

VISION OF THE UTAH STATE BAR

Lawyers creating a justice system that is understood, valued, respected, and accessible to all.

MISSION OF THE UTAH STATE BAR

To lead Utah lawyers in serving the public and the legal profession by promoting justice, professional excellence, civility, ethics, and respect for and understanding of the law.

2013 – 2014 COMMISSION PRIORITIES

1. Promoting public and lawyer education;
2. Promoting a fair and impartial judiciary;
3. Promoting access to justice and affordable legal services;
4. Studying the future of the practice of law in Utah and how it will be affected in the coming years by technology, market conditions, age, diversity, law school policies, etc., and how the Bar can provide additional technology training and career development for our membership;
5. Providing greater group benefits to members.

(over)

UTAH STATE BAR STATEMENT ON DIVERSITY AND INCLUSION

The Bar values engaging all persons fully, including persons of different ages, disabilities, economic status, ethnicities, genders, geographic regions, national origins, sexual orientations, practice settings and areas, and races and religions. Inclusion is critical to the success of the Bar, the legal profession and the judicial system.

The Bar shall strive to:

- 1. Increase members' awareness of implicit and explicit biases and their impact on people, the workplace, and the profession;*
- 2. Make Bar services and activities open, available, and accessible to all members;*
- 3. Support the efforts of all members in reaching their highest professional potential;*
- 4. Reach out to all members to welcome them to Bar activities, committees, and sections; and*
- 5. Promote a culture that values all members of the legal profession and the judicial system.*

UTAH STATE BAR AWARDS

<u>AWARD</u>	<u>CHOSEN</u>	<u>PRESENTED</u>
1. Dorathy Merrill Brothers Award Advancement of Women in the Law	January/February	Spring Convention
2. Raymond S. Uno Award Advancement of Minorities in the Law	January/February	Spring Convention
3. Pro Bono Lawyer of the Year	April	Law Day
4. Distinguished Judge of the Year	June	Summer Convention
5. Distinguished Lawyer of the Year	June	Summer Convention
6. Distinguished Section of the Year	June	Summer Convention
7. Distinguished Committee of the Year	June	Summer Convention
8. Outstanding Pro Bono Service	September	Fall Forum
9. Distinguished Community Member	September	Fall Forum
10. Professionalism Award	September	Fall Forum
11. Outstanding Mentor	September	Fall Forum
12. Heart & Hands Award	October	Utah Philanthropy Day
13. Distinguished Service Award		As Needed
14. Special Service Award		As Needed
15. Lifetime Service Award		On Occasion

**Utah State Bar Commission
Friday, April 25, 2014
Utah Law & Justice Center**

Agenda

- 1. 9:00 a.m. President's Report: Curtis Jensen**
 - 10 Mins.* 1.1 Review Election Results
 - 15 Mins.* 1.2 Report on Meetings with Congressional Delegations
 - 10 Mins.* 1.3 Report on Western States Bar Conference (**Tab 1**)
 - 20 Mins.* 1.4 Special Appearance by Attorney General Sean Reyes
 - 10 Mins.* 1.5 Review Law Day Schedule of Activities
 - 10 Mins.* 1.6 Review Spring Convention Survey (**Tab 2**)
 - 10 Mins.* 1.7 Review Young Lawyers Poll (**Tab 3**)
- 2. 10:25 a.m. Executive Director's Report: John Baldwin**
 - 10 Mins.* 2.1 Report on Public Communications
- 3. 10:35 a.m. Action Items**
 - 05 Mins.* 3.1 Client Security Fund Assessment (**Tab 4**)
 - 10 Mins.* 3.2 Federal Legislation on Taxation of Accrued Income (**Tab 5**)
 - 10 Mins.* 3.3 Pro Bono Commission Rule Changes (**Tab 6**)
- 4. 11:00 a.m. Information Items**
 - 10 Mins.* 4.1 Charitable Efforts for Public Safety Officers
- 5. 11:10 a.m. Executive Session**
 - 11:30 a.m. Adjourn to Lunch with Past Presidents**

Consent Agenda (Tab 7)

1. Approve Minutes of March 13, 2012 Commission Meeting
2. Approve Bar Applicants for Admission

Attachments (Tab 8)

1. March Financials
2. Newspaper Articles

(Over)

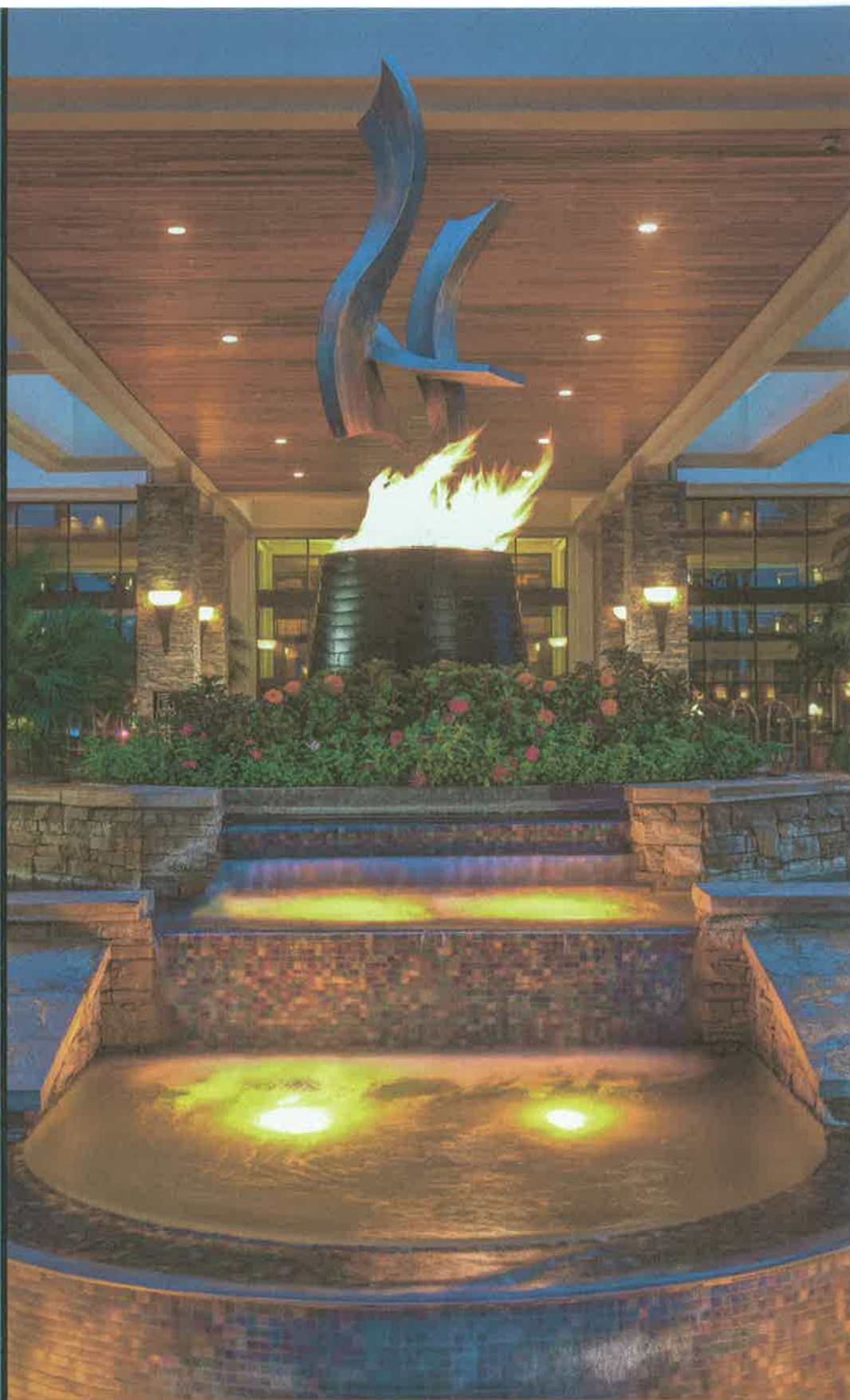
Calendar

May 1	Law Day Luncheon	12:00 Noon	Little America Hotel
May 5-6	Northwest Bar Conference		Seattle, Washington
May 19	Admission Ceremony	12:00 Noon	Abravanel Hall
May	Executive Committee	12:00 Noon	Law & Justice Center
May 29-31	Jackrabbit Bar Conference		Cody, Wyoming
June 6	Executive Committee	12:00 Noon	Law & Justice Center
June 13	Commission Meeting	9:00 a.m.	Law & Justice Center
July 11	Executive Committee	12:00 Noon	Law & Justice Center
July 16	Commission Meeting	1:00 p.m.	Snowmass Village, Colorado
July 16-19	Summer Convention		Snowmass Village, Colorado
July 29-30	Bar Examination	8:00 a.m.	Southtowne Center

Tab 1



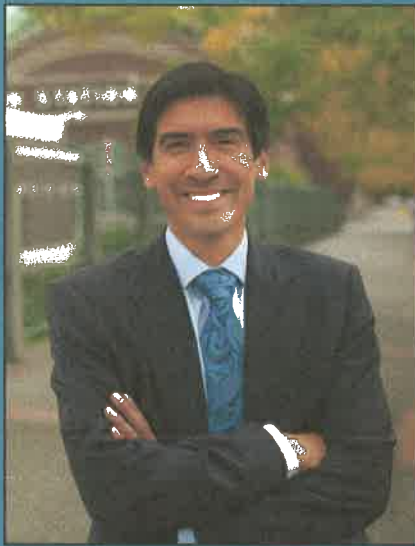
2014



Western States Bar Conference

March 26 - 29

JW Marriott Desert Springs Resort & Spa, Palm Desert, California



Welcome to beautiful, sunny *Palm Desert, CA* for the *2014 Western States Bar Conference!* I hope you will find the conference rewarding and enjoyable. You will find many dining options at the hotel and surrounding area as well as activities for everyone, including a fitness center, spa, swimming, biking, hiking, golf, and plenty of shopping, so I hope you take advantage of all that the Marriott and the Palm Desert/Palm Springs area has to offer.

The theme for this year's conference is "The Role of the Bar in our Changing Society." Last year's conference dealt with change. This year's conference will be a continuation of that theme. Nineteen states have legalized the use and possession of small amounts of marijuana for medical purposes with two of those states, Washington and Colorado, having legalized the use and possession of small amounts of marijuana for recreational purposes. More states are projected to legalize recreational marijuana use. Alison Holcomb, who is the primary author of Washington's I-502, and who has been invited to numerous countries since, will be discussing marijuana legalization. She will be joined by Doug Ende, Chief Disciplinary Counsel for the Washington State Bar Association and Charles Garcia, President-elect of the Colorado Bar Association who will discuss the issues facing attorneys who practice in states where there is a tension between federal and state law.

The legal profession does not reflect the diversity of the general population – the judiciary even more so. Justice Steven Gonzalez from the Washington State Supreme Court, Justice Monica Marquez from the Colorado Supreme Court, and Erika Anderson, President of the State Bar of New Mexico, will be discussing bias in the judiciary and what the Bar should be doing.

Voters often treat judges as legislators and when judges make unpopular rulings, they are at risk for losing their seats in the next election. We will hear from former California State Supreme Court Justice, Joseph Grodin who was one such judge and from Guy Cook, President of the Iowa State Bar Association, where Iowa just went through such an election.

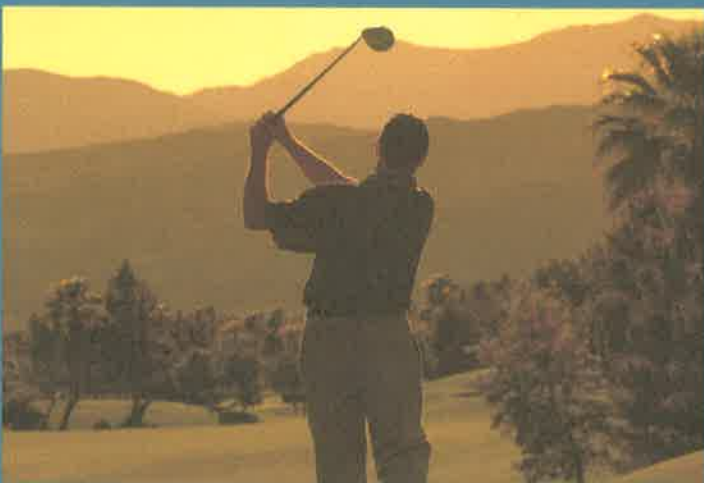
Our keynote speaker, Professor Erwin Chemerinsky, Dean of the University of California, Irvine School of Law, will provide an interesting and informative program on the 60th anniversary of Brown and the 50th anniversary of the Civil Rights Act of 1964.

If you are in need of anything to make your Western States Bar Conference experience more enjoyable, please contact me or the State Bar of New Mexico conference coordinators, Joe Conte and Kris Becker.

A handwritten signature in dark ink that reads "Salvador A. Mungia".

Salvador A. Mungia
President





Attire: Dress is resort casual.

Golf Tournament: Friday, March 28, 1 p.m., JW Marriott Desert Springs Resort & Spa, Palm Course. Team assignments will be posted at the WSBC registration desk on Thursday morning. Lunch is not included.

CLE Credit: The program has been approved for 8.5 hours of General CLE Credit in New Mexico. Each attorney will receive a Uniform Certificate of Attendance, which will need to be filed with the appropriate MCLE Board or Commission in that state within 30 days of the end of the conference to receive credit.

The program materials on the flash drive are current as of March 17, 2014; materials received after that date will be available on the Web site at <http://www.nmbar.org/Attorneys/WSBC/WSBCInfo.html>.

Weather: The average daily high in Palm Desert is 83° and the low is 57°.

Dining/Activities: Dining options at the Marriott include Rockwood Grill, Mikado Japanese Steakhouse, Fisherman's Landing, The Lobby and Sushi Bar, and Oasis Poolside Bar & Grille; the Marriott can provide a list of restaurants off-property as well. Some of the activities include a fitness center and spa, swimming, biking, hiking, golf, and shopping in the Palm Desert/Palm Springs area.

Wednesday, March 26

9:00 a.m. – Noon

Western States Bar Executives Retreat
Facilitator Paula Littlewood, Executive Director,
Washington State Bar Association

DIRECTOR SUITE I

Sponsored by the ABA Division for Bar Services

4:30 p.m. – 5:30 p.m.

Registration

DESERT SALONS 1-4 FOYER

6:00 p.m. – 8:00 p.m.

Welcome Reception Honoring Past Presidents

THE POINTE

Sponsored by the State Bar of California

Thursday, March 27

7:30 a.m. – 11:30 a.m.

Registration/Exhibitors

DESERT SALONS 1-4 FOYER

7:30 a.m. – 8:00 a.m.

Breakfast

SANTA ROSA BALLROOM

Sponsored by Casemaker

8:00 a.m. – 8:30 a.m.

Welcome to the Conference

Salvador A. Mungia, WSBC President, 2013-2014

8:30 a.m. – 8:35 a.m.

Overview of the Conference

Joe Conte, WSBC Secretary-Treasurer

Executive Director, State Bar of New Mexico

8:35 a.m. – 10:05 a.m.

The Changing Marijuana Landscape

and What that Means for the Legal Community

Alison Holcomb, Director for "New Approach Washington"
and primary drafter of I-502

Douglas J. Ende, Chief Disciplinary Counsel, Washington
State Bar Association

Charles E. Garcia, President-elect, Colorado Bar Association

10:05 a.m. – 10:20 a.m.

Break

DESERT SALONS 1-4 FOYER

10:20 a.m. – 10:50 a.m.

ABA Task Force on Preservation of the Justice System

Wm. T. (Bill) Robinson III, Co-Chair

10:50 a.m. – 11:20 a.m.

Roll Call of the States (Hawaii, Arizona, Washington, Idaho)

Sponsored by ALPS

11:20 a.m. LUNCH ON OWN

12:30 p.m. – 5:30 p.m.

Optional Group Event:

Winery Tour, Temecula Valley Wine Country

(transportation and snack included in ticket price)

TOUR LOBBY

DINNER ON OWN

Friday, March 28

7:45 a.m. – 12:30 p.m.

Registration/Exhibitors

DESERT SALONS 1-4 FOYER

7:45 a.m. – 9:05 a.m.

Breakfast

Extended Breakout Sessions for Bar Leaders

Sponsored by Casemaker

Large State Bars

Facilitated by Chuck Turner, Executive Director,

Colorado Bar Association

SAN JACINTO BALLROOM

Small State Bars

Facilitated by Chris Manos, Executive Director,

State Bar of Montana

SANTA ROSA BALLROOM

9:05 a.m. – 9:15 a.m.

Transfer Break

9:15 a.m. – 9:45 a.m.

Roll Call of the States (Alaska, North Dakota, Colorado,
Montana)

Sponsored by ALPS

9:45 a.m. – 11:15 a.m.

Bias in the Election/Selection/Retention of the Judiciary
The Hon. Steve Gonzalez, Associate Justice, Washington State Supreme Court
The Hon. Monica M. Márquez, Associate Justice, Colorado Supreme Court
Erika Anderson, President, State Bar of New Mexico

11:15 a.m. – 11:30 a.m.

Break

DESERT SALONS 1-4 FOYER

11:30 a.m. – 12:15 p.m.

Hot Topics in the Bar:

- *Texas Healthcare Exchange*, Michelle Hunter, Executive Director, State Bar of Texas
- *Preventing Fraud on the Undocumented Community*, Joe Dunn, Executive Director, State Bar of California
- *Deunification of Bar Associations*, Paula Littlewood, Executive Director, Washington State Bar Association

12:15 p.m. – 12:30 p.m.

Nominating Committee Meeting

1:00 p.m. – 5:00 p.m.

Golf Tournament

MARRIOTT PALM COURSE (MEET AT GOLF CART BARN)

Sponsored by ALPS

6:00 p.m. – 9:00 p.m.

Reception/Dinner

SANTA ROSA BALLROOM

Sponsored by Fastcase



Saturday, March 29

7:30 a.m. – 12:30 p.m.

Registration/Exhibitors

DESERT SALONS 1-4 FOYER

7:30 a.m. – 8:30 a.m.

Breakfast

SANTA ROSA BALLROOM

Sponsored by Casemaker

Breakfast for Presidents-Elect

Hosted by William C. Hubbard, ABA President-Elect

SAN JACINTO BALLROOM

8:30 a.m. – 9:30 a.m.

60th Anniversary of Brown/50th Anniversary of the Civil Rights Act of 1964

Keynote: Professor Erwin Chemerinsky, Dean, University of CA, Irvine School of Law

9:30 a.m. – 10:00 a.m.

Roll Call of the States (Utah, Texas, Wyoming, Nevada)

Sponsored by ALPS

10:00 a.m. – 10:15 a.m.

Break

DESERT SALONS 1-4 FOYER

10:15 a.m. – 10:30 a.m.

Bar Services/ABA Update

William C. Hubbard, ABA President-Elect

Kathryn Grant Madigan, ABA Standing Committee on Bar Activities & Services

Linda Klein, ABA Access to Justice

10:30 a.m. – 11:00 a.m.

Roll Call of the States (California, South Dakota, Oregon, New Mexico)

Sponsored by ALPS

11:00 a.m. – 12:00 p.m.

Consequences for Judges Who Make Tough Rulings

The Hon. Joseph R. Grodin (ret.), California Supreme Court

Guy Cook, President, Iowa State Bar Association

12:00 p.m. – 12:15 p.m.

Conclusion of Conference

Announcement of new leadership through 2016

12:15 p.m. ADJOURN

12:15 p.m. – 12:30 p.m.

Annual Business Meeting (for WSBC leadership)

Western States Bar Conference Presidents

Harry J. McClean, California	1949-1951
Alfred Pence, Wyoming	1951-1952
Robert A. Leedy, Oregon	1952-1953
Thomas H. Robertson, Idaho	1953-1954
John Shaw Field, Nevada	1954-1955
H. Cleveland Hall, Montana	1955-1956
Walter E. Craig, Arizona	1956-1957
William H. Robinson, Colorado	1957-1958
A. H. Nebeker, Utah	1958-1959
H. B. Kidwell, Hawaii	1959-1960
Glenn R. Jack, Oregon	1960-1961
Joseph H. Gordon, Washington	1961-1962
William Gaunt, Colorado	1962-1963
Jess R. Nelson, New Mexico	1963-1964
Roy A. Bronson, California	1964-1965
Gilbert B. St. Clair, Idaho	1965-1966
Herbert H. Anderson, Oregon	1966-1967
Elmer J. Scott, Wyoming	1967-1968
John Gavin, Washington	1968-1969
Ray R. Christensen, Utah	1969-1970
Edward L. Benoit, Idaho	1970-1971
John Joe Wilkinson, Colorado	1971-1972
John Huneke, Washington	1972-1973
John U. Yerkovich, Oregon	1973-1974
David K. Robinson, California	1974-1975
Jerry V. Smith, Idaho	1975-1976
Henry Loble, Montana	1976-1977
Joseph Novak, Utah	1977-1978
Mark I Harrison, Arizona	1978-1979
Leo J. Puccinelli, Nevada	1979-1980
James R. Crouch, New Mexico	1980-1981
David D. Hoff, Washington	1981-1982
Jon R. Kerian, North Dakota	1982-1983
Donna C. Willard, Alaska	1983-1984
Dwight M. Rush, Hawaii	1984-1985
Thomas S. Smith, Wyoming	1985-1986
Charles W. Deaner, Nevada	1986-1987
John J. Haugh, Oregon	1987-1988
O. Wood Moyle III, Utah	1988-1989
John J. Bouma, Arizona	1989-1990
Richard C. Fields, Idaho	1990-1991
Robert R. Redman, Washington	1991-1992
Burke M. Critchfield, California	1992-1993
Damon Gannett, Montana	1993-1994
Richard F. Rowley II, New Mexico	1994-1995
Kermit Edward Bye, North Dakota	1995-1996
Wiley Y. Daniel, Colorado	1996-1997
Daniel E. Winfree, Alaska	1997-1998
Timothy J. Kirven, Wyoming	1998-1999
Steven T. Walther, Nevada	1999-2000
Dennis C. Karnopp, Oregon	2000-2001

Reed L. Martineau, Utah	2001-2002
Hod Greeley, Hawaii	2002-2003
Don Bivens, Arizona	2003-2004
Carl E. Olsson, Idaho	2004-2005
Dale Carlisle, Washington	2005-2006
Andrew Suenram, Montana	2006-2007
Thomas Fritz, South Dakota	2007-2008
Daniel J. O'Brien, New Mexico	2008-2009
Eduardo Rodriguez, Texas	2009-2010
John J. Tiemessen, Alaska	2010-2011
David S. Maring, North Dakota	2011-2012
Nathan D. Alder, Utah	2012-2013
Salvador A. Mungia, Washington	2014-2015



Secretaries/Treasurers

Leland M. Cummings, Utah	1946-1954
John H. Holloway, Oregon	1954-1961
Alice Ralls, Washington	1961-1966
Dean W. Sheffield, Utah	1966-1971
Eldon L. Husted, Arizona	1971-1973
G. Edward Friar, Washington	1973-1974
Ronald L. Kull, Idaho	1974-1978
Eldon L. Husted, Arizona	1978-1979
Celene Greene, New Mexico and Minnesota	1979-1983
Robert J. Elfers, Oregon	1983-1985
Celene Greene, Oregon	1985-1986
Bruce Hamilton, Arizona	1986-1991
Linda L. McDonald, New Mexico and Texas	1991-1996
Charles C. Turner, Colorado	1996-2000
Diane K. Minnich, Idaho	2001-2005
Allen Kimbrough, Nevada	2005-2006
Diane K. Minnich, Idaho	2006-2007
Kimberly Farmer, Nevada	2007-2010
Joe Conte, New Mexico	2011-2015

Western States Bar Conference Meeting Sites

San Francisco	1949
Salt Lake City	1950
Denver	1951
Portland	1952
Reno	1953
Sun Valley	1954
Phoenix	1955
Cheyenne.....	1956
Santa Fe	1957
San Francisco.....	1958
Salt Lake City	1959
Honolulu	1960
Seattle.....	1961
Denver	1962
Phoenix	1963
Reno	1964
Monterey	1965
Las Vegas.....	1966
Guadalajara, Mexico	1967
Coronado	1968
Maui.....	1969
Colorado Springs	1970
Scottsdale.....	1971
Albuquerque	1972
Vancouver, British Columbia	1973
Guadalajara, Mexico	1974
Monterey	1975
Palm Springs.....	1976
Maui.....	1977
Scottsdale.....	1978
San Diego	1979
Acapulco, Mexico.....	1980
Tucson.....	1981
Maui.....	1982

St. Thomas, Virgin Islands	1983
Kauai	1984
San Diego	1985
Waikoloa	1986
San Antonio.....	1987
Kauai	1988
Monterey	1989
Waikoloa	1990
Santa Barbara	1991
Maui.....	1992
Carmel	1993
Maui.....	1994
San Diego	1995
Kauai	1996
Scottsdale.....	1997
Waikoloa	1998
San Diego	1999
Maui.....	2000
Waikoloa	2001
Las Vegas.....	2002
Kauai	2003
Scottsdale.....	2004
Maui.....	2005
San Diego	2006
Kohala Coast	2007
Tucson.....	2008
Turtle Bay, Oahu	2009
San Antonio	2010
Maui.....	2011
Las Vegas.....	2012
Kauai	2013
Palm Desert	2014
Kohala Coast	2015



2015 Western States Bar Conference
Mauna Lani Bay Hotel & Bungalows
Kohala Coast, Island of Hawaii
March 25-28, 2015



Welcome Reception



Bar Executives



Breakfasts



Roll Calls of the States
and Golf Tournament







Friday Night Dinner





Thank you to our sponsors for their support
of the 2014 Western States Bar Conference!

Tab 2




1. Please rate the Friday Keynote: Frederic S. Ury – Ury & Moskow: Adapt and Succeed in the Face of Disruptive Change: The Future of the Practice of Law

		Response Percent	Response Count
Excellent		36.1%	22
Good		49.2%	30
Fair		11.5%	7
Poor		3.3%	2
COMMENTS			12
answered question			61
skipped question			6





2. Please Rate Friday Lunch Presentation: DR. ROBERT JAMES - Raising the Bar: How the Movies Changed Jurists and Clients' Perspectives

		Response Percent	Response Count
Excellent		17.2%	10
Good		27.6%	16
Fair		32.8%	19
Poor		22.4%	13
COMMENTS			18
answered question			58
skipped question			9

3. Please Rate Saturday Keynote: Hyrum W. Smith - The Power of Perception

		Response Percent	Response Count
Excellent		66.1%	39
Good		27.1%	16
Fair		6.8%	4
Poor		0.0%	0
COMMENTS			13
answered question			59
skipped question			8

4. Please rate the Bar film & discussion panel - A Place in the Sun Moderator: Leslie A. Lewis

		Response Percent	Response Count
Excellent		32.3%	10
Good		32.3%	10
Fair		19.4%	6
Poor		16.1%	5
COMMENTS			15
answered question			31
skipped question			36

5. Please rate the breakout programs that you attended.

	Excellent	Good	Fair	Poor	Rating Count
What Civil Lawyers Should Know About Criminal Law	18.2% (2)	72.7% (8)	9.1% (1)	0.0% (0)	11
Real Property Valuation: Objective Valuation or Subjective Mayhem	25.0% (2)	37.5% (3)	25.0% (2)	12.5% (1)	8
You've Got the Wrong Mediator: Matching Mediator Style to Case and Client	57.1% (8)	35.7% (5)	7.1% (1)	0.0% (0)	14
THE INSIDE SCOOP: Clients' Perspectives in Use of Outside Lawyers in a Changing Legal Environment	20.0% (2)	40.0% (4)	40.0% (4)	0.0% (0)	10
Practicing Law in the 21st Century	44.4% (8)	50.0% (9)	5.6% (1)	0.0% (0)	18
RS2477 Public Roads Rights of Way	20.0% (1)	80.0% (4)	0.0% (0)	0.0% (0)	5
Reefer Madness: The Impact of Medicinal and Recreational Marijuana Laws Adopted in Neighboring States on Utah's Metabolite Law	50.0% (7)	35.7% (5)	14.3% (2)	0.0% (0)	14
CFPB	54.5% (6)	18.2% (2)	27.3% (3)	0.0% (0)	11
Employment Issues in Employing a Limited English-Speaking Workforce	100.0% (2)	0.0% (0)	0.0% (0)	0.0% (0)	2
The Affordable Care Act Fundamentals and Updates: What Employers need to know.	25.0% (4)	43.8% (7)	18.8% (3)	12.5% (2)	16
A Tool Kit for Surviving the Internet's New Generic Top-Level Domains	33.3% (3)	22.2% (2)	44.4% (4)	0.0% (0)	9
Pointers for being a Professional, Profitable, Persuasive and Proficient Guardian ad Litem Attorney	0.0% (0)	85.7% (6)	14.3% (1)	0.0% (0)	7





Trust Deeds: 17 Practical Rules (more or less) for Utah Lender's Counsel	31.6% (6)	36.8% (7)	21.1% (4)	10.5% (2)	19
Taking Your Client's Business Abroad: Navigating Recent Changes in Export Controls	25.0% (1)	75.0% (3)	0.0% (0)	0.0% (0)	4
What's Next for the Federal Rules of Civil Procedure and What's New for the Utah Local Rules	36.4% (4)	18.2% (2)	27.3% (3)	18.2% (2)	11
Tips for Admitting Effective Expert Testimony	46.2% (6)	46.2% (6)	0.0% (0)	7.7% (1)	13
More Bang for the Client's Buck – Delegation of Work to Paralegals and Staff to Improve Work Product, Client Satisfaction, and Grow a Firm	44.4% (4)	11.1% (1)	33.3% (3)	11.1% (1)	9
Protecting Clients' Intellectual Property Assets They May Not Even Know They Own	50.0% (4)	37.5% (3)	12.5% (1)	0.0% (0)	8
Part 1: Big Uncle Sam is Watching You: Current Issues in Domestic Surveillance and Targeting US Citizens Abroad	72.7% (16)	18.2% (4)	4.5% (1)	4.5% (1)	22
Ensuring Justice Prevails in Utah's Justice Courts	33.3% (1)	33.3% (1)	0.0% (0)	33.3% (1)	3
Parental Gatekeeping and Custody Evaluations	71.4% (5)	28.6% (2)	0.0% (0)	0.0% (0)	7
Trends & Developments in Investor/ Financial Firm Disputes	50.0% (2)	50.0% (2)	0.0% (0)	0.0% (0)	4
What Attorneys Must Do to Become Compliant with New HIPAA-Hitech Requirements	11.1% (1)	77.8% (7)	11.1% (1)	0.0% (0)	9
Part 2: Big Uncle Sam is Watching You: Current Issues in Domestic Surveillance and Targeting US Citizens Abroad	72.4% (21)	20.7% (6)	6.9% (2)	0.0% (0)	29
2014 Legislative Update	9.1% (1)	45.5% (5)	45.5% (5)	0.0% (0)	11
COMMENTS					7

answered question	65
skipped question	2

6. Please list new session topics or repeats of any topics that you would like to see at future Utah State Bar conferences:

	Response Count
	22
answered question	22
skipped question	45

7. Please rate your overall experience at the Spring Convention.

		Response Percent	Response Count
Excellent		35.4%	23
Good		50.8%	33
Fair		12.3%	8
Poor		1.5%	1
	COMMENTS		14
answered question			65
skipped question			2

Page 2, Q1. Please rate the Friday Keynote: Frederic S. Ury – Ury & Moskow: Adapt and Succeed in the Face of Disruptive Change: The Future of the Practice of Law

1	more descriptive than predictive and he went way over time	Apr 1, 2014 10:22 AM
2	Very informative.	Mar 23, 2014 1:01 PM
3	Didn't attend.	Mar 21, 2014 11:02 AM
4	An eye-opening presentation which deserved more time. I attended the follow-on panel specifically to hear more from Mr. Ury.	Mar 21, 2014 10:28 AM
5	It was good to hear how we need to adapt and not stay the same way if we are to provide effective services to our clients.	Mar 20, 2014 4:16 PM
6	boring, nothing new	Mar 20, 2014 2:30 PM
7	funny, a little insightful, not life changing.	Mar 20, 2014 1:57 PM
8	The presentation was timely, informative, and professionally undertaken.	Mar 20, 2014 1:22 PM
9	He is a good presenter--I enjoyed his keynote. I've heard many talks on the future of law practice and the "crisis" we face. I would like to hear more recommendations for things that individuals or professional groups (bar, ABA) can do to address the issues he discusses.	Mar 20, 2014 1:05 PM
10	I would have liked a printed list of the websites he listed in his presentation.	Mar 20, 2014 12:50 PM
11	Quickly going through each of the website he covered was not helpful. It was difficult to see from the middle of the auditorium and several of us were wondering how they related to us and our own practices.	Mar 20, 2014 12:49 PM
12	Excellent and important topic.	Mar 20, 2014 12:38 PM

Page 2, Q2. Please Rate Friday Lunch Presentation: DR. ROBERT JAMES - Raising the Bar: How the Movies Changed Jurists and Clients' Perspectives

1	He was a decent speaker. I expected more depth and analysis in his presentation.	Mar 23, 2014 1:01 PM
2	Sort of boring. Bad jokes - especially his attempt at lawyer jokes. Wrong crowd for that.	Mar 21, 2014 11:22 AM
3	I wanted to like it but the lighting was bad (on the movie) and he wasn't as interesting as I would have liked.	Mar 21, 2014 11:02 AM
4	Poor lighting made clips difficult to see. Poor humor on the part of the speaker. Little to no relevance.	Mar 21, 2014 10:28 AM
5	This was a great idea for a luncheon speaker topic. But this speaker was a real dud. I question his credentials and certainly question his competence to speak on the subject. His presentation was really not on topic. Nice try, but maybe some other more qualified speaker would be better in the future.	Mar 21, 2014 9:54 AM
6	Lunch sandwich was stale and very unsatisfactory	Mar 20, 2014 5:11 PM
7	I did not like paying for a presenter who repeatedly publicly insulted those who paid him to present. We need to elevate the bar, not tear it down.	Mar 20, 2014 4:58 PM
8	Fun to watch the clips, but relating it back was lacking.	Mar 20, 2014 4:29 PM
9	Did not attend	Mar 20, 2014 1:57 PM
10	The presentation significantly improved my understanding of how movies affect the legal system.	Mar 20, 2014 1:22 PM
11	No substance whatsoever in his presentation.	Mar 20, 2014 1:08 PM
12	Fun because of the movie clips, but not much substance and only mediocre presentation skills. I was surprised we got a Civility credit for attending!	Mar 20, 2014 1:05 PM
13	Not useful. Hackneyed lawyer jokes didn't help.	Mar 20, 2014 12:50 PM
14	needed as smoother delivery and an improved sense of humor material could have been presented to better support the alleged change of perspectives	Mar 20, 2014 12:47 PM
15	Fun topic but boring speaker.	Mar 20, 2014 12:38 PM
16	Lunch was a bit sketchy and small. Box lunch with not enough turkey to go around and no vegetarian lunches leaves a void.	Mar 20, 2014 12:33 PM
17	Some of his comments about his wife and possible domestic violence were concerning! It was boring.	Mar 20, 2014 12:06 PM
18	didn't go	Mar 20, 2014 12:00 PM

Page 2, Q3. Please Rate Saturday Keynote: Hyrum W. Smith - The Power of Perception

1	I enjoyed him tremendously! He was great! I learned alot form him and it motivated me!	Mar 23, 2014 1:01 PM
2	Awesome and inspiring.	Mar 21, 2014 11:22 AM
3	I really enjoyed his uplifting talk.	Mar 21, 2014 11:02 AM
4	I realize its part of the culture but I don't appreciate the overt religious comments. I hear enough of that in my day to day encounters.	Mar 21, 2014 10:28 AM
5	I could not attend that.	Mar 20, 2014 4:58 PM
6	Very good. I hope to implement what he taught and be happier and more successful.	Mar 20, 2014 1:57 PM
7	Mr. Smith lived up to his reputation as a skilled and intellectually very astute educator. I really enjoyed the presentation and learned a lot.	Mar 20, 2014 1:22 PM
8	He was fantastic!	Mar 20, 2014 1:10 PM
9	I like this sort of inspirational/be a better person presentation. He gave a lot of specific actions we could take and he's a first-rate speaker.	Mar 20, 2014 1:05 PM
10	Highlight of the weekend.	Mar 20, 2014 12:50 PM
11	Good speaker, but odd topic, felt awfully church-y	Mar 20, 2014 12:38 PM
12	Incredible	Mar 20, 2014 12:33 PM
13	didn't go primarily because it was him. Modern day snake oil salesman in my opinion	Mar 20, 2014 12:00 PM

Page 2, Q4. Please rate the Bar film & discussion panel - A Place in the Sun

Moderator:
Leslie A. Lewis

1	The panel was great! I look forward to next year's film and panel.	Mar 23, 2014 1:01 PM
2	Didnt' attend.	Mar 21, 2014 11:02 AM
3	Judge Lewis is a poor moderator. She injects her comments without granting the other panel members the opportunity to be heard. This presentation should be moved to after the Thursday night reception; the CLE hours should be increase to 3 as this event went over time (not unusual as I've been told by previous attendees).	Mar 21, 2014 10:28 AM
4	This is a highlight of the conference for me. Excellent panel. Excellent film.	Mar 21, 2014 9:54 AM
5	I could not attend that either. I usually always attend and enjoy this part of the Spring CLE.	Mar 20, 2014 4:58 PM
6	Missed this event. I think it would work better on the first day of the conference in the evening.	Mar 20, 2014 4:29 PM
7	Did not attend	Mar 20, 2014 1:57 PM
8	The choice of the film was excellent--it helped us appreciate the fact that our legal system in particular and our governance system in general are works-in-progress. As lawyers, we have a very important role to play in helping ensure the continued evolution of both systems.	Mar 20, 2014 1:22 PM
9	had to leave so I didn't hear the panel discussion.	Mar 20, 2014 12:38 PM
10	Also incredible. Leslie and the panel were very incisive and great.	Mar 20, 2014 12:33 PM
11	Did not attend this.	Mar 20, 2014 12:10 PM
12	Discussion went way over time and while the first part of the movie provided context for the trial, the movie itself was pretty long.	Mar 20, 2014 12:08 PM
13	did not attend	Mar 20, 2014 12:06 PM
14	Leslie Lewis needs to stop speaking over everyone, stop telling you how the movie is going to end. She spoiled the movie by her chatting.	Mar 20, 2014 12:06 PM
15	didn't go	Mar 20, 2014 12:00 PM

Page 2, Q5. Please rate the breakout programs that you attended.

1	More nuts and bolts seminars in regular sessions, not bonus sessions. Make the unique topics the bonus sessions. Expert witness session should have been main stream time, not bonus session for example.	Mar 21, 2014 11:22 AM
2	The ACA presentation was almost useless. The speaker tried valiantly to cram a 3 hour presentation into 1 hour. Too much material to absorb. The speaker should cull out much of the material if she wants to try and present a coherent program.	Mar 21, 2014 10:28 AM
3	In trying to decide which class to attend i was literally choosing which of the options was the least uninteresting.	Mar 20, 2014 2:30 PM
4	Some presenters shared volumes of information, but their online materials did not include this information. Please ask presenters to include what they say in their notes! I can't type as fast as my secretary.	Mar 20, 2014 1:57 PM
5	The discussion on government surveillance was especially informative and beneficial.	Mar 20, 2014 1:22 PM
6	Panel presentations tend to be much less coherent and useful compared to single presenters. I strongly recommend that when panels are planned, each panelist should submit a few slides summarizing what they will discuss and the moderator should submit a list of questions to be posed. Otherwise CLE approval should not be given. Without this, panelists tend to spend an inordinate amount of time on introductions or rehashing what others have already said.	Mar 20, 2014 1:05 PM
7	I found most of the speakers boring, not up to par.	Mar 20, 2014 12:38 PM

Page 2, Q6. Please list new session topics or repeats of any topics that you would like to see at future Utah State Bar conferences:

1	please set up some kind of meet and greet opportunity with the judges	Apr 1, 2014 10:22 AM
2	Nuts and bolts line of classes. Bankruptcy related classes.	Mar 21, 2014 11:22 AM
3	Anything related to personal injury or tort law. Too many offerings relate to real property, estate, or business practice.	Mar 20, 2014 7:57 PM
4	More general practice stuff like family law, bankruptcy, workers compensation, social security, etc.	Mar 20, 2014 4:58 PM
5	Practice Management Cloud Technology	Mar 20, 2014 4:37 PM
6	I would like to see more practical applications of the knowledge used in CLE. Most of the things learned other than in Hyrum Smith and the Guardian Gatekeeper were not actual usable information, but was just information. I would love to see a conference on how to avoid bar complaints and become more compliant with rules regarding advertising, etc. the practicing law in 21st century could have been so useful and was instead not practical information at all. The speakers seem to largely be from large businesses and firms. In actuality, the lawyers that need the most help are the solo practitioners/small firms and there is almost nothing geared towards this large segment of the practicing lawyers.	Mar 20, 2014 4:22 PM
7	Topics that cover work/life balance are good. Maybe something on the types of outside activities that would present a conflict of interest. Business formation issues and solutions Maintaining a solo practice	Mar 20, 2014 4:16 PM
8	Need more ethics offerings.	Mar 20, 2014 3:07 PM
9	recent trial experiences how have things changed with the revisions to rule 26 URCP anything from sitting judges about what we can do differently	Mar 20, 2014 2:30 PM
10	I practice Administrative Law and I would appreciate useful hints and suggestions.	Mar 20, 2014 1:57 PM
11	REPEATS: (1) Current issues in domestic surveillance. (2) The Affordable Care Act. NEW TOPICS: (1) The role of lawyers in upholding the rule of law in the United States and abroad. (2) Making legal philosophy a part of the law school curriculum. (3) Practicing law in a globalized economy.	Mar 20, 2014 1:22 PM
12	CFPB	Mar 20, 2014 1:18 PM
13	Disability Practice Before the Social Security Administration	Mar 20, 2014 1:14 PM
14	Evidence	Mar 20, 2014 1:10 PM
15	1. Law firm of the future: specific guidance on law firm management, resources, and client development in the Information Age. We're just not getting it, nor are we getting much training in it. It will take time for many of us to adapt. 2. Technology-related topics for general practitioners. I realize most who attend bar conventions don't practice in these areas, but teaching about these things will help them see new areas that clients need help with: e.g. social media risks and policies advertising review and FTC compliance ecommerce legal issues online brand management defamation/online negativity management	Mar 20, 2014 1:05 PM

Page 2, Q6. Please list new session topics or repeats of any topics that you would like to see at future Utah State Bar conferences:

16	Evidence	Mar 20, 2014 1:02 PM
17	Evidence	Mar 20, 2014 12:46 PM
18	mediation and arbitration are always relevant and should be often. At different levels:Justice Crt.; Distgrict Crt; and Supreme Crt.;Federal	Mar 20, 2014 12:33 PM
19	IP Law for generalists	Mar 20, 2014 12:08 PM
20	Trusts and Estates with new Tax act of 2013	Mar 20, 2014 12:06 PM
21	Internal workings of the court (behind the scene stuff). Discussion of what needs to change or be consistent with in regards to family law and Commissioner's practices. (They are very different).	Mar 20, 2014 12:06 PM
22	More topics that might be relevant to or related to trial attorneys (personal injury type topics, trial strategy and tactics, rules of evidence/civil procedure, negotiating skills, etc.)	Mar 20, 2014 12:05 PM

Page 2, Q7. Please rate your overall experience at the Spring Convention.



1	the staff do a wonderful job	Apr 1, 2014 10:22 AM
2	Thanks for putting a generally good program together.	Mar 21, 2014 11:22 AM
3	Despite my criticisms of some of the presentations, this was good value. I enjoyed the opportunity to reacquaint with lawyers outside of the adversarial process.	Mar 21, 2014 10:28 AM
4	I come because of opportunities to socialize, for good weather, and for the refreshments. The truth is that the seminars presented are 50/50. Occasionally, something good is presented and key note speakers are generally worth listening too. Too many seminars though are irrelevant to my personal injury law practice.	Mar 20, 2014 7:57 PM
5	I had a difficult time finding breakout sessions that sounded interesting and that would help me in my practice.	Mar 20, 2014 4:16 PM
6	I visited all the vendor's booths, talked at length with those who offered something I need, and I wished there were more to visit. If there is a limit, I would raise the limit to allow more vendors to talk to. The food delivery was disjointed and timing was off for a few of the meetings. Some rooms were mislabeled, which was of course confusing. I like the morning CLE format so I can feel free to spend the afternoons with my family enjoying st George. If the format were all day, I might not come at all. I have noticed more classes being added in the afternoon, which can be a downer if you feel obligated to attend when your firm paid for the fees. I truly appreciate the opportunity to get away to a warm climate and learn and de-stress. Thank you for holding this annual conference!	Mar 20, 2014 1:57 PM
7	Excellent, but make a more concerted effort to improve the diversity of attendees.	Mar 20, 2014 1:22 PM
8	Although the topics were not specific to my practice, I gained important information as an informed citizen and Hyrum Smith's presentation gave me a bust in mental discipline	Mar 20, 2014 1:14 PM
9	It was my first time at Spring Convention. I plan to return. Thanks!	Mar 20, 2014 1:05 PM
10	A convenient way to get CLE credits.	Mar 20, 2014 12:50 PM
11	Always a great experience even when I have to drive 200 miles. And at 79! Enjoy the Conventions so much!	Mar 20, 2014 12:33 PM
12	Two presentations did not have materials posted on the web site and both indicated they would be available - still waiting on those. (Judge Kelly and Matt Davies)	Mar 20, 2014 12:10 PM
13	Not enough food. Not well thought-out. This was my 4th time to attend in St. George and it was the worse program.	Mar 20, 2014 12:06 PM
14	This is each year well worth attending.	Mar 20, 2014 12:00 PM

Tab 3













1. To be eligible for the prize drawing we need your 5 digit bar number. (This information will be kept separate from the questions on the following page.) If you do not wish to enter the drawing please leave the bar number blank. If you do not know your 5 digit bar number please email onlineservices@utahbar.org with your name and email address of record and it will be provided to you.


























	Response Count
	546
answered question	546
skipped question	7

2. Are you an active member of the Utah State Bar?

	Response Percent	Response Count
Yes 	93.8%	502
No 	6.2%	33
answered question		535
skipped question		18



3. What other state Bars are you an active member?

		Response Percent	Response Count
Alaska		1.1%	1
Arizona		7.4%	7
Arkansas		0.0%	0
California		26.6%	25
Colorado		9.6%	9
Connecticut		1.1%	1
Delaware		1.1%	1
District of Columbia		3.2%	3
Florida		6.4%	6
Georgia		0.0%	0
Hawaii		0.0%	0
Idaho		9.6%	9
Illinois		0.0%	0
Indiana		1.1%	1
Iowa		0.0%	0
Kansas		0.0%	0
Kentucky		0.0%	0
Louisiana		0.0%	0
Maine		0.0%	0
Maryland		1.1%	1
Massachusetts		5.3%	5
Michigan		0.0%	0
Minnesota		0.0%	0







Mississippi		0.0%	0
Missouri		0.0%	0
Montana		5.3%	5
Nebraska		2.1%	2
Nevada		12.8%	12
New Hampshire		0.0%	0
New Jersey		1.1%	1
New Mexico		1.1%	1
New York		6.4%	6
North Carolina		2.1%	2
North Dakota		4.3%	4
Ohio		1.1%	1
Oklahoma		0.0%	0
Oregon		1.1%	1
Pennsylvania		1.1%	1
Rhode Island		0.0%	0
South Carolina		0.0%	0
South Dakota		1.1%	1
Tennessee		0.0%	0
Texas		2.1%	2
Vermont		0.0%	0
Virginia		1.1%	1
Washington		2.1%	2
West Virginia		0.0%	0
Wisconsin		0.0%	0

Wyoming		6.4%	6
OUTSIDE OF THE US		2.1%	2
answered question			94
skipped question			459

4. Are you currently employed in a law-related job that requires Utah State Bar licensing?

		Response Percent	Response Count
Yes		78.3%	422
No		21.7%	117
answered question			539
skipped question			14

5. If your current employment is law related please select which option best describes your environment.

		Response Percent	Response Count
Solo Practitioner		11.3%	52
Small Firm (2-10)		35.7%	165
Mid Firm (10-30)		11.5%	53
Large Firm (30+)		15.8%	73
Public		16.9%	78
In-house		8.9%	41
Other Law Related (Please specify)			35
answered question			462
skipped question			91

6. If your current employment is non law-related, please describe it.








	Response Count
	72
answered question	72
skipped question	481

7. What law school did you graduate from?

	Response Percent	Response Count
--UNIVERSITY OF UTAH	30.6%	164
--BRIGHAM YOUNG UNIVERSITY	20.0%	107
AKRON	0.4%	2
ALABAMA	0.0%	0
ALBANY	0.4%	2
AMERICAN	0.2%	1
APPALACHIAN	0.4%	2
ARIZONA	0.7%	4
ARIZONA STATE	1.9%	10
ARIZONA SUMMIT	0.4%	2
ARKANSAS - Fayetteville	0.0%	0
ARKANSAS - Little Rock	0.2%	1
ATLANTA'S JOHN MARSHALL LAW SCHOOL	0.0%	0
AVE MARIA SCHOOL OF LAW	0.7%	4
BALTIMORE	0.2%	1
BARRY UNIVERSITY	0.0%	0

BAYLOR	0.0%	0
BELMONT UNIVERSITY	0.0%	0
BOSTON COLLEGE	0.0%	0
BOSTON UNIVERSITY █	0.4%	2
BROOKLYN	0.0%	0
CALIFORNIA - Berkeley	0.0%	0
CALIFORNIA - Davis	0.0%	0
CALIFORNIA - Hastings █	0.2%	1
CALIFORNIA - Irvine	0.0%	0
CALIFORNIA - Los Angeles █	0.6%	3
CALIFORNIA WESTERN	0.0%	0
CAMPBELL	0.0%	0
CAPITAL █	0.2%	1
CASE WESTERN RESERVE	0.0%	0
CATHOLIC UNIVERSITY OF AMERICA	0.0%	0
CHAPMAN	0.0%	0
CHARLESTON	0.0%	0
CHARLOTTE █	0.4%	2
CHICAGO █	0.2%	1
CHICAGO-KENT	0.0%	0
CINCINNATI	0.0%	0
CITY UNIVERSITY OF NEW YORK	0.0%	0
CLEVELAND STATE	0.0%	0
COLORADO	0.0%	0
COLUMBIA █	0.4%	2

CONNECTICUT		0.2%	1
CORNELL		0.0%	0
CREIGHTON	▣	2.4%	13
DAYTON		0.4%	2
DENVER	▣	1.3%	7
DePAUL		0.0%	0
DETROIT MERCY		0.0%	0
DISTRICT OF COLUMBIA		0.2%	1
DRAKE		0.6%	3
DREXEL		0.0%	0
DUKE	▣	0.9%	5
DUQUESNE		0.2%	1
ELON		0.0%	0
EMORY		0.0%	0
FAULKNER		0.0%	0
FLORIDA		0.2%	1
FLORIDA A&M		0.0%	0
FLORIDA COASTAL		0.2%	1
FLORIDA INTERNATIONAL		0.0%	0
FLORIDA STATE		0.0%	0
FORDHAM		0.0%	0
GEORGE MASON		0.4%	2
GEORGETOWN		0.2%	1
GEORGE WASHINGTON	▣	2.1%	11
GEORGIA		0.0%	0

GEORGIA STATE	0.0%	0
GOLDEN GATE	0.2%	1
GONZAGA 	3.5%	19
HAMLIN	0.0%	0
HARVARD	0.6%	3
HAWAII	0.0%	0
HOFSTRA	0.0%	0
HOUSTON	0.0%	0
HOWARD	0.0%	0
IDAHO 	1.1%	6
ILLINOIS	0.2%	1
INDIANA - Bloomington 	0.7%	4
INDIANA UNIVERSITY - Indianapolis 	0.6%	3
INTER-AMERICAN	0.0%	0
IOWA	0.2%	1
THE JOHN MARSHALL LAW SCHOOL	0.0%	0
JUDGE ADVOCATE GENERAL'S SCHOOL	0.0%	0
KANSAS 	0.4%	2
KENTUCKY 	0.4%	2
LA VERNE	0.2%	1
LIBERTY	0.0%	0
LEWIS AND CLARK 	0.4%	2
LOUISIANA STATE	0.0%	0
LOUISVILLE	0.0%	0

LOYOLA - Chicago	0.0%	0
LOYOLA - Los Angeles	0.2%	1
LOYOLA - New Orleans	0.0%	0
MAINE	0.2%	1
MARQUETTE	0.0%	0
MARYLAND	0.2%	1
MASSACHUSETTS	0.2%	1
MCGEORGE	1.3%	7
MEMPHIS	0.0%	0
MERCER	0.0%	0
MIAMI	0.0%	0
MICHIGAN STATE	0.7%	4
MICHIGAN	0.2%	1
MINNESOTA	0.6%	3
MISSISSIPPI COLLEGE	0.0%	0
MISSISSIPPI	0.0%	0
MISSOURI	0.0%	0
MISSOURI - Kansas City	0.0%	0
MONTANA	0.7%	4
NEBRASKA	0.2%	1
NEVADA	0.9%	5
NEW ENGLAND LAW BOSTON	0.4%	2
NEW MEXICO	0.0%	0
NEW HAMPSHIRE	0.6%	3
NEW YORK LAW SCHOOL	0.0%	0
NEW YORK UNIVERSITY	0.0%	0

NORTH CAROLINA	0.2%	1
NORTH CAROLINA CENTRAL	0.0%	0
NORTH DAKOTA	0.0%	0
NORTHEASTERN	0.0%	0
NORTHERN ILLINOIS	0.0%	0
NORTHERN KENTUCKY	0.0%	0
NORTHWESTERN	0.2%	1
NOTRE DAME	0.2%	1
NOVA SOUTHEASTERN	0.2%	1
OHIO NORTHERN	0.2%	1
OHIO STATE	0.6%	3
OKLAHOMA	0.0%	0
OKLAHOMA CITY	0.4%	2
OREGON	0.6%	3
PACE	0.2%	1
PENNSYLVANIA	0.2%	1
PENNSYLVANIA STATE	0.4%	2
PEPPERDINE	0.6%	3
PITTSBURGH	0.0%	0
PONTIFICAL CATHOLIC OF PUERTO RICO	0.0%	0
PUERTO RICO	0.0%	0
QUINNIPIAC	0.2%	1
REGENT	0.4%	2
RICHMOND	0.0%	0
ROGER WILLIAMS	0.2%	1

RUTGERS - Camden	0.0%	0
RUTGERS - Newark	0.0%	0
ST. JOHN'S	0.0%	0
SAINT LOUIS	0.2%	1
ST. MARY'S	0.2%	1
ST. THOMAS	0.2%	1
SAMFORD	0.0%	0
SAN DIEGO	0.6%	3
SAN FRANCISCO	0.2%	1
SANTA CLARA	0.0%	0
SEATTLE	0.2%	1
SETON HALL	0.0%	0
SOUTH CAROLINA	0.0%	0
SOUTH DAKOTA	0.0%	0
SOUTHERN UNIVERSITY	0.0%	0
SOUTHERN CALIFORNIA	0.4%	2
SOUTHERN ILLINOIS	0.2%	1
SOUTHERN METHODIST	0.0%	0
SOUTH TEXAS	0.2%	1
SOUTHWESTERN	0.7%	4
STANFORD	0.0%	0
STATE UNIVERSITY OF NEW YORK-Buffalo	0.0%	0
STETSON	0.0%	0
SUFFOLK	0.0%	0
SYRACUSE	0.4%	2



TEMPLE	0.2%	1
TENNESSEE	0.0%	0
TEXAS	0.4%	2
TEXAS A&M	0.2%	1
TEXAS SOUTHERN	0.2%	1
TEXAS TECH	0.9%	5
THOMAS JEFFERSON	0.6%	3
THOMAS M. COOLEY	1.7%	9
TOLEDO	0.0%	0
TOURO	0.0%	0
TULANE	0.0%	0
TULSA	0.6%	3
VALPARAISO	0.4%	2
VANDERBILT	0.0%	0
VERMONT	0.6%	3
VILLANOVA	0.0%	0
VIRGINIA	0.2%	1
WAKE FOREST	0.0%	0
WASHBURN	0.6%	3
WASHINGTON AND LEE	0.2%	1
WASHINGTON	0.0%	0
WASHINGTON UNIVERSITY	0.2%	1
WAYNE STATE	0.0%	0
WESTERN NEW ENGLAND	0.2%	1
WESTERN STATE	0.2%	1
WEST VIRGINIA	0.0%	0

WHITTIER	0.2%	1
WIDENER-Delaware	0.0%	0
WILLAMETTE	1.3%	7
WILLIAM AND MARY	0.4%	2
WILLIAM MITCHELL	0.0%	0
WISCONSIN	0.0%	0
WYOMING	0.9%	5
YALE	0.2%	1
YESHIVA	0.0%	0
Other Law School (please specify)		5
answered question		536
skipped question		17



8. What year did you graduate from law school

	Response Percent	Response Count
2014	0.2%	1
2013	18.7%	86
2012	21.3%	98
2011	21.7%	100
2010	19.7%	91
2009	18.4%	85
Other (please specify)		75
answered question		461
skipped question		92






9. Are you anticipating a change of employment during the next 5 years?

		Response Percent	Response Count
Yes		46.4%	249
No		53.6%	288
answered question			537
skipped question			16






10. Are you anticipating a career change from law during the next 5 years?

		Response Percent	Response Count
Yes		11.9%	64
No		88.1%	472
answered question			536
skipped question			17






11. If you are actively practicing law full or part time, other than in a salaried position, are your annual gross billings?

		Response Percent	Response Count
\$50,000 or less		29.1%	85
\$50,000 - \$100,000		22.3%	65
\$100,000 - \$150,000		14.7%	43
\$150,000 - \$250,000		14.4%	42
Greater than \$250,000		19.5%	57
answered question			292
skipped question			261




12. If you are actively practicing law full or part time, other than in a salaried position, are your annual billable hours?

		Response Percent	Response Count
1000 or less		30.0%	85
1000 – 1200		10.2%	29
1200 –1500		11.0%	31
1500 –1800		18.4%	52
1800 +		30.4%	86
answered question			283
skipped question			270

13. If your current employment is law-related, what is your overall career satisfaction?

		Response Percent	Response Count
Very satisfied		33.8%	168
Somewhat satisfied		46.3%	230
Less than satisfied		11.1%	55
Disappointed		5.0%	25
Very Disappointed		3.8%	19
(for all responses) Please explain your response to this question			243
answered question			497
skipped question			56

14. How do you see the future of the legal profession in the next 10 years?

		Response Percent	Response Count
The legal profession will retain status quo.		17.6%	95
The legal profession will see moderate change.		55.7%	300
The legal profession will see major change.		26.7%	144
answered question			539
skipped question			14

15. What significant changes or impacts do you see to our legal profession during the next 10 years?

	Response Count
	381
answered question	381
skipped question	172

Page 2, Q5. If your current employment is law related please select which option best describes your environment.

1	n/a	Mar 10, 2014 9:06 PM
2	contested foreclosure case management	Mar 10, 2014 6:20 PM
3	Judicial clerk	Mar 9, 2014 2:05 PM
4	I do a very small amount of legal work for a friend (setting up entities)	Mar 9, 2014 12:04 PM
5	contract work	Mar 7, 2014 6:10 PM
6	Judicial clerkship	Mar 7, 2014 12:26 PM
7	Document review.	Mar 7, 2014 9:13 AM
8	E-Discovery company	Mar 7, 2014 1:20 AM
9	Military Judge Advocate	Mar 6, 2014 8:56 AM
10	Law Clerk	Mar 5, 2014 5:56 PM
11	FBI Special Agent	Mar 5, 2014 5:54 PM
12	Law Clerk	Mar 5, 2014 5:49 PM
13	Legal blogger	Mar 5, 2014 4:41 PM
14	Compliance	Mar 5, 2014 4:28 PM
15	Legal Education	Mar 5, 2014 4:20 PM
16	County Attorney	Mar 5, 2014 4:09 PM
17	Law Clerk	Mar 5, 2014 2:57 PM
18	Non-profit organization	Mar 5, 2014 2:56 PM
19	Document Review	Mar 5, 2014 2:54 PM
20	Law Clerk	Mar 5, 2014 2:51 PM
21	Non profit	Mar 5, 2014 2:42 PM
22	independent contract attorney	Mar 5, 2014 2:36 PM
23	Compliance	Mar 5, 2014 2:34 PM
24	Academic Administration - BYU Law	Mar 5, 2014 2:33 PM
25	Document review	Mar 5, 2014 2:27 PM
26	Indian Tribe	Mar 5, 2014 1:57 PM
27	Government - Utah State Courts	Mar 5, 2014 1:53 PM

Page 2, Q5. If your current employment is law related please select which option best describes your environment.

28	independent contractor providing document automation services to law firms	Mar 5, 2014 1:53 PM
29	contract	Mar 5, 2014 1:51 PM
30	Private legal compliance	Mar 5, 2014 1:50 PM
31	Government that does not require licensing, private practice on the side.	Mar 5, 2014 1:41 PM
32	Government Administration	Mar 5, 2014 1:40 PM
33	Unemployed	Mar 5, 2014 1:38 PM
34	*law related but does not require licensing	Mar 5, 2014 1:35 PM
35	University	Mar 5, 2014 1:34 PM

Page 2, Q6. If your current employment is non law-related, please describe it.

1	Real estate and construction	Mar 11, 2014 1:44 PM
2	Government work assisting prosecutors with victim/witness issues, including legal issues.	Mar 11, 2014 10:34 AM
3	I am currently pursuing an LL.M. in Taxation at Georgetown University Law Center full-time and will graduate in May 2014.	Mar 11, 2014 6:21 AM
4	I teach communications including Media Law to communications students.	Mar 10, 2014 9:06 PM
5	I review and draft contracts, but I am not required to have a bar license.	Mar 10, 2014 8:35 PM
6	Stay at home mom	Mar 10, 2014 8:11 PM
7	I am a Audit/Compliance Analyst for a large bank.	Mar 9, 2014 12:04 PM
8	Currently unemployed.	Mar 8, 2014 10:54 AM
9	Mother, unemployed	Mar 7, 2014 3:32 PM
10	City Councilwoman	Mar 6, 2014 11:03 PM
11	Performance audit for the state government, which involves legal compliance depending on the audit.	Mar 6, 2014 7:15 PM
12	In house counsel for a energy company.	Mar 6, 2014 4:56 PM
13	I practice law on the side of my full time job at the Utah State Office of Education, which does not require a law license.	Mar 6, 2014 3:59 PM
14	Not applicable	Mar 6, 2014 2:08 PM
15	n/a	Mar 6, 2014 11:58 AM
16	I work as in house associate counsel at a securities firm. My job is law-related, but does not specifically require a Utah state licensing, just a bar license.	Mar 6, 2014 11:42 AM
17	Substitute Teacher, and a Waiter	Mar 6, 2014 10:39 AM
18	N/A	Mar 6, 2014 10:10 AM
19	I am a land-use planner for a local government.	Mar 6, 2014 9:35 AM
20	Healthcare Compliance	Mar 6, 2014 7:59 AM
21	Law related but does not require me to have an active bar license.	Mar 5, 2014 11:59 PM
22	Law Related: Legal Assistant; but does not require State Bar membership.	Mar 5, 2014 10:33 PM
23	Non-profit administration - still using law knowledge	Mar 5, 2014 9:50 PM
24	n/a	Mar 5, 2014 9:13 PM
25	Seeking legal employment	Mar 5, 2014 7:58 PM

Page 2, Q6. If your current employment is non law-related, please describe it.

26	Business Analyst	Mar 5, 2014 7:37 PM
27	Government - health policy and analysis	Mar 5, 2014 6:56 PM
28	Risk Management	Mar 5, 2014 6:21 PM
29	FBI Special Agent	Mar 5, 2014 5:54 PM
30	I teach (in my pre-JD field) at Salt Lake Community College.	Mar 5, 2014 5:51 PM
31	Preparing forms for in office processing	Mar 5, 2014 5:38 PM
32	I also function as an operations manager.	Mar 5, 2014 4:36 PM
33	Sales	Mar 5, 2014 4:31 PM
34	Working as an account protection specialist for American Express. Receiving and processing reports of financial crimes and assisting victims through the reconciliation process.	Mar 5, 2014 4:28 PM
35	I am tutoring at a local middle school.	Mar 5, 2014 4:25 PM
36	Music and theater on the side.	Mar 5, 2014 3:36 PM
37	Healthcare insurance	Mar 5, 2014 3:16 PM
38	Unemployed	Mar 5, 2014 3:16 PM
39	N/A	Mar 5, 2014 3:06 PM
40	n/a	Mar 5, 2014 3:05 PM
41	n/a	Mar 5, 2014 3:03 PM
42	Registered Nurse	Mar 5, 2014 2:51 PM
43	I do limited legal work for a small pool of clients. My primary profession is as a dairy commodity trader. A legal degree is not required for this position.	Mar 5, 2014 2:50 PM
44	Technical Writer for the State	Mar 5, 2014 2:48 PM
45	Court Administration	Mar 5, 2014 2:47 PM
46	Compliance	Mar 5, 2014 2:46 PM
47	Transportation Industry - Fortune 150 company	Mar 5, 2014 2:40 PM
48	N/A	Mar 5, 2014 2:40 PM
49	My employment--law clerk--is law related, but does not require bar licensing	Mar 5, 2014 2:35 PM
50	The job is law-related but does not require Utah State Bar licensing. It is a small organization that does tax planning and some litigation.	Mar 5, 2014 2:34 PM

Page 2, Q6. If your current employment is non-law-related, please describe it.

51	N/A	Mar 5, 2014 2:27 PM
52	I work in compliance for a financial organization. There are both attorneys and non-attorneys on my team.	Mar 5, 2014 2:23 PM
53	Compliance for a Financial Institution	Mar 5, 2014 2:21 PM
54	Regulatory investigator for the US Dept. of Justice	Mar 5, 2014 2:15 PM
55	Petroleum Landman	Mar 5, 2014 2:06 PM
56	I work on the loading dock at Utah Valley Regional Medical Center. I process UPS, FedEx, and other deliveries that come to the hospital. It doesn't require a HS diploma and I make less than \$11/hour, but it's literally the only job I found after months of searching. I'm still looking.	Mar 5, 2014 2:05 PM
57	Office manager of a court reporting firm	Mar 5, 2014 2:05 PM
58	Expert witness and consulting firm, forensic accounting	Mar 5, 2014 2:01 PM
59	Human Resources	Mar 5, 2014 1:56 PM
60	Real estate development.	Mar 5, 2014 1:53 PM
61	Although my current employment does not require active licensing, it is law related in the fact that I review laws and analyze compliance with those laws.	Mar 5, 2014 1:50 PM
62	Director of Compliance at an MLM	Mar 5, 2014 1:47 PM
63	Government work. Not a J.D. required position.	Mar 5, 2014 1:45 PM
64	Mortgage Compliance for a Mortgage Bank	Mar 5, 2014 1:42 PM
65	Oil and Gas Landman and regulatory analyst	Mar 5, 2014 1:38 PM
66	Unemployed	Mar 5, 2014 1:38 PM
67	Accounting Firm	Mar 5, 2014 1:37 PM
68	Legal secretary at court	Mar 5, 2014 1:35 PM
69	Quasi-law related Regulatory	Mar 5, 2014 1:34 PM
70	JD preferred negotiating and drafting contracts	Mar 5, 2014 1:34 PM
71	N/A	Mar 5, 2014 1:34 PM
72	Unemployed and seeking full-time work.	Mar 5, 2014 1:32 PM

Page 2, Q7. What law school did you graduate from?

1	BYU	Mar 5, 2014 2:50 PM
2	UNLV	Mar 5, 2014 2:10 PM
3	J. Reuben Clark Law School (BYU)	Mar 5, 2014 1:47 PM
4	University of Utah	Mar 5, 2014 1:42 PM
5	Phoenix school of law	Mar 5, 2014 1:39 PM

Page 2, Q8. What year did you graduate from law school

1	2001	Mar 11, 2014 11:43 AM
2	2008	Mar 11, 2014 10:34 AM
3	2008	Mar 10, 2014 9:06 PM
4	graduated 2008; passed the bar 2009	Mar 7, 2014 4:16 PM
5	1999	Mar 7, 2014 1:10 AM
6	2007	Mar 6, 2014 6:23 PM
7	December 2008	Mar 6, 2014 5:26 PM
8	2007	Mar 6, 2014 4:56 PM
9	2006	Mar 6, 2014 3:21 PM
10	2008	Mar 6, 2014 3:21 PM
11	2004	Mar 6, 2014 10:23 AM
12	2006	Mar 6, 2014 10:07 AM
13	2008	Mar 6, 2014 9:53 AM
14	2008	Mar 6, 2014 9:50 AM
15	1974	Mar 6, 2014 8:14 AM
16	2008	Mar 5, 2014 10:54 PM
17	2008	Mar 5, 2014 10:33 PM
18	2007	Mar 5, 2014 6:57 PM
19	2004	Mar 5, 2014 6:25 PM
20	2007	Mar 5, 2014 6:21 PM
21	2003	Mar 5, 2014 6:15 PM
22	December 2008	Mar 5, 2014 6:05 PM
23	2008	Mar 5, 2014 5:54 PM
24	2008	Mar 5, 2014 5:29 PM
25	2008	Mar 5, 2014 5:27 PM
26	1981	Mar 5, 2014 5:06 PM
27	2005	Mar 5, 2014 4:32 PM

Page 2, Q8. What year did you graduate from law school

28	1985	Mar 5, 2014 4:21 PM
29	2005	Mar 5, 2014 4:20 PM
30	1995	Mar 5, 2014 4:18 PM
31	2007	Mar 5, 2014 4:16 PM
32	2007	Mar 5, 2014 4:06 PM
33	2008	Mar 5, 2014 4:00 PM
34	2008	Mar 5, 2014 3:08 PM
35	2007	Mar 5, 2014 3:08 PM
36	2008	Mar 5, 2014 3:03 PM
37	2006	Mar 5, 2014 3:01 PM
38	2006	Mar 5, 2014 3:00 PM
39	2007	Mar 5, 2014 2:54 PM
40	2007	Mar 5, 2014 2:51 PM
41	2008	Mar 5, 2014 2:51 PM
42	2006	Mar 5, 2014 2:50 PM
43	2011	Mar 5, 2014 2:48 PM
44	2008	Mar 5, 2014 2:44 PM
45	2005	Mar 5, 2014 2:36 PM
46	2000	Mar 5, 2014 2:33 PM
47	2008	Mar 5, 2014 2:33 PM
48	1969	Mar 5, 2014 2:30 PM
49	2004	Mar 5, 2014 2:26 PM
50	2002	Mar 5, 2014 2:23 PM
51	1997	Mar 5, 2014 2:16 PM
52	2008	Mar 5, 2014 2:04 PM
53	2008	Mar 5, 2014 2:01 PM
54	2008	Mar 5, 2014 2:01 PM

Page 2, Q8. What year did you graduate from law school

55	2008	Mar 5, 2014 2:01 PM
56	2008	Mar 5, 2014 2:00 PM
57	1996	Mar 5, 2014 1:58 PM
58	2008	Mar 5, 2014 1:57 PM
59	2007	Mar 5, 2014 1:57 PM
60	2008	Mar 5, 2014 1:55 PM
61	2006	Mar 5, 2014 1:53 PM
62	2008	Mar 5, 2014 1:53 PM
63	2005	Mar 5, 2014 1:51 PM
64	2006	Mar 5, 2014 1:48 PM
65	2005	Mar 5, 2014 1:44 PM
66	1995	Mar 5, 2014 1:43 PM
67	2008	Mar 5, 2014 1:42 PM
68	2007	Mar 5, 2014 1:40 PM
69	2008	Mar 5, 2014 1:39 PM
70	2008	Mar 5, 2014 1:39 PM
71	2008	Mar 5, 2014 1:36 PM
72	2004	Mar 5, 2014 1:34 PM
73	2007	Mar 5, 2014 1:34 PM
74	2007	Mar 5, 2014 1:32 PM
75	2006	Mar 5, 2014 1:32 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

1	No clients and law school did not prepare me to practice	Mar 11, 2014 1:44 PM
2	Too much work; high stress	Mar 11, 2014 11:43 AM
3	I am getting very good experience. I am working more hours than I would like, and feeling more stressed than I would like.	Mar 11, 2014 11:25 AM
4	The market was extremely difficult when I graduated. Also, it seems that law school forgets an important part of our education - how to practice law.	Mar 11, 2014 9:08 AM
5	I love my practice area (tax controversy) and am very satisfied with the partners and the firm in which I practice.	Mar 10, 2014 10:11 PM
6	The most satisfying aspect of my work is the non-law related work that I do. I enjoy varying projects.	Mar 10, 2014 8:35 PM
7	I love what I do, but I need to make more money consistently to be more satisfied.	Mar 10, 2014 6:49 PM
8	I love what I am doing!	Mar 10, 2014 11:10 AM
9	High stress, long hours, and time away from family have been disappointing.	Mar 10, 2014 8:32 AM
10	It is hard to find balance in life and work.	Mar 9, 2014 2:17 PM
11	Very little income for the amount of work I do. Some of the work is satisfying but it is not a living.	Mar 8, 2014 8:02 PM
12	I am currently working as a part-time contract employee. I would like to have a full-time position with one firm.	Mar 8, 2014 1:48 PM
13	It's difficult to practice law in a part-time way (at least initially). I have not found it to be a particularly female friendly field (especially in Utah). There is little flexibility for family time, and timing out to have kids leaves gaps in your resume that make finding a good job difficult.	Mar 7, 2014 6:10 PM
14	I attempted at first to get employment as an associate at a larger firm. This was extremely unsatisfying. I have since decided to attempt setting up a solo practice. I find this much more enjoyable. However, I am still struggling to find clients. As a result I cannot say that I am very satisfied.	Mar 7, 2014 5:53 PM
15	I'm satisfied with my job. I am in a very small firm where the support staff has had free reign for so long that it creates difficult situations. I'm also dissatisfied with my salary.	Mar 7, 2014 3:14 PM
16	I'm new, so maybe I'm biased. I've found my work interesting and engaging, and much of it is new, so I'm learning as I go along. I like that.	Mar 7, 2014 2:49 PM
17	I'm looking at other options currently.	Mar 7, 2014 2:37 PM
18	I'm getting great experience doing actual law work. The only reason why I'm somewhat disappointed is that I currently am not making enough income to support my family. I have a family with two young children, and am not extravagant by any means, but I am still going into debt even though I am one of	Mar 7, 2014 12:29 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

	the lucky ones who has a job.	
19	I love my clerkship, but it is temporary. I'm not so satisfied with it that I would want to do it for more than one year.	Mar 7, 2014 12:26 PM
20	The work is good, just doesn't pay the best for the level of effort and stress required to perform the work.	Mar 7, 2014 11:13 AM
21	I enjoy the nuts and bolts of law practice e.g. research, writing, oral argument. Thus far the least pleasant aspect of the practice of law is other lawyers. There is much less professional courtesy and professionalism than I had anticipated.	Mar 7, 2014 9:50 AM
22	When I worked in a law firm last year I found that it was too much stress for too little pay.	Mar 7, 2014 9:13 AM
23	I didn't think I would be at a company helping manage and review documents for litigation for a job, but now that I'm here I'm happy which is probably the most important thing.	Mar 7, 2014 1:20 AM
24	Part time, over worked and under paid.	Mar 6, 2014 11:20 PM
25	I enjoy the advising and within limits, contract preparation. I do not like the litigation aspects.	Mar 6, 2014 4:56 PM
26	I find helping people with legal problems can be enjoyable and difficult. It is when trying to deal with clients' stress/being a sole practitioner, as well as my own personal stresses caused by choosing a legal career that satisfaction is lost. Honestly, it seems legal education and licensing are a detriment to obtaining employment. Jobs not related to practicing law are unwilling to compensate for expense of law school/licensing. Jobs related to the practice of law are not looking for associates, but for paralegals, despite willingness of associates to work for the same pay as a paralegal. After incurring significant debt it is extremely difficult to find career opportunities to repay that debt as well as provide for personal needs. It seems, at least in the short term (hopefully) that by pursuing a career in law, I am significantly further behind in realizing life benchmarks of those I know who did not pursue any advanced studies. Having received multiple degrees, the realization that based on finances a decent argument for less education could be made is extremely depressing.	Mar 6, 2014 4:52 PM
27	I enjoy running my own practice and taking on the kinds of cases that interest me.	Mar 6, 2014 3:59 PM
28	starting a new firm is challenging.	Mar 6, 2014 3:21 PM
29	I am excited about my job and its challenges right now. In ten years, I may want to move on to something that pays a little better.	Mar 6, 2014 3:05 PM
30	I make a good living in difficult economic times, so I do not have room to complain. I am a litigator, and there is satisfaction in crafting good arguments and helping clients achieve favorable results. With that said, the pressure to bill hours, the tension of litigation, and the general culture of competition and negativity in the profession keeps me from responding that I am fully satisfied with my job.	Mar 6, 2014 2:39 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

31	I enjoy the law very much even though it is challenging and there are setbacks sometimes.	Mar 6, 2014 2:08 PM
32	I am generally satisfied with my job however because of student loans, the compensation is not quite there. I have had to defer since leaving school which is not what I wanted. Also, it has been really hard to find a quality job because the field is so saturated.	Mar 6, 2014 1:57 PM
33	The law firm business model is outdated.	Mar 6, 2014 1:26 PM
34	I feel like I am overworked and underpaid considering the education, knowledge and expertise I have and the high stress nature of the work.	Mar 6, 2014 1:05 PM
35	My position places a great deal of emphasis on work life balance.	Mar 6, 2014 12:30 PM
36	I enjoy the subject matter and the people I work with. However, the hours are long and stress is high.	Mar 6, 2014 12:19 PM
37	I am in house and do not bill my hours. I do anticipate a career change in the next five years, as I do not feel law is what I'd like to do the rest of my life.	Mar 6, 2014 11:42 AM
38	I just don't like working with opposing counsel	Mar 6, 2014 11:33 AM
39	The legal market appears to still be suffering as evidenced by the lack of positions available and the general lack of mentoring and guidance in small and medium size firms. It seems that the larger firms are still not hiring at their pre-recession levels which leaves many young attorneys scrambling to find a position, and many of those positions are found in smaller firms, as a solo practitioner, or in a field that is not legally related. It has been my experience that obtaining sound mentoring in these smaller firms is extremely difficult if not non-existent, and such is somewhat discouraging for a young attorney attempting to become a skilled practitioner. I'm not sure there is a quick remedy to this issue, but it is exacerbated by the fact that young attorneys have been impacted greatly in this market. This combined with the gross inflation of law school prices and the deflation of salaries can make the profession difficult at times.	Mar 6, 2014 11:30 AM
40	I feel challenged most of the time; I frequently have new opportunities and experiences; I feel that I am learning and improving as an attorney; and I have had success at times.	Mar 6, 2014 11:09 AM
41	I went to law school for the purpose of finding a career that I enjoy as well as one that could provide for my family. Right now it is difficult to provide for my family.	Mar 6, 2014 11:05 AM
42	I work at the Attorney General's office. I love the work that I do, but am dissatisfied with the low pay and politics.	Mar 6, 2014 10:30 AM
43	I am employed in Texas rather than Utah. The job market in Utah was too tight. I held off getting licensed in Utah because I was more employable unlicensed. Once I was licensed, I had to move out of state for employment.	Mar 6, 2014 10:23 AM
44	My satisfaction level is off the charts. I am able to practice in the exact field I went to law school for, civil litigation.	Mar 6, 2014 10:10 AM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

45	The legal market is flooded with attorneys and it is nearly impossible to make a living practicing law.	Mar 6, 2014 9:56 AM
46	I am comfortable with the area of law in which I practice and enjoy the people I work with	Mar 6, 2014 9:53 AM
47	The only thing that keeps me from saying "very satisfied" is the pay in the public sector and how much I have to pay for my student loan. I enjoy what I do and the office that I work for.	Mar 6, 2014 9:02 AM
48	As a judge advocate for the Marine Corps, I have the opportunity to practice in a wide variety of legal specialties, including criminal law and international law. Pay and benefits are competitive with private sector and quality of life is excellent.	Mar 6, 2014 8:56 AM
49	Market pay is lower.	Mar 5, 2014 11:59 PM
50	I have my dream job in my dream location as a prosecutor.	Mar 5, 2014 11:40 PM
51	I work in university tech transfer. I enjoy most elements of my job.	Mar 5, 2014 11:10 PM
52	I generally enjoy the people I work with. I hate billable hours and don't really enjoy the type of law I practice.	Mar 5, 2014 10:56 PM
53	I work as a legal assistant in an all male attorney firm. All of the legal assistants at the firm are women. I can suggest the same exact thing as a male counterpart - however - when I make the suggestion it is automatically dismissed - moments later - when senior attorney asks associate male attorney the same question (because I was dismissed) and the associate male attorney answers with the exact same answer - the answer is not dismissed but rather accepted or sometimes exalted. This fact combined with the fact that I have a JD that I have not used due to a failing economy that caused my family to move three states in three years for my husband to also find work - as it takes six months and an incredible amount of money (2K) just to sit for the Bar, let alone another 600 to pay for the license yearly - and my student loan debt - all of this means less than satisfied. But, I am a glutton for punishment - I will keep trying despite ever growing odds that most of my education was in vain.	Mar 5, 2014 10:33 PM
54	I took the bar exam not really wanting to practice law. I decided to volunteer at a prosecutor's office and really enjoyed it. I volunteered for six months before a position opened up for me. But I'm happy I am doing what I'm doing.	Mar 5, 2014 10:00 PM
55	Practicing real estate law in house and learning a lot from a group of very experienced lawyers.	Mar 5, 2014 9:58 PM
56	The primary downside to what I do is trying to meet the demands of clients who want immediate or very short turn around on projects.	Mar 5, 2014 9:47 PM
57	Lawyers work more hours than I ever anticipated. In order to be able to pay off my student loans I have to take a job where I end up working 60 hours a week. I feel like an indentured servant.	Mar 5, 2014 9:46 PM
58	I do not enjoy the practice of law. Practicing law has its rewards, but such rewards come rarely.	Mar 5, 2014 7:28 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

59	Ups and downs. Some days it is very satisfying in the work that I'm doing. Other days I'm very frustrated with legal process.	Mar 5, 2014 6:57 PM
60	I like what I do, but I haven't had a vacation since I started working as a lawyer.	Mar 5, 2014 6:53 PM
61	Enjoy my job and the people I work with.	Mar 5, 2014 6:42 PM
62	It is difficult to obtain legal work. We are not allowed any in person solicitation. Changing this archaic rule will greatly expand the number of businesses that we may contact to solicit.	Mar 5, 2014 6:35 PM
63	I am not being paid enough for the amount of work that I do and it seems like there is more and more micromanaging going on without clear standards for incentives or advancement. In the legal profession as a whole: I have problems with the judges being very unwilling to sanction clear violations to such and extent that it seems to penalize the attorney and the client seeking sanctions.	Mar 5, 2014 6:25 PM
64	Overall, I am satisfied with my current employment, but the firm is struggling with attracting new clients. I would like to do more to attract clients, but I don't know what to do.	Mar 5, 2014 6:20 PM
65	Clerking is an incredible opportunity to learn the law, and the Judge is great.	Mar 5, 2014 5:56 PM
66	My career is interesting and gives me the opportunity to do something different nearly every day. However, it is very stressful and it is difficult to launch into a particular expertise that will prove to be fruitful.	Mar 5, 2014 5:55 PM
67	I am not in a traditional attorney job, but I consider my job as an FBI Special Agent law-related. I have a great job and the work is interesting and fulfilling.	Mar 5, 2014 5:54 PM
68	I don't think I was remotely prepared to practice law coming out of school.	Mar 5, 2014 5:51 PM
69	As a law clerk for three state district court judges, I'm given the opportunity to work on an array of different types of law and have three very wise mentors.	Mar 5, 2014 5:49 PM
70	I am enjoying the practice of law and the opportunities that it affords	Mar 5, 2014 5:49 PM
71	I'm doing exactly what I went to law school to do.	Mar 5, 2014 5:41 PM
72	Any desirable Job seems hard to come by	Mar 5, 2014 5:38 PM
73	Running a general law practice is more stressful than expected. I have clients with problems in almost every type of law. It is difficult to manage clients and constantly be learning new laws. The business aspect of the law practice is always challenging.	Mar 5, 2014 5:30 PM
74	I enjoy what I do. I don't always enjoy interacting with other lawyers though.	Mar 5, 2014 5:29 PM
75	I am a municipal attorney, and while my salary is lower than most lawyers, my quality of life is extraordinarily high.	Mar 5, 2014 5:27 PM
76	I enjoy the type of law that I practice, but it can be a bit too stressful at times.	Mar 5, 2014 5:26 PM
77	I get paid and I like the people I work with.	Mar 5, 2014 5:19 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

78	The employment I have is very satisfying in all aspects. The legal issues that I deal are very interesting, the hours are excellent, and the workplace environment is great. The only slight issue that I have with the employment is the compensation.	Mar 5, 2014 5:15 PM
79	Most of my disappointment comes from the lack of civility and professionalism among Utah attorneys. Many of them seem to think they are auditioning for a TV show and need to be conniving, spiteful, and dishonest in order to get the part. Of course this is a generalization that does not apply to all attorneys in Utah. But in my experience, it applies to more than any lawyer would admit, and it validates the public's perception of this profession. In fact, I find myself embarrassed to tell people what I do for a living for fear of being categorized as a "typical lawyer." What is more concerning to me is that I doubt there are many lawyers who feel the same way as I do, which means to me that they don't even recognize how bad it really is.	Mar 5, 2014 5:12 PM
80	I am a new Utah lawyer, and a Nevada lawyer since 1981. I have enjoyed my career enormously.	Mar 5, 2014 5:06 PM
81	Legal blogging allows me to use my legal knowledge and is interesting, but is currently very limited, small scale, and does not pay nearly enough.	Mar 5, 2014 4:41 PM
82	The consistent stress of the job is difficult to escape.	Mar 5, 2014 4:40 PM
83	I hate other attorneys, I hate older attorney who try to bully and pull stunts simply because they think I am new to the game. Moreover, I hate old dinosaur attorneys who command high billable rates, really do nothing and stick it to their clients. They do not research and know a bunch of old broad theories but can't use a computer to research enough to come up with a real on point argument.	Mar 5, 2014 4:36 PM
84	Not where I thought I would end up, but I am enjoying many parts of my job.	Mar 5, 2014 4:28 PM
85	ITs not quite what I expected graduating from law school. But its getting beter	Mar 5, 2014 4:21 PM
86	The work is boring, and working with lawyers is neither fun not interesting.	Mar 5, 2014 4:18 PM
87	Working in a large law firm has many benefits however, I work a lot. The pressure of billing day in and day out is taxing and hard especially because I am the bread winner of my family and have two young children.	Mar 5, 2014 4:16 PM
88	I find very satisfying when a client's problem gets resolved however its the process that degrades the satisfaction level. Too many clients don't understand the process or have unreal expectations.	Mar 5, 2014 4:11 PM
89	I suffer from celiac disease and the stress tends to make my symptoms worse. I also get discouraged because I feel the legislatures keeps passing laws that ignore important issues like the best interests of minor children. I also get discouraged because I make just above \$50,000.00 a year and cannot keep up with my law school loan debt.	Mar 5, 2014 4:09 PM
90	I enjoy working in the public sector.	Mar 5, 2014 4:09 PM
91	Love my job but the pay is pathetic compared to the cost of education. My	Mar 5, 2014 4:07 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

	current rate of return on my law school investment is negative.	
92	I am a judicial clerk and I absolutely love my job. I hope my response remains the same when I have to start billing hours.	Mar 5, 2014 3:52 PM
93	I really enjoy the practice of law and have no desire to change careers.	Mar 5, 2014 3:51 PM
94	It is a job and pays the bills. Most days I do not get any "warm fuzzies" or sense of accomplishment.	Mar 5, 2014 3:49 PM
95	I feel like I was invited to join a law firm, but that I am largely working as a solo practitioner, without much support from my firm. I think my boss has ideas about running a law firm but is not committed to the time and work necessary to run a firm, as he largely focuses on his own practice and offers very little support for me.	Mar 5, 2014 3:39 PM
96	It would be nice to actually help people. Often times, it feels like what we do is a band-aid to prolong bad behavior.	Mar 5, 2014 3:36 PM
97	I highly enjoy the work I do. However, I find myself spending far more time at the office than I would like to.	Mar 5, 2014 3:35 PM
98	The Salt Lake Legal Defender Association is the best job I've ever had.	Mar 5, 2014 3:28 PM
99	While practicing law is much more stressful than I anticipated, I find my work and growing relationships very rewarding.	Mar 5, 2014 3:22 PM
100	Being a lawyer is stressful.	Mar 5, 2014 3:20 PM
101	My first job right out of law school was not great. The environment was toxic and the pay was well below standard. Since then, I have found new employment which is much more satisfying. However, my biggest hurdle is the same as it is for all lawyers, the deplorable billable hour!	Mar 5, 2014 3:17 PM
102	I'd like more court time.	Mar 5, 2014 3:15 PM
103	I work ten-hour days and only make \$50,000. When I applied for law school I believed I would make approximately \$80,000, based on the school's representations.	Mar 5, 2014 3:13 PM
104	There is too much uncertainty in my position to be fully satisfied.	Mar 5, 2014 3:06 PM
105	I would be more satisfied if I had more clients and billed more hours. I did not want to work part-time, but was forced to take a part-time position.	Mar 5, 2014 3:05 PM
106	I somewhat enjoy what I do, though there are times of stress and anxiety, which I would expect in most law-related careers. I am glad my income is not based upon a billable hour, which would likely increase the stress and anxiety.	Mar 5, 2014 3:05 PM
107	To many attorneys in the profession. The law schools do not educate you on how to practice law.	Mar 5, 2014 3:01 PM
108	Excellent total compensation & benefits, very interesting work, room for growth & advancement.	Mar 5, 2014 3:00 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

109	I am tired.	Mar 5, 2014 3:00 PM
110	I'm a judicial clerk for a local judge, which I think is a very helpful and rewarding experience, but is relatively low-stress.	Mar 5, 2014 3:00 PM
111	I enjoy my job and working in the law though so parts of it are frustrating and sometimes I feel disconnected from my non-lawyer community.	Mar 5, 2014 2:56 PM
112	Basically, I work a lot more hours, for a lot less money then I had anticipated.	Mar 5, 2014 2:54 PM
113	The labor market continues to be anemic and the few attorney positions that have been advertised have been either insanely competitive, or have been for attorneys with many more years of experience than a new lawyer can provide.	Mar 5, 2014 2:54 PM
114	For the time and money put into Law school (the investment) the return as far as income is not very good. Dealing with Lawyers (most attorneys) who would rather drag out a case than solve it is very frustrating. Dealing with lawyers who are only concerned about their own pocket book instead of their clients is exhausting for me especially when a solution could be reached in 10 min. but the attorney's don't want to settle because that means less billable hours! I don't like to do business that way and I don't like to associate with attorneys who do that and I don't think it is ethical either.	Mar 5, 2014 2:54 PM
115	I am a divorced single mother of 4 practicing mostly family law. Life is stressful by itself; add to that the stress of dealing with people going through divorce and custody actions and it gets extremely depressing.	Mar 5, 2014 2:54 PM
116	Great work environment, a lot of independence, interesting work, but not a lot of variety and I'm concerned that I might be too pigeon-holed into a sector	Mar 5, 2014 2:53 PM
117	I am much more fortunate than most new grads and know it. I enjoy the practice of law and now that I have my own firm, very much enjoy my career.	Mar 5, 2014 2:53 PM
118	Poor job market has newer attorneys stuck with very high debt and below-average income, making it hard to get by.	Mar 5, 2014 2:52 PM
119	My firm is very family friendly and I love the people I work with.	Mar 5, 2014 2:52 PM
120	I love practicing in the field I am in. I find I have a lot of job satisfaction and because I minimized my loans for law school, my student debt is not overwhelming.	Mar 5, 2014 2:49 PM
121	I am a law clerk at the Utah Supreme Court. Bar passage is not required, however it is extremely law-related. I love my job here and am sad I can only stay a year.	Mar 5, 2014 2:47 PM
122	My employment situation is great. Its the practice of law in general I am only somewhat satisfied with. The amount of time spent in front of a computer is more than I would like and I'd like a change of pace.	Mar 5, 2014 2:47 PM
123	I enjoy the work that I do and the environment at my employer. I was fortunate to find work with a good firm.	Mar 5, 2014 2:45 PM
124	I enjoy it, but it leaves little time for balancing other aspects of life.	Mar 5, 2014 2:44 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

125	Love what I do. Issues with incompetence of employer.	Mar 5, 2014 2:42 PM
126	The more legal work I do, the more I realize that it's kind of a B.S. profession. I find myself wishing I would have pursued something more substantial, where I have obtained actual tangible skills.	Mar 5, 2014 2:42 PM
127	I have \$200k in law school loans, and am making ~\$55k, after struggling to find a legal job.	Mar 5, 2014 2:41 PM
128	There are aspects of it that I love and aspects of it that I hate. Some days I can't imagine doing anything else and some days it's all I can do to keep doing it. Over all I'm satisfied.	Mar 5, 2014 2:41 PM
129	I am very satisfied with my current employment.	Mar 5, 2014 2:40 PM
130	I'm still searching for my niche area of law. I like what I do, but am stressed because I need money for my family.	Mar 5, 2014 2:40 PM
131	I am a prosecutor. This job is the fulfillment of a long-term hopes and aspirations. Fortunately, the day-to-day tasks of the job are just as interesting and exciting as I hoped they would be.	Mar 5, 2014 2:39 PM
132	I work at a law firm, and I like my job a lot so far.	Mar 5, 2014 2:38 PM
133	Learning to deal with constant conflict, while also trying to avoid the bitterness, ego, and skepticism seen in some seasoned attorneys, makes the profession less than satisfying.	Mar 5, 2014 2:37 PM
134	The market is over-saturated with attorneys, both young and old, which makes it extremely difficult for smaller firms to make enough money to even repay student loans on time.	Mar 5, 2014 2:35 PM
135	I love everything I do and the firm I work for. The only downside is the pay. I'm making much, much less than I hoped I would out of law school.	Mar 5, 2014 2:35 PM
136	Being a law clerk is intellectually satisfying and doesn't have the billable hour stress.	Mar 5, 2014 2:35 PM
137	I really enjoy working in compliance.	Mar 5, 2014 2:34 PM
138	I am thankful for the work I have. The work I have is grunt work. I'd like to learn/grow faster than I currently am (i.e. move beyond some of this maintenance crew stuff and get to drive the race car from time to time). :)	Mar 5, 2014 2:34 PM
139	I work with great people. Two other attorneys. I practice criminal defense which I really enjoy and I am my own boss.	Mar 5, 2014 2:33 PM
140	Pros: work with good people producing good work product gaining experience Cons: high stress low pay and high debt billable hour demands	Mar 5, 2014 2:31 PM
141	I work with nice people. The firm has provided great training opportunities and has been supportive of my career interests.	Mar 5, 2014 2:29 PM
142	The pay structure is awful. The pressures to generate business before learning	Mar 5, 2014 2:28 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

the basics of the profession is difficult and stressful. Some stresses were expected, but others seem unnecessary. At a small firm I am taking home very little of what I bill and collect, which is frustrating and demotivating. I may seek other employment in law soon, but do not want to be looked on as a jumper given the short time I've been licensed. While I answered No to the career change out of law, that type of change is not entirely out of my consideration.

143	Pay and frequency of employment less than I expected	Mar 5, 2014 2:27 PM
144	Working in a public service setting is very satisfying. I find satisfaction in knowing the work I do has a positive impact on the community I live in.	Mar 5, 2014 2:27 PM
145	Dissatisfaction or difficulty with: handling emotions (clients' and my own) in situations of conflict, lack of honesty by clients, and collecting fees.	Mar 5, 2014 2:27 PM
146	I enjoy my work but do not like the pressure of billable hours.	Mar 5, 2014 2:27 PM
147	The work I do is interesting and the hours are not a burden. I enjoy what I do and the people I work with.	Mar 5, 2014 2:25 PM
148	I am enjoying my work. My bosses are great mentors.	Mar 5, 2014 2:24 PM
149	Very happy working in a compliance field where I can use my law training.	Mar 5, 2014 2:23 PM
150	Working for the government I don't have to worry about billing or other associated stresses. My job allows for a great work/life balance.	Mar 5, 2014 2:22 PM
151	I am practicing in-house and don't have the pressures of the billable hours or multiple clients.	Mar 5, 2014 2:21 PM
152	I have had a great experience thus far while practicing law.	Mar 5, 2014 2:21 PM
153	The job market for new graduates is over-saturated. Law school is overpriced--even for those, like me, who attended on a substantial scholarship--and has little value after the second year.	Mar 5, 2014 2:20 PM
154	I enjoy the work I do and feel that I am fairly compensated. With a couple of years under my belt I feel much more comfortable in the practice of law.	Mar 5, 2014 2:19 PM
155	I enjoyed my previous career more, but it didn't pay well. I am in law right now as the next-best-choice. I wish my day-to-day work was more fulfilling. I often feel like a paper pusher who is shackled to partners and clients that have too many unreasonable demands.	Mar 5, 2014 2:16 PM
156	I enjoy helping clients, but I have to work 10 to 12 hour days just to keep up with the case load and earn a decent living, and it's an incredibly stressful job. If I was in college again, I would likely choose a different profession.	Mar 5, 2014 2:16 PM
157	The work is more time-consuming and stressful than I anticipated	Mar 5, 2014 2:12 PM
158	The problems have been identified, but no solutions are being implemented. There is no work-life balance, there is no mentoring, workplace bullying is a daily occurrence, there is no collaboration, there is no training, and associate turnover is high.	Mar 5, 2014 2:12 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

159	Not necessarily practicing in an area of law that I wanted to. Do not make nearly enough money to cover my massive student loan debt from law school. At this point it feels like my decision to be an attorney was a bad investment.	Mar 5, 2014 2:11 PM
160	I would have responded "very satisfied" if it weren't for the constant difficulty of obtaining enough projects within the firm I work for to fulfill my billable hour requirement.	Mar 5, 2014 2:11 PM
161	Law school debt makes me tied to a career I don't enjoy.	Mar 5, 2014 2:09 PM
162	I practice in an area of law that I always wanted to practice, even from the beginning of law school. The nature of my position allows me to work on cutting-edge ideas in the industry and gives me great opportunity and responsibility for a young lawyer. The people I work with are fantastic.	Mar 5, 2014 2:09 PM
163	I enjoy my coworkers and friendly hours and lovely community of home and work.	Mar 5, 2014 2:08 PM
164	I would like more control over the decisions of the clients I have been given.	Mar 5, 2014 2:06 PM
165	I greatly enjoy being a prosecutor. I look forward to going to work everyday and get a lot of satisfaction out of my job. I enjoy the challenges and diversity of the cases I deal with.	Mar 5, 2014 2:06 PM
166	In my opinion, pay for attorneys across the board has stagnated in Utah, pay should be higher.	Mar 5, 2014 2:05 PM
167	I am at a good firm now. Previous experience and conversations with colleagues have revealed that in the current economy, employers know they are at an advantage and are willing to abuse employees by paying salaries of \$30,000-\$40,000 in exchange for 70-80 hour work weeks with 170 to 200 plus billables required a month.	Mar 5, 2014 2:05 PM
168	I still experience significant stress related to professional liability risk exposure related to practicing law. However, I enjoy flexibility in my schedule, which I appreciate.	Mar 5, 2014 2:04 PM
169	Love my employer and job. Picked a good career path.	Mar 5, 2014 2:04 PM
170	As a Latino attorney, you are not considered part of the status quo	Mar 5, 2014 2:04 PM
171	The actual practice of law is different from what I expected. The practicality of handling clients and the reality that some may not pay accrued fees was an eye-opening realization. I am very grateful for the mandatory mentoring program. I am learning things I never would have expected to learn.	Mar 5, 2014 2:04 PM
172	I like my job. I just don't see myself being a lawyer for the rest of my life. I'd like to try something else in the future.	Mar 5, 2014 2:03 PM
173	I work for the Attorney General's Office. I have received excellent mentorship here and I have been provided with experience I might not receive in a law firm environment. I also enjoy it because I feel like my work is contributing to a common good.	Mar 5, 2014 2:02 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

174	I am dissatisfied with my options to transfer from a solo-practitioner to a cooperative working arrangement such as a law firm or corporate counsel.	Mar 5, 2014 2:01 PM
175	As can be expected with any job, the legal profession has its up days and its down days. Some days are magnificently satisfying and I can't imagine anything being more noble than what I do. Other days are discouraging beyond words (probably because, in large part, I was hoping for the magnificently satisfying and didn't get it). But most days I find quite satisfying and work on having appropriate expectations so that the discouraging days are minimal.	Mar 5, 2014 2:01 PM
176	The position I currently hold is not in my preferred area of the law. While I am grateful to have the position, it is not my ideal area in which to practice.	Mar 5, 2014 2:00 PM
177	I enjoy the type of work I am doing and I enjoy working with the attorneys and staff I am working with.	Mar 5, 2014 2:00 PM
178	Law is flexible, which I appreciate having a young family.	Mar 5, 2014 1:59 PM
179	I like practicing law but I am unhappy with the pay.	Mar 5, 2014 1:59 PM
180	I'm in a job for one year as a volunteer. I love the work but it would be satisfying to be paid.	Mar 5, 2014 1:58 PM
181	It took nearly 2 years after graduating to find a law-related job and almost 4 years after graduating to find a permanent law-related job. I feel like that time was somewhat lost, as my skills became a little rusty and I was forced to take non-legal employment to cover bills and student loans. Now, I find myself having to "read up" on legal topics that have faded with time. I also don't see much opportunity for lateral movement or career advancement currently or in the near future, which is frustrating.	Mar 5, 2014 1:57 PM
182	I feel somewhat betrayed by my career based on many factors, including external (uncontrollable market factors), and law field and law school marketing prior to decision to go to law school.	Mar 5, 2014 1:56 PM
183	It is a very stressful job and I barely earn enough to cover my monthly expenses, let alone pay student loans and credit card debt incurred during law school.	Mar 5, 2014 1:55 PM
184	The demands are greater than expected (even though expected to be high); it's proving hard to develop a sustainable practice that matches my investment (time and money) in my legal education. Too many lawyers live down to the stereotypes. The law itself, and its application by judges, too often favors institutions and the wealthy (nothing new, but not really changing either.)	Mar 5, 2014 1:54 PM
185	I love the work. I love the challenge. Like everyone else working for the State, I wish my pay were more.	Mar 5, 2014 1:53 PM
186	I have very flexible work hours, I work from my home office, and I typically work with great people	Mar 5, 2014 1:53 PM
187	I really enjoy the work that I do, but am worried because I was only able to obtain contract work, which means I have no job security. Also, working in the public sector makes it incredibly difficult to make student loan payments while also	Mar 5, 2014 1:51 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

	paying a mortgage and with a child on the way I am very worried about job security and salary.	
188	I work in the field of Social Security Disability, which I personally find very rewarding. Particularly, providing a voice for the voiceless and less fortunate. I have also worked with Veterans which has allowed me the opportunity to repay and thank these men and women for their tireless dedication and service to this country.	Mar 5, 2014 1:51 PM
189	It is stressful yet fulfills my need for mental stimulation.	Mar 5, 2014 1:50 PM
190	I practiced law for a few years with a small firm and was constantly stressed and wanted to quit at least 60 percent of the time. Now I use the skills I acquired but in a much friendlier setting and I love my job and look forward to work every day. I haven't wanted to quit, even when offered a job for significantly more money.	Mar 5, 2014 1:50 PM
191	The actual work required by my job is enjoyable and satisfying. However, the pay is not commensurate with the expectations created by law schools and the ABA's data, or the requirement of incurring six figures of student debt at unreasonably high interest rates to get through law school.	Mar 5, 2014 1:50 PM
192	I am disappointed that there is so little personal interaction in this profession, generally. I believe a great deal of cost could be saved through better personal communication, but most attorneys are either unwilling or simply do not know how to communicate without spending substantial hours debating via official letters or court filings. I would much rather see disputes settled via person-to-person negotiation. Businesses would often maintain relationships anyway. Thus far, my experience has been that attorneys get in the way of good business and instead destroy relationships that could otherwise have been saved.	Mar 5, 2014 1:50 PM
193	I work in a great office with interesting cases and great people. I am trying to figure out if I want to stay in litigation or move into hospital administration.	Mar 5, 2014 1:50 PM
194	I enjoy my job, co-workers and flexibility. I don't enjoy all of the work I do.	Mar 5, 2014 1:49 PM
195	Compensation is too low.	Mar 5, 2014 1:48 PM
196	I don't always enjoy what I do, but I think it is a good job.	Mar 5, 2014 1:48 PM
197	I work in a friendly, driven, and engaging office environment.	Mar 5, 2014 1:47 PM
198	Generally like what I do. I enjoy the law firm. Sometimes get tired of it.	Mar 5, 2014 1:46 PM
199	I have a lot of autonomy in my job and enjoy my co-workers. I am in court a lot and enjoy it.	Mar 5, 2014 1:46 PM
200	High-stress and time commitment make family and social life difficult.	Mar 5, 2014 1:46 PM
201	There weren't many opportunities when I graduated, and I ended up doing work I don't much care for, and at this point I'm finding it difficult to break into new areas. Still, I'm glad I am able to work in a law-related field. Some of my classmates haven't been so lucky.	Mar 5, 2014 1:46 PM
202	I wish I was busier and paid more. When I am busy, I am generally satisfied with	Mar 5, 2014 1:46 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

	my career.	
203	I like the law, but I can't seem to find any clients outside of the Modest Means Program. Unfortunately, I have only been hired by one of the two referrals who have contacted me.	Mar 5, 2014 1:45 PM
204	Working as an attorney is tough, but it is rewarding too. Just like any job, there are good days and bad days. But, I find that working as an attorney I am presented with challenging problems which stretch and push me and give me a great sense of fulfillment.	Mar 5, 2014 1:45 PM
205	I am currently unemployed. I am doing some work for a friend that is law-related, but it pays very little. I have been unemployed since I graduated last May, with a couple part-time, temporary positions.	Mar 5, 2014 1:45 PM
206	I love my job.	Mar 5, 2014 1:43 PM
207	Part time time limited position. I've worked my ass off and now am not able to find a job.	Mar 5, 2014 1:42 PM
208	We go to outside counsel far more than I ever anticipated. Oftentimes a legal issue pops up, and before I am given the opportunity to perform legal research and draw a conclusion, we have already sent the project to outside counsel.	Mar 5, 2014 1:42 PM
209	The current law school model teaches graduates how to be associates at a law firm, not how to be lawyers. Without any offers of employment by a law firm, working as a solo practitioner has been a long, difficult, and expensive road to traverse.	Mar 5, 2014 1:42 PM
210	Trying to get our marketing guy to help us is a pain.	Mar 5, 2014 1:42 PM
211	I am struggling a little to manage the stress of the job.	Mar 5, 2014 1:41 PM
212	I ma very happy with my practice and the work I do. I enjoy the work itself. I do find the hours to be exhausting though.	Mar 5, 2014 1:41 PM
213	Wake up every day wondering why I took the position I did, when all signs pointed to "don't do it." Then you get stuck in a rut and it is very difficult to get out.	Mar 5, 2014 1:41 PM
214	Not presently employed	Mar 5, 2014 1:41 PM
215	I work 8-5 and can take anytime I want off. This allows me to spend time with my young family, which translates into life satisfaction and better performance all around.	Mar 5, 2014 1:41 PM
216	Too few jobs or places to gain experience. This adds to an already stressful job.	Mar 5, 2014 1:40 PM
217	My job can be monotonous and a grind.	Mar 5, 2014 1:40 PM
218	Just not what I imagined. Oversaturated market.	Mar 5, 2014 1:39 PM
219	Decent job, some drawbacks	Mar 5, 2014 1:39 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

220	I like my work fairly well, but the work-life balance needs improvement.	Mar 5, 2014 1:38 PM
221	I enjoy my work immensely but wish I made more money. Life choices limited by amount of money I make.	Mar 5, 2014 1:38 PM
222	I love my career.	Mar 5, 2014 1:38 PM
223	I hate the business aspects of practicing law--I would prefer a government salaried position.	Mar 5, 2014 1:38 PM
224	Continually marketing to maintain billable hours is a struggle.	Mar 5, 2014 1:37 PM
225	I happen to work in an area of transactional law that I am drawn to and thoroughly enjoy. In addition I was fortunate to be mentored by the foremost recognized attorney in this area and currently work for him and his practice to date.	Mar 5, 2014 1:37 PM
226	The legal market is flooded and I don't feel like I have a lot of employment options in the law.	Mar 5, 2014 1:37 PM
227	I'm well compensated, have flexibility in my employment hours/obligations. I enjoy the people I work with.	Mar 5, 2014 1:37 PM
228	I feel like there are limited opportunities for growth in the field right now and salaries are lower than I anticipated.	Mar 5, 2014 1:37 PM
229	I am satisfied with my career itself, but not with my income and expenses.	Mar 5, 2014 1:37 PM
230	I've become a partner and am very happy with my career, however my quality of life (time with my family) hasn't improved as much as I would have liked.	Mar 5, 2014 1:37 PM
231	The job I obtained after law school was pretty-much paralegal work and paid only \$50,000 annually. The firm charged over \$200 per hour for my time and I was paid about \$25 per hour. With the unpaid overtime I work, I was earning about the same amount I could earn as a construction worker in a small construction company. For that reason, I started my own law firm hoping to do better long term. I have been at it for about 8 months and I have few clients. The job prospects are not good either. Almost every job requires 5 or more years experience.	Mar 5, 2014 1:37 PM
232	Regulatory isn't strictly a legal job, though some things I do are legal. This isn't the area of law that I wanted to be in.	Mar 5, 2014 1:34 PM
233	I am not getting paid well and it makes things so much more stressful due to the amount of student loan debts, etc. I made more as a legal secretary. I do not do billable hours but am salaried at \$45,000.	Mar 5, 2014 1:34 PM
234	I love what I do and the people I work with, but I don't love how many billable hours we have. 1900 is a lot!	Mar 5, 2014 1:34 PM
235	Not enough jobs/work out there. I apply for new positions constantly, but never get anywhere. I now have to sell cars full-time to support my solo practice. I did not go to school for this long and work this hard to be a car salesman.	Mar 5, 2014 1:34 PM

Page 2, Q13. If your current employment is law-related, what is your overall career satisfaction?

236	I enjoy coming to work each day and enjoy leaving at 5pm everyday!	Mar 5, 2014 1:33 PM
237	Great job with lots of potential.	Mar 5, 2014 1:33 PM
238	I like it most times but usually don't love it. I believe I will like my work more once I obtain more knowledge and become more confident.	Mar 5, 2014 1:33 PM
239	Great firm, wish it paid more.	Mar 5, 2014 1:32 PM
240	The work is fine, and generally opposing counsel are fine. I wish the hours weren't so variable.	Mar 5, 2014 1:32 PM
241	I practice the area of law that I was most interested in graduating from law school and truly enjoy it (most days.)	Mar 5, 2014 1:32 PM
242	Want more time in the court room	Mar 5, 2014 1:32 PM
243	I enjoy litigation. I dislike working with some opposing counsel and dislike some of the long hours.	Mar 5, 2014 1:31 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

1	The middle class will seek to do legal work themselves. Only the very best will have work.	Mar 11, 2014 1:44 PM
2	Increased attention to the middle class.	Mar 11, 2014 11:25 AM
3	I am hoping the "old boys club" ideology diminishes and lawyers support one another in great work regardless of gender. I also hope the Bar holds lawyers accountable for Rules violations.	Mar 11, 2014 10:34 AM
4	More use of technology	Mar 11, 2014 9:00 AM
5	I see a movement away from billing clients by the hour towards flat-rate fees for certain types of projects or deals.	Mar 11, 2014 6:21 AM
6	I believe that lawyers will be by-passed more due to more information available on the internet and selective service options for clients.	Mar 10, 2014 10:11 PM
7	I don't see significant, I believe economics re: the law will continue to be the largest indicator in the legal profession.	Mar 10, 2014 9:06 PM
8	I think many more law graduates will move away from traditional law practice.	Mar 10, 2014 8:35 PM
9	I think billing in the future will shift towards a results driven model.	Mar 10, 2014 8:16 PM
10	Increased electronic communication with clients and the court.	Mar 10, 2014 8:11 PM
11	More competition for value-based services (non law-firm prices). More alternatives to hiring an attorney.	Mar 10, 2014 6:49 PM
12	over-saturation pushing down salaries and wages	Mar 10, 2014 6:20 PM
13	1. How legal services are provided to clients vis-a-vis technology and the internet. Also how courts adapt to and incorporate technological innovation. 2. Increased transferability of bar membership or decreased obstacles to practicing in more than one state.	Mar 10, 2014 3:41 PM
14	Legal services will further differentiate by classes of availability to provide a wider variety of offerings to the various classes of clients.	Mar 10, 2014 10:13 AM
15	I do not think that the level and rate charged for legal service can be maintained at current levels. With more graduates with technology skills, the big firm structure will become a less viable business structure.	Mar 10, 2014 10:06 AM
16	I would hope that law firms would move away from billable hours and would create a more balanced environment for their attorneys. But I am not certain that is possible.	Mar 10, 2014 8:32 AM
17	More attorneys, less jobs.	Mar 10, 2014 8:23 AM
18	Technology will revolutionize the way we work and change the kind of work we do. Also, outsourcing of work (such as legal research) also has an impact on what we do.	Mar 9, 2014 2:17 PM
19	A greater proportion of work will be accomplished by non lawyers. Clients will	Mar 9, 2014 2:05 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

	first try to use template forms for many transactions and only come to lawyers when those fail.	
20	There will be a lot more DIY ways for people to take care of there legal needs.	Mar 9, 2014 12:04 PM
21	I see fewer people willing to pay high hourly rates for legal services, and fewer attorneys able to justify such rates.	Mar 8, 2014 8:02 PM
22	I think less and less people will pursue a legal career.	Mar 8, 2014 1:48 PM
23	More practical educational choices.	Mar 8, 2014 10:54 AM
24	More competition; worse lifestyle; less lucrative.	Mar 7, 2014 10:50 PM
25	I would hope to see the current large firm model change. I also hope that there will be more apprenticeship/mentoring that happens early on, right out of law school.	Mar 7, 2014 6:10 PM
26	The baby boomers will retire, drastically changing the supply of competent lawyers throughout the United States. As this happens, we will also see a dramatic shift to the nature of services provided as well as the way in which we engage and interact with clients. These changes will come about as a result of technological advances in the industry, social media, and the rising up of a younger generation of lawyers and lawmakers.	Mar 7, 2014 5:53 PM
27	As legal expenses outpace the ability of most individuals and some businesses to pay, I think that strain will cause changes, although I don't know what they will be.	Mar 7, 2014 5:47 PM
28	Continued replacement and outsourcing of traditional attorney work, especially in transactions and discovery. Along those lines, I believe that technology will continue to replace attorneys and their staff in ways I wish I could anticipate. I also can't help but see a larger divide between big law firms and inexpensive solos and small firms, as the sizes in between cannot compete with resources or price of either and will likely diminish.	Mar 7, 2014 4:16 PM
29	I don't foresee any. If there are any, I expect them to be negative thanks to the current political and economic atmosphere.	Mar 7, 2014 3:32 PM
30	I think there will continue to be changes especially in the area of family law -- in how cases are handled and managed. Mostly due to the large quantities of cases.	Mar 7, 2014 3:14 PM
31	Outsourcing of some functions currently performed by lawyers, but possible growth in the market as the economy recovers.	Mar 7, 2014 2:49 PM
32	Software solutions to aid brief and motion writing that will drastically cut the time needed to produce a final written document. Further use of e-discovery solutions like predictive coding. Major changes in legal education; some schools will close, others will have to drastically cut tuition.	Mar 7, 2014 2:37 PM
33	I anticipate the job market will improve, and there will be more positions available.	Mar 7, 2014 12:26 PM

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34	Electronic issues increasing; more complex legal issues, especially with web based businesses that operate worldwide; forms becoming more available and commonplace which will further drive down attorney wages and make attorneys leave the profession.	Mar 7, 2014 11:13 AM
35	The oversupply of lawyers will continue to worsen. A law school is an excuse to print money, as thus far there has proven no lack of poor souls willing to pay for a degree that no longer guarantees a living. With technology continuing to decrease the demand for attorneys, the problem will only get worse. Already we see new attorneys with hundreds of thousands of dollars in student loan debt working for less than they would make working full time at 7-11.	Mar 7, 2014 9:50 AM
36	The legal bubble has burst. The myth that a JD is a valuable versatile degree has been exposed. Hopefully law schools will be forced to stop lying about their statistics. Half of the law schools should be shut down. More info out there now explaining how the legal field really is and that it is not a worthwhile endeavor. Too much student loan debt for a worthless degree.	Mar 7, 2014 9:13 AM
37	I believe the influx of so many new attorneys combined with older attorneys not retiring is causing a swelling of the ranks of professional workers in the legal field. Attorneys normally getting entry level associate positions are being pushed to legal interns and contract positions. This will either cause the job outlook of our profession to decline and therefore less people joining the legal community, or increase the sources of legal services driving current price of those services down.	Mar 7, 2014 1:20 AM
38	Alternative fee arrangements and work relationships with clients (more alternatives, flexibility, cost management).	Mar 7, 2014 1:10 AM
39	Nothing big's going to happen.	Mar 6, 2014 11:03 PM
40	legal positions will continue to dwindle and the number of J.D.-holding-unemployed will continue to rise.	Mar 6, 2014 6:23 PM
41	I think there will be major changes in billing practices and expectations from clients. I expect to see a lot more work done on a flat fee basis.	Mar 6, 2014 6:18 PM
42	Clients tightening up expectations of lawyers, possibly seeking lower rates.	Mar 6, 2014 5:59 PM
43	There are too many lawyers. That combined with technology will almost wipe out the profession.	Mar 6, 2014 5:26 PM
44	As the law becomes more prolific, and harder for lay people and lawyers to understand because of its complexity to address a highly specialized society, the legal profession will continue to make efforts to try and make the law more accessible, but they will have little impact on how the legal profession is perceived.	Mar 6, 2014 4:56 PM
45	Technology will have a significant impact on the practice of law, from access to legal information, to more productive methods of practicing law, to possible huge reductions in practice areas (think self-driving cars-DUI/Insurance claims). I also believe, consistent with statements made above, the legal profession is in desperate need to address the many underemployed or unemployed law	Mar 6, 2014 4:52 PM

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	graduates. The legal profession due to technology and the obvious problem of being unable to sustain new attorneys will need to look for ways in which to provide and protect services that should only be performed by attorneys.	
46	None.	Mar 6, 2014 3:59 PM
47	Baby boomers retiring should hopefully create more open positions in the private sector. If not, something will likely need to change due to the combination of extremely high tuition at Utah's law schools, overwhelming student debt, and a lack of available positions that pay enough to overcome that debt. Although I am lucky enough to be employed, I know several former classmates for whom the job outlook is bleak. I'm not sure how the market will correct the situation, but it seems like, for many, the financial risk of law school is not worth the reward.	Mar 6, 2014 3:05 PM
48	Video conferencing and less in court appearances.	Mar 6, 2014 3:00 PM
49	I foresee that clients will continue to chip away at high billable rates that have high overhead built into them. I think firms will get smaller and run leaner. There will be more and more emphasis on alternative billing arrangements.	Mar 6, 2014 2:39 PM
50	More results driven work and less traditional models. Young entrepreneurs and internet lawyering.	Mar 6, 2014 2:08 PM
51	I think there will be more people arbitrating their claims- which will increase the need for quality arbitrators which right now seem few and far between.	Mar 6, 2014 1:57 PM
52	Fewer job prospects for newer attorneys. An over supply of attorneys.	Mar 6, 2014 1:57 PM
53	The definition of "legal services" and the pool of work that can only be done by a licensed attorney will continue to shrink.	Mar 6, 2014 1:26 PM
54	I am not sure, but the current model is unsustainable. Most people cannot afford the services of the average attorney. There needs to be a way to provide lower costs services for the masses while still providing a good living for the attorneys.	Mar 6, 2014 1:05 PM
55	I think access to the law will continue to become easier and easier.	Mar 6, 2014 12:30 PM
56	I think clients have more options to choose from, so they can demand lower rates. I also think the issues in the law are evolving.	Mar 6, 2014 12:19 PM
57	I have recently transitioned from litigation practice to mediation. I see a gradual shift from litigation to the alternative dispute resolution field as there is an ever growing number of cases filed and people understand the ADR process better inside the legal community and out. I have many clients that are not represented by counsel, but use mediation to resolve there disputes. As an attorney in Utah I can help them with drafting their documents after an agreement is reached, which saves many people money.	Mar 6, 2014 11:58 AM
58	I think that technology and internet searches will increase the lay persons ability to perform more legal services for themselves. I think that the price people are willing to pay attorneys will continue to decrease.	Mar 6, 2014 11:42 AM
59	Shrinking market for lawyers because of outsourcing and DIY tools.	Mar 6, 2014 11:35 AM

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60	Use of technology will explode. Flat fees for more services. Artificial Intelligence could replace some basic legal analysis. Number of lawyers entering the field will drop as law school tuition is simply too expensive for the amount of money to be made.	Mar 6, 2014 11:33 AM
61	It appears that those with legal degrees are becoming more diversified at using their education in novel ways. I see more law school graduates practicing in areas that are not strictly law related. I'm not sure what impact generation Y will have on the legal profession. It may lead to more innovative ways to practice law that incorporate more joint collaboration, or it might lead to some undesired consequences like a lack of conformity, or a misinterpretation of entitlement.	Mar 6, 2014 11:30 AM
62	Technology will continue to cause changes in all areas especially in the courtroom.	Mar 6, 2014 11:09 AM
63	Changes in recruiting by law firms. more competition for jobs	Mar 6, 2014 11:05 AM
64	I see a significant change for attorneys that work in the health care field. As the Affordable Care act continues to move forward, modified, and interpreted it will have a significant impact on attorneys in this field. I also see a significant impact for civil rights attorneys as states continue to figure out the status of same sex marriages. I also see the legalization of marijuana creating a large impact on employment and civil rights law.	Mar 6, 2014 10:55 AM
65	I think that we will see many smaller firms start claiming the territory the larger firms. I also think that we will see some law schools fold as admissions are drastically low and the legal profession is not providing recent grads with the level of jobs as they used to. I think we have already seen some major changes in the last 5 years and over the next ten years we will see the profession more or less settle into a new position since the changes that have happened and are happening.	Mar 6, 2014 10:39 AM
66	I think the big change will be that legal services will be more available to the middle and lower classes.	Mar 6, 2014 10:30 AM
67	I anticipate changes to the law school approach to legal education. I am unsure how this will affect the profession.	Mar 6, 2014 10:28 AM
68	Given the tight job market, I expect that many new graduates will leave the state. Salaries are depressed in Utah and competition for open positions is extreme. Unfortunately, the market can't support the number of attorneys in state.	Mar 6, 2014 10:23 AM
69	More attorneys seeking employment in non law-related fields. More attorneys actively looking for consumers who have been harmed in some way... ie: more plaintiff's lawyers.	Mar 6, 2014 10:10 AM
70	Continued use of technology and required knowledge of emerging technology to better serve clients.	Mar 6, 2014 10:07 AM
71	Technological advances, influx of lawyers	Mar 6, 2014 9:56 AM
72	Online, self help resources will become the dominate means for individuals to get legal help, thereby reducing the need for lawyers. In an already flooded	Mar 6, 2014 9:56 AM

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	market, many law firms will be forced to close their doors.	
73	Changes to rules of professional conduct	Mar 6, 2014 9:53 AM
74	I think there will continue to be a shift away from higher-paying jobs at big firms.	Mar 6, 2014 9:50 AM
75	See above	Mar 6, 2014 9:45 AM
76	Unknown.	Mar 6, 2014 9:35 AM
77	People will be increasingly able to use "self-serve" legal resources available online. This is likely to create intense downward pressure on fees and make flat fee arrangements much more common.	Mar 6, 2014 8:56 AM
78	changes in billing practices; changes in office/firm organization	Mar 6, 2014 8:39 AM
79	I think technology will drive changes in the future. For example, paperless offices, e-discovery, etc. I hope that the legal world encourages more civility and professionalism. The majority of attorneys are good to deal with, but there are still a good number of attorneys who make any matter a nightmare. This type of behavior is very unproductive and serves no legitimate purpose - but increases litigation costs.	Mar 6, 2014 8:38 AM
80	too many lawyers= less net income	Mar 6, 2014 8:14 AM
81	I think there will be more attorneys working in in-house counsel positions, and more attorneys seeking non-legal positions.	Mar 6, 2014 7:59 AM
82	Heavy integration of technology (in addition to non-technological efficiency enhancing processes), making redundant functions that were traditionally viewed as falling within the scope of a lawyer's job. This will cause a reduction in the need for lawyers. For the market of lawyers that remains, the market will demand (for the most part) that a lawyer function more as a strategic adviser rather than, for example, a reviewer of documents or a drafter of standardized motions. As strategic advisers lawyers will need to be trained in negotiating, strategic thinking and decision-making, conducting trials, non-standardized drafting, and so on. This will create a so-called "chicken and the egg" problem (where firms will be lateral intensive or seek graduates with experience). As a result, I predict, that law schools will need to adopt either a clinic-intensive model or a post-graduate residency model (similar to the medical school model).	Mar 5, 2014 11:31 PM
83	Changes in legal education - providing more hands on experiences, internships.	Mar 5, 2014 11:10 PM
84	More outsourcing of legal research. Everything moving to the cloud.	Mar 5, 2014 10:54 PM
85	The question is "do you see;" however, I answer as "do you hope to see." I hope to see less pedagogy. Less emphasis on where a degree is from and more emphasis on the quality of the person. I hope to see less male domination with this "idea" of women in the field. Less of a "we just let you in because we had to," and more of a "you are competent and it has nothing to do with your gender" attitude. Changes in schooling would be great. More like Medical schools less like the status quo. First two years spent on hard subjects, third year spent in clinical rotations with different types of firms in different areas of law, and a fourth	Mar 5, 2014 10:33 PM

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	year to specialize in an area of law. There is so much legal education could learn from medical education.	
86	Technological shifts. Ever increasing access to legal research material.	Mar 5, 2014 10:30 PM
87	As income gaps widen I suppose there will be an ever increasing need for pro-bono work. Also I would imagine the more critical areas of law will shift toward healthcare and technology related issues. Of course there will be no lack of criminals who need to be prosecuted and defended because there are so many idiots in this country who can't keep themselves out of the courtroom because they're so hooked on dope or meth.	Mar 5, 2014 10:00 PM
88	It will become more online oriented.	Mar 5, 2014 9:58 PM
89	Fewer law-related jobs overall	Mar 5, 2014 9:50 PM
90	Not really sure. But more and more information is being given out from online sources, perhaps there will be a turn to more free or cheap services offered online.	Mar 5, 2014 9:47 PM
91	Lower fees. Big firm model will not survive.	Mar 5, 2014 9:46 PM
92	Better practical, skills oriented training in law school. Lower rates to better serve the middle class. More pro se litigants due to availability of online resources. More women in leadership/shareholder roles More diversity.	Mar 5, 2014 9:13 PM
93	More automation of routine tasks More routine tasks done by non lawyers Stagnating wages Better technology will lead to expectations of greater work quality	Mar 5, 2014 7:58 PM
94	Continuing decline in demand for attorneys. A need to replace attorney legal services through other means.	Mar 5, 2014 7:37 PM
95	I believe attorneys will bill fewer hours, and clients will pay lower hourly fees. I believe as law becomes more accessible to the public via electronic means attorneys will become a figure in the background, providing limited services to clients.	Mar 5, 2014 7:28 PM
96	Technology will be incorporated in the legal system.	Mar 5, 2014 6:57 PM
97	I think lawyers will be less likely to find jobs with firms and will have to expand their skills/training to include other areas where the law can be used, but not in a direct litigation manner. For example, I think we'll see more JD/MBA, JD/MPH, JD/MPA, JD/PhD, etc. on the rise. It seems JDs alone are no longer sufficient to locate a job, especially with new graduates.	Mar 5, 2014 6:56 PM
98	I don't see much changing except possibly more lawyers working for the government as the government gets more involved in everything.	Mar 5, 2014 6:53 PM
99	No idea - I pretty much just got here.	Mar 5, 2014 6:42 PM
100	Sooner or later the bar will realize that there is more than enough legal work out there. Most Utahans do not have an estate plan. Most businesses do not even have an operating agreement much less good contracts, etc. Legal work is not	Mar 5, 2014 6:35 PM

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being done that could be. People and businesses are hurt because of this, and attorneys make less. If we were allowed more freedom in marketing, these needs might be filled.

101	The legislature will always come up with new laws whether they are needed or not, whether they address real concerns or mere conjecture. we will have to address those laws and play by new rules.	Mar 5, 2014 6:25 PM
102	I think we will see a continuation of the trend toward fewer and fewer civil trials. I am also concerned that people with lower-valued cases will find it more and more difficult to find attorneys willing to take their cases.	Mar 5, 2014 6:20 PM
103	Smart cars might not get in as many auto accidents. This would be good for society but bad for my profession.	Mar 5, 2014 6:04 PM
104	Less work available as technology streamlines processes.	Mar 5, 2014 5:56 PM
105	I think that we will see clients shying away from the larger firms that can offer a one-stop-shop service, and moving toward hiring an individual attorney within a particular firm based on his or her relationship with that person. Cross selling many different areas of practice will not be a highlight. I think we will see practitioners moving toward a more flexible billing system - lowering rates or providing package billing per service.	Mar 5, 2014 5:55 PM
106	Technologically savvy attorneys will continue to find ways to reduce overhead in ways that will allow them to undercut bloated billing rates large firms are accustomed to.	Mar 5, 2014 5:54 PM
107	I HOPE that the legal profession is better integrated with legal education. I hope that lawyers are more civil to each other.	Mar 5, 2014 5:51 PM
108	I really don't see any significant changes to the legal profession in the next 10 years. I think, at least in my area of Utah, that there is already a trend towards a better public perception of attorneys but I don't know that it will be "significant" in the next 10 years. I hope it will be of course.	Mar 5, 2014 5:49 PM
109	With the digital age, I hope that we can move to more paperless filings and communications.	Mar 5, 2014 5:41 PM
110	A change in billing structure and in partnership structure.	Mar 5, 2014 5:38 PM
111	More automated, streamlined procedures. The simple, "bread and butter" cases that my older partner thrived on years ago are all available through online forms now.	Mar 5, 2014 5:30 PM
112	Less personal contact with corporate clientele. Greater wealth disparity, leading to a greater disparity in access to meaningful justice. Considerably greater documents involved in litigation due to electronically generated and stored records. It's harder to maintain electronic files in an accessible manner than it is with a physical file.	Mar 5, 2014 5:29 PM
113	I am hopeful that it will be less driven by billable hours and the bottom line, but that is probably a chimerical hope.	Mar 5, 2014 5:27 PM

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114	As the highly-connected generations find it necessary to seek legal advice, they may be more inclined to seek crowd-funded advice and legal products via online communities (a la Reddit and the like) and in all likelihood will develop products/services to facilitate the same. However, corporations and other large consumers of legal services will probably maintain the status quo for at least the next decade (hence the "moderate" change).	Mar 5, 2014 5:19 PM
115	I see the legal profession attempting to help the middle income level a little more. I also see the continued representation for the lower income level.	Mar 5, 2014 5:15 PM
116	I see changes resulting from the advancement and use of technology. For example, use of the cloud for storage and reporting to clients, etc.	Mar 5, 2014 5:12 PM
117	Wide ranging impact from crafting, implementing and recommending changes to Utah legislation to Immigration reform as well as reform in many other areas of Utah law and regulation governing commerce, state's rights and sovereignty issues to name a few.	Mar 5, 2014 5:06 PM
118	The law firm pyramid model will largely cease to exist. More lawyers will work on a contract basis, and almost all work will be done by contract or special agreement. It will be even more challenging for new lawyers to gain essential pretrial and trial experience, unless they work for a governmental agency. The recent trend of in-house lawyers will increase even more as companies confirm that it is cheaper to employ the lawyer directly than to pay his/her legal rates.	Mar 5, 2014 5:06 PM
119	The rising cost of law school will make the entry to the profession prohibitively expensive. Additionally, specific online legal service providers, such as legal zoom, will reduce the amount of work for lawyers and provide cheaper, albeit not as good, access to consumers.	Mar 5, 2014 4:47 PM
120	Smaller firms, or fewer large firms. New lawyers will hopefully have more actual legal training out of law school.	Mar 5, 2014 4:41 PM
121	Clients wanting to pay significantly less for an attorney's services.	Mar 5, 2014 4:40 PM
122	I think we'll see deregulation of legal practices, more fixed fee services, and online services. Data mining will also become more influential. I think we'll also see more law firms owned by more non-attorneys. Finally, I think we will see nearly universal and automatic reciprocity between states.	Mar 5, 2014 4:36 PM
123	The big law firm style of practice will all apart, you can get the same quality of service through a small solo practice who has no overhead or minimal. Moreover, no one will be able to afford to pay high rates and that population will grow, they will vote, and you will see that attorneys are going to moved to a lesser position. especially with technology being able to make documents and pleadings with ease and intuitive question asking.	Mar 5, 2014 4:36 PM
124	Pressure to change billing practices will increase and more positions will be brought in house.	Mar 5, 2014 4:35 PM
125	More attorneys entering the market.	Mar 5, 2014 4:34 PM
126	More lawyers, less jobs	Mar 5, 2014 4:31 PM

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127	Too many lawyers. More services being moved online and attorney roles eliminated. Too many sub par law schools being opened.	Mar 5, 2014 4:28 PM
128	Things are becoming more automated, so there will become less of a need for routine legal matters that were traditionally handled by lawyers.	Mar 5, 2014 4:28 PM
129	Technology, globalization, legal alternative substitutes.	Mar 5, 2014 4:21 PM
130	A greater push towards making law firms operate like businesses.	Mar 5, 2014 4:21 PM
131	There continues to be an influx of attorneys into a system that cannot support them. As such, jobs will become harder to find and the jobs that are available will be far less lucrative.	Mar 5, 2014 4:19 PM
132	Much less need for lawyers as clients become less willing to pay high bills. Consolidation of firms. Fewer lawyers in government as tea party mentality in Utah shrinks government. Constriction, not growth.	Mar 5, 2014 4:18 PM
133	I see a system that hasn't invested in training its young lawyers. Most firms don't want to deal with the expense of training a young lawyer. Almost every job opening requires three plus years of experience and there are plenty of those jobs available. The problem is three years from now when the firms want to hire attorneys with three plus years of experience the supply won't be able to keep up with the demand. The reason behind this is that licensed attorneys will either have left the practice of law to engage in a career where they can earn a decent living or the ones who have scraped by won't have the practical experience that the firms are looking for.	Mar 5, 2014 4:17 PM
134	I see the need for lower cost legal services, whether that be through a service like legal zoom or other services. However, I only see this as moderate change.	Mar 5, 2014 4:11 PM
135	Technology taking over. Paper becoming an unwanted element of the practice of law.	Mar 5, 2014 4:09 PM
136	I believe there will be less attorneys. The cost of a legal education is too high.	Mar 5, 2014 4:09 PM
137	Utah's legal community will continue to grow.	Mar 5, 2014 4:09 PM
138	I think you will see more and more companies seeking value-based representation. Companies have caught onto the billable-hours bottomless pit and are less and less willing to pay for it. I think more and more companies will make a value assessment of the work to be performed and force attorneys to work within a budget framework.	Mar 5, 2014 4:07 PM
139	More erosion of business from larger law firms as technology changes and offshoring continue to eat into the law firm model. More consolidation of larger law firms seeking efficiencies. More lawyers practicing in niche fields that are not easily replaceable. Flat or declining salaries due to the aforementioned trends and continued oversupply, despite declining law school enrollments.	Mar 5, 2014 4:06 PM
140	I think the process for entering the profession will see radical change, with law schools seeking to innovate and provide shorter, more practice oriented education. I think the job market will recover, but there will be 4 or 5 graduating	Mar 5, 2014 4:02 PM

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	classes that will simply be lost and never able to get on a normal employment track. I think salaries will drop, and judges will become increasingly partisan, and there will be more unilateral action from judges who act on policy preferences rather than law and logic. I also think lawjets will continue to fall in esteem.	
141	Growing in technology area.	Mar 5, 2014 4:00 PM
142	Law schools and the bar association must cut down expense. Lawyers are not earning enough to pay the fees they both require. It is an incredibly demanding profession and the fees involved, coupled with the low salaries, make for a discouraging experience. You have to really want to help people to seek employment as a lawyer.	Mar 5, 2014 3:56 PM
143	Change in hours/lifestyle expectations	Mar 5, 2014 3:55 PM
144	I don't know enough to say at this point.	Mar 5, 2014 3:52 PM
145	Attorney saturation will require that the billable hour change. Rates will decrease, unbundled services will increase, and we'll see more flat-rate services being offered.	Mar 5, 2014 3:51 PM
146	Lower fees based on the commoditization of patent drafting and using non-lawyers to draft and prosecute patents.	Mar 5, 2014 3:49 PM
147	None	Mar 5, 2014 3:48 PM
148	Increases in specialized practice areas, with a greater number of smaller boutique firms. More movement towards paperless firm management practices.	Mar 5, 2014 3:40 PM
149	The way law firms operate and the services law firms provide will change. Soon to be gone are the Big Law law firms. Law is going to become an area where specialization is required. Law firms that practice in many different areas of law and solo practitioners that try to provide 4 or 5 areas of practice are going to cease to exist. I believe everything in law is going to be highly specialized.	Mar 5, 2014 3:40 PM
150	We need systems in place that take advantage of modern efficiencies that can be gained. Lawyers are losing business to disruptive startups like LegalZoom, and unless we find a way to compete, we are not going to fare well.	Mar 5, 2014 3:39 PM
151	As the economy improves there will be less litigation and more transactional work.	Mar 5, 2014 3:37 PM
152	Social media will play an even bigger role in process service, discovery, disclosures, etc. Hearings will be done over video conferencing, and available at night. CLEs will no longer be mandatory. There will be a National Bar Exam, which will allow attorneys in the US to practice law in all states. Each Court and Judge will handle only one case type for the entire state.	Mar 5, 2014 3:36 PM
153	The most significant changes I see will be the availability of technology impacting the profession. As cost of living continues to rise, I anticipate more people will feel unable to afford the services of an attorney. Instead, they will search the answers to their legal problems on the internet and attempt to represent themselves.	Mar 5, 2014 3:35 PM

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154	Technological changes.	Mar 5, 2014 3:28 PM
155	It will become more automated and product driven. There will be more flat fee products, I believe.	Mar 5, 2014 3:27 PM
156	The use of electronic mediums including but not limited to e-filing, paperless files, data retention, discovery etc..	Mar 5, 2014 3:22 PM
157	More use of online resources, email, electronic filing, marketing.	Mar 5, 2014 3:20 PM
158	I think the legal profession must change and adapt to survive at a high level. First, pay needs to be commensurate, at all levels and in all categories of the legal practice, with the amount it takes to get a law degree. I am shocked when I see job postings for an annual salary of less than \$50,000. I can make that in many other professions without 3 grueling years of school and tons of debt. Second, the legal system needs to find a way out of the billable hour system, specifically the requirements firms maintain to compensate attorneys. It stymies true productivity and creativity. Finally, the profession needs to get away from the general negative stigma that exists towards lawyers. This can largely be accomplished by fixing my first two complaints.	Mar 5, 2014 3:17 PM
159	Billable hours, tech related court changes	Mar 5, 2014 3:16 PM
160	I expect more lower-paying attorney positions and continuing growth of smaller or solo practices to meet the growing middle- and low-income demand for access to legal assistance.	Mar 5, 2014 3:16 PM
161	Oversaturation of attorneys.	Mar 5, 2014 3:15 PM
162	Fewer jobs, shrinking income	Mar 5, 2014 3:08 PM
163	I think that law related jobs will increase in availability. I think more and more attorneys will not take the traditional law firm route in practicing law.	Mar 5, 2014 3:06 PM
164	There will be a move for solo practitioners to become less specialized in their practice. Fewer people will seek out larger firms for work and require small firms to try to handle everything that comes in the door.	Mar 5, 2014 3:06 PM
165	An increase in the use of technological advances, cutting down on legal costs and travel. Likely an increase in self-help opportunities for clients.	Mar 5, 2014 3:05 PM
166	I think that clients will continue to demand more and better legal services while expecting to pay less. Less people will be able to sue pharmaceutical or other big companies based on unfair and one sided arbitration agreements and ill advised supreme Court decisions.	Mar 5, 2014 3:03 PM
167	I think the legal profession will continue to lose prestige. I think more legal work will be done by lawyers in contract positions or by non-lawyers (such as paralegals). For the sake of lawyers who work in law firms, I hope that some aspects of law firm culture and billable hour pressures will change in response to work/life balance concerns, but I don't know if that will really happen.	Mar 5, 2014 3:03 PM
168	Keeping up with the latest technology.	Mar 5, 2014 3:02 PM

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169	Attorneys leaving the practice.	Mar 5, 2014 3:01 PM
170	Becoming multi-jurisdictional or the practice of law will become more commoditized in certain areas, real estate, contracts, intellectual property, entity formation, estate planning	Mar 5, 2014 3:00 PM
171	Little or no change expected.	Mar 5, 2014 3:00 PM
172	More focus on building business, ediscovery, etc.	Mar 5, 2014 3:00 PM
173	Clients will begin to demand greater accountability and transparency in billing. As clients become less willing to simply allow billable hours, more firms will begin offering flat rate and negotiated payments from clients.	Mar 5, 2014 2:57 PM
174	I think that the big firms will be less and less common and the internet will allow non-lawyers to have better access to courts and less need for attorneys.	Mar 5, 2014 2:56 PM
175	I think the smaller practices will struggle if non-lawyers are allowed to enter the legal market.	Mar 5, 2014 2:54 PM
176	There has already been a reduction in the number of applicants to law schools and it seems likely that the number will continue to decline. There is a sizable number of senior attorneys who will be retiring, and it seems as though the increased competition will require re-thinking of the billable hour methodology. There has been a growing movement among young lawyers to discourage people from attending law school (I am one of them) and the number of positions available simply does not match up with the number of attorneys. Law schools are now much more likely to post more specific information about graduates, and the numbers do not reflect well on the value of the education.	Mar 5, 2014 2:54 PM
177	I probably see the demand for attorney's go up a little because not as many are going to school to become a lawyer due to the fact that there are no jobs right now and the return on investment does not appear good at this point in time. As such the numbers will go down which will make the demand for attorneys possibly a little higher but that may take 5-10 years to see.	Mar 5, 2014 2:54 PM
178	Changes, if any, will hopeful include a shift in the attitude of male practitioners towards women in the profession in general. I work in Cache Valley; women as lawyers is still quite a novelty to the Old Guard up here.	Mar 5, 2014 2:54 PM
179	Technology, leaner firms and more stringent requirements, less bloat in the profession.	Mar 5, 2014 2:53 PM
180	I think there will be substantial changes in firm structure and changes to standard billing	Mar 5, 2014 2:53 PM
181	Further contraction of the market. More informed consumers. Further pressure for firms to reduce overhead and streamline. Lower rates for services. Billing reform.	Mar 5, 2014 2:53 PM
182	I think the billable hours model will have to change. with the rise of the internet and LegalZoom, etc. people want flat rate work. I also think that attorney salaries will continue to fall, the job market will remain difficult, and requirements	Mar 5, 2014 2:52 PM

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	to remain at a firm will remain strict as the ABA continues to accredit law schools so the market is flooded with an overabundance of attorneys.	
183	I actually see a slight downward trend over the next few years in the quality of attorneys. This will be due to the large decrease in applications during the 2010 - 2014 years, and thus a lower quality of accepted applicants, even at higher rated schools.	Mar 5, 2014 2:51 PM
184	I anticipate that attorneys will expand offerings in the lower end of the market, finding ways to standardize more types of legal services to provide efficient, low-cost representation.	Mar 5, 2014 2:51 PM
185	Increasing utilization of online and short-term legal services will impact traditional billing and costs of legal services. Continued over-saturation in legal labor market will keep wages low, dual licensed individuals (like me) will likely seek employment in non-legal work.	Mar 5, 2014 2:51 PM
186	Lots more lawyers and not enough jobs	Mar 5, 2014 2:50 PM
187	The diminishing influence of big law, and the increased availability of legal forms online.	Mar 5, 2014 2:49 PM
188	I see student loan debt and the smaller job market being a prohibitive factor in new law grads getting jobs. I see the glut of unemployed lawyers creating a fierce job market and anticipate that the number of law graduates will drop when the general perception of the legal job market hits the masses.	Mar 5, 2014 2:49 PM
189	I would hope to see an expansion in the job opportunities available in the legal profession. Furthermore, I would like to see law schools continue in their efforts to adequately prepare students for their introduction into the legal arena.	Mar 5, 2014 2:48 PM
190	Greater access to the legal system by low income parties and/or pro se litigants.	Mar 5, 2014 2:47 PM
191	I think there will be changes in billing practices and work-life balance.	Mar 5, 2014 2:47 PM
192	The practice of law will be greatly impacted by technology, such as the way we appear in court. Other changes will occur I'm sure, but I couldn't tell you for sure what they will be.	Mar 5, 2014 2:47 PM
193	None. Possible downsizing, or firm merging activity.	Mar 5, 2014 2:46 PM
194	Changes in technology and business will force traditional law firms to forge closer partnerships with traditional businesses, move away from a billable hour model, and restructure the way traditional law firms pay their employees.	Mar 5, 2014 2:46 PM
195	Technology, too many new lawyers, what clients are willing to pay for and the amount they're willing to pay.	Mar 5, 2014 2:45 PM
196	Too many lawyers. Too many competing industries.	Mar 5, 2014 2:44 PM
197	The continued expansion of online services similar to Legal Zoom. As online services expand, and as the need for online presence expands, lawyers will continue to change marketing strategies drastically. I anticipate a change in the practice of law relating to out of state clients.	Mar 5, 2014 2:43 PM

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198	Too many students admitted to law schools=too many lawyers=lower pay for lawyers	Mar 5, 2014 2:42 PM
199	Increased use of technology in day to day practice.	Mar 5, 2014 2:42 PM
200	The number of law students and accredited schools will decrease due to fewer jobs. There will be increasing competition from online legal document mills and related services.	Mar 5, 2014 2:42 PM
201	Billings requirements will increase, pay will flatline or slightly increase, but not matching the increase in billings requirements. Lots of talk but little action in reforming problems within the legal system.	Mar 5, 2014 2:41 PM
202	I haven't really thought about what the changes will be but there have been significant changes since I started practicing and I don't anticipate that it the practice will remain static.	Mar 5, 2014 2:41 PM
203	Numbers exceeding demand, amount supported by market that can charge for services, watering down of profession.	Mar 5, 2014 2:40 PM
204	Changes in billing structure, continued shifts in technology and reliance thereon, etc.	Mar 5, 2014 2:40 PM
205	Becoming tech savvy will become standard.	Mar 5, 2014 2:40 PM
206	The legal profession seems to be finally catching up with technology. I think the support staff for legal professions and the influence of large firms will diminish.	Mar 5, 2014 2:39 PM
207	Mores small firms. Less viability for large firms.	Mar 5, 2014 2:38 PM
208	I expect there will be a shortage of lawyers for part of the next ten years, but I don't think the profession will change much overall.	Mar 5, 2014 2:38 PM
209	Too many lawyers being produced by too many law schools. Those new lawyers will mostly have between 125k-175k in school debt.	Mar 5, 2014 2:37 PM
210	The Internet encouragement of 'self-help' legal solutions will change the way the profession works. Until courts come down harder on pro se litigants or bar start tightening down on the unauthorized practice of law	Mar 5, 2014 2:37 PM
211	Law school enrollment will increase while available jobs will decrease or remain constant.	Mar 5, 2014 2:35 PM
212	I think the biggest change will be in the technology that is available and utilized by attorneys. Many firms don't make good use of available technology right now, but I think as my generation/class of attorneys begins to "take over", we will see a change in operation and hopefully in efficiency.	Mar 5, 2014 2:35 PM
213	I think some of the proposed changes to requirements for law degrees could result in more practitioners and different types of legal practitioners.	Mar 5, 2014 2:35 PM
214	I believe that there will continue to be a trend toward in-house hiring. I also think that technology will continue to advance, creating added efficiencies but decreasing the need for young associates.	Mar 5, 2014 2:34 PM

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215	I see fewer people willing to work in the legal field because of the lack of employment opportunities and stagnant salary growth.	Mar 5, 2014 2:34 PM
216	Gay marriages and the resulting divorces (if it holds to traditional patterns/rates of marriage/divorce) will be a boon to family law attorneys. :) Also, I imagine the area of internet law will grow.	Mar 5, 2014 2:34 PM
217	Technology will make it more inter-jurisdictional.	Mar 5, 2014 2:33 PM
218	There will become an even greater schism between biglaw and smaller practitioners. Billing rates charged by large firms are unsustainable for a very large contingent of corporate and private clients. Because of the money that large law firms attract and can pay to associates, they will continue to be the most visible, but probably least progressive part of the legal industry.	Mar 5, 2014 2:33 PM
219	Outsourcing of basic legal work, drafting, etc. Downward pressure on cost of legal services and quality of work as a result.	Mar 5, 2014 2:33 PM
220	more technology more standardized forms more ADR trial experience more rare and valuable	Mar 5, 2014 2:31 PM
221	I see an effort to make legal services available to more people	Mar 5, 2014 2:30 PM
222	More flexibility in work schedules and pay structure; More alternative fee arrangements with clients; Less in-person contact with clients	Mar 5, 2014 2:29 PM
223	There will be changes in how we interact, advertise, report, and work with clients. But the legal profession will stick around because there will always be a need to have experts to navigate the litigation and court system. There may also be an increase in lower cost transactional or outside work in order to prevent future legal problems.	Mar 5, 2014 2:28 PM
224	Decline in general public's need for lawyers in smaller matters; increase in corporate law, patent, and copyright issues	Mar 5, 2014 2:27 PM
225	The current legal market will see significant change over the next 10 years, including fewer individuals going to law school. I also see the demand for lawyers continuing to decrease as technology advances and cuts out or significantly reduces the need for lawyer skills. The economy will also continue to have a significant impact on the number of unemployed lawyers who are competing for fewer and fewer legal jobs.	Mar 5, 2014 2:27 PM
226	Increase in outsourcing and law related tasks being performed by para-professionals; inability of law schools to continue at current tuition rates and graduation numbers; increase in unbundled services; decrease in overall billing rates, revenue, and salaries for lawyers;	Mar 5, 2014 2:27 PM
227	Changes based on technological advances. Changes in family law administration (and all other intersecting legal fields) based on currently uncertain and developing legal landscape of marriage rights. Other unknown changes.	Mar 5, 2014 2:27 PM
228	More women in the legal field.	Mar 5, 2014 2:27 PM

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229	More small firms/solo practitioners	Mar 5, 2014 2:26 PM
230	I believe that law schools will need to adapt their methods to better prepare students for the practice of law, and that they will perhaps eliminate the third year altogether and cut drastically on tuition. I also think that many large law firms will go under and that many lower priced attorneys will begin to find a niche in the market.	Mar 5, 2014 2:26 PM
231	I'm really not sure. I'm just happy to be employed a year out of law school and hope that whatever changes take place do not jeopardize that.	Mar 5, 2014 2:25 PM
232	Reduced employment for attorneys, reduced fees, and fewer new attorneys entering the field	Mar 5, 2014 2:23 PM
233	In Utah, I see quite a bit of legal outsourcing.	Mar 5, 2014 2:23 PM
234	Fewer attorneys and lower salaries.	Mar 5, 2014 2:23 PM
235	Changes to law training. There are too many law schools creating supply that outnumbers demand. There has to be a better way of educating/training the next generation of lawyers.	Mar 5, 2014 2:23 PM
236	I think legal services will become more affordable and more accessible to the average person. This will be a result of many attorneys who need work and can compete for prices and clients.	Mar 5, 2014 2:22 PM
237	Movement away from billable hours and client reaction to higher hourly rates.	Mar 5, 2014 2:21 PM
238	Continued digitalization of the field. With e-filing, this has already occurred to a great degree, but it will continue to increase.	Mar 5, 2014 2:21 PM
239	I see the market continuing to be overly saturated with lawyers resulting in fewer legal jobs for would be practitioners.	Mar 5, 2014 2:21 PM
240	increased automation, some outsourcing of more basic law practice functions (i.e. doc review)	Mar 5, 2014 2:20 PM
241	Law will become less of a profession and more of a business. Technology, doc-review firms, and a shrinking middle class will decrease the demand for legal services. Ethics violations will rise as more attorneys compete for less and less work.	Mar 5, 2014 2:20 PM
242	Alternative billing arrangements (i.e., contingency, fixed/flat fee, etc.); more emphasis on alternative dispute resolution (i.e., mediation, arbitration, etc.).	Mar 5, 2014 2:19 PM
243	Specialization will increase	Mar 5, 2014 2:17 PM
244	I think there will be major economic changes. Whether bad or good, I'm not sure. I think people are starting to realize that there are way too many law schools and such high enrollment is unsustainable. Moreover, economically, it's becoming less and less worth it to spend \$100K for a law degree due to the fact that the middle class is disappearing. There are a lot of many people out there with nothing more than high school degrees who make more than I do. I believe that stagnant wages are the biggest threat to our country's economy and this has in	Mar 5, 2014 2:17 PM

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turn lead to less people being able to afford attorney services. I think major change will occur in the next ten years when the majority of Americans finally get tired of earning next to nothing.

245	The number of law graduates entering the legal market has driven down the costs of legal services and degraded the quality of legal services. It is not uncommon to have new or newer lawyers taking on cases for which they do not have adequate experience. However, they will take on the cases to generate revenue and keep their doors open.	Mar 5, 2014 2:16 PM
246	Téchnology will be implemented more, both to help prepare and track cases and to aid in conducting discovery. Discovery costs will increase because more and more discovery will involve e-documents. Discover will also become more voluminous for similar reasons.	Mar 5, 2014 2:16 PM
247	Increased regulations on the practice of law. Shift from hourly billing. Increased use of technology to interface with the courts. Additional Tort reform	Mar 5, 2014 2:16 PM
248	Due to the negative outlook of the economy, I think there will be less clients who can afford high priced lawyers, so I think that only those lawyers who can provide low-cost services will stay in business.	Mar 5, 2014 2:16 PM
249	More attorneys will make less work available, decreasing the demand and decreasing the income.	Mar 5, 2014 2:15 PM
250	Although I am currently removed from the practice of law, I do see a further push to all things electronic, and possibly less reliance on previously more formal physical practices (e.g., physical appearance in a courtroom for attorneys, clients, jury members, witnesses, etc.).	Mar 5, 2014 2:15 PM
251	The advent of web-based services will add low cost avenues that the public will utilize, even to their detriment (meaning that forms and advice online may lead them to less-than-ideal results). Additionally, the whole nature of cloud-based document sharing and retention is going to change the way that lawyers are able to work and the overall efficiency of the legal process.	Mar 5, 2014 2:13 PM
252	none	Mar 5, 2014 2:12 PM
253	I will raise up the legal ladder.	Mar 5, 2014 2:12 PM
254	The billable hour will be a vestige of the past for many firms. Law schools will continue to churn out more attorneys than are needed. More people will outsource their legal needs to international and digital sources.	Mar 5, 2014 2:11 PM
255	The general state of the economy appears to be motivating many clients to look for more affordable services. As a result, attorneys may be forced to find ways to provide more affordable services to their clients. Whether that means reducing overhead costs, or cutting profit margins, I believe that attorneys must be ready to adapt to the demands resulting from the state of the economy.	Mar 5, 2014 2:11 PM
256	I think there will be fewer attorneys as the lowest ranked schools phase out. It seems like there are not as many applicants as there used to be, and schools are struggling to attract new law students. I don't think this will radically change	Mar 5, 2014 2:09 PM

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	the landscape, though, and the market will adjust to respond to any minor changes.	
257	Technology advancements force the legal profession to change, hopefully becoming more efficient, constantly.	Mar 5, 2014 2:08 PM
258	I think the legal community will continue to see consolidation and reduction. Currently a lot of larger firms are dumping associates and partners who aren't bringing in a lot of clients/money, and I think this will become the new status quo. I don't see law firms returning to the lockstep model (or continuing with the lockstep model). I also think that lawyers will need to be more flexible in their practices; specializing in one area for a long period of time might not be practical anymore. To stay on top of your game, and to keep clients coming in the door, I think attorneys will need to continue to reinvent themselves.	Mar 5, 2014 2:07 PM
259	1) It seems that the legal profession is still trying to figure out how to deal with the fact that many more lawyers have gone to law school than there are available law jobs. Whether this means that legal prices will face competitive downward pressure, or many lawyers will leave the profession, law schools stop minting so many lawyers, or something else I don't know. 2) Alternative billing arrangements will grow. 3) Changes in technology will continue to disrupt the profession, including the possibility of offshoring certain tasks.	Mar 5, 2014 2:07 PM
260	I think the legal profession will change, for better or for worse, in that people will find creative solutions to obtaining legal counsel. Whether this means virtual law firms where you don't meet with a client in person, or providing standard form documents at a low cost, I don't think the current model will last.	Mar 5, 2014 2:06 PM
261	Hopefully, law school will be reduced to two years and an apprenticeship program will be created similar to residency in the medical field. Clients will be much more educated and wanting to do their own legal work. More pro se litigants. Law firms will have to adapt to clients being able to find answers online just as easily as attorneys can.	Mar 5, 2014 2:06 PM
262	I think that e-filing will substantially change the way cases proceed. In particular, it seems as though it could reduce the role of secretaries and could lead to a reduction in legal staff employment.	Mar 5, 2014 2:06 PM
263	That is difficult to say because our profession is so closely tied to the changes and circumstances of the local, national, and global economies. I have noticed a decline in individuals who have the ability to pay for legal services. I cannot speak to whether corporate ability to pay has been at all affected.	Mar 5, 2014 2:05 PM
264	Lawyers and computer programmers will team up to offer improved self-help legal services, just like TurboTax offers self-help accounting services. Competition among lawyers will continue to increase, driving down the cost of legal services while increasing lawyer stress. In addition, law schools will begin to train their students to actually practice law, in order to compete for fewer students, which will also drive down the cost of a lot of basic legal services, like processing divorces and defending criminals.	Mar 5, 2014 2:05 PM
265	More outsourcing; downward pressure on legal costs; more litigation reform	Mar 5, 2014 2:05 PM

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266	I do not know what to expect, honestly.	Mar 5, 2014 2:05 PM
267	None. Only moderate change.	Mar 5, 2014 2:04 PM
268	Electronic filing for all cases	Mar 5, 2014 2:04 PM
269	Continued downsizing and persistent pressures to become more efficient. The new normal will be anything but the historical and traditional status quo.	Mar 5, 2014 2:04 PM
270	With the move toward e-filing, I foresee much more of the basic functions of a lawyer being done on the internet. It cuts overall costs and enables efficiency (once the bugs are worked out). While large firms are sometimes necessary, I see a move away from large firms and more small-firms and solo-practitioners.	Mar 5, 2014 2:04 PM
271	I feel too disconnected from mainstream law practice to have any sense about this.	Mar 5, 2014 2:03 PM
272	Law firms will have to get leaner and meaner. I see a rise in midsize and boutique firms that offer reasonable rates to service the middle class that is currently under serviced. I see attorneys taking advantage of modern technology to make their practice more efficient. I would like to see a departure from billable hours which can prove expensive for clients and encourages "padding."	Mar 5, 2014 2:02 PM
273	Further decrease in non-traditional career tracks.	Mar 5, 2014 2:01 PM
274	Technology will be used more.	Mar 5, 2014 2:01 PM
275	I see the structure of large law firms shifting as the demand for new lawyers has been decreasing.	Mar 5, 2014 2:01 PM
276	Umm, I hate the way billing works. I think there needs to be a move towards more flat-rate work (on uncontested issues, of course). I would like to see a move more towards making legal assistance more accessible to the working poor (i.e. those that make too much to get free legal assistance from Utah Legal Services or a public defender, but don't make enough to come up with a multi-thousand dollar retainer and hundreds an hour in fees). I recognize that Modest Means is working towards that and I hope it picks up momentum because there is a large population in Utah that is un- or under-served.	Mar 5, 2014 2:01 PM
277	The law is deliberate and, as such, does not move at a rapid pace. Any significant change that does occur will be the result of decades of work and deliberation; a change that was predictable and foreseeable. What I would like to see happen is on an educational level. I believe that the ABA should do one of two things: 1) decrease the amount of years of law school from three to two and implement some sort of apprentice program, or 2) increase the amount of years for law school from three to four or five. Law schools are now just teaching the bar exam because competition amongst law schools is high thereby demanding a higher bar passage rate to remain competitive. The history of the law is often forgotten as the subject is not on the bar exam. However, I believe that we would be better lawyers if we knew the evolution of the law. We would know the law better and have more respect for it.	Mar 5, 2014 2:00 PM
278	none	Mar 5, 2014 2:00 PM

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279	More flat-rate services; more integration with online applications (i.e. Zoom legal); more ADR	Mar 5, 2014 1:59 PM
280	More online, do-it-yourself solutions to every day transactional legal work and a shift away from the Biglaw model.	Mar 5, 2014 1:59 PM
281	More solo practitioners will crop up as a result of the influx of graduating law student unable to find meaningful work elsewhere.	Mar 5, 2014 1:57 PM
282	I see the retirement of many "baby boomers" as having an effect on the legal profession, although I believe the Great Recession has altered how we will see those effects. During the recession, I saw many older attorneys putting off retirement and some coming out of retirement. I also saw myself and recent grads not being able to find law-related employment because we were competing with attorneys, some who had 10- to 15-years experience. I think "Baby Boomer" attorneys will retire, but probably not as soon as they may have planned before the recession. I also believe that many of those positions will be eliminated through attrition, so even as the "Baby Boomer" attorneys retire, there will not be as many legal jobs due to budget cuts, also a result of the recession.	Mar 5, 2014 1:57 PM
283	A shift in the types of services attorneys offer. Technology will continue to commoditize traditional legal services such as document preparation and discovery. At the same time, an increased federal regulatory burden will create more opportunities for lawyers to do compliance work. As more and more industries need legal services related to complying with and implementing federal regulations, one wonders whether those services will be most efficiently provided by in-house personnel as opposed to private practice attorneys. I think the majority of legal jobs, especially for those not interested in litigation, will be as in-house legal personnel who focus on regulatory compliance. As transactional practices dwindle, law firms will experience reductions in revenue and size.	Mar 5, 2014 1:57 PM
284	flat fee billing. self attrition. failure of the biglaw model.	Mar 5, 2014 1:56 PM
285	Disruptive tech will continue to erode traditional legal service provider's market and destabilize existing firm models.	Mar 5, 2014 1:56 PM
286	Continued scrutiny into legal fees and charges by clients. Commoditization of legal services. Reduced number of law school graduates (hopefully). Increased number of law school graduates leaving the legal field.	Mar 5, 2014 1:56 PM
287	Flat fees.	Mar 5, 2014 1:55 PM
288	Increasing use of technology, big demographic shift toward younger attorneys.	Mar 5, 2014 1:55 PM
289	Changes in discovery rules and the emergence and evolution of cost-saving technologies and resources make it easier to provide high quality representation outside large firms and to reduce costs to clients. However most people who need a lawyer still cannot afford one. There seems to be little recognition in the profession that most legal needs go unmet, even though programs like Modest Means and free clinics are available. Those messages and programs don't usually reach those who need help, and discounts don't usually bridge the gap to make representation possible. Also, the law continues to generally be shaped by	Mar 5, 2014 1:54 PM

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	and in favor of monied interests (whether individual, corporate, or government), and I expect to see the legal landscape further tilted in their favor, as judges are drawn (almost entirely) from attorneys who represent those interests.	
290	More movement to internet based lawyering, virtual interactions with clients. Practice of law will be very technology driven.	Mar 5, 2014 1:53 PM
291	Saturation of the legal market leading to decreases in law school enrollment.	Mar 5, 2014 1:53 PM
292	Increased role of technology will strongly affect efficiency, capability, staffing needs, and methods of communication, especially how clients find and interact with attorneys	Mar 5, 2014 1:53 PM
293	Status quo	Mar 5, 2014 1:52 PM
294	The difficulty of making money with huge debt is the biggest issue I see in the future.	Mar 5, 2014 1:52 PM
295	I see more representation via internet (more outsourcing) and fewer face-to-face contacts; I see more attorneys with the flexibility to work from home or other remote location.	Mar 5, 2014 1:52 PM
296	There either needs to be a movement towards more affordable legal education or better and more options for scholarships and loan repayment forgiveness. Even private attorneys need to be able to charge reasonable fees so that the middle class can afford legal representation. It seems like you either have to be poor enough to qualify for pro bono or rich enough to afford a hefty retainer to be able to have your interests represented.	Mar 5, 2014 1:51 PM
297	Not sure.	Mar 5, 2014 1:50 PM
298	Judges will continue to be overworked and it will be more difficult to get measured decisions. Clients will have less money and will be unable to pay for full legal services (representation through trial/appeal). Attorneys will experience a higher stress. Attorneys who are true professionals will be taken advantage of and will not be backed up by the court. They will leave the profession. Technology will provide the ability to increase some profit margins and productivity.	Mar 5, 2014 1:50 PM
299	Although there should be major changes (both to improve client satisfaction and attorney satisfaction) in the next few years, I doubt it will happen. There are too many old school attorneys with strong voices who have finally worked their way up high enough that they don't want to see change.	Mar 5, 2014 1:50 PM
300	Increased prevalence of flat-fee arrangements in both transactional and litigation practices.	Mar 5, 2014 1:50 PM
301	Traditional litigation will continue to decline. Businesses will become smarter in making deals and settling disputes without incurring the substantial expense of litigation. Clients will continue to push for lower fees and refuse to pay for the full hours required to produce the work product desired.	Mar 5, 2014 1:50 PM
302	I think my generation of new lawyers is demanding more of a work-life balance. I	Mar 5, 2014 1:50 PM

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also think that clients are no longer interested in the kind of set-up that large firms offer. I believe we'll see more solo practitioners with lower affordable rates, fewer people working for large firms, and more self-help resources available to the public.

303	The only thing I can think of is that changes in technology will stream line our communications with the court system, our clients and other lawyers.	Mar 5, 2014 1:49 PM
304	Baby boomers will retire, thus creating some new jobs for new attorneys.	Mar 5, 2014 1:48 PM
305	I think clients will want to be more informed and involved.	Mar 5, 2014 1:48 PM
306	Less people going to law school and less attorneys needed.	Mar 5, 2014 1:47 PM
307	The legal profession will continue to become more electronic and technology driven. Legal research, electronic discovery, and the amount of information available to practitioners will continue to expand exponentially. Lawyers will need to adjust to these changes.	Mar 5, 2014 1:47 PM
308	There are still not very many jobs, and lots of new lawyers. As the economy continues to recover slowly, I think there will be more need for public interest lawyers, but fewer opportunities to earn an income that reflects the level of schooling that lawyers must receive. There also seem to be many more lawyers becoming solo practitioners, because there are not many legal jobs available.	Mar 5, 2014 1:47 PM
309	I think the changes will revolve around technology. With electronic filings, ipads, and other technological advances, I don't see the old law firms doing very well unless they adapt. Also, I don't think attorneys are making as much as they use to so I think more people will leave the profession and less people will go to law school to become lawyers.	Mar 5, 2014 1:46 PM
310	I expect a steady influx of attorneys and a reduction of demand for attorneys, as well as an increase of laws that are unenforceable. I also believe that tort damages caps will become more standard and less awards of attorney fees will cause less civil litigation.	Mar 5, 2014 1:46 PM
311	I think billable hours are on their way out the door in favor of flat fees and other, more efficient pricing schemes. It seems like this would impact how law firms work and how large they get. Most of my classmates, if they're employed in the field, don't work for large firms; perhaps there's already a trend toward other work arrangements.	Mar 5, 2014 1:46 PM
312	Increased reliance on technology will probably continue to change how we communicate with each other, our clients, the courts More use of alternative dispute resolution, collaborative law	Mar 5, 2014 1:46 PM
313	More technology related services and more flat rate billing arrangements.	Mar 5, 2014 1:45 PM
314	Technology will definitely change how we interact with our clients, in both finding and working for them. I also question the sustainability of the big law firm model.	Mar 5, 2014 1:45 PM
315	There are several attorney's and recent graduates that do not have jobs. I was lucky to get a job but several of my classmates have not found anything.	Mar 5, 2014 1:45 PM

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316	Consumers will continue to become more tech savvy and will demand a product that is more online and tech compatible. Any part of the job that is able to be done offsite will be outsourced by larger firms.	Mar 5, 2014 1:45 PM
317	I foresee technology continuing to change how we practice law. I think we do not fully utilize technology to the fullest in our practices, but I think that will continue to change over the next 10 years as clients expect that we use the latest technology to improve efficiency and our work product.	Mar 5, 2014 1:45 PM
318	You've already seen it to some extent, but lawyers will become more replaceable by technology. Westlaw, Lexis, and Bloomberg will create technology that replaces lawyers in some form. Further, unless law schools suddenly become less concerned with making money, we'll continue to oversaturate the market with lawyers. Honestly, I see the profession heading in a dangerous direction. Too many graduates are unemployed for long periods of time after graduation. I hear that this will change when the economy rebounds, but I find that quite hard to believe.	Mar 5, 2014 1:45 PM
319	Movement away from full-time representation towards a more limited scope representation, whether in the form of limited appearances, document review and preparation for pro se litigants, or other, similar arrangements.	Mar 5, 2014 1:44 PM
320	Probably more flat fee billing.	Mar 5, 2014 1:44 PM
321	N/A	Mar 5, 2014 1:43 PM
322	Technology will continue to improve the efficiency of the practice of law. The same technology will allow non-attorneys to have greater access to the law (e.g. wills, estates, simple litigation matters).	Mar 5, 2014 1:43 PM
323	moderate growth as the market improves	Mar 5, 2014 1:42 PM
324	More non-lawyers performing legal work, more pro se representation, more pressure from students with loan obligations, more small and solo practitioners.	Mar 5, 2014 1:42 PM
325	I don't foresee any major changes. I do believe, however, that the quality of lawyers graduating today is better than the older lawyers still practicing in Utah. I hope to see a change in the quality of legal representation. Too many attorneys rely on outdated law when representing clients. Not enough research occurs, and many unethical billing practices occur.	Mar 5, 2014 1:42 PM
326	It is difficult to say but I do hope there is change. It seems as though the legal profession has not completely recovered and it is still extremely difficult for young attorneys.	Mar 5, 2014 1:42 PM
327	The legal profession is poised for a huge surplus of un-employed or under-employed attorneys. I think the legal profession needs to be a driving force behind a re-thinking of the current law school model. If law schools aren't going to teach student how to become lawyers, law firms need to be incentivized to provide real-world experience. Some states (like Utah) have a mentoring program, which is better than nothing. But the mentoring program is not a viable substitute for actual experience.	Mar 5, 2014 1:42 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

328	We keep turning on each other for malpractice suits at every single client who possibly comes in. Professional courtesy is at a very low point.	Mar 5, 2014 1:42 PM
329	With more and more new grads entering the market, I believe the true attorney jobs will be fewer and farther between.	Mar 5, 2014 1:41 PM
330	More resources will become available online.	Mar 5, 2014 1:41 PM
331	downward pressure on fees	Mar 5, 2014 1:41 PM
332	I believe that many mid-level partners will be laid-off due to these partners not carrying significant enough business on their own. I believe many of these partners will open virtual offices or go in-house.	Mar 5, 2014 1:41 PM
333	Technology adaptations. Less work due to DIY websites/software.	Mar 5, 2014 1:41 PM
334	Lifestyle balance is a major concern for many new lawyers. Additionally, with more traditional partners retiring and greater demands for legal help from lower income individuals, there will be more change in how firms are structured to accommodate these things.	Mar 5, 2014 1:41 PM
335	Watch out big firms! The little guys are coming to get you! People are seeing that paying inflated prices for padded billing hours by egomaniacs at big firms is not worth it. In short, people will see that they can get the same or better quality legal work from smaller shops and not pay the extra costs associated with big firms.	Mar 5, 2014 1:41 PM
336	Wages will decrease significantly (or, at the least, will not grow). Recent law graduates will take the brunt of the negative effects of the lower wages because their education was too expensive. Lawyers will be less educated because the legal profession is not taking the responsibility to train the upcoming generation. Attorneys are more concerned with profits than the actual profession, which causes an array of problems.	Mar 5, 2014 1:41 PM
337	I think we will begin to see more limited scope or fee for service type arrangements.	Mar 5, 2014 1:40 PM
338	Increased use of technology and increased client sophistication.	Mar 5, 2014 1:40 PM
339	Billing, hour requirement, law firms unwilling to change	Mar 5, 2014 1:39 PM
340	More and more legal work will be automated.	Mar 5, 2014 1:39 PM
341	Technology will continue to change the practice of law.	Mar 5, 2014 1:39 PM
342	More multi state/jurisdiction practices. More technology changes.	Mar 5, 2014 1:38 PM
343	Changes in compensation for lawyers and the commoditization of legal services.	Mar 5, 2014 1:38 PM
344	I think the big law firm is changing and will consist more of smaller practices that work together on big cases. More solo practitioners competing for fewer clients.	Mar 5, 2014 1:38 PM
345	Destruction of law firm structure. Hopefully get rid of the billable hour. More unbundling in legal services. More services for low income litigants. Less jobs	Mar 5, 2014 1:38 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

	overall. More lawyers quitting the law and moving to more lucrative careers in other fields.	
346	My gut feeling is that legal representation will soon only be available to the wealthy, leaving little room for expansion and less demand for attorneys. Jobs in the legal profession are scarce, and law schools are not responding to that demand.	Mar 5, 2014 1:38 PM
347	Technology will continue change practice of law. Research will continue to get easier. Procedure will change. Etc. Etc.	Mar 5, 2014 1:38 PM
348	I see many more baby-boomers retiring and a general changing of the average age of attorneys due to the flood of new law graduates.	Mar 5, 2014 1:38 PM
349	I don't see the legal profession changing very much in the next 10 years. There is major saturation of attorneys in the legal market which will cause fewer people to enter law school, thereby making the current lawyers more valuable.	Mar 5, 2014 1:37 PM
350	I believe that the traditional law firm will evolve into a much leaner, specialized market. I don't intend to have a traditional paralegal for much longer.	Mar 5, 2014 1:37 PM
351	The manner in which attorneys bill will likely change to a lower fee structure. The way in which attorneys advertise and the rules regulating the advertising practices will necessarily have to change to adapt to new technology and resources.	Mar 5, 2014 1:37 PM
352	I think law school should adopt an internship/fellowship model similar to the medical profession.	Mar 5, 2014 1:37 PM
353	Greater emphasis on E-discovery; More flexibility in work place/hours; more attorneys e-commuting, etc.	Mar 5, 2014 1:37 PM
354	I see both the courts and citizens relying less on lawyers for more common/simple legal situations (such as divorce and bankruptcy). There will be growth in limited representation arrangements.	Mar 5, 2014 1:37 PM
355	There seem to be more and more people going to law school, but more law related jobs are not being created. There is so much competition for law related jobs right now many are finding it difficult to find a job that uses their degree and that allows them to make enough money to pay their student loans and support their families. Yet, the University of Utah is building a new law school that will allow more students to be admitted. This will only perpetuate the problem. It seems that the cost of a law school education, even for people who qualify for in-state tuition and have a dual earning household, is becoming less and less practice. Hopefully this will result in less people choosing to practice law/go to law school and the problem will fix itself, though that will likely take a great deal of time to happen. The poor economy is also affecting the legal profession, as more people are handling their legal matters pro se or seeking state assistance and there is less money out their for private practitioners.	Mar 5, 2014 1:37 PM
356	More and more practices and services will be moving online. Fee arrangements will continue to migrate toward fixed fees. More non-attorneys will begin offering services previously offered exclusively by attorneys (legalzoom type services).	Mar 5, 2014 1:37 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

357	There will be too many lawyers, and each lawyer will graduate with more and more debt than years previous. Thus, being a lawyer will become less and less beneficial and feasible.	Mar 5, 2014 1:37 PM
358	Lower salaries. Firm restructuring.	Mar 5, 2014 1:36 PM
359	Technology will make the world smaller. Allow people to represent clients anywhere.	Mar 5, 2014 1:36 PM
360	More ethical reqs.	Mar 5, 2014 1:35 PM
361	Lower starting salaries, lower billable hourly rates, fewer law graduates, lower billable requirements.	Mar 5, 2014 1:35 PM
362	More integration with technology and more pro se or low income lawsuits.	Mar 5, 2014 1:35 PM
363	Fewer support staff and fewer employed lawyers.	Mar 5, 2014 1:35 PM
364	I anticipate the billable hour becoming less relevant as more in-house departments look for alternative billing methods.	Mar 5, 2014 1:35 PM
365	Technology. Change in job market/training - especially with the over abundance of attorneys and the difficulty in new attorneys finding a job and those who have been laid off and/or terminated competing for the same position.	Mar 5, 2014 1:34 PM
366	Hopefully a reduction in the amount of lawyers through more stringent bar exams as well as cheaper education.	Mar 5, 2014 1:34 PM
367	I think many people are less inclined to work the number of hours attorneys have traditionally worked. A lot of people prefer a better work/personal life balance. So I think, even at bigger firms, the number of billable hours will drop (and probably the salary along with it), or firms (and other employers) will need to start offering flex-time options. I also hope to see more women in the profession and more women partners and judges.	Mar 5, 2014 1:34 PM
368	I would hope that the U and BYU would accept fewer students that eventually plan to practice here.	Mar 5, 2014 1:34 PM
369	Divorces for same sex couples Child welfare issues for same sex couples	Mar 5, 2014 1:34 PM
370	Disruptive technology based on the internet will continue to change the way repetitive legal services are provided	Mar 5, 2014 1:34 PM
371	I believe more tasks will be automated. I believe attorneys will not be able to charge as much in the past for the same tasks. I believe and hope that attorneys will stop drafting things that only the attorney that drafted it can read!	Mar 5, 2014 1:33 PM
372	Total change to the big law business plan. Less emphasis on billing rates and more emphasis on costumer satisfaction.	Mar 5, 2014 1:33 PM
373	A bigger technological shift.	Mar 5, 2014 1:33 PM
374	Nothing too significant	Mar 5, 2014 1:33 PM

Page 2, Q15. What significant changes or impacts do you see to our legal profession during the next 10 years?

375	More savvy clients, increased pressure on fees. Trends toward efficiency (contract attorneys, specialized doc review, etc.).	Mar 5, 2014 1:32 PM
376	Less pay and more competition.	Mar 5, 2014 1:32 PM
377	Too many attorneys and not enough work.	Mar 5, 2014 1:32 PM
378	Easy document preparation services, the ability to split off from a major firm and easily continue as a boutique with low overhead.	Mar 5, 2014 1:32 PM
379	I can see litigation being changed dramatically due to new technology.	Mar 5, 2014 1:32 PM
380	Different expectations of associates to bring in more business earlier on. More integration with technology and expecting them to know more of the practicalities of the law practice through clinical experience.	Mar 5, 2014 1:32 PM
381	More unbundling	Mar 5, 2014 1:31 PM

Tab 4

REPORT OF THE
UTAH STATE BAR

**Lawyers'
Fund for
Client
Protection**

Fiscal Year July 2013 – June 2014

History of the Fund for Client Protection

The Fund for Client Protection was approved and established by the Utah Supreme Court effective April 9, 1977. The fund was established to provide meaningful cost reimbursements to clients injured by a lawyer's dishonest acts. In 1990, the Committee adopted the Rules for Lawyers' Fund for Client Protection. The Supreme Court approved the rules August 3, 1990.

Mission of the Fund

The purpose of the Fund for Client Protection is to promote public confidence in the administration of justice and the integrity of the legal profession by reimbursing losses caused by the dishonest conduct of lawyers admitted and licensed to practice law in this state.

The Committee reviews claims to the Fund for Client Protection to make sure they are valid and meet the eligibility criteria stated in the rules of the program. When ten valid cases are available, hearings are scheduled to determine the amount of award, if any, that will be granted to any claimant.

Every lawyer has an obligation to the public to participate in the collective effort of the Bar to reimburse persons who have lost money or property as a result of the dishonest conduct of another lawyer. Contribution to the Lawyers' Fund for Client Protection is an acceptable method of meeting this obligation.

Each year during the licensing of Utah State Bar Members, each attorney is assessed a small fee of up to \$20.00, dependent on the amount needed to keep the fund solvent.

COMMITTEE MEMBERS

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Second District Court

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Olson & Hoggan, PC

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Digicert, Inc.

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1Law

Mickell Jimenez
Clyde Snow & Sessions

Christine Critchley, Bar Staff Liaison

Recent Changes to the Rules for Client Protection

The Utah Bar Commission was concerned about the solvency of the fund after the Fund for Client Protection Committee received numerous claims from clients of Matthew T. Graff. Because of the amount claimed, the Bar Commission requested the Supreme Court approve rule changes that included a life-time limit payout per attorney, and also a narrowed amount of time to make a claim against an attorney. It also approved other changes found in the attached copy of the Utah State Bar Fund for Client Protection Rules that were approved by the Supreme Court and went in to effect November 1, 2011. Hearings were suspended until the Committee understood what the new limits would be. This "Graff" circumstance will most likely be unique, but other cases will be affected by new rules; mainly, the one year statute of limitations in making a claim to the Fund. Three new claims could not be heard during the 2012–2013 fiscal year and one new claim could not be heard during the 2013–2014 fiscal year because of the narrowed time limit.

Fiscal Year July 2013 – June 2014

As contemplated by the Utah Supreme Court Rules of Professional Practice 14-904(c) from the Fund for Client Protection a/k/a Client Security Fund, the Committee submits the following report of its activity this past year and the claims which are pending but have not yet been reviewed.

During the past fiscal year, the Committee has held two meetings to hear and make recommendations regarding 19 claims concerning a total of ten attorneys. The range in number of claims filed against any one attorney was from one to seven. The Committee has filed reports after each of its meetings. The reports detailed the claims which the Committee has reviewed and the recommendations as to those claims. Following is a brief summary of the past year's activity.

Utah State Bar Client Security Fund PROFIT & LOSS July 2012 through June 2013

INCOME

Client Security Fund Fees	\$168,780.00
CSF Restitution Revenue	2,473.16
Interest Income	5.19
Investment Income	
ILM Realized Gain/Loss	170.07
ILM Interest Income	893.20
ILM Unrealized Gain/Loss	-368.64
Total Investment Income	\$699.82
Total Income	\$171,952.98

EXPENSE

CSF Claims Expense	\$123,358.50
Bank Service Fees	265.84
ILM Service Charges	497.40
Total Expense	\$124,121.74
Net Income	\$47,831.24

Total Claims Paid for Fiscal Year 2013–2014

Attorney	# of claims made to the fund	# of claims recommended for approval	total \$ claimed	total \$ paid from the fund
Jeremy Rogers	7	7	\$60,626.47	\$60,626.47
Joann Secrist	1	0	\$7,500.00	0
Clayne Corey	1	1	\$2,000.00	\$1,750.00
Daniel Irvin	2	2	\$6,800.00	\$3,540.00
David E. Hardy	1	1	\$6,000.00	\$6,000.00
Thomas Blonquist	1	0	\$20,000.00	0
D. Scott Berrett	2	2	\$15,750.00	\$5,300.00
Rex Bray	1	0	\$2,000.00	0
Jerry D. Reynolds	1	1	\$1,715.00	\$1,715.00
Bruce L. Nelson	2	0	\$3,750.00	0

Matthew T. Graff Claims

The large number of cases against Matthew T. Graff had to be heard over a three-year period. It was known that the claims would likely total more than the rules permitted to be paid against any individual attorney. Accordingly, it was decided that none of the awards would be submitted to the Bar Commission for payout until all of the cases had been heard, so that disbursement of funds amongst the claimants would be as fair as possible.

Ultimately, the \$425,000 lifetime cap on Fund payouts per attorney, required that the claims against Matthew T. Graff be reduced by 11.8%. The result was as follows:

Original Graff Clients' Claims on the Fund	\$550,089.00
Claims Approved by the Fund for Client Protection Committee	\$481,780.00
After 11.8% reduction	\$425,000.00
Claims Paid to Date	\$225,000.00

Due to the \$75,000 per year limit per attorney, the Graff cases cannot all be paid in one year. The Committee, therefore, recommended that any claim award that was \$5,000 or less should be paid out in full during the 2011–2012 fiscal year. It further recommended that the 24 claimants who were awarded amounts over \$5,000 should receive payments from the Fund each year for six years until their claims are satisfied.

Prospective Claims

In order to establish the appropriate amount to be assessed to its membership, the Board also needs to be made aware of the number and amounts of prospective claims. As of the date of this report, there are 6 claims pending.

Prospective Claims		Amount Claimed
Vetted & scheduled	0	
Cases to be vetted	6	\$35,659.00

Utah State Bar Client Security Fund Client Security Fund Request Fiscal Year 2012-2013

Bank Balance	\$263,401.00
Approved	6,500.00
Graff (09/10 & 10/11)	75,000.00
For Review	\$35,659.00
Projected Balance	146,242.00
Targeted Amount	200,000.00
Projected Deficiency – current	53,758.00
Graff Payable	125,000.00
Total Projected Deficiency	178,758.00
Current Active Attorneys	8,930
Client Security Fund Amount	\$20.02
Prelim. Request	\$20.00
Actual Request	\$20.00

Conclusion

Because the Fund for Client Protection Committee recognizes its responsibility to the Court, the Bar, and its members, it carefully reviews each claim for both eligibility for payment as well as to determine the appropriate amount to be recommended for payment for each claimant. This can be seen in the information presented above.

The Fund for Client Protection provides meaningful relief to those victimized by dishonest lawyers and elevates the overall integrity of the profession. These results demonstrate that the Fund remains “simply, the right thing to do.”

Supreme Court Rules of Professional Practice

Article 9. Lawyers' Fund for Client Protection

Rule 14-901. Definitions.

As used in this article:

- (a) "Bar" means the Utah State Bar;
- (b) "Board" means the Board of Commissioners of the Utah State Bar;
- (c) "Committee" means the Committee on Lawyers' Fund for Client Protection;
- (d) "Dishonest conduct" means either wrongful acts committed by a lawyer in the nature of theft or embezzlement of money or the wrongful taking of or conversion of money, property or other things of value, or refusal to refund unearned fees received in advance where the lawyer performed no service or such an insignificant service that the refusal to return the unearned fees constitutes a wrongful taking or conversion of money; and
- (e) "Fund" means the Lawyers' Fund for Client Protection; and
- (f) "Supreme Court" means the Utah Supreme Court.

Rule 14-902. Purpose and scope; establishment of Fund.

- (a) The Fund is established to reimburse clients for losses caused by the dishonest conduct committed by lawyers admitted to practice in Utah.
- (b) The purpose of the Fund is to promote public confidence in the administration of justice and the integrity of the legal profession by reimbursing losses caused by the dishonest conduct of lawyers admitted and licensed to practice law in Utah, occurring in the course of the lawyer/client or fiduciary relationship between the lawyer and the claimant.
- (c) Every lawyer has an obligation to the public to participate in the collective effort of the Bar to reimburse persons who have lost money or property as a result of the dishonest conduct of another lawyer. Contribution to the Fund is an acceptable method of meeting this obligation.
- (d) These rules shall be effective for claims filed after August 1990, and the Committee, which was previously authorized under the former resolution, may act under the terms of the former resolution on claims filed prior to the effective date of these rules.

Advisory Committee Notes

By resolution of the Board of Commissioners of the Utah State Bar, a Client Security Fund was approved and established by the Supreme Court, effective April 9, 1977. The Fund was established to provide meaningful, prompt cost reimbursements to clients who had been injured by a lawyer's dishonest act. The original resolution did not provide sufficient rules and/or guidelines for the Committee that was embodied by the resolution to utilize in making its recommendations to the Board of Bar Commissioners. The American Bar Association has adopted, as of August 9, 1989, Model Rules for Lawyers' Fund for Client Protection. The following Rules adopt many of the principles from the American Bar Association Model Rules, as well as features from other states and from the prior resolution of the Board of Commissioners of the Utah State Bar, as approved by the Supreme Court.

Rule 14-903. Committee membership and terms; Board approval of Committee recommendations.

(a) The Committee shall consist of five lawyers, each to function for a period of five years. The initial membership of the Committee shall be comprised of those individuals who are members of the Committee existing under the former resolution at the time of the adoption of these rules. Subsequent appointments shall be for a term of three years or the term uniformly determined for all Committee members by the Board. Vacancies shall be filled by appointment by the president of the Bar, with the approval of the Board, for the unexpired term.

(b) The Board shall retain the capacity to make any final determination after considering the recommendations of the Committee. The Board, functioning with regard to the Fund, is under the supervision of the Supreme Court.

Rule 14-904. Funding.

(a) The Supreme Court shall provide for funding by the lawyers licensed in this state in amounts adequate for the proper payment of claims and costs of administering the Fund subject to paragraph (c).

(b) All determinations with regards to funding shall be within the discretion of the Board, subject to approval of the Supreme Court.

(c) The Bar shall have the authority to assess its members for purposes of maintaining the Fund at sufficient levels to pay eligible claims in accordance with these rules. The Committee shall report annually to the Commission on a timely basis as to known prospective claims as well as total claims paid to date so that an appropriate assessment can be made for the upcoming fiscal year. After the assessment at the beginning of the fiscal year is determined, the Fund balance shall be set in an amount of not less than \$200,000. The Bar shall then report to the Supreme Court as to known prospective claims as well as total claims paid to date after which the final assessment and fund balance shall be set with the Court's approval.

(d) A lawyer's failure to pay any fee assessed under paragraph (c) shall be cause for administrative suspension from practice until payment has been made.

(e) Any lawyer whose actions have caused payment of funds to a claimant from the Fund shall reimburse the Fund for all monies paid out as a result of his or her conduct with interest at legal rate, in addition to payment of the assessment for the procedural costs of processing the claim and reasonable attorney fees incurred by the Bar's Office of Professional Conduct or any other attorney or investigator engaged by the Committee to investigate and process the claim as a condition of continued practice.

(e)(1) In discipline cases where a lawyer receives a public reprimand and the Fund pays an eligible claim, the lawyer's license to practice shall be administratively suspended for non-payment until reimbursement to the Fund has been made by the lawyer.

Rule 14-905. Segregated bank account.

All monies or other assets of the Fund including accrued interest thereon shall be held in the name of the Fund in a bank account segregated from all other accounts of the Bar or any committees or sections, subject to the direction of the Board.

Rule 14-906. Committee meetings.

(a) The Committee shall meet as frequently as necessary to conduct the business of the Fund and to timely process claims.

(b) The chairperson shall call a meeting at any reasonable time, or upon the request of at least two Committee members.

(c) A quorum of any meeting of the Committee shall be three members.

(d) Minutes of the meeting shall be taken and permanently maintained.

Rule 14-907. Duties and responsibilities of the committee.

The Committee shall have the following duties and responsibilities:

- (a) to receive, evaluate, determine and make recommendations to the Board relative to the individual claims;
- (b) to promulgate rules of procedure not inconsistent with these rules;
- (c) to provide a full report, at least annually, to the Board and to make other reports as necessary;
- (d) to publicize its activities to the public and the Bar, subject to approval of the Board ;
- (e) to appropriately utilize Bar staff to assist in the Committee's performance of its functions effectively and without delay;
- (f) to engage in studies and evaluations of programs for client protection and the prevention of dishonest conduct by lawyers; and
- (g) to perform all other acts necessary or proper for the fulfillment of the purposes of the Fund and its effective administration.

Rule 14-908. Conflict of interest.

- (a) A Committee member who has or has had a lawyer-client relationship or a financial relationship with a claimant or lawyer who is the subject of a claim shall not participate in the investigation or adjudication of a claim involving that claimant or lawyer.
- (b) A Committee member with a past or present relationship, other than as provided in paragraph (a), with a claimant or the lawyer whose alleged conduct is the subject of a claim, shall disclose such relationship to the Committee and, if the Committee deems appropriate, that Committee member shall not participate in any proceeding relating to such claim.

Rule 14-909. Immunity.

The Committee members, employees and agents of the Bar and claimant and lawyers who assist claimants are absolutely immune from civil liability for all acts in the course of their duties.

Rule 14-910. Eligible claim.

- (a) The loss must be caused by the dishonest conduct of the lawyer and shall have arisen out of the course of a lawyer/client or fiduciary relationship between the lawyer and the claimant and by reason of that relationship.
- (b) The claim for reimbursement shall be filed within one year after the date of the final order of discipline.
- (b)(1) In cases of the lawyer's death, the claim for reimbursement shall be filed within one year of the lawyer's date of death.
- (b)(2) In cases of the lawyer's formal disability, the claim for reimbursement shall be filed within one year of the date of the order of disability.
- (c) If the subject of the application for reimbursement from the Fund is or arises out of loss occasioned by a loan or an investment transaction with a lawyer, each loss will not be considered reimbursable from the Fund unless it arose out of and in the course of the attorney/client relationship; and but for the fact that the dishonest lawyer enjoyed an attorney/client relationship with the claimant, such loss could not have occurred. In considering whether that standard has been met the following factors will be considered:
 - (c)(1) the disparity in bargaining power between the lawyer and the client in their respective educational backgrounds in business sophistication;
 - (c)(2) the extent to which the lawyer's status overcame the normal prudence of the claimant;
 - (c)(3) the extent to which the lawyer, by virtue of the attorney/client relationship with the claimant, became privy to information as to the client's financial affairs. It is significant if the lawyer knew of the fact that the client had available assets or was expecting to receive assets which were ultimately wrongfully converted by the lawyer;

(c)(4) whether a clear majority of the service arose out of a relationship requiring a license to practice law in Utah, as opposed to one that did not. In making this evaluation, consideration will be given to:

(c)(4)(A) whether the transaction originated with the lawyer;

(c)(4)(B) the reputation of the lawyer as to scope and nature of his/her practice and/or business involvement;

(c)(4)(C) the amount of the charge made for legal services, if any, compared to that for a finder's fee, if any; and

(c)(4)(D) the number of prior transactions of either a similar or different nature in which the client participated, either with the lawyer involved or any other lawyer, person or business organization;

(c)(5) the extent to which the lawyer failed to make full disclosure to the client in compliance with the Utah Rules of Professional Conduct, including disclosure of the lawyer's financial condition and his/her intended use of the funds.

(d) Exceptions. Except as provided by paragraph (e), the following losses shall not be reimbursed:

(d)(1) loss incurred by spouses, children, parents, grandparents, siblings, partners and associates of the lawyer;

(d)(2) losses covered by any bond, surety, agreement or insurance contract to the extent covered thereby, including any loss to which any bonding agent, surety or insurer is subrogated to the extent of that subrogated interest;

(d)(3) losses of any financial institution which are recoverable under a "Banker's Blanket Bond" or similar commonly available insurance or surety contract;

(d)(4) any business entity controlled by the lawyer or any person or entity described in paragraph (d)(1);

(d)(5) any governmental entity or agency;

(d)(6) any assigned claims, third party claims, claims of heirs or estates of deceased claimants;

(d)(7) any claims where claimant has failed to exhaust all other reasonably available services or recovery methods;

(d)(8) any investment losses, as distinguished from lawyer fees, which might reasonably be characterized as:

(d)(8)(A) any pyramid or ponzie scheme;

(d)(8)(B) any investment in or loan to any offshore entity;

(d)(8)(C) any investment in or loan to an entity that claims that a benefit to the investor would be the evasion, avoidance, reduction or other sheltering of taxes that would be otherwise assessed on the investment; or

(d)(8)(D) any investment that promises such a high rate of return that a reasonable and prudent person would suspect that the venture is of unusually high risk.

(e) In cases of extreme hardship or special and unusual circumstances, the Committee may, in its discretion, recognize a claim which would otherwise be excluded under these rules.

Rule 14-911. Procedures and form; responsibilities of claimants to complete form.

(a) The Committee shall prepare and approve a form of claim for reimbursement.

(b) The form shall include at least the following information provided by the claimant under penalty of perjury:

(b)(1) the claimant's name and address, home and business telephone, occupation and employer, and social security

- number for purposes of subrogation and tax reporting;
- (b)(2) the name, address and telephone number of the lawyer who has dishonestly taken the claimant's money or property;
 - (b)(3) the legal or other fiduciary services the lawyer was to perform for the client;
 - (b)(4) how much was paid to the lawyer;
 - (b)(5) the copy of any written agreement pertaining to the claim;
 - (b)(6) the form of the claimant's loss involved (e.g. money, securities or other property) and the attachment of any documents that evidence the claimed loss such as cancelled checks, title instruments, deeds or stock certificates;
 - (b)(7) the amount of loss and the date when the loss occurred;
 - (b)(8) the date when the claimant discovered the loss and how the claimant discovered the loss;
 - (b)(9) the lawyer's dishonest conduct and the names and addresses of any persons who have knowledge of the loss;
 - (b)(10) identification of whom the loss has been reported to (e.g. county attorney, police, disciplinary agency, or other person or entity), and a copy of any complaint and description of any action that was taken;
 - (b)(11) the source, if any, from which the loss could be reimbursed, including any insurance, fidelity or surety agreement;
 - (b)(12) the description of any steps taken to recover the loss directly from the lawyer or any other source;
 - (b)(13) the circumstances under which the claimant has been, or will be, reimbursed for any part of the claim (including the amount received or to be received, and the source), along with a statement that the claimant agrees to notify the Committee of any reimbursements the claimant receives during the pendency of the claim;
 - (b)(14) the existence of facts believed to be important to the Committee's consideration of the claim;
 - (b)(15) the manner in which the claimant learned about the Fund;
 - (b)(16) the name, address and telephone number of the claimant's present lawyer, if any;
 - (b)(17) the claimant's agreement to cooperate with the Committee in reference to the claim, as required by the Utah or Federal Rules of Civil Procedure, in reference to civil actions which may be brought in the name of the Bar, pursuant to a subrogation and assignment clause, which shall also be contained within the claim;
 - (b)(18) the name and address of any other state fund to which the claimant has applied or intends to apply for reimbursement, together with a copy of the application; and
 - (b)(19) the statement that the claimant agrees to the publication of appropriate information about the nature of the claim and the amount of reimbursement, if reimbursement is made.
- (c) The claimant shall have the responsibility to complete the claim form and provide satisfactory evidence of a reimbursable loss.
 - (d) The claim shall be filed with the Committee by providing the same to the Utah State Bar, Lawyers' Fund for Client Protection at the Law and Justice Center, 645 South 200 East, Salt Lake City, Utah 84111.

Rule 14-912. Processing claims.

- (a) Whenever it appears that a claim is not eligible for reimbursement pursuant to these rules, the claimant shall be

advised of the reasons why the claim may not be eligible for reimbursement, and that unless additional facts to support eligibility are submitted to the Committee, the claim file shall be closed. The chairperson of the Fund may appoint any member of the Committee and/or his/herself to determine the eligibility of claims.

(b) A certified copy of an order disciplining a lawyer for the same dishonest act or conduct alleged in the claim, or a final judgment imposing civil or criminal liability therefor, shall be evidence that a lawyer committed such dishonest act or conduct.

(c) The Bar's Office of Professional Conduct Senior Counsel shall be promptly notified of each and every claim.

(d) The lawyer alleged to have engaged in dishonest conduct shall be provided a copy of the claim and given an opportunity to respond in writing within 20 days of the receipt thereof to the Committee.

(e) The Committee may request that testimony be presented. The lawyer or lawyer's representative shall be given an opportunity to be heard if they so request within 20 days of receiving a notice from the Committee that the Committee will process the claim.

(f) The Committee may make a finding of dishonest conduct for purposes of adjudicating a claim. Such a determination is not a finding of dishonest conduct for the purposes of professional discipline and further, represents only a recommendation to the Board. A claim may only be considered if the individual lawyer involved has been disciplined to a threshold level of a public reprimand or is no longer in practice.

(g) The claim shall be determined on the basis of all available evidence, and notice shall be given to the claimant and the lawyer of the final decision by the Board after a recommendation has been made by the Committee. The recommendation for approval or denial of a claim shall require the affirmative votes of at least a majority of the Committee members and a quorum of the voting members of the Board.

(h) Any proceeding upon a claim shall not be conducted according to technical rules relating to evidence, procedure and witnesses. Any relevant evidence shall be admitted if it is the sort of evidence on which responsible persons are accustomed to rely on in the conduct of serious affairs, regardless of the existence of any common law or statutory rule which might make improper the admission of such evidence over objection in court proceedings. The claimant shall have the duty to supply relevant evidence to support the claim.

(i) The Board shall determine the order and manner of payment and pay those claims it deems meritorious, but unless the Board directs otherwise, no claim should be approved during the pendency of a disciplinary proceeding involving the same act or conduct as alleged in the claim; specifically, no determination and/or hearing shall take place until such time that all disciplinary proceedings have, in fact, been completed.

(j) Both the claimant and the lawyer shall be advised of the status of the Board's consideration of the claim and after having received the recommendation of the Committee, also shall be informed of the final determination.

(k) The claimant may request reconsideration within 30 days of the denial or determination of the amount of the claim.

Rule 14-913. Payment of reimbursement.

(a) The Board may, from time to time, fix a maximum amount of reimbursement that is payable by the Fund. Initially, the maximum amount shall be \$10,000 per claim and \$25,000 total dollars within any given calendar year with regards to an individual lawyer.

(a)(1) There shall be a lifetime claim limit of \$425,000 per lawyer.

(b) Claimant shall be reimbursed for losses in amounts to be determined by the Board after recommendations by the Committee. Reimbursement shall not include interest and other incidental and out-of-pocket expenses.

(c) Payment of reimbursement shall be made in such amounts and at such time as the Board approves and may be paid in lump sum or installment amounts. In the event that the Committee determines that there is a substantial likelihood that claims against the lawyer may exceed either the annual or lifetime claim limits, claims may be paid on a pro rata basis or otherwise as the Board and the Committee determine is equitable under the circumstances.

(d) If a claimant is a minor or an incompetent, the reimbursement may be paid to any proper and legally recognized person or authorized entity for the benefit of the claimant.

Advisory Committee Notes

Rule 14-913 Amendment Note: The Bar changed from a calendar year to a fiscal year (July 1 to June 30) in 1990.

The Board approved increasing the yearly per claim award limit from \$10,000 to \$20,000 and to eliminate the yearly per lawyer claim limit of \$25,000 on December 1, 2000.

The Board voted to reinstate the yearly lawyer cap of \$25,000 on June 8, 2001.

The Board voted to raise the yearly per lawyer cap to \$50,000 from the previously reinstated \$25,000 cap on December 7, 2001.

The Board voted to raise the yearly per lawyer cap to \$75,000 on October 29, 2010.

Rule 14-914. Reimbursement from the fund as a matter of grace.

No person shall have a legal right to reimbursement from the Fund, whether as claimant, beneficiary or otherwise, and any payment is a matter of grace.

Rule 14-915. Restitution and subrogation.

(a) A lawyer whose dishonest conduct results in reimbursement to a claimant shall be liable to the Fund for restitution, and the Bar may bring such action as it deems advisable to enforce such obligation.

(b) As a condition of reimbursement, a claimant shall be required to provide the Fund with a pro tanto transfer of the claimant's rights against the lawyer, the lawyer's legal representative, estate or assigns; and of claimant's rights against any third party or entity who may be liable for the claimant's loss.

(c) Upon commencement of an action by the Bar as subrogee or assignee of a claim, it shall advise the claimant, who may then join in such action to recover the claimant's unreimbursed losses.

(d) In the event the claimant commences an action to recover unreimbursed losses against the lawyer or any other entity who may be liable for the claimant's loss, the claimant shall be required to notify the Bar of such action.

(e) The claimant shall be required to agree to cooperate in all efforts that the Bar undertakes to achieve restitution for the Fund.

Rule 14-916. Confidentiality.

Claims, proceedings and reports involving claims for reimbursement are confidential until the Committee recommends and final determination is made by the Board, authorizing reimbursement to the claimant, except as provided below. After payment of the reimbursement, the Board may publicize the nature of the claim, the amount of reimbursement and the name of the lawyer. The name and address of the claimant shall not be publicized by the Bar, unless specific permission has been granted by the claimant.

Updated November 1, 2011

Tab 5

ABA Opposes Burdensome Tax Proposal that Adversely Affects Many Law Firms and Other Personal Service Businesses

Congress is poised to consider tax reform legislation that would impose substantial new financial burdens and potential hardships on many law firms and other types of personal service businesses throughout the country by fundamentally changing the manner in which they must pay their taxes. Section 3301 of the draft "Tax Reform Act of 2014" recently released by House Ways & Means Committee Chairman Dave Camp (R-MI) and Section 51 of a similar draft bill prepared by former Senate Finance Committee Chairman Max Baucus (D-MT) would require all such businesses with annual gross receipts over \$10 million to use the accrual method of accounting rather than the traditional cash receipts and disbursement method. As a result, many law firms, accounting firms, medical firms, and other personal service providers would be forced to pay taxes on income long before it is actually received.

Congress should reject Section 3301 of the new draft House bill and Section 51 of the draft Senate bill because:

- **The provisions would create unnecessary complexity in the tax law and increase compliance costs.** Law firms and many other types of personal service businesses favor the cash method of accounting—in which income is not recognized until cash or other payment is actually received—because it is simple and generally correlates with the manner in which these business owners operate their businesses, i.e., on a cash basis. The increased complexity associated with the accrual method of accounting—where income is recognized when the right to receive it arises—will raise compliance costs for businesses while greatly increasing the risk of noncompliance with the Tax Code.
- **The provisions would impose new financial burdens on many law firms and other personal service businesses by requiring them to pay taxes on income they have not yet received and may never receive.** The traditional cash method of accounting produces a sound and fair result because it properly recognizes that the cash a business actually receives in return for the services it provides—not the business' accounts receivable—is the proper reflection of its true income and ability to pay taxes on that income. Requiring law firms and other personal service businesses to pay taxes on income long before it is actually received—and to either use their scarce capital or borrow money to do so—would impose a serious financial burden and hardship on many of these firms.
- **The legal profession would suffer even greater financial hardships than other professions because many lawyers and law firms are not paid by their clients until long after the work is performed.** Many types of lawyers—such as business lawyers working on complex transactions and litigators involved in lengthy trials or appeals—often are not paid until the end of the case or project, which can be years after the work is performed. This sets lawyers and law firms apart from many other types of professionals—such as doctors, dentists, and accountants—who typically work on a pay-as-you-go basis. Thus, requiring personal service providers to pay taxes on income that has accrued but not yet been received will create special hardships for many in the legal profession.
- **The provisions would lead to economic distortions that would adversely affect all law firms and other personal service businesses that currently use the cash method of accounting.** Most law firms are organized as partnerships owned by lawyers who practice together, and in many firms, the partners change from year to year as older lawyers retire, younger lawyers are promoted, and other lawyers switch firms. Firms operating on the cash method can ensure that the partners working at the firm are taxed on the income actually received that year, but if they are forced to use the accrual method, partners will be taxed on income their firms accrue on paper in the current year even though the partners may not be around when the clients actually pay their bills (if they ever do).
- **Individual professional service providers would be discouraged from joining with other providers to create or expand a firm because it could trigger the costly accrual accounting requirement.** For example, solo practitioner lawyers would be discouraged from entering into law firm partnerships—and many existing law firms would be discouraged from expanding—because once a firm exceeds \$10 million in annual gross receipts, it would be required to switch from cash to accrual accounting, thereby accelerating its tax payments. Sound tax policy should encourage—not discourage—the growth of small businesses, especially in today's fragile economy.

ABA Staff Contact: R. Larson Frisby • (202) 662-1098 • larson.frisby@americanbar.org

American Bar Association • www.americanbar.org/advocacy

EXECUTIVE SUMMARY

1. Summary of the Resolution

The Resolution expresses the Association's opposition to Section 212 of the House Ways and Means Committee's "Tax Reform Act of 2013" discussion draft bill, which would require all law firms and other partnerships, S corporations, personal service corporations and other pass-through entities with annual gross receipts over \$10 million to use the accrual method of accounting rather than the traditional cash receipts and disbursements method of accounting. This change would sacrifice simplicity by disallowing the use of the cash method; increase compliance costs and corresponding risks of manipulation; and cause substantial hardship to many law firms and other personal service businesses by requiring them to pay tax on income that they have not yet received and may never receive. The Resolution also expresses the ABA's opposition to other similar proposed legislation, regulations, or other governmental measures, which would require law firms and other personal service businesses that now compute taxable income on the cash receipts and disbursements method of accounting to convert to the accrual method of accounting.

2. Summary of the Issue that the Resolution Addresses

The Resolution addresses the issue of whether the ABA should continue to oppose legislation that would fundamentally change the manner in which law firms and other personal service businesses are taxed under federal law. In particular, the Resolution addresses the question of whether the ABA should adopt an updated version of its previous policy (ABA Resolution 300, adopted in 1985 and archived in 1999) opposing legislation that would require many law firms and other personal service businesses to use the accrual (instead of cash) method of accounting, which would require them to pay tax on income they have not yet received and may never receive.

3. Please Explain How the Proposed Policy Position will Address the Issue

If adopted, the Resolution would authorize the ABA to oppose Section 212 of the House Ways and Means Committee's "Tax Reform Act of 2013" discussion draft bill, and any other similar proposed legislation, regulations, or other governmental measures, which would require law firms and other personal service businesses that now compute taxable income on the cash basis to convert to the accrual basis.

4. Summary of Minority Views

No minority views have been identified in opposition to this Resolution.

AMERICAN BAR ASSOCIATION
SECTION OF BUSINESS LAW
SOLO, SMALL FIRM AND GENERAL PRACTICE DIVISION
LAW PRACTICE DIVISION

REPORT TO THE BOARD OF GOVERNORS

RESOLUTION

1 RESOLVED, that the American Bar Association opposes Section 212 of the
2 House Ways and Means Committee’s “Tax Reform Act of 2013” discussion draft bill,
3 and any other similar proposed legislation, regulations, or other governmental measures,
4 which would require law firms and other personal service businesses that now compute
5 taxable income on the cash receipts and disbursements method of accounting to convert
6 to the accrual method of accounting.

REPORT

I. INTRODUCTION

In March 2013, Rep. Dave Camp (R-MI), Chairman of the House Ways and Means Committee, released a draft small business tax reform bill as part of the Committee's broader effort on comprehensive tax reform and simplification.¹ Among other things, Section 212 of the draft bill would require all partnerships, S corporations, personal service corporations and other pass-through entities with annual gross receipts over \$10 million to use the accrual method of accounting rather than the traditional cash receipts and disbursements method of accounting.² This change would sacrifice simplicity by disallowing the use of the cash method while increasing compliance costs and corresponding risks of manipulation. Moreover, it would be inequitable and cause substantial hardship to personal service businesses—including many law firms, accounting firms, architectural and engineering firms, and many other small businesses—by requiring them to pay tax on income that they have not yet received and may never receive. While the timing is uncertain, Chairman Camp is expected to formally introduce a comprehensive tax reform bill as early as mid- to late November of this year. Once the bill is introduced, it could start to move quickly as part of a revenue-raising tax reform package that is linked to larger budget and debt discussions. To ensure that the concerns set forth in this report are adequately considered during the legislative process, the ABA should adopt the proposed resolution as soon as possible so that the ABA can express its opposition to the bill in a timely manner.

II. SECTION 212 WOULD CREATE UNNECESSARY COMPLEXITY IN THE TAX LAW AND INCREASED COMPLIANCE COSTS FOR PERSONAL SERVICE BUSINESSES

Under current law, businesses are permitted to use the simple, straightforward cash receipts and disbursement method of accounting—in which income is not recognized until cash or other payment is actually received and expenses are not taken into account until they are actually paid—if they are natural persons (i.e., individuals) or the entity's average annual gross receipts for a three year period are \$5 million or less. In addition, all personal service businesses—including those engaged in the fields of law, accounting, engineering, architecture, health, actuarial science, performing arts, or consulting—whether organized as partnerships, limited liability companies, or subchapter S corporations, and farmers are exempt from the revenue cap and can use the cash method of accounting irrespective of their annual revenues, unless they have inventory.

¹ The text of the "Tax Reform Act of 2013" discussion draft is available on the House Ways & Means Committee's website at http://waysandmeans.house.gov/uploadedfiles/final_sm_bus_passthrough_legislative_text_03.12.13.pdf. In addition, a summary of the discussion draft is available on the Committee's website at http://waysandmeans.house.gov/uploadedfiles/small_biz_summary_description_03_12_13_final.pdf.

² Certain aspects of this proposal are based on H.R. 947, which was introduced on March 5, 2013, by Representatives Aaron Schock (R-IL) and Mike Thompson (D-CA).

Section 212 of the draft legislation would dramatically change current law by raising the gross receipts cap to \$10 million while eliminating the existing exemption for personal service businesses, other partnerships and S corporations, and farmers. Therefore, if this provision is enacted into law, all law firms and other personal service businesses with annual gross receipts over \$10 million would be required to use the accrual method of accounting, in which income is recognized when the right to receive the income exists and expenses are recorded when they are fixed, determinable and economically performed.

Although Section 212, if adopted, would allow certain small business taxpayers who have annual gross receipts in the \$5 million to \$10 million range to switch to, and thereby enjoy the benefits of, a cash method of accounting (a concept that the American Bar Association does not oppose), the proposal as written would significantly complicate tax compliance for a far greater number of small business taxpayers, including many law firms and other personal service businesses, by forcing them onto the accrual method.

Partnerships, S corporations, personal service corporations and other pass-through entities favor the cash method because it is simple and generally correlates with the manner in which these business owners operate their businesses—on a cash basis. From a compliance perspective, simplicity is important because it enables taxpayers to better understand the tax consequences of transactions in which they engage or plan to engage. In this regard, simplicity helps in mitigating compliance costs—which already are significant—and in improving compliance with the Code. Conversely, the accrual method is complicated. The increased complexity inevitably will increase the costs of compliance for these businesses as separate sets of records will be needed to reflect the accrual accounting. Inherent in the increased complexity is the increased risk of instances where there is non-compliance with the Code. The proposal also could foster complicated and economically inefficient tax planning. Many partnerships and S corporations, at base, are designed to allow multiple owners to achieve the same flow-through of taxes as sole proprietors. Therefore, by disallowing the cash method, the ability to achieve this outcome would effectively be eliminated.

III. SECTION 212 IS INEQUITABLE AND WOULD ADVERSELY AFFECT ALL PERSONAL SERVICE BUSINESSES AND THOSE WHO RETAIN THEM, INCLUDING MANY LAW FIRMS AND THEIR CLIENTS

If enacted into law, Section 212 would be inequitable and would adversely affect all personal service businesses that currently use the cash method of accounting, including many law firms and their clients, in several different ways.

First, the proposal would place a new financial burden on millions of personal service businesses throughout the country, including many law firms, by requiring them to pay tax on income not yet received and which may never be received. As a result, Section 212, if enacted, would create significant economic distortions on how many personal service businesses are organized and operate. For example, most law firms are organized as partnerships owned by lawyers who have elected to join together in practice. In many firms, particularly larger firms, the partners in the firm change from year to year as older lawyers retire, younger lawyers are promoted, and other

lawyers migrate to or from other firms. As an economic matter, firms that operate on the cash method are able to ensure that the partners who were present in the firm and performing services during a particular year are taxed on the income actually received that year. If, however, such firms were required to switch to the accrual method, then partners in one year will be taxed on income even though they may not be around when the clients pay their bills (if the bills are ever paid). For new partners and retiring partners alike, the economics will be changed dramatically.

The cash method of accounting produces a sound and fair result because it properly recognizes that the cash a business actually receives in return for the services it provides—not the business' accounts receivable—is the proper reflection of its true income and its ability to pay taxes on that income. While accounts receivable clearly are important to determining the financial condition of a business and assessing its future prospects, they do not accurately reflect its current spendable income or its present ability to pay taxes on that income.

Second, for professional service providers that practice in regulated professions, like lawyers, the proposal would impose greater financial hardships on their firms than may be felt by other types of small and medium sized businesses because many of these professionals are subject to special rules that significantly limit their ability to raise capital. For example, lawyers must comply with state court ethics requirements that generally prohibit them from forming a law firm partnership with a non-lawyer³ or allowing a non-lawyer to own any interest in a law firm partnership.⁴ As a result, many law firms must be capitalized solely by the individual lawyers who together own those firms and they are unable to raise equity capital from outside non-lawyer investors. Therefore, forcing these law firms to pay tax on income that has not yet been received and which may never be received could place a major strain on lawyers' ability to properly capitalize and operate their firms.

Third, the legislation would discourage individual professional service providers from joining with other providers to create or expand a firm, even if it made economic sense and would benefit their clients, because it could trigger the accrual accounting requirement in the bill. For example, solo practitioner lawyers would be discouraged from entering into law firm partnerships—and many existing law firms would be discouraged from growing or expanding—because once a firm exceeds \$10 million in annual gross receipts, it would be required to switch from cash to accrual accounting, thereby accelerating its tax payments. Sound tax policy should encourage—not discourage—the growth of small businesses, including those providing personal services such as law firms, especially in today's difficult economic environment.

³ Rule 5.4(b) of the ABA Model Rule of Professional Conduct (“ABA Model Rules”) provides that “a lawyer shall not form a partnership with a nonlawyer if any of the activities of the partnership consist of the practice of law.” *See also* Charts Comparing Individual Professional Conduct Rules as Adopted or Proposed by States to ABA Model Rules, available at http://www.americanbar.org/groups/professional_responsibility/policy.html.

⁴ ABA Model Rule 5.4(d)(1) provides that “a lawyer shall not practice with or in the form of a professional corporation or association authorized to practice law for a profit, if...a nonlawyer owns any interest therein, except that a fiduciary representative of the estate of a lawyer may hold the stock or interest of the lawyer for a reasonable time during administration.” Similarly, in many states, accounting firms may not have any passive (i.e., investor) ownership and a majority of the owners must hold active CPA licenses.

IV. SECTION 212 IS CONTRARY TO LONGSTANDING ABA POLICIES

Over the past forty years, the ABA has been a staunch supporter of simplicity in the tax system. For example, in 1976, and again in 1985, the House of Delegates adopted policies advocating tax simplification through the adoption of a comprehensive and stable income tax base and accompanying rate reductions.⁵ More recently, in 2008, the ABA Section of Taxation released a statement of policy favoring tax simplicity, stability and transparency.⁶ As explained above, Section 212 of the draft legislation would create unnecessary complexity—not simplicity—in the Federal Tax Code, and therefore runs contrary to these longstanding ABA policies.

It should also be noted that the general premise of Section 212 and the substance of the proposal is not a new one. In 1985, the Reagan Administration proposed a comprehensive tax reform plan that, like the current House Ways and Means Committee draft bill, would have made the accrual method of accounting mandatory for law firms and other personal service businesses with annual gross receipts above a certain threshold.⁷ The ABA House of Delegates subsequently adopted policy in July 1985 expressly opposing the Reagan Administration’s proposal. In particular, ABA Resolution 300, which was sponsored by the ABA Section of Taxation and adopted unanimously by the House of Delegates, urged Congress to “...reject the Administration’s proposal to require many personal service businesses, which now compute taxable income on the cash basis, to convert to the accrual basis.”⁸ After the Association adopted that resolution, the President of the ABA then sent a letter to the Chairman of the House Ways and Means Committee urging him to oppose the Administration’s proposal,⁹ and that provision was ultimately omitted from the final tax reform bill approved by the Committee.¹⁰

⁵ See ABA Board of Governors Resolution, adopted August 9-12, 1976, and ABA Resolution 7, adopted by the House of Delegates in February 1985.

⁶ See ABA Section of Taxation’s Statement of Policy Favoring Tax Simplicity, Stability, and Transparency, at http://www.americanbar.org/content/dam/aba/migrated/tax/nosearch/councilagenda/2008/08fall/1_6_1_1.authcheckdam.pdf.

⁷ President Reagan’s proposal would have required all personal service businesses with annual gross receipts of \$5 million or more to use the accrual method of accounting, while the current House Ways and Means Committee draft bill would make the accrual method mandatory for all such businesses with annual gross receipts over \$10 million. However, because \$5 million in 1985 would have the same buying power as approximately \$10.8 million in 2013 when adjusted for inflation, the two proposals were virtually identical in effect. See Bureau of Labor Statistics’ CPI Calculator, at <http://data.bls.gov/cgi-bin/cpicalc.pl?cost1=5%2C000%2C000.&year1=1985&year2=2013>.

⁸ See ABA Resolution 300, adopted by the ABA House of Delegates at the 1985 Annual Meeting, available at www.americanbar.org/content/dam/aba/uncategorized/GAO/1985jul_report300_accrualbasis.pdf.

⁹ See letter from ABA President William Falsgraf to the House Ways and Means Committee dated August 29, 1985, available at www.americanbar.org/content/dam/aba/uncategorized/GAO/1985aug29_lawfirmaccrualmethod_1.pdf.

¹⁰ See *House panel completes tax reform effort: Cash-accounting rule retained for law firms*, ABA WASHINGTON LETTER (Aug. 1985), available at www.americanbar.org/content/dam/aba/uncategorized/GAO/1985aug_washingtonletter_cashaccountingrule.pdf.

Although the ABA's 1985 policy is still relevant and would have been applicable to Section 212 of the House Ways and Means Committee draft bill, the ABA policy was automatically archived in August 1999. Therefore, pursuant to the ABA's archiving policy, the 1985 resolution is "no longer considered to be current policy of the American Bar Association and shall not be expressed as such."¹¹ Although removing the policy from the archives and reactivating it was an option, it was decided that the best course was to request that the Board adopt a new updated policy.

V. CONCLUSION

The mandatory accrual accounting provisions contained in Section 212 of the House Ways and Means Committee's discussion draft bill would create unnecessary complexity in the tax law, increased compliance costs, and significant new financial burdens and hardships on many law firms and other personal service businesses throughout the country by requiring them to pay tax on income not yet received and which may never be received. Although the ABA successfully spoke out against—and helped to defeat—a similar proposal back in the mid-1980s, the ABA must update its policy so that it can effectively weigh in on the current legislation. Because the legislation could start to advance as early as this fall, the Board should promptly adopt this new resolution opposing Section 212 and any other similar proposed legislation, regulations, or other governmental measures which would require law firms and other personal service businesses that now compute taxable income on the cash receipts and disbursements method to convert to the accrual method of accounting.

Respectfully submitted,

Dixie L. Johnson
Chair, ABA Section of Business Law
October 2013

¹¹ See ABA Resolution 400 on archiving, item 29, adopted by the House of Delegates in August 1999, available at http://www.americanbar.org/content/dam/aba/uncategorized/GAO/1999_report400.authcheckdam.pdf.

GENERAL INFORMATION FORM

Submitting Entity: Section of Business Law

Submitted By: Dixie L. Johnson, Chair

1. Summary of Resolution(s).

The Resolution expresses the Association's opposition to Section 212 of the House Ways and Means Committee's "Tax Reform Act of 2013" discussion draft bill, which would require all law firms and other partnerships, S corporations, personal service corporations and other pass-through entities with annual gross receipts over \$10 million to use the accrual method of accounting rather than the traditional cash receipts and disbursements method of accounting. This change would sacrifice simplicity by disallowing the use of the cash method; increase compliance costs and corresponding risks of manipulation; and cause substantial hardship to many law firms and other personal service businesses by requiring them to pay tax on income that they have not yet received and may never receive. The Resolution also expresses the ABA's opposition to other similar proposed legislation, regulations, or other governmental measures, which would require law firms and other personal service businesses that now compute taxable income on the cash receipts and disbursements method of accounting to convert to the accrual method of accounting.

2. Approval by Submitting Entity.

The Resolution was approved by the ABA Section of Business Law Council on October 28, 2013.

3. Has this or a similar resolution been submitted to the House or Board previously?

Yes. See response to Question 4 below.

4. What existing Association policies are relevant to this Resolution and how would they be affected by its adoption?

The Resolution is very similar to previous ABA Resolution 300, adopted by the House of Delegates in July 1985 and then archived in August 1999, which urged Congress to reject a proposal by the Reagan Administration "...to require many personal service businesses, which now compute taxable income on the cash basis, to convert to the accrual basis." Unfortunately, the ABA is unable to speak out against Section 212 of the current draft bill based on its 1985 resolution because the ABA's archiving policy provides that archived resolutions are "no longer considered to be current policy of the American Bar Association and shall not be expressed as such." Although removing the policy from the archives and reactivating it was an option, it was decided that the best course was to request that the Board adopt a new updated policy.

5. What urgency exists which requires action at this meeting of the Board?

House Ways and Means Committee Chairman Dave Camp (R-MI) released his discussion draft small business tax reform bill in March 2013 as part of the Committee's broader effort on comprehensive tax reform and simplification. While the exact timing for future action on the legislation is uncertain, Chairman Camp is expected to formally introduce a comprehensive tax reform bill containing language similar to Section 212 as early as mid- to late November of this year. Once the new bill is introduced, it could start to move quickly as part of a revenue-raising tax reform package that is linked to larger budget and debt discussions. Therefore, it is important that the Board adopt the proposed Resolution at its next meeting on November 14-15 so that the ABA will be able to express its concerns regarding Section 212 (or other similar provisions in the new revised bill) while the legislation is still pending in the House Ways and Means Committee. If the ABA must wait until the next meeting of the House of Delegates in February 2014, the bill may be further along in the legislative process. In that event, it could be more difficult or impossible for the ABA to fully participate in this important policy debate in the House of Representatives and perhaps in the Senate as well.

6. Status of Legislation. (If applicable)

See response to Question 5 above.

7. Brief explanation regarding plans for implementation of the policy, if adopted by the Board.

The ABA Governmental Affairs Office (GAO) would work closely with an informal ABA working group consisting of representatives of the Business Law and Taxation Sections, the Solo, Small Firm and General Practice Division and the Law Practice Division, and other interested ABA sections and divisions to prepare ABA policy letters to Congress expressing the ABA's opposition to Section 212. GAO and various ABA working group members will also meet with key congressional staff to explain the ABA's concerns over Section 212 in an effort to remove it from the final legislation. In addition, the ABA will continue to work with the American Institute of Certified Public Accountants (AICPA), which has already expressed strong opposition to Section 212, and will also reach out to state and local bars, law firms, and other potentially like-minded associations and stakeholders in a coordinated effort to oppose and defeat the legislation.

8. Cost to the Association. (Both direct and indirect costs)

None.

9. Disclosure of Interest. (If applicable)

Not applicable.

10. Referrals.

The proposed Resolution and Report has been sent to the Chairs and staff liaisons of each ABA Section, Division, Task Force, Standing and Special Committee, and Commission.

11. Contact Name and Address Information. (Prior to the meeting. Please include name, address, telephone number and e-mail address)

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12. Contact Name and Address Information. (Who will present the report to the Board? Please include name, address, telephone number, cell phone number and e-mail address.)

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Tab 6

Utah Bar Rules re: Inactive & Pro Bono

14-803 Inactive Attorneys – rewrite, replace

14-804 Military Attorneys – indicate can do pro bono under 803

14-719 House Counsel – indicate can do pro bono under 803

14-803 Pro Bono Authorization for Inactive Attorneys and Attorneys Admitted in Other States.

(1) **Authorization to Provide *Pro Bono* Services.** An attorney who is enrolled as inactive or retired under Rule 14-110 or an attorney who is admitted in another state and is in good standing in all jurisdictions in which the attorney is admitted, shall be authorized to provide *pro bono* legal services under the following circumstances:

(a) without compensation or an expectation of compensation as described in Rule 6.1 of the Utah Rules of Professional Conduct;

(b) to persons of limited means or to organizations, as defined in paragraph (7) of this rule; and

(c) under the auspices of a sponsoring entity, which must be a not-for-profit legal services organization, governmental entity, law school, Utah State Bar program, bar association, or other organization so designated by the Utah State Bar providing *pro bono* legal services as defined in paragraph (7) of this rule.

(2) **Duties of Sponsoring Entities.** In order to qualify as a sponsoring entity, an organization must submit to the Bar an application identifying the nature of the organization as one described in section (1)(c) of this rule. In the application, the organization shall verify that they will provide appropriate training and support for volunteers. The organization is required to inform the Bar if the organization ceases to be a sponsoring entity under this rule.

(3) **Procedure for Attorneys Seeking Authorization to Provide *Pro Bono* Services.** An attorney admitted in Utah who is enrolled as inactive or an attorney who is admitted in another state but not Utah, who seeks to provide *pro bono* services under this rule shall submit a statement to the Bar including a verification from a sponsoring entity or entities indicating that the attorney will be participating in a *pro bono* program under the auspices of that entity. An attorney who is seeking authorization based on admission in another state shall also disclose all other state admissions and certify they are in good standing in that jurisdiction. The attorney's statement shall include the attorney's agreement that he or she will participate in any training required by the sponsoring entity. The attorney's statement shall further include a sworn statement that the attorney has read and is familiar with the Utah Rules of Professional Conduct and will abide by them, that the attorney submits to the jurisdiction of the Utah Supreme Court and the Utah Bar for disciplinary purposes, and that the attorney will neither ask for nor receive compensation of any kind for the legal services authorized. Upon receiving the

attorney's statement with the entity's verification, the Bar shall cause the master roll to reflect that the attorney is certified to provide *pro bono* services. That certification shall continue until the end of the calendar year in which the statement is submitted, unless the lawyer or the sponsoring entity sends notice to the Bar that the program or the lawyer's participation in the program has ended

(4) **Renewal of Authorization and Certification.** An attorney who has been authorized to provide *pro bono* services under this rule may renew the authorization on an annual basis through the Bar's relicensing process. In addition, an attorney who is seeking renewal based on admission in another state shall reaffirm that they are in good standing in all jurisdictions in which the attorney is admitted.

(5) **MCLE Exemption.** The provisions of Rule 14-504 exempting attorneys from MCLE requirements by reason of being enrolled as inactive shall apply to inactive attorneys authorized to provide *pro bono* services under this rule, except that such attorneys shall participate in training to the extent required by the sponsoring entity.

(6) **Disciplinary Authority.** Lawyers admitted in another state who are providing legal services in this jurisdiction are subject to Utah Court's disciplinary authority, as provided in Rule 8.5 of the Rules of Professional Conduct, and all other Rules of Professional Conduct. Any lawyer who provides legal services pursuant to this rule shall not be considered to be engaged in the unlawful practice of law in this jurisdiction.

(7) **Authorized Pro Bono Legal Services.** *Pro bono* legal services as is defined in Rule 6.1 (a) and (b)(1) of the Rules of Professional Conduct includes: (a) legal services rendered to a person of limited means;(b) legal services to charitable, religious, civic, community, governmental or educational organizations in matters designed to address the needs of persons of limited means;(c) legal services to charitable, religious, civic, or community organizations in matters in furtherance of their organizational purposes.

(8) **Expenses and Attorney Fee Awards.** The prohibition against compensation for the volunteer attorney shall not prevent the approved legal services organization from reimbursing the volunteer attorney for actual expenses incurred while rendering services hereunder nor shall it prevent the approved legal services organization from making such charges for its services as it may otherwise properly charge. The approved legal services organization shall be entitled to receive all court-awarded attorney fees for any representation rendered by the volunteer attorney.

Comment:

[1] A volunteer attorney participating in any program advertised and recruited for through the Pro Bono Commission only needs to submit one statement. The Access to Justice Coordinator will then certify that volunteer for any sponsoring entities participating through the Pro Bono Commission.

[2] An attorney approved under this rule shall be assigned a certification number, which shall be used to identify the attorney's status as a pro bono attorney for purposes of e-filing access and recognition of limited status.

PRO BONO SPONSORING ENTITY APPLICATION

Pursuant to Rule 14-803 of the Utah Rules of Lawyer Discipline and Disability
_____ submits the following application to be recognized as a
sponsoring entity for the purposes of working with inactive pro bono attorneys.

Nature of the Organization:

- | | |
|--|---|
| <input type="checkbox"/> Not for Profit Legal Services | <input type="checkbox"/> Utah State Bar Program |
| <input type="checkbox"/> Governmental Entity | <input type="checkbox"/> Bar Association |
| <input type="checkbox"/> Law School | <input type="checkbox"/> Other _____ |

As authorized by the above named organization, I hereby certify that we will provide
necessary training and support for inactive pro bono attorneys.

Sponsoring Entity¹

Authorized Entity Attorney

Date

¹ Electronic signatures are acceptable. Please submit the form online or email it to the access to justice
coordinator at probono@utahbar.org.

Memo

To: Utah State Bar Pro Bono Commission

From: Linda F. Smith, University of Utah law professor
Sue Crismon, Utah Legal Services, Director of Pro Bono Services
Michelle Harvey, Utah State Bar Access to Justice Coordinator

Re: Pro Bono Services by Attorneys not currently full active members of
The Utah State Bar

Date: March 17, 2014

We propose targeted amendments to Rule 14-803 of the Rules Governing the Utah State Bar to enhance and increase pro bono services in Utah.

A. Summary of Proposed Changes

The proposed draft of Rule 14-803 relies upon similar rules from other states, many adopted since the Utah rule was written, and aspires to enhance and increase pro bono services with the following changes:

1. Attorneys who are eligible to provide pro bono services.

The current rule applies only to members of the Utah State Bar who have become "inactive." The proposed draft would permit not only inactive attorneys, but also attorneys admitted and in good standing in other states to participate. This would expand the pool of eligible lawyers to include attorneys serving as in-house counsel, attorneys serving as military counsel, and attorneys who have moved to Utah without the need to become licensed Utah attorneys because they have left active practice to retire or pursue other careers such as law teaching.

2. Sponsoring Entity

The current rule requires that any inactive attorney providing pro bono services do so in association with an "approved legal services organization." The proposed draft widens the scope of sponsoring entities to include not only non-profit legal services organization, but also governmental entities, law school programs, the Utah State Bar and bar associations.

3. Requirements for Sponsoring Entity

The current rule requires the pro bono attorney to obtain a notice of authorization from "an approved legal services organization." This rule does not state how the legal services organization becomes "approved." The proposed draft also requires that the sponsoring entity apply to the Bar to be a sponsoring entity and to provide appropriate training and support. The rule as amended, allows the Bar to determine whether the organization is approved.

4. Requirements for Oversight or Supervision.

The current rule requires that the inactive attorney be “under the general supervision of a supervising attorney” from the sponsoring entity and that the supervising attorney “give written approval” for any court appearance and sign any pleadings to be filed in court. The current rule permits the inactive attorney to render legal advice and perform other legal services “only after prior consultation with and upon the express consent of the supervising attorney.” The proposed draft does not require this direct supervision. Instead, it requires the sponsoring entity “provide appropriate training and support.”

5. Procedures

The procedures in the proposed draft largely rely upon the recent amendment to Illinois Rule 756. The rules required for filing for House Counsel or Military Counsel will be amended to permit attorneys proceeding under those rules to also petition to provide pro bono legal services pursuant to this rule. However, the procedures might need to be altered in light of Utah State Bar operations.

We propose a procedure, similar to that in CO, where the Bar assigns a specific certification number identifying the attorney as a pro bono attorney for purposes of e-filing and to recognize the attorney as authorized under a limited purpose. These bar numbers would then be added to the feed sent from the bar to the courts to authorize the attorneys to efile.

B. Rationale for Proposed Changes

The over-arching rationale for the proposed changes is that these changes will increase participation in the programs providing pro bono legal services to the needy. A related rationale is that many states that have programs of this kind have adopted these standards.

Expanding eligibility to include attorneys who are licensed and in good standing in other states will permit corporate counsel, military attorneys, law professors and retired attorneys who relocate to Utah to contribute their pro bono services in Utah. Many other states permit an attorney licensed in any state to participate in such a program. (AZ, CO, DC, FL, ID, IL, IO, MS, NJ, NM, NV, NC, ND, OR, SC, TN, TX, WA, WV). Eight states (AZ, HI, ID, NV, OR, SC, WA, WV) permit law professors to participate in clinical programs. It is not unusual for a public-minded law professor in Utah to continue to provide pro bono services to clients from his home state through a program established there. Utah should act so that any attorney who is licensed and in good standing in another state would be able to donate services to Utah clients.

Expanding sponsoring entities to permit bar associations, governmental entities and law schools to sponsor this pro bono work is based upon the Illinois Rule 756 which

was just adopted in 2013. It seems sensible to permit the widest range of sponsoring entities to be able to apply to have such a program.

Most states (35) that have similar rules require the pro bono attorney to work under the auspices of an approved program. (AL, AK, AZ, CA, CO, CT, DE, DC, FL, GA, HI, ID, IL, KA, ME, MD, MA, MN, MI, MT, NH, NJ, NM, NV, NC, ND, OR, SC, SD, TN, TX, VA, WA, WV). Only twelve of these states (AZ, FL, ID, MI, NY, NC, ND, SC, TN, TX, WV, VA) require direct supervision by another attorney. Twenty-one states require no such direct supervision. (AL, AK, AZ, CA, CO, CT, DE, DC, GA, HI, IL, KA, ME, MD, MN, MA, MT, NH, NJ, NM, NV, OR, WA, WY).

The number of attorneys who have participated in Utah's existing program is very small. A major disincentive for both the eligible attorney and the sponsoring program is the level of supervision required. Utah's current rule treats the inactive attorney almost the same as a third year law student, except that the attorney can appear in court without the supervisor present. This level of supervision is unnecessary and inconsistent with similar programs in most states. The Draft continues to provide that the sponsoring entity take responsibility for any necessary training and oversight of the volunteer pro bono attorney.

This should adequately protect the client. Rule 5.1 of the Utah Rules of Professional Conduct provides that the firm must have systems in place to ensure the rules (including the requirement for competent representation) are complied with. The level and degree of oversight should be left to the administrators of the sponsoring entity. Many inactive or retired volunteer attorneys will have vastly more experience than the staff attorneys employed at the non-profit. In that case, it will be unnecessary for the staff attorney to provide direct supervision of the case – signing all pleadings, providing written authorization for all court appearances, and providing “express consent” for any legal advice rendered. This amendment will not only eliminate ineffectual “supervision” regimes, but will free up the time of the “supervisor” to engage in more relevant case work and provide more support and supervision to those who really need it.

The procedure, as outlined, is what the Administrative Office of the Courts suggests would be the easiest mechanism to enable inactive attorneys to efile documents.

PRO BONO ATTORNEY STATEMENT AND ENTITY VERIFICATION

Pursuant to Rule 14-803 of the Utah Rules of Lawyer Discipline and Disability
I hereby swear:

I am an attorney licensed in the following jurisdictions:

_____	<input type="checkbox"/> I certify I am in good standing
_____	<input type="checkbox"/> I certify I am in good standing
_____	<input type="checkbox"/> I certify I am in good standing

I will complete any training required by the entity through which I will conduct pro bono services;

I have read and am familiar with the Utah Rules of Professional Conduct as adopted by the Utah Supreme Court and will abide by the provisions thereof;

I submit to the jurisdiction of the Utah Supreme Court and the Utah State Bar for disciplinary purposes;

I will neither ask for nor receive compensation of any kind for the legal services authorized hereunder consistent with Rule 6.1.

Name of Pro Bono Attorney (Print)

Pro Bono Attorney Signature

Date

(Sponsoring Entity) hereby agrees to sponsor the named inactive attorney in providing pro bono services under our program.

Authorized Entity Attorney

Date

ⁱ Electronic signatures are acceptable. Please submit the form online or email it to the access to justice coordinator at probono@utahbar.org.

Rule 14-719. Qualifications for admission of House Counsel Applicants.

(a) Scope of practice. An attorney admitted to the Bar as House Counsel shall limit her or his practice of law including legal representation only to the business of her or his employer. However, House Counsel can provide pro bono services consistent with Rule 14-803 of the Utah Rules of Lawyer Discipline and Disability. House Counsel shall not:

(a)(1) Appear before a court of record or not of record as an attorney or counselor in the State of Utah except as otherwise authorized by law or rule; or (a)(2) Offer legal services or advice to the public or hold herself or himself out as being so engaged or authorized, except as permitted under Rule 5.5 of the Utah Rules of Professional Conduct. An attorney granted a House Counsel license is not prevented from appearing in any matter pro se, performing pro bono services under Rule 14-803, or from fulfilling the duties of a member of the active or reserve components of the armed forces or the National Guard.

Deleted: ¶

(b) Requirements of house counsel applicants. To be recommended for admission to the Bar as House Counsel, a person must establish by clear and convincing evidence that she or he:

(b)(1) has filed with the Admissions Office a Complete Application for admission to the Bar and paid the prescribed application fee;

(b)(2) is at least 21 years old;

(b)(3) graduated with a First Professional Degree in law from an Approved Law School or equivalent degree, or an Unapproved Law School located within a U.S. state, territory or the District of Columbia;

(b)(4) is licensed to practice law and in active status in a U.S. state, territory or the District of Columbia;

(b)(5) either (A) is a bona fide resident of the State of Utah or (B) maintains an office as the employer's house counsel within the State of Utah;

(b)(6) is employed and practices law exclusively as House Counsel for a corporation, its subsidiaries or affiliates, an association, a business, or other legal entity whose lawful business consists of activities other than the practice of law or the provision of legal services;

(b)(7) has provided an affidavit signed by both the Applicant and the employer that the Applicant is employed exclusively as House Counsel and that Applicant has disclosed to the employer the limitations on House Counsel's license of practicing under this rule;

(b)(8) is of good moral character and satisfies the requirements of Rule 14-708;

(b)(9) has presented satisfactory proof both of admission to the practice of law and that she or he is a member in good standing in all jurisdictions where currently admitted;

(b)(10) has a proven record of ethical, civil and professional behavior and has never been disbarred or resigned with discipline pending, or their equivalent, in an jurisdiction,

and is not currently subject to lawyer discipline or the subject of a pending disciplinary matter; and

(b)(11) has complied with the oath and enrollment provisions of Rule 14-716 and paid the licensing fees required for active status.

(c) Timing of application and admission. An application under this rule may be filed at any time but the Applicant must be able to demonstrate that she or he satisfies the requirements of this rule as of the date the application is filed.

(c)(1) The processing time of the application and the character and fitness investigation require a minimum of four months to complete.

(c)(2) Upon approval the Applicant must comply with the provisions of Rule 14-716 concerning licensing and enrollment fees.

(c)(3) A person licensed as House Counsel shall pay annual license fees which shall be equal to the fees required to be paid by a member of the Bar on Active status.

(d) Unauthorized practice of law.

(d)(1) It is the unauthorized practice of law for an attorney not licensed in Utah to practice law in the state except as otherwise provided by law.

(d)(2) An attorney who complies with the requirements of subsection (b)(1) may provide services to an employer in Utah while the application is pending as long as the application is filed within six months of the out-of-state attorney accepting a House Counsel position

(d)(3) An attorney who provides legal advice to her or his employer but is not an active member of the Bar or licensed as a House Counsel pursuant to this rule may be referred for investigation for the unauthorized practice of law.

(e) Continuing legal education requirement. House Counsel shall pay the designated filing fee and file with the MCLE Board by July 31 of each year a Certificate of Compliance from the jurisdiction where House Counsel maintains an active license establishing that she or he has completed the hours of continuing legal education required of active attorneys in the jurisdiction where House Counsel is licensed;

(f) Subject to disciplinary proceedings. A person licensed as House Counsel shall be subject to professional discipline in the same manner and to the same extent as members of the Bar and specifically shall be subject to discipline by the Supreme Court as delegated by rule and shall otherwise be governed by Chapter 13, the Rules of Professional Conduct, Chapter 14 Article 5, Lawyer Discipline and Disability, and other applicable rules adopted by the Supreme Court, and all applicable statutory provisions.

(h) Notification of change in standing.

(h)(1) House Counsel shall execute and file with the Licensing Office a written notice of any change in that person's membership status, good standing or authorization to practice law in any jurisdiction where licensed.

(h)(2) House Counsel shall execute and file with the Office of Professional Conduct a written notice of the commencement of all formal disciplinary proceedings and of all final disciplinary actions taken in any other jurisdiction.

(i) No Solicitation. House Counsel is not authorized by anything in this rule to hold out to the public or otherwise solicit, advertise, or represent that he or she is available to assist in representing the public in legal matters in Utah.

(j) Cessation of activity as house counsel. A House Counsel license terminates and the House Counsel shall immediately cease performing all services under this rule and shall cease holding herself or himself out as House Counsel upon:

(j)(1) termination of employment with the qualified employer as provided in subsection (b)(6);

(j)(2) termination of residence, or the maintenance of his or her office in the State of Utah as provided in subsection (b)(5);

(j)(3) failure to maintain active status in a sister state or United States territory or the District of Columbia, or to satisfy the Bar's annual licensing requirements, including compliance with mandatory continuing legal education requirements as provided for in this rule;

(j)(4) completion of any disciplinary proceeding in Utah or any other jurisdiction, which warrants suspension or termination of the House Counsel license; or

(j)(5) an attorney who seeks admission to practice in this state as House Counsel and who previously had a Utah House Counsel license that was terminated due to a disciplinary proceeding pursuant to subsection (j)(4) or whose license was terminated for a period longer than six months pursuant to subsection (j)(1), (j)(2), or (j)(3) must file a new application under this rule.

(k) Reinstatement after temporary lapse in license. An attorney whose House Counsel license is terminated pursuant to subsection (j)(1), (j)(2), or (j)(3) shall be reinstated to practice law as a House Counsel if within six months from the termination the attorney is able to demonstrate to the Admissions Office that she or he has:

(k)(1) employment with a qualified employer and has provided the required verification of employment pursuant to subsection (b)(7);

(k)(2) established a residence or maintains an office for the practice of law as House Counsel for the employer within the State of Utah; and

(k)(3) active status in a U.S. state, territory or the District of Columbia and has complied with the Bar's annual licensing requirements for House Counsel.

(l) Notice of change of employment. House Counsel shall notify, in writing, the Licensing Office of the termination of the employment pursuant to which the House Counsel license was issued.

(m) Full admission to the Utah State Bar. A House Counsel license will be terminated automatically once the attorney has been otherwise admitted to the practice of law in Utah as an active member of the Bar. Any person who has been issued a House

Counsel license may qualify for full membership by establishing by clear and convincing evidence that she or he:

(m)(1) has filed a complete written request for a change of status with the Admissions Office in accordance with the filing deadlines set forth in Rule 14-707(b). The request for a change of status must include:

(m)(1)(A) a Reapplication for Admission form updating the information provided in the original application, including payment of the prescribed application fee. If the original application for admission is more than two years old, a new Complete Application for admission must be filed;

(m)(1)(B) a criminal background check dated no more than 180 days prior to the filing of the change of status request;

(m)(1)(C) satisfactory proof of both admission to the practice of law and that House Counsel is a member in good standing in all jurisdictions where currently admitted; and

(m)(1)(D) has a proven record of ethical, civil and professional behavior and has never been disbarred or resigned with discipline pending, or their equivalent, in any jurisdiction and is not currently subject to lawyer discipline or the subject of a pending disciplinary matter.

(m)(2) is of good moral character and satisfies the requirements of Rule 14-708;

(m)(3) has successfully passed the Bar Examination or qualifies for admission under Rule 14-705;

(m)(4) has successfully passed the MPRE; and

(m)(5) complies with the provisions of Rule 14-716 concerning licensing and enrollment fees.

Rule 14-804. Special admission exception for military lawyers.

(a) Exception for military lawyers to practice in Utah. A lawyer admitted to the practice of law in a state or territory of the United States or of the District of Columbia, who is a full-time active duty military officer serving in the Office of a Staff Judge Advocate of the United States Army, Air Force, Navy, Marines, or Coast Guard, a Naval Legal Service Office or a Trial Service Office, located in Utah, may, upon application to the Bar and Supreme Court certification, appear as a lawyer and practice law before the courts of Utah in any civil matter or civil litigation, or in a civil administrative proceeding, subject to the conditions and limitations set forth in this Rule.

(b) Application requirements. The applicant must be of good moral character and shall apply to the Bar by:

(b)(1) filing an application in the form and manner that may be prescribed by the Board of Bar Commissioners;

(b)(2) presenting satisfactory proof of admission to the practice of law and current good standing as a member of the licensing bar in any state or territory of the United States or the District of Columbia;

(b)(3) furnishing whatever additional information or proof that may be required in the course of processing the application; and

(b)(4) paying a \$10 processing fee.

(c) Certification. Permission for an applicant to practice law shall become effective upon approval by the Bar and certification by the Supreme Court.

(d) Prohibition on holding forth. Military lawyers admitted to practice pursuant to this Rule are not, and shall not represent themselves to be, members of the Bar nor represent that they are licensed to generally practice law in Utah.

(e) Scope of representation permitted. Military lawyers admitted pursuant to this rule may represent active duty military personnel in enlisted grades E-1 through E-4 and their dependents, who are under substantial financial hardship, in non-criminal matters to the extent such representation is permitted by the supervisory Staff Judge Advocate or Commanding Officer of the Naval Legal Service Office or the Commanding Officer of the Trial Service Office. They may also engage in such other preparatory activity as is necessary for any matter in which the military attorney is involved. Other active duty military personnel and their dependents may be represented if expressly approved in writing by the Service Judge Advocate General or his or her designee. In addition, military lawyers may perform pro bono services consistent with rule 14-803.

(f) Prohibition on compensation. Military lawyers admitted pursuant to this rule may not demand or receive any compensation from clients in addition to the military pay to which they are already entitled.

(g) Jurisdiction and authority. The practice of a lawyer admitted under this rule shall be subject to the Utah Rules of Professional Conduct and Article 5, Lawyer Discipline and Disability, and to all other applicable laws and rules governing lawyers admitted to the Bar. Jurisdiction shall continue whether or not the military lawyer retains the privilege to practice in Utah and irrespective of the residence or domicile of the military lawyer.

(h) Termination of privilege and certification.

(h)(1) The military lawyer's privilege to practice under this rule:

(h)(1)(A) may be terminated by the Supreme Court at any time with or without cause; or

(h)(1)(B) shall be terminated when the military lawyer ends active duty military service in Utah.

(h)(2) The lawyer admitted under this rule and his or her supervisory Staff Judge Advocate or his or her Commanding Officer are responsible to advise the Bar and the Supreme Court of any change in status of the lawyer that may affect his or her privilege to practice law under this rule.

Pro Bono Program:

As of February 2014, there are 1393 attorneys signed up to participate in the pro bono program.

The Debt Collection Law and Motion Calendar Project has served 181 people as of today.

Here are the number of cases which were placed with Pro Bono attorneys in 2012, 2013, and then the months of 2014 to date.

Placed Cases	2012	2013	January 2014	February 2014	March 2014	April 2014
1 st District	0	13	2	0	0	0
2 nd District	4	62	5	0	3	1
3 rd District	46	124	7	7	6	4
4 th District	3	53	2	5	5	2
5 th District	0	16	3	0	1	0
6 th District	0	3	2	1	2	1
7 th District	0	2	0	0	0	0
8 th District	0	3	0	0	2	0
TOTAL	53	276	21	13	19	8

Tab 7

UTAH STATE BAR
BOARD OF BAR COMMISSIONERS
MINUTES

DRAFT

MARCH 13, 2014

UTAH LAW AND JUSTICE CENTER

In Attendance: President Curtis M Jensen; President-elect James D. Gilson; Commissioners: Steven Burt, H. Dickson Burton, Kenyon Dove, Hon. Evelyn Furse, Susanne Gustin, Michael Leavitt, Janise Macanas, John Lund, Herm Olsen, Rob Rice, Tom Seiler, and Angelina Tsu.

Ex-Officio Members: Dean Robert Alder, Nate Alder, Heather Farnsworth, Jesse Nix, Gabe White; Executive Director John C. Baldwin; Supreme Court Liaison Tim Shea.

Not in Attendance: Commissioners: Mary Kay Griffin; Ex-Officio Members: Lori Nelson, Lawrence Stevens, and Dean James Rasband; Assistant Executive Director Richard Dibblee; General Counsel Katherine A. Fox

Also in Attendance: Sean Toomey, Utah State Bar Communications Director

Minutes:

1. President's Report: Curtis Jensen

1.1 Review Spring Convention Schedule and Calendar

Curtis asked John Baldwin to review the start times and events for the Spring Convention. Curtis then reviewed the calendar of events including the next Commission meetings, Admissions Ceremony, and Summer Convention. John Baldwin indicated that the Commission will be meeting with the Past Bar Presidents at a special luncheon following the April 25th Commission Meeting.

1.2 Report on National Conference of Bar Presidents

Jim Gilson reported on seminar sessions he attended including discussions regarding the future of the practice of law and law student expectations. He mentioned the variety of topics reviewed in the several sessions and the many discussion of legal education reform, matching unmet legal needs with available legal talent, and on professionalism. Curtis then showed a video which was produced by the American Bar Association regarding the future of the practice and the job market and what bars, law firms, and law schools could do to recognize changes in the market and the need for better preparation in dealing with client expectations and technology.

Curtis then reviewed his recent survey of Utah Bar members who graduated from law school within the last five years which asked about whether or not their expectations regarding the practice were being met, including their billable hours and work-life balance issues. He mentioned that the survey would form

the basis of further discussion on how the Bar can better prepare its members and incoming law students to adapt to changes in the marketplace and client expectations, as well as the delivery of services.

1.3 Report on Meeting with Governor Herbert

Curtis, Jim Gilson, and John Baldwin discussed the very positive meeting between them with Scott Sabey and Governor Herbert and his General Counsel, Jacey Skinner. Curtis indicated that the Bar appreciated the opportunity to meet with the Governor and was grateful for his sensitivity to appointing judges who represented a wide spectrum of Bar membership, including women and minorities.

1.4 Report on Utah State Bar Day at Legislature

Curtis referred to the outstanding agenda for Utah State Bar Day at the Legislature and thanked everyone for their participation in a very positive event bringing lawyers to Capitol Hill, educating them about Utah government, and encouraging them to be more involved.

1.5 Report on Legislative Session

Curtis led a brief discussion regarding several of the bills that have been discussed during the recent session and thanked everyone who participated in the telephone conferences to discuss the bills.

1.6 Report on Summer Convention Planning

Curtis reminded Commissioners about the Snowmass meeting and the publicity which would be sent to Bar members. He encouraged them to encourage those in their firms and others to come and take part in what we hope will be another wonderful convention.

1.7 Discussion of Commission Topics

Curtis reviewed with the Commission several recent press releases and statements made by the Bar in reaction to press coverage which was questioning the Bar's prosecution of disciplinary matters. Curtis thanked Sean Toomey for his work in dealing with the media and helping educate them and the public on the process and the confidentiality required of OPC regarding the investigations until they conclude in any public filings.

2. Action Items

2.1 Appointment to Utah Sentencing Commission

The Commission discussed the Utah Sentencing Commission's request for two new members. The Commission reviewed a handout of over two-dozen applicants and concluded that there was not sufficient time to review their resumes and asked that the vote could be taken via email the following week. John Baldwin indicated he would send out an email reminding Commissioners to vote and will collect the results.

3. Information Items

3.1 Commission Liaison Reports: Margaret Plane, Rob Rice, John Lund, Dickson Burton, Janise Macanas, Kenyon Dove

Margaret Plane reported on the activities of the Government Law Section, the Women Lawyers of Utah Association, and the Park City Bar Association. Rob Rice reported on the activities of the Labor and Employment Law Section, and the Hellenic Bar Association. John Lund reported on the activities of the Unauthorized Practice of Law Committee, and the Litigation Section. Dickson Burton reported on the activities of the Intellectual Property Section, Business Law Section, International Law Section, and the Admissions Committee. Janise Macanas reported on her liaison assignments, including the activities of the Education Law Section, the Senior Lawyers Section, and the Communications Section, as well as the Modest Means Program. Kenyon Dove reported on the activities of the Bankruptcy Section, Collection Section, Davis County Bar Association, Weber County Bar Association, and the Real Property Section.

3.2 Judicial Council Report on Remote Access to Hearings and Lawyers' Obligation to Complete Judicial Evaluations: John Lund

John Lund indicated that the Judicial Council was developing technology to facilitate remote audio/visual access to hearings in remote areas of the state and is encouraging the Commission to encourage Bar members to recognize that changes in technology were making these activities available in a different fashion. He also led a discussion on how the Bar and Courts could encourage lawyers to complete judicial evaluation forms and whether or not participation should be done as a matter of professionalism. There was some discussion as to whether or not the Commission and Courts could simply educate the members of the Bar or, if it would be possible to create a rule that professionalism obligations should include completing the evaluation.

3.3 ABA Delegates' Report: Nate Alder, Margaret Plane, Larry Stevens

Nate Alder and Margaret Plane discussed the recent American Bar Association meetings, including discussions in the House of Delegates.

3.4 WLU Report: Heather Farnsworth

Heather Farnsworth listed the activities of the Women Lawyers including the reception they were having during the Spring Convention in St. George.

3.5 YLD Report: Gabe White

Gabe White reported on various service activities of the Young Lawyers Division.

NEW: Danielle Davis reported on the projects of the Paralegal Division.

NEW: Jesse Nix reported on the activities and projects of the Utah Minority Bar Association.

3.6 Report on Public Communications Billboard Project

Sean Toomey showed the Commission various examples of possible billboards which could be designed to encourage the public to understand the role of lawyers and the need for appropriate legal assistance as well as to help encourage their participation in the Modest Means Program.

3. 4:45 p.m. Adjourn

HANDOUTS DISTRIBUTED AT MEETING:

1. Candidate resumes for the Utah Sentencing Commission positions.

CONSENT AGENDA:

1. Approved Minutes of January 24, 2014 Commission Meeting.
2. Approved Applicants for the February 2014 Motion for Admission.

Utah State Bar
MEMORANDUM

TO: The Utah State Board of Bar Commissioners

FROM: Joni Dickson Seko / Deputy General Counsel for Admissions

DATE: April 17, 2014

RE: May 2014 Applicants Qualified for Admission to the Utah State Bar

Rule 14-702(a) of the Rules Governing Admissions to the Utah State Bar (“the Rules”) requires that prior to admission to the Bar, the Utah State Board of Bar Commissioners (“the Board”) recommend and certify to the Supreme Court those persons “who fulfill the requirements for admission” as provided by the Rules. The attached list of applicants comprises those individuals who meet the qualifications for admission. Accordingly, these applicants are presented to the Board for approval for admission to the Utah State Bar.

APPROVED

John Baldwin
Executive Director, for the Board

Attachment

BOARD OF BAR COMMISSIONERS
APPLICANTS ELIGIBLE FOR ADMISSION
MAY 2014

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Tab 8

Utah State Bar
Summary Income Statement
March 31, 2014

	Year to Date			2013/14
	Actual	Budget	Variance Fav/(Unfav)	Total Budget
<u>Revenue</u>				
Licensing	\$ 3,926,418	\$ 3,855,610	\$ 70,808	\$ 3,886,900
Admissions	377,152	387,904	(10,752)	473,060
NLTP	83,900	68,693	15,207	80,600
Mgt - Service	8,181	13,289	(5,108)	17,400
In Kind Revenue	1,909	2,550	(641)	3,200
Mgt - Interest & Gain	31,283	15,541	15,742	15,100
Property Mgt	235,331	205,290	30,041	295,100
OPC	4,473	2,594	1,879	12,500
CMIS/Internet	300	2,172	(1,872)	3,000
CLE	299,242	185,990	113,252	383,000
Summer Convention	147,682	184,200	(36,518)	184,200
Fall Forum	81,535	89,100	(7,565)	89,100
Spring Convention	141,778	127,718	14,060	128,700
Bar Journal	102,662	107,280	(4,618)	132,100
Committees	740	83	657	100
Member Benefits	8,705	5,000	3,705	6,900
Section Support	-	-	-	84,348
Access to Justice	9,943	-	9,943	-
Commission/Sp Proj	7,160	-	7,160	-
Young Lawyers Division	50	-	50	-
Total Revenue	\$ 5,468,444	\$ 5,253,014	\$ 215,430	\$ 5,795,308
<u>Expenses</u>			(Fav)/Unfav	
Licensing	72,940	89,833	(16,893)	170,683
Admissions	344,193	345,815	(1,622)	450,698
NLTP	75,620	73,840	1,780	98,632
Bar Mgt	561,642	644,742	(83,100)	655,721
Property Mgt	369,828	344,362	25,466	496,767
OPC	874,932	898,496	(23,564)	1,178,401
General Counsel	169,515	235,365	(65,850)	300,039
Computer/MIS/Internet	129,241	153,092	(23,851)	200,265
CLE	262,868	200,748	62,120	369,805
Summer Convention	242,214	213,283	28,931	224,267
Fall Forum	91,503	85,594	5,909	87,761
Spring Convention	51,620	66,748	(15,128)	81,975
Bar Journal	134,764	142,799	(8,035)	181,418
Committees	97,055	103,836	(6,781)	119,017
Member Benefits	104,857	139,444	(34,587)	177,155
Section Support	63,988	60,014	3,974	84,348
Consumer Assistance	50,270	44,948	5,322	61,858
Access to Justice	125,698	124,871	827	184,884
Tuesday Night Bar	29,224	7,159	22,065	13,070
Legislative	61,748	11,796	49,952	64,405
Commission/Sp. Proj	139,650	125,180	14,470	166,167
Public Education	74,673	69,500	5,173	146,922
Young Lawyers Division	31,440	36,018	(4,578)	48,000
Total Expenses	\$ 4,159,483	\$ 4,217,483	\$ (58,000)	\$ 5,562,258
Net Revenue/(Expense)	\$ 1,308,961	\$ 1,035,531	\$ 273,430	\$ 233,050
Add: Depreciation	60,982	31,473	29,509	55,363
Cash Increase/(Decrease) from Operations	\$ 1,369,943	\$ 1,067,004	\$ 302,939	\$ 288,413
Other Uses of Cash				
Change in Assets/Liabilities	(200,096)	(200,096)	-	-
Capital Expenditures	632,381	550,000	82,381	550,000
Net Change in Cash	\$ 537,466	\$ 316,908	\$ 220,558	\$ (261,587)

3:13 PM

04/09/14

Annual Basis

Utah State Bar

Balance Sheet

As of March 31, 2014

	Mar 31, 14	Feb 28, 14	Mar 31, 13
ASSETS			
Current Assets			
Checking/Savings			
1010 · Petty Cash	625	625	625
1011 · Cash in Bank	114,641	20,383	146,116
1060 · ILM Invested Funds Market Value	3,431,535	3,462,269	3,861,248
Total Checking/Savings	3,546,801	3,483,278	4,007,989
Accounts Receivable			
1071 · Accounts receivable	22,771	28,635	3,261
Total Accounts Receivable	22,771	28,635	3,261
Other Current Assets			
1070a · Other Accounts Receivable	164	(142)	(56)
1089 · Unbilled tenant costs	(2,182)	21,623	23,587
1100 · Prepaid Expense	53,980	56,195	68,318
1919 · Section ILM net earn recvble	4,738	4,885	4,271
1920 · A/R - Section Funds	7,429	28,673	6,616
Total Other Current Assets	64,130	111,235	102,736
Total Current Assets	3,633,702	3,623,147	4,113,986
Fixed Assets			
1500 · Property & Equipment	4,199,740	4,199,740	3,230,271
1550 · Accumulated Depreciation	(3,109,990)	(3,097,229)	(3,030,393)
1600 · Land	633,142	633,142	633,142
Total Fixed Assets	1,722,892	1,735,653	833,020
TOTAL ASSETS	5,356,594	5,358,800	4,947,006
LIABILITIES & EQUITY			
Liabilities			
Current Liabilities			
Accounts Payable			
2001 · A/P - Trade		68	
Total Accounts Payable		68	
Other Current Liabilities			
2010 · Other Accounts Payable	11,055	7,324	8,091
2100 · Accrued Payables	327,500	317,509	326,629
2350 · Capital Lease Obligations-ST	2,710	2,710	1,844
2920 · A/P - Section Funds	1,385	1,265	7,325
Total Other Current Liabilities	342,650	328,808	343,889
Total Current Liabilities	342,650	328,876	343,889
Long Term Liabilities			
2400 · Capital lease obligations	6,356	7,386	12,156
Total Long Term Liabilities	6,356	7,386	12,156
Total Liabilities	349,007	336,262	356,045
Equity			
3500 · Unrestricted Net Assets (R/E)	3,698,625	3,698,625	2,955,918
3510 · Fund Balance - Beginning			36,591
Net Income	1,308,962	1,323,913	1,598,451
Total Equity	5,007,587	5,022,538	4,590,960
TOTAL LIABILITIES & EQUITY	5,356,594	5,358,800	4,947,006

The Salt Lake Tribune

Op-ed: Utah lawyer discipline balances individual rights, public responsibility

BY CURTIS M. JENSEN AND TERRIE MCINTOSH

PUBLISHED: MARCH 3, 2014 04:54PM

UPDATED: MARCH 4, 2014 11:28AM

In response to recent concerns about how attorney discipline is handled, we would like to explain how the legal profession helps to ensure that lawyers in Utah practice in an ethical manner.

The Utah Constitution gives the Utah Supreme Court the responsibility to regulate the practice of law. The Utah State Bar was established in 1931 under the authority of the Utah Supreme Court to fulfill that responsibility, which includes licensing attorneys, providing continuing legal education and, when necessary, seeking the imposition of discipline.

Attorneys must pass an ethics exam and a character and fitness review before taking the Bar Exam. Once they have been admitted to practice, attorneys are required to follow the Utah Supreme Court's Rules of Professional Conduct (also known as the ethics rules). In addition to following the ethics rules, Utah attorneys are subject to rules of civility and professionalism. And, of course, all attorneys are subject to the same laws and enjoy the same rights as every citizen.

The Utah Supreme Court monitors compliance with the ethics rules through the Office of Professional Conduct (OPC), which, although it is funded by Bar dues paid by attorneys, is independent of the Bar and its board of governance. The OPC reviews and investigates allegations of attorney misconduct to determine if there are grounds for discipline; the OPC also helps educate attorneys on the nuances of complying with the ethics rules.

The OPC uses the procedures established by the Utah Supreme Court's Rules of Lawyer Discipline and Disability. The Standards for Imposing Lawyer Sanctions are used to impose any sanction following a determination that an attorney has violated the ethics rules.

In the attorney discipline system, the OPC acts as prosecutor. The adjudicator is, initially, the Utah Supreme Court's Ethics and Discipline Committee, which includes lawyer and non-lawyer volunteers. The committee holds screening panel hearings (somewhat similar to probable cause hearings), and if it determines that the ethics rules have been violated, it has the authority to issue private admonitions or public reprimands. If more serious discipline appears to be warranted, the committee can direct the OPC to initiate a civil suit in district court.

Potential ethics rules violations are most often brought to the OPC's attention by a complainant, but the OPC can also initiate complaints from knowledge it obtains through media stories, court findings and other sources.

The Utah Supreme Court rules direct the OPC and the complainant to maintain confidentiality. This protects accused attorneys from frivolous complaints. Following this rule, the public will not hear about the OPC initiating a complaint, investigating an issue, or preparing for a screening panel hearing. There should be no public announcement until the committee orders a public reprimand to be issued or a civil suit is filed.

When an attorney is the subject of an investigation by another entity, or is being criminally prosecuted, the OPC may choose to wait until those proceedings are concluded before holding a screening panel hearing. Such an approach may save resources, avoids duplicating efforts and enhances respondent participation (people may be reluctant to risk incriminating themselves while criminal charges are pending). The rules also allow a lawyer to request that a complaint be put on hold while other proceedings based on the same alleged conduct unfold.

The rule of law and respect for that rule is necessary for order to be maintained in our society. The legal profession recognizes the importance of ethics rules, and is committed to prosecuting ethical breaches by attorneys.

All Utah Supreme Court rules can be found at www.utcourts.gov, and suggestions are welcome at communications@utahbar.org.



Curtis M. Jensen is the president of the Utah State Bar and a founding partner of Snow Jensen & Reece in St. George. Terrie McIntosh is chair of the Utah Supreme Court's Ethics & Discipline Committee and a retired Salt Lake City attorney.

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New partnerships benefit Salt Lake Peer Court

Published: Sunday, March 23 2014 11:05 p.m. MDT
Updated: Monday, March 24 2014 8:59 a.m. MDT

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hoe from youth educator Emma Kroon Van Diest at the Wasatch Community

Peer Court take part in community gardening Wednesday, March 12, 2014.

Scott G Winterton, Deseret News

Summary

for at-risk youths to learn new paths.

SALT LAKE CITY — A local program offers troubled

Salt Lake Peer Court began in 1993 as a service for students in the Salt Lake City School District who have committed minor offenses such as truancy or first-time drug offenses.

In February, the court partnered with the Salt Lake Bicycle Collective, Wasatch Community Gardens and the Youth ARC, run in partnership with the University of Utah [ArtsBridge](#) program, in hopes of helping

skills.

ownership of his or her life and just realizing, 'Wow. I really can do this. I can do school. I can be a leader among my peers,'" said Peer Court director Tyler Bugden.

Students are referred to Peer Court by a judge, their schools or the Salt Lake City Police Department to complete dispositions.

Because the court aims to rehabilitate, not punish, participants are given a disposition instead of a sentence.

"I view this as a nationwide movement to rephrase some of the ways that we talk about crime and rephrase the way we talk about offenders," Bugden said.

A panel of seven high school students and two college-

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include attendance tracking, working at a community

They also work with a high school-age mentor who follows up with the student at least once a week.

"Peer pressure is a powerful thing. It can do bad things. It can do good things," Bugden said.

Youth ARC

On Thursday, students added finishing touches to an exquisite corpse project, where each person draws a different part of a body. Luis Sanchez penciled a skull tattoo on one corpse arm, glancing down at a book for reference as he scratched with his pencil. Giselle Martinez sketched piercings to the belly and chest.

Giselle, who is in her fourth week of a six-week program, said she was surprised at how much she liked Youth Artistic Reflections and Creativity. It has been fun and her grades have improved, she said. She plans on continuing to attend Youth ARC once her session ends.

Their class worked under the instruction of University of Utah student Tyler Hawks, who tried to engage the students as they worked. He asked about the symbolism behind the body parts.

"What would the arms represent, Luis?"

"Drawing," Luis said with a smile.

The programs haven't always met students' specific interests, Peer Court program coordinator Iris Salazar said. When she began as a mentor 15 years ago, students were either sent to perform community service or participate in school programs. Now the options have expanded, allowing students to complete relevant dispositions.

Wasatch Community Gardens

Felicia Schneider, 12, recently sat next to Wasatch Community Gardens youth educator Emma Kroon Van Diest, while they waited for other students to show up to their 4 p.m. City Roots class at the gardens.

Many of Peer Court students have trouble making it to the program, Bugden said.

"Our clientele, 95 percent of them are low-income so they don't have the same kind of resources that maybe you and I would have to get their whole family to and from school, to get their whole family to and from work," Bugden said.

This problem affects more than just their Peer Court attendance. Truant students make up 45 percent of the Peer Court caseload.

Bugden said Peer Court is working on solutions to help students show up but admits a student's success depends largely on their family and support network.

Although a recent grant allows Peer Court to give bus passes to their students, not all parents are comfortable sending their young teens on a bus alone to these programs that end in the evening, Bugden said.



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If a student does not come to their assigned disposition, they do not pass. If they do not pass, they are sent back to whoever referred them and possibly filtered into the juvenile justice system.

Kroon Van Diest said gardening creates a shared experience in which people can work across from each other and form bonds despite their differences.

Time could only tell if that would be the case for Felicia and the two new counterparts at the community garden. Felicia dragged a spade down next to a rope to create a small trough for spinach seeds. Across from her, new attendee Dayani Vargas also created a row. They joined forces with Bugden, Peer Court mentor Ellie Campbell and newcomer Demetri Mata to bring canister after canister of water over to the rows of newly planted seeds.

It will be weeks before vegetables sprout, and possibly just as long to see what the three youths take away from their work in the garden.

Salt Lake Bicycle Collective

Ruben Aguilar, 13, came to the Salt Lake Bicycle Collective for the first time Wednesday as part of his Peer Court disposition. He joined other students in the Earn-A-Bike program to learn about bikes and bike maintenance.

He said he was "not really into bikes," but the work reminded him of the skateboards he's worked on in the past. Wearing a grey hoodie, he took his hands out of his sweatshirt pocket to twist and push a bike seat into place.

Jude Widmann, director of Earn-A-Bike, said he is confident Ruben will be one of the top students by the time end of six weeks.

Earn-A-Bike targets at-risk, low-income youth offenders, minorities and immigrant youths, but it welcomes anyone who wants to participate in the free program.

Ruben is close to the age group of students when dropout rates increase, between middle and high school. Widmann hopes to be able to reach students like him and help them see their potential before this happens.

Widmann used his training as an educator to create a system where students not only participate, but they

end of their six weeks, each student gets to choose a bike from the collective's stable.

A recent grant will pay to provide locks, helmets, patches and lights for graduates in the next two years.

"We're not just giving them a fish that's going to break," Widmann said.

Email: wevans@deseretnews.com, Twitter: [whitevs7](#)

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in the Legal Profession from the Utah State Bar. Read about her innovations to help people become successful lawyers and judges in the upcoming Law Day special edition in Deseret News and The Salt Lake Tribune on April 27. Law Day is May 1 and this year celebrates the upcoming 50th anniversaries of the Civil Rights Act of 1964 and the Voting Rights Act of 1965.

The Utah State Bar was established in 1931 and regulates the practice of law under the authority of the Utah Supreme Court. The 11,000 lawyers of the Bar serve the public and legal profession with excellence, civility, and integrity. They envision a just legal system that is understood, valued, and accessible to all.

Please contact Ken Stowe for advertising opportunities in the Law Day special edition, kstowe@MediaOneUtah.com or 801-204-6382.

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