar
c/o Christy Abad
Executive Assistant
christy.abad@utahbar.org

Dear Ms. Abad and Members of the Utah State Bar Commission,

I am writing to express my interest in serving as one of the Utah State Bar's representatives in the American Bar Association's (ABA) House of Delegates for the two-year term concluding in August 2026. As an attorney in good standing with both the Utah State Bar and the ABA, I am excited about the opportunity to represent Utah in this capacity and to contribute my experience and insight to the role.

Over the past 14 years, I have focused my practice on family law, including divorce, custody, Guardian ad litem work, adoption, and gestational surrogacy. I have also had the privilege of arguing adoption cases before the Utah Court of Appeals and the Utah Supreme Court. As a result of my legal experience so far, I am especially interested in issues related to child advocacy, Access to Justice, domestic violence, innovation in law practice, and diversity and inclusion. As the owner of a small firm that has sometimes employed as many as 10 attorneys and 15 support staff, I also understand the unique challenges and rewards of managing a small firm.

Beyond my legal practice, I have also served in leadership roles on the boards of various organizations, including the Utah Adoption Council, the Utah Association of Collaborative Professionals, and the Children's Service Society. Additionally, I have the honor of serving as Chair of the Board of Directors of the Utah Pride Center. These positions have provided me with a deep understanding of governance and the importance of collaboration, which would be key in fulfilling the responsibilities of a delegate.

I am committed to attending the ABA's Midyear and Annual Meetings, participating in interim meetings and calls, and providing regular communication and reports to the Bar Commission. I am also excited about the opportunity to serve as an ex-officio member of the Bar Commission and participate actively in its meetings.

Thank you for considering my application. I look forward to the possibility of serving as one of Utah's representatives in the ABA House of Delegates and contributing to both the Utah State Bar and the broader legal community. Please do not hesitate to contact me if you require any additional information.

Sincerely,

/s/ Jess Couser

Utah Bar Number 13050
ABA Membership Number 06153682

Jessica Couser

Attorney at Law
Owner and Managing Attorney at
Jess Couser Family Law, LLC

136 S. Main Street A-300
Salt Lake City, UT 84101
(801) 875-0063
jess@jcfamlaw.com
www.jcfamlaw.com

EXPERIENCE

Jess Couser Family Law, LLC, Salt Lake City, UT — *Founder, Managing Attorney*
2024

Just Law, LLC, Salt Lake City, UT — *Founder and Managing Partner*
2011-2024

Practicing in the area of family law; including divorce, custody, Guardian ad litem work, special master work, adoption, gestational surrogacy, and LGBTQIA+ law.

EDUCATION

Gonzaga University School of Law — *Juris Doctoris*
2009

University of Utah — *Bachelor of Arts, English*
2005

PROFESSIONAL ASSOCIATIONS

Utah State Bar Association
2010 - CURRENT

American Bar Association
2010 - CURRENT (intermittent)

Association of Family and Conciliation Courts
2014 - CURRENT

Association of Collaborative Professionals of Utah
2012 - 2022

BOARD POSITIONS

Utah Pride Center, Board of Directors, Chair 2023 - CURRENT

Children's Service Society of Utah, Board of Directors, Member and Committee Chair
2017-2022

Utah Adoption Council, President Elect 2017 **President** 2018

Association of Collaborative Professionals of Utah, President Elect 2015 **President**
2016

PUBLISHED DECISIONS

In re Adoption of B.H., Utah
Supreme Court, 2020 UT 64

In re Adoption of B.H., Utah Court
of Appeals, 2019 UT App 103

AWARDS AND RECOGNITION

Legal Elite, Utah Business, 2020
- 2024

Up and Coming Legal Elite, Utah
Business, 2017 - 2019

Thomas Reuters Super Lawyer,
2017 - 2024

Pro Bono Honor Roll, Utah State
Bar Association, 2016 - 2024

**Distinguished Pro Bono Legal
Clinic Award: Rainbow Law**, Utah
Pro Bono Initiative, 2018

Presidential Silver Gavel Award,
Gonzaga SBA, 2009

HEATHER ORME FARNSWORTH

RE: ABA DELEGATE POSITION

CONTACT

801-898-2629
hofarnsworth@utah.com

RECIPIENT

Board of Bar Commissioners
Utah State Bar
c/o christy.abad@utahbar.org

Dear Board of Bar Commissioners:

I'm writing to ask for your vote and consideration for the ABA delegate position. As many of you know, I previously served for ten years on the Board of Bar Commissioners as a Commissioner and as President of the Utah Bar. After taking a few years off and transitioning into a new position, I'm reinvigorated and looking forward to once again being involved and giving back to the legal community. I thoroughly enjoyed my position on the Board of Bar Commissioners, as well as the opportunities I was given to attend ABA events and conferences as a member.

I hope those of you who have previously worked with me remember me as a person who is dedicated to my work, the legal community, and the community of Utah. I have experience attending ABA events, leadership meetings, and working on various committees and subcommittees. I believe I am in a unique position to hit the ground running if I am selected for this opportunity.

Thank you in advance for your consideration.

Sincerely,


Heather Farnsworth

Heather Orme Farnsworth

3651 S. 645 E., South Salt Lake City, Utah 84106 • 801-898-2629 • hormefarnsworth@gmail.com

Qualifications:

Admissions:

- U.S. Supreme Court, May 2013
- Idaho State Bar, September 2008
- Utah State Bar, October 2002

J. Reuben Clark School of Law, Brigham Young University; Provo, Utah Juris Doctor April 2002

- Academic Scholarship: 1999—2002
- Trial Advocacy Team; Director of National Teams
- Alternative Dispute Resolution; Treasurer
- Public Interest Law Foundation; Executive Board
- High Grade Award; April 2001

University of Utah; Salt Lake City, Utah

Bachelor of Science in Psychology, with a minor in English, 1999.

- Graduated with honors
- Academic Scholarship
- Presidential Award Recipient 1999

Experience:

Utah Labor Commission, Salt Lake City, Utah

Administrative Law Judge, 09/2021-Present

Duties include adjudication of workers' compensation, housing discrimination, and employment discrimination claims. This includes conducting hearings and drafting decisions and orders, issuing subpoenas, and approving settlements.

Additionally, I serve on the R&R committee which is responsible for event planning for the Commission.

Match and Farnsworth, P.C.; Salt Lake City Utah

Owner/Attorney, 01/2012-09/2021

Duties include high volume client case management, representing clients at all administrative levels including administrative hearings and federal court litigation. Human resource manager, overseeing all personnel management, hiring and firing, staff recognition, as well as organizing all meetings. Manage and oversee all training of attorneys and staff. Manage marketing and advertising.

Cannon & Match, P.C.; Salt Lake City, Utah

Associate Attorney, 2002—2011

Duties include managing high volume case load, representing clients at all administrative levels and in federal court litigation. Scheduling/assigning attorneys to administrative hearing. Assist in hiring and firing. Oversee/conduct attorney and personnel training. Organize office activities and charity work.

Professional Affiliations:

Utah State Bar Board of Commissioners

- President, 2020-2021
- Third Division Representative, 2014-2019
- Executive Committee Member
- 80th Anniversary Planning Chair
- Awards Committee Co-chair
- Futures Commission Member
- Summer Bar Convention Committee

Women Lawyers of Utah

- Past-President, 2012-2014
- President, 2011-2012
- President Elect, 2010-2011
- Community Outreach Chair, 2009-2010

Womens' Leaders Utah

- Advisory Board Member, 2012—2013

Community Service:

Cancer Bites! A chairtable organization supportng Cancer Research

- Co-Founder 2010
- Vice President 2010-2020
- Treasurer 2010-2020

Millcreek Elementary School Community Council

- President, 2012-2014
- Committee Member, 2012-2017

YWCA's Real Women Run Commission

- Organizing Committee Member 2012-2016

Salt Lake Community College Women's Busines Institute

- Advisory Board Member, 2011-2013

Awards:

Utah Legal Elite: Attorney in Health Law: 2010-2020

Tiffany D.W. Shimada
4278 W. Lower Meadow Dr.
Herriman, UT 84096
tiffanyshimada@gmail.com
(312) 203-4365

August 26, 2024

VIA EMAIL

[\(Christy.abad@utahbar.org\)](mailto:Christy.abad@utahbar.org)

Ms. Christy Abad
Utah State Bar Executive Assistant
Utah State Bar Commission
645 S 200 E
Salt Lake City, UT 84111

Re. Letter of Interest – Utah State Bar, ABA House of Delegates

Dear Ms. Abad,

I am writing to express my enthusiastic interest in being selected as a representative in the ABA's House of Delegates to represent the Utah State Bar Commission. With a strong commitment to advancing the legal profession and a deep-seated dedication to serving our community, I am eager to contribute my skills and experiences to further the mission of the ABA and the Utah Bar Commission's critical role in supporting that mission.

Throughout my career, I have been actively involved in various professional organizations and community initiatives, including the American Bar Association (ABA). I have served as a leader in the ABA's Section of Litigation, where I most recently served as one of three Managing Directors for ABA Litigation Section Chair Anne Marie Seibel. In that role, I supported division chairs in upholding the goals of the strategic plan to promote diversity and inclusion in the profession, and to increase training in the areas of trial advocacy and procedure. I also have been appointed to Council for the ABA Litigation Section where I am currently serving through 2027. I have been instrumental in organizing continuing legal education programs and mentorship initiatives for young lawyers as an ABA Judicial Intern Opportunity Program Working Member for the State of Utah and as a former co-chair of the ABA Minority Trial Lawyer Committee. My role in these ABA activities has honed my leadership and organizational skills, enabling me to effectively coordinate efforts and drive positive outcomes.

I am particularly drawn to serving in the ABA House of Delegates for the Utah Bar Commission because of its unwavering commitment to promoting justice, professional excellence, and ethical practices within the legal community. I am inspired by the organization's efforts to foster a more

inclusive and equitable legal profession, and I am eager to contribute to these initiatives at the state level. As a Utah Bar Commission Representative, I would prioritize building strong relationships with local bar associations, facilitating communication between state and national leadership, and advocating for policies that support the professional growth and development of our members.

Furthermore, I am committed to leveraging my network and experience to promote the ABA's goals and initiatives. I am confident that my collaborative approach, combined with my passion for the law and dedication to public service, will enable me to effectively represent our state and contribute meaningfully to the ABA's success.

Thank you for considering my application. I am excited about the possibility of serving in the ABA House of Delegates for Utah and am eager to contribute to the vital work of the ABA and the Utah State Bar. I look forward to the opportunity to discuss my candidacy further.

Sincerely,

A handwritten signature in cursive script, appearing to read "Tiffany Shimada", with a long, sweeping horizontal line extending to the right.

Tiffany D.W. Shimada

TIFFANY D.W. SHIMADA

 4278 W Lower Meadow Dr. • Herriman, Utah 84096 • (312) 203-4365 • tiffanyshimada@gmail.com

Legal Experience**Greenberg Traurig, LLP, Salt Lake City, Utah***Shareholder, Trademark & Brand Management Group*

March 2022 – Present

- Manage global trademark and copyright portfolios, analyze trademark searches, prepare trademark and copyright licenses and assignments, and deliver trademark and copyright use and clearance opinions.
- Strategic review and drafting of licensing agreements related to intellectual property and advertising issues.
- Enforce against unauthorized use of domestic and international trademarks; issue and defend demand letters and takedown notifications.

Dorsey & Whitney LLP, Salt Lake City, Utah*Partner, Trademark, Copyright & Advertising Law*

January 2020 – March 2022

Senior Associate

February 2018 – December 2019

Holland & Hart LLP, Salt Lake City, Utah*Attorney, Trademark & Copyright Law*

October 2015 – February 2018

Seyfarth Shaw, LLP, Chicago, Illinois*Associate, Trademark & Copyright Law*

March 2014 – October 2015

Brinks, Gilson & Lione, Chicago, Illinois*Associate, Trademark & Copyright Law*

September 2009 – March 2014

Summer Associate and Law Clerk

Summer 2008 – April 2009

U.S. District Court for the Northern District of Illinois, Chicago, Illinois

Summer 2007

*Judicial Intern Opportunity Program – Summer Intern to Hon. Ronald A. Guzmán***Business Experience****Exelon Corporation, Chicago, Illinois**

December 2004 – July 2006

Financial Planning Analyst

- Collaborated with Controller's Department to accomplish reporting, budgeting, and forecasting goals. Reconciled analyses with External Audit for annual reporting.

PricewaterhouseCoopers, Chicago, Illinois

March 2002 – December 2004

Experienced Associate, Financial Advisory Services, Dispute Analysis and Investigations

- Intellectual Property, Reasonable Royalty Disputes – Calculated reasonable royalty due and assisted in trial preparation through drafting of expert reports and organizing discovery.

Education**DePaul University College of Law, Chicago, Illinois**

Juris Doctor with a Certificate in Intellectual Property Law, May 2009

Honors: CALI Award, Copyright; Dean's List; Intellectual Property Legal Writing Program;

Black Women Lawyers' Association of Greater Chicago Laing Scholarship

Activities: Buenos Aires, Argentina – Foreign Study Program; Seminar Articles Editor, Journal of Art, Technology, and Intellectual Property Law; Vice-President, Black Law Students Association**Indiana University Kelley School of Business, Bloomington, Indiana**

Bachelor of Science in Finance, December 2001

Honors: Wells Scholar – One of 26 selected nationwide for full academic scholarship to Indiana University**Activities:** University of Madrid, Madrid, Spain – Foreign Study Program; Vice-President, National Association of Black Accountants Student Chapter

Bar Admissions

- Utah
- Illinois
- U.S. District Courts for the District of Utah and Northern District of Illinois

Recent Presentations and Publications

- "USPTO Issues Guidance on Use of AI-Based Tools," GT Client Alert, April 30, 2024
- "IP Implications of AI," Emerging Tech Summit, February 22, 2024
- "TTAB Panel," Utah State Bar 26th Annual IP Summit, February 16, 2024
- "The Role Litigators Played in Securing Justice for the Murder of George Floyd," ABA Litigation Section Fall Leadership Meeting, October 6, 2023
- "Supreme Court IP Case Report – What You Should Know about Warhol and Amgen," Utah Bar Intellectual Property Section, September 18, 2023
- "Prince, Warhol, and the Supreme Court's 2023 Decision in Andy Warhol Foundation for the Visual Arts, Inc. v. Goldsmith," National Bar Association Young Lawyers Division, August 2, 2023
- "SCOTUS Limits Extraterritorial Reach of Lanham Act," GT Client Alert, July 5, 2023

Professional & Civic Memberships

- Council Member, American Bar Association Litigation Section
- Commercialization of Brands Committee Member, International Trademark Association (INTA)
- Board Member, Utah African-American Chamber of Commerce
- Member, David K. Winder Intellectual Property Inn of Court
- Member, National Bar Association
- Member, Utah Bar Association
- Member, Copyright Society of the USA
- Advisory Board Member, KUER: NPR Utah

Accolades

- *The Best Lawyers in America*, Trademark Law (2024-2025)
 - *Lawyer of the Year*, Trademark Law, Salt Lake City (2025)
- *Utah Women 40 Over 40 Award* (2024)
- *World Intellectual Property Review (WIPR) Diversity*, Selected as "Shining Light/Influential Women in IP," (2023)
- *World Trademark Review*, Utah, "WTR 1000," (2023-2024)
- *Chambers USA Guide*, Intellectual Property (2017-2021, 2023-2024)
 - *Notable Practitioner* (2017 – 2021)
- *The National Black Lawyers*, "Top 100 in Utah," (2022-2024)
- *Utah Legal Elite*, Intellectual Property (2021)
- *State Farm Rising Star Academy* (2020 – 2021)
- *Leadership Council on Legal Diversity*, Pathfinder (2019)

Utah State Bar Commission Meeting

T A B 4

UTAH CENTER FOR
LEGAL INCLUSIONact
Q

Education Program

Certification Program

Tracking Progress

Community Outreach

Resources

Get Involved

2024 Pre-Law Symposium

Registration is now open for the 2024 UCLI Pre-Law Symposium!

Date: Friday, November 8, 2024; 8:00 AM to 4:00 PM

Location: J. Reuben Clark Law School; 341 E Campus Dr, Provo, UT 84602

Join us for the 2024 UCLI Pre-Law Symposium and:

- Learn about the application process for law school
- Hear from law students and practicing attorneys
- Participate in a mock law class
- Meet fellow pre-law students from across Utah
- Hear from keynote speaker Michalyn Steele, Marion G. Romney Professor of Law

Tentative Schedule of Events

- 8:00-9:00 AM Registration and Breakfast
- 9:00-9:20 AM Welcome Remarks
- 9:30-10:20 AM Panel: Preparing for Law School
- 10:30-11:20 AM Panel: Career Options in the Law
- 11:30 AM-1:00 PM Lunch, Keynote Address, AccessLex Presentation on Financial Resources
- 1:00-2:15 PM Mock Law Class
- 2:30-3:30 PM Panel: A Day in the Life of a Law Student
- 3:30-4:00 PM Law School Tours

The entire event is free of charge and will include breakfast and lunch. Travel stipends are available for those experiencing burdens in distance or cost. Register today and tell your friends! We look forward to seeing you there.

[Register Here!](#)



Past Events

The April 2022 Pre-Law Symposium was attended by over 60 students in person, with a dozen more joining online. The event was held at the University of Utah S.J. Quinney College of Law. The keynote speaker was attorney and former Federal Magistrate Judge, Sam Alba. There were also panels on preparing for law school, a law student panel, a mock law class offered by Professor Louisa Heiney, a panel of practicing attorneys from various sectors, and a final panel on mentoring. The event also included LSAT scholarships and free professional headshots for attendees.

The second UCLI Pre-Law Symposium was held on October 21, 2022 at the BYU J. Reuben Clark School of Law. Over 50 students attended a similar program. The keynote speaker was Aida Neimarlija, Counsel to Larry H. Miller real estate company, and the former Executive Director of UCLI. She shared her amazing story of arriving in Utah as a refugee of the Bosnia war to becoming a successful attorney. The mock law class was taught by Associate Dean Carolina Nunez. There was also a session about personal statement writing taught by BYU pre-law advisor Kris Tina Carlston.

The third Symposium was held on October 20, 2023 at the University of Utah S.J. Quinney College of Law. The event was attended by 54 students who ranged from freshman undergraduates to professionals seeking career changes. Attendees heard from law school admissions office representatives, the Director of the AccessLex Institute, current law students, a mock law professor, the Utah Black Lawyers Association, and a keynote address by US Attorney Trina Higgins.

The UCLI Pre-Law Symposium will continue to be held annually in October, and will rotate between the University of Utah and BYU. If you are interested in being on the planning committee or participating in a vendor or panelist capacity please contact UCLI at ucli@utahcli.org.



Loved the variety of information provided



Brigham Young University Hawaii Attendee





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Law Student Mentoring Program

Attorney Sign-Up

Student Sign-Up

Background:

UCLI's Mentoring Program for diverse students is an evidence-based, comprehensive mentoring program that promotes equity and inclusion within Utah's legal profession and justice system. It provides students from underrepresented backgrounds with resources, opportunities, and networks of support to facilitate their success in the legal profession. Finding its roots in a mentoring program founded by Holland & Hart law firm and the Utah Minority Bar Association (UMBA), the program aids in the professional and academic development of law students. Paired with the efforts of the above organizations, Utah law students can cultivate talents outside the classroom and be better prepared to practice.

Mission statement:

The mentor program aims to empower historically underrepresented students to thrive in the legal profession by connecting them with current attorneys as mentors. It is designed to build a sense of



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Based on “best practices” of student mentoring programs, we assign two attorney mentors to each law student. After creating a personalized plan from the [program manual](#), mentor groups meet monthly in whichever format works best for them. Groups rotate every six months to expand the law students' networks.

From a Mentee:

“My mentors seem like they are very dedicated to their roles as mentors, and they seem like people I would normally be friends with. They’ve made it clear that no conversation is off the table. I love this. And I’m so grateful! I’m often envious of my classmates that have parents or other family members who are lawyers that can help them figure out this strange world [...] I just wanted you to know how incredibly valuable this is to those of us who are embarking on this journey somewhat blindly.”

Law Students’ Information:

Student mentees are equally enrolled at the University of Utah, S.J. Quinney College of Law and Brigham Young University, J. Reuben Clark Law School.

Attorney Mentors’ Information:

To date, over 100 attorneys have participated from the following firms and organizations:

- Adair Law Firm
- Anderson & Karrenberg
- BitTitan, inc.
- Blackley & Wingad, Attorneys at Law
- Blue Source, LLC
- Bountiful City
- Buchalter
- Burbidge | Mitchell
- Byington & Goble, PLLC
- BYU Office of the General Counsel
- Cohne Kinghorn
- Contigo Law
- Cordell & Cordell
- DAI Utah
- Dentons Durham Jones & Pinegar
- Dorsey & Whitney



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Tracking Progress



- Harris Bricken
- Holland & Hart
- Juab County Attorney's Office
- Jennings & Medura
- Jones Waldo
- Kirkland & Ellis
- Kirton McConkie
- Kunzler Bean & Adamson
- Lexington Law
- Lowe, Hutchinson, Cottingham & Hall
- Maschoff Brennan
- McConkie Hales & Gunn
- Midvale City
- Ogden City
- Parr Brown Gee & Loveless
- Parsons Behle & Latimer
- Pluralsight
- Quackenbush Legal, PLLC
- Regime LLC
- Rogers & Russell
- Salt Lake County DA's Office
- Salt Lake Legal Defender Association
- Siegfried & Jensen
- SixFifty Legal Product Associate
- Snow Christensen & Martineau
- State of Utah Office of Guardian ad Litem
- State of Utah, Office of the Attorney General
- Steele Adams Hosman
- Stoel Rives
- Strindberg Scholnick
- Strindberg Scholnick Birch Halam Harstad Thorne
- Strong & Hanni
- Tanner Immigration & Family Law
- Timpanogos Legal Center
- Troutman Pepper Hamilton Sanders LLP
- Unicity International
- United States Attorney's Office
- Utah Attorney General's Office



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Utah State Bar Commission Meeting

T A B 5



SUPREME COURT OF THE STATE OF UTAH

HON. MATTHEW B. DURRANT
CHIEF JUSTICE

HON. JOHN A. PEARCE
ASSOCIATE CHIEF JUSTICE

HON. PAIGE PETERSEN
JUSTICE

HON. DIANA HAGEN
JUSTICE

HON. JILL M. POHLMAN
JUSTICE

September 5, 2024

Dear Legal Services Innovation Committee,

Thank you for assisting the Court in evaluating how the Sandbox is functioning and what adjustments need to be made to better achieve our goals. As you know, the Sandbox is a pilot project designed to test whether changing the way we regulate the practice of law can increase access to legal services without increasing consumer harm. The results of this experiment will inform the Court's future decisions governing the practice of law in Utah. Because the Sandbox is a first-of-its-kind experiment, it will inevitably require fine-tuning to ensure that we are effectively testing the service models within the Sandbox and generating the kind of data that can meaningfully inform future policy decisions. We appreciate the Committee's commitment to working with the Court to refine the project as we learn more information.

Based on your feedback, we have decided to continue with the existing Sandbox model. We are also adopting the following recommendations made by the Committee:

- **Restart the audit process immediately.** We agree that audits of mid- to high-innovation entities are the most valuable source of information on consumer harm. We have also reconsidered our prior decision to employ volunteer attorneys as auditors. The Court is hoping to reduce operating costs, but we take the Committee's point that the entities themselves are responsible for audit fees that cover the cost of paid auditors. We agree that the audit process developed by the Committee has been successful and should not be modified.

- **Retire the badge and in its place require entities to prominently display language to solicit complaints or feedback.** We appreciate the Committee's recommendation to address the Court's growing concern that the badge has been misused or misconstrued as an endorsement by the Court. This recommendation also furthers the Court's interest in soliciting not just complaints, but feedback on benefits to consumers. We would like to implement this recommendation as soon as possible.
- **Reject applications from for-profit entities solely or primarily offering immigration-related services.** We appreciate the Committee's thoughtful memorandum detailing the reasons for this recommendation. We agree that these entities offer little potential for consumer-friendly innovations and pose an outsized risk of consumer harm. We adopt the Committee's recommendation to no longer authorize prospective for-profit immigration service providers.
- **Continue processing applications for new Sandbox entities.** We agree with the Committee that once the for-profit immigration service entities are removed from the application pool, we should promptly move forward with the remaining applications that are currently pending and continue to accept and process new applications. Admitting new entities to the Sandbox will allow us to test more service models and will better inform future policy decisions.

The Court defers consideration of the Committee's remaining recommendations until two additional policy changes are implemented.

Last year, the Court made several changes to the Sandbox to promote our objective of increasing access to legal services without increasing the risk of consumer harm. To mitigate consumer harm, we introduced a series of front-end controls: additional vetting of participants, pre-launch audits for high-innovation entities, and the requirement that financing and controlling persons adhere to the same core fiduciary duties that lawyers owe to their clients. To promote increased access to legal services, we imposed an innovation requirement for new applicants to the Sandbox. We explained that the change would "allow us to use our limited resources to regulate only those entities with potential to shrink the access-to-justice gap by increasing the availability of legal services." However, previously authorized entities with a satisfactory compliance record were allowed to continue to operate within the Sandbox regardless of whether they met the innovation requirement.

Since those policy decisions were made eighteen months ago, we have faced new challenges with entities currently in the Sandbox. A number of low-innovation entities have consumed a disproportionate amount of Innovation Office resources that could be better spent processing applications and regulating entities with more potential to benefit consumers. Some ABS entities appear to have misused their Sandbox authorization to bolster their credibility or gain access to restricted advertising markets by suggesting that their services have been endorsed by this Court. And many ABS entities appear to have misconstrued their authorizations as permitting them to offer legal services provided by non-Utah-licensed attorneys. While attempting to correct this misconception, we discovered that a sizeable group has no meaningful presence in the Utah legal market. Finally, we learned from our data team that the number and variety of entities in the Sandbox poses significant challenges for collecting and analyzing data in a meaningful way.

At the end of this month, the Sandbox will have been in operation for four years. Based on the information gathered so far, the Court has decided that further narrowing the scope of the Sandbox will better promote its objectives and align with our jurisdiction over the practice of law in Utah. To that end, we are adopting two policy changes:

1. The innovation requirement will be modified to include a Utah nexus.

- a. To meet the innovation requirement, an entity must demonstrate that a Sandbox authorization will allow it to reach Utah consumers currently underserved by the legal market. We will refer to this as “the Utah innovation requirement.”
- b. The Utah innovation requirement is intended to act as a fairly high bar for participation in the Sandbox. Only applications that present an innovative service model with the potential to expand access to legal services in Utah should be submitted for Court approval.
- c. The impact on Utah consumers must be substantial relative to the entity’s overall reach. National and international companies that expect to serve only an incidental number of Utah clients will not qualify. A small entity that principally serves Utah consumers will satisfy the Utah nexus even if it reaches a modest number of clients.
- d. To implement this policy, the Committee should recommend changes to the Innovation Office manual and, if necessary, Standing Order 15.

2. All previously authorized entities that do not meet the Utah innovation requirement will exit the Sandbox.

a. The Committee will determine whether each existing Sandbox entity is currently providing authorized legal services using a model that meets the Utah innovation requirement.

i. This assessment should be limited to the service model on which the authorization was based. Entities wishing to propose a new service model meeting the Utah innovation requirement must re-apply to the Sandbox.

ii. Low-innovation entities will not meet the Utah innovation requirement unless the non-lawyer ownership structure is designed to facilitate an innovative service model with a substantial impact on the Utah market, such as providing a one-stop-shop or intermediary platform for Utah consumers.

iii. Mid- to high-level innovation entities will generally meet the Utah innovation requirement, so long as the entity's service model is designed to reach a substantial number of Utah consumers.

iv. The Innovation Office will gather the necessary information about each entity to present to the Committee, including whether the entity is actively employing the authorized service model. This will require individualized follow up with each entity.

b. The Committee will provide the Court with a list of current Sandbox entities that do not meet the Utah innovation requirement. For each entity, the Committee should recommend one of three options:

i. Terminate Sandbox Authorization. We suspect that there are some low-innovation entities that will be unaffected by their removal because they have no need of a Sandbox authorization. Entities that do not provide legal services in Utah or who do not employ or partner with a Utah lawyer are outside the scope of our jurisdiction, meaning their Sandbox authorization has no effect. Entities that offer only legal information or scrivener services are likely not engaged in the practice of law and do not need special authorization to operate in Utah, especially if they operate using the same model in other

states. There may also be non-lawyer owned entities in the Sandbox that employ or contract with Utah lawyers in a way that does not constitute fee sharing and/or does not require a IOLTA waiver. These entities need no accommodation to continue operating when their authorization ends.

- ii. Terminate Sandbox Authorization with Accommodation. On the other hand, without the Sandbox authorization, the lawyers of some ABS-only entities would be subject to discipline for violating the Court's rules of professional conduct. We are willing to work with those lawyers to ensure that they are not subject to professional discipline if they continue to operate within the business arrangements entered into pursuant to a Sandbox authorization. That exemption will be non-transferable to other Utah attorneys and limited to the existing ownership structure and/or business model. If appropriate, the Committee should recommend that the Court grant such an accommodation in conjunction with terminating the entity's Sandbox authorization.
- iii. Change Authorization to Provisional Status. If the authorized service model meets the Utah innovation requirement but the entity has not yet launched that service model, the Committee may recommend that the entity's authorization be changed to a provisional status.

We anticipate that these two policy changes will vastly reduce the number of entities in the Sandbox. Currently, three-fourths of the Sandbox consists of low-innovation, ABS-only entities. Eliminating these entities from the Sandbox will allow us to focus our limited resources on regulating mid- and high-innovation entities with the greatest potential to shrink the access-to-justice gap.

After we narrow the scope of the Sandbox, we will be prepared to tackle the Committee's other recommendations. A rubric for classifying and handling complaints will be more helpful if it is tailored to the more limited variety of entities that will remain in the Sandbox. Similarly, any changes to the way we collect and analyze data will be informed by the type of entities being regulated, recognizing that the most useful data concerning mid- to high-level entities will come from pre- and post-launch audits.

We are excited by the prospect of focusing the energy of the Committee, the Innovation Office, and the Court on those models that have the greatest potential to meaningfully address the access to justice crisis in Utah. We believe these changes will avoid wasting time and resources on efforts that do not move the needle. We look forward to working with the Committee to further refine and implement these policies.

Utah State Bar Commission Meeting

T A B 6

UTAH STATE BAR COMMISSION MEETING

MINUTES

Friday, August 22, 2024

In Attendance: President Cara Tangaro, Miriam Alred, Tom Bayles, Brett Chambers, Christian Clinger, Matt Hansen, Chrystal Mancuso-Smith, Shawn Newell, John Rees, Olivia Shaughnessy, Tyler Young.

Ex-Officio Members: Nate Alder, Erik Christiansen, Wayne Latu, Ezzy Khaosanga, Eli McCann.

Not in Attendance: Kim Cordova, Rick Hoffman, Mark Morris. Ex-Officio members Jennifer Carver, Brit Merrill, Dean Kronk Warner, Dean Moore, Margaret Plane, Nick Stiles.

Also in Attendance: Executive Director Elizabeth A. Wright, Assistant Executive Director Aubrey Schade, General Counsel Maribeth LeHoux, and Admissions Director Emily Lee.

1. President's Welcome and Retreat Schedule

Ms. Tangaro discussed the schedule for the day and speaker for the afternoon. After breakfast tomorrow, people are welcome to join the hike to Cecret Lake.

2. Action Items

2.1 Appoint Commission Ex Officio Members

Ms. Tangaro presented the list of ex officio Commission members. She reported one of the two ABA Delegate positions is open and that the Commission has advertised for applicants and will select the new Delegate at the September meeting.

Ms. Tangaro made a motion to approve the ex officio members list. Mr. Clinger seconded, and the motion was unanimously approved.

2.2 Appoint Jackrabbit Bar Committee Chairs

Ms. Tangaro discussed that Utah would be hosting the Jackrabbit Bar conference in 2025. Ms. Wright discussed the states that make up the Jackrabbit Bar. Dates would be approximately May 23, 2025 in St. George. Focus is traditionally on rural areas and legal issues, with water law as a potential focus for next year's meeting.

Mr. Bayles and Ms. Woods have been selected as committee chairs, as the event will be hosted in their home judicial district in southern Utah.

Ms. Tangaro made a motion to appoint Mr. Bayles and Ms. Woods as committee chairs for the Jackrabbit Bar conference. Mr. Christiansen seconded, and the motion was unanimously approved.

2.3 Approve Purchase of a Table at the Legal Aid Society Gala

Legal Aid Society Gala is Friday, September 20, 2024 from 6-9 at Little America. Sponsor level \$1,500 allows 10 guests.

Ms. Tangaro made a motion to approve the purchase of a table for the Legal Aid Society Gala. Mr. Christiansen seconded, and the motion was unanimously approved.

2.4 Approve Changes to Admissions Rules and Updates on Alternative Path to Licensure

Ms. Lee presented on proposed rule changes to the Admissions Rules. She went over the more substantive changes. This included removing the late filing fees/late deadline and moving deadline up so the Committee has adequate time to review character and fitness reports prior to exam registration deadlines. Reinstatement for resigned attorneys currently requires applicants to reapply, including taking the bar, or show that they've been practicing in another state. The Committee wants to no longer require the bar exam for formerly admitted attorneys. Graduates of foreign law school have to show 2 years of practice in an English common law jurisdiction. The proposed change would be practice 3 of the last 5 years, not just any time in the past. Ms. Lee then discussed reciprocity and the growing trend for alternative paths to licensure. The recommendation is to modify reciprocity rules to allow someone who was admitted in another state can be admitted even if they were admitted via an alternative path.

Discussion ensued regarding the alternative paths being used in other states. On October 24, Oregon is hosting a CLE on the topic and all invited. Mr. Hanson stated Utah doesn't always need to be cutting edge and that he believes we should wait till other states have more data on alternate path programs. Ms. Shaughnessy stated that the bar exam is a minimum test of competence, and that we can't rely on law school classes, which don't teach black letter law.

The Commission discussed adopting most of the rules changes now, with a later implementation date for the rule about reciprocity for alternate paths from other states until our alternative path is implemented officially by the court.

The Commission also discussed the proposed increase in fees for admissions, including how much it costs to administer the bar exam and run the department.

Mr. Rees motion to amend all rules, and to delay adoption of reciprocity for alternative path until court approves ours. Ms. Allred seconded. Mr. Hansen opposed, the rest of the Commission approved, so the motion carried.

Ms. Tangaro motion to approve increase in fees for applicants. Mr. Chambers seconded and the motion was unanimously approved.

3. Reports

3.1 National Conference of Bar Presidents Meeting

Ms. Tangaro presented on the NCBP Meeting which was in Chicago earlier this month. The conference included discussions of Pomeroy and other *Keller*-based litigation facing other states.

3.2 Admission Ceremony

Ms. Tangaro reminded the Commission that the Admission Ceremony will October 3 at noon at the Salt Palace.

3.3 Access to Justice Summit

Ms. Schade presented on the Access to Justice Summit, which will be October 4 at the Utah Law and Justice Center. She discussed the schedule and keynote speakers, and that they are still looking for sponsors.

3.4 Fall Forum

Ms. Tangaro discussed the Fall Forum, which will be November 14-15 at the Little America. Christy will reach out to help register Commissioners.

3.5 Lawyer-Legislature Breakfast

Ms. Tangaro discussed plans to increase legislator invitees this year to include non-lawyers from judicial committees. This year's event will be 7:30 at State Capitol on Wednesday, November 20th.

The Commission discussed how lawyers can be resources to the legislators.

3.6 Committee Volunteers Needed

Ms. Tangaro stated that several committees need volunteers, including Character and Fitness, Bar Awards, and Bar Exam Grading.

3.7 ABA House of Delegates Meeting and ABA Annual Meeting

Mr. Christiansen presented on the ABA and the annual meeting. The House of Delegates is made up of 600 lawyers that meet twice a year and vote on resolutions that will become policy positions.

Adjournment.

The Commission adjourned at 11:48 am.

Consent Agenda.

The Commission approved by consent the following items:

- Minutes of the June 21, 2024 Commission Meeting
- Approve Fund for Client Protection Recommendations

Utah State Bar Commission Meeting

T A B 7

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of August 31, 2024
and for the two months then ended

FINANCIAL STATEMENT HIGHLIGHTS

Year-to-Date (YTD) Net Profit – Accrual Basis:

	Actual	Budget	Fav (unfav) \$ Variance	Fav (unfav) % Variance
YTD Revenue	4,942,621	4,493,023	94,064	2%
YTD Expenses	1,476,017	1,462,980	(13,037)	-1%
YTD Net Profit/(Loss)	3,466,604	3,385,576	81,027	2%

YTD net profit is \$3,466,604 and is \$81,027 more than budgeted.

YTD Net Profit –Cash Basis: Adding back year-to-date depreciation expense of \$28,502 and deducting capital expenditures of \$54,080, the cash basis year-to-date net profit is approximately (\$25,577) lower.

Explanations for Departments with Net Profit Variances more than \$10k and 5% Over/Under Budget:

Admissions: The Admissions department reported an unfavorable variance compared to the budget. As the Bar Exam was held in July, some expenses associated with that were not expected to hit until September but were captured much earlier. This should correct itself by the end of September. All other expenses and revenues are in line with the budget.

LPP: The LPP Licensing Revenue was budgeted for 2024-25 with Licensing since that is where it had historically been coded; however, it is being separated out this year, and therefore shows a favorable variance.

CLE: CLE Registrations are still higher than budgeted amounts, showing a favorable amount of \$36,240. Combined with a favorable amount \$11,640 for expenses – the CLE department is favorable by \$47,880. The CLE Director has confirmed that CLE registrations continue to be higher than in previous years.

Summer Convention: The Summer Convention's revenue is (\$9,037) less than budgeted through August attributed to registrations, while expenses are essentially flat at (\$2,660) more than budgeted, netting an (\$11,697) unfavorable variance YTD.

Member Services: Advertising revenue was 106% more than budgeted for the Bar Journal, and Expenses are 89% of budget. The wellness expenses have aligned with what was budgeted year-to-date.

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of August 31, 2024
and for the two months then ended

ADDITIONAL COMMENTS

Board Designated Reserves: In consultation with Bar Management and the Budget & Finance Committee, the Commission informally targeted the following reserve amounts:

Operations Reserve - 4 Months' Operations	\$2,637,256
Capital Replacement Reserve – Equipment	200,000
Capital Replacement Reserve – Building	600,000
Technology/Contracts Reserve - Database & Tava Contracts	<u>154,375</u>
Total	\$3,591,631

Estimated current cash reserve as of August 31, 2024	<u>\$4,373,320</u>
Sufficient/ (Deficient) Cash Reserve	<u>\$ 702,268</u>

**Utah State Bar
Income Statement
August 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
Admissions	40,695	52,335	41,748	10,587	125%	704,655	7%
NLTP	9,600	6,000	9,790	(3,790)	61%	81,531	7%
LPP	-	6,255	-	6,255		1,728	362%
OPC	600	650	912	(262)	71%	37,160	2%
CLE	77,114	95,354	59,114	36,240	161%	653,768	15%
Summer Convention	51,052	52,040	61,077	(9,037)	85%	61,077	85%
Fall Forum	6,900	7,050	6,900	150	102%	213,925	3%
Spring Convention	(150)	2,550	-	2,550		203,085	1%
Member Services	62,153	67,401	64,915	2,486	104%	323,751	21%
Public Services	21,600	6,070	917	5,153	662%	65,164	9%
Bar Operations	4,490,139	4,623,922	4,580,888	43,034	101%	5,354,656	86%
Facilities	16,432	21,744	22,296	(552)	98%	207,086	11%
Innovation in Law	-	1,250	-	1,250		5,500	23%
Total Revenue	4,776,135	4,942,621	4,848,556	94,064	102%	7,913,085	62%
Expenses							
Admissions	120,842	184,523	125,139	(59,383)	147%	635,844	29%
NLTP	9,602	9,311	12,183	2,872	76%	74,101	13%
LPP	19,513	9,431	21,825	12,394	43%	81,491	12%
OPC	292,380	300,134	288,768	(11,366)	104%	1,716,979	17%
CLE	80,717	66,531	78,171	11,640	85%	699,838	10%
Summer Convention	22,654	39,709	37,049	(2,660)	107%	37,052	107%
Fall Forum	5,645	225	403	178	56%	78,512	0%
Spring Convention	11	-	-	-		113,832	0%
Member Services	177,309	157,289	176,345	19,056	89%	987,659	16%
Public Services	186,398	160,539	163,029	2,490	98%	550,182	29%
Bar Operations	423,400	441,829	449,766	7,938	98%	2,402,613	18%
Facilities	73,041	71,692	72,146	454	99%	480,568	15%
Innovation in Law	13,875	34,575	38,156	3,582	91%	227,821	15%
Total Expenses	1,425,386	1,475,786	1,462,980	(12,806)	101%	8,086,493	18%
Other							
Gain (Loss) - Disposal Of Assets	-	(231)	-	-		-	
Net Profit (Loss)	\$ 3,350,749	\$ 3,466,604	\$ 3,385,576	\$ 81,027	102%	\$ (173,408)	-1999%
Depreciation	24,066	28,502	26,024	(2,478)	110%	156,142	
Cash increase (decrease) from operations	3,374,814	3,495,106	3,411,600	83,505	102%	(17,266)	
Changes in operating assets/liabilities	(3,042,682)	(354,344)	(354,344)	-	100%	20,000	
Capital expenditures	(58,589)	(54,079)	(16,667)	(37,413)	324%	(157,000)	
Net change in cash	\$ 273,544	\$ 3,086,682	\$ 3,040,589	\$ 46,093	102%	\$ (154,266)	-2001%

Utah State Bar
Income Statement - Consolidated By Account
August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 · Admissions - Student Exam Fees	(275)	1,375	(294)	1,669	-468%	207,627	1%
4002 · Admissions - Attorney Exam Fees	1,700	1,275	1,834	(559)	70%	70,380	2%
4003 · Admissions - Retake Fees	-	550	-	550		18,169	3%
4004 · Admissions - Laptop Fees	400	1,630	566	1,064	288%	136,265	1%
4005 · Admissions - Application Forms	1,000	6,250	1,020	5,230	613%	12,207	51%
4006 · Transfer App Fees	6,350	10,500	5,667	4,833	185%	80,414	13%
4008 · Attorney - Motion	26,350	27,200	28,142	(942)	97%	137,107	20%
4009 · House Counsel	4,250	4,250	3,886	364	109%	20,208	21%
4010 · Section/Local Bar Support fees	-	-	-	-		110,077	0%
4011 · Admissions LPP	-	200	-	200		1,400	14%
4020 · NLTP Fees	9,600	6,000	9,790	(3,790)	61%	81,531	7%
4021 · Lic Fees > 3 Years	3,804,600	3,889,450	3,887,533	1,917	100%	4,015,774	97%
4022 · Lic Fees < 3 Years	163,470	174,850	160,543	14,307	109%	226,299	77%
4023 · Lic Fees - House Counsel	55,875	60,860	56,863	3,997	107%	63,411	96%
4024 · Lic Fees LPP	4,625	5,825	4,365	1,460	133%	5,894	99%
4025 · Pro Hac Vice Fees	34,425	49,100	37,365	11,735	131%	250,781	20%
4026 · Lic Fees - Inactive/FS	118,650	119,550	120,081	(531)	100%	121,543	98%
4027 · Lic Fees - Inactive/NS	215,775	216,195	220,381	(4,186)	98%	226,494	95%
4030 · Certs of Good Standing	2,820	3,220	2,858	362	113%	21,423	15%
4039 · Room Rental-All parties	6,035	7,125	7,420	(295)	96%	61,598	12%
4042 · Food & Beverage Rev-All Parties	6,397	9,619	7,876	1,743	122%	101,187	10%
4051 · Meeting - Registration	50,402	39,790	50,077	(10,287)	79%	396,662	10%
4052 · Meeting - Sponsor Revenue	7,400	14,150	7,900	6,250	179%	87,398	16%
4053 · Meeting - Vendor Revenue	-	1,700	-	1,700		24,525	7%
4061 · Advertising Revenue	60,102	67,085	63,038	4,047	106%	221,566	30%
4063 · Modest Means revenue	1,600	2,050	917	1,133	224%	5,000	41%
4071 · Mem Benefits - Lexis	305	316	308	8	103%	957	33%
4072 · Royalty Inc - Bar J, MBNA, LM,M	1,746	-	1,569	(1,569)	0%	11,163	0%
4081 · CLE - Registrations	63,352	85,079	53,638	31,441	159%	475,000	18%
4082 · CLE - Video Library Sales	13,763	10,275	5,476	4,799	188%	36,436	28%
4090 · Tenant Rent	4,000	5,000	7,000	(2,000)	71%	42,000	12%
4095 · Miscellaneous Income	(9,885)	12,030	12,427	(397)	97%	33,904	35%
4096 · Late Fees	37,750	33,500	38,644	(5,144)	87%	88,905	38%
Investment income	63,554	76,622	51,667	24,955	148%	310,000	25%
Total Revenue	4,756,135	4,942,621	4,848,556	94,064	102%	7,859,944	63%
Program Service Expenses							
5001 · Meeting Facility-external only	12,690	18,539	11,323	(7,216)	164%	76,929	24%
5002 · Meeting facility-internal only	4,760	5,050	5,202	152	97%	28,658	18%
5013 · ExamSoft	17,821	-	17,821	17,821	0%	29,929	0%
5014 · Questions	11,375	52,996	11,375	(41,621)	466%	68,147	78%
5015 · Investigations	150	75	150	75	50%	900	8%
5016 · Credit Checks	357	374	315	(59)	119%	3,237	12%
5025 · Temp Labor/Proctors	6,350	200	6,350	6,150	3%	7,856	3%
5030 · Speaker Fees & Expenses	-	1,500	-	(1,500)		12,250	12%
5035 · Awards	1,876	427	1,248	821	34%	5,511	8%
5037 · Grants/ contributions - general	1,500	1,500	1,566	66	96%	41,550	4%
5040 · Witness & Hearing Expense	-	258	305	48	84%	1,620	16%
5041 · Process Serving	186	209	218	9	96%	1,049	20%
5046 · Court Reporting	1,680	313	1,217	905	26%	2,603	12%
5047 · Casemaker	8,479	9,049	8,569	(479)	106%	54,291	17%
5055 · Legislative Expense	11,000	10,075	11,000	925	92%	63,708	16%
5060 · Program Special Activities	-	17,723	-	(17,723)		-	0%
5061 · LRE - Bar Support	60,000	70,000	70,000	-	100%	70,000	100%
5062 · Law Day	-	-	83	83	0%	13,652	0%
5063 · Special Event Expense	18,399	180	9,328	9,148	2%	13,500	1%
5064 · MCLE Fees Paid	6,555	5,890	5,716	(174)	103%	47,959	12%
5070 · Equipment Rental	3,112	39,435	874	(38,561)	4512%	37,128	106%
5075 · Food & Bev-external costs only	18,741	35,743	25,224	(10,519)	142%	423,048	8%
5076 · Food & beverage - internal only	4,859	7,365	5,765	(1,600)	128%	51,556	14%
5079 · Soft Drinks	1,920	963	1,096	134	88%	7,216	13%
5090 · Commission Expense	7,064	2,723	7,454	4,731	37%	44,725	6%
5099 · Blomquist Hale	59,924	-	-	-		-	0%
5100 · Wellness Benefits	-	57,082	54,260	(2,822)	105%	325,560	18%
5702 · Travel - Lodging	16,289	2,507	14,777	12,270	17%	47,272	5%
5703 · Travel - Transportation/Parking	1,872	3,357	2,617	(739)	128%	26,600	13%
5704 · Travel - Mileage Reimbursement	36	192	531	339	36%	6,559	3%
5705 · Travel - Per Diems	218	675	-	(675)		4,032	17%
5706 · Travel - Meals	-	-	150	150	0%	900	0%
5707 · Travel - Commission Mtgs	-	-	4,417	4,417	0%	26,500	0%
5805 · ABA Annual Meeting	3,661	9,796	7,235	(2,561)	135%	9,145	107%
5815 · Commission/Education	-	-	3,417	3,417	0%	20,500	0%
5820 · ABA Annual Delegate	-	-	2,500	2,500	0%	2,500	0%
5840 · President's Expense	3,000	3,000	3,000	-	100%	18,000	17%

Utah State Bar
Income Statement - Consolidated By Account
August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
5865 · Retreat	39,417	21,596	42,000	20,404	51%	45,300	48%
5866 · Wellbeing Committee	20,054	20,000	20,000	-	100%	30,323	66%
5960 · Overhead Allocation - Seminars	-	-	4,152	4,152	0%	0	0%
5970 · Event Revenue Sharing - 3rd Ply	5,679	3,943	5,432	1,489	73%	93,066	4%
Total Program Service Expenses	349,306	402,731	366,687	(36,045)	110%	1,820,237	22%
Salaries & Benefit Expenses							
5510 · Salaries/Wages	636,783	617,620	631,696	14,076	98%	3,696,984	17%
5605 · Payroll Taxes	48,403	45,257	50,083	4,826	90%	295,759	15%
5610 · Health Insurance	47,264	49,627	56,117	6,490	88%	354,690	14%
5620 · Health Ins/Medical Reimb	2,068	2,178	2,178	-	100%	13,156	17%
5630 · Dental Insurance	2,969	2,577	2,809	232	92%	16,791	15%
5640 · Life & LTD Insurance	3,411	3,437	3,572	136	96%	21,369	16%
5645 · Workman's Comp Insurance	1,056	568	420	(147)	135%	2,520	23%
5650 · Retirement Plan Contributions	45,458	41,458	52,107	10,649	80%	318,597	13%
5655 · Retirement Plan Fees & Costs	-	3,618	3,683	65	98%	14,733	25%
5660 · Training/Development	3,334	2,888	6,254	3,366	46%	10,511	27%
Total Salaries & Benefit Expenses	790,769	769,227	808,923	39,696	95%	4,745,131	16%
General & Administrative Expenses							
7025 · Office Supplies	5,818	6,455	4,618	(1,837)	140%	18,184	35%
7033 · Operating Meeting Supplies	947	672	893	221	75%	5,035	13%
7035 · Postage/Mailing, net	14,240	12,449	10,671	(1,778)	117%	63,828	20%
7040 · Copy/Printing Expense	39,589	31,240	39,776	8,536	79%	140,602	22%
7041 · Copy/Print revenue	(3,148)	(1,355)	(3,049)	(1,695)	44%	(17,228)	8%
7045 · Internet Service	4,830	323	5,603	5,280	6%	21,562	1%
7050 · Computer Maintenance	39,175	42,480	41,320	(1,160)	103%	247,042	17%
7055 · Computer Supplies & Small Equip	4,396	2,970	4,592	1,622	65%	10,359	29%
7089 · Membership Database Fees	9,825	17,083	25,134	8,051	68%	154,146	11%
7100 · Telephone	9,951	5,961	4,747	(1,215)	126%	28,144	21%
7105 · Advertising	5,098	65	3,301	3,236	2%	18,478	0%
7110 · Publications/Subscriptions	2,135	1,647	1,960	314	84%	11,580	14%
7115 · Public Relations	-	1,200	-	(1,200)	-	-	0%
7120 · Membership/Dues	9,230	7,992	8,543	552	94%	13,556	59%
7135 · Bank Service Charges	(80)	377	250	(127)	151%	1,500	25%
7136 · ILM Service Charges	3,322	2,709	3,350	641	81%	20,251	13%
7140 · Credit Card Merchant Fees	39,533	45,823	32,876	(12,947)	139%	182,400	25%
7141 · Credit Card surcharge	(561)	(861)	(437)	424	197%	(3,069)	28%
7150 · E&O/Off & Dir Insurance	12,444	12,275	12,414	139	99%	74,487	16%
7160 · Audit Expense	10,000	32,724	10,200	(22,524)	321%	43,438	75%
7175 · O/S Consultants	5,605	7,143	4,302	(2,841)	166%	26,804	27%
7176 · Bar Litigation	1,620	-	2,638	2,638	0%	14,265	0%
7179 · Payroll Adm Fees	1,598	1,550	1,304	(246)	119%	7,824	20%
7180 · Administrative Fee Expense	288	201	909	708	22%	4,563	4%
7190 · Lease Interest Expense	843	625	-	(625)	-	-	0%
7195 · Other Gen & Adm Expense	2,675	941	2,872	1,931	33%	12,963	7%
Total General & Administrative Expenses	219,466	232,691	218,786	(13,905)	106%	1,103,818	21%
In Kind Expenses							
7103 · InKind Contrib-UDR & all other	782	2,300	805	(1,495)	286%	15,754	15%
Total In Kind Expenses	782	2,300	805	(1,495)	286%	15,754	15%
Building Overhead Expenses							
6015 · Janitorial Expense	5,691	6,010	5,241	(769)	115%	31,445	19%
6020 · Heat	2,326	2,212	2,483	270	89%	33,355	7%
6025 · Electricity	10,964	13,358	11,016	(2,342)	121%	49,641	27%
6030 · Water/Sewer	2,851	3,818	2,568	(1,251)	149%	11,599	33%
6035 · Outside Maintenance	1,981	1,550	4,853	3,303	32%	29,117	5%
6040 · Building Repairs	4,171	505	2,352	1,847	21%	14,112	4%
6045 · Bldg Mtncn Contracts	4,568	6,288	4,799	(1,489)	131%	28,793	22%
6055 · Real Property Taxes	4,410	4,000	4,264	264	94%	24,000	17%
6060 · Personal Property Taxes	217	250	194	(56)	129%	1,500	17%
6065 · Bldg Insurance/Fees	3,819	2,344	3,987	1,643	59%	23,921	10%
6070 · Building & Improvements Depre	15,407	17,971	16,732	(1,240)	107%	100,391	18%
6075 · Furniture & Fixtures Depre	2,570	3,527	3,445	(83)	102%	20,668	17%
7065 · Computers, Equip & Sftwre Depre	6,089	7,003	5,847	(1,156)	120%	35,083	20%
Total Building Overhead Expenses	65,063	68,837	67,779	(1,058)	102%	403,625	17%
Total Expenses	1,425,386	1,475,786	1,462,980	(12,806)	101%	8,086,493	18%
Other							
4300 · Gain (Loss) - Disposal Of Assets	-	(231)	-	231	-	-	0%
4120 · Grant Income	20,000	-	-	-	-	53,141	0%
	20,000	(231)	-	231	0%	53,141	0%
Net Profit (Loss)	\$ 3,350,749	\$ 3,466,604	\$ 3,385,576	\$ 81,027	102%	\$ (173,408)	-1999%

Utah State Bar Admissions August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 · Admissions - Student Exam Fees	(275)	1,375	(294)	1,669	-468%	207,627	1%
4002 · Admissions - Attorney Exam Fees	1,700	1,275	1,834	(559)	70%	70,380	2%
4003 · Admissions - Retake Fees	-	550	-	550		18,169	3%
4004 · Admissions - Laptop Fees	400	1,400	566	834	247%	136,207	1%
4005 · Admissions - Application Forms	1,000	5,000	1,020	3,980	490%	6,707	75%
4006 · Transfer App Fees	6,350	10,500	5,667	4,833	185%	80,414	13%
4008 · Attorney - Motion	26,350	27,200	28,142	(942)	97%	137,107	20%
4009 · House Counsel	4,250	4,250	3,886	364	109%	20,208	21%
4095 · Miscellaneous Income	920	785	927	(142)	85%	6,136	13%
4096 · Late Fees	-	-	-	-		21,700	0%
4200 · Seminar Profit/Loss	-	-	-	-		-	
Total Revenue	40,695	52,335	41,748	10,587	125%	704,655	6%
Expenses							
Program Services	44,035	104,721	47,817	(56,904)	219%	165,520	63%
Salaries & Benefits	58,720	61,458	58,002	(3,456)	106%	349,499	18%
General & Administrative	14,376	14,584	15,633	1,049	93%	98,819	15%
Building Overhead	3,712	3,759	3,686	(73)	102%	22,006	17%
Total Expenses	120,842	184,523	125,139	(59,383)	147%	635,844	29%
Net Profit (Loss)	\$ (80,147)	\$ (132,188)	\$ (83,391)	\$ (48,796)	159%	\$ 68,811	-192%

**Utah State Bar
NLTP
August 31, 2024**

Revenue

4020 · NLTP Fees
4081 · CLE - Registrations
4096 · Late Fees
4200 · Seminar Profit/Loss
Total Revenue

Expenses

Program Services
Salaries & Benefits
General & Administrative
Building Overhead
Total Expenses

Net Profit (Loss)

Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
9,600	6,000	9,790	(3,790)	61%	81,531	7%
-	-	-	-		-	
-	-	-	-		-	
-	-	-	-		-	
9,600	6,000	9,790	(3,790)	61%	81,531	7%
-	-	-	-		2,015	0%
5,795	5,281	8,315	3,034	64%	50,344	10%
3,017	3,765	3,608	(157)	104%	20,192	19%
791	265	260	(5)	102%	1,550	17%
9,602	9,311	12,183	2,872	76%	74,101	13%
\$ (2)	\$ (3,311)	\$ (2,393)	\$ (918)	138%	\$ 7,430	-45%

**Utah State Bar
LPP
August 31, 2024**

Revenue

4004 · Admissions - Laptop Fees
4011 · Admissions LPP
4024 · Lic Fees LPP
Total Revenue

Expenses

Program Services
Salaries & Benefits
General & Administrative
Building Overhead
Total Expenses

Net Profit (Loss)

Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
-	230	-	230		59	392%
-	200	-	200		1,400	14%
-	5,825	-	5,825		269	2165%
-	6,255	-	6,255		1,728	362%
11,650	8,300	11,650	3,350	71%	20,219	41%
6,445	(21)	8,286	8,306	0%	50,191	0%
785	887	1,629	743	54%	9,531	9%
633	265	260	(5)	102%	1,550	17%
19,513	9,431	21,825	12,394	43%	81,491	12%
\$ (19,513)	\$ (3,176)	\$ (21,825)	\$ 18,649	15%	\$ (79,764)	4%

**Utah State Bar
OPC
August 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4095 · Miscellaneous Income	600	650	912	(262)	71%	4,969	13%
4200 · Seminar Profit/Loss	-	-	-	-		32,192	0%
Total Revenue	600	650	912	(262)	71%	37,160	2%
Expenses							
Program Services	3,618	2,423	3,971	1,548	61%	15,420	16%
Salaries & Benefits	251,251	258,593	247,179	(11,414)	105%	1,489,075	17%
General & Administrative	23,753	26,527	25,271	(1,256)	105%	138,767	19%
Building Overhead	13,758	12,591	12,347	(245)	102%	73,716	17%
Total Expenses	292,380	300,134	288,768	(11,366)	104%	1,716,979	17%
Net Profit (Loss)	\$ (291,780)	\$ (299,484)	\$ (287,856)	\$ (11,628)	104%	\$ (1,679,818)	18%

**Utah State Bar
CLE
August 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4081 · CLE - Registrations	63,352	85,079	53,638	31,441	159%	475,000	18%
4082 · CLE - Video Library Sales	13,763	10,275	5,476	4,799	188%	36,436	28%
4095 · Miscellaneous Income	-	-	-	-		-	
4200 · Seminar Profit/Loss	-	-	-	-		87,666	0%
Total Revenue	77,114	95,354	59,114	36,240	161%	599,102	16%
Expenses							
Program Services	42,283	24,270	33,999	9,729	71%	456,399	5%
Salaries & Benefits	24,508	29,824	28,439	(1,385)	105%	171,160	17%
General & Administrative	11,579	10,285	13,535	3,251	76%	59,494	17%
Building Overhead	2,346	2,152	2,198	45	98%	12,785	17%
Total Expenses	80,717	66,531	78,171	11,640	85%	699,838	10%
Net Profit (Loss)	\$ (3,603)	\$ 28,823	\$ (19,057)	\$ 47,880	-151%	\$ (100,736)	-29%

Utah State Bar Summer Convention August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	50,052	39,790	50,077	(10,287)	79%	50,077	79%
4052 · Meeting - Sponsor Revenue	1,000	2,250	1,000	1,250	225%	1,000	225%
4053 · Meeting - Vendor Revenue	-	-	-	-		-	
4054 · Meeting - Material Sales	-	-	-	-		-	
4055 · Meeting - Sp Ev Registration	-	-	-	-		-	
4095 · Miscellaneous Income	-	10,000	10,000	-	100%	10,000	100%
Total Revenue	51,052	52,040	61,077	(9,037)	85%	61,077	85%
Expenses							
Program Services	20,663	36,047	33,281	(2,766)	108%	33,281	108%
Salaries & Benefits	559	406	755	349	54%	755	54%
General & Administrative	1,432	2,256	3,013	757	75%	3,016	75%
In Kind	-	1,000	-	(1,000)		-	
Building Overhead	-	-	-	-		-	
Total Expenses	22,654	39,709	37,049	(2,660)	107%	37,052	107%
Net Profit (Loss)	\$ 28,398	\$ 12,331	\$ 24,028	\$ (11,697)	51%	\$ 24,025	51%

Utah State Bar Fall Forum August 31, 2024

Revenue

4051 · Meeting - Registration
4052 · Meeting - Sponsor Revenue
4053 · Meeting - Vendor Revenue
4055 · Meeting - Sp Ev Registration
4095 · Miscellaneous Income
Total Revenue

Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget
-	-	-	-	
6,900	5,850	6,900	(1,050)	85%
-	1,200	-	1,200	
-	-	-	-	
-	-	-	-	
6,900	7,050	6,900	150	102%
5,250	-	-	-	
-	-	-	-	
395	225	403	178	56%
-	-	-	-	
5,645	225	403	178	56%
\$ 1,255	\$ 6,825	\$ 6,497	\$ 328	105%

Expenses

Program Services
Salaries & Benefits
General & Administrative
Building Overhead
Total Expenses

Total Budget	YTD % of Tot Budget
176,150	0%
23,900	-
8,875	14%
-	-
5,000	-
213,925	3%
73,215	0%
1,941	0%
3,356	7%
-	-
78,512	0%
\$ 135,413	5%

Net Profit (Loss)

Utah State Bar Spring Convention August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	350	-	-	-		170,435	0%
4052 · Meeting - Sponsor Revenue	(500)	2,550	-	2,550		10,300	25%
4053 · Meeting - Vendor Revenue	-	-	-	-		15,650	0%
4054 · Meeting - Material Sales	-	-	-	-		-	0%
4055 · Meeting - Sp Ev Registration	-	-	-	-		1,700	0%
4095 · Miscellaneous Income	-	-	-	-		5,000	0%
Total Revenue	(150)	2,550	-	2,550		203,085	1%
Expenses							
Program Services	-	-	-	-		99,938	0%
Salaries & Benefits	-	-	-	-		9,197	0%
General & Administrative	11	-	-	-		4,697	0%
Building Overhead	-	-	-	-		-	0%
Total Expenses	11	-	-	-		113,832	0%
Net Profit (Loss)	\$ (161)	\$ 2,550	\$ -	\$ 2,550		\$ 89,253	3%

Utah State Bar Member Services August 31, 2024

Revenue

4010 · Section/Local Bar Support fees	-
4061 · Advertising Revenue	60,102
4071 · Mem Benefits - Lexis	305
4072 · Royalty Inc - Bar J, MBNA, LM,M	1,746
4095 · Miscellaneous Income	-
4200 · Seminar Profit/Loss	-
Total Revenue	62,153

Expenses

Program Services	96,319
Salaries & Benefits	25,894
General & Administrative	52,349
Building Overhead	2,747
Total Expenses	177,309

Net Profit (Loss)

Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget
-	-	-	-	-
60,102	67,085	63,038	4,047	106%
305	316	308	8	103%
1,746	-	1,569	(1,569)	0%
-	-	-	-	-
-	-	-	-	-
62,153	67,401	64,915	2,486	104%
96,319	83,041	91,880	8,839	90%
25,894	36,378	33,774	(2,605)	108%
52,349	35,351	48,135	12,784	73%
2,747	2,519	2,557	38	99%
177,309	157,289	176,345	19,056	89%
\$ (115,156)	(89,888)	\$ (111,430)	\$ 21,542	81%

Total Budget	YTD % of Tot Budget
90,065	0%
221,566	30%
957	33%
11,163	0%
-	-
-	-
323,751	21%
553,297	15%
207,265	18%
212,165	17%
14,931	17%
987,659	16%
\$ (663,908)	14%

Utah State Bar Public Services August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4052 · Meeting - Sponsor Revenue	-	3,500	-	3,500		-	
4053 · Meeting - Vendor Revenue	-	500	-	500		-	
4063 · Modest Means revenue	1,600	2,050	917	1,133	224%	5,000	41%
4095 · Miscellaneous Income	-	20	-	20		23	87%
4120 · Grant Income	20,000	-	-	-		53,141	0%
4200 · Seminar Profit/Loss	-	-	-	-		7,000	0%
Total Revenue	21,600	6,070	917	5,153	662%	65,164	9%
Expenses							
Program Services	80,318	92,860	90,286	(2,575)	103%	126,819	73%
Salaries & Benefits	89,523	57,562	57,701	140	100%	341,506	17%
General & Administrative	14,037	8,153	13,116	4,963	62%	70,362	12%
Building Overhead	2,520	1,964	1,925	(38)	102%	11,496	17%
Total Expenses	186,398	160,539	163,029	2,490	98%	550,182	29%
Net Profit (Loss)	\$ (164,798)	\$ (154,469)	\$ (162,112)	\$ 7,643	95%	\$ (485,018)	32%

**Utah State Bar
Bar Operations
August 31, 2024**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	-	-	-	-		20,012	0%
4021 · Lic Fees > 3 Years	3,804,600	3,889,450	3,887,533	1,917	100%	4,015,774	97%
4022 · Lic Fees < 3 Years	163,470	174,850	160,543	14,307	109%	226,299	77%
4023 · Lic Fees - House Counsel	55,875	60,860	56,863	3,997	107%	63,411	96%
4024 · Lic Fees LPP	4,625	-	4,365	(4,365)	0%	5,625	0%
4025 · Pro Hac Vice Fees	34,425	49,100	37,365	11,735	131%	250,781	20%
4026 · Lic Fees - Inactive/FS	118,650	119,550	120,081	(531)	100%	121,543	98%
4027 · Lic Fees - Inactive/NS	215,775	216,195	220,381	(4,186)	98%	226,494	95%
4029 · Prior Year Lic Fees	-	-	-	-		-	
4030 · Certs of Good Standing	2,820	3,220	2,858	362	113%	21,423	15%
4060 · E-Filing Revenue	-	-	-	-		20,741	0%
4061 · Advertising Revenue	-	-	-	-		-	
4095 · Miscellaneous Income	(11,405)	575	588	(13)	98%	2,776	21%
4096 · Late Fees	37,750	33,500	38,644	(5,144)	87%	67,205	50%
Investment Income	63,554	76,622	51,667	24,955	148%	310,000	25%
Total Revenue	4,490,139	4,623,922	4,580,888	43,034	101%	379,981	1182%
Expenses							
Program Services	34,099	41,613	44,846	3,233	93%	187,257	22%
Salaries & Benefits	287,755	262,672	306,141	43,469	86%	1,703,711	15%
General & Administrative	89,046	125,831	87,026	(38,805)	145%	441,564	28%
In Kind	253	-	274	274	0%	1,509	0%
Building Overhead	12,247	11,713	11,479	(233)	102%	68,572	17%
Total Expenses	423,400	441,829	449,766	7,938	98%	2,402,613	18%
Other Income/Expense							
4300 · Gain (Loss) - Disposal Of Assets	(231)	(231)	-	(231)		-	n/a
Net Profit (Loss)	\$ 4,066,507	4,181,862	\$ 4,131,121	\$ 50,741	101%	\$ (2,022,632)	-207%

Utah State Bar Facilities August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4039 · Room Rental-All parties	6,035	7,125	7,420	(295)	96%	61,598	12%
4042 · Food & Beverage Rev-All Parties	6,397	9,619	7,876	1,743	122%	101,187	10%
4043 · Setup & A/V charges-All parties	-	-	-	-		2,301	0%
4090 · Tenant Rent	4,000	5,000	7,000	(2,000)	71%	42,000	12%
4095 · Miscellaneous Income	-	-	-	-		-	
4103 · In - Kind Revenue - UDR	-	-	-	-		-	
Total Revenue	16,432	21,744	22,296	(552)	98%	207,086	11%
Expenses							
Program Services	10,807	9,456	8,774	(682)	108%	85,756	11%
Salaries & Benefits	28,500	25,606	27,896	2,290	92%	173,704	15%
General & Administrative	6,896	3,068	3,193	125	96%	17,741	17%
In Kind	529	1,300	531	(769)	245%	14,245	9%
Building Overhead	26,310	32,262	31,752	(510)	102%	189,123	17%
Total Expenses	73,041	71,692	72,146	454	99%	480,568	15%
Net Profit (Loss)	\$ (56,609)	\$ (49,948)	\$ (49,850)	\$ (98)	100%	\$ (273,483)	18%

Utah State Bar Innovation in Law August 31, 2024

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4005 · Admissions - Application Forms	-	1,250	-	1,250		5,500	23%
4095 · Miscellaneous Income	-	-	-	-		-	
Total Revenue	-	1,250	-	1,250		5,500	23%
Expenses							
Program Services	-	-	183	183	0%	1,100	0%
Salaries & Benefits	-	31,466	32,435	969	97%	196,783	16%
General & Administrative	-	1,760	4,222	2,462	42%	22,043	8%
In Kind	-	-	-	-		-	
Building Overhead	-	1,349	1,316	(33)	102%	7,895	17%
Total Expenses	-	34,575	38,156	3,582	91%	227,821	15%
Net Profit (Loss)	\$ -	\$ (33,325)	\$ (38,156)	\$ 4,832	87%	\$ (222,321)	15%

Utah State Bar Balance Sheet

	8/31/2024	06/30/2024
ASSETS		
Current Assets		
Cash in Bank	578,083	3,849,334
Invested Funds	8,191,003	5,228,377
Total Cash/Investments	8,769,086	9,077,710
Accounts Receivable	221,599	163,419
Prepaid Expenses	348,121	296,716
A/R - Sections	146,185	135,852
Total Other Current Assets	715,904	595,988
Total Current Assets	9,484,991	9,673,699
Fixed Assets		
Property & Equipment	5,241,416	5,189,469
Accumulated Depreciation	(4,304,106)	(4,276,965)
Land	633,142	633,142
Total Fixed Assets	1,570,452	1,545,646
TOTAL ASSETS	\$ 11,055,443	\$ 11,219,344
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
AP Trade	160,240	179,017
Other Accounts Payable	157,147	136,455
Accrued Payables	484,419	555,584
Cap Lease Oblig - ST	2,348	2,193
A/P - Sections	276,595	226,225
Deferred Revenue	51,035	3,662,167
Total Current Liabilities	1,131,784	4,761,641
Long Term Liabilities		
Capital Lease Oblig	6,017	6,666
Total Long Term Liabilities	6,017	6,666
Total Liabilities	1,137,802	4,768,306
Equity		
Unrestricted Net Assets (R/E)	6,451,038	6,448,128
Fund Balance - Current Year	3,466,604	2,910
Total Equity	9,917,642	6,451,038
TOTAL LIABILITIES & EQUITY	\$ 11,055,443	\$ 11,219,344

GAAP Financials

08/01/2024 - 08/31/2024

ILM-UT ST BAR (3176)

Dated: 09/16/2024

Balance Sheet

		ILM-UT ST BAR	
As of:		07/31/2024	08/31/2024
Accumulated Allowance Written Off		0.00	0.00
Accumulated Non-Purchased Allowance		0.00	0.00
Original Cost		8,774,970.54	8,396,579.90
Net Accumulated Amortization/Accretion		-233,834.61	-225,701.59
Net Accumulated OTTI		0.00	0.00
Book Value		8,541,135.93	8,170,878.31
Accrued Balance		9,209.56	16,225.28
Book Value + Accrued		8,550,345.48	8,187,103.59
Net Unrealized Carrying Value Gain		1,560.54	3,899.56
Carrying Value and Accrued		8,551,906.02	8,191,003.15

Income Statement

		ILM-UT ST BAR	
		Begin Date	08/01/2024
		End Date	08/31/2024
Net Amortization/Accretion Income			8,860.80
Interest Income	29,030.53		
Dividend Income	0.00		
Foreign Tax Withheld Expense	0.00		
Misc Income	0.00		
Net Allowance Expense	0.00		
Income Subtotal			29,030.53
Net Realized Gain/Loss	0.00		
Impairment Loss	0.00		
Net Gain/Loss			0.00
Expense	-1,133.22		
Net Income			36,758.11
Transfers In/Out			-400,000.00
Change in Unrealized Gain/Loss			2,339.02

Statement of Cash Flows

		ILM-UT ST BAR	
		Begin Date	08/01/2024
		End Date	08/31/2024
Net Income			36,758.11
Amortization/Accretion on MS	-6,180.88		
Change in Accrued on MS	-7,015.73		
Net Gain/Loss on MS	0.00		
Change in Unrealized G/L on CE	894.00		
Subtotal			-12,302.61
Purchase of MS	-1,800,000.00		
Purchased Accrued of MS	0.00		
Sales of MS	0.00		
Sold Accrued of MS	0.00		
Maturities of MS	0.00		
Net Purchases/Sales			-1,800,000.00
Transfers of Cash & CE			-400,000.00
Total Change in Cash & CE			-2,175,544.50
Beginning Cash & CE			6,115,111.64
Ending Cash & CE			3,939,567.14

UTAH STATE BAR
Membership Statistics
August 31, 2024

<u>STATUS</u>	<u>08/31/23</u>	<u>08/31/24</u>	<u>Change</u>	
Active	9,019	9,312	293	
Active under 3 years	683	790	107	
Active Emeritus	359	399	40	
In House Counsel	132	145	13	
Foreign Legal Counsel	4	3	(1)	
LPP	24	32	8	
Military Spouse	-	-	-	
Subtotal - Active	10,221	10,681	460	4.5%
Inactive - Full Service	797	850	53	
Inactive - No Service	2,059	2,153	94	
Inactive Emeritus	533	600	67	
Inactive House Counsel	10	18	8	
Inactive LPP	3	3	-	
Subtotal - Inactive	3,402	3,624	222	6.5%
Total Active and Inactive	13,623	14,305	682	5.0%
 <u>Supplemental Information</u>				
Paralegals	153	194	41	
 <u>Active Attorneys by Region</u>				
1st Division (Logan - Brigham)	218	215	(3)	
2nd Division (Davis - Weber)	978	1,024	46	
3rd Division (Salt Lake)	5,542	5,680	138	
4th Division (Utah)	1,420	1,468	48	
5th Division (Southern Utah)	565	596	31	
Out of State	1,498	1,698	200	
Total Active Attorneys	10,221	10,681	460	