

VISION OF THE UTAH STATE BAR

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

MISSION OF THE UTAH STATE BAR

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

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 Commission Policies and Procedures

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(g) Diversity Requirements.

Providers of continuing education programs sponsored or co-sponsored by the Bar are asked to ensure that program presenters reasonably reflect the diversity of firms, geography and gender within the Bar membership. CLE program proposals may not inappropriately promote individual law firms. If the CLE Administrator is of the opinion that a program violates this prohibition, the matter shall be referred to the Executive Director for decision and any appropriate recommendation to the program provider.

BAR AWARDS

<u>AWARD</u>	<u>DUE</u>	<u>CHOSEN</u>	<u>PRESENTED</u>
1. Dorathy Merrill Brothers Award Advancement of Women in the Law	Mid-January	January	Spring Convention
2. Ray Uno Award Advancement of Minorities in the Law	Mid-January	January	Spring Convention
3. Judge of the Year	Mid-April	June	Annual Convention
4. Distinguished Lawyer of the Year	Mid-April	June	Annual Convention
5. Distinguished Section of the Year	Mid-April	June	Annual Convention
6. Distinguished Committee of the Year	Mid-April	June	Annual Convention
7. Outstanding Pro Bono Service (Selected by the Pro Bono Commission)	Mid-March	September	Fall Forum
8. Distinguished Community Member	Mid-September	September	Fall Forum
9. Pro Bono Lawyer of the Year	Mid-September	September	Fall Forum
10. Professionalism Award	Mid-September	September	Fall Forum
11. Outstanding Mentor Award	Mid-September	September	Fall Forum
12. Heart and Hands Award	Mid-September	November	Utah Philanthropy Day
13. Distinguished Service Award			As Needed
14. Special Service Award			As Needed

(Distinguished Young Lawyer of the Year)
Law Day

(ABOTA)
Fall Forum

Points From Charlotte Miller's Bar Commission Leadership Workshop (August 23, 2014)

1. Remember why you joined the Commission – what are your goals?
2. Remember your goals are probably the same and/or similar to your colleagues on the Commission, even if you think you come from a different perspective than everybody else.
3. Being on the Commission is a privilege not a chore. Develop a mindset of “I *get* to do X” instead of “I *have* to do X.”
4. Attend all Commissions meetings; study the materials beforehand. Focus 100% of your attention while there. Do not text, or do other work during Commission meetings. Be engaged. Listen carefully. Offer thoughtful comments that are in the best interest of the Bar. Follow through. Make a difference.
5. Your time on the Commission is short, especially ex-officio members. Make the most of it.
6. Remember your role: Bar staff can handle the day –to-day operations of the Bar. Your job is big picture and oversight.
7. Charlotte encouraged the Commissioners to think about what consensus means to each of them and how they should not try to undermine a decision after it is made.
8. If you do not like someone you have to work with, use strategies to get to know the person that will enable you to better work with the person or even begin to like her or him. Charlotte gave an example of making a point to speak every day with a co-worker she thought was difficult.
9. Encourage and mentor others along in Bar leadership. Remember your Bar story, which probably included an invitation from a Bar leader to help.
10. Talk often about the Bar's Vision and Mission statement, to focus your work in a way that is consistent with those statements.
11. Charlotte conducted exercises that encouraged Commissioners to think about the decision making process. Groups were given scenarios with different difficult decisions to make and asked to reach decisions while considering the following factors:
 - a. What facts do they need? Data is very important to good decision making
 - b. What should the process be?
 - c. What unwritten Bar traditions impact the final decision?
 - d. How does the culture of the Bar impact the decision?
 - e. What items in Bar governance materials are relevant to the process?

Two most important responsibilities of a Bar Commissioner

Represent the interests of the attorneys we represent; voice for division

Bar activities and initiatives be consistent with the Bar's purpose and mission.

Help fulfill vision by devoting time and intellect

Contribute ideas and work

Serve lawyers of Utah

Help accomplish goals of the commission

Represent my division and my liaison groups

Make the Bar meaningful to lawyers

Speak honestly

Contribute with ideas and feedback

Fiduciary

Forward thinking visionary

Communicate with Bar members

Have programs that assist all attorneys and advance the profession

Protect core functions

Promote access to justice and diversity

Know concerns of membership

Speak for membership

Take action on members' needs

Be conservative with bar dues

Attend the meetings

Use sound judgment

Serve community

Represent the unrepresented

Access to Justice

Work together to assist sections of the Bar

Support Rule of Law and integrity of legal system

Listen and participate

Utah State Bar Commission
Wednesday, July 6, 2016
Constellation A Room, Loews Coronado
San Diego, California

Agenda

- 1. 12:00 noon Lunch and President's Report: Angelina Tsu**

<i>10 mins.</i>		1.1 Welcome and Review Schedule
<i>10 mins.</i>		1.2 ABA President Paulette Brown Reception July 28 th
<i>05 mins.</i>		1.3 ABA Consultation Report
<i>05 mins.</i>		1.4 Wipfli Review Status

- 2. 1:00 p.m. Action Items**

<i>20 mins.</i>		2.1 Approve Final 2016-2017 Budget (Tab 1, Page 8)
<i>10 mins.</i>		a. UDR Request for Contribution (Tab 2, Page 74)
<i>20 mins.</i>		2.2 Selection of Bar ABA Delegate (Tab 3, Page 88)
<i>20 mins.</i>		2.3 Appointment of <i>Ex Officio</i> Commission Member from the LGBT & Allied Lawyers of Utah

- 3. 2:10 p.m. Information Items**

<i>15 mins.</i>		3.1 Futures Commission/AAA Report: Rob Rice
<i>15 mins.</i>		3.2 <i>LicensedLawyer</i> Report: John Lund

- 4. 2:40 p.m. Commission Reorganization**

<i>05 mins.</i>		4.1 Welcome New Commissioners
<i>05 mins.</i>		4.2 Appoint <i>Ex Officio</i> Members or Action
<i>05 mins.</i>		4.3 Approve Executive Committee For Action
<i>05 mins.</i>		4.4 Adopt Resolution on Bank Signatures For Action
<i>05 mins.</i>		4.5 2016-2017 Meeting & Retreat Schedule: Rob Rice (Tab 4, Page 116)
<i>05 mins.</i>		4.6 Sign Conflict of Interest Disclosures (Tab 5, Page 118)

- 5. 3:15 p.m. Recognize Retiring Commissioners**

- 6. 3:45 p.m. Executive Session**

4:15 p.m. Adjourn

(Over)

Consent Agenda (Tab 6, Page 121)

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

1. Approve Minutes of May 20, 2016 Commission Meeting
2. Approve Young Lawyers Division Bylaws

Attachments (Tab 7, Page 134)

1. Description of Commissioner Duties & Responsibilities
2. Commission Reimbursement Policies
3. May Financial Statements
4. *Salt Lake Tribune* Op Ed on Judicial Diversity

Calendar

Commission Retreat

The Lodges, Deer Valley

TAB
1

**UTAH STATE BAR
PROPOSED BUDGET
FY 2016/17**

6/16/2016

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Utah State Bar Proposed Budget FY 2016/17 Commentary

Summary of Changes to Original FY2016/17 Proposed Budget (dated 4/29/16):

- Increased capital budget from \$125,000 to \$184,000 to provide \$50,000 for website updates and \$9,000 for computer equipment & software for YLD's Wills for Heroes program
- Updated Fall Forum budget to correspond to Committee's budget (revenue increased \$4,000 and expenses increased \$11,000)
- Increased Access to Justice's computer maintenance budget by \$2,500 to accommodate Licensed Lawyer Directory's annual hosting fee
- Increased YLD's budget by \$1,000 for computer supplies for Wills for Heroes program
- The net effect of these changes is to reduce budgeted net profit from \$146,449 to \$137,313 (a \$9,000 reduction) and to reduce budgeted net increase in cash for the year from \$283,674 to \$215,538 (a \$68,000 reduction).

Summary of FY2016/17 Proposed Budget:

The proposed budget provides for the continuation of all Bar programs, services and activities at current performance levels. Some key metrics are as follows:

- The current FY2015/16 budgeted net increase in cash was \$325,648
- The projected FY2015/16 net increase in cash is \$477,813
- The proposed FY2016/17 budgeted net increase in cash is \$215,538
- Projected cash reserves at June 30, 2016 are \$3,000,000
- The proposed budget increases total reserves at June 30, 2017 to \$3,216,000
- Bar Management and the Budget & Finance Committee have established the following designated reserves:

- Operations Reserve (4 months' operations)	\$ 2,028,000
- Capital Replacement Reserve (equipment)	200,000
- Capital Replacement Reserve (building)	650,000
Total designated reserves	<u>\$ 2,878,000</u>

General assumptions used in preparing the budget:

- Licensing revenue to increase 2% (except late fees)
- Admissions revenue to decline 2% (except late fees)
- Overall salaries to increase 4%
- Health insurance estimated to increase 20% effective 1/1/17
- Dental insurance to increase 5% effective 1/1/17
- Payroll taxes flat as a percent of salaries
- Other insurance (workers comp, property, E&O, etc) flat
- Building overhead expenses (utilities, repairs & maintenance, etc) to increase 5%
- Facilities revenue to increase 5% as new room rental pricelist goes into effect 7/1/16

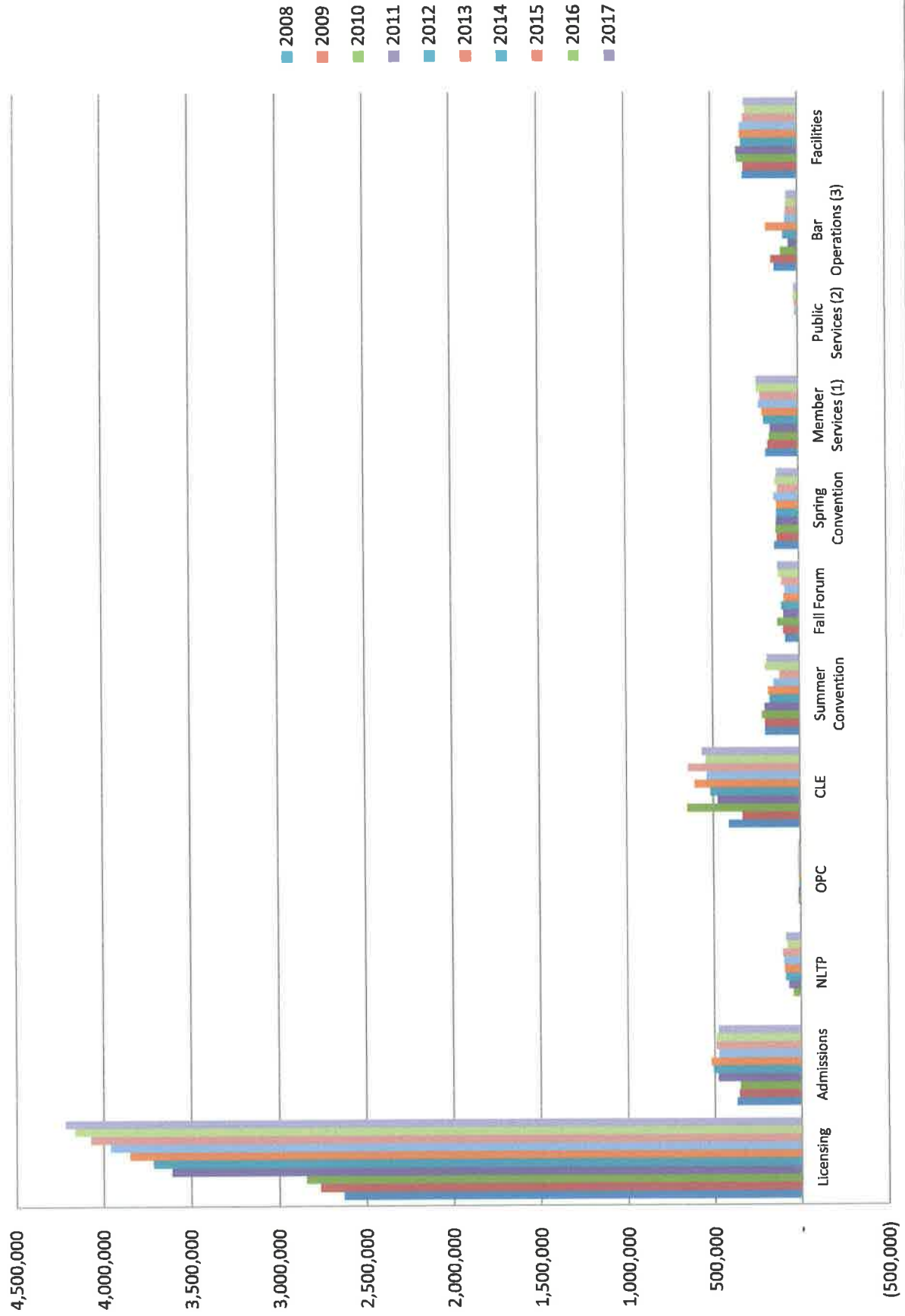
Other Highlights:

- \$30,000 budgeted for Wipfli operation audit
- \$75,000 budgeted for advertising of Licensed Lawyer Directory
- \$184,000 budgeted for capital expenditures
- Supreme Court Screening Panel meeting expenses moved from OPC to General Counsel
- Bar Mgmt and CLE overhead to be charged to Conventions beginning in FY2017 resulting in a shift in expenses away from CLE and Bar Mgmt to the Conventions (net zero impact to overall expenses)

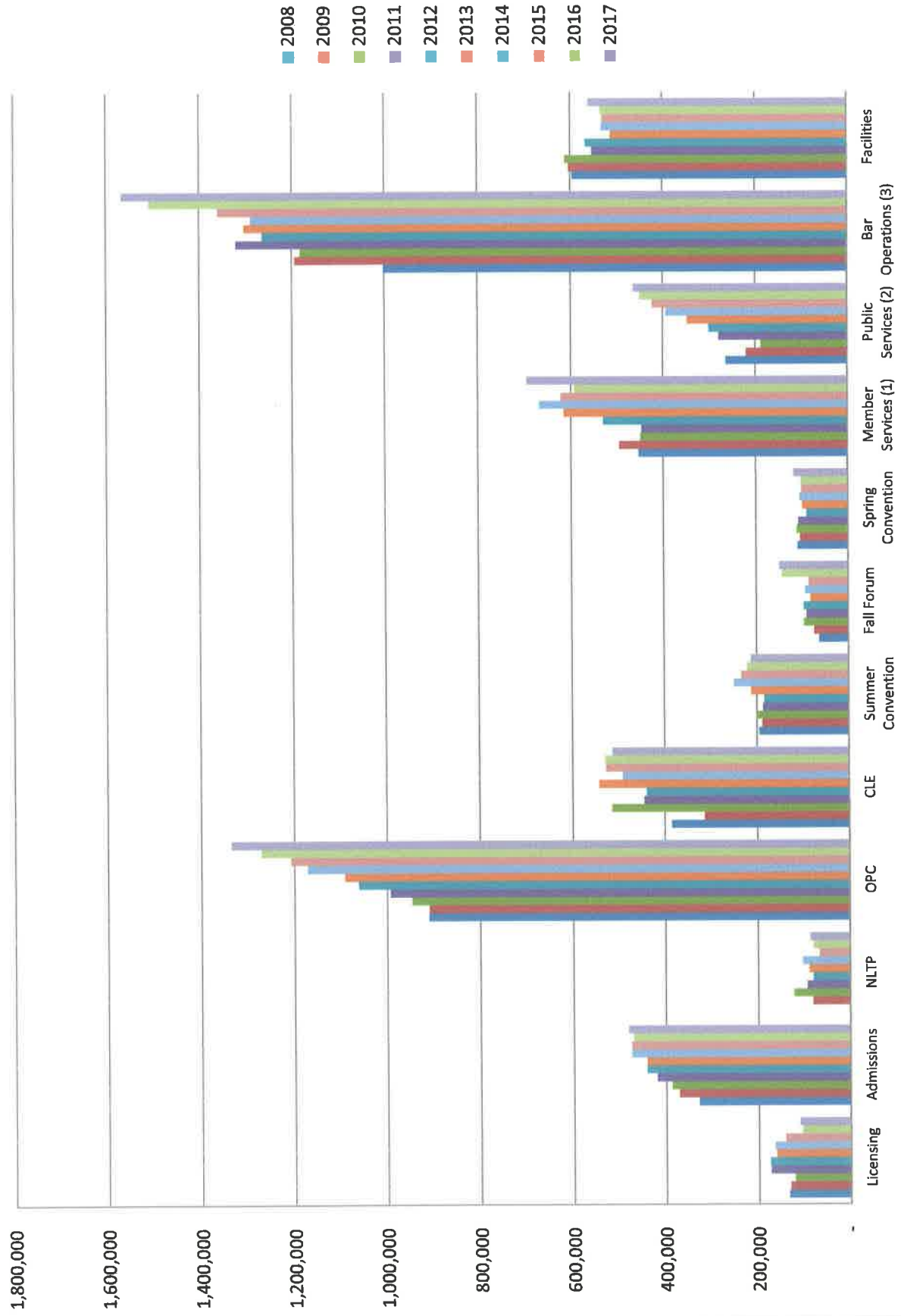
Summary by Department:

- Licensing revenue to increase 2% except late fees which are budgeted to decline. Expenses to remain flat except salaries/benefits and general building overhead. (1 employee)
- Admissions revenue to decline 2% except retake and laptop fees which have been trending upward and late fees which are budgeted to decline. Expenses to be relatively flat except salaries/benefits and general building overhead. Overall Admissions department budgeted to break even. (3 employees)
- NLTP department budgeted to break even. (1 employee)
- OPC expenses, the bulk of which are salaries/benefits, are expected to increase, offset slightly by the transfer of expenses related to Supreme Court Screening Panel meetings to General Counsel. (10.75 employees)
- CLE anticipates a slight increase in revenue. Program expenses expected to decline as a portion of CLE overhead is charged to the conventions in accordance with the new overhead allocation policy. (2 employees)
- Summer Convention to be held in San Diego in July '16 is expected to draw fewer participants than Sun Valley, hence the reduction in budgeted revenue. However, expenses are anticipated to be less as Loews has no facility fees and a lower food & beverage minimum, though those savings are partially offset by higher travel costs for staff and Bar Mgmt/CLE overhead which will now be charged to conventions.
- Fall Forum revenue is expected to be flat compared to last year, however, expense savings are anticipated as the event is moved from Grand America to Little America, even with the Bar Mgmt/CLE overhead now being charged to the event.
- Spring Convention budget is expected to be flat compared to last year, except for Bar Mgmt/CLE overhead now being charged to the event.
- Member Services revenue, which mainly consists of Bar Journal advertising revenue and the section support administrative fee, is expected to remain flat while expenses are expected to increase due to higher legislative expenses (compared to FY16 which had very low legislative spending) and higher advertising expenses related to the roll out of the Licensed Lawyer Directory. (2.5 employees)
- Public Services revenue is expected to remain relatively flat while expenses increase slightly as result of higher salaries/benefits and general building overhead. (3.5 employees)
- Bar Operations revenue, which consists of e-filing revenue and investment income, is expected to be flat. Expenses are anticipated to increase due to salaries/benefits and general building overhead, the Wipfli operational audit, Supreme Court Screening Panel now budgeted in General Counsel, and additional budget for potential litigation expenses. These increases are expected to be partially offset by charging a portion of Bar mgmt overhead to the conventions in accordance with the new overhead allocation policy. (9 employees- 3 Mgmt, 2 Finance, 2 General Counsel, 2 IT)
- Facilities revenue expected to increase slightly due to increase in room rental rates effective 7/1/16. Expenses expected to remain flat except salaries/benefits and general building overhead. (2.5 employees)

Trended Annual Revenue by Department 2008 - 2017



Trended Annual Expenses by Department 2008-2017



Utah State Bar Trended Annual Summary Income Statements

	Actual 2008	Actual 2009	Actual 2010	Actual 2011	Actual 2012	Actual 2013	Actual 2014	Actual 2015	Projected* 2016	Budget* 2017
Revenue										
Licensing	2,631,016	2,764,773	2,846,032	3,610,487	3,717,116	3,850,060	3,962,013	4,076,078	4,166,090	4,219,089
Admissions	371,733	357,473	351,610	480,138	506,180	520,012	475,312	492,362	492,170	478,107
NLTP	-	(2,156)	43,300	68,493	86,452	92,389	96,405	102,363	78,600	85,000
OPC	5,234	2,386	11,531	10,317	7,876	9,819	11,895	12,682	13,871	12,000
CLE	410,985	331,073	653,534	475,961	517,937	608,388	538,535	648,062	541,575	566,000
Summer Convention	198,173	198,045	216,260	198,770	172,095	180,934	147,682	114,948	197,405	188,000
Fall Forum	78,343	89,843	122,565	87,900	99,507	87,355	81,535	100,139	119,665	124,150
Spring Convention	137,415	123,413	131,825	128,681	127,244	127,581	142,779	123,943	135,652	128,000
Member Services ⁽¹⁾	186,723	174,009	166,371	160,751	199,391	209,353	229,394	221,925	240,849	241,027
Public Services ⁽²⁾	(10)	40	-	-	2,592	4,562	16,649	20,674	22,615	21,748
Bar Operations ⁽³⁾	132,377	151,111	96,381	50,653	82,867	182,744	71,194	68,729	64,142	63,533
Facilities	315,654	309,555	349,991	353,380	324,110	331,858	330,213	312,896	302,175	308,442
Total Revenue	4,467,643	4,499,565	4,989,400	5,625,531	5,843,367	6,205,055	6,103,606	6,294,800	6,374,809	6,435,096
Total revenue annual growth		0.7%	10.9%	12.7%	3.9%	6.2%	-1.6%	3.1%	1.3%	0.9%
Licensing revenue annual growth		5.1%	2.9%	26.9%	3.0%	3.6%	2.9%	2.9%	2.2%	1.3%
Admissions revenue annual growth		-3.8%	-1.6%	36.6%	5.4%	2.7%	-8.6%	3.6%	0.0%	-2.9%
Expenses										
Licensing	134,673	132,025	122,271	173,817	175,114	161,575	165,562	142,172	105,937	110,734
Admissions	327,719	371,226	386,986	419,305	441,098	441,451	474,642	475,183	470,754	481,145
NLTP	-	81,239	122,888	93,409	81,557	89,596	103,596	67,588	80,134	87,053
OPC	910,468	909,602	946,454	992,506	1,061,752	1,091,364	1,171,791	1,207,634	1,272,031	1,336,238
CLE	384,951	313,249	514,349	444,517	439,048	542,094	491,321	527,352	529,092	513,282
Summer Convention	194,466	187,948	198,024	186,684	183,787	212,130	249,100	233,641	220,841	212,766
Fall Forum	64,240	74,014	96,411	91,137	97,302	82,647	93,834	86,389	144,451	150,462
Spring Convention	109,974	104,388	111,798	108,556	90,521	99,975	105,880	102,215	103,080	118,917
Member Services ⁽¹⁾	452,750	494,504	449,558	446,591	529,682	615,645	668,290	622,056	592,353	694,908
Public Services ⁽²⁾	262,999	219,293	187,995	278,282	300,415	347,065	393,035	422,908	449,801	463,948
Bar Operations ⁽³⁾	1,001,629	1,193,105	1,182,508	1,321,239	1,264,359	1,303,525	1,289,357	1,360,756	1,508,023	1,567,648
Facilities	595,942	603,665	611,534	552,930	567,060	511,872	532,126	530,330	534,781	560,681
Total Expenses	4,439,811	4,684,258	4,930,776	5,108,973	5,231,695	5,498,939	5,738,534	5,778,224	6,011,278	6,297,784
Total expense annual growth		5.5%	5.3%	3.6%	2.4%	5.1%	4.4%	0.7%	4.0%	4.8%
Other income/expense	16,975	(256,125)	15,000	-	(354)	-	15	-	-	-
Net Profit (Loss)	\$ 44,807	\$ (440,818)	\$ 73,624	\$ 516,558	\$ 611,318	\$ 706,116	\$ 365,087	\$ 516,576	\$ 363,531	\$ 137,313

(1) Member Services is comprised of Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division

(2) Public Services is comprised of Committees, Consumer Assistance, Access to Justice, and Tuesday Night Bar

(3) Bar Operations is comprised of Bar Management, General Counsel, IT, and Commission/Sp Projects

* Based on actual results through 3/31/16

Utah State Bar

Preliminary FY2017 Budget - Summary by Department

Based on Actual Results through 3/31/16

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget	Projected FY16 based on:
Revenue							
Licensing	4,076,078	4,137,400	4,166,090	4,219,089	53,000	1%	YTD + prior year actuals for Apr-Jun
Admissions	492,362	439,300	492,170	478,107	(14,063)	-3%	YTD + estimate for Apr-Jun
NLTP	102,363	90,300	78,600	85,000	6,400	8%	YTD + prior year actuals for Apr-Jun
OPC	12,682	11,700	13,871	12,000	(1,871)	-13%	YTD + estimate for OPC Ethics CLE
CLE	648,062	543,100	541,575	566,000	24,425	5%	YTD + estimate for Apr-Jun
Summer Convention	114,948	157,400	197,405	188,000	(9,405)	-5%	Actual
Fall Forum	100,139	176,750	119,665	124,150	4,485	4%	Actual
Spring Convention	123,943	124,300	135,652	128,000	(7,652)	-6%	YTD + estimate for Apr-Jun
Member Services (1)	221,925	228,921	240,849	241,027	178	0%	YTD + estimate for Apr-Jun
Public Services (2)	20,674	16,480	22,615	21,748	(867)	-4%	YTD trend
Bar Operations (3)	68,729	48,200	64,142	63,533	(609)	-1%	YTD trend
Facilities	312,896	312,152	302,175	308,442	6,267	2%	YTD + prior year actuals for Apr-Jun
Total Revenue	6,294,800	6,286,003	6,374,809	6,435,096	60,288	1%	
Expenses							
Licensing	142,172	120,653	105,937	110,734	4,797	5%	YTD + prior year actuals for Apr-Jun
Admissions	475,183	457,985	470,754	481,145	10,391	2%	YTD trend
NLTP	67,588	74,845	80,134	87,053	6,919	9%	YTD trend
OPC	1,207,634	1,253,170	1,272,031	1,336,238	64,207	5%	YTD trend
CLE	527,352	506,224	529,092	513,282	(15,810)	-3%	YTD + prior year actuals for Apr-Jun
Summer Convention	233,641	266,758	220,841	212,766	(8,075)	-4%	Budget
Fall Forum	86,389	176,114	144,451	150,462	6,011	4%	YTD + estimate for Apr-Jun
Spring Convention	102,215	114,878	103,080	118,917	15,837	15%	Budget
Member Services (1)	622,056	701,791	592,353	694,908	102,555	17%	YTD + estimate for Apr-Jun
Public Services (2)	422,908	470,404	449,801	463,948	14,147	3%	YTD + prior year actuals for Apr-Jun
Bar Operations (3)	1,360,756	1,357,628	1,508,023	1,567,648	59,626	4%	YTD trend
Facilities	530,330	582,642	534,781	560,681	25,901	5%	YTD + prior year actuals for Apr-Jun
Total Expenses	5,778,224	6,083,092	6,011,278	6,297,784	286,506	5%	
Net Profit (Loss)	\$ 516,576	\$ 202,911	\$ 363,531	\$ 137,313	\$ (226,218)	-62%	
Depreciation	198,011	230,671	224,282	242,225	17,943	8%	
Cash increase (decrease) from operations	714,587	433,582	587,813	379,538	(208,276)	-35%	
Changes in operating assets/liabilities	17,066	17,066	15,000	20,000	5,000	33%	
Capital expenditures	(224,115)	(125,000)	(125,000)	(184,000)	(59,000)	47%	
Net change in cash	\$ 507,538	\$ 325,648	\$ 477,813	\$ 215,538	\$ (262,276)	-55%	

(1) Member Services is comprised of Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division

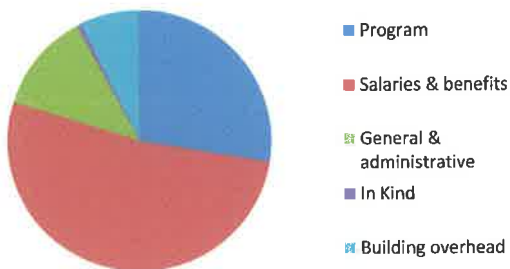
(2) Public Services is comprised of Committees, Consumer Assistance, Access to Justice, and Tuesday Night Bar

(3) Bar Operations is comprised of Bar Management, General Counsel, IT, and Commission/Sp Projects

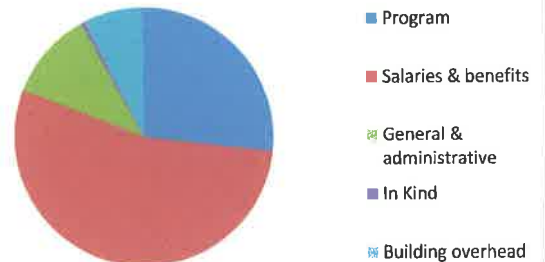
Utah State Bar
Preliminary FY2017 Budget - Summary by Account
Based on Actual Results through 3/31/16

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
Total Revenue	6,294,800	6,286,003	6,374,809	6,435,096	60,288	1%
Expenses						
Total Program Services Expenses	1,594,061	1,653,356	1,610,802	1,582,582	(28,220)	-2%
Total Salaries/Benefit Expenses	3,023,289	3,142,843	3,254,531	3,451,323	196,792	6%
Total General & Administrative Expenses	708,483	794,741	668,136	754,502	86,366	13%
In Kind Expenses 7103 · InKind Contrib-UDR & all other	34,326	39,500	26,268	28,532	2,263	9%
Total Building Overhead Expenses	418,066	452,652	451,540	480,846	29,305	6%
Total Expenses	5,778,224	6,083,092	6,011,278	6,297,784	286,506	5%
Net Profit (Loss)	\$ 516,576	\$ 202,911	\$ 363,531	\$ 137,313	\$ (226,218)	-62%

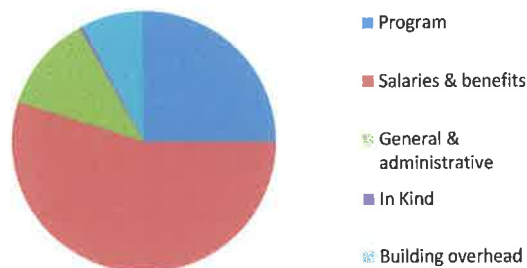
**Expenses by Category - FY 2015
Actual**



**Expenses by Category - FY 2016
Projected**

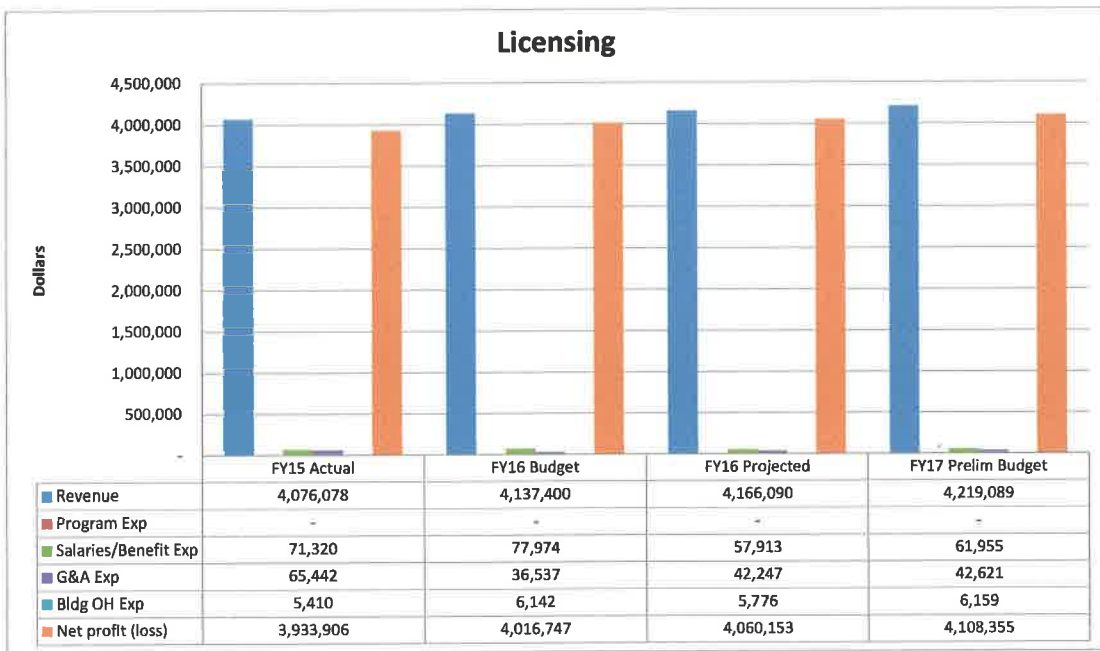


**Expenses by Category - FY 2017
Budget**



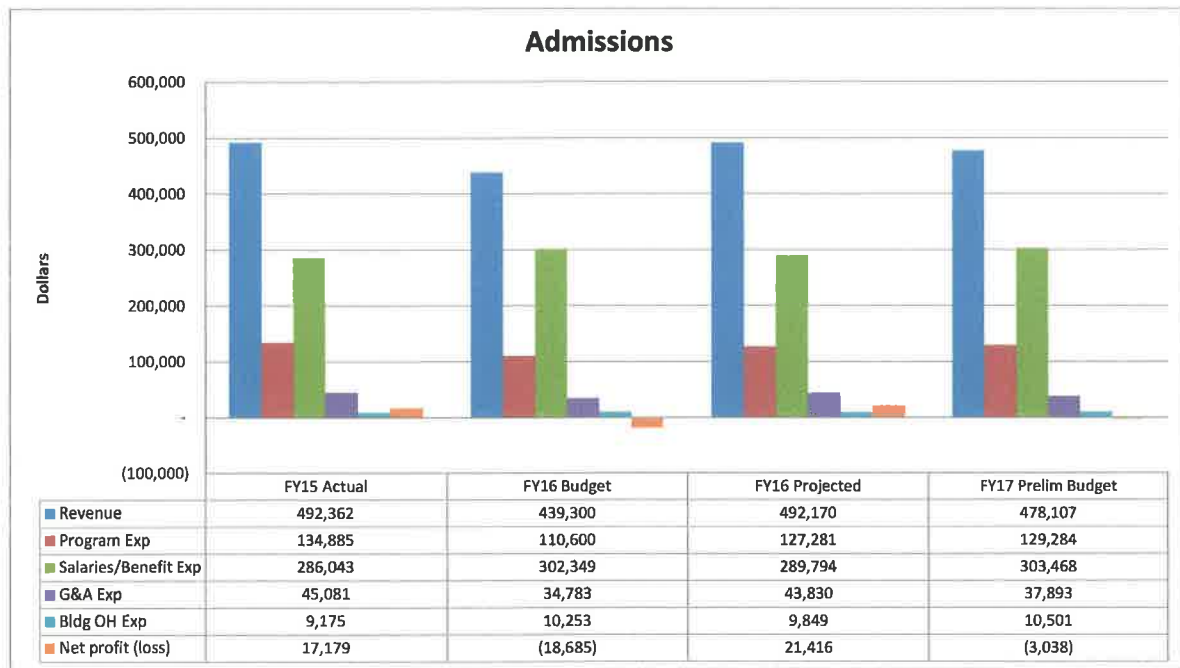
Utah State Bar Capital Budget FY2017

				Life	Monthly	Annual
	Qty	Unit Cost	Total Cost	(months)	Depreciation	Depreciation to budget
Hardware:						
Networked copiers	3	7,000	21,000	60	350	2,100
Desktop PC Replacements	10	850	8,500	36	236	1,417
Laptop Replacements	5	1,000	5,000	36	139	833
LCD Projectors	3	650	1,950	36	54	325
HP 600 DN Printers	4	1,200	4,800	36	133	800
Primary Server/License (HP)	1	10,000	10,000	36	278	1,667
Web Host Webserver (Rackspace)	1	948	948	36	26	158
HD Video Camera	2	1,000	2,000	36	56	333
YLD Computer Equipment for Wills for Heros	1	8,313	8,313	36	231	1,385
Other misc purchases	1	10,000	10,000	36	278	1,667
Total Hardware			72,511		1,781	10,685
Software:						
Euclid Web Access	1	15,000	15,000	60	250	1,500
Euclid User Licenses	5	1,000	5,000	60	83	500
Vipre Email Security renewal	1	1,580	1,580	36	44	263
Vipre AntiVirus/Malware	1	972	972	36	27	162
StorageCraft Backups/email	1	1,000	1,000	36	28	167
Licensed Lawyer Directory Integration	1	14,600	14,600	60	243	1,460
Licensed Lawyer Directory Spanish	1	6,600	6,600	60	110	660
MCLE/Licensing Integration	1	2,000	2,000	60	33	200
Licensing Mandatory Address	1	2,000	2,000	60	33	200
Address Assignment (county, district, division)	1	2,500	2,500	60	42	250
LPP Admissions Processing			-	60	-	-
LPP Licensing Processing			-	60	-	-
Website update & revision	1	50,000	50,000	60	833	5,000
Pro Bono Enhancements			-	60	-	-
Total Hardware			101,252		1,727	10,362
Furniture & Fixtures:						
Misc purchases	1	10,000	10,000	60	167	1,000
Building:						
New Carpet??	1		-			
Total Capital expenditures			183,762		3,675	22,047



Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
01 - Licensing

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4010 · Section/Local Bar Support fees	23,085	23,000	19,968	20,367	399	2%
4021 · Lic Fees > 3 Years	3,299,930	3,369,000	3,389,110	3,456,892	67,782	2%
4022 · Lic Fees < 3 Years	279,290	284,600	260,710	265,924	5,214	2%
4023 · Lic Fees - House Counsel	20,700	21,100	22,270	22,715	445	2%
4025 · Pro Hac Vice Fees	70,250	71,100	70,500	71,910	1,410	2%
4026 · Lic Fees - Inactive/FS	109,280	112,200	105,550	107,661	2,111	2%
4027 · Lic Fees - Inactive/NS	181,915	183,500	196,645	200,578	3,933	2%
4029 · Prior Year Lic Fees	890	-	2,055	2,096	41	2%
4030 · Certs of Good Standing	25,995	27,300	23,480	23,950	470	2%
4095 · Miscellaneous Income	1,018	600	1,957	1,996	39	2%
4096 · Late Fees	63,725	45,000	73,845	45,000	(28,845)	-39%
Total Revenue	4,076,078	4,137,400	4,166,090	4,219,089	53,000	1%
Expenses						
Salaries & Benefits						
5510 · Salaries/Wages	54,374	62,489	43,338	45,071	1,734	4%
5605 · Payroll Taxes	4,005	4,687	3,192	3,380	189	6%
5610 · Health Insurance	5,729	3,042	5,904	7,372	1,468	25%
5630 · Dental Insurance	363	182	367	447	80	22%
5640 · Life & LTD Insurance	623	636	468	468	-	0%
5650 · Retirement Plan Contributions	5,358	6,249	4,217	4,507	290	7%
5655 · Retirement Plan Fees & Costs	867	689	429	709	281	66%
Total Salaries/Benefit Expenses	71,320	77,974	57,913	61,955	4,041	7%
General & Administrative						
7025 · Office Supplies	987	1,300	1,203	1,300	97	8%
7035 · Postage/Mailing, net	13,346	11,900	13,643	13,700	57	0%
7040 · Copy/Printing Expense	3,087	3,500	10,410	10,500	90	1%
7050 · Computer Maintenance	1,097	1,731	1,121	1,121	-	0%
7055 · Computer Supplies & Small Equip	350	-	80	150	70	88%
7089 · Membership Database Fees	24,844	4,680	12,200	12,200	-	0%
7100 · Telephone	1,210	1,826	1,385	1,500	115	8%
7140 · Credit Card Merchant Fees	45,520	55,000	50,920	51,938	1,018	2%
7141 · Credit Card surcharge	(25,692)	(44,000)	(49,792)	(50,788)	(996)	2%
7170 · Lobbying Rebates	692	500	1,078	1,000	(78)	-7%
7195 · Other Gen & Adm Expense	-	100	-	-	-	#DIV/0!
Total General & Administrative Expenses	65,442	36,537	42,247	42,621	374	1%
Building Overhead						
6015 · Janitorial Expense	437	462	418	439	21	5%
6020 · Heat	333	361	254	267	13	5%
6025 · Electricity	691	776	666	699	33	5%
6030 · Water/Sewer	62	65	64	68	3	5%
6035 · Outside Maintenance	287	288	157	165	8	5%
6040 · Building Repairs	72	110	180	189	9	5%
6045 · Bldg Mtncn Contracts	542	581	587	616	29	5%
6050 · Bldg Mtncn Supplies	35	40	26	28	1	5%
6065 · Bldg Insurance/Fees	183	185	304	319	15	5%
6070 · Building & Improvements Depr	778	775	742	802	59	8%
6075 · Furniture & Fixtures Depr	215	283	217	234	17	8%
7065 · Computers, Equip & Sftwre Depr	1,773	2,216	2,160	2,333	173	8%
Total Building Overhead Expenses	5,410	6,142	5,776	6,159	382	7%
Total Expenses	142,172	120,653	105,937	110,734	4,797	5%
Net Profit (Loss)	\$ 3,933,906	\$ 4,016,747	\$ 4,060,153	\$ 4,108,355	\$ 48,203	1%

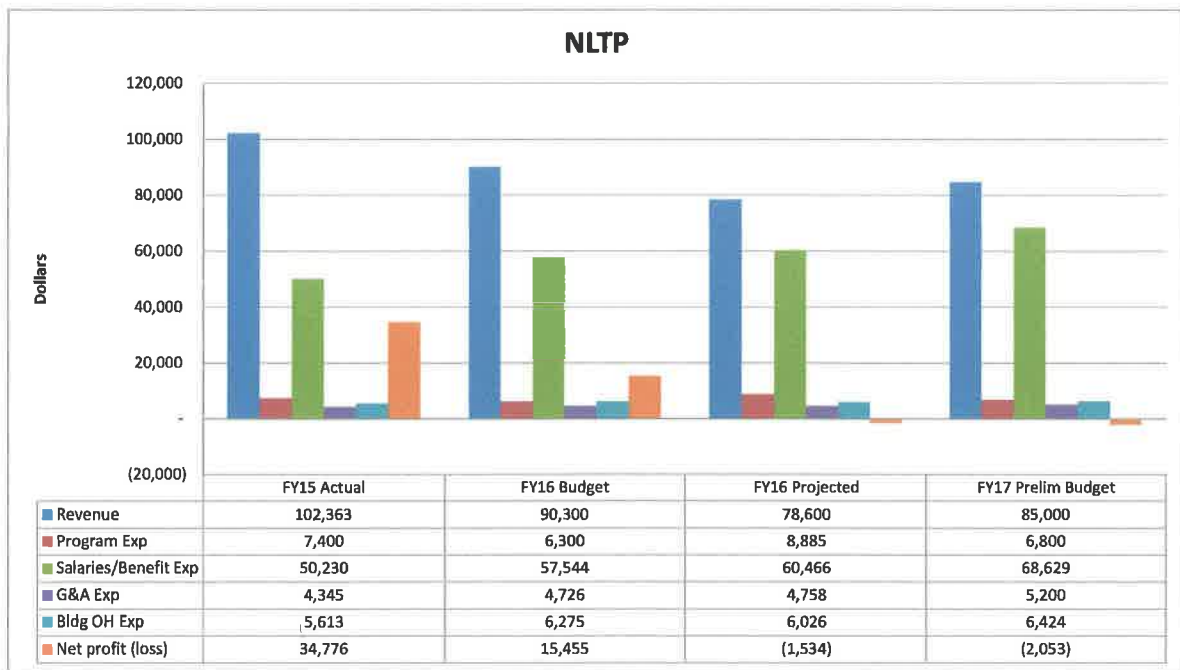


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
02 - Admissions

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4001 · Admissions - Student Exam Fees	\$ 167,400	\$ 160,100	\$ 168,000	\$ 164,640	\$ (3,360)	-2%
4002 · Admissions - Attorney Exam Fees	68,800	65,800	68,870	67,493	(1,377)	-2%
4003 · Admissions - Retake Fees	38,025	28,200	48,000	48,000	-	0%
4004 · Admissions - Laptop Fees	65,400	59,600	70,000	70,000	-	0%
4005 · Admissions - Application Forms	25	-	-	-	-	#DIV/0!
4006 · Transfer App Fees	34,500	24,800	21,000	21,000	-	0%
4008 · Attorney - Motion	69,000	58,400	57,000	56,000	(1,000)	-2%
4009 · House Counsel	12,750	8,100	15,000	14,700	(300)	-2%
4095 · Miscellaneous Income	1,265	900	1,300	1,274	(26)	-2%
4096 · Late Fees	35,400	33,400	43,000	35,000	(8,000)	-19%
4200 · Seminar Profit/Loss	(203)	-	-	-	-	#DIV/0!
Total Revenue	492,362	439,300	492,170	478,107	(14,063)	-3%
Expenses						
Program Services						
5001 · Meeting Facility-external only	20,056	11,100	13,500	13,500	-	0%
5002 · Meeting facility-internal only	6,775	6,000	7,783	7,000	(783)	-10%
5013 · ExamSoft	19,735	20,500	22,095	22,000	(95)	0%
5014 · Questions	44,180	45,900	50,085	52,000	1,915	4%
5015 · Investigations	11,527	2,000	1,500	1,500	-	0%
5016 · Credit Checks	2,280	1,400	2,500	2,500	-	0%
5017 · Medical Exam	975	1,400	183	800	617	337%
5025 · Temp Labor/Proctors	5,050	5,300	6,100	6,000	(100)	-2%
5046 · Court Reporting	494	300	629	400	(229)	-36%
5070 · Equipment Rental	1,377	1,200	4,200	5,000	800	19%
5075 · Food & Bev-external costs only	8,502	2,800	4,200	5,000	800	19%
5076 · Food & beverage - internal only	8,918	7,100	9,691	9,000	(691)	-7%
5085 · Misc. Program Expense	12	-	34	34	-	0%
5702 · Travel - Lodging	2,086	1,800	1,800	1,800	-	0%
5703 · Travel - Transportation/Parking	1,790	2,300	1,700	1,700	-	0%
5704 · Travel - Mileage Reimbursement	92	100	181	150	(31)	-17%
5705 · Travel - Per Diems	1,035	1,400	1,100	900	(200)	-18%
Total Program Services Expenses	134,885	110,600	127,281	129,284	2,002	2%
Salaries & Benefits						
5510 · Salaries/Wages	225,749	237,091	225,878	234,913	9,035	4%
5605 · Payroll Taxes	16,822	17,782	17,210	17,384	173	1%
5610 · Health Insurance	17,188	18,254	19,161	22,117	2,956	15%
5630 · Dental Insurance	1,089	1,089	1,216	1,340	123	10%
5640 · Life & LTD Insurance	1,676	1,711	1,595	1,595	-	0%
5650 · Retirement Plan Contributions	21,234	23,709	22,004	23,491	1,487	7%
5655 · Retirement Plan Fees & Costs	2,269	2,613	2,430	2,128	(302)	-12%
5660 · Training/Development	15	100	299	500	201	67%
Total Salaries/Benefit Expenses	286,043	302,349	289,794	303,468	13,673	5%
General & Administrative						
7025 · Office Supplies	1,762	2,300	1,539	1,600	61	4%
7035 · Postage/Mailing, net	2,679	2,800	2,529	2,600	71	3%
7040 · Copy/Printing Expense	6,288	5,400	5,799	5,800	1	0%
7045 · Internet Service	-	646	40	-	(40)	-100%
7055 · Computer Supplies & Small Equip	236	500	263	300	37	14%
7089 · Membership Database Fees	16,078	3,900	10,140	6,000	(4,140)	-41%
7100 · Telephone	1,815	2,737	2,077	2,500	423	20%
7110 · Publications/Subscriptions	120	-	174	150	(24)	-14%
7120 · Membership/Dues	215	200	685	600	(85)	-12%
7140 · Credit Card Merchant Fees	11,763	12,000	16,603	14,343	(2,260)	-14%
7150 · E&O/Off & Dir Insurance	3,979	4,100	3,982	4,000	18	0%
7175 · O/S Consultants	145	-	-	-	-	#DIV/0!
7195 · Other Gen & Adm Expense	-	200	-	-	-	#DIV/0!
Total General & Administrative Expenses	45,081	34,783	43,830	37,893	(5,936)	-14%

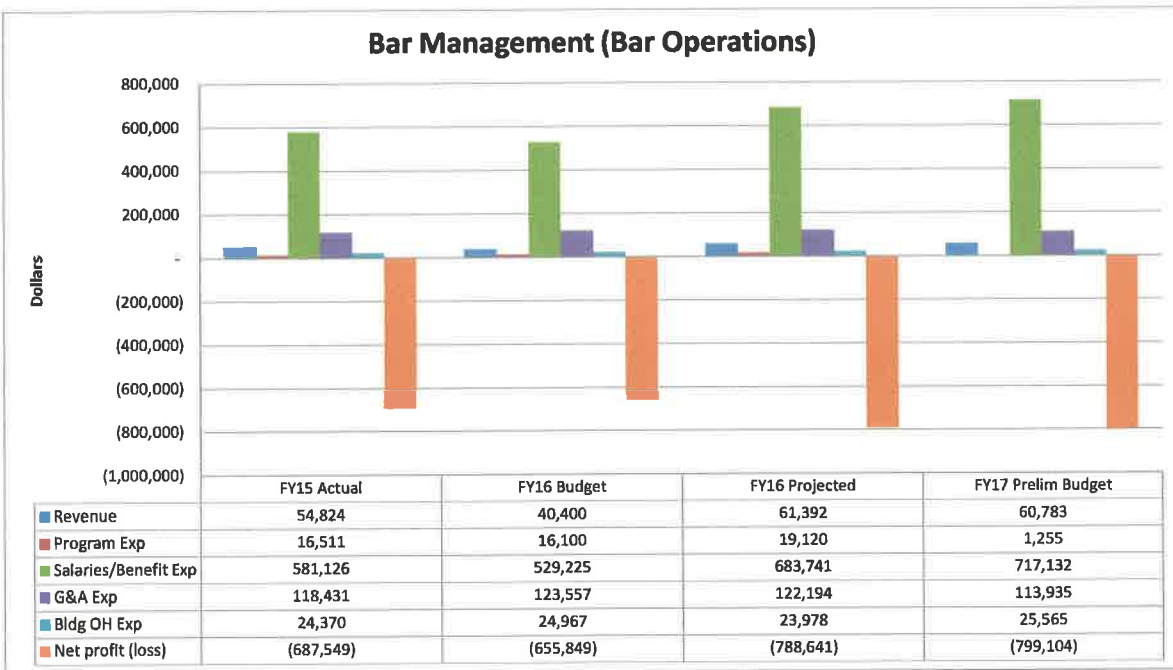
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
02 - Admissions

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Building Overhead						
6015 · Janitorial Expense	741	771	713	749	36	5%
6020 · Heat	565	602	434	456	22	5%
6025 · Electricity	1,172	1,296	1,136	1,192	57	5%
6030 · Water/Sewer	105	108	110	115	5	5%
6035 · Outside Maintenance	486	481	268	281	13	5%
6040 · Building Repairs	122	184	306	321	15	5%
6045 · Bldg Mtnce Contracts	920	971	1,001	1,051	50	5%
6050 · Bldg Mtnce Supplies	60	67	45	47	2	5%
6065 · Bldg Insurance/Fees	311	309	518	544	26	5%
6070 · Building & Improvements Depr	1,319	1,294	1,266	1,367	101	8%
6075 · Furniture & Fixtures Depr	365	472	369	399	30	8%
7065 · Computers, Equip & Sftwre Depr	3,009	3,698	3,684	3,978	295	8%
Total Building Overhead Expenses	9,175	10,253	9,849	10,501	652	7%
Total Expenses	475,183	457,985	470,754	481,145	10,391	2%
Net Profit (Loss)	\$ 17,179	\$ (18,685)	\$ 21,416	\$ (3,038)	\$ (24,454)	-114%



Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
03 - NLTP

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4020 · NLTP Fees	102,450	90,300	78,600	85,000	6,400	8%
4200 · Seminar Profit/Loss	(87)	-	-	-	-	#DIV/0!
Total Revenue	102,363	90,300	78,600	85,000	6,400	8%
Expenses						
Program Services						
5002 · Meeting facility-internal only	2,038	2,300	1,383	1,500	118	8%
5075 · Food & Bev-external costs only	1,493	300	2,751	1,800	(951)	-35%
5076 · Food & beverage - internal only	3,069	2,800	2,143	1,800	(343)	-16%
5079 · Soft Drinks	144	-	-	-	-	#DIV/0!
5085 · Misc. Program Expense	51	-	23	-	(23)	-100%
5702 · Travel - Lodging	62	100	1,000	500	(500)	-50%
5703 · Travel - Transportation/Parking	160	-	900	500	(400)	-44%
5704 · Travel - Mileage Reimbursement	383	800	686	700	14	2%
Total Program Services Expenses	7,400	6,300	8,885	6,800	(2,085)	-23%
Salaries & Benefits						
5510 · Salaries/Wages	40,320	42,633	45,011	50,000	4,989	11%
5605 · Payroll Taxes	3,527	3,197	3,700	3,750	50	1%
5610 · Health Insurance	5,260	6,085	6,387	7,372	985	15%
5630 · Dental Insurance	303	363	405	447	41	10%
5640 · Life & LTD Insurance	430	433	415	415	-	0%
5650 · Retirement Plan Contributions	361	4,263	3,195	5,000	1,805	56%
5655 · Retirement Plan Fees & Costs	-	470	417	709	292	70%
5660 · Training/Development	30	100	935	935	-	0%
Total Salaries/Benefit Expenses	50,230	57,544	60,466	68,629	8,163	13%
General & Administrative						
7025 · Office Supplies	95	100	361	300	(61)	-17%
7035 · Postage/Mailing, net	82	200	129	200	71	55%
7040 · Copy/Printing Expense	2,112	2,300	1,523	1,500	(23)	-2%
7045 · Internet Service	-	215	-	-	-	#DIV/0!
7100 · Telephone	660	911	785	800	15	2%
7120 · Membership/Dues	571	400	281	400	120	43%
7140 · Credit Card Merchant Fees	826	600	1,679	2,000	322	19%
Total General & Administrative Expenses	4,345	4,726	4,758	5,200	442	9%
Building Overhead						
6015 · Janitorial Expense	453	472	436	458	22	5%
6020 · Heat	346	368	265	279	13	5%
6025 · Electricity	717	793	695	730	35	5%
6030 · Water/Sewer	64	66	67	71	3	5%
6035 · Outside Maintenance	297	294	164	172	8	5%
6040 · Building Repairs	75	113	187	197	9	5%
6045 · Bldg Mtncn Contracts	563	594	612	643	31	5%
6050 · Bldg Mtncn Supplies	37	41	27	29	1	5%
6065 · Bldg Insurance/Fees	190	189	317	333	16	5%
6070 · Building & Improvements Depre	807	792	774	836	62	8%
6075 · Furniture & Fixtures Depre	223	289	226	244	18	8%
7065 · Computers, Equip & Sftwre Depre	1,841	2,264	2,254	2,434	180	8%
Total Building Overhead Expenses	5,613	6,275	6,026	6,424	399	7%
Total Expenses	67,588	74,845	80,134	87,053	6,919	9%
Net Profit (Loss)	\$ 34,776	\$ 15,455	\$ (1,534)	\$ (2,053)	\$ (519)	34%



Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
04 - Bar Management

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4060 · E-Filing Revenue	22,981	17,900	20,609	20,000	(609)	-3%
4095 · Miscellaneous Income	1,353	3,000	800	800	-	0%
4103 · In - Kind Revenue - UDR	1,935	2,400	825	825	-	0%
4151 · ILM Realized Gains / Losses	68,076	9,000	57,093	57,093	-	0%
4152 · ILM Interest Income	(13,815)	6,000	2,033	2,033	-	0%
4153 · ILM Unrealized Gains / Losses	(25,789)	2,000	(20,076)	(20,076)	-	0%
4155 · General Interest Income	82	100	108	108	-	0%
Total Revenue	54,824	40,400	61,392	60,783	(609)	-1%
Expenses						
Program Services						
5002 · Meeting facility-internal only	1,050	1,100	1,488	1,200	(288)	-19%
5063 · Special Event Expense	237	200	838	800	(38)	-5%
5070 · Equipment Rental	-	-	22	-	(22)	-100%
5075 · Food & Bev-external costs only	2,527	2,500	3,337	3,000	(337)	-10%
5076 · Food & beverage - internal only	-	-	983	1,000	17	2%
5079 · Soft Drinks	3,488	3,800	2,811	2,800	(11)	0%
5085 · Misc. Program Expense	496	-	592	600	8	1%
5703 · Travel - Transportation/Parking	1,934	2,700	1,600	1,600	-	0%
5702 · Travel - Lodging	-	200	2,000	2,000	-	0%
5704 · Travel - Mileage Reimbursement	45	-	55	55	-	0%
5705 · Travel - Per Diems	145	200	200	200	-	0%
5805 · ABA Annual Meeting	2,486	2,600	-	1,500	1,500	#DIV/0!
5810 · ABA Mid Year Meeting	302	300	1,893	1,900	7	0%
5815 · Commission/Education	-	-	600	600	-	0%
5830 · Western States Bar Conference	3,803	2,500	4,700	4,000	(700)	-15%
5960 · Overhead Allocation - Seminars	-	-	(2,000)	(20,000)	(18,000)	900%
Total Program Services Expenses	16,511	16,100	19,120	1,255	(17,864)	-93%
Salaries & Benefits						
5510 · Salaries/Wages	460,320	409,992	552,601	574,705	22,104	4%
5605 · Payroll Taxes	30,708	30,749	38,042	40,229	2,188	6%
5610 · Health Insurance	26,773	27,380	30,868	29,489	(1,379)	-4%
5630 · Dental Insurance	2,545	1,634	2,894	3,000	106	4%
5640 · Life & LTD Insurance	3,528	3,607	3,000	3,200	200	7%
5645 · Workman's Comp Insurance	6,210	8,345	3,291	3,291	-	0%
5650 · Retirement Plan Contributions	43,894	40,999	45,576	57,471	11,894	26%
5655 · Retirement Plan Fees & Costs	7,148	4,519	5,695	3,547	(2,148)	-38%
5660 · Training/Development	-	2,000	1,775	2,200	425	24%
Total Salaries/Benefit Expenses	581,126	529,225	683,741	717,132	33,390	5%
General & Administrative						
7025 · Office Supplies	5,171	4,000	10,330	10,000	(330)	-3%
7035 · Postage/Mailing, net	1,149	1,200	1,120	1,200	80	7%
7040 · Copy/Printing Expense	6,996	8,600	3,524	5,000	1,476	42%
7045 · Internet Service	-	431	-	-	-	#DIV/0!
7055 · Computer Supplies & Small Equip	3,707	4,800	3,000	4,800	1,800	60%
7089 · Membership Database Fees	-	-	3,000	3,000	-	0%
7100 · Telephone	4,991	1,826	3,335	3,335	-	0%
7105 · Advertising	-	-	600	100	(500)	-83%
7120 · Membership/Dues	4,753	5,100	3,764	3,600	(164)	-4%
7135 · Bank Service Charges	1,811	1,800	2,135	2,200	65	3%
7136 · ILM Service Charges	12,444	13,700	13,294	13,500	206	2%
7138 · Bad debt expense	-	-	2,000	500	(1,500)	-75%
7140 · Credit Card Merchant Fees	8,225	10,600	1,000	1,000	-	0%
7150 · E&O/Off & Dir Insurance	3,979	4,100	3,982	4,000	18	0%
7160 · Audit Expense	32,253	30,000	30,504	31,000	496	2%
7175 · O/S Consultants	22,812	25,000	31,705	21,000	(10,705)	-34%
7179 · Payroll Adm Fees	2,881	3,000	2,805	3,000	195	7%
7180 · Administrative Fee Expense	1,510	1,400	1,635	1,700	65	4%

Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
04 - Bar Management

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
7195 · Other Gen & Adm Expense	5,750	8,000	4,461	5,000	539	12%
Total General & Administrative Expenses	118,431	123,557	122,194	113,935	(8,259)	-7%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	1,935	2,400	1,000	2,000	1,000	100%
Building Overhead						
6015 · Janitorial Expense	1,971	1,878	1,737	1,824	87	5%
6020 · Heat	1,513	1,465	1,056	1,109	53	5%
6025 · Electricity	3,121	3,154	2,765	2,903	138	5%
6030 · Water/Sewer	279	264	267	281	13	5%
6035 · Outside Maintenance	1,312	1,172	652	685	33	5%
6040 · Building Repairs	327	448	745	783	37	5%
6045 · Bldg Mtncn Contracts	2,434	2,363	2,436	2,558	122	5%
6050 · Bldg Mtncn Supplies	160	163	109	114	5	5%
6065 · Bldg Insurance/Fees	827	753	1,261	1,325	63	5%
6070 · Building & Improvements Depre	3,511	3,151	3,082	3,328	247	8%
6075 · Furniture & Fixtures Depre	970	1,149	898	970	72	8%
7065 · Computers, Equip & Sftwre Depr	7,943	9,007	8,968	9,686	717	8%
Total Building Overhead Expenses	24,370	24,967	23,978	25,565	1,587	7%
Total Expenses	742,372	696,249	850,033	859,887	9,854	1%
Net Profit (Loss)	\$ (687,549)	\$ (655,849)	\$ (788,641)	\$ (799,104)	\$ (10,463)	1%

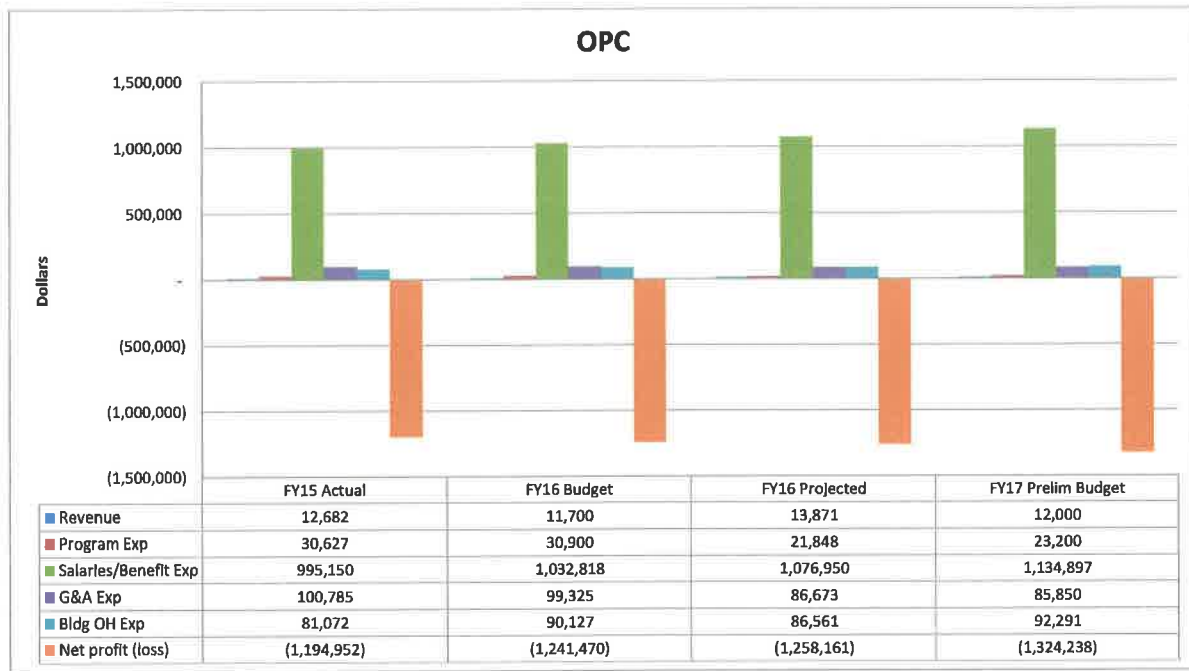


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
05 - Property Management

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4039 · Room Rental-All parties	131,234	135,700	125,332	131,599	6,267	5%
4042 · Food & Beverage Rev-All Parties	154,514	149,800	150,906	150,906	-	0%
4043 · Setup & A/V charges-All parties	5,406	5,600	4,229	4,229	-	0%
4090 · Tenant Rent	21,672	20,952	21,672	21,672	-	0%
4095 · Miscellaneous Income	70	100	36	36	-	0%
Total Revenue	312,896	312,152	302,175	308,442	6,267	2%
Expenses						
Program Services						
5070 · Equipment Rental	4,597	4,600	4,011	4,011	-	0%
5075 · Food & Bev-external costs only	141,394	153,100	134,644	134,644	-	0%
5079 · Soft Drinks	8,807	7,200	10,671	10,671	-	0%
5704 · Travel - Mileage Reimbursement	-	100	-	100	100	#DIV/0!
Total Program Services Expenses	154,797	165,000	149,327	149,427	100	0%
Salaries & Benefits						
5510 · Salaries/Wages	92,058	99,761	99,158	103,124	3,966	4%
5605 · Payroll Taxes	7,906	7,482	7,681	7,734	53	1%
5610 · Health Insurance	10,519	12,169	12,774	14,744	1,971	15%
5630 · Dental Insurance	666	726	811	893	82	10%
5640 · Life & LTD Insurance	726	708	749	749	-	0%
5650 · Retirement Plan Contributions	7,610	9,976	6,869	10,312	3,443	50%
5655 · Retirement Plan Fees & Costs	685	1,100	1,058	1,419	361	34%
Total Salaries/Benefit Expenses	120,169	131,922	129,100	138,976	9,876	8%
General & Administrative						
4094 · Copy/Print revenue	-	-	-	-	-	#DIV/0!
7025 · Office Supplies	3,984	4,300	1,873	1,873	-	0%
7033 · Operating Meeting Supplies	21,376	21,800	22,001	22,001	-	0%
7035 · Postage/Mailing, net	3,609	7,900	440	440	-	0%
7040 · Copy/Printing Expense	2,423	1,500	4,057	4,057	-	0%
7041 · Copy/Print revenue	(24,010)	(22,000)	(28,045)	(28,045)	-	0%
7045 · Internet Service	-	1,077	-	-	-	#DIV/0!
7055 · Computer Supplies & Small Equip	173	200	66	100	34	52%
7100 · Telephone	3,583	4,562	4,090	4,090	-	0%
7138 · Bad debt expense	3	-	3	-	(3)	-100%
7140 · Credit Card Merchant Fees	21	-	6	-	(6)	-100%
7175 · O/S Consultants	435	1,000	-	-	-	#DIV/0!
7190 · Lease Interest Expense	1,051	1,410	1,698	1,698	-	0%
7191 · Lease Sales Tax Expense	282	282	282	282	-	0%
Total General & Administrative Expenses	12,931	22,031	6,471	6,497	25	0%
In Kind Expenses						
7103 · InKind Contrib-UDR & all other	32,391	37,100	25,268	26,532	1,263	5%
Building Overhead						
6015 · Janitorial Expense	15,972	16,458	15,225	15,987	761	5%
6020 · Heat	12,198	12,845	9,259	9,722	463	5%
6025 · Electricity	25,289	27,652	24,237	25,448	1,212	5%
6030 · Water/Sewer	2,268	2,310	2,343	2,460	117	5%
6035 · Outside Maintenance	10,497	10,271	5,718	6,003	286	5%
6040 · Building Repairs	2,634	3,927	6,535	6,862	327	5%
6045 · Bldg Mtnce Contracts	19,835	20,712	21,357	22,425	1,068	5%
6050 · Bldg Mtnce Supplies	1,289	1,431	955	1,002	48	5%
6055 · Real Property Taxes	11,918	7,470	14,138	14,844	707	5%
6060 · Personal Property Taxes	288	270	288	302	14	5%
6065 · Bldg Insurance/Fees	6,699	6,603	11,058	11,611	553	5%
6070 · Building & Improvements Depre	28,446	27,621	27,013	29,174	2,161	8%
6075 · Furniture & Fixtures Depre	7,870	10,071	7,875	8,505	630	8%
7065 · Computers, Equip & Sftwre Depr	64,837	78,948	78,615	84,905	6,289	8%

Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
05 - Property Management

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Total Building Overhead Expenses	210,042	226,589	224,614	239,250	14,636	7%
Total Expenses	530,330	582,642	534,781	560,681	25,901	5%
Net Profit (Loss)	\$ (217,435)	\$ (270,490)	\$ (232,605)	\$ (252,239)	\$ (19,634)	8%

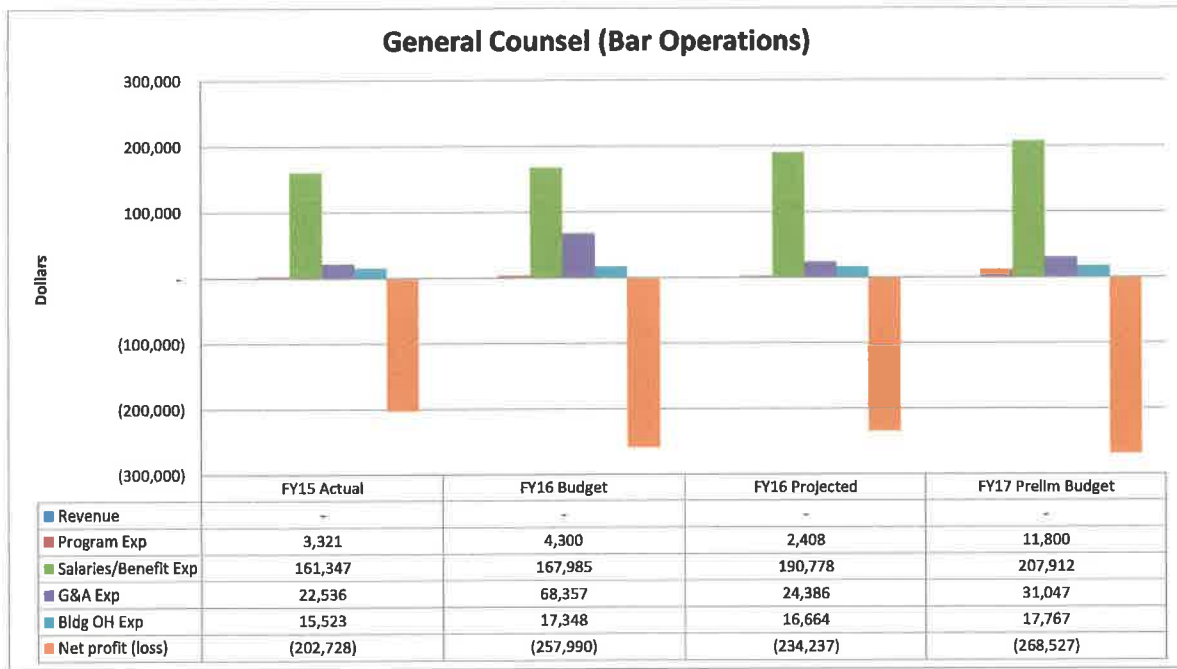


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
06 - Office of Prof Conduct

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4095 · Miscellaneous Income	1,412	1,900	1,992	2,000	9	0%
4200 · Seminar Profit/Loss	11,270	9,800	11,879	10,000	(1,879)	-16%
Total Revenue	12,682	11,700	13,871	12,000	(1,871)	-13%
Expenses						
Program Services						
5002 · Meeting facility-internal only	3,885	2,500	3,800	1,000	(2,800)	-74%
5015 · Investigations	12	-	12	-	(12)	-100%
5040 · Witness & Hearing Expense	1,656	1,600	3,036	2,000	(1,036)	-34%
5041 · Process Serving	1,126	600	2,984	1,200	(1,784)	-60%
5070 · Equipment Rental	160	200	-	-	-	#DIV/0!
5075 · Food & Bev-external costs only	243	300	-	-	-	#DIV/0!
5076 · Food & beverage - internal only	4,343	4,900	2,698	1,000	(1,698)	-63%
5702 · Travel - Lodging	6,172	7,700	2,338	6,000	3,662	157%
5703 · Travel - Transportation/Parking	4,138	5,500	866	4,000	3,134	362%
5704 · Travel - Mileage Reimbursement	2,391	3,300	2,335	2,400	65	3%
5705 · Travel - Per Diems	2,617	3,300	1,486	2,600	1,115	75%
5805 · ABA Annual Meeting	3,884	1,000	-	1,000	1,000	#DIV/0!
5810 · ABA Mid Year Meeting	-	-	2,292	2,000	(292)	-13%
Total Program Services Expenses	30,627	30,900	21,848	23,200	1,352	6%
Salaries & Benefits						
5510 · Salaries/Wages	779,638	810,777	842,815	876,527	33,713	4%
5605 · Payroll Taxes	57,303	60,808	61,220	65,740	4,519	7%
5610 · Health Insurance	67,207	60,845	77,598	81,094	3,496	5%
5630 · Dental Insurance	4,417	3,631	5,276	4,913	(363)	-7%
5640 · Life & LTD Insurance	6,541	6,643	6,167	6,167	-	0%
5650 · Retirement Plan Contributions	68,743	81,078	73,178	87,653	14,474	20%
5655 · Retirement Plan Fees & Costs	7,423	8,936	7,139	7,804	665	9%
5660 · Training/Development	3,877	100	3,557	5,000	1,443	41%
Total Salaries/Benefit Expenses	995,150	1,032,818	1,076,950	1,134,897	57,947	5%
General & Administrative						
7025 · Office Supplies	10,608	11,600	7,914	8,000	86	1%
7035 · Postage/Mailing, net	6,059	5,800	7,376	7,000	(376)	-5%
7040 · Copy/Printing Expense	18,182	19,100	19,303	17,000	(2,303)	-12%
7045 · Internet Service	-	2,585	294	400	106	36%
7055 · Computer Supplies & Small Equip	3,866	5,400	901	2,000	1,099	122%
7089 · Membership Database Fees	24,355	10,590	10,376	8,500	(1,876)	-18%
7100 · Telephone	7,322	10,950	8,320	8,500	180	2%
7105 · Advertising	75	-	150	150	-	0%
7106 · Public Notification	861	1,000	1,680	1,500	(180)	-11%
7110 · Publications/Subscriptions	9,223	9,500	9,068	9,500	432	5%
7120 · Membership/Dues	3,915	4,800	4,561	4,800	239	5%
7150 · E&O/Off & Dir Insurance	13,078	14,500	13,086	14,500	1,414	11%
7178 · Offsite Storage/Backup	3,084	3,000	3,603	3,500	(103)	-3%
7195 · Other Gen & Adm Expense	157	500	39	500	461	1182%
Total General & Administrative Expenses	100,785	99,325	86,673	85,850	(822)	-1%
Building Overhead						
6015 · Janitorial Expense	6,508	6,778	6,270	6,584	314	5%
6020 · Heat	4,967	5,290	3,813	4,004	191	5%
6025 · Electricity	10,305	11,388	9,981	10,480	499	5%
6030 · Water/Sewer	924	951	965	1,013	48	5%
6035 · Outside Maintenance	4,270	4,230	2,355	2,472	118	5%
6040 · Building Repairs	1,509	1,617	2,691	2,826	135	5%
6045 · Bldg Mtnce Contracts	8,089	8,530	8,795	9,235	440	5%
6050 · Bldg Mtnce Supplies	525	589	393	413	20	5%
6065 · Bldg Insurance/Fees	2,730	2,719	4,554	4,782	228	5%
6070 · Building & Improvements Depre	11,591	11,375	11,124	12,014	890	8%

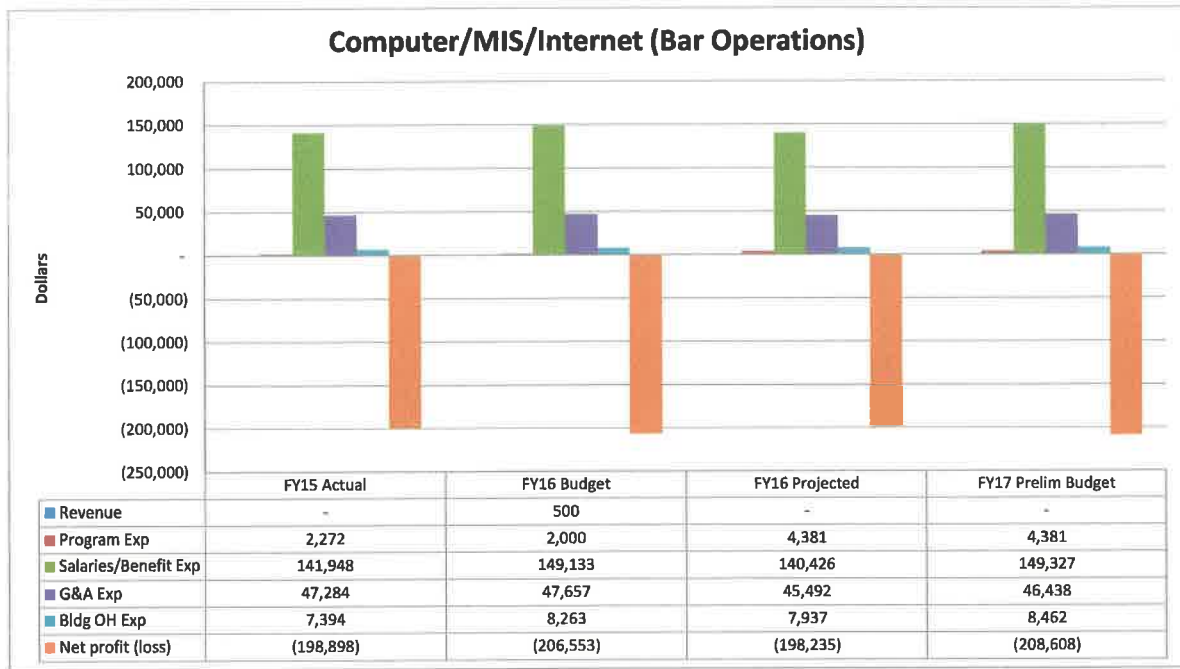
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
06 - Office of Prof Conduct

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
6075 · Furniture & Fixtures Depr	3,207	4,147	3,243	3,502	259	8%
7065 · Computers, Equip & Sftwre Depr	26,447	32,513	32,376	34,966	2,590	8%
Total Building Overhead Expenses	81,072	90,127	86,561	92,291	5,730	7%
Total Expenses	1,207,634	1,253,170	1,272,031	1,336,238	64,207	5%
Net Profit (Loss)	\$ (1,194,952)	\$ (1,241,470)	\$ (1,258,161)	\$ (1,324,238)	\$ (66,077)	5%



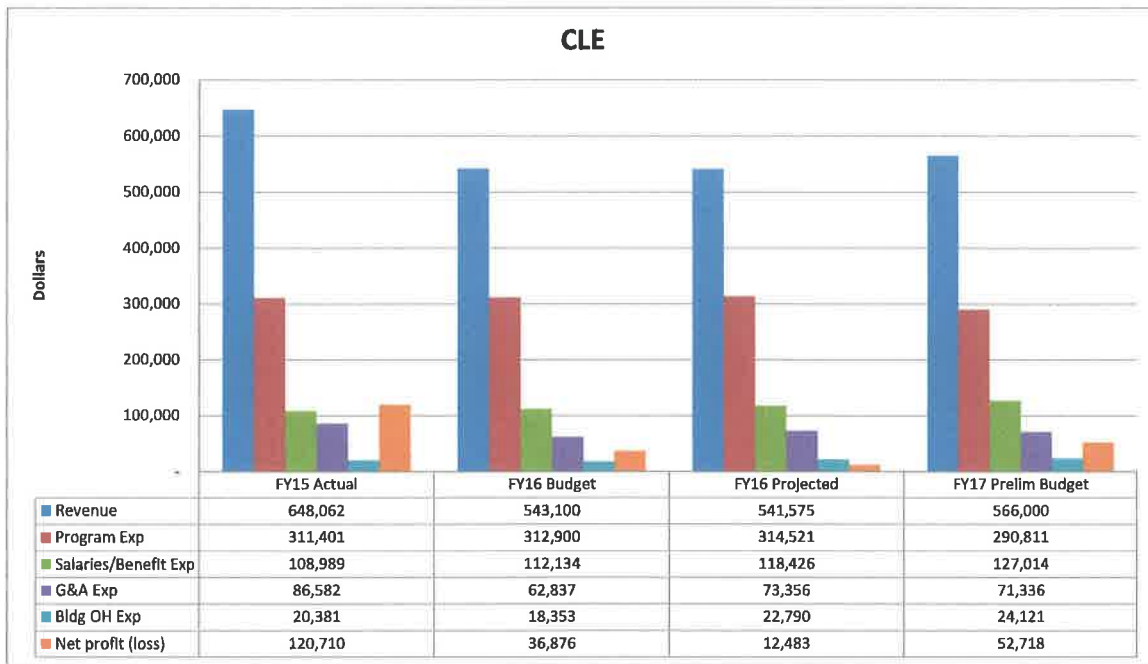
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
07 - General Counsel

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Expenses						
Program Services						
5002 - Meeting facility-internal only	-	-	1,200	5,000	3,800	317%
5015 - Investigations	-	-	6	200	194	3378%
5040 - Witness & Hearing Expense	-	-	(90)	(250)	(160)	178%
5075 - Food & Bev-external costs only	111	200	600	3,000	2,400	400%
5702 - Travel - Lodging	1,621	1,700	431	1,600	1,169	271%
5703 - Travel - Transportation/Parking	1,444	1,800	151	1,500	1,349	894%
5704 - Travel - Mileage Reimbursement	-	500	-	500	500	#DIV/0!
5705 - Travel - Per Diems	-	100	-	100	100	#DIV/0!
5706 - Travel - Meals	145	-	111	150	39	35%
Total Program Services Expenses	3,321	4,300	2,408	11,800	9,392	390%
Salaries & Benefits						
5510 - Salaries/Wages	127,064	132,621	154,457	162,240	7,783	5%
5605 - Payroll Taxes	9,922	9,947	11,121	11,844	723	6%
5610 - Health Insurance	8,124	9,127	10,697	14,744	4,047	38%
5630 - Dental Insurance	182	545	280	447	167	60%
5640 - Life & LTD Insurance	864	921	895	895	-	0%
5650 - Retirement Plan Contributions	13,987	13,262	12,304	15,124	2,820	23%
5655 - Retirement Plan Fees & Costs	365	1,462	625	1,419	794	127%
5660 - Training/Development	840	100	399	1,200	801	201%
Total Salaries/Benefit Expenses	161,347	167,985	190,778	207,912	17,134	9%
General & Administrative						
7025 - Office Supplies	132	100	778	778	-	0%
7035 - Postage/Mailing, net	89	100	174	174	-	0%
7040 - Copy/Printing Expense	342	400	1,208	1,400	192	16%
7045 - Internet Service	-	431	-	500	500	#DIV/0!
7055 - Computer Supplies & Small Equip	-	-	359	359	-	0%
7100 - Telephone	1,208	1,826	1,383	1,383	-	0%
7105 - Advertising	-	-	75	75	-	0%
7110 - Publications/Subscriptions	610	700	1,380	1,380	-	0%
7120 - Membership/Dues	510	700	1,018	1,018	-	0%
7150 - E&O/Off & Dir Insurance	3,979	4,100	3,982	3,982	-	0%
7176 - Bar Litigation	13,117	25,000	12,682	15,000	2,318	18%
7177 - UPL	2,548	35,000	1,350	5,000	3,650	270%
Total General & Administrative Expenses	22,536	68,357	24,386	31,047	6,660	27%
Building Overhead						
6015 - Janitorial Expense	1,253	1,305	1,207	1,267	60	5%
6020 - Heat	956	1,018	734	771	37	5%
6025 - Electricity	1,984	2,192	1,921	2,018	96	5%
6030 - Water/Sewer	178	183	186	195	9	5%
6035 - Outside Maintenance	822	814	453	476	23	5%
6040 - Building Repairs	206	311	518	544	26	5%
6045 - Bldg Mtncn Contracts	1,557	1,642	1,693	1,778	85	5%
6050 - Bldg Mtncn Supplies	101	113	76	79	4	5%
6065 - Bldg Insurance/Fees	525	524	877	920	44	5%
6070 - Building & Improvements Depre	2,231	2,190	2,142	2,313	171	8%
6075 - Furniture & Fixtures Depre	617	798	624	674	50	8%
7065 - Computers, Equip & Sftwre Depre	5,091	6,258	6,233	6,731	499	8%
Total Building Overhead Expenses	15,523	17,348	16,664	17,767	1,103	7%
Total Expenses	202,728	257,990	234,237	268,527	34,290	15%
Net Profit (Loss)	\$ (202,728)	\$ (257,990)	\$ (234,237)	\$ (268,527)	\$ (34,290)	15%



Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
08 - Computer/MIS/Internet

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4031 · Enhanced Web Revenue	-	500	-	-	-	#DIV/0!
Total Revenue	-	500	-	-	-	#DIV/0!
Expenses						
Program Services						
5075 · Food & Bev-external costs only	-	-	55	55	-	0%
5702 · Travel - Lodging	-	-	956	956	-	0%
5703 · Travel - Transportation/Parking	2,094	1,700	882	882	-	0%
5704 · Travel - Mileage Reimbursement	-	-	303	303	-	0%
5705 · Travel - Per Diems	178	300	153	153	-	0%
5810 · ABA Mid Year Meeting	-	-	2,032	2,032	-	0%
Total Program Services Expenses	2,272	2,000	4,381	4,381	-	0%
Salaries & Benefits						
5510 · Salaries/Wages	112,343	116,746	106,466	110,724	4,259	4%
5605 · Payroll Taxes	7,437	8,756	7,561	8,304	743	10%
5610 · Health Insurance	8,594	9,127	11,180	14,744	3,564	32%
5630 · Dental Insurance	545	545	675	893	218	32%
5640 · Life & LTD Insurance	971	997	970	970	-	0%
5650 · Retirement Plan Contributions	10,717	11,675	10,818	11,072	254	2%
5655 · Retirement Plan Fees & Costs	1,342	1,287	1,510	1,419	(91)	-6%
5660 · Training/Development	-	-	1,245	1,200	(45)	-4%
Total Salaries/Benefit Expenses	141,948	149,133	140,426	149,327	8,902	6%
General & Administrative						
7025 · Office Supplies	188	50	669	669	-	0%
7045 · Internet Service	14,410	431	3,139	3,139	-	0%
7050 · Computer Maintenance	12,821	12,400	12,932	12,932	-	0%
7055 · Computer Supplies & Small Equip	12,017	7,400	13,991	13,991	-	0%
7100 · Telephone	3,779	2,726	3,386	3,386	-	0%
7110 · Publications/Subscriptions	1,070	1,100	1,969	1,969	-	0%
7120 · Membership/Dues	-	50	351	351	-	0%
7135 · Bank Service Charges	-	-	39	-	(39)	-100%
7175 · O/S Consultants	3,000	23,500	9,015	10,000	985	11%
Total General & Administrative Expenses	47,284	47,657	45,492	46,438	946	2%
Building Overhead						
6015 · Janitorial Expense	597	622	575	604	29	5%
6020 · Heat	455	485	350	367	17	5%
6025 · Electricity	945	1,044	915	961	46	5%
6030 · Water/Sewer	85	87	88	93	4	5%
6035 · Outside Maintenance	392	388	216	227	11	5%
6040 · Building Repairs	98	148	247	259	12	5%
6045 · Bldg Mtncn Contracts	742	782	806	847	40	5%
6050 · Bldg Mtncn Supplies	48	54	36	38	2	5%
6065 · Bldg Insurance/Fees	250	249	418	438	21	5%
6070 · Building & Improvements Depr	1,063	1,043	1,020	1,102	82	8%
6075 · Furniture & Fixtures Depr	294	380	297	321	24	8%
7065 · Computers, Equip & Sftwre Depr	2,425	2,981	2,969	3,206	237	8%
Total Building Overhead Expenses	7,394	8,263	7,937	8,462	525	7%
Total Expenses	198,898	207,053	198,235	208,608	10,373	5%
Net Profit (Loss)	\$ (198,898)	\$ (206,553)	\$ (198,235)	\$ (208,608)	\$ (10,373)	5%

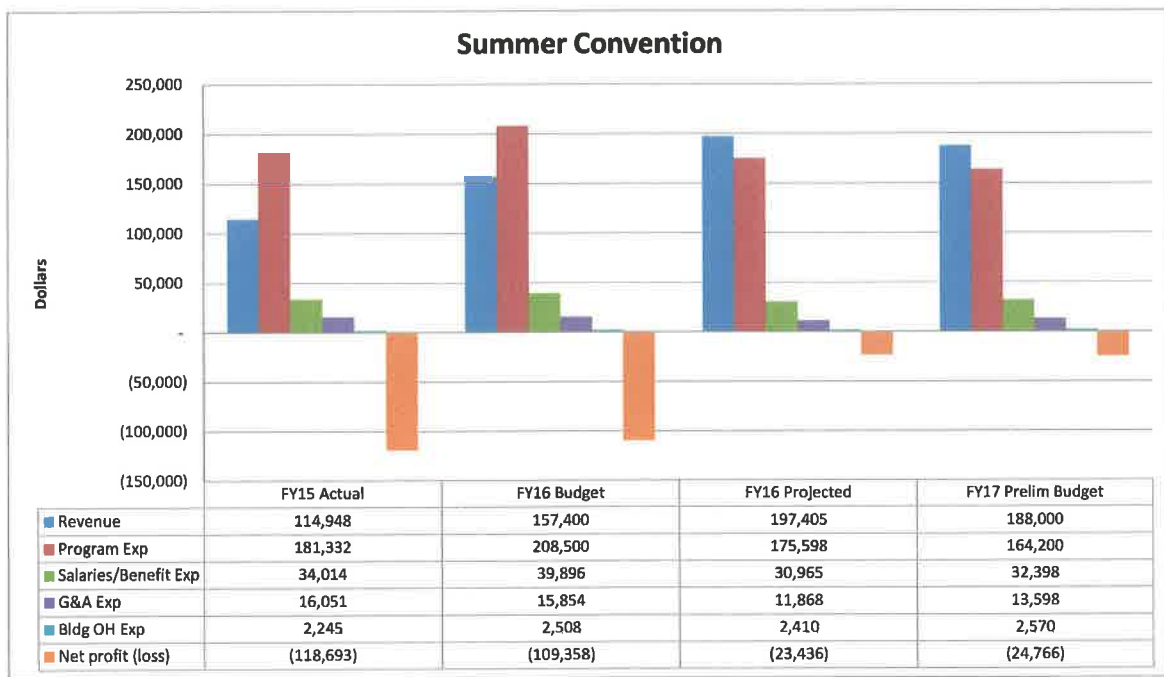


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
CLE

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4051 · Meeting - Registration	140	-	-	-	-	#DIV/0!
4052 · Meeting - Sponsor Revenue	12,250	5,100	14,000	14,000	-	0%
4053 · Meeting - Vendor Revenue	1,000	-	-	-	-	#DIV/0!
4054 · Meeting - Material Sales	-	-	15	-	(15)	-100%
4081 · CLE - Registrations	494,596	395,400	425,000	450,000	25,000	6%
4082 · CLE - Video Library Sales	143,725	131,700	100,000	100,000	-	0%
4083 · CLE - Material Sales	560	-	560	-	(560)	-100%
4084 · Business Law Book Sales	-	-	12,000	12,000	-	0%
4200 · Seminar Profit/Loss	(4,209)	10,900	(10,000)	(10,000)	-	0%
Total Revenue	648,062	543,100	541,575	566,000	24,425	5%
Expenses						
Program Services						
5001 · Meeting Facility-external only	22,426	14,400	14,400	14,688	288	2%
5002 · Meeting facility-internal only	10,948	9,800	9,800	9,996	196	2%
5030 · Speaker Fees & Expenses	12,259	43,100	43,100	43,962	862	2%
5031 · Speaker Reimb. - Receipt Req'd	9,960	-	7,420	7,568	148	2%
5037 · Grants/ contributions - general	-	-	13,200	13,464	264	2%
5060 · Program Special Activities	-	-	8,920	9,098	178	2%
5063 · Special Event Expense	3,984	6,200	-	-	-	#DIV/0!
5064 · MCLE Fees Paid	29,752	35,300	20,000	20,400	400	2%
5070 · Equipment Rental	5,293	2,800	9,683	9,877	194	2%
5075 · Food & Bev-external costs only	71,911	30,900	83,117	84,779	1,662	2%
5076 · Food & beverage - internal only	31,234	23,600	22,496	22,946	450	2%
5079 · Soft Drinks	1,257	-	-	-	-	#DIV/0!
5085 · Misc. Program Expense	12,400	5,400	2,011	2,051	40	2%
5702 · Travel - Lodging	4,025	2,900	1,261	1,286	25	2%
5703 · Travel - Transportation/Parking	3,268	4,500	2,232	2,277	45	2%
5704 · Travel - Mileage Reimbursement	41	-	-	-	-	#DIV/0!
5705 · Travel - Per Diems	640	900	425	433	8	2%
5960 · Overhead Allocation - Seminars	8,212	43,100	1,236	(28,739)	(29,975)	-2425%
5970 · Event Revenue Sharing - 3rd Pty	83,792	90,000	75,220	76,724	1,504	2%
Total Program Services Expenses	311,401	312,900	314,521	290,811	(23,710)	-8%
Salaries & Benefits						
5510 · Salaries/Wages	83,964	82,998	88,288	91,819	3,532	4%
5605 · Payroll Taxes	6,187	6,225	6,909	6,886	(22)	0%
5610 · Health Insurance	8,144	12,169	12,396	14,744	2,348	19%
5630 · Dental Insurance	514	726	791	893	102	13%
5640 · Life & LTD Insurance	841	801	904	904	-	0%
5650 · Retirement Plan Contributions	6,707	8,300	6,804	9,182	2,378	35%
5655 · Retirement Plan Fees & Costs	1,011	915	1,169	1,419	250	21%
5660 · Training/Development	1,621	-	1,167	1,167	-	0%
Total Salaries/Benefit Expenses	108,989	112,134	118,426	127,014	8,589	7%
General & Administrative						
7025 · Office Supplies	631	400	614	600	(14)	-2%
7035 · Postage/Mailing, net	5,536	5,400	13,000	13,000	-	0%
7040 · Copy/Printing Expense	39,960	34,000	34,000	34,000	-	0%
7045 · Internet Service	574	431	601	601	-	0%
7055 · Computer Supplies & Small Equip	2,909	700	3,036	2,000	(1,036)	-34%
7089 · Membership Database Fees	16,552	4,680	4,225	4,225	-	0%
7095 · Fax Equip & Supplies	-	-	970	-	(970)	-100%
7100 · Telephone	3,180	2,726	3,853	3,853	-	0%
7120 · Membership/Dues	245	300	-	-	-	#DIV/0!
7140 · Credit Card Merchant Fees	16,771	13,900	12,750	12,750	-	0%
7195 · Other Gen & Adm Expense	225	300	307	307	-	0%
Total General & Administrative Expenses	86,582	62,837	73,356	71,336	(2,020)	-3%
Building Overhead						

Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
CLE

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
6015 · Janitorial Expense	906	944	861	904	43	5%
6020 · Heat	691	736	524	551	26	5%
6025 · Electricity	1,435	1,585	1,370	1,439	69	5%
6030 · Water/Sewer	129	132	133	140	7	5%
6035 · Outside Maintenance	594	589	339	356	17	5%
6040 · Building Repairs	149	225	460	483	23	5%
6045 · Bldg Mtnce Contracts	1,126	1,188	1,172	1,230	59	5%
6050 · Bldg Mtnce Supplies	73	82	52	54	3	5%
6055 · Real Property Taxes	8,939	5,603	10,556	11,084	528	5%
6060 · Personal Property Taxes	216	203	216	227	11	5%
6065 · Bldg Insurance/Fees	380	379	719	755	36	5%
6070 · Building & Improvements Depre	1,614	1,584	1,526	1,648	122	8%
6075 · Furniture & Fixtures Depre	447	577	447	482	36	8%
7065 · Computers, Equip & Sftwre Depr	3,682	4,526	4,416	4,769	353	8%
Total Building Overhead Expenses	20,381	18,353	22,790	24,121	1,331	6%
Total Expenses	527,352	506,224	529,092	513,282	(15,810)	-3%
Net Profit (Loss)	\$ 120,710	\$ 36,876	\$ 12,483	\$ 52,718	\$ 40,235	322%

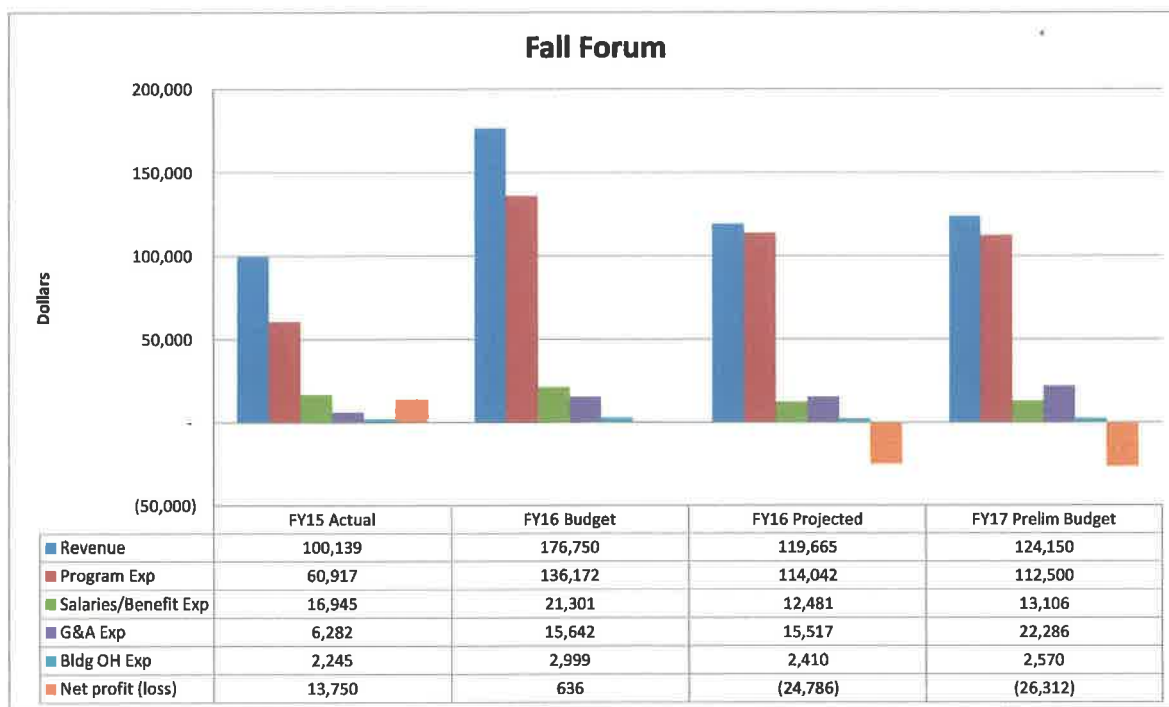


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
10 - Summer Convention

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4051 · Meeting - Registration	66,093	107,600	164,329	156,000	(8,329)	-5%
4052 · Meeting - Sponsor Revenue	22,350	22,800	18,650	18,000	(650)	-3%
4053 · Meeting - Vendor Revenue	11,750	12,000	11,500	11,000	(500)	-4%
4054 · Meeting - Material Sales	275	-	-	-	-	#DIV/0!
4055 · Meeting - Sp Ev Registration	8,138	8,300	2,926	3,000	74	3%
4095 · Miscellaneous Income	6,342	6,700	-	-	-	#DIV/0!
Total Revenue	114,948	157,400	197,405	188,000	(9,405)	-5%
Expenses						
Program Services						
5001 · Meeting Facility-external only	8,660	29,000	20,741	1,000	(19,741)	-95%
5002 · Meeting facility-internal only	848	800	1,023	1,000	(23)	-2%
5030 · Speaker Fees & Expenses	11,915	12,400	1,213	5,000	3,787	312%
5063 · Special Event Expense	6,474	6,700	806	5,000	4,194	520%
5064 · MCLE Fees Paid	2,351	2,400	4,486	4,000	(486)	-11%
5070 · Equipment Rental	18,688	19,400	6,381	8,000	1,619	25%
5075 · Food & Bev-external costs only	118,897	123,700	123,269	100,000	(23,269)	-19%
5076 · Food & beverage - internal only	1,399	1,300	2,733	2,000	(733)	-27%
5085 · Misc. Program Expense	-	-	1,079	1,000	(79)	-7%
5702 · Travel - Lodging	5,835	5,900	10,260	12,000	1,740	17%
5703 · Travel - Transportation/Parking	1,585	1,600	-	3,000	3,000	#DIV/0!
5704 · Travel - Mileage Reimbursement	3,547	3,700	2,376	700	(1,676)	-71%
5705 · Travel - Per Diems	1,134	1,600	1,232	1,500	268	22%
5960 · Overhead Allocation - Seminars	-	-	-	20,000	20,000	#DIV/0!
Total Program Services Expenses	181,332	208,500	175,598	164,200	(11,398)	-6%
Salaries & Benefits						
5510 · Salaries/Wages	28,984	33,638	26,512	27,573	1,060	4%
5605 · Payroll Taxes	2,197	2,523	1,968	2,068	100	5%
5650 · Retirement Plan Contributions	2,833	3,735	2,486	2,757	272	11%
Total Salaries/Benefit Expenses	34,014	39,896	30,965	32,398	1,432	5%
General & Administrative						
7025 · Office Supplies	104	100	217	200	(17)	-8%
7035 · Postage/Mailing, net	3,558	3,700	88	100	12	14%
7040 · Copy/Printing Expense	10,406	5,800	3,519	5,500	1,981	56%
7045 · Internet Service	-	87	-	-	-	#DIV/0!
7055 · Computer Supplies & Small Equip	-	-	25	-	(25)	-100%
7089 · Membership Database Fees	-	-	4,000	4,000	-	0%
7100 · Telephone	262	367	288	300	12	4%
7140 · Credit Card Merchant Fees	1,719	1,800	3,731	3,498	(233)	-6%
7195 · Other Gen & Adm Expense	-	4,000	-	-	-	#DIV/0!
Total General & Administrative Expenses	16,051	15,854	11,868	13,598	1,730	15%
Building Overhead						
6015 · Janitorial Expense	181	189	175	183	9	5%
6020 · Heat	138	147	106	111	5	5%
6025 · Electricity	287	317	278	292	14	5%
6030 · Water/Sewer	26	26	27	28	1	5%
6035 · Outside Maintenance	119	118	66	69	3	5%
6040 · Building Repairs	30	45	75	79	4	5%
6045 · Bldg Mtnce Contracts	225	238	245	257	12	5%
6050 · Bldg Mtnce Supplies	15	16	11	11	1	5%
6065 · Bldg Insurance/Fees	76	76	127	133	6	5%
6070 · Building & Improvements Depre	323	317	310	335	25	8%
6075 · Furniture & Fixtures Depre	89	115	90	97	7	8%
7065 · Computers, Equip & Sftwre Depre	736	904	901	974	72	8%
Total Building Overhead Expenses	2,245	2,508	2,410	2,570	160	7%
Total Expenses	233,641	266,758	220,841	212,766	(8,075)	-4%

Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
10 - Summer Convention

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Net Profit (Loss)	\$ (118,693)	\$ (109,358)	\$ (23,436)	\$ (24,766)	\$ (1,329)	6%

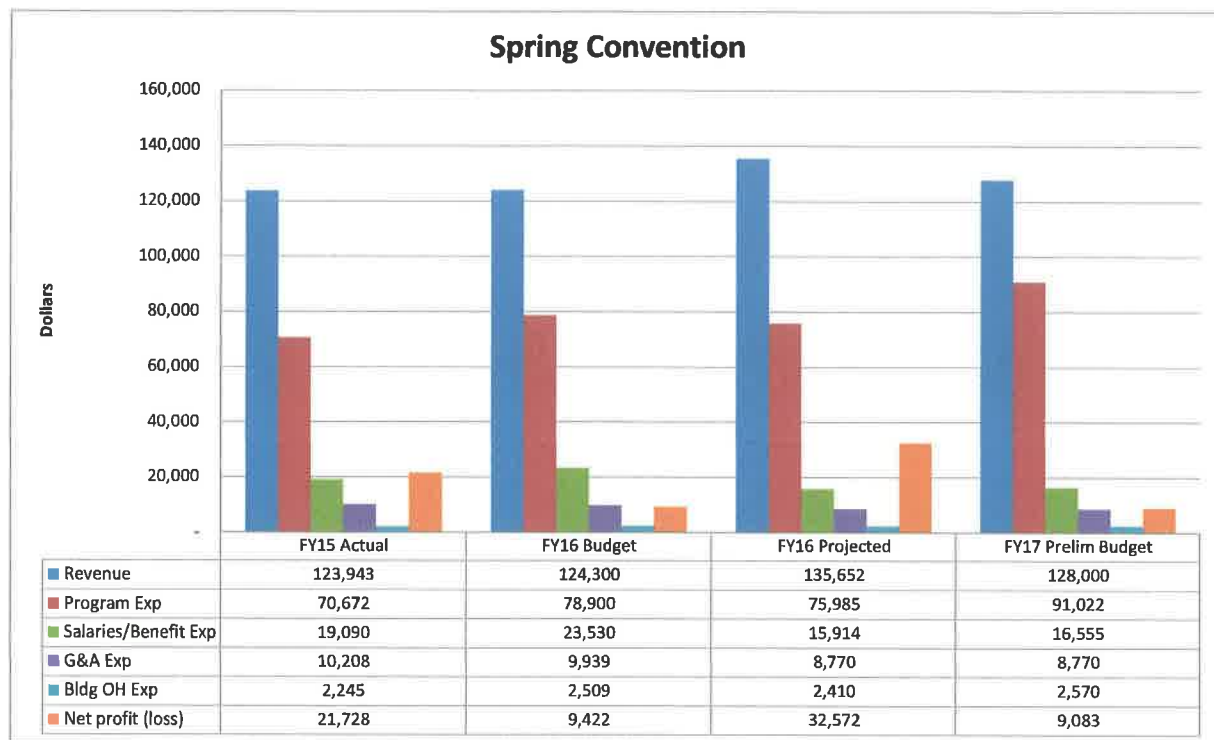


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
11 - Fall Forum

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4051 · Meeting - Registration	85,910	118,750	94,915	89,700	(5,215)	-5%
4052 · Meeting - Sponsor Revenue	500	40,000	15,000	20,000	5,000	33%
4053 · Meeting - Vendor Revenue	12,675	18,000	9,600	14,450	4,850	51%
4055 · Meeting - Sp Ev Registration	(161)	-	150	-	(150)	-100%
4095 · Miscellaneous Income	1,215	-	-	-	-	#DIV/0!
Total Revenue	100,139	176,750	119,665	124,150	4,485	4%
Expenses						
Program Services						
5001 · Meeting Facility-external only	8,684	3,206	3,250	3,000	(250)	-8%
5002 · Meeting facility-internal only	263	200	875	-	(875)	-100%
5030 · Speaker Fees & Expenses	2,294	31,000	13,000	40,000	27,000	208%
5031 · Speaker Reimb. - Receipt Req'd	-	-	2,118	-	(2,118)	-100%
5035 · Awards	-	400	433	400	(33)	-8%
5063 · Special Event Expense	1,454	-	-	-	-	#DIV/0!
5064 · MCLE Fees Paid	3,758	6,000	4,006	4,500	494	12%
5070 · Equipment Rental	6,996	12,600	14,864	12,600	(2,264)	-15%
5075 · Food & Bev-external costs only	36,328	81,866	74,543	36,000	(38,543)	-52%
5076 · Food & beverage - internal only	307	-	12	-	(12)	-100%
5703 · Travel - Transportation/Parking	833	900	259	1,000	741	286%
5704 · Travel - Mileage Reimbursement	-	-	682	-	(682)	-100%
5960 · Overhead Allocation - Seminars	-	-	-	15,000	15,000	#DIV/0!
Total Program Services Expenses	60,917	136,172	114,042	112,500	(1,542)	-1%
Salaries & Benefits						
5510 · Salaries/Wages	14,418	17,960	10,725	11,154	429	4%
5605 · Payroll Taxes	1,100	1,347	786	837	51	6%
5650 · Retirement Plan Contributions	1,427	1,994	970	1,115	145	15%
Total Salaries/Benefit Expenses	16,945	21,301	12,481	13,106	625	5%
General & Administrative						
7025 · Office Supplies	240	403	442	403	(39)	-9%
7035 · Postage/Mailing, net	97	100	3,181	100	(3,081)	-97%
7040 · Copy/Printing Expense	4,066	5,500	5,402	3,000	(2,402)	-44%
7045 · Internet Service	-	65	-	6,970	6,970	#DIV/0!
7089 · Membership Database Fees	-	-	4,000	5,513	1,513	38%
7100 · Telephone	181	274	215	-	(215)	-100%
7140 · Credit Card Merchant Fees	1,697	2,300	2,278	2,300	22	1%
7195 · Other Gen & Adm Expense	-	7,000	-	4,000	4,000	#DIV/0!
Total General & Administrative Expenses	6,282	15,642	15,517	22,286	6,769	44%
Building Overhead						
6015 · Janitorial Expense	181	680	175	183	9	5%
6020 · Heat	138	147	106	111	5	5%
6025 · Electricity	287	317	278	292	14	5%
6030 · Water/Sewer	26	26	27	28	1	5%
6035 · Outside Maintenance	119	118	66	69	3	5%
6040 · Building Repairs	30	45	75	79	4	5%
6045 · Bldg Mtncn Contracts	225	238	245	257	12	5%
6050 · Bldg Mtncn Supplies	15	16	11	11	1	5%
6065 · Bldg Insurance/Fees	76	76	127	133	6	5%
6070 · Building & Improvements Depr	323	317	310	335	25	8%
6075 · Furniture & Fixtures Depr	89	115	90	97	7	8%
7065 · Computers, Equip & Sftwre Depr	736	904	901	974	72	8%
Total Building Overhead Expenses	2,245	2,999	2,410	2,570	160	7%
Total Expenses	86,389	176,114	144,451	150,462	6,011	4%

Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
11 - Fall Forum

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Net Profit (Loss)	\$ 13,750	\$ 636	\$ (24,786)	\$ (26,312)	\$ (1,526)	6%

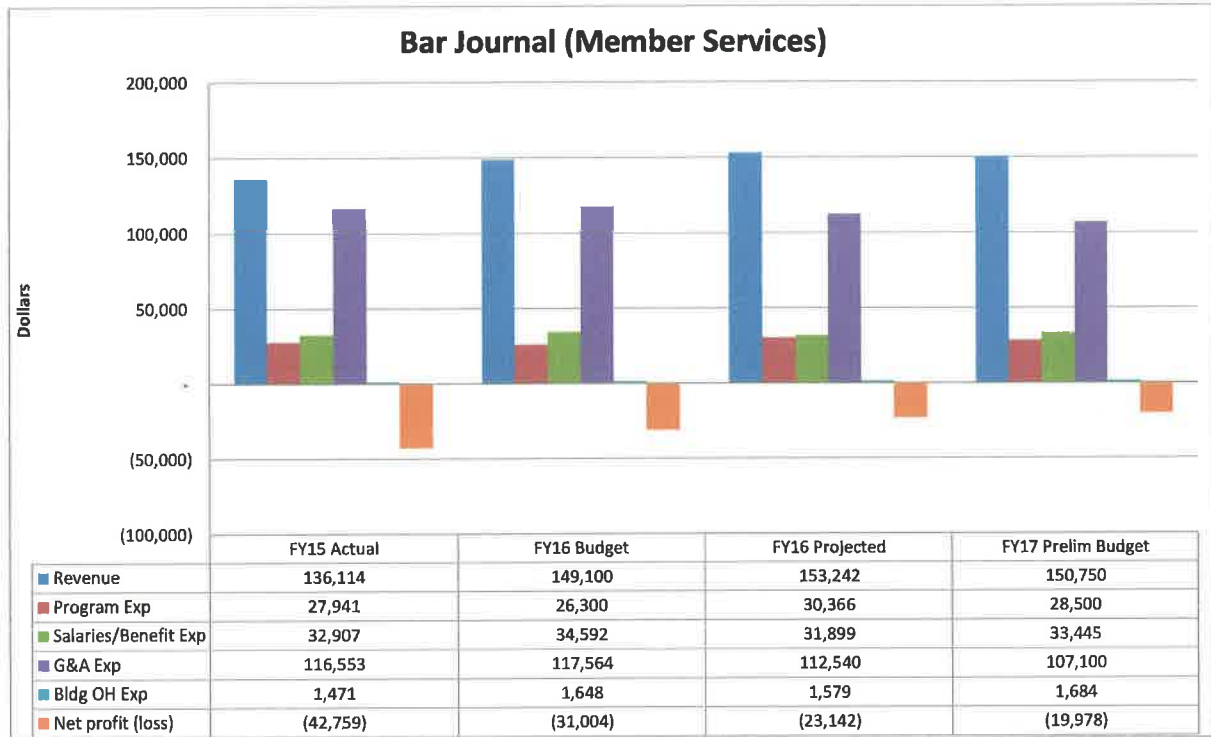


Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
12 - Spring Convention

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4051 · Meeting - Registration	95,726	96,500	106,435	102,000	(4,435)	-4%
4052 · Meeting - Sponsor Revenue	14,750	14,000	15,850	14,000	(1,850)	-12%
4053 · Meeting - Vendor Revenue	11,050	11,300	10,450	10,000	(450)	-4%
4055 · Meeting - Sp Ev Registration	2,417	2,500	2,917	2,000	(917)	-31%
Total Revenue	123,943	124,300	135,652	128,000	(7,652)	-6%
Expenses						
Program Services						
5001 · Meeting Facility-external only	6,527	3,900	8,500	8,500	-	0%
5002 · Meeting facility-internal only	350	300	525	500	(25)	-5%
5030 · Speaker Fees & Expenses	5,100	9,800	5,000	5,000	-	0%
5031 · Speaker Reimb. - Receipt Req'd	2,435	-	1,567	1,600	33	2%
5035 · Awards	144	-	-	-	-	#DIV/0!
5060 · Program Special Activities	-	-	250	250	-	0%
5063 · Special Event Expense	2,068	3,700	6,200	6,200	-	0%
5064 · MCLE Fees Paid	3,706	5,700	3,971	4,000	29	1%
5070 · Equipment Rental	3,391	5,700	3,500	3,500	-	0%
5075 · Food & Bev-external costs only	34,270	36,400	36,400	36,400	-	0%
5076 · Food & beverage - internal only	1,114	1,100	1,072	1,072	-	0%
5085 · Misc. Program Expense	332	200	963	963	-	0%
5702 · Travel - Lodging	6,948	4,700	5,000	5,000	-	0%
5704 · Travel - Mileage Reimbursement	2,769	3,500	2,500	2,500	-	0%
5705 · Travel - Per Diems	620	1,300	537	537	-	0%
5960 · Overhead Allocation - Seminars	-	-	-	15,000	15,000	#DIV/0!
5970 · Event Revenue Sharing - 3rd Pty	897	-	-	-	-	#DIV/0!
Total Program Services Expenses	70,672	78,900	75,985	91,022	15,037	20%
Salaries & Benefits						
5510 · Salaries/Wages	16,360	19,839	13,548	14,089	542	4%
5605 · Payroll Taxes	1,280	1,488	1,034	1,057	23	2%
5650 · Retirement Plan Contributions	1,451	2,203	1,333	1,409	76	6%
Total Salaries/Benefit Expenses	19,090	23,530	15,914	16,555	641	4%
General & Administrative						
7025 · Office Supplies	51	-	255	255	-	0%
7035 · Postage/Mailing, net	10	-	22	22	-	0%
7040 · Copy/Printing Expense	2,751	2,200	5,400	5,400	-	0%
7045 · Internet Service	425	65	425	425	-	0%
7089 · Membership Database Fees	4,000	-	-	-	-	#DIV/0!
7100 · Telephone	184	274	208	208	-	0%
7140 · Credit Card Merchant Fees	2,146	2,700	2,461	2,461	-	0%
7195 · Other Gen & Adm Expense	642	4,700	-	-	-	#DIV/0!
Total General & Administrative Expenses	10,208	9,939	8,770	8,770	-	0%
Building Overhead						
6015 · Janitorial Expense	181	189	175	183	9	5%
6020 · Heat	138	147	106	111	5	5%
6025 · Electricity	287	317	278	292	14	5%
6030 · Water/Sewer	26	26	27	28	1	5%
6035 · Outside Maintenance	119	118	66	69	3	5%
6040 · Building Repairs	30	45	75	79	4	5%
6045 · Bldg Mtncn Contracts	225	238	245	257	12	5%
6050 · Bldg Mtncn Supplies	15	16	11	11	1	5%
6065 · Bldg Insurance/Fees	76	76	127	133	6	5%

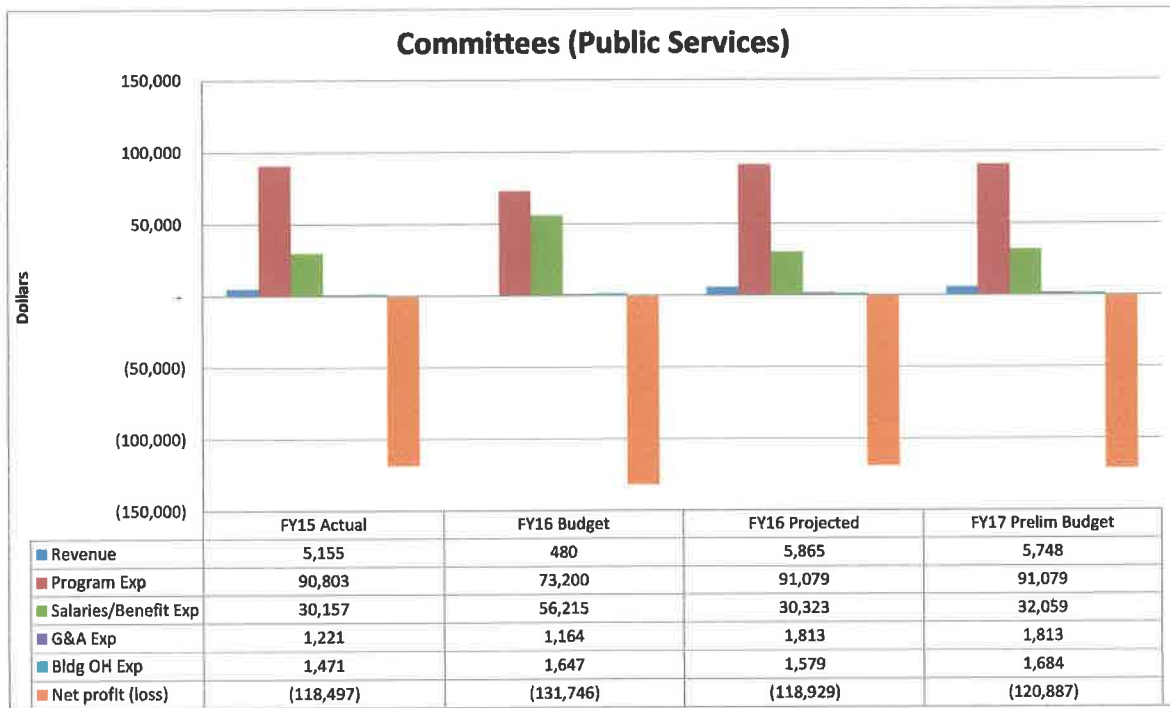
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
12 - Spring Convention

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
6070 · Building & Improvements Depre	323	317	310	335	25	8%
6075 · Furniture & Fixtures Depre	89	115	90	97	7	8%
7065 · Computers, Equip & Sftwre Depr	736	905	901	974	72	8%
Total Building Overhead Expenses	2,245	2,509	2,410	2,570	160	7%
Total Expenses	102,215	114,878	103,080	118,917	15,837	15%
Net Profit (Loss)	\$ 21,728	\$ 9,422	\$ 32,572	\$ 9,083	\$ (23,489)	-72%



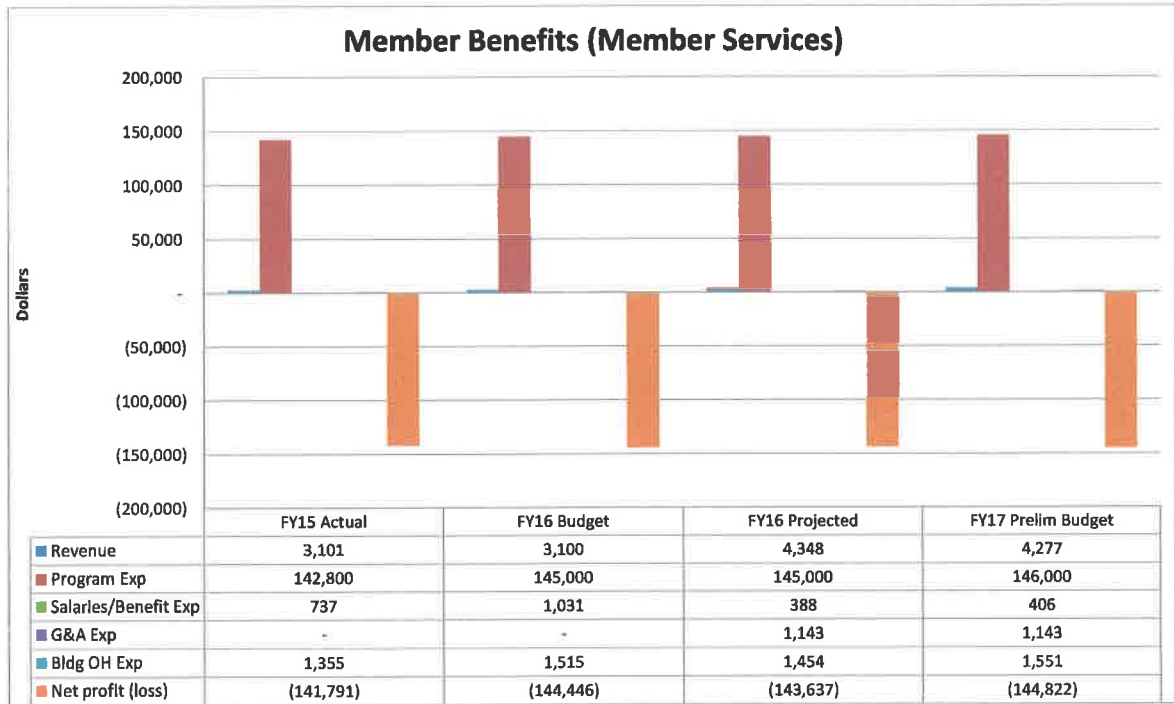
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
13 - Bar Journal

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4061 · Advertising Revenue	130,162	141,600	147,494	145,000	(2,494)	-2%
4062 · Subscriptions	240	300	150	150	-	0%
4072 · Royalty Inc - Bar J, MBNA, LM,M	5,712	7,200	5,598	5,600	2	0%
Total Revenue	136,114	149,100	153,242	150,750	(2,492)	-2%
Expenses						
Program Services						
5002 · Meeting facility-internal only	1,050	800	963	1,000	38	4%
5076 · Food & beverage - internal only	2,870	2,300	3,041	2,500	(541)	-18%
5090 · Commission Expense	24,022	23,200	26,363	25,000	(1,363)	-5%
Total Program Services Expenses	27,941	26,300	30,366	28,500	(1,866)	-6%
Salaries & Benefits						
5510 · Salaries/Wages	25,038	26,259	23,712	24,660	948	4%
5605 · Payroll Taxes	1,822	1,969	1,770	1,850	79	4%
5610 · Health Insurance	2,865	3,042	3,193	3,686	493	15%
5630 · Dental Insurance	182	182	203	223	21	10%
5640 · Life & LTD Insurance	221	225	205	205	-	0%
5650 · Retirement Plan Contributions	2,466	2,626	2,445	2,466	21	1%
5655 · Retirement Plan Fees & Costs	314	289	370	355	(16)	-4%
Total Salaries/Benefit Expenses	32,907	34,592	31,899	33,445	1,546	5%
General & Administrative						
7025 · Office Supplies	37	100	1	100	99	18419%
7035 · Postage/Mailing, net	29,072	29,700	29,357	30,000	643	2%
7040 · Copy/Printing Expense	86,603	87,000	82,313	76,000	(6,313)	-8%
7045 · Internet Service	54	108	16	100	84	525%
7055 · Computer Supplies & Small Equip	236	-	290	300	10	3%
7100 · Telephone	301	456	345	350	5	1%
7140 · Credit Card Merchant Fees	250	200	218	250	32	15%
Total General & Administrative Expenses	116,553	117,564	112,540	107,100	(5,440)	-5%
Building Overhead						
6015 · Janitorial Expense	119	124	114	120	6	5%
6020 · Heat	91	97	70	73	3	5%
6025 · Electricity	188	208	182	191	9	5%
6030 · Water/Sewer	17	17	18	18	1	5%
6035 · Outside Maintenance	78	77	43	45	2	5%
6040 · Building Repairs	20	30	49	52	2	5%
6045 · Bldg Mtncn Contracts	148	156	160	168	8	5%
6050 · Bldg Mtncn Supplies	10	11	7	8	0	5%
6065 · Bldg Insurance/Fees	50	50	83	87	4	5%
6070 · Building & Improvements Depre	211	208	203	219	16	8%
6075 · Furniture & Fixtures Depre	58	76	59	64	5	8%
7065 · Computers, Equip & Sftwre Depr	482	594	591	638	47	8%
Total Building Overhead Expenses	1,471	1,648	1,579	1,684	105	7%
Total Expenses	178,872	180,104	176,384	170,728	(5,656)	-3%
Net Profit (Loss)	\$ (42,759)	\$ (31,004)	\$ (23,142)	\$ (19,978)	\$ 3,164	-14%



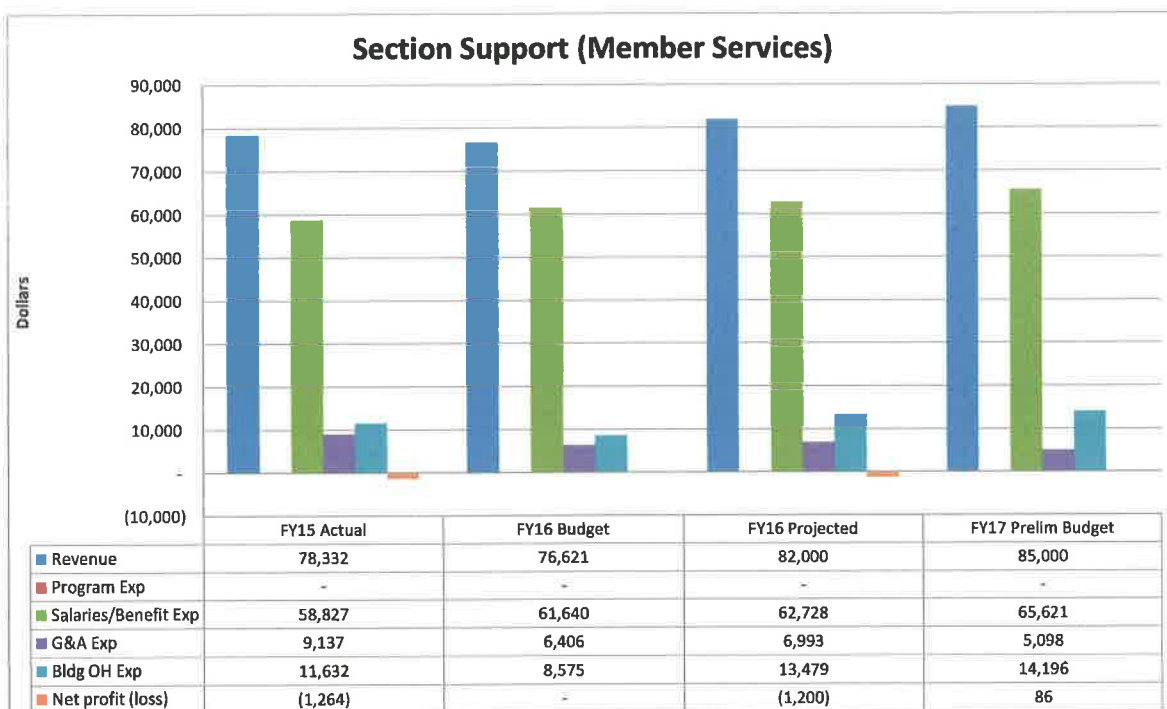
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
14 - Committees

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4093 · Law Day Revenue	5,145	-	5,855	5,738	(117)	-2%
4095 · Miscellaneous Income	10	480	10	10	(0)	-2%
Total Revenue	5,155	480	5,865	5,748	(117)	-2%
Expenses						
Program Services						
5002 · Meeting facility-internal only	2,083	2,000	2,901	2,901	-	0%
5061 · LRE - Bar Support	65,000	65,000	65,000	65,000	-	0%
5062 · Law Day	9,042	2,100	9,354	9,354	-	0%
5075 · Food & Bev-external costs only	982	1,000	159	159	-	0%
5076 · Food & beverage - internal only	3,696	3,100	3,581	3,581	-	0%
5085 · Misc. Program Expense	-	-	84	84	-	0%
5096 · UDR Support	10,000	-	10,000	10,000	-	0%
Total Program Services Expenses	90,803	73,200	91,079	91,079	-	0%
Salaries & Benefits						
5510 · Salaries/Wages	22,603	44,490	22,578	23,482	903	4%
5605 · Payroll Taxes	1,744	3,337	1,592	1,761	169	11%
5610 · Health Insurance	2,865	3,042	3,193	3,686	493	15%
5630 · Dental Insurance	182	182	203	223	21	10%
5640 · Life & LTD Insurance	221	225	205	205	-	0%
5650 · Retirement Plan Contributions	2,228	4,449	2,181	2,348	167	8%
5655 · Retirement Plan Fees & Costs	314	490	370	355	(16)	-4%
Total Salaries/Benefit Expenses	30,157	56,215	30,323	32,059	1,737	6%
General & Administrative						
7025 · Office Supplies	22	-	200	200	-	0%
7035 · Postage/Mailing, net	139	200	165	165	-	0%
7040 · Copy/Printing Expense	727	400	1,063	1,063	-	0%
7045 · Internet Service	-	108	38	38	-	0%
7100 · Telephone	332	456	345	345	-	0%
7177 · UPL	-	-	3	3	-	0%
Total General & Administrative Expenses	1,221	1,164	1,813	1,813	-	0%
Building Overhead						
6015 · Janitorial Expense	119	124	114	120	6	5%
6020 · Heat	91	97	70	73	3	5%
6025 · Electricity	188	208	182	191	9	5%
6030 · Water/Sewer	17	17	18	18	1	5%
6035 · Outside Maintenance	78	77	43	45	2	5%
6040 · Building Repairs	20	30	49	52	2	5%
6045 · Bldg Mtncn Contracts	148	156	160	168	8	5%
6050 · Bldg Mtncn Supplies	10	11	7	8	0	5%
6065 · Bldg Insurance/Fees	50	50	83	87	4	5%
6070 · Building & Improvements Depre	211	208	203	219	16	8%
6075 · Furniture & Fixtures Depre	58	76	59	64	5	8%
7065 · Computers, Equip & Sftwre Depr	482	593	591	638	47	8%
Total Building Overhead Expenses	1,471	1,647	1,579	1,684	105	7%
Total Expenses	123,652	132,226	124,794	126,635	1,841	1%
Net Profit (Loss)	\$ (118,497)	\$ (131,746)	\$ (118,929)	\$ (120,887)	\$ (1,959)	2%



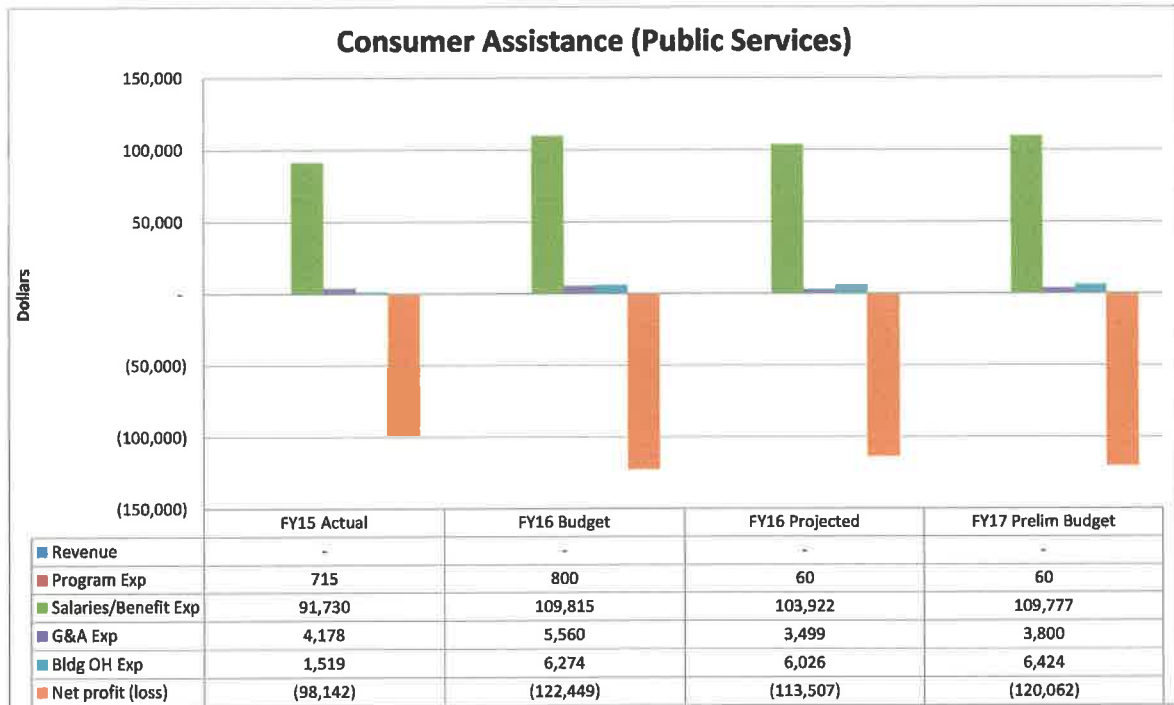
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
15 - Member Benefits

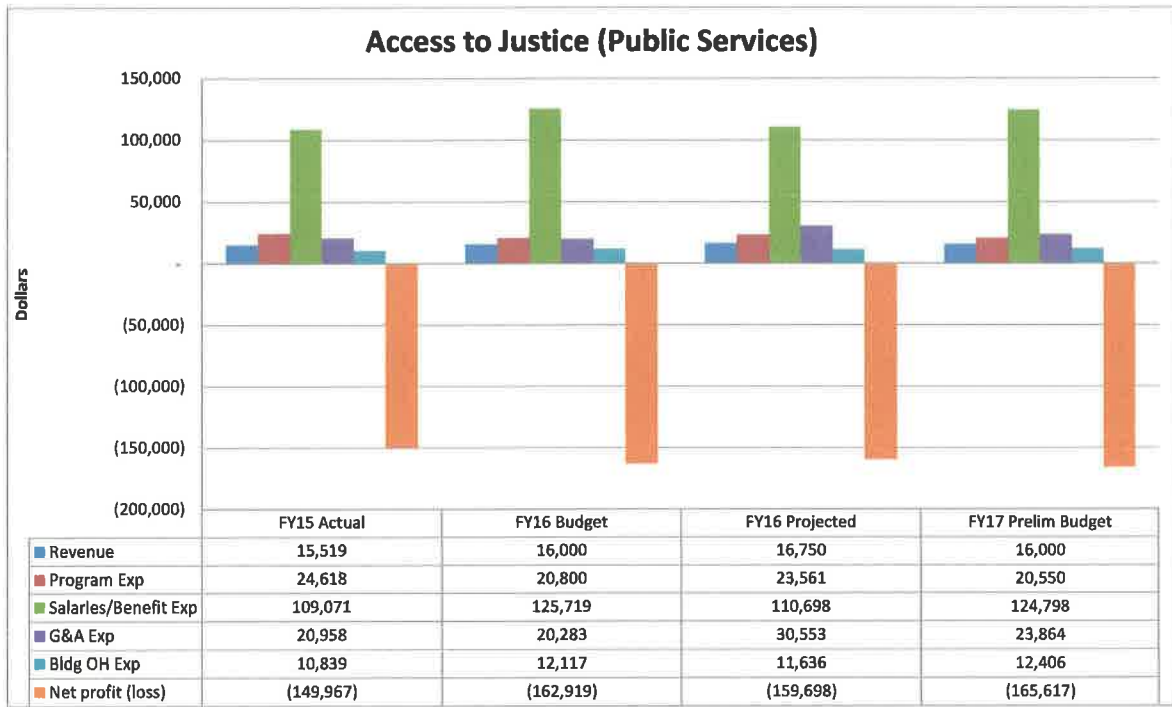
	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4071 · Mem Benefits - Lexis	3,095	3,100	3,508	3,438	(70)	-2%
4072 · Royalty Inc - Bar J, MBNA, LM,M	5	-	839	839	-	0%
Total Revenue	3,101	3,100	4,348	4,277	(70)	-2%
Expenses						
Program Services						
5047 · Casemaker	68,913	70,000	70,000	71,000	1,000	1%
5099 · Blomquist Hale	73,887	75,000	75,000	75,000	-	0%
Total Program Services Expenses	142,800	145,000	145,000	146,000	1,000	1%
Salaries & Benefits						
5510 · Salaries/Wages	627	869	332	346	13	4%
5605 · Payroll Taxes	47	65	23	26	3	12%
5650 · Retirement Plan Contributions	63	97	33	35	2	6%
Total Salaries/Benefit Expenses	737	1,031	388	406	18	5%
General & Administrative						
7035 · Postage/Mailing, net	-	-	9	9	-	0%
7040 · Copy/Printing Expense	-	-	1,133	1,133	-	0%
Total General & Administrative Expenses	-	-	1,143	1,143	-	0%
Building Overhead						
6015 · Janitorial Expense	109	114	105	111	5	5%
6020 · Heat	83	89	64	67	3	5%
6025 · Electricity	173	191	168	176	8	5%
6030 · Water/Sewer	16	16	16	17	1	5%
6035 · Outside Maintenance	72	71	40	42	2	5%
6040 · Building Repairs	18	27	45	47	2	5%
6045 · Bldg Mtncn Contracts	136	143	148	155	7	5%
6050 · Bldg Mtncn Supplies	9	10	7	7	0	5%
6065 · Bldg Insurance/Fees	46	46	77	80	4	5%
6070 · Building & Improvements Depre	195	191	187	202	15	8%
6075 · Furniture & Fixtures Depre	54	70	54	59	4	8%
7065 · Computers, Equip & Sftwre Depr	444	547	544	588	44	8%
Total Building Overhead Expenses	1,355	1,515	1,454	1,551	96	7%
Total Expenses	144,892	147,546	147,985	149,099	1,114	1%
Net Profit (Loss)	\$ (141,791)	\$ (144,446)	\$ (143,637)	\$ (144,822)	\$ (1,185)	1%



Utah State Bar
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Based on Actual Results through 3/31/16
16 - Section Support

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4010 · Section/Local Bar Support fees	78,332	76,621	82,000	85,000	3,000	4%
Total Revenue	78,332	76,621	82,000	85,000	3,000	4%
Expenses						
Salaries & Benefits						
5510 · Salaries/Wages	44,876	46,212	47,343	48,290	947	2%
5605 · Payroll Taxes	3,476	3,466	3,621	3,622	0	0%
5610 · Health Insurance	5,729	6,085	6,387	7,372	985	15%
5630 · Dental Insurance	363	363	405	447	41	10%
5640 · Life & LTD Insurance	377	384	352	352	-	0%
5650 · Retirement Plan Contributions	3,997	4,621	4,195	4,829	634	15%
5655 · Retirement Plan Fees & Costs	8	509	424	709	285	67%
Total Salaries/Benefit Expenses	58,827	61,640	62,728	65,621	2,893	5%
General & Administrative						
7025 · Office Supplies	-	-	-	100	100	#DIV/0!
7035 · Postage/Mailing, net	-	-	-	100	100	#DIV/0!
7040 · Copy/Printing Expense	66	100	51	100	49	97%
7045 · Internet Service	-	215	-	-	-	#DIV/0!
7089 · Membership Database Fees	8,435	4,680	4,108	4,108	-	0%
7100 · Telephone	603	911	690	690	-	0%
7140 · Credit Card Merchant Fees	34	500	-	-	-	#DIV/0!
7175 · O/S Consultants	-	-	2,145	-	(2,145)	-100%
Total General & Administrative Expenses	9,137	6,406	6,993	5,098	(1,896)	-27%
Building Overhead						
6015 · Janitorial Expense	200	208	193	202	10	5%
6020 · Heat	153	163	117	123	6	5%
6025 · Electricity	317	350	307	322	15	5%
6030 · Water/Sewer	28	29	30	31	1	5%
6035 · Outside Maintenance	131	130	72	76	4	5%
6040 · Building Repairs	33	50	83	87	4	5%
6045 · Bldg Mtnce Contracts	249	262	270	284	14	5%
6050 · Bldg Mtnce Supplies	16	18	12	13	1	5%
6055 · Real Property Taxes	8,939	5,603	10,603	11,133	530	5%
6060 · Personal Property Taxes	216	203	216	227	11	5%
6065 · Bldg Insurance/Fees	84	84	140	147	7	5%
6070 · Building & Improvements Depre	356	349	342	369	27	8%
6075 · Furniture & Fixtures Depre	99	127	100	108	8	8%
7065 · Computers, Equip & Sftwre Depr	813	999	995	1,074	80	8%
Total Building Overhead Expenses	11,632	8,575	13,479	14,196	717	5%
Total Expenses	79,596	76,621	83,200	84,914	1,714	2%
Net Profit (Loss)	\$ (1,264)	\$ -	\$ (1,200)	\$ 86	\$ 1,286	-107%





Utah State Bar
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17 - Consumer Assistance

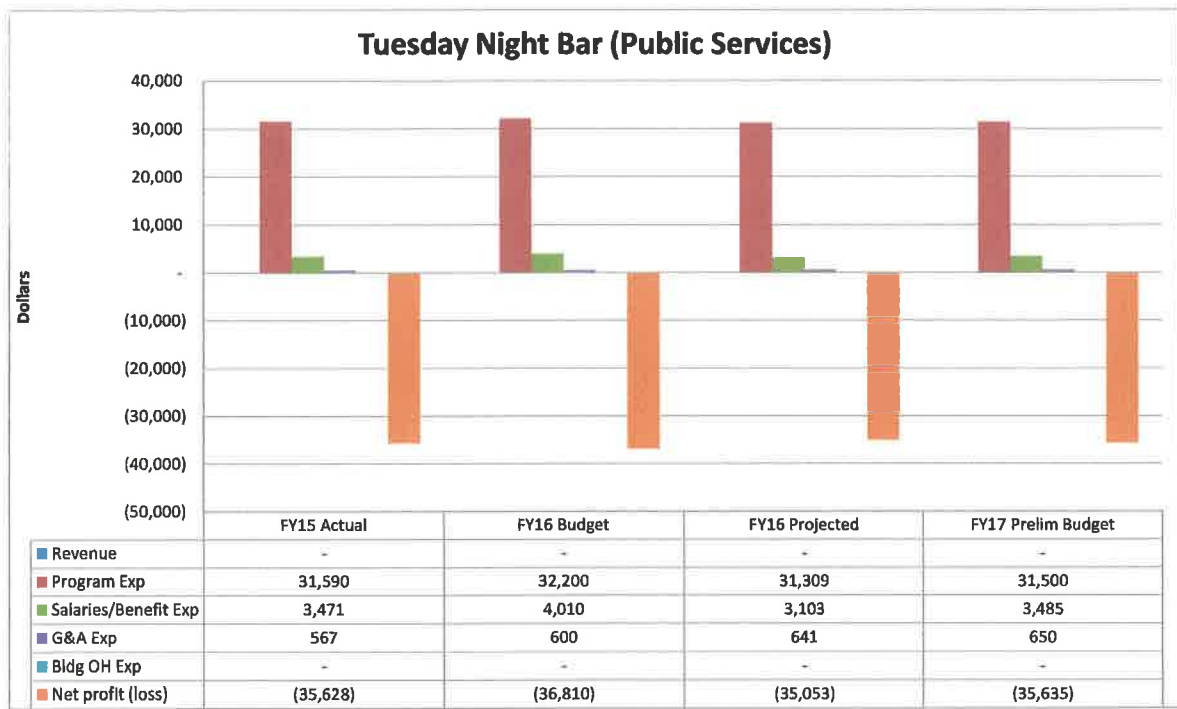
	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Expenses						
Program Services						
5002 · Meeting facility-internal only	613	600	-	-	-	#DIV/0!
5704 · Travel - Mileage Reimbursement	102	200	60	60	-	0%
Total Program Services Expenses	715	800	60	60	-	0%
Salaries & Benefits						
5510 · Salaries/Wages	75,119	85,774	82,043	85,324	3,282	4%
5605 · Payroll Taxes	5,335	6,433	5,711	6,399	688	12%
5610 · Health Insurance	3,380	6,085	6,387	7,372	985	15%
5630 · Dental Insurance	212	1,634	393	447	54	14%
5640 · Life & LTD Insurance	401	267	693	693	-	0%
5650 · Retirement Plan Contributions	7,085	8,577	7,864	8,532	669	9%
5655 · Retirement Plan Fees & Costs	197	945	532	709	177	33%
5660 · Training/Development	-	100	299	300	1	0%
Total Salaries/Benefit Expenses	91,730	109,815	103,922	109,777	5,855	6%
General & Administrative						
7025 · Office Supplies	264	300	159	200	41	26%
7035 · Postage/Mailing, net	375	400	323	400	77	24%
7040 · Copy/Printing Expense	25	-	40	100	60	151%
7045 · Internet Service	-	215	-	-	-	#DIV/0!
7055 · Computer Supplies & Small Equip	66	100	-	-	-	#DIV/0!
7100 · Telephone	2,828	3,900	2,387	2,500	113	5%
7120 · Membership/Dues	620	645	590	600	10	2%
Total General & Administrative Expenses	4,178	5,560	3,499	3,800	301	9%
Building Overhead						
6015 · Janitorial Expense	113	472	436	458	22	5%
6020 · Heat	69	368	265	279	13	5%
6025 · Electricity	181	793	695	730	35	5%
6030 · Water/Sewer	17	66	67	71	3	5%
6035 · Outside Maintenance	37	294	164	172	8	5%
6040 · Building Repairs	15	113	187	197	9	5%
6045 · Bldg Mtncn Contracts	173	594	612	643	31	5%
6050 · Bldg Mtncn Supplies	8	41	27	29	1	5%
6065 · Bldg Insurance/Fees	48	189	317	333	16	5%
6070 · Building & Improvements Depre	202	792	774	836	62	8%
6075 · Furniture & Fixtures Depre	58	289	226	244	18	8%
7065 · Computers, Equip & Sftwre Depr	598	2,263	2,254	2,434	180	8%
Total Building Overhead Expenses	1,519	6,274	6,026	6,424	399	7%
Total Expenses	98,142	122,449	113,507	120,062	6,555	6%
Net Profit (Loss)	\$ (98,142)	\$ (122,449)	\$ (113,507)	\$ (120,062)	\$ (6,555)	6%

Utah State Bar
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18 - Access to Justice

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4063 · Modest Means revenue	15,970	16,000	16,750	16,000	(750)	-4%
4200 · Seminar Profit/Loss	(451)	-	-	-	-	#DIV/0!
Total Revenue	15,519	16,000	16,750	16,000	(750)	-4%
Expenses						
Program Services						
5002 · Meeting facility-internal only	4,367	4,600	3,285	3,200	(85)	-3%
5035 · Awards	-	-	45	-	(45)	-100%
5060 · Program Special Activities	-	-	697	-	(697)	-100%
5070 · Equipment Rental	-	500	-	-	-	#DIV/0!
5075 · Food & Bev-external costs only	5,263	4,100	5,266	4,500	(766)	-15%
5076 · Food & beverage - internal only	7,461	6,000	6,883	6,500	(383)	-6%
5085 · Misc. Program Expense	-	100	-	100	100	#DIV/0!
5702 · Lodging	-	-	-	-	-	#DIV/0!
5702 · Travel - Lodging	1,345	100	1,991	2,000	9	0%
5703 · Transportation	-	-	-	-	-	#DIV/0!
5703 · Travel - Transportation/Parking	1,761	2,000	400	500	100	25%
5704 · Mileage Reimbursement	-	-	-	-	-	#DIV/0!
5704 · Travel - Mileage Reimbursement	3,915	3,300	4,744	3,500	(1,244)	-26%
5705 · Per Diems	-	-	-	-	-	#DIV/0!
5705 · Travel - Per Diems	506	100	250	250	-	0%
Total Program Services Expenses	24,618	20,800	23,561	20,550	(3,011)	-13%
Salaries & Benefits						
5510 · Salaries/Wages	84,530	94,143	87,033	90,514	3,481	4%
5605 · Payroll Taxes	7,115	7,061	7,109	6,789	(321)	-5%
5610 · Health Insurance	10,023	12,169	12,098	14,744	2,647	22%
5630 · Dental Insurance	635	726	769	893	125	16%
5640 · Life & LTD Insurance	707	768	687	687	-	0%
5650 · Retirement Plan Contributions	5,446	9,414	2,430	9,051	6,621	272%
5655 · Retirement Plan Fees & Costs	106	1,038	62	1,419	1,357	2176%
5660 · Training/Development	510	400	510	700	190	37%
Total Salaries/Benefit Expenses	109,071	125,719	110,698	124,798	14,100	13%
General & Administrative						
7025 · Office Supplies	120	100	62	100	38	61%
7035 · Postage/Mailing, net	58	100	30	100	70	237%
7040 · Copy/Printing Expense	501	600	1,186	600	(586)	-49%
7045 · Internet Service	98	646	-	650	650	#DIV/0!
7055 · Computer Supplies & Small Equip	97	100	373	300	(73)	-20%
7089 · Membership Database Fees	3,594	2,600	7,524	6,000	(1,524)	-20%
7100 · Telephone	1,852	2,737	2,191	1,800	(391)	-18%
7105 · Advertising	330	-	-	-	-	#DIV/0!
7115 · Public Relations	-	-	189	189	-	0%
7120 · Membership/Dues	845	1,200	875	450	(425)	-49%
7140 · Credit Card Merchant Fees	572	900	849	900	51	6%
7150 · E&O/Off & Dir Insurance	12,767	10,900	12,775	12,775	-	0%
7175 · O/S Consultants	-	-	3,675	-	(3,675)	-100%
7195 · Other Gen & Adm Expense	125	400	825	-	(825)	-100%
Total General & Administrative Expenses	20,958	20,283	30,553	23,864	(6,690)	-22%
Building Overhead						
6015 · Janitorial Expense	875	911	843	885	42	5%
6020 · Heat	668	711	513	538	26	5%
6025 · Electricity	1,385	1,531	1,342	1,409	67	5%
6030 · Water/Sewer	124	128	130	136	6	5%
6035 · Outside Maintenance	574	569	317	332	16	5%

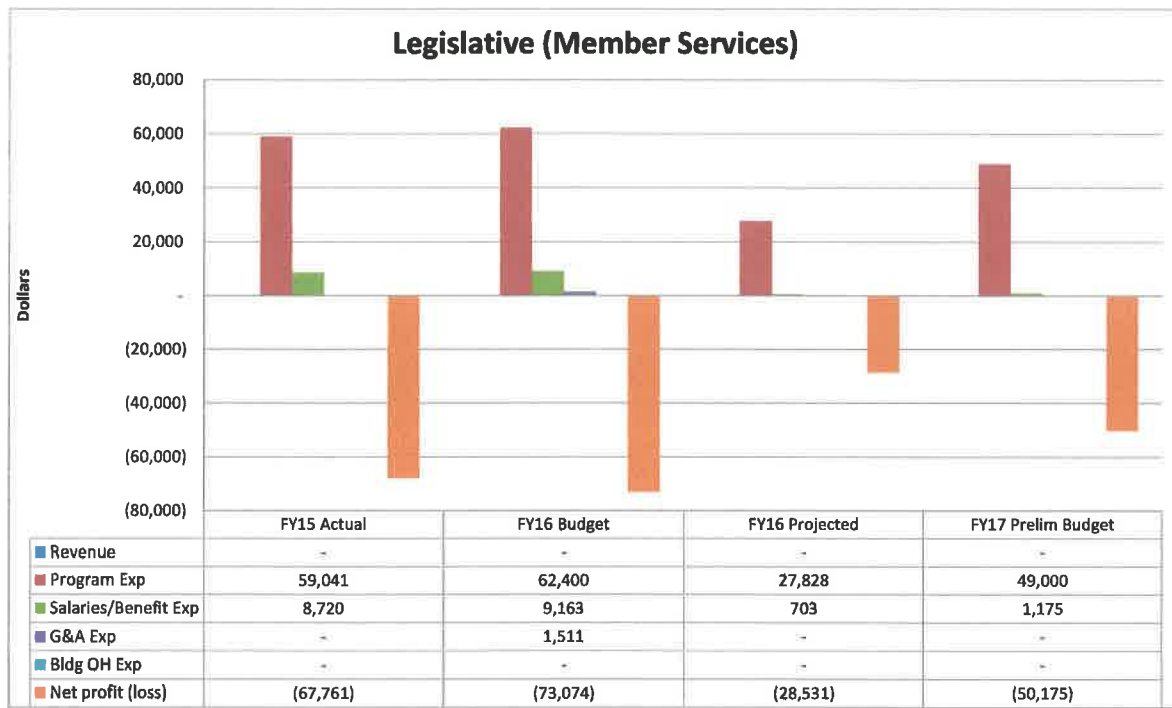
Utah State Bar
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18 - Access to Justice

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
6040 · Building Repairs	144	217	362	380	18	5%
6045 · Bldg Mtncn Contracts	1,087	1,147	1,182	1,241	59	5%
6050 · Bldg Mtncn Supplies	71	79	53	55	3	5%
6065 · Bldg Insurance/Fees	367	366	612	643	31	5%
6070 · Building & Improvements Depr	1,558	1,529	1,495	1,615	120	8%
6075 · Furniture & Fixtures Depr	431	558	436	471	35	8%
7065 · Computers, Equip & Sftwre Depr	3,555	4,371	4,352	4,700	348	8%
Total Building Overhead Expenses	10,839	12,117	11,636	12,406	770	7%
Total Expenses	165,485	178,919	176,448	181,617	5,170	3%
Net Profit (Loss)	\$ (149,967)	\$ (162,919)	\$ (159,698)	\$ (163,617)	\$ (5,920)	4%



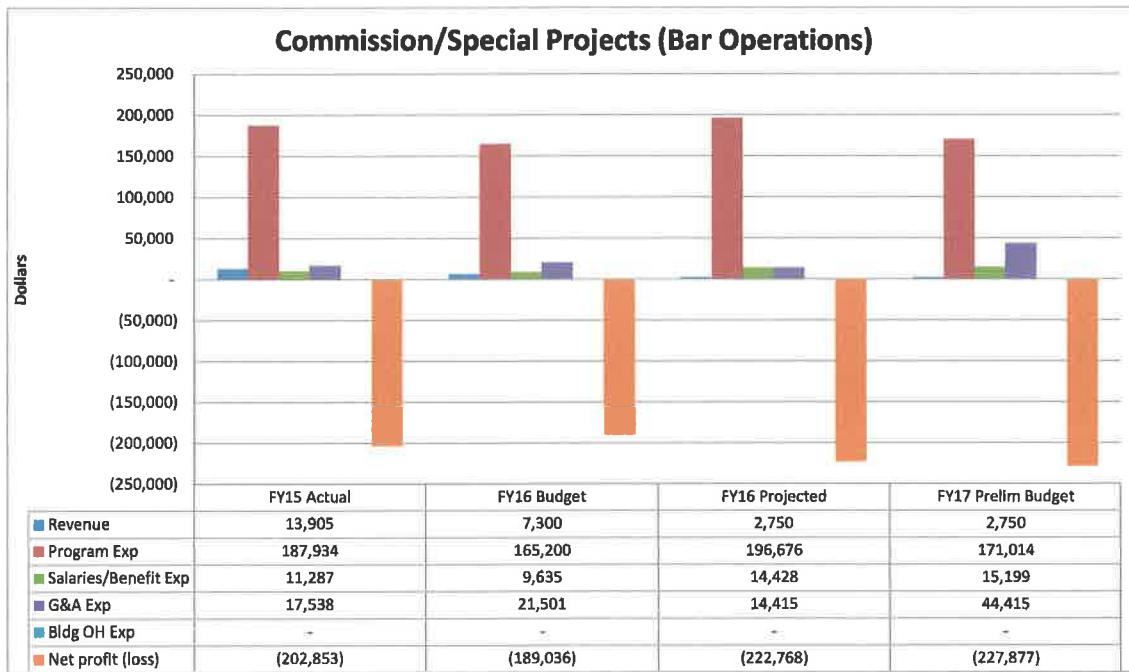
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
19 - Tuesday Night Bar

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Expenses						
Program Services						
5002 · Meeting facility-internal only	26,910	26,900	26,996	27,000	4	0%
5075 · Food & Bev-external costs only	561	400	568	600	32	6%
5076 · Food & beverage - internal only	387	400	385	400	15	4%
5085 · Misc. Program Expense	3,732	4,500	3,360	3,500	140	4%
Total Program Services Expenses	31,590	32,200	31,309	31,500	191	1%
Salaries & Benefits						
5510 · Salaries/Wages	3,161	3,600	2,852	2,966	114	4%
5605 · Payroll Taxes	270	270	243	222	(20)	-8%
5650 · Retirement Plan Contributions	40	140	9	297	288	3361%
Total Salaries/Benefit Expenses	3,471	4,010	3,103	3,485	382	12%
General & Administrative						
7025 · Office Supplies	-	-	19	50	31	159%
7110 · Publications/Subscriptions	567	600	622	600	(22)	-4%
Total General & Administrative Expenses	567	600	641	650	9	1%
Total Expenses	35,628	36,810	35,053	35,635	581	2%
Net Profit (Loss)	\$ (35,628)	\$ (36,810)	\$ (35,053)	\$ (35,635)	\$ (581)	2%



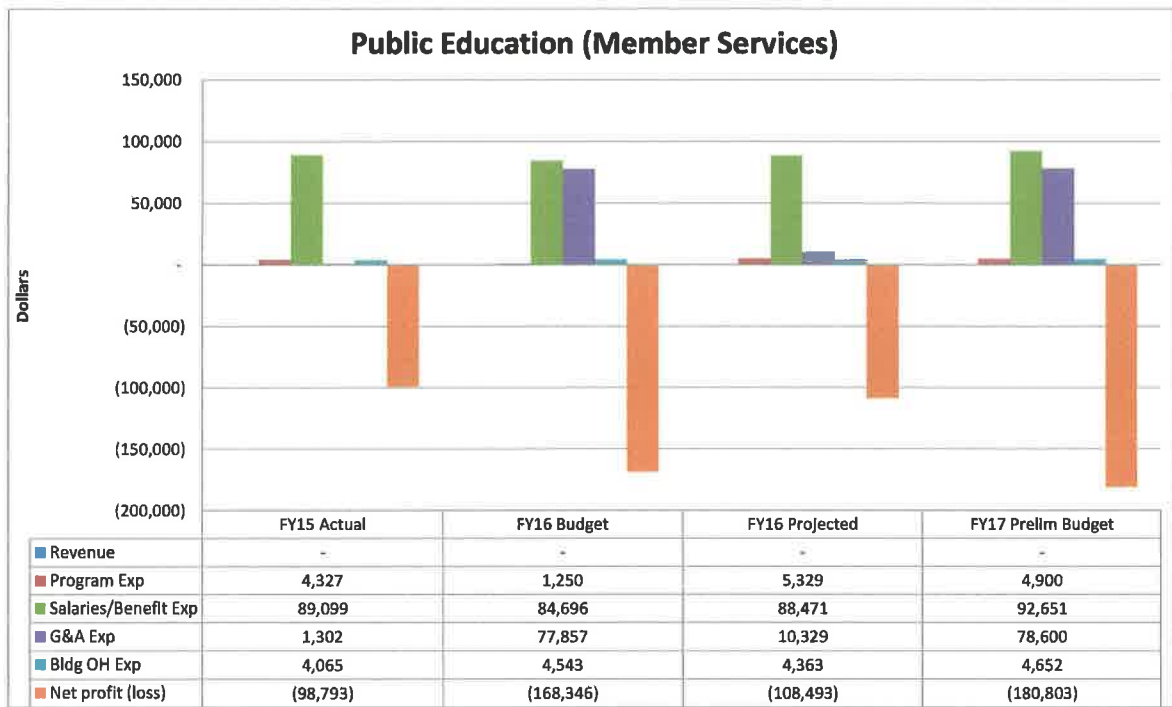
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
20 - Legislative

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Expenses						
Program Services						
5002 · Meeting facility-internal only	2,133	3,000	1,615	1,800	185	11%
5055 · Legislative Expense	51,854	53,900	21,000	42,000	21,000	100%
5070 · Equipment Rental	-	-	32	-	(32)	-100%
5076 · Food & beverage - internal only	5,054	5,300	5,180	5,200	20	0%
5703 · Transportation	-	-	-	-	-	#DIV/0!
Total Program Services Expenses	59,041	62,400	27,828	49,000	21,172	76%
Salaries & Benefits						
5510 · Salaries/Wages	7,429	7,726	610	1,000	390	64%
5605 · Payroll Taxes	578	579	46	75	29	61%
5650 · Retirement Plan Contributions	713	858	47	100	53	115%
Total Salaries/Benefit Expenses	8,720	9,163	703	1,175	472	67%
General & Administrative						
7035 · Postage/Mailing, net	-	300	-	-	-	#DIV/0!
7100 · Telephone	-	911	-	-	-	#DIV/0!
7195 · Other Gen & Adm Expense	-	300	-	-	-	#DIV/0!
Total General & Administrative Expenses	-	1,511	-	-	-	#DIV/0!
Total Expenses	67,761	73,074	28,531	50,175	21,644	76%
Net Profit (Loss)	\$ (67,761)	\$ (73,074)	\$ (28,531)	\$ (50,175)	\$ (21,644)	76%



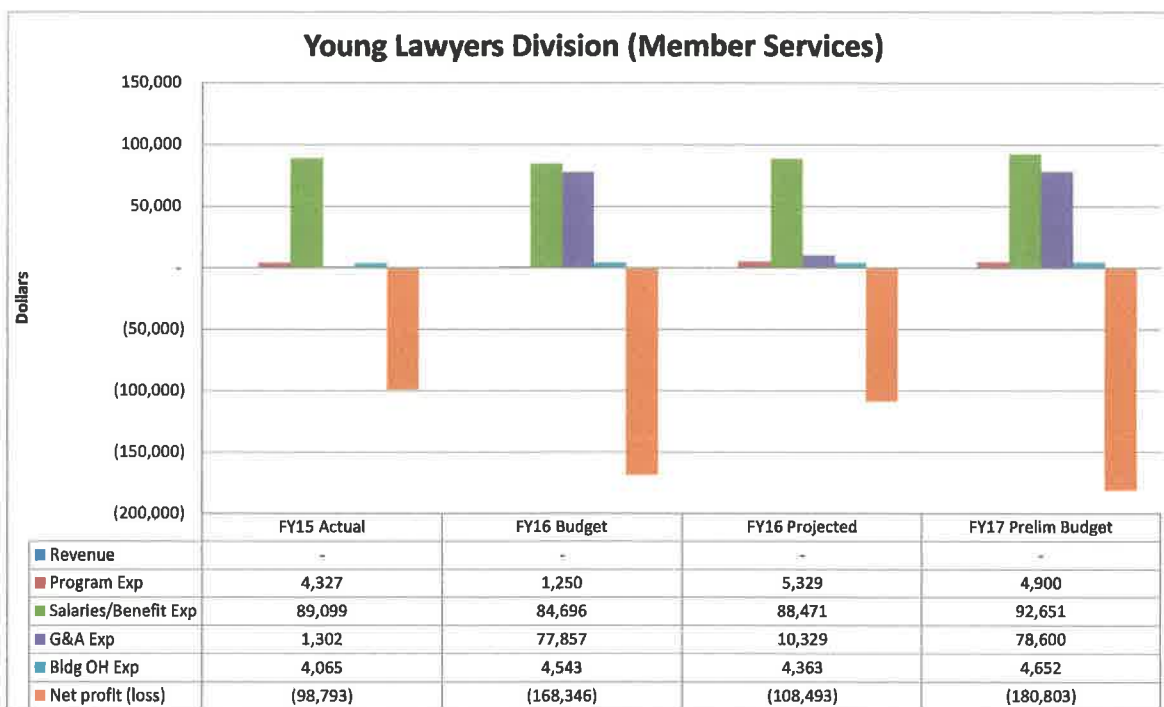
Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
21 - Commission/Sp Projects

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4052 · Meeting - Sponsor Revenue	4,650	-	2,650	2,650	-	0%
4095 · Miscellaneous Income	9,255	7,300	100	100	-	0%
Total Revenue	13,905	7,300	2,750	2,750	-	0%
Expenses						
Program Services						
5001 · Meeting Facility-external only	3,703	2,800	1,731	1,731	-	0%
5002 · Meeting facility-internal only	6,193	4,500	4,470	4,470	-	0%
5035 · Awards	1,755	1,800	1,328	1,328	-	0%
5037 · Grants/ contributions - general	-	-	7,000	7,000	-	0%
5045 · Bar Anniversary	-	-	8,500	-	(8,500)	-100%
5063 · Special Event Expense	56,165	11,000	2,000	2,000	-	0%
5070 · Equipment Rental	200	300	439	439	-	0%
5075 · Food & Bev-external costs only	3,624	2,300	9,000	3,000	(6,000)	-67%
5076 · Food & beverage - internal only	12,861	8,100	8,000	8,000	-	0%
5085 · Misc. Program Expense	-	12,700	1,078	1,078	-	0%
5090 · Commission Expense	1,829	-	-	-	-	#DIV/0!
5501 · Books Purchased-BFB	9,822	-	-	-	-	#DIV/0!
5702 · Travel - Lodging	2,870	2,900	4,395	4,395	-	0%
5703 · Travel - Transportation/Parking	1,332	1,000	592	592	-	0%
5704 · Travel - Mileage Reimbursement	4,548	6,300	359	359	-	0%
5705 · Travel - Per Diems	904	1,100	264	264	-	0%
5707 · Travel - Commission Mtgs	25,021	32,400	36,737	36,737	-	0%
5805 · ABA Annual Meeting	6,028	6,300	6,000	6,000	-	0%
5810 · ABA Mid Year Meeting	4,455	4,600	2,120	2,120	-	0%
5815 · Commission/Education	600	-	8,500	8,500	-	0%
5820 · ABA Annual Delegate	8,675	7,200	8,600	11,000	2,400	28%
5830 · Western States Bar Conference	13,284	10,000	5,722	6,000	278	5%
5840 · President's Expense	11,753	9,000	19,000	18,000	(1,000)	-5%
5841 · President's Reimbursement	-	-	8,000	5,000	(3,000)	-38%
5850 · Leadership Academy	-	20,000	15,000	20,000	5,000	33%
5855 · Bar Review	-	8,000	8,000	8,000	-	0%
5865 · Retreat	12,311	12,800	29,840	15,000	(14,840)	-50%
Total Program Services Expenses	187,934	165,200	196,676	171,014	(25,662)	-13%
Salaries & Benefits						
5510 · Salaries/Wages	9,739	8,124	12,437	12,935	497	4%
5605 · Payroll Taxes	697	609	883	970	87	10%
5650 · Retirement Plan Contributions	851	902	1,108	1,293	186	17%
Total Salaries/Benefit Expenses	11,287	9,635	14,428	15,199	770	5%
General & Administrative						
7025 · Office Supplies	578	700	60	60	-	0%
7035 · Postage/Mailing, net	1,312	1,500	432	432	-	0%
7040 · Copy/Printing Expense	2,736	3,300	7,646	7,646	-	0%
7045 · Internet Service	654	-	942	942	-	0%
7100 · Telephone	219	700	348	348	-	0%
7140 · Credit Card Merchant Fees	22	100	5	5	-	0%
7145 · Commission Election Expense	1,625	3,800	1,625	1,625	-	0%
7150 · E&O/Off & Dir Insurance	8,802	9,201	2,212	2,212	-	0%
7175 · O/S Consultants	-	-	-	30,000	30,000	#DIV/0!
7195 · Other Gen & Adm Expense	1,590	2,200	1,143	1,143	-	0%
Total General & Administrative Expenses	17,538	21,501	14,415	44,415	30,000	208%
Total Expenses	216,758	196,336	225,519	230,627	5,108	2%
Net Profit (Loss)	\$ (202,853)	\$ (189,036)	\$ (222,768)	\$ (227,877)	\$ (5,108)	2%



Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
22 - Public Education

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Expenses						
Program Services						
5002 · Meeting facility-internal only	-	-	135	-	(135)	-100%
5062 · Law Day	-	-	3,000	3,000	-	0%
5063 · Special Event Expense	2,789	-	-	-	-	#DIV/0!
5075 · Food & Bev-external costs only	1,064	1,150	39	1,000	961	2471%
5076 · Food & beverage - internal only	-	-	232	200	(32)	-14%
5702 · Travel - Lodging	-	-	898	-	(898)	-100%
5704 · Mileage Reimbursement	-	-	-	-	-	#DIV/0!
5704 · Travel - Mileage Reimbursement	414	100	696	500	(196)	-28%
5705 · Travel - Per Diems	60	-	330	200	(130)	-39%
Total Program Services Expenses	4,327	1,250	5,329	4,900	(429)	-8%
Salaries & Benefits						
5510 · Salaries/Wages	70,396	65,476	68,014	70,734	2,721	4%
5605 · Payroll Taxes	5,155	4,911	5,243	5,305	62	1%
5610 · Health Insurance	5,729	6,085	6,387	7,372	985	15%
5630 · Dental Insurance	363	363	405	447	41	10%
5640 · Life & LTD Insurance	534	491	510	510	-	0%
5650 · Retirement Plan Contributions	6,663	6,548	6,800	7,073	273	4%
5655 · Retirement Plan Fees & Costs	24	722	434	709	275	63%
5660 · Training/Development	234	100	678	500	(178)	-26%
Total Salaries/Benefit Expenses	89,099	84,696	88,471	92,651	4,180	5%
General & Administrative						
7025 · Office Supplies	22	100	-	100	100	#DIV/0!
7035 · Postage/Mailing, net	7	100	7	100	93	1337%
7040 · Copy/Printing Expense	12	-	1,634	1,500	(134)	-8%
7045 · Internet Service	-	1,646	-	-	-	#DIV/0!
7050 · Computer Maintenance	74	-	-	-	-	#DIV/0!
7055 · Computer Supplies & Small Equip	40	100	54	100	46	85%
7100 · Telephone	1,147	911	689	800	111	16%
7105 · Advertising	-	75,000	-	75,000	75,000	#DIV/0!
7115 · Public Relations	-	-	802	1,000	198	25%
7175 · O/S Consultants	-	-	7,144	-	(7,144)	-100%
Total General & Administrative Expenses	1,302	77,857	10,329	78,600	68,271	661%
Building Overhead						
6015 · Janitorial Expense	328	342	316	332	16	5%
6020 · Heat	250	267	192	202	10	5%
6025 · Electricity	519	574	503	528	25	5%
6030 · Water/Sewer	47	48	49	51	2	5%
6035 · Outside Maintenance	215	213	119	125	6	5%
6040 · Building Repairs	54	82	136	142	7	5%
6045 · Bldg Mtncn Contracts	408	430	443	466	22	5%
6050 · Bldg Mtncn Supplies	26	30	20	21	1	5%
6065 · Bldg Insurance/Fees	138	137	230	241	11	5%
6070 · Building & Improvements Depr	584	573	561	606	45	8%
6075 · Furniture & Fixtures Depr	162	209	164	177	13	8%
7065 · Computers, Equip & Sftwre Depr	1,333	1,638	1,632	1,763	131	8%
Total Building Overhead Expenses	4,065	4,543	4,363	4,652	289	7%
Total Expenses	98,793	168,346	108,493	180,803	72,310	67%
Net Profit (Loss)	\$ (98,793)	\$ (168,346)	\$ (108,493)	\$ (180,803)	\$ (72,310)	67%



Utah State Bar
Preliminary FY2017 Budget
Based on Actual Results through 3/31/16
23 - Young Lawyers Division

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Revenue						
4052 · Meeting - Sponsor Revenue	1,000	100	1,000	1,000	-	0%
4081 · CLE - Registrations	-	-	200	-	(200)	-100%
4095 · Miscellaneous Income	110	-	60	-	(60)	-100%
4200 · Seminar Profit/Loss	3,268	-	-	-	-	#DIV/0!
Total Revenue	4,378	100	1,260	1,000	(260)	-21%
Expenses						
Program Services						
5001 · Meeting Facility-external only	5,250	13,734	-	14,000	14,000	#DIV/0!
5002 · Meeting facility-internal only	-	-	255	-	(255)	-100%
5035 · Awards	1,262	1,400	262	1,400	1,138	435%
5037 · Grants/ contributions - general	5,100	500	4,491	500	(3,991)	-89%
5060 · Program Special Activities	100	100	-	100	100	#DIV/0!
5062 · Law Day	366	-	366	-	(366)	-100%
5075 · Food & Bev-external costs only	18,408	21,400	20,576	21,400	824	4%
5076 · Food & beverage - internal only	-	-	196	-	(196)	-100%
5085 · Misc. Program Expense	1,991	800	1,943	800	(1,143)	-59%
5095 · Wills for Heroes	-	2,500	-	2,500	2,500	#DIV/0!
5702 · Travel - Lodging	3,477	1,400	4,472	1,500	(2,972)	-66%
5703 · Travel - Transportation/Parking	2,805	2,100	1,584	2,100	516	33%
5704 · Travel - Mileage Reimbursement	538	500	236	500	264	112%
5706 · Travel - Meals	478	-	478	400	(78)	-16%
5805 · ABA Annual Meeting	4,586	4,100	7,301	4,100	(3,201)	-44%
5810 · ABA Mid Year Meeting	5,798	6,000	3,740	6,000	2,260	60%
5855 · Bar Review	-	-	300	-	(300)	-100%
Total Program Services Expenses	50,159	54,534	46,199	55,300	9,101	20%
Salaries & Benefits						
5510 · Salaries/Wages	435	480	440	458	18	4%
5605 · Payroll Taxes	34	36	35	34	(1)	-3%
5650 · Retirement Plan Contributions	42	-	37	46	8	22%
5660 · Training/Development	400	-	400	800	400	100%
Total Salaries/Benefit Expenses	911	516	913	1,338	425	47%
General & Administrative						
7025 · Office Supplies	157	200	46	200	154	331%
7040 · Copy/Printing Expense	101	100	2	100	98	4067%
7045 · Internet Service	27	-	-	882	882	#DIV/0!
7055 · Computer Supplies & Small Equip	-	-	-	1,069	1,069	#DIV/0!
7100 · Telephone	-	50	-	-	-	#DIV/0!
7105 · Advertising	300	-	594	300	(294)	-49%
7140 · Credit Card Merchant Fees	-	-	5	-	(5)	-100%
7195 · Other Gen & Adm Expense	487	700	-	-	-	#DIV/0!
Total General & Administrative Expenses	1,072	1,050	648	2,550	1,902	294%
Total Expenses	52,143	56,100	47,760	59,188	11,428	24%
Net Profit (Loss)	\$ (47,764)	\$ (56,000)	\$ (46,500)	\$ (58,188)	\$ (11,688)	25%

TAB
2

May 1, 2016



Community Mediation

The Law and Justice Center
645 South 200 East
Salt Lake City, Utah 84111
phone 801-532-4841
fax 801-531-0660

e-mail info@utahdisputeresolution.org
toll free 877-697-7175
www.utahdisputeresolution.org

Northern Office
YCC Center
2261 Adams Avenue
Ogden, Utah 84401



STAFF

Nancy McGahey
Executive Director
Kelley Irmen
Case Management
Lynette Wendel
Training Coordinator
Airen Goodman
Youth & Court Programs



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Hardin A. Whitney

John C. Baldwin, Executive Director
Utah State Bar Association
645 South 200 East
Salt Lake City, Utah 84111

Dear Mr. Baldwin and the Utah State Bar Commission:

Utah Dispute Resolution (UDR) is requesting funding from the Utah State Bar Association in support of our mediation programs for the 2016-2017 fiscal year. The attached proposal for a grant of \$20,000 provides background on our organization and explanation for how this funding would be used.

As a charitable nonprofit organization, UDR relies on the generosity of the legal community to continue our efforts to help the underserved populations of Utah. We are grateful for the support you have provided our organization in the past and hope you are able to contribute this year to UDR's efforts.

Originally founded under the direction of the Utah State Bar Association, UDR has operated as an independent organization since receiving status as a 501(c)(3) nonprofit organization in 1997. UDR has helped the Bar fulfill the vision for the Law and Justice Center that was founded to offer alternatives for conflict resolution beyond the traditional litigation model. UDR supports the Bar's mission to *serve the public by promoting justice, professional excellence, civility, ethics, respect for and understanding of the law.*

UDR's proposed FY2017 annual operating budget of \$271,185 includes cash expenditures and in-kind donations. Your financial contribution would help cover staff compensation increases, an upgrade to our Web presence, and added costs to coordinate domestic mediations during Pro Se calendars in the Third District. Each year, UDR serves a large number of people with a minimal budget by following a volunteer service model. Trained, qualified volunteers conduct mediations while UDR's staff administers programs, screens cases, coordinates volunteers, and schedules mediations.

We appreciate the generosity that the Utah State Bar has extended to our organization over the years. Without the financial and in-kind support you have contributed each year, UDR would not be the successful organization it has become. We hope to continually strengthen the partnership that has grown between our organizations. On behalf of the Board of Trustees, staff, volunteers, and clients of Utah Dispute Resolution, I extend my gratitude for your generous, loyal support.

I have attached our application package, which describes the need and intended purpose for this funding proposal. I am happy to provide additional information to help you assess our proposal. Thank you for giving this proposal your consideration.

Sincerely,

Nancy McGahey
Executive Director

Encl: 2016 Grant Application

Utah State Bar 2016 Grant Application

Name of Organization/Applicant Utah Dispute Resolution

Address 645 South 200 East
Salt Lake City, Utah 84111

Contact Person Nancy McGahey, Executive Director

Phone Number (801) 532-4841

Fax (801) 531-0660 Email nancy.mcgahay@utahbar.org

Total Amount Requested \$20,000 Date May 1, 2016

Applications for a grant from the Utah State Bar may be made by completing and submitting the attached Application Form to:

John C. Baldwin
Executive Director
Utah State Bar
645 South 200 East
Salt Lake City, UT 84111

Grant Applications must be consistent with the mission of the Bar:

To represent lawyers in the State of Utah and to serve the public and the legal profession by promoting justice, professional excellence, civility, ethics, respect for and understanding of the law.

Applications are considered by the Board of Bar Commissioners on an annual basis.

2016 Grant Application submitted to the Utah State Bar from Utah Dispute Resolution

1. Description, Mission, and History of Utah Dispute Resolution.

Utah Dispute Resolution (UDR) is giving low-income Utah residents greater access to justice by offering a collaborative option for addressing and resolving conflict. UDR's mission is *to provide the residents of Utah with quality mediation services, information and training in alternative dispute resolution and the means to successfully, informally and cooperatively resolve their disputes.*

Mediation is a collaborative approach for resolving disputes using the assistance of an impartial, third party who facilitates communication and helps disputing parties overcome communication barriers. In mediation, the parties retain control over all decisions; this factor results in greater compliance with agreements because disputants contribute to the provisions of resolution. Mediation provides greater access to justice because the process helps parties in dispute settle their differences more quickly within and outside of the judicial system.

UDR was founded in 1991 under the direction of the Utah State Bar with funding from the State Justice Institute. Since 1993, UDR has received funding from local foundations and training efforts to continue its activities. In 1996 UDR was incorporated as an independent entity and achieved status a tax-exempt 501(c)(3) charitable nonprofit organization by the Internal Revenue Service as in 1997.

UDR does not compete with private mediators or mediation firms. The organization targets Utah residents who can't afford the cost for a private mediator. UDR's clients need help resolving conflict, but they have limited financial resources to pay for services.

UDR's headquarters is located at the Law and Justice Center in Salt Lake City. The Utah State Bar Association generously provides office space as well as IT and accounting services. In 2007, UDR opened a satellite office in Ogden. In 2014, UDR consolidated staffing to the Salt Lake City as a way to reduce costs; the organization continues to maintain space in Ogden where mediations are conducted for residents in the northern part of our state.

UDR is a recognized leader in promoting the use of mediation in Utah. In 2008 the Dispute Resolution Section of the Utah State Bar presented its prestigious Peter W. Billings, Sr. Award to UDR for its contributions in promoting alternative dispute resolution. UDR maintains strong partnerships with the Utah State Bar, Utah Legal Services, Legal Aid Society of Salt Lake, the Utah court system, Utah schools, and the refugee communities in our state.

UDR oversees five programs: Family, Community, Court, Youth, and Training. A description of each program is included in Attachment A (page 9). In addition to mediation services, the organization provides instruction on conflict resolution and mediation skills for individuals, organizations, and youth. UDR is the longest-running provider of court-approved mediation training in Utah. Public and corporate training efforts provide a significant source of revenue that helps support UDR's service programs. UDR has realized steady growth over the years because mediation is recognized as an effective way to resolve disputes outside of court. The legal community has embraced the use of mediation, and UDR has achieved a reputation for providing quality, affordable services for people with financial need.

2. Officers, Directors and Employees of Utah Dispute Resolution.

Board of Trustees

UDR is governed by a Board of Trustees that sets policies for the organization in keeping with its mission statement and establishes a vision for the organization's growth and direction. The board also functions to establish legal and fiscal controls, raise funds, guarantee sound management, and advocate for the organization. UDR's Board includes:

William W. Downes, Jr., President

Mediator and Attorney in private practice; former Executive Director of Utah Dispute Resolution

Michele Mattsson, Vice-President

Utah Court of Appeals Chief Appellate Mediator; President, University of Utah Board of Trustees.

Palmer DePaulis, Secretary-Treasurer

Retired Executive Director of the Utah Department of Human Services; former Chair of the Utah State employees ADR Council.

Julie Schleck, Trustee

Professional background as an experienced banking executive; currently provides banking consulting services.

Adam Mow, Trustee

Attorney and mediator with Jones Waldo law firm, Salt Lake City.

David Leta, Trustee

Partner, Snell & Wilmer-specializes in bankruptcy, business reorganizations and creditor rights.

Stephen Kelson, Trustee

Attorney with the law firm of Christensen & Jensen, specializing in commercial litigation. Steve has served as a long-term volunteer mediator with UDR.

Karen Okabe, Trustee

Private consultant; formerly held executive positions in human resource management in the public and private sectors.

Kate Kopischke, Trustee

Independent mediator and dialogue facilitator specializing in private and public sector collaborative engagement; focus areas: environmental and social conflict resolution.

Hardin A Whitney, Trustee Emeritus

Deceased; former attorney and managing Partner, Moyle and Draper; former Chair, Utah Bar ADR Committee.

Diane Hamilton, Trustee Emeritus

Mediator and Facilitator; former Director, Utah Court Annexed Alternative Dispute Resolution.

UDR Staff

UDR employs a staff of five people who administer UDR's programs, including:

Nancy McGahey, Executive Director (full-time effort)

Amanda Dunn, Case Manager (40 hours per week)

Susan Reimers, Case Manager (20-hours per week)

Rocio Astorga, Spanish Language Case Manager (20 hours per week)

Airen Goodman, Youth and Court Programs Coordinator (35 hours per week)

Lynette Wendel, Training Coordinator (20 hours per week)

Contractors and Volunteers

Since its inception, UDR has operated on a service model that uses trained, qualified mediators who volunteer their time to provide services to the community. Many of these volunteers are licensed Utah attorneys who believe in the value of mediation and offer their expertise as neutral third party facilitators. By using volunteers, UDR is able to serve a large number of people with a small annual budget. Staff members are supplemented by several mediators to whom UDR pays a minimal stipend to coordinate mediations at court venues throughout the state. UDR also uses experienced private mediators who donate their time to assist with the delivery of training.

3. Request for Funding.

UDR is requesting \$20,000 from the Utah State Bar to help fund its mediation program for the 2016-2017 fiscal year. The requested funding represents about 7% of UDR's proposed annual operating budget for the 2016-2017 fiscal year (see Attachment B, page 10). About 81% of UDR's annual budget supports compensation and program expenses. The remaining 19% of the budget represents administrative costs.

UDR anticipates the need for additional financial support in the next fiscal year to fund three initiatives: 1) increase staff compensation to reduce turnover, maintain continuity, and improve the quality of intake processes, 2) redesign the UDR Web site to raise greater awareness of programs and add interactive intake forms to expedite the scheduling process, and 3) cover costs to coordinate mediations for the Assisted Pro Se calendars in Third District Court.

Staff Compensation Increases. In the past year, UDR has experienced an unusually high staff turnover rate and has had difficulty recruiting qualified employees. This has resulted from a more competitive job market with many nonprofit organizations offering higher wages. This turnover has affected efficiencies in screening and scheduling mediations. By increasing compensation, UDR would anticipate maintaining higher employee retention rates, which would improve our ability to meet the high demand for mediations. We anticipate a 25% increase in wages from current levels. To achieve this, the organization would need an additional \$20,000 over last year's compensation budget. Wages have remained at an hourly range of \$10 to \$12; with increased funding, UDR hopes to offer more competitive rates in the \$13 to \$15 range.

Web Site Redesign. UDR's Web site is nearly ten years old. Redesigning the site would increase exposure and raise awareness of the organization's services. The redesign would include interactive forms, which would improve efficiencies in the intake and scheduling process. A lack of sufficient funding prevented UDR from completing this project last year as hoped. The redesign is expected to cost \$5,000.

Assisted Pro Se Mediation Project.

UDR began a pilot domestic mediation program during the past fiscal year to assist Third District Commissioners in their efforts to expedite cases filed by unrepresented parties. Private attorneys volunteer their time, and the Court's Self-Help Center assists by preparing documentation. UDR oversees, trains, and schedules volunteer mediators for this program. To date, UDR volunteer mediators have conducted 85 mediations during these Pro Se calendars at the Matheson and West Jordan courthouses. Additional funding from the Bar will help defray costs to oversee this program and pay parking costs for volunteer mediators. The cost for UDR staff time, parking, and supplies totals \$6,500.

By contributing to UDR, the Utah State Bar would be giving low-income Utah residents another option for addressing and resolving conflict. In recent years, the Utah Bar has demonstrated its support for Utah's underserved populations by initiating pro-bono and modest means programs.

While UDR does not provide legal services, it does work in partnership with the legal community to help disputing parties talk about their differences and explore options for resolution. Mediation offers clients and their legal representatives an option for settling cases outside of court. Many low-income clients do not have the resources to embark on costly and lengthy litigation. Without UDR, these clients would have few options outside of court to find resolution. UDR is the only mediation center in Utah that offers services on a sliding scale based on need. The Legal Aid Society of Salt Lake brings most of its cases to UDR; other referrals come from Utah Legal Services, attorneys, and the court.

UDR has gratefully relied on the loyalty and generosity of the Utah State Bar over the years. Originally founded under the direction of the Bar, UDR has helped to fulfill the mission of the Law and Justice Center by providing access to justice and alternative methods for resolving disputes for Utahans who need financial consideration.

UDR continues to seek funding from new sources and strives to keep operating costs low. While service fees have generated a small percentage of operating revenue in recent years, this will never represent a major source of income because of the organization's mission to serve low- and middle-income Utah residents who need financial consideration. UDR will continue to rely on the generosity of individual donors, foundations, and organizations like the Utah State Bar to help fund programs that serve people in need.

4. Budget and Sources of Funding for Utah Dispute Resolution.

UDR operates on a fiscal year that runs from July 1 through June 30. With two months left in the current fiscal year, UDR anticipates a small profit by year end. This is the result of understaffing during period of employee turnover in the past year. Year-end projections for the current fiscal year are included as Attachment C (page 11).

Revenue Received to Date

As of March 31, 2016, UDR had received \$177,286 in revenue for the 2015-2016 fiscal year. Year-end projections include:

- Mediation & Administration Fees - \$24,605
- Individual and Organizational Contributions and Donations - \$1,290
- Training Income - \$62,124
- Youth Program Contract Income - \$4,500
- Utah Charitable Foundations - \$84,500 total contributions from:
 - George S. & Dolores Dore Eccles Foundation - \$25,000
 - And Justice for All - \$22,000
 - Utah Bar Foundation - \$18,000
 - Utah State Bar Association - \$10,000
 - Herbert and Elsa Michael Foundation - \$7,500
 - Ralph Nye Charitable Trust - \$1,000
 - DR Section, Utah Bar - \$1,000
- Interest Income - \$267

Revenue Anticipated or Committed

Based on projections, UDR anticipates receiving an additional \$26,569 by the end of the current fiscal year, as itemized below.

- Mediation Fees - \$7,395
- Individual and Corporate Donations - \$8,710
- Mediation Training Revenue - \$7,876

- Youth Program Contract Income - \$2,500 (pledged; not received)
- Interest Income - \$88

2016-17FY

Later this month, UDR's Board of Trustees will be considering and approving a budget for the next fiscal year. A draft proposed budget is included as Attachment B of this proposal (page 10). Including in-kind donations, the proposed budget reflects increased funding to cover proposed compensation and Web site redesign costs.

5. Measurement of Effectiveness of Mediation Center.

UDR measures the effectiveness and quality of service by considering: (1) changes in case numbers and numbers of cases that result in mediation over time, (2) disposition of mediated cases, and (3) client assessment of services received. UDR maintains electronic records on all mediation cases using a tool that provides statistical reports on case type, referral source, and final outcome. This allows the organization to assess changes in referral sources, and numbers and types of cases over time.

Case Numbers. UDR tracks changes in the numbers of requests we receive to assist with conflict. UDR counts an inquiry as a "case" when our staff has communicated with both sides of the dispute. Last fiscal year, UDR recorded a total of 1,535 cases, which is 1% higher than the previous year. Of those cases, UDR volunteers conducted 908 mediations over all programs, which is slightly fewer than in the previous year.

Case Disposition. UDR tracks the disposition of cases to determine settlement rates. Last year, 63% of all mediations conducted through Utah Dispute Resolution resulted in full or partial agreement. The settlement rates vary based on the context of the dispute. The table below shows the number of mediations conducted and disposition rates for all UDR program areas.

Program	Total Cases Managed	Total Mediations	% Resolved		% Not Resolved
			Fully	Partially	
Family Mediation Program	848	361	50%	22%	28%
Community Mediation Program	124	32	69%	3%	28%
Small Claims Mediation Program	390	390	58%	1%	41%
Small Claims Appeals Mediation	140	93	33%	0%	67%
Youth Mediation Program	33	32	97%	3%	0%
TOTALS	1,535	908	54%	9%	37%

Client Assessment. UDR asks all disputants who participate in mediation to complete opinion surveys. This information provides valuable feedback about mediator performance as well as general program service. Results from these opinion surveys reflect consistently high ratings. Last year, the average rating for mediations as well as UDR's overall service was 4.6 on a five point scale where 1 is "poor" and 5 is "excellent." UDR receives positive comments about services, regardless of the outcome of the mediation. Even when the parties do not reach agreement, clients find the process valuable because it helps them clarify interests and reach mutual understanding, if not agreement. Mediation has proven to be an effective tool that offers people in conflict a safe, respectful setting in which to talk about their differences and explore options for resolution. These high client ratings as well as the high number of referrals and mediations conducted is a testament to UDR's success.

6. Providers of Services.

UDR relies on the efforts of volunteers to carry out its mission. By using volunteers, UDR is able to serve a large number of people in the community with a minimal annual budget. Each year, about 75 active volunteers complete over 2,000 hours of service. Guided by UDR's small staff of mediation professionals, qualified volunteers perform essential tasks, including case management, mediations, and special projects.

Trained, qualified volunteers mediate disputes for UDR. Newly trained mediators have opportunities to gain experience in small claims court cases under the tutelage of experienced mediators. More experienced volunteers mediate appeals and community cases. A select group of highly skilled volunteers mediates family disputes. Volunteer mediators include professionals with a wide variety of backgrounds including attorneys, mental health practitioners, and human resource professionals.

Interns from local colleges and universities supplement office staff in conducting intake, coordinating volunteer efforts, and assisting with Spanish language interpretation. This year, UDR partnered the University of Utah and Weber State University to offer students practical experience in applying their knowledge and skills. Student interns and volunteers answer phones, conduct intake, and participate in small claims mediations, all under the guidance of UDR staff members. Interns and volunteers donated over 200 hours of time last year conducting intake, helping with case management, and completing special projects.

UDR also uses volunteers to assist the staff trainers with the mediator training seminars. Professional mediators and university instructors assist this effort by presenting relevant topics. In addition, experienced mediators assist as coaches during role-plays, giving valuable guidance to learners as they practice new skills. Volunteerism is critical to the efforts of UDR as it meets the needs of low- and middle-income members of our community who seek help resolving conflict.

7. Utah Dispute Resolution Fee Schedule.

UDR's fee structure varies based on the type of case. There is no charge to disputants who participate in UDR's Small Claims and Small Claims Appeals Court Program. Nor does UDR charge pro se litigants in the Assisted Pro Se Program. UDR provides these court mediations at no cost to the disputants or to the court system. UDR's Court and Domestic Pro Se programs provide opportunities for mediators to gain experience. These programs also help educate the public about mediation as an alternative process for resolving conflict. Among all UDR programs, 77% of mediations conducted last year were provided free of charge to both parties.

In UDR's Family Mediation Program, clients are assessed an administration fee of \$25. This fee encourages commitment from the disputing parties and raises some revenue for UDR to help offset a very small portion of costs for case management. Family Mediation clients are assessed a mediation fee based on a sliding scale that considers income and family size. Each client's fee is assessed individually. Clients who earn 150% or less of the Federal Poverty Level (FPL) pay nothing for mediation services. Clients whose incomes fall between 150% and 250% FPL pay \$40 per hour for mediation. Clients whose incomes fall between 250% and 350% FPL pay \$60 per hour for mediation. Clients whose incomes exceed 350% FPL pay \$80 per hour for mediation. Fees assessed in the Family Program go directly to the volunteer mediators. In recent years, the UDR Executive Director has conducted some of the higher-paying cases as a way to generate more revenue for the organization.

Last fiscal year, 92% of clients in UDR's Family Mediation program qualified for fee waivers or reduced fees; only 8% of clients paid a full fee. Typically, if one person pays full fee, the other party receives a waiver or fee reduction. 64% of clients earned less than 150% FPL; 19% of clients earned incomes between 150% and 250% FPL; 9% earned between 250% and 350% FPL; and 8% of clients earned more than 350% FPL.

For cases that don't involve a domestic relationship, the fee for mediation is determined on a sliding scale that is based on the amount of money in dispute. The graduated scale for these community mediations ranges from a \$20 flat fee to \$80 per hour paid by each party. Fees from the Community Mediation Program are split equally between UDR and the mediator. In some disputes where there is no dollar value, like neighbor or youth conflicts, mediation is provided at no charge.

8. Audited Financial Statement.

A copy of the 2015 audit report is attached to this proposal. This report covers the fiscal year from July 1, 2014 through June 30, 2015. The audit was conducted by Huizenga and Company.

9. Summary of the Bar's 2015 Contribution.

In 2015, the Utah State Bar Association contributed \$10,000 to Utah Dispute Resolution. This funding helped cover costs for case managers who conduct intake, screen cases to ensure mediation is appropriate and safe, schedule mediations, and provide ongoing support to volunteer mediators and clients.

Additionally, the Utah Bar contributed an in-kind donation that included office and mediation space, accounting and bookkeeping services, and Internet and phone support. The Bar also gave UDR reduced rates to rent conference rooms at the Law and Justice Center, where UDR holds training seminars. This in-kind contribution lowers UDR's operating costs and allows the organization to devote a larger percentage of our annual revenue to providing direct services to the public. A summary of these in-kind donations is included in Attachment D (page 12) of this proposal.

UDR's Board of Trustees and staff extend our appreciation to the Utah State Bar Commission for its continued and generous support. We hope the Commission is able to continue its support of UDR's efforts for the 2016-17 fiscal year.

10. **Signature:** Nancy McGhee
Title: Executive Director
Date: 5-1-2016

Attachment A

Utah Dispute Resolution Programs

UDR provides services through five programs, including:

- ***Family Mediation Program***—UDR provides mediation services for families that can't afford to hire a private mediator. These low- and moderate-income clients need assistance with divorce, divorce modification, parentage orders, elder care, family probate disputes, and other family issues. Bilingual staff and volunteers provide services in Spanish.
- ***Community Mediation Program***—UDR provides mediation services for clients who need assistance with a variety of disputes that involve minimal to no monetary claim such as matters between neighbors, landlords and tenants, consumers and merchants, and managers and employees in the workplace. Other cases involve disagreements about debts, loans, billings, contracts, and property rights. These cases typically come to UDR prior to court filings. Clients have limited resources to find help in resolving their disputes.
- ***Court Mediation Program***—UDR volunteer mediators provide on-demand mediation for litigants at various justice courts around the state, including Salt Lake City, Salt Lake County, West Valley City, Taylorsville, Logan City, and Ogden City. The organization also administers a mandatory mediation program for small claims cases that are appealed to district courts in Salt Lake and Davis counties. UDR receives no funding from the Utah court system for these efforts. UDR's Court Program offers new mediator trainees the opportunity to gain experience while providing a valuable service to the community.
- ***Youth Mediation Program***—UDR has provided instruction on mediation and conflict resolution skills for students at the Horizonte alternative high school in Salt Lake City as part of a life skills curriculum since 1998. Students who complete UDR's mediation class may join a panel of student mediators who help their peers resolve disputes at Horizonte School and at other Salt Lake District schools as requested. This school year, 20 students participated as peer mediators.
- ***Training Program***—UDR provides several training workshops for mediators including Basic Mediation, Domestic Mediation, Domestic Violence Awareness & Screening, and Refresher classes. UDR's training programs are the longest-running court-approved mediator training programs in Utah. The organization also provides customized training for organizations that request assistance in developing conflict management skills for managers, supervisors, and employees. These workshops generate revenue that supports UDR's mediation service programs for low-income Utahns. This year, UDR partnered with Southern Utah University by providing mediation instruction for SUU's new Conflict Resolution Certificate Program.

Attachment B
2016-2017 Fiscal Year: UDR Draft Proposed Operating Budget

Revenue

	Cash	In-Kind	Total	SLC	O/Other
Mediation Income	20,000		20,000	19,500	500
Administrative Fees	18,000		18,000	17,000	1,000
Individual/Corporate Donations	12,335		12,335	10,135	2,200
Training Revenue	80,000		80,000	75,000	5,000
Youth Program Service Contracts	7,000		7,000	7,000	0
Foundation Grants	102,000		102,000	96,000	6,000
Youth Program Grants	5,000		5,000	5,000	0
Interest Income	300		300	300	0
In-Kind Donations (*Utah Bar)	0	26,550*	26,550	26,000	550
Total Revenue	\$244,635	\$26,550	\$271,185	\$255,935	\$15,250

Expenses

Compensation

	Cash	In-Kind	Total	SLC	O/Other
Salaries and Wages	163,900		163,900	163,900	0
Payroll Expenses & Fees	1,600		1,600	1,600	0
Payroll Taxes	12,550		12,550	12,550	0
Workman's Comp. Insurance	450		450	450	0
Contractors (court program)	10,500		10,500	7,900	2,600
Contract Trainer Fees	5,000		5,000	5,000	0
Accounting & IT Support (Utah Bar*)	0	3,550*	3,550	3,000	550
Total Compensation	\$194,000	\$3,550	\$197,550	\$194,400	\$3,150

Program Expenses

	Cash	In-Kind	Total	SLC	O/Other
MCLE Fees	500		500	500	0
Food & Beverage Exp	3,500		3,500	3,450	50
Postage/Mailing	3,000		3,000	2,750	250
Office Supplies (G&A only)	500		500	500	0
Copy/Printing Expense (G&A only)	1,000		1,000	1,000	0
Youth Project Expenses	500		500	500	0
Meeting Facilities (Utah Bar*)	2,500	3,000*	5,500	5,500	0
Travel Costs	2,000		2,000	0	2,000
Training Materials	4,000		4,000	4,000	0
Volunteer/Staff Appreciation	1,200		1,200	1,100	100
Staff Training and Development	800		800	800	0
Total Program Expenses	\$19,500	\$3,000	\$22,500	\$20,100	\$2,400

Gen'l & Admin Expenses

	Cash	In-Kind	Total	SLC	O/Other
Rent & Utilities (Utah Bar*)	7,080	20,000*	27,080	20,480	6,600
Office Supplies (G&A only)	3,000		3,000	3,000	0
Copy/Printing Expense (G&A only)	500		500	500	0
Computer Supplies & Maintenance	300		300	300	0
Fax Equipment and Supplies	300		300	300	0
Advertising & Promotion	10,000		10,000	8,000	2,000
Due/Publications/Subscriptions	855		855	855	0
Bank Charges & Credit Card Fees	2,600		2,600	2,350	250
Insurance Expense	2,000		2,000	1,750	250
Audit Expense & 990 Preparation	4,000		4,000	3,500	500
Fund Raising	300		300	250	50
Other Gen/Admin Expenses	200		200	150	50
Total General/Admin Expenses	\$31,135	\$20,000	\$51,135	\$41,435	\$9,700

Total Expenses	\$244,635	\$26,550	\$271,185	\$255,935	\$15,250
Revenue less Expenses	\$0	\$0	\$0	\$0	\$0

Attachment C

2015-2016 Fiscal Year: UDR Operating Budget vs. Projected Year-End Costs

(note: projections are based on YTD income and expenditures as of 3/31/16)

Revenue

	Budget Cash	In-Kind	Total Budget	Projected Year End
Mediation/Administrative Fees	39,900		39,900	32,000
Individual Donations	11,000		11,000	10,000
Training Revenue	80,000		80,000	70,000
Youth Program Service Contracts	7,275		7,275	7,000
Foundation Grants	80,000		80,000	84,500
Youth Program Grants	6,000		6,000	0
Interest Income	300		300	355
In-Kind Donations	0	26,542	26,542	26,542
Total Revenue	\$224,475	\$26,542	\$251,017	\$230,397

Expenses

Compensation	Budget Cash	In-Kind	Total Budget	Projected Year End
Salaries and Wages	144,720		144,720	136,000
Payroll Taxes	11,490		11,490	10,500
Payroll Expenses & Fees	1,590		1,590	1,550
Contractors (Court program)	10,500		10,500	9,500
Contract Trainer Fees	5,000		5,000	3,500
Workman's Comp. Insurance	600		600	400
IT & Accounting Services	0	6,542	6,542	6,542
Total Compensation	\$173,900	\$6,542	\$180,442	\$167,992

Program Expenses	Budget Cash	In-Kind	Total Budget	Projected Year End
MCLE Fees	500		500	500
Food & Beverage Expense	3,500		3,500	3,000
Youth Project Expenses	500		500	400
Meeting Facilities	2,500	5,000	7,500	7,100
Postage/Mailing	3,000		3,000	2,500
Mileage Reimbursement	2,000		2,000	1,200
Training Materials	4,000		4,000	3,300
Copy/Print Program Services	0		0	300
Office Supplies/Program Services	0		0	100
Volunteer/Staff Appreciation	1,200		1,200	1,200
Staff Training and Development	800		800	400
Total Program Expenses	\$18,000	\$5,000	\$23,000	\$20,000

General & Admin Expenses	Budget Cash	In-Kind	Total Budget	Projected Year End
Rent, utilities, & Off-Site Storage	7,020	15,000	22,020	22,080
Office Supplies	3,500		3,500	2,500
Copy/Printing Expense	1,500		1,500	700
Computer Maintenance & Supplies	300		300	200
Fax	300		300	200
Advertising/Promotion	10,000		10,000	3,600
Publications/Subscriptions/Memberships	855		855	755
Bank Charges & Credit Card Fees	2,600		2,600	1,900
Insurance Expense	2,000		2,000	1,879
Audit Expense/990 Preparation	4,000		4,000	4,100
Other Gen/Admin Expenses	300		300	200
Fund Raising	200		200	300
Total General/Admin Expenses	\$32,575	\$15,000	\$47,575	\$38,414

Total Expenses	\$224,475	\$26,542	\$251,017	\$226,406
Depreciation	\$0	\$0	\$0	\$1,980
Revenue Less Expenses	\$0	\$0	\$0	\$2,011

Attachment D

Summary of 2015-16 In-Kind Donations to Utah Dispute Resolution

From the Utah State Bar

Office Space and Building Services (total estimated value: about \$15,000)

- Office space (~600 square feet in office)
- Mediation space (small room is not available until August 2013; larger conference room fits eight)
- Janitorial services, electricity, and natural gas
- Phone system and computer network lines
- Internet access and Email system

Bookkeeping, Accounting, and IT Support Services (total estimated value: about \$6,542)

- Prepare and make deposits
- Enter payroll into QuickBooks accounting software
- Prepare checks twice each month for payables (excluding payroll)
- Reconcile bank statements and prepare monthly financial statements
- Cooperate with independent auditor to provide financial records

Other Services—*provided at reduced rates* (total estimated value: about \$5,000)

- Space at the Law and Justice Center for training workshops and Board meetings
- Use of fax and copy machines

From Volunteers

Administrative/Training/Oversight Time (estimated 500 hours total)

- Student Interns from area colleges donate time to assist with office operations.
- Professionals donate time and/or worked at reduced rates for UDR's training programs.
- UDR's Board of Trustees works on a voluntary basis, donating time for meetings and projects

Mediation Time (estimated 1,500 hours total)

- Volunteer mediators donate time to conduct mediations for UDR's programs. Many of these volunteers are attorneys; others are professional from a variety of backgrounds. family, small claims, small claims appeals, and community mediations

Other In-Kind Donations

- Administrative Office of the Courts subsidized parking costs for volunteer small claims appeals mediators at the Matheson Courthouse.

TAB
3

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title: Select Bar Delegate to the ABA

Item # 2.2

Submitted by: John Baldwin

Meeting Date: July 6, 2016

ITEM/ISSUE:

The Bar Commission is seeking applicants to replace Margaret Plane as one of the Bar's two representatives in the American Bar Association's House of Delegates. The term would run through the August 2017 ABA Annual Meeting.

The ABA House of Delegates meets two times a year during the ABA conventions. There will be some preparation work to review issues and communicate with the Bar Commission. The delegate is also an Ex-officio member of the Utah State Bar Commission.

NAMES SUBMITTED:

1. John H. Bogart
2. Adam Bondy
3. Laura Cabanilla
4. Hon. Augustus G. Chin
5. Erik Christiansen
6. Hon. David M. Conners
7. Brad DeHaan
8. Lynn G. Foster
9. Amy Fowker
10. James C. Jenkins
11. David E. Leta
12. Matthew Morrison
13. Aaron Murphy
14. Lori W. Nelson
15. Eric D. Petersen
16. Cristie Roach
17. Allen F. Thomason
18. Angelina Tsu

INFO ONLY:

DISCUSSION:

ACTION NEEDED: X



JOHN H. BOGART

299 South Main, Suite 1300
Salt Lake City, UT 84111
801-535-4304
jhbogart@telosvg.com

JOHN H. BOGART
299 S. Main, Suite 1300
Salt Lake City UT 84111
801-535-4304 (w)
801-502-7222 (m)
jhbogart@Telosvg.com

90

June 21, 2016

Via Electronic Mail
John C. Baldwin
Executive Director
Utah State Bar

Re: Bar Representative to the ABA

Dear John:

Please accept my application for appointment to the position of Utah State Bar Representative. As you will see from my resume, enclosed with this letter, I have been an active member of the ABA for some time, and an active participant in the Utah Bar. I have held leadership positions with ABA Litigation Section Committees. I have also held a number of leadership positions with the Utah Bar, including president of two sections (Antitrust and Appellate Practice). Through long-standing participation on the Governmental Relations Committee of the Utah Bar, I have been exposed to the wide cross-section of the Bar. I should also note that I have practiced in large national and international firms and in small boutique firms, and also as a solo lawyer. That background is somewhat unusual and gives me a better sense than most of the variety of interests at work in the legal community in Utah.

If you need additional information, please let me know.

Respectfully,

John H. Bogart

John H. Bogart
Page 2 of 7

1994-97 Loyola Law School (Los Angeles, CA)
Adjunct Assistant Professor (Complex civil litigation and Jurisprudence)
Heller, Ehrman, White & McAuliffe (Los Angeles, CA)
Member of Litigation Department, and Intellectual Property & International Law Groups
1991-92 Lecturer, Philosophy Department, Stanford University
(Philosophy of Law)
Research Assistant to Profs. Radin, Gray, Weisberg, and Friedman
(School of Law)
1989-90 Mellon Fellow and Lecturer, School of Philosophy,
University of Southern California
1988-89 Visiting Assistant Professor, Philosophy Department,
Arizona State University
1987-88 Visiting Assistant Professor, Philosophy Department,
University of California at Davis
1986-87 Visiting Assistant Professor, Philosophy Department,
Stanford University
1985-86 Mellon Fellow and Visiting Assistant Professor, Philosophy Department,
New York University

PROFESSIONAL AWARDS

2009-12, UTAH BUSINESS, "Legal Elite," named as a leading Utah attorney for antitrust
2016 and complex commercial litigation.

2010-2012 CHAMBERS BENCHMARK: LITIGATION, named as leading Utah attorney
for antitrust, securities, and complex civil litigation.

2012, 2013 Outstanding Subcommittee Chair (Publications, Antitrust Committee),
Litigation Section, ABA

PROFESSIONAL ASSOCIATIONS AND BAR ADMISSIONS

Supreme Court of Utah Advisory Committee on the Rules of Professional Conduct
2011-

State Bar of Utah

Antitrust and Unfair Competition Section (President 2008-09)

Appellate Practice Section (President 2010-11, Vice-President 2009-10,
Executive Committee 2009-)

Litigation Section

Governmental Relations Committee (Co-Chair 2014-, Member 2004-13)

Inn of Court, Sutherland-Watkiss II

EDUCATION

J.D. Stanford Law School (1993)
STANFORD LAW REVIEW
Vol. 45 Articles Development (Symposia) Editor
Ph.D. University of Illinois at Chicago (1980-1985)
Dissertation: LAW, MORALITY, AND THE CRIMINALIZATION OF NEGLIGENCE
B.A. University of California at Santa Cruz (1978)
College Honors
Honors in Major (Philosophy)
Thesis Honors: HUME'S THEORY OF MORAL OBLIGATION IN THE TREATISE

ACADEMIC HONORS

Mellon Post-Graduate Fellowships
University of Southern California 1989-1990
New York University 1985-1986
University of Illinois Graduate Research Fellowships
1980-1981, 1983-1984, and 1984-1985
University of California President's Undergraduate Research Fellow
1976-1977 and 1977-1978

EMPLOYMENT

2010- Telos VG, PLLC
Principal, Antitrust, securities, commercial, class actions, and other complex civil litigation
2010- S.J. Quinney School of Law (University of Utah)
Adjunct Professor of Law (Jurisprudence and Complex Civil Litigation)
2004-2010 Howrey, LLP (Salt Lake City, UT)
Partner, Member of the Antitrust and Global Litigation Groups
2009- National Institute of Trial Advocacy, Instructor
1998-2005 Bendinger, Crockett, Peterson, Greenwood & Casey (Salt Lake City, UT)
Shareholder, Antitrust, securities, and other complex civil litigation
1997-98 Sanders, Barnett, Goldman, Simons & Mosk (Century City, CA)
Business litigation

John H. Bogart
Page 3 of 7

National Institute of Trial Advocacy
Instructor 2009-
State Bar of California (inactive)
United States Supreme Court
United States Courts of Appeals for the Ninth and Tenth Circuits
United States District Courts for the Districts of California, Arizona, and Utah
American Bar Association
Antitrust Section
Litigation Section
Antitrust Committee
Chair, Publications Sub-Committee 2009-13
Expert Witness Committee
Co-Chair, Website Sub-Committee 2009-12
Judicial Division
Solo & Small Firm Division

COMMUNITY ACTIVITIES

Land Use Planning Appeals Board, City of Salt Lake
Member 2004-08
Chairman 2006-08
Salt Lake County Zoo, Arts & Parks Tax Advisory Committee 2005
Repertory Dance Theater
Member Board of Directors and Executive Committee 2000-08
Chairman 2006-2008
Italian American Civic League of Utah
Stanford Club of Utah
Stanford Alumni Association
UCSC Alumni Association
Chamber Music Society of Salt Lake
Red Butte Gardens

PUBLICATIONS AND WORKS IN PROGRESS

Books

CONCURRENT ANTITRUST CRIMINAL AND CIVIL PROCEEDINGS: IDENTIFYING PROBLEMS AND PLANNING SUCCESS, Editor in Chief and Contributor, Antitrust Committee of the Litigation Section of the ABA, 2013.

CIRCUIT CONFLICTS IN ANTITRUST LITIGATION: A GUIDE TO CONFLICTS AMONG THE FEDERAL CIRCUITS IN PRIVATE AND PUBLIC ANTITRUST LITIGATION, Editor in Chief and Contributor, Antitrust Committee of the Litigation Section of the ABA, 2009.

2011 ANTITRUST LAW DEVELOPMENTS (7TH ED.), Contributor.

2009-10, 2012 ANNUAL REVIEW OF ANTITRUST LAW DEVELOPMENTS, Contributing editor.

Articles

Conflicts, Ethics, and Experts

ABA LITIGATION SECTION, EXPERT WITNESS COMMITTEE NEWSLETTER,
SPRING 2015, vol. 10, no. 2.

Crime and Moral Condemnation: A Study in the Enforcement of California's Anti-Abortion Statute (SSRN: http://papers.ssrn.com/sol3/papers.cfm?abstract_id=1247422)

Living With Twombly

22 UTAH BAR JOURNAL 2 (Mar/Apr 2009): 23-26.

Interpreting Rules and Constitutional Provisions (editor)

21 UTAH BAR JOURNAL 2 (Mar/Apr 2008): 29-35.

The Supreme Court Decision in Twombly: A New Federal Pleading Standard?

20 UTAH BAR JOURNAL 5 (Sept/Oct. 2007): 20-22.

Twombly: A New Standard for Conspiracy Claims

6 ANTITRUST LITIGATOR 2 (Summer 2007): 1, 25-26.

Unsworn Declarations in Lieu of Affidavits: Increasing Efficiency of Practice Under the Utah Rules of Criminal and Civil Procedure and Rules of Evidence

Co-authored with Scott McCoy (Howrey)
20 UTAH BAR JOURNAL 4 (July/Aug 2007): 22-23.

Phenomenology and Commodification: Evading Consent in Recent Theory Regarding Rape, 2 LEGAL THEORY 2 (July 1997): 253-264.

Reconsidering Rape: Rethinking the Conceptual Foundations of Rape Law, 8 CANADIAN JOURNAL OF LAW AND JURISPRUDENCE 1 (January 1995): 159-182.

On the Nature of Rape

5 PUBLIC AFFAIRS QUARTERLY 2 (April 1991): 117-136.

Reprinted in *SEXUAL ETHICS: A READER*, Karen Lebacqz, ed. (1998).

Reprinted in *PHILOSOPHICAL PERSPECTIVES ON SEX AND LOVE*, Robert Stewart, ed. (1995)

Adjudication, Validity, and Theories of Law, 2 CANADIAN JOURNAL OF LAW AND JURISPRUDENCE 2 (July 1989): 163-170.

Punishment and the Subordination of Law to Morality, 7 OXFORD JOURNAL OF LEGAL STUDIES 3 (Winter 1987): 421-443.

Legislative Duty and the Independence of Law, 6 LAW AND PHILOSOPHY 2 (August 1987): 187-203.

Lockean Provisos and State of Nature Theory, 95 ETHICS (July 1985): 828-836.

Reprinted in *JUSTICE IN POLITICAL PHILOSOPHY*, Will Kymlicka, ed. (1992).

Book Reviews

JUDGING POSITIVISM, Margaret Martin, *Forthcoming* in Law and Politics Book Review.

LAW AFTER MODERNITY, Sionaidh Douglas-Scott, Law and Politics Book Review, Vol. 24 No. 4 (April 2014): 176-79.

NORMATIVE JURISPRUDENCE, Robin West, LAW AND POLITICS BOOK REVIEW VOL. 22 No. 5 (MAY 2012): 205-10.

LIVING LAW: RECONSIDERING EUGEN EHRlich, Marc Hertogh (ed.), LAW AND POLITICS BOOK REVIEW Vol. 20 No. 11 (Dec. 2010): 641-43.

COMPULSORY COMPASSION, Annalise Acom, LAW AND POLITICS BOOK REVIEW Vol. 14 No. 6 (July 2004): 446-48.

LAW AS A SOCIAL INSTITUTION, Hamish Ross, LAW AND POLITICS BOOK REVIEW Vol. 11 No. 12 (December 2001): 596-97.

JUSTICE AND PUNISHMENT: THE RATIONALE OF COERCION, Matt Matravers, LAW AND POLITICS BOOK REVIEW Vol. 11 No. 8 (August 2001): 390-92.

CHANGE AND CONTINUITY: STATUTE, EQUITY AND FEDERALISM, William Gummow, LAW AND POLITICS BOOK REVIEW (March 2000): 206-07.

SEX AND REASON, Richard A. Posner, 105 ETHICS (April 1995): 670-72.

EQUAL JUSTICE, Eric Rakowski, 104 ETHICS (July 1993): 822-24.

AFFIRMATIVE ACTION AND JUSTICE: A PHILOSOPHICAL AND

CONSTITUTIONAL INQUIRY, Michel Rosenfeld, 102 ETHICS (July 1992): 967-969.

JUSTIFYING INTERNATIONAL ACTS, Lea Brilmayer, 101 ETHICS (July 1991): 880-881.

DEATH IS DIFFERENT, Hugo A. Bedau, 99 ETHICS (October 1988): 167-168.

FOUNDATIONS OF LIABILITY, Alan R. White, 97 ETHICS (April 1987): 673-674.

Book Notes

SEXUAL HARASSMENT: CONFRONTATIONS AND DECISIONS, Edmund Wall (ed.), 104 ETHICS (July 1994): 926-27.

AMERICAN JURISPRUDENCE 1870-1970, James Herget, 102 ETHICS (January 1992): 428.

LEGAL SECRETS: EQUALITY AND EFFICIENCY IN THE COMMON LAW, Kim Lane Scheppele, 101 ETHICS (January 1991): 432.

MORE SPEECH: DIALOGUE RIGHTS AND MODERN LIBERTY, Paul Chevigny, 99 ETHICS (January 1989): 452-453.

HUMAN RIGHTS AND INTERNATIONAL RELATIONS, R.J. Vincent, 99 ETHICS (January 1989): 452.

AIDS AND THE LAW, Harlon L. Dalton, et. al. (eds.), 99 ETHICS (October 1988): 213.

ISSUES IN CONTEMPORARY LEGAL PHILOSOPHY, Ruth Gavison (ed.), 99 ETHICS (October 1988): 188.

ESSAYS ON Kelsen, Richard Tur & William Twining (eds.), 99 ETHICS (October 1988): 198.

Presentations and Speeches

Continuing Legal Education

"Ethics, Expert Testimony: Issues for Experts and Lawyers"
July 2014

"Constitutional Evil: Loyalty and Conscience"
July 2012

"The Supreme Court's Last Word on Joint Ventures and Exclusive Contracts:
American Needle v. NFL"
July 2011

"Terrorism, Religion, and Liberal Democratic States – Remarks on Amos Guiora's
Freedom From Religion"
July 2010

"Utah Appellate Practice – New Rules and Old Problems"
December 2009

Howrey Academy (NITA courses on civil discovery and trial)
2010, 2009, 2008, 2007, 2006

"Religious Discrimination – Remarks on Michael Perry's "Religion as a Basis of Lawmaking?"
July 2009

Civil Discovery - Howrey In-house courses on civil discovery
November 2008

"Twombly: One Year On – The Impact for Federal and State Practice"
March 2009

"Developments in Utah Constitutional Interpretation"
July, 2007

"Expert Witnesses in Utah State and Federal Courts"
October 2007

"Litigation in Federal Court (Utah)"
March 2006

"State Civil Litigation in Utah – Expert Discovery"
October 2004

Adam Bondy
450 South State Street
5th Floor North
Salt Lake City, UT 84114

John C. Baldwin
Executive Director
Utah State Bar
645 South 200 East
Salt Lake City, UT 84111

Dear Mr. Baldwin:

I would like to express my interest in serving as one of the Utah Bar Commission's representatives to the American Bar Association's House of Delegates. I recognize that I would be an unusual pick due to my position as a judicial law clerk. However, I have also worked (as a summer associate) at a firm and spent two semesters working for low-income clients through legal clinics.

I believe my diversity of background will be an asset to House of Delegates. I have worked here for nearly four years and my circle of acquaintances includes many recent law clerks who have gone on to local law firms or who have established solo practices. The input of recently minted lawyers could be useful in helping the ABA in gaining traction with and representing the needs of newer bar members. Moreover, my position is neutral in that I hear from prosecutors, public defenders, agency attorneys, guardians ad litem, judges, etc. as often as I hear from private sector lawyers. No practice area or single firm dominates my work. Finally, being a clerk means that my schedule is not as crowded as that of many other lawyers, giving me greater flexibility to meet the demands of being a representative.

Thank you for your consideration,



Adam Bondy

350 South 200 East, Unit 703
Salt Lake City, UT 84111

ADAM LIM BONDY

adambondy@gmail.com
(503) 313-9891

EDUCATION

University of San Diego School of Law, San Diego, CA

Aug. 2009 – June 2012

Juris Doctor

Honors:

USD Academic Scholarship (2009-2012); Outstanding Appellate Brief Award (Spring 2010); Outstanding Clinic Intern (USD Small Claims Clinic, Spring 2011); Pro Bono Service Award; CALI Award (highest grade in International Finance Techniques, Fall 2011)

Activities:

San Diego International Law Journal (associate); Environmental Law Society (Secretary, 2010-2011); Asian Pacific American Law Students Association (member); Pan Asian Lawyers of San Diego (member)

University of California, Irvine, The Paul Merage School of Business, Irvine, CA

Sept. 2006 – June 2008

Master of Business Administration

Honors:

Faculty Fellowship Scholarship (2006-2008); led semifinalist team in 2007 Stradling Yocca Carlson and Rauth Business Plan Competition with proposal to retrofit buildings to "green" LEED certification.

Activities:

Associated Graduate Students (Vice President); Net Impact (Vice President, UCI chapter)

Stanford Graduate School of Business, Stanford, CA

June 2006 – Sept. 2006

Certificate, Summer Institute for General Management

Reed College, Portland, OR

Aug. 2002 – Dec. 2005

Bachelor of Arts, Political Science (International Relations) (thesis: From Lyre to Loudspeaker: Music as Power)

Honors:

Alta S. Corbett Grant (research project: "Statistical analysis of reliability in Amnesty International reports"; data used in *Torture and Democracy*, Darius Rejali (Princeton University Press, 2007))

Activities:

Student Body Senator (two terms); Office of Admissions (campus host); Asian Student Alliance (mentor for minority/first-generation students); Reed Honor Principle Society (SPQR).

EXPERIENCE

Hon. Michele M. Christiansen, Utah Court of Appeals, Salt Lake City, UT

Aug. 2015 – present

Hon. John A. Pearce, Utah Court of Appeals, Salt Lake City, UT

Jan. 2014 – Aug. 2015

Hon. J. Frederic Voros, Jr., Utah Court of Appeals, Salt Lake City, UT

Aug. 2012 – Jan. 2014

Judicial Law Clerk – Summarize appellate briefs and records in civil, criminal, and administrative appeals. Research applicable law, develop initial drafts of opinions, circulate them to other chambers, and incorporate revisions.

Hon. William V. Gallo, U.S. District Court, Southern Dist. of California, San Diego, CA

Jan. 2012 – May 2012

Judicial Intern

and May 2011 – Aug. 2011

Drafted Report & Recommendations, which were often adopted without substantial change, on *habeas corpus*, 42 U.S.C. § 1983, and Social Security cases. Recommended discovery rulings. Participated in settlement conferences.

Hon. Steven R. Denton, Superior Court of California, San Diego, CA

Aug. 2011 – Dec. 2011

Judicial Intern – Drafted 4-5 bench memoranda per week relating to civil law, including motions to tax costs, bifurcate trials, grant summary judgment, and set aside default judgments. Participated in case management conferences.

Small Claims Clinic, University of San Diego, San Diego, CA

Jan. 2011 – May 2011

Landlord Tenant Clinic, University of San Diego, San Diego, CA

Aug. 2010 – Dec. 2010

Certified Law Student – Interviewed low-income clients, identified possible claims, negotiated settlements, and prepared cases for trial (including trial briefs & binders). Obtained two favorable settlements at the courtroom door.

Wright, Finlay & Zak, Newport Beach, CA

May 2010 – Aug. 2010

Summer Associate – Prepared research memoranda for partner and associates on topics such as foreclosure on missing deeds of trust, duty to disclose possible defects discovered during escrow, and preclusion of insurance claims by full-credit bids. Drafted demand letters and letters to opposing counsel. Assisted attorneys in court appearances.

SKILLS & INTERESTS

- Admitted to Utah State Bar, State Bar of California, and U.S. District Court, District of Utah
- Wrote and orally defended a thesis on the use of music to control social spaces, from ancient to modern times.
- Activities include traveling (31 countries and counting), learning random historical trivia, researching family history, practicing Argentine tango, exploring Salt Lake City and Utah's wilderness areas, landscape and urban photography (instagram.com/instagradamb), and repeatedly explaining to my cat why she is not allowed in my clothes closet.

Christy Abad

From: John Baldwin
Sent: Friday, July 01, 2016 3:48 PM
To: Christy Abad
Subject: FW: American Bar Association Representative Sought
Attachments: Cabanilla - CV.docx

290 West Center
 Box L
 Provo, Utah 84603-0200

(801) 373-4912 office
 (801) 837-6867 cell
lcabanilla@esplinweight.com
www.esplinweight.com

From: Laura Cabanilla [mailto:lcabanilla@esplinweight.com]
Sent: Wednesday, June 15, 2016 4:09 PM
To: John Baldwin
Subject: FW: American Bar Association Representative Sought

John Baldwin
 Executive Director
 Utah State Bar

I am writing to express my interest in the applying as a representative for the American Bar Association's House of Delegates. I have attached a copy of my CV for your information, and would be glad to speak with you should you have any questions.

Regards,

Laura H. Cabanilla
 Attorney at Law
 Esplin Weight
 290 West Center, Box L
 Provo, UT 84603-0200

(801)373-4912 office
 (801)837-6867 cell
 (801)373-4964 fax
lcabanilla@esplinweight.com

From: Listserv [mailto:listserv@utahbar.org]
Sent: Tuesday, June 14, 2016 1:24 PM
To: Laura Cabanilla
Subject: Re: American Bar Association Representative Sought

The Bar Commission is seeking applicants to replace Margaret Plane as one of the Bar's two representatives in the American Bar Association's House of Delegates. The term would run through the August 2017 ABA Annual Meeting.

The ABA House of Delegates meets two times a year during the ABA conventions. There will be some preparation work to review issues and communicate with the Bar Commission. The delegate is also an Ex-officio member of the Utah State Bar Commission.

7/1/2016

Law Clerk to Judge Ray M. Harding, Sr., Presiding Judge, Fourth District Judge, Provo, Utah. Researched legal issues and wrote all legal memoranda issued by the judge.

Civic Contributions

Member of the *Provo City Council*, 2010-2014. Initiated, heard and voted legislation for the city and involved in all areas of city business in community with a population of approximately 118,000, including budget review, economic development, security (police department issues), utility rates, parks and recreation, strengthening neighborhoods, human resources issues, etc. Served as Chair of the Council, 2012-2013; chosen by peers on the council to act as leader, set agendas, make administrative decisions and otherwise represent the council. Provo City is consistently rated in the top by the Brookings Institute, Forbes Magazine, etc., for No. 2 for Home Value Recovery, Second Safest City, Second Best City for patents and Low Tech Unemployment, Seventh Best performing city in the nation, etc.,

Military Service

Commissioned officer in rank of Lieutenant Colonel (Retired) in U.S. Army Reserve. Held various positions of authority and responsibility. Demonstrated leadership ability and sound judgment; deployment to Southwest Asia in support of Operation Enduring Freedom/Operation Iraqi Freedom 2010-2011. Assignments since commissioning are as follows, most recent first:

- Deputy Program Director, Logistics Civil Augmentee Program (LOGCAP), while assigned at Army Central Command, Kuwait, directed staff in development of cost estimates and contracting support requirements to support theater commanders and other Department of Defense and government agencies in excess of 2.3 billion dollars annually. Major duties included coordination with theater commanders, other general officers, Department of Defense and U.S. Government agencies to develop and execute plans/strategies, manage acquisition requirements. Responsibilities required frequent travel to various countries within the Area of Responsibility in order to oversee contract performance and coordinate plans.
- Area Coordinator and Senior Instructor, Command & General Staff College, for Utah, Nevada and Colorado; Also appointed as Exchange Officer to Canada Land Forces Command & Staff College, additionally supervised staff of 10 field officer instructors.
- Brigade Operations Officer, Medical Training Brigade
- Assistant Professor of Military Science, Brigham Young Univ, ROTC
- Chief, Unit Training Section, Deputy Chief of Staff for Operations, of 96th Regional Support Command
- Battalion Logistics Operations Officer - (operations officer for a Logistics Battalion)
- Company Commander, Petroleum Supply Company

Laura H. Cabanilla

Education

J. Reuben Clark Law School
 1994 Juris Doctorate

Provo, Utah

Brigham Young University
 Bachelor of Arts - English, Major; Military Science, Minor

Provo, Utah

Professional Experience

2000-present *Esplin / Weight*
Partner

Provo, Utah

Manage business side of law practice together with partners in determining vision, marketing, and operating decisions. Provide legal counsel to clients in wide variety of legal issues including divorce, custody, criminal defense, and civil litigation at trial and appellate level. Skilled in litigation and negotiation. Frequently appointed as Conflict Guardian ad litem in cases of abuse, neglect, and dependency of children.

1996-2000 *Utah County Attorney's Office*
Deputy County Attorney

Provo, Utah

Prosecuted misdemeanor and felony crimes from initial screening and charging decision, first appearance, preliminary hearing, trial and sentencing. Successfully argued appeals to Court of Appeals and Utah Supreme Court. Board Member of various community related crime prevention committees. Taught advanced level criminal justice courses to law enforcement agencies. Acted as liaison to various enforcement agencies and task forces.

1995-1996 *Orem City Attorney's Office*
Assistant City Attorney

Orem, Utah

Prosecuted misdemeanor crimes from initial screening and charging decision, trial and sentencing. Taught criminal justice courses to officers within the Orem City Public Safety Department. Liaison to Public Safety Department.

1994-1995 *Fourth District Court*
Law Clerk - Judge Ray Harding, Sr.

Provo, Utah

- Military Intelligence Analyst, China
- Executive Officer and Training Officer, Petroleum Supply Company
- Evaluator, Conducted Training Evaluations of Logistics and Supply Companies
- Personnel Officer, Army General Hospital
- Platoon Leader, Petroleum Supply Company

Board Memberships

Utah County Career Services Council (Appointed Position) Board Member
 Provo Peaks Ice Sheet Authority
 Utah State Bar - New Lawyer Training Program - Board Member
 BYU Army ROTC Alumni Advisory Panel
 Utah County Clean Air Task Force - Member
 Pearls with a Purpose - Board Member
 Chapter Member - Congress for New Urbanism
 Liaison - Provo City Arts Board
 Liaison - Provo City Parks Board
 Utah County Sexual Assault Advisory Panel (former)

Awards & Honors

Finalist, Christine M. Durham Public Service Award
 Mentorship Service Medal
 Army Commendation Medal (6 Awards)
 Army Achievement Medal (2 Awards)
 Global War on Terrorism Service Medal
 Army Reserve Components Achievement Medal (with two Bronze Oak Leaf Clusters)
 Armed Forces Reserve Medal M Device
 National Defense Service Medal
 Army Service Ribbon
 Valley Forge Freedom Foundation Award - civilian essay contest

Professional Memberships

Utah State Bar, U.S. Federal District Court

Public Speaking

- Expanding Your Horizons, math, science and technology career focused conference for 6th - 12th grade girls
- Continuing Legal Education, Various Issues in Criminal Defense; Dealing with the Mentally Ill Client, Competency Petitions; September 2007
- Provo Veterans Council, Keynote Speaker, 2010
- Memorial Day Commemoration, Provo City, Keynote speaker, May 2010
- Brigham Young University ROTC, Guest Lecturer, Fall 2011
- Women in Leadership Scholarship Conference - Keynote Speaker, Feb 2012 Brigham Young University

- National Business Institute – Continuing Legal Education – Complex Child Custody and Support Issues in Divorce; Parenting Plans in Detail; Miscellaneous Issues in Custody and Support and Ethics, December 2012
- Veteran's Group, Changing Face of the Military and Arab Spring, March 2013
- Common and Not So Common Family Law Issues and Answers, 2014
- Introduction to Divorce in Utah, Sponsored by Chaubreakers (Breaking the Chain of Domestic Violence) 2016

Special Skills	Qualified Administrator, Myers-Briggs Type Indicator Instrument Qualified Instructor – 5k Additional Skill Identifier (U.S.Army designation for adult instruction) Spanish Speaking Intermediate Fluency (lived in Mexico as child)
Publications	A Handbook to Divorce in Utah – A Plain English Legal Guide to Help You Make Informed Decisions, Book Printers of Utah, Inc.,

AUGUSTUS G. CHIN, ESQ.
2947 Ida Circle
Salt Lake City, UT 84106
H: (801) 467-5206, C: (801) 414-3413
email: augustuschin@gmail.com

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email: augustuschin@gmail.com

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June 24, 2016

John Baldwin
Executive Director
Utah State Bar
645 South 200 East
Salt Lake City, UT 84111

Re: American Bar Association Representative

Dear John:

Please consider this letter and the attached resume as my application for the American Bar Association Representative position. As an engaged member of the bar and the bench I am mindful of issues and concerns regarding the legal profession. I would be honored to have the opportunity to assist with issues affecting the profession and of importance to the Utah State Bar.

I appreciate the opportunity to be considered and welcome the opportunity to discuss my application with the Bar Commission.

Sincerely,


Augustus G. Chin

Augustus G. Chin
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PROFESSIONAL AFFILIATIONS & COMMUNITY ACTIVITIES:

Board of Justice Court Judges
Chair of Trust & Confidence Committee
Fine and Bail Schedule Committee Member
Utah State Bar -
President (2006-2007), Bar Commissioner (2001 - 2008, ex-officio 1999-2000, 2007-2008)
Utah Supreme Court Advisory Committee on Professionalism (2000-2015)
American Bar Association
Law Related Education - Board Member
Utah Bar Foundation - Member of the Board of Directors (2009-2015)
Utah Minority Bar Association (President 1998)
Small Claims Judge Pro-Tempore - Third District Court (2000 - 2011)
Salt Lake County Justice Court, Salt Lake City Justice Court, South Salt Lake City Justice Court

HONORS/AWARDS:

2016 - Justice Court Service Award
2007 - Utah Minority Bar Association Lawyer of the Year
2005 - Utah Business Magazine - Legal Elite (Government Practice)
2003 - Scott M. Matheson Award for Service to Law-Related Education
2000 - Young Alumnus of the Year, University of Utah College of Law
1994 - Thomas Tang National Moot Court, Western Region Winner (Best Brief & Best Team)

INTERESTS / HOBBIES:

Traveling, self-improvement, domestic engineering, and landscape engineering.

EDUCATION:

Juris Doctor, May 1995: University of Utah College of Law, Salt Lake City, UT

Bachelor of Arts, Political Science, Minor: Spanish, June 1989: University of Utah, Salt Lake City, UT

EXPERIENCE:

Municipal Judge, October 2011 - Present

City of Holladay Justice Court, Holladay, UT

Conduct public arraignment sessions, pre-trials, bench trials including small claims and jury trials and other hearings including suppression, contempt, bail, and sentencing hearings. Issue warrants, summons, subpoenas, and commitments. Supervise court clerks to insure compliance with statutory law and administrative guidelines. Recommend and implement office and court policies and standard operating procedures. Perform administrative and management duties related to a municipal court including fiscal budget recommendations. Attend and participate in judicial programs to maintain knowledge of the law.

Criminal Defense Practice Manager, February 2011 - present

Wasatch Advocates, Salt Lake City, UT

Supervise the criminal practice of the firm. Responsible for client consultation and for felony and misdemeanor representation in local, state and federal courts. CJA attorney in U.S. District Court.

Associate, October 2008 - January 2011

Rasmussen & Miner, Salt Lake City, UT

Provided legal advice and assistance to individuals charged with alleged criminal offenses. CJA attorney in U.S. District Court. Assisted with resolution of criminal matters in state, local, and federal courts.

Prosecuting Attorney/Deputy County Attorney, May 2005 - August 2008

Summit County Attorney's Office, Summit County, UT

Managed personal case load in District Court, Juvenile Court, and Justice Court. Provided legal advice to law enforcement and county officials. Oversaw the preparation of subpoenas, warrants, petitions, and related documents. Conducted trials, and evidentiary hearings. Directed follow-up investigation. Assisted with Spanish speaking individuals

Senior Assistant City Prosecutor, February 1998 - May 2005

Salt Lake City, UT

Team leader for domestic violence cases. Screened, and prosecuted misdemeanor criminal and traffic offenses in Justice and District courts. Directed follow-up investigation and discovery responses. Conducted trials and evidentiary hearings. Responsible for appeals including brief writing and oral argument. Spanish interpreter for office.

Law Clerk / Law Clerk-Bailiff, July 1995 - January 1998

Hon. Tyrone E. Medley, Third District Court, Salt Lake City, UT

Reviewed and analyzed pleadings and memoranda. Prepared pre-argument/ pre-trial memoranda. Advised the judge on applicable case law, statutes, policies, and procedures. Assisted with courtroom protocol, security and jury supervision. Drafted proposed court documents.



201 South Main Street, Suite 1800
Salt Lake City, Utah 84111
Main 801.537.1234
Fax 801.536.6111

A Professional
Law Corporation

Erik A. Christiansen
Shareholder
Direct: 801.536.6719
EChristiansen@parsonsbelle.com

June 14, 2016

VIA E-MAIL (jbaldwin@utahbar.org)
AND U.S. MAIL

John C. Baldwin
Executive Director
Utah State Bar
645 South 200 East
Salt Lake City, Utah 84111

Re: American Bar Association Representative

Dear John:

I am applying to serve as a representative of the Utah State Bar Association to the ABA House of Delegates. I have been very active in leadership of the Utah State Bar. I currently am a member of the Executive Committee of the Utah State Bar Litigation Section (2015-present). I also have served as the Chair of the Utah State Bar Securities Section (2005-06); a member of the Young Lawyers Division Executive Committee (1996-98); a member of the Utah State Bar Annual Convention Committee (2001).

I also have been very active in the ABA. Recently, I was inducted as a Fellow in the American Bar Foundation (2015-present). I also have served as the Editor-in-Chief of the ABA's quarterly magazine entitled *Coverage* (2007-15); as the Co-Chair of the ABA's Insurance Coverage Litigation Committee's Annual Meeting in Tucson, Arizona (attended by more than 400 lawyers) (2007); as a Regional Representative of the ABA's Insurance Coverage Litigation Steering Committee (2010-15); as a Web Editor of the ABA's Securities Litigation Committee (2012-present).

I also have served as the President of the Utah Chapter of the Federal Bar Association (2008-09); a member of the National Constitution, Bylaws and Rules Committee of the National Chapter of the Federal Bar Association (2006-09); and presently serve as the Chair of the Utah State Securities Commission (2009-present), which is charged with oversight of the Utah Division of Securities. I also am an adjunct Professor at the S.J. Quinney College of Law, where I teach Business Organizations (2015-present).

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BOISE | LAS VEGAS | RENO | SALT LAKE CITY | WASHINGTON, D.C. | PARSONSBEHLE.COM

ERIK ANTHONY CHRISTIANSEN
(801) 536-6719 (w)
echristiansen@parsonsbelle.com

PARSONS BEHLE & LATIMER
Shareholder
February 1996 to Present
One Utah Center
201 South Main Street, Suite 1800
P.O. Box 45898
Salt Lake City, Utah 84145-0898
Commercial litigation and securities litigation

STROOCK & STROOCK & LAVAN
Associate - November 1993 to December 1995
2029 Century Park East
Suite 1800
Los Angeles, California 90067-3086
Banking and securities litigation

MILBANK, TWEED, HADLEY & McCLOY
Associate - October 1990 to November 1993
Summer Associate, Summer 1989
601 South Figueroa Street
Los Angeles, California 90017
Banking and securities litigation

EDUCATION

University of Utah College Of Law
Juris Doctor Degree, May 1990
Articles Editor and Member of Editorial Board, *Utah Law Review*, 1989-90

University of Utah College of Humanities
M.A. English Candidate, August 1986-December 1989

University of Utah College of Social and Behavioral Sciences
B.A. Political Science, August 1987
Minor: Philosophy

University of Utah College of Humanities
B.A. English, June 1986

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John C. Baldwin
June 14, 2016
Page Two

I have spoken at numerous ABA meetings including at the ABA Editor's Symposium in 2010; at the ABA Insurance Coverage Litigation Annual Meeting (2003, 2004, 2005); and at the ABA's Section of Litigation Annual meeting in Phoenix, Arizona in 2004.

Parsons Behle & Latimer has a long tradition of involvement in the ABA, and I would very much like to continue our firm's tradition of service to the ABA.

I already will be attending the ABA's Annual Meeting in San Francisco in August, as I've registered to attend the ABA Fellow's Events at the Annual Meeting. Accordingly, my costs and expenses for attendance at the ABA Annual meeting in 2016 already have been provided for by Parsons Behle & Latimer, and I will not need any financial support from the Bar to attend.

In short, I would very much like to be considered to serve as the ABA representative to the ABA House of Delegates. I have applied for this honor several times before, but to date, I have not had the opportunity to serve.

If you have any questions, I would be happy to speak with you further.

Very truly yours,

PARSONS BEHLE & LATIMER

Erik A. Christiansen
Shareholder

EAC:cmg
Enclosure

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LEGAL SERVICE

Adjunct Professor of Law, S.J. Quinney College of Law, University of Utah, 2015-current (Teaching Business Organizations, a 4-hour credit hour class)

Fellow, American Bar Foundation (2015-present)

Chair of the Utah State Securities Commission, 2009 to Present (appointed by Gov. Huntsman in 2009 and re-appointed by Gov. Herbert in 2013)

Utah State Bar, Litigation Section, Executive Committee, 2015-Present

Securities Litigation Committee of the ABA, Web Editor, 2012-Present

Chair, University of Utah Board of Advisors for Undergraduate Education, 2009-11

Editor-in-Chief, *Coverage* magazine, published by the ABA's Insurance Coverage Litigation Committee, 2007 to 2015

President, Utah Chapter, Federal Bar Association, 2008-09

Member, Constitution, Bylaws and Rules Committee of the National Chapter of the Federal Bar Association, 2006-09

Utah State Bar, Securities Section, Chair, 2005-06

President, University of Utah Young Alumni Board, 2000-02

Member, University of Utah College of Law, Board of Trustees, 1996-99

Martindale-Hubbell AV Preeminent Rating

Recognized in The Best Lawyers in America, Securities Litigation, since 2010

Recognized in Mountain States Super lawyers, Securities Litigation, since 2009

Recognized in Legal Elite, Utah Business magazine, various years.

Chair, Insurance Coverage Litigation Committee of the American Bar Association's 2007 CLE Seminar.

Board of Trustees, Utah Legal Aid Society, 2003-07

Regional Representative, Insurance Coverage Litigation Committee of the Section of Litigation of the American Bar Association, 2003-2004.

Co-Chair, Bad Faith Subcommittee of the Insurance Coverage Litigation Committee of the Section of Litigation, American Bar Association, 2002-2004.

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Represented Sandis Prusis and the Latvian Olympic Committee in a case before the Court of Arbitration for Sport against the International Olympic Committee, where I overturned the decision of the IOC and was able to get Mr. Prusis reinstated so that he was able to compete in the 2002 Winter Olympic Games in Salt Lake City, Utah.

Represented Marie-Reine Le Gougne, the French Judge involved in the Pairs Figure Skating controversy during the 2002 Winter Olympic Games, in her disciplinary proceeding before the International Skating Union in Lausanne, Switzerland.

Selected as Olympic Pro Bono Counsel to represent athletes during the Salt Lake City Winter Olympic Games in February 2002 before the Court of Arbitration for Sport and the United States Olympic Committee.

Volunteer Special Counsel to the Salt Lake Olympic Organizing Committee for the 2002 Winter Olympic Games ("SLOC") in connection with media requests by *City Weekly* reporter Lynn Packer under SLOC's Open Records Policy.

Member, Convention Committee, Utah State Bar Annual Convention, Sun Valley, Idaho (2001).

Instructor, Institute for Paralegal Education, Effective Legal Writing For Paralegals, 1997 - 1999.

Member, Executive Committee, Utah State Bar Association, Young Lawyers Division, 1996 - 1998

Co-Chairman, Utah Bar Journal Committee, Utah State Bar Association, Young Lawyers Division, 1996 - 1997

Co-Chairman, Membership Support Network, Utah State Bar Association, Young Lawyers Division, 1997 - 1998

Voting Delegate, American Bar Association Annual Meeting, Young Lawyers Division, August 1997

Volunteer Staff Attorney on the Webster Commission, which was charged by the Los Angeles Police Commission with investigating the LAPD's response to the 1991 civil disturbance in Los Angeles.

COMMUNITY SERVICE

CUAC, Board of Trustees, 2015-Present

President, Board of Trustees, UMOCA, 2006-09

President, Board of Trustees, Visit Salt Lake, 2013-14

Member, KRCL Board of Trustees, 2006-11

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Speaker, Trial Skills Academy, Faculty, Utah State Bar, Utah State Bar Litigation Section, May 26-27, 2015

Speaker, Ethical Considerations in Securities Enforcement, Utah State Bar Business Law Seminar, May 22, 2015

Speaker, Trial Academy, Faculty, Utah State Bar, Fall Forum, November 21, 2014

Speaker, Modern Securities Litigation and Halliburton, S.J. Quinney College of Law, March 17, 2014

Speaker, Securities Litigation Update, Utah State Bar Securities Section, February 21, 2014

Speaker, Best and Worst Discovery Practices, Utah State Bar, Litigation Section, October 7, 2011

Speaker, Update on Recent Significant Securities Decisions, Utah State Bar Securities Law Section, May 7, 2011

Speaker, Generating Content and Soliciting Authors, ABA Editor's Symposium, October 1, 2010

Speaker, Update on Recent Significant Securities Decisions, Utah State Bar Securities Law Section, August 20, 2010.

Speaker, Common Markers of Fraud, Fraud College, June 30, 2010.

Speaker, Developments in Federal Securities Fraud Litigation, Federal Bar Association, Southern Utah Event, October 23, 2009

Speaker, Pro Bono Service in the Federal Courts, Federal Bar Association's Tri-State Conference, October 10, 2009

Speaker, Recent Developments in Securities Litigation, Utah State Bar Securities Section, August 15, 2009

Speaker, Spoliation of Evidence in the Electronic World, Intermountain eDiscovery Conference, May 28, 2009

Speaker, Update on Recent Significant Securities Decisions, Utah State Bar, August 22, 2008

Speaker, Spoliation of Evidence, Lorman seminar, May 16, 2008

Speaker, Do's and Don'ts of Deals in Utah, Mountain West Capital Network Lunch, December 13, 2007

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Member, KRCL Community Advisory Board, 2015-current

Member, Board of Trustees, International Sculpture Center, 2006-11

Gala Committee, Utah Arthritis Foundation, 2002 and 2003

Judge, The 2002 Philip C. Jessup International Law Moot Court Competition.

Member, Friends of the University of Utah English Department Committee, 1997 - 1998

PROFESSIONAL CERTIFICATIONS AND ORGANIZATIONS

Admitted to practice to the State Bar of California (1990) and to the State Bar of Utah (1996), as well as to the United States District Courts for the Central District of California, the Eastern District of California, the Southern District of California, the Northern District of California, the United States Court Of Appeals For The Ninth Circuit, the United States Court Of Appeals For The Tenth Circuit, the District of Arizona, and the District of Utah. Member of the Salt Lake County Bar Association, the American Bar Association (Insurance Coverage, Litigation, and Securities Litigation Sections) and the Securities and Litigation Sections of the Utah State Bar.

PUBLICATIONS

Author, Chapter on Common State and Federal Securities Law Violations, Utah Business Law for Entrepreneurs & Managers (Read, Dumke, Bartholomew and Clayton, Editors) and member of editorial board (book published by the Business Law Section of the Utah State Bar).

Utah Chapter, Insurance Bad Faith; A Compendium of State Law, published by the DRI Defense Library Series, in May 2004 and May 2011.

Technicolor Hats: The Dangers of Relying Solely on D&O Insurance to Protect In-House Counsel in Securities Litigation, January/February 2006, Coverage magazine, Vol. 16, No. 1.

Constitutional Limitations on Litigating Bad Faith Claims After State Farm Mutual Automobile Insurance Co. v. Campbell, May/June issue of the American Bar Association's Coverage magazine (Vol. 13, No. 3). Coverage magazine is published by the ABA's Committee On Insurance Coverage Litigation.

Notable Rulings, Federal Bar Association Utah Chapter Newsletter, Vol. 4, Issue 2 (Oct. 2003).

SPEECHES

Speaker, To Compete or Not Compete. . . . That Is The Question, Utah State Bar Litigation Section Breakfast Briefing, May 26, 2016.

Speaker, Update on Securities Litigation, Utah State Bar Securities Section Annual CLE, August 7, 2015.

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Speaker, Discovery in Bad Faith Cases, Ethical Issues and the Tripartite Relationship, Lorman, September 19, 2007

Speaker, Private Securities Litigation in Utah, Utah State Bar, August 11, 2007

Speaker, Update on Recent Significant Securities Decisions, Utah State Bar, August 25, 2006

Speaker, First Party Bad Faith Claims, Lorman seminar, February 23, 2006

Speaker, D&O Coverage for In-House Counsel of Issuers of Securities, Utah State Bar, May 5, 2005

Speaker, Mold & Bad Faith Litigation, at the A.B.A.'s 2005 Insurance Coverage Litigation CLE Seminar in Tucson, Arizona on March 4, 2005.

Speaker, To Restate or Not to Restate: Handling A Disclosure Crisis, at the 27th Annual Securities Law Workshop of the Utah State Bar Association's Securities Section in Sun Valley, Idaho, on August 21, 2004.

Speaker, Ten Things I Love & Hate About Insurance Companies and Insureds: The Latest On Coverage Dynamics, at the A.B.A. Section of Litigation's Annual Conference in Phoenix, Arizona on May 7, 2004.

Speaker, Bad Faith Claims And ERISA: What's Next?, at the A.B.A.'s Insurance Coverage Litigation Committee's annual CLE Seminar in Tucson, Arizona on March 6, 2004.

Tool Box Lunch Discussion Leader, Bad Faith Claims, at the A.B.A.'s Tort Trial and Insurance Practice Section's 12th Annual Insurance Coverage Litigation Committee Midyear Program at the Fairmont Miramar Hotel, February 20, 2004, in Santa Monica, California.

Speaker, The Basics of Federal And State Securities Litigation, New Lawyer CLE, Utah State Bar Law & Justice Center, October 30, 2003.

Speaker, Recent Developments in Securities Litigation in the 9th and 10th Circuits, Utah State Bar Securities Section Annual Meeting, Jackson Hole, Wyoming, August 16, 2003.

Panelist, Plenary Session: Bad Faith Litigation After Campbell vs. State Farm Mutual Auto Insurance, presented at the American Bar Association's 2003 Insurance Coverage Litigation CLE Seminar in Tucson, Arizona on March 7, 2003.

Discussion Leader, Punitive Damages After White vs. Ford Motor Company, presented at the American Bar Association's 2003 Insurance Coverage Litigation CLE Seminar in Tucson, Arizona on March 7, 2003.

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The Document Retention Requirements of the Sarbanes-Oxley Act of 2002, the Health Insurance Portability and Accountability Act, and Rule 26 of the Federal Rules of Civil Procedure, presented to 1100 people at the National Meeting of Iron Mountain Incorporated on February 6, 2003 in Orlando, Florida.

The Document Retention Requirements of the Sarbanes-Oxley Act of 2002, presented at the "Best of the West" regional meeting of Iron Mountain Records Management Corporation, a division of Iron Mountain Incorporated, on November 19, 2002 in Las Vegas, Nevada.

Recent Developments in Securities Class Action Litigation in the United States – Western Region, at the Center for International Legal Studies, Salzburg, Austria, October 11, 2002.

Legal Ethics of Olympic Proportion: Athlete Arbitrations at the Salt Lake 2002 Olympics, at Utah Valley State College on September 24, 2002.

Recent Developments In Securities Litigation In the Ninth and Tenth Circuits, Utah State Bar Securities Section Annual Meeting, Sun Valley, Idaho, August 2002.

D&O Lawsuits: Stories from the Trenches, T2M Technology To Market Summit 2001 Conference held at the Chateaux at Silver Lake at Deer Valley Ski Resort on December 6, 2001.

Recent Developments In Securities Litigation In the Ninth and Tenth Circuits, Utah State Bar Securities Section Annual Meeting, Jackson Hole, Wyoming, August 2001.

Recent Developments In Securities Litigation In the Ninth and Tenth Circuits, Utah State Bar Securities Section Annual Meeting, Sun Valley, Idaho, August 2000.

PERSONAL

Born July 31, 1963 in Iwakuni, Japan. Married to Christina Marie Jepson. Daughters, Adison Marie Christiansen (17), Kyra Marie Schmutz (17), Cate Olivia Christiansen (14), and Morgan Alexa Schmutz (6).



Second District Court

Judge David M. Connors

June 28, 2016

Dear Mr. Baldwin:

Please consider this letter my application for appointment as one of the Utah State Bar's representatives to the ABA House of Delegates. My resume is attached. I have previously indicated my interest in such an appointment to President Tsu in recent conversations we have had at bar functions.

In addition to the information you will find on my resume, I note that while in private practice I was an ABA member for more than 20 years and regularly participated in the meetings of various ABA sections, including the Annual Meeting. I also regularly participated as a CLE presenter at ABA meetings. Since being appointed to the bench, I have been designated by the Utah Board of District Court Judges as their official liaison to the ABA Judicial Division. Presently I serve as a member of the Executive Committee of the ABA Judicial Division's National Conference of State Trial Judges. In that capacity, I already regularly attend every Mid-Year Meeting and Annual Meeting of the ABA. Although I have not served as a delegate to the House of Delegates, I personally know many members of the House of Delegates and several members of the ABA's Board of Governors. Debra Moore at Utah's Administrative Office of Courts could confirm for you my role as official liaison of the Utah district court bench to the ABA.

Regarding my involvement with the Utah State Bar, years ago I served as chair of the Business Law Section of the bar. In addition, I have served for decades, and continue to serve, as a member of the Fee Dispute Arbitration Committee and a member of the CLE Advisory Committee. I have regularly attended our bar conventions and have often been a presenter for CLE presentations at the Mid-Year and Annual Conventions, and at the Fall Forum. You could speak with Connie Howard about my long-term involvement with the CLE Advisory Committee.

In short, I believe I could be a very effective representative of the Utah State Bar if appointed to serve as one of the Utah State Bar's representatives to the ABA House of Delegates.

Please feel free to contact me if you need any further information. The most reliable way to reach me by phone is my cell phone, 801-201-6226. My email address is dconnors@utcourts.gov.

Sincerely yours,

David M. Connors

Cc: President Angelina Tsu

800 W. State Street, P.O. Box 769 / Farmington, Utah 84025 / 801-447-3860

David M. Connors
continued

Judge Connors has previously served as a board member of the Wasatch Front Regional Council, Davis County Council of Governments, and Davis Education Foundation, and as a trustee for the Economic Development Corporation of Utah. He also served as Mayor of Farmington City, Utah, completing his term in 2006, after having previously served eight years on Farmington's city council.

Prior to joining Chapman and Cutler, Judge Connors was a partner with the international law firm LeBoeuf, Lamb, Greene & MacRae, L.L.P. (headquartered in New York City). He spent 23 years with LeBoeuf in its Salt Lake City office, initially as an associate, later as a partner, and finally as head of its Utah litigation group. He has served as the chairman of the Business Law Section of the Utah State Bar and has been an active presenter in many CLE programs, both for the Utah State Bar and for other CLE providers.

Education

- Yale University, B.A., 1974, Kennedy T. Friend Scholarship Award, Westinghouse Scholarship Award, American Waterworks Foundation Scholarship Award
- Brigham Young University - J. Reuben Clark Law School J.D., magna cum laude, 1979; J. Reuben Clark Scholar Law Review, 1977-1979

Clerkship

- Law Clerk to the Honorable Ellsworth A. VanGraafeiland, U.S. Court of Appeals, Second Circuit, headquartered in New York City (1979-1980)

Publications

- "A New Look at an Old Concern - Protecting Expert Information from Discovery under the Federal Rules," 18 *Duquesne L. Rev.* 271
- "Cellular Mobile Radio Telecommunications: Regulating an Emerging Industry," *Brigham Young University Law Review* 305, 1983

Admitted

- U.S. Supreme Court
- U.S. Court of Appeals for the Second, Ninth, Tenth and Eleventh Circuits
- Utah, 1982
- Pennsylvania, 1980 (presently on voluntary inactive status)

DAVID M. CONNORS

District Court Judge

Second District Court
800 W. State Street
Farmington, UT 84025

(801) 447-3863 (direct dial)
(801) 201-6226 (cell phone)
dconnors@utcourts.gov



David Connors was appointed as a District Court Judge by Governor Jon M. Huntsman, Jr. in October 2007 and began his service as a judge in January 2008, after Senate confirmation of his appointment. His primary chambers are located in the Farmington Courthouse. Judge Connors has recently completed a three-year term of service as a member of Utah's Board of District Court Judges, and continues to serve as the Board's designated representative to the ABA. He now serves as a member of the Executive Committee of the ABA Judicial Division's National Conference of State Trial Judges. He also currently serves as Chair of a statewide guardianship task force known as the Working Interdisciplinary Network of Guardianship Stakeholders ("WINGS"), as a member of the Long-Range Curriculum Planning Committee for Utah judges, and as a member of the Utah State Bar's CLE Oversight Committee and its Fee Arbitration Committee. In 2015, he completed a two-year term as President of the northern Utah chapter of the American Inns of Court.

Immediately prior to his appointment to the bench, Judge Connors was a partner in the litigation department of Chapman and Cutler LLP, a national firm with headquarters in Chicago, practicing in Chapman's Salt Lake City office.

As a district court judge, Judge Connors handles the full range of cases that are filed in a trial court of general jurisdiction, including criminal matters (both misdemeanor and felony), major civil matters, domestic matters, probate matters, debt collections, evictions, and anything else. In his nearly 30 years of private practice, mostly with national/international law firms, Judge Connors' experience was largely in the areas of commercial litigation, complex insurance regulatory proceedings, class action defense and bankruptcy-related litigation matters. He had statewide and nationwide experience before state and federal trial and appellate courts, including the federal bankruptcy court. In addition, he represented major institutional lenders and developers in project financing, UCC matters, land use planning matters, and in litigation related to such matters.

David M. Connors
continued

Professional Associations

- American Inns of Court, Rex E. Lee Chapter, President 2013-2015
- Utah Working Interdisciplinary Network of Guardianship Stakeholders (Utah WINGS), Chair, 2015-2016
- Utah State Bar (CLE Oversight Committee, CLE presenter)
- Fee Arbitration Committee, Utah State Bar (arbitrator, 1993-present)
- Litigation Section, Utah State Bar
- Business Law Section, Utah State Bar (former chairman)
- American Bar Association, Judicial Division, National Conference of State Trial Judges, 2012-present; formerly member of the ABA's Business Law Section, Commercial Financial Services Committee (member and CLE presenter for over 20 years before voluntarily withdrawing in 2008 after appointment to bench)

Recent Public Service

- District Court Judge, Second District Court, 2008-present
- Mayor, Farmington City, 2002-2006
- Farmington City Council, 1994-2002
- Wasatch Front Regional Council, 2002-2005
Vice Chairman, 2005
Chairman, Regional Planning Committee, 2004-2005
- Davis County Council of Governments, 2002-2005
- Davis County Jail Expansion Review Committee
- Community Development Block Grant Policy Committee, gubernatorial appointee, 2002-2003 (appointed by Gov. Leavitt)
- Economic Development Corporation of Utah, Trustee, 2002-2005

Some Recognitions and Awards

- Chapman and Cutler Firm-wide Pro Bono Achievement Award (awarded June 2007)
- Chapman and Cutler Pro Bono Honor Roll - 2006
- Utah Legal Services Pro Bono Recognition Award - 2006
- Martindale Hubbell "AV" Peer Rating (highest possible rating)
- Utah Business Magazine, Utah's Legal Elite - 2005, 2006, 2007

Christy Abad

From: John Baldwin
Sent: Monday, June 27, 2016 8:34 AM
To: Christy Abad
Subject: FW: ABA Representative

From: Brad DeHaan [mailto:Brad.DeHaan@Lundbergfirm.com]
Sent: Friday, June 24, 2016 11:38 AM
To: John Baldwin
Subject: ABA Representative

John,

I may be interested in the ABA representative slot, can you provide more information about what it specifically entails?

Also, if I apply, what should I include in a letter of application?

Thank you in advance.

Should you need to, please do not hesitate to contact me.

Thank you,
Brad
Brad G. DeHaan
Attorney
LUNDBERG & ASSOCIATES
3269 South Main Street, Suite 100
Salt Lake City, Utah 84115
Phone: 801-263-3400 ext. 324
Fax: 801-263-6513

This office collects debts, and any information obtained will be used for that purpose.

Lundberg & Associates wants to recognize its employees who have provided excellent customer service. If you would like to tell us about such an employee, please email us at: compliments@lundbergfirm.com. We are committed to excellent customer service. If you do not think you have received this kind of service, please email your comments to: complaints@lundbergfirm.com.

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REGISTERED DESIGN

LAW OFFICES
LYNN G. FOSTER L.C.
A LIMITED LIABILITY COMPANY

632 12TH AVENUE
SALT LAKE CITY, UTAH 84103
TELEPHONE: (801) 364-5633
E-MAIL:
lynn@fosterpatlaw.com

LYNN G. FOSTER

REG. PROF. ENGINEER
ATTORNEY AT LAW
PATENT ATTORNEY

June 15, 2016

John C. Baldwin
Executive Director
Utah State Bar 645 South 200 East
Salt Lake City, UT 84111

Via Email Only
jbaldwin@utahbar.org

Re: American Bar Association's House of Delegates

Dear John:

It has been a while since our paths crossed. As a AV Preeminent Attorney, as rated by Martindale, I would be willing to serve as one of the bar's two representatives in the American Bar Association House of Delegates, but don't want to waste my time processing application paperwork to you if the matter is already largely predetermined.

My credentials are substantial and I have some time on my hands, so I could address the responsibility thoroughly and competently.

If you wish to speak with me or contact me, use my phone number and/or email address listed above. If you wish an application, assuming that the positions are not already substantially committed, let me know.

In the meantime, best regards.

Cordially,

Lynn G. Foster

LGF:rkb

FOSTER, LYNN G.

632 - 12th Avenue
Salt Lake City, Utah 84103

PERSONAL DATA

NAME: LYNN GRANT FOSTER

ADDRESS: 632 - 12th AVENUE
SALT LAKE CITY, UTAH 84103

PRESENT EMPLOYMENT: SELF-EMPLOYED, PRIVATE PRACTICE OF PATENT LAW

EMPLOYMENT

PATENT ATTORNEY <i>Lynn G. Foster, L.C.</i>	YEARS SELF-EMPLOYED (2001 - PRESENT) <i>Salt Lake City, Utah</i>
PATENT ATTORNEY - OF COUNSEL <i>The Law Offices of Foster & Foster, L.L.C.</i>	YEARS EMPLOYED (JULY 1998 - 2001) <i>Salt Lake City, Utah</i>
PATENT ATTORNEY <i>Self Employed</i>	YEARS EMPLOYED (JULY 1968 - JULY 1998) <i>Salt Lake City, Utah</i>
PATENT COUNSEL <i>University of Utah</i>	YEARS EMPLOYED (SEP. 1965 - JULY 1968) <i>Salt Lake City, Utah</i>
PATENT ATTORNEY <i>Wilson, Settle & Craig</i>	YEARS EMPLOYED (JUNE 1964 - SEP. 1965) <i>Dearborn, Michigan</i>
PATENT APPLICATIONS <i>Strauch, Nolan & Neale</i>	YEARS EMPLOYED (FEB. 1962 - JUNE 1964) <i>Washington, D.C.</i>
PATENT EXAMINER <i>U.S. Patent Office</i>	YEARS EMPLOYED (MAY 1961 - FEB. 1962) <i>Washington, D.C.</i>
ENGINEER <i>Boeing Company</i>	YEARS EMPLOYED (AUG. 1960 - MAY 1961) <i>Seattle, Washington</i>
CONSULTING ENGINEER <i>John E. Kay</i>	YEARS EMPLOYED (JUNE 1960 - MAY 1961) <i>Salt Lake City, Utah</i>
CONSULTING ENGINEER <i>Hamilton & Voeller</i>	YEARS EMPLOYED (AUG. 1959 - JUNE 1960) <i>Pocatello, Idaho</i>
CONSTRUCTION ENGINEER <i>Foster-Williams Bros.</i>	YEARS EMPLOYED (SUMMERS 1952, 1953, 1957, 1958 AND 1959) <i>Miami, Florida</i>
LABORER <i>Purina Chow</i>	YEARS EMPLOYED (SUMMER 1951) <i>Pocatello, Idaho</i>
CARMAN, RIVETER <i>Union Pacific R.R.</i>	YEARS EMPLOYED (SUMMER 1950) <i>Pocatello, Idaho</i>

C:\Users\Cabad\UTAHBAR\AppData\Local\Microsoft\Windows\Temporary Internet Files\OLK890C\John Baldwin 06 15 16.docx

EDUCATION

JURIS DOCTOR
George Washington University Law School
YEAR (1964)
Law Review
YEAR (1963)

BACHELOR OF SCIENCE IN ENGINEERING
University of Michigan
YEAR (1959)
Tau Beta Pi

ACADEMIC SCHOLARSHIPS
Two Academic Scholarships at University of Michigan
Bolt Hall Law School - University of California at Berkeley (not used)
Athletic Scholarship (Intercollegiate Baseball) - Brigham Young University
(1951 - 54
AND 1956-57)

Registered Professional Engineer
District of Columbia - 1963 via examination
Utah - 1965, via reciprocity

Related Organizations
Delta Theta Pi
American Bar Association
American Patent Law Association
America Judicature Society
National Society of Professional Engineers

UNIVERSITY FACULTY APPOINTMENTS, ETC.

Adjunct Professor of Patent Law of the J. Reuben Clark Law School, Brigham Young University, having taught all courses offered in intellectual property between 1975 and 1984 with emphasis on substantive patent law. Inactive 1985 to 1995.

1965 - 1968 - Patent Counsel and First Director of Patent and Product Development at the University of Utah, the objective of which was the placement of technology developed at the University of Utah in the patent hands of local industry for commercialization. Many patent applications were filed and agreements negotiated. Contemporaneously enjoyed a faculty appointment at the University of Utah.

PROFESSIONAL CREDITS

Martindale Hubbell
AV Preeminent rated

State Bar Associations
Utah 1964 - via examination
Michigan 1965 - via examination
Various - by motion for purpose of a specific lawsuit

Federal Courts
United States Supreme Court - 1977
The United States Court of Appeals for the Federal Circuit - 1984
United State Court of Appeals for the Tenth Circuit - 1973
Utah Federal District Court - 1965
Michigan Federal District Court - 1965
California, Idaho, Arizona, Colorado, Montana, Iowa, New York - for purposes of a specific lawsuit
Court of Custom and Patent Appeals - 1967

Federal Administrative Agency
United States Patent Office Registration No. 21189 - 1963 by examination

Christy Abad

From: John Baldwin
Sent: Monday, June 27, 2016 1:16 PM
To: Christy Abad
Subject: FW: ABA Representative
Attachments: Resume 2016.pdf

From: Amy Fowler [mailto:afowler@sllda.com]
Sent: Monday, June 27, 2016 12:25 PM
To: John Baldwin
Subject: ABA Representative

Good Afternoon John,

I am incredibly interested in the ABA Representative position that you announced last week. Attached is my resume, and please feel free to contact me with any questions or if you need further information.

Thank you,

Amy N. Fowler
 Trial Attorney
 Salt Lake Legal Defenders Association

The information in this transmission and its attachments, if any, is privileged and confidential, is attorney work product, and is intended for the recipients listed above. If you are neither the intended recipient nor a person responsible for the delivery of this transmittal to the intended recipients, you are hereby notified that any unauthorized distribution or copying of this transmittal or any part thereof is prohibited. IF YOU HAVE RECEIVED THIS TRANSMISSION IN ERROR, PLEASE IMMEDIATELY NOTIFY THE SENDER BY REPLY E-MAIL AND DELETE THE ORIGINAL MESSAGE.

7/1/2016

AMY N. FOWLER

311 East 2700 South • Salt Lake City, Utah 84119 • 801.821.9698 • afowler22@gmail.com

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Education

UNIVERSITY OF UTAH S.J. QUINNEY COLLEGE OF LAW, Salt Lake City, Utah
Juris Doctor

- Graduated May 2011 with High Honors (Top 15%)
- Executive Editor, Journal of Law and Family Studies, 2010-2011
- President, OutLaws, 2009-2010
- College of Law Recipient for International Business Transactions (2011)
- Cali Recipient for Legislative Process (Fall 2009) and Judicial Process (Spring 2010)
- Staff Member, Journal of Law and Family Studies, 2009-2010
- S.J. Quinney Research Fellow, 2009-2010
- William H. Leary Scholar, 2008-2009

SEATTLE UNIVERSITY, Seattle, Washington
Bachelor of Science, Biology, May 2000

Work Experience

LICENSED IN UTAH, BAR #13987
 LICENSED IN NEVADA, BAR #12371

SALT LAKE LEGAL DEFENDERS ASSOCIATION
Trial Attorney, February 2014 – Present

- Trial attorney for Salt Lake City and unincorporated areas of Salt Lake County
- Prepare for and attend hearings for all criminal matters for my clients

STOWELL & CRAYK, Salt Lake City, Utah
Associate, May 2013 – February 2014

- Public defender in the Taylorsville and Holladay/Cottonwood Heights Justice Courts
- Prepare for and attend a variety of hearings for criminal matters
- Communicate and negotiate with prosecutors on behalf of clients
- Prepare necessary immigration forms for clients
- Conduct client consults and initial interviews

MASCHOFF BRENNAN, Salt Lake City, Utah
Contract Attorney – November 2012 – May 2013

- Lead associate defending workplace discrimination case
- Assisted with trial preparation for complex intellectual property cases, including motion work, witness preparation, exhibit preparation, strategy planning, etc.
- Conducted infringement analysis to determine validity and value of potential case and client
- Prepared several motions including *Daubert* motions, summary judgment motions, motions and oppositions to motions to dismiss
- Prepared clients and experts for depositions

WORKMAN NYDEGGER, Salt Lake City, Utah
Associate, March 2012 – November 2012

- Assisted with complex intellectual property litigation cases; including patent, trademark, and copyright infringement; unfair competition; and trade secret and trade dress issues
- Prepared for and attended depositions and hearings
- Participated in the preparation of patent applications

AF**Organizations****NATIONAL CONFERENCE OF BAR PRESIDENTS**

- I was recently awarded the NCBP Diversity Scholarship
- This will allow me to attend two annual NCBP meetings and be mentored by other Bar presidents
- I will also be serving on a NCBP committee

LGBT & ALLIED LAWYERS OF UTAH

Co-Founder and President, 2014 – Present

- Co-Founded the first LGBT Bar Association in Utah
- Organize several CLEs and Social Events
- Raised money for the first annual LGBT & Allied Lawyers Scholarship
- Effectively advertised to gain 172 members in two years

S.J. Quinney OutLaws

President, 2009 – 2010

- Secured a grant from the Bastian Foundation two years in a row to send 5 people to the National LGBT Bar Association's annual conference, Lavender Law
- Organized various discussions for students and the community, including a co-sponsored event with the ACLU which drew in approximately 150 attendees
- Increased membership

JAMES CLAYTON JENKINS

Olson & Hoggan, P.C.
130 South Main, Suite 200
Logan, Utah 84321

EDUCATION

Utah State University, 1966-1967
University of Utah, 1969-1972
Gonzaga University, College of Law, Spokane, Washington, 1973-1976
US Army, Captain - retired

Degrees:	Bachelor of Arts - Finance	University of Utah
	Doctor of Law	Gonzaga University

BUSINESS AND PROFESSIONAL EXPERIENCE

Private and public law practice since 1976
Shareholder, Olson & Hoggan, P.C.
Former Rich County Attorney
Former Chief Deputy, Cache County Attorney
Served on various private and public boards
Former Chair Utah Judicial Conduct Commission
Former Member Utah Judicial Council
Past President, Utah State Bar
Commissioner, Utah Appellate Courts Judicial Nominating Commission

Professional experience primarily in trial and appellate practice involving both civil and criminal matters. Private practice in litigation, arbitration, mediation, business, banking, estates and trusts, bankruptcy, real estate and transactional matters. Principal and shareholder Olson & Hoggan PC.

ASSOCIATIONS AND AFFILIATIONS

(See Martindale-Hubbell Law Directory for listing and AV rating)

Member:	Cache County Bar Association	
	(Secretary/Treasurer)	1978 - 1981
	Utah State Bar Association	
	Lawyer Benefit Committee	1978 - 1980
	Law Day Committee	1984 - 1986
	Courts and Judges Committee	1989 - 1990
	Ethics and Discipline Committee	1992 - 1993
	Utah State Bar Commissioner	1993 - 1999
	Executive Committee Member	1996 - 1998
	Litigation Section, Exec. Committee	1993 - 1997
	Long-Range Planning Committee	1994 - 1996
	Utah Judicial Conduct Commission	1993 - 1997
	Chairman	1996 - 1997
	Utah Judicial Council	
	Utah Judicial Council Member	1996 - 1999
	Judicial Performance Committee	1995 - 1996
	Committee on Jury Reform	
	American Judicature Society	

Utah Statewide Association of Public Attorneys (SWAP)	1978 - 1995
American Bar Association	
Litigation Section Trial Practice Committee	1986 - 1998
National Conference of Bar Presidents	1997 - 2000
Access to Justice Task Foundation	
Founding member of Board of Directors	
And Justice For All Leadership Committee member	
Utah Appellate Courts Judicial Nominating Commission	2013-present

- Board Member, Access to Justice Foundation
- President-Elect, Utah State Bar
- President, Utah State Bar
- Commissioner Utah Appellate Courts Judicial Nominating Commission

Admitted: Utah Supreme Court and all Utah Courts
U.S. Supreme Court
U.S. District Court of Utah
U.S. Bankruptcy Court
U.S. Tax Court
U.S. Court of Appeals 10th Circuit

OFFICES

- Captain, U.S. Army, retired
- Instructor and Guest Lecturer, Utah State University
- U.S. Bankruptcy Trustee
- Rich County Attorney
- General Counsel, Bear Lake Special Service District
- Chairman, Logan Board of Adjustment
- Chief Deputy Cache County Attorney
- Board Member, Utah Department of Public Safety
Crime Laboratory Advisory Board
- Commissioner, Utah State Bar
- Commissioner, Utah Judicial Conduct Commission
- Committee Member, Judicial Performance Committee, Utah Judicial Council
- Member Utah Judicial Council

Snell & Wilmer



David E. Leta
Partner | Salt Lake City
801.257.1928
dleta@swlaw.com

David Leta is a financial problem solver. For over 38 years, he has represented debtors, creditors, trustees, creditor committees, asset purchasers, vendors, equity holders and other parties in all aspects of financial disputes, including collections, foreclosures, workouts, receiverships and bankruptcy. David's experience enables him to analyze a financial situation from multiple perspectives and design creative, durable solutions. As an advocate, he handles litigation for clients involving the United States Bankruptcy Code, the Federal and Bankruptcy Rules of Procedure, the Uniform Commercial Code and applicable state laws. David also serves as a neutral in mediating financial disputes for non-clients.

Representative Experience

View »

Recent Major Engagements

- Lead counsel to the Committee of Unsecured Creditors in the reorganization of the largest dairy operation in Utah
- Lead bankruptcy counsel to a consortium of senior secured creditors with liens against one of the largest tar sands processing facilities in Eastern Utah
- Lead counsel in prosecuting and defending \$100M+ preference, fraudulent transfer and equitable subordination claims
- Lead counsel in complex claims litigation involving multi-million dollar intellectual property rights as assets of the bankruptcy estate
- Lead counsel to Unsecured Creditors' Committee in connection with multi-state real estate sales agent franchise business
- Lead counsel to creditors in connection with prosecution and defense of their claims, as well as purchase by them of business from the estate
- Lead counsel to senior secured creditors in prosecuting and defending \$60M+ claims secured with debtor's assets, as well as negotiation, drafting and consummating settlement and sale of the claims to third-party buyer

https://www.swlaw.com/people/david_leta

6/24/2016

David E. Leta | Salt Lake City Partner | Snell & Wilmer

Page 3 of 10

- Lead counsel to largest senior secured creditor in connection with bankruptcy case of large Southern California construction equipment rental business
- Counsel to Unsecured Creditors' Committee in Chapter 11 bankruptcy case involving large failed real estate development
- Counsel to individual business debtor in a Chapter 7 bankruptcy case involving complicated dischargeability issues under DOMA and the definition of "spouse" in the bankruptcy code
- Counsel to individual debtor in complicated bankruptcy case involving tax, trust and fraudulent transfer issues
- Counsel to buyer in connection with matters related to the acquisition of large copper processing and mineral assets
- Counsel to licensor in connection with complicated, multi-state license dispute, including dispute with bankruptcy estate of prior licensor
- Lead counsel to credit card processing company in connection with security interest, reserve account and chargeback claims under merchant agreement of a bankrupt credit card merchant
- Counsel to senior secured lender in connection with failure to three separate hotel properties on public land leases
- Lead counsel to lender in pursuit of a multi-million dollar deficiency judgment related to megahome in Alpine, Utah, and defense of various claims asserted against lender arising out of the transaction
- Lead counsel to large secured and unsecured creditor in pursuing and collecting claims against individual debtor entrepreneur with over \$70M in liabilities, and involving complicated jurisdictional issues of exemptions, absolute priority rule, nondischargeability and plan terms
- View Less

Education

- University of Utah College of Law (nka S.J. Quinney College of Law) (J.D., 1976)
 - Editorial Board, Law Review
 - Order of the Coif
 - Phi Beta Kappa
- State University of New York at Binghamton, Harpur College (B.A., highest honors, 1973)

Professional Memberships and Activities

- American College of Bankruptcy, Fellow (2003-present)
- American Bankruptcy Institute
 - Rocky Mountain Bankruptcy Conference
 - Advisory Board (2008-present)
 - Chair (2004-2008)
- American Bar Association

https://www.swlaw.com/people/david_leta

6/24/2016

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- Lead counsel to largest unsecured creditor in prosecuting non-dischargeability complaint against individual debtor, and assisting the Chapter 7 Trustee to investigate, prosecute and recover possible fraudulent transfers from third parties
- Lead counsel to senior secured lender in pursuing remedies against debtor and its assets, and in negotiating plan terms
- Lead counsel to lender in judicial foreclosure action involving complicated SWAP litigation
- Lead counsel to largest supplier of inventory in large, multi-state residential security system bankruptcy case and related proceedings
- Lead counsel to debtor's largest secured creditor in obtaining appointment of receiver and collection of amounts due under defaulted loan secured with over \$250M in distressed credit card receivables
- Lead counsel to largest secured creditor of fabrication business in obtaining appointment of a receiver, in selling assets and in collecting collateral
- Lead counsel to largest secured creditor in pending judicial foreclosure action involving complicated title issues on unfinished commercial real estate development
- Counsel to largest, senior secured creditors to advance and prosecute senior secured claims, and to recover collateral in the pending Chapter 11 bankruptcy cases, including resolution of complicated plan terms involving development of large tar sands resources project
- Lead counsel to largest secured creditor in connection with post-nonjudicial foreclosure deficiency action, with complicated issues involving water shares separate from real property assets
- Lead counsel to largest senior secured creditor in complicated tiered lending arrangement involving multiple loans and real estate assets
- Lead counsel to lender in judicial foreclosure and collection of multi-million dollar claim secured with real property assets in Southern Utah
- Counsel to senior secured lender in large, multi-affiliate bankruptcy proceeding involving secured and unsecured claims against one of the debtor's affiliates
- Lead counsel to senior secured creditor in bankruptcy and post-bankruptcy foreclosure in connection with incomplete casino project in Las Vegas
- Lead counsel to senior creditors and shareholders in bankruptcy and post-bankruptcy proceedings to enforce claims and acquire data center business
- Lead counsel to senior secured creditors in multi-state rental car business bankruptcy proceeding, including defense of lender liability claims
- Special counsel to Chapter 7 Trustee to prosecute multi-million dollar fraudulent transfer claims arising out of the pre-petition purchase of debtor's life settlement contracts
- General bankruptcy counsel to large developer of golf and residential properties
- Lead counsel to governmental agency in bankruptcy action involving over 1400 acres of environmentally sensitive development property
- Lead counsel to owners in connection with resolution of actual and contingent liabilities arising out of failed casino businesses, including negotiation of complicated plan terms that were largely based on tax considerations
- Lead counsel to senior secured creditor in connection with bankruptcy case of large regional tractor and trailer dealership
- Lead counsel to largest senior secured creditor in connection with Chapter 11 bankruptcy case of large regional construction equipment rental business

https://www.swlaw.com/people/david_leta

6/24/2016

David E. Leta | Salt Lake City Partner | Snell & Wilmer

Page 4 of 10

- Litigation Counsel of America, Fellow (2014-2015)
- State Bar of Utah
 - Bankruptcy Section, Organizer and First Chairman
- Utah Bankruptcy Lawyers Forum, Organizer and Initial Trustee
- University of Utah College of Law, Adjunct Professor of Commercial Law (1978-1982, 2012-present)
- University of Miskolc Law Department, Visiting Professor, Miskolc, Hungary (Fall 2006)

Representative Presentations and Publications

Publications

- "Strategic Alternatives For and Against Distressed Businesses," Chapter Author, Thomson West (2016 ed.)
- "Jonathan P. Friedland, et al., Strategic Alternatives for Distressed Businesses," Chapter Author on Utah Alternatives, Thomson Reuters/West (2008-2009 ed.)
- Trigild, 2009 Deskbook, Guide to Receivership & Foreclosure, Author of Chapter on Utah, 1st ed. (2009)
- "Inside the Minds™, Chapter 7 Commercial Bankruptcy Strategies," Chapter Author, Practical Guidelines for Efficient Chapter 7 Filings, Thomson Reuters/Aspatore (2010 ed.)
- View Less

Articles Published

- "Strategic Alternatives For Distressed Businesses," Author of Utah Materials, Friedland, et al., Thompson-West, 2008-2009 Edition (Updated & Revised 2013)
- "2013 Trigild Deskbook -- Guide to Receivership & Foreclosure, 3rd Edition," Author of Utah Materials, Trigild, Inc. (Updated & Revised 2013)
- "Stem v. Marshall Changes the Landscape of Bankruptcy Court Jurisdiction," Utah Bar Journal, Vol. 26, No. 2, p. 34 (March/April 2013)
- "Do the Ends Justify the Means Test," ABI Law Journal (2008)
- "Circuit Notes," American Bar Association, 10th Circuit Editor (2008)
- "Checklist for Small Business Cases Under Chapter 11," Utah Bar Journal (2007)
- "Valuing Intangibles," Utah Bar Journal (February 2005)
- "Highlights of the Bankruptcy Reform Act of 2004," Utah Bar Journal (2004)
- "My Evolution from Paper-pusher to Key-clicker," Author, Utah Bar Journal (June/July 2004)
- "Rebirth of Article 9," Author, Utah Bar Journal (November 2000)
- View Less

https://www.swlaw.com/people/david_leta

6/24/2016

Speeches & Panel Participations

- "Proposed Rule Changes to the Federal Rules of Bankruptcy Procedure to Address *Stern v. Marshall* Jurisdictional Issues," Presenter, Utah State Bar Annual Convention, Snowmass, Colorado (July 2013)
- "*Stern v. Marshall* Panel Discussion re Jurisdictional Issues," Presenter/Moderator, ABA 2012 Rocky Mountain Bankruptcy Conference (January 2013)
- "*Stern v. Marshall* One Year After: What About Bankruptcy Court Jurisdiction," Utah State Bar Annual Meeting, Sun Valley, Idaho (July 18-21, 2012)
- "New Bankruptcy Rules Effective December 1, 2011," Snell & Wilmer, Webcast Presentation to GE Capital (November 15, 2011)
- "So You Have a Judgment, Now What? Bankruptcy and Judgment Enforcement in Utah," Lorman Education Services, Advanced Judgment Enforcement in Utah, Salt Lake City, Utah (November 11, 2011)
- "Uniform Commercial Code Articles 2A Leases," Snell & Wilmer, Presentation to GE Capital, Equipment Finance, Cedar Rapids, Iowa (September 20, 2011)
- "The Good, The Bad and the Ugly, 10th Circuit Bankruptcy Judges Poll," American Bankruptcy Institute, Rocky Mountain Bankruptcy Conference, Denver, Colorado (January 27-28, 2011)
- "Mergers and Acquisitions After the Financial Crisis," Snell & Wilmer, Corporate Counsel Forum, Newport Beach, California (October 8, 2010)
- "SARE's and SPE's in Bankruptcy," Utah State Bar, Banking & Finance Annual Meeting, Salt Lake City, Utah (April 13, 2010)
- "D&O Liability: Navigating the Regulatory Landscape," Snell & Wilmer, Presentation to Banks and Credit Unions (April 2010)
- "Staying Out of the Water-Works and Structured Deals," Lorman Education Services, Navigating Bankruptcy in Troubled Times: Options for Creditors and Debtors, Salt Lake City, Utah (December 11, 2009)
- "Remedies Under Article 9 of the UCC, Deeds in Lieu of Foreclosure, Forbearance Agreements, Secured Liens and Lender Risks, Receiverships, Deficiency Judgments and Pursuit of Guarantors," National Business Institute, Negotiating Real Estate Loan Terms and Workout Options, Salt Lake City, Utah (February 5, 2009)
- "So You Have a Judgment, Now What? Bankruptcy and Judgment Enforcement in Utah," Lorman Education Services, Judgment Enforcement, Salt Lake City, Utah (November 2, 2008)
- "Executory Contracts and the Application of 11 U.S.C. § 365," Snell & Wilmer, Bankruptcy Practice Group Meeting (March 6, 2008)
- "An Overview of Defaults and Remedies in Lending Transactions," Utah State Bar, Mid-Year Meeting, St. George, Utah (February 7, 2008)

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David E. Leta | Salt Lake City Partner | Snell & Wilmer

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- "So You Have a Judgment, Now What? Bankruptcy and Judgment Enforcement in Utah," Lorman Education Services, Advanced Judgment Enforcement in Utah, Salt Lake City, Utah (November 11, 2004)
- "*Daubert v. Merrill Dow Pharmaceuticals, Inc.* and *Till v. SCS Credit Corporation* and its Possible Application to Chapter 11 Cram Down Interest Rates," Utah Bankruptcy Lawyers' Forum, Autumn 2004 Forum, Salt Lake City, Utah (September 21, 2004)
- "Liens and Credit Issues in Bankruptcy," National Business Institute, An Advanced Look at Utah Real Estate Law, Salt Lake City, Utah (September 1, 2004)
- "Dischargeability, Reaffirmation, Abandonment, Setoff and Use of Assets," Lorman Education Services, Protecting and Collecting Assets in Bankruptcy in Utah, Salt Lake City, Utah (August 18, 2004)
- "Executory Contracts," Snell & Wilmer, Practice Group Training Program, Salt Lake City, Utah (April 28, 2004)
- "Treatment of Secured Claims in U.S. Bankruptcy Cases," Center for International Legal Studies, Secured Transactions and Insolvency (January 11-17, 2004)
- "So You Have a Judgment, Now What? Bankruptcy and Judgment Enforcement in Utah," Lorman Education Services, Advanced Judgment Enforcement in Utah, Salt Lake City, Utah (November 11, 2003)
- "Recent Developments: Sections 523(a)(2), (4) and (6)," Utah Bankruptcy Lawyers' Forum, Autumn 2003 Forum, Salt Lake City, Utah (September 16, 2003)
- "Dischargeability, Reaffirmation, Abandonment, Setoff and Use of Assets," Lorman Education Services, Protecting and Collecting Assets in Bankruptcy in Utah, Salt Lake City, Utah (August 19, 2003)
- "Electronic Banking and Commerce; Ethical Issues," National Business Institute, Challenges in Utah Commercial Lending Practices, Salt Lake City, Utah (July 27, 2003)
- "Treatment of Successor Liability in Connection with Sales Under Section 1123(a)(5)(d) and 1141(c) of the Bankruptcy Code, and Under Section 363," American Bankruptcy Institute, Rocky Mountain Bankruptcy Conference
- "So You Have a Judgment, Now What? Bankruptcy and Judgment Enforcement in Utah," Park City Bar Association, Brownbag CLE, Park City (Utah, May 1, 2003)
- "Protecting the Creditor's Position," National Business Institute, Fundamentals of Bankruptcy Law & Procedure in Utah, Salt Lake City, Utah (December 11, 2002)
- "Bankruptcy: A Creditor's Perspective in Utah, Executory Contracts and the Application of § 365 With Drafting Suggestions and Mechanics Liens, Fraudulent Transfers, Preferences and Pre-Bankruptcy Documentation," Lorman Education Services, Salt Lake City, Utah (October 10, 2002)
- "So You Have a Judgment, Now What? Bankruptcy and Judgment Enforcement in Utah," Utah State Bar, Annual Convention, Sun Valley, Idaho (June 29, 2002)

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- "Mechanics Liens, Fraudulent Transfers, Preferences and Pre-Bankruptcy Documentation; Executory Contracts and the Application of 11 U.S.C. §365 with Drafting Suggestions," Lorman Education Services, Bankruptcy, A Creditor's Perspective in Utah, Salt Lake City, Utah (December 16, 2006)
- "Business and Individual Bankruptcy Proceedings in the United States of America," Center for International Legal Studies, Lecture Series, University of Miskolc, Hungary (October 1-30, 2006)
- "Implications of New Bankruptcy Act on Business Bankruptcies," Snell & Wilmer Presentation to GE Capital Franchise Finance Corporation (May 19, 2006)
- "Nondischargeable Restitution Obligations—Collection Hammer for Creditor Victims," Idaho State Bar, 24th Annual Commercial Law & Bankruptcy Seminar, Coeur d'Alene, Idaho (February 16-18, 2006)
- "Battle of the Codes; The Bankruptcy Bully vs. the Tax Tyrant (Tax Liens, 505b Determinations, Sovereign Immunity & New Disclosures)," American Bankruptcy Institute, Rocky Mountain Bankruptcy Conference, Denver, Colorado (January 26-29, 2006)
- Utah State Bar, Ethics Advisory Committee, Presentation to the Utah Supreme Court Rules Committee re Opinion No. 05-03; Salt Lake City, Utah (January 23, 2006)
- "Pre-Petition Sanctions, Contempt (Civil/Criminal), Penalties and Punitive Damages: Allowability and Enforceability," American Bankruptcy Institute, Winter Leadership Conference, Palm Springs, California (December 1-3, 2005)
- "Overview of Major Changes in Chapter 7; Other Changes Affecting Particular Creditors or Industries," National Business Institute, Aligning Your Practice With the Bankruptcy Abuser Prevention Act of 2005, Salt Lake City, Utah (October 14, 2005)
- "So You Have a Judgment, Now What? Bankruptcy Enforcement in Utah—Recent Rule and Code Changes," Lorman Education Services, Judgment Enforcement in Utah, Salt Lake City, Utah (July 8, 2005)
- "Implications of New Bankruptcy Act on Business Bankruptcies," Snell & Wilmer presentation to GE Commercial Finance, Scottsdale, Arizona (May 19, 2005)
- "A Bankruptcy Lawyer's Take on Asset Protection," Utah State Bar, Estate Planning Section Lunch Meeting, Salt Lake City, Utah (May 10, 2005)
- "Valuing Intangibles," Valcon, Legal and Financial Perspectives on Business Valuations and Restructuring, Las Vegas, Nevada (March 3-4, 2005)
- "Are There Universal Standards, or Do the Ends Define the Rules?," American Bankruptcy Institute, Rocky Mountain Bankruptcy Conference, Denver, Colorado (February 10-12, 2005)
- "Bankruptcy: a Creditor's Perspective in Utah, Mechanics Liens, Fraudulent Transfers, Preferences and Pre-Bankruptcy Documentation; Executory Contracts and the Application of 11 U.S.C. § 365 with Drafting Suggestions," Lorman Education Services (December 16, 2004)
- "Homeland Security—Keeping the Bankruptcy Barbarians Off Your Assets," Snell & Wilmer Presentation to GE Commercial Finance, Bellevue, Washington (November 17, 2004)

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David E. Leta | Salt Lake City Partner | Snell & Wilmer

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- Snell & Wilmer Presentation to GE Capital Business Asset Funding, Bellevue, Washington (October 29, 2001)
- "OK Corral," NITA Trial Preparation Program, Phoenix, Arizona (October 24-25, 2001)
- "Bankruptcy: A Creditor's Perspective in Utah, Mechanics Liens, Fraudulent Transfers, Preferences and Pre-Bankruptcy Documentation," Lorman Education Services, Salt Lake City, Utah (October 11, 2001)
- "Training on the New Revised Article 9," Snell & Wilmer presentation to Bank of Utah (June 7, 2001)
- "The Bankruptcy Court and Ethics," National Business Institute, Basic Bankruptcy Litigation, Salt Lake City, Utah (December 14, 2000)
- Robert Morris Association Luncheon of Northern Utah Chapter, Banker's Association, Ogden, Utah (November 15, 2000)
- "Enforcement of Judgments in Utah and Ethical Considerations, Enforcement and Collection of Judgments in Utah," National Business Institute, Salt Lake City, Utah (July 29, 1999)
- "The New (and Improved?) Bankruptcy Code and Rules—Highlights of Proposed Changes," Utah State Bar, Annual Meeting, Sun Valley, Idaho (June 30-July 3, 1999)
- "Intersection Between Domestic and Bankruptcy Law, Discharge and Dischargeability of Domestic Relations Debts," Utah Bankruptcy Lawyers' Forum and Family Law Section of the Utah State Bar, Salt Lake City, Utah (June 8, 1999)
- "Executory Contracts and the Application of the Bankruptcy Code to Nonresidential Real Property Leases," Snell & Wilmer presentation to American Stores Properties and Jewell Food Stores Property Management Staff, Chicago, Illinois (August 7, 1998)
- "Executory Contracts and the Application of the Bankruptcy Code to Nonresidential Real Property Leases," Snell & Wilmer presentation to In-House Legal Staff of American Stores Properties, Inc. and American Stores Company, Salt Lake City, Utah (May 28, 1998)
- "Loan Documentation," Snell & Wilmer presentation to Bank of Utah Loan Officers (April 15, 1998)
- "Fundamentals of Bankruptcy Law and Procedure in Utah," National Business Institute, Salt Lake City, Utah (October 21, 1997)
- "Bankruptcy Issues," Snell & Wilmer presentation to Bank of Utah Branch Managers and Officers (August 13, 1997)
- "The Impact of Bankruptcy on Dissolution of Marriage in Utah," National Business Institute (June 24, 1997)
- "Intellectual Property Rights and Bankruptcy," Lorman Education Services, Judgment Enforcement Seminar, Salt Lake City, Utah (April 29, 1997)
- "Issues and Considerations in the Creation and Use of 'Bankruptcy Remote' or 'Special Purpose Entities' for Asset Based Lending," Utah State Bar, Real Estate Section Meeting, Salt Lake City, Utah (October 24, 1996)

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- "Fundamentals of Bankruptcy Law and Procedures in Utah," National Business Institute, Salt Lake City, Utah (September 26, 1996)
- View Less

Professional Recognition and Awards

- The Best Lawyers in America®, Bankruptcy and Creditor-Debtor Rights/Insolvency and Reorganization Law, Bankruptcy Litigation (1995-2016)
- Utah Legal Elite: Bankruptcy/Workout, Utah Business Magazine (2005-2006, 2009-2016)
- Mountain States Super Lawyers®, Bankruptcy (2007-2016)
 - Top 10 (2014)
 - Top 25 (2012)
 - Top 100 (2012, 2015, 2016)
- National Academy for Bankruptcy Attorneys (NAFBA) - America's Top 10 Attorney Award - Utah (2014)
- Top 100 Litigation Lawyers in the State of Utah, American Society of Legal Advocates (2013, 2016)
- Top 100 Attorneys in the Mountain States, Salt Lake City Magazine (2013)
 - Top 25 Attorneys in Salt Lake City (2013)
- Lawdragon Top 3000 Leading Lawyers in America (2010-2011)
- Super Lawyers®, Bankruptcy - Business Edition (2011)
- Super Lawyers®, Bankruptcy - Corporate Counsel Edition (2009-2010)
- The Best Lawyers in America®, The Best of the U.S. (2008)
- Utah 100 Elite, Utah Business magazine (2004-2006)
- Who's Who Legal USA (2006); Insolvency and Restructuring (2014)

Community Involvement

- American Bankruptcy Institute's Rocky Mountain Bankruptcy Conference, Advisory Board, Ex-Officio Member
- Utah State Bar
 - Bar Exam Grading Committee
 - New Lawyer Mentor Program, Mentor
- American College of Bankruptcy, Former 10th Circuit Regent
- S.J. Quinney College of Law
 - Board of Trustees

Christy Abad

107 Matthew J. Morrison
1887 N. 270 E., Orem UT 84075
(919) 452-0147
morrisonmj@msn.com

From: John Baldwin
Sent: Friday, July 01, 2016 3:47 PM
To: Christy Abad
Subject: FW: ABA Representative - Letter of Application
Attachments: MatthewMorrison-CurriculumVitaeResume-2016.pdf

From: matt.morrison.lds@gmail.com [mailto:matt.morrison.lds@gmail.com] On Behalf Of Matt Morrison
Sent: Monday, June 20, 2016 8:30 AM
To: John Baldwin
Subject: ABA Representative - Letter of Application

Dear Mr. Baldwin,

I am writing to express my interest in and to request your consideration for the American Bar Association Representative position recently listed with the Utah Bar Commission. My practice experience (and other experience and background as detailed in the attached C.V.) has placed me in a variety of settings, including private practice at law firms, in-house with large and small companies, and solo practice. As a result, I believe I would have an ability to appropriately represent wide ranges of the Utah contingent, and provide excellent participation on behalf of the Bar Commission.

I recognize that you will receive interest from many practitioners, and would be glad to arrange a chance to discuss in more depth or provide any supplemental material you feel might assist you. It would be an honor to participate in this capacity, and a responsibility I would not take lightly.

I hope you will consider me as you make your decisions.

Best,
Matt

Summary of Qualifications and Accomplishments

- Practicing attorney, currently licensed in Utah, with general counsel, corporate law, and litigation experience and expertise, including relevant work in all phases of civil litigation, legal research and writing, corporate governance, mergers and acquisitions, and appellate practice. Experience has included due diligence, transactional negotiations and drafting, depositions, mediated settlement conferences, trials, appeals, written pleadings and discovery, and case strategy and analysis.
- Experience managing and litigating disputes between parties and negotiating settlements across the spectrum of civil litigation, including probative discovery, successful motions practice, legal research and writing, appellate practice, and legal consultation to individuals and business entities. Further experience includes digesting and monitoring updates to the legal landscape to advise clients or departments and successfully adapt policies and procedures to assure compliance with applicable laws and regulations as well as to manage risk effectively.
- For those needing a skilled commercial or corporate lawyer, or for individuals whose rights need persuasive advocacy, I am a valuable resource.
- Specialties: Litigation, real estate, corporate law, employment law, civil disputes, administrative proceedings, insurance representation, corporate counseling, dispute resolution, risk management, regulatory counsel, compliance, legal research and writing.
- Representative work also has involved: success on the appellate level, as in Baker Construction Company, Inc. v. City of Burlington and Hawthorne, LLC, North Carolina COA09-13; success in motions and trial practice, including being the lead in-house counsel in successfully defending the company through trial and obtaining an attorney fee award to recover in full against an otherwise "nightmare" plaintiff; litigation management of multi-jurisdictional matters; and lasting relationship building. Led in-house review and oversight of multi-million dollar transaction involving extensive due diligence, complex agreement drafting and negotiations, voluminous disclosure schedules, and many ancillary agreements including a complete restructure of corporate entities, all related to sale of an entire franchise system.

Experience

- Five Star Franchising - 2014 - Present, General Counsel, Director of H.R., V.P. of Finance
 - Develop and manage corporate governance, federal disclosure documents, contract drafting, employment law policies and procedures, settlement negotiations, litigation management, and legal budget oversight.
 - Create and implement legal department policies and procedures.
 - Provide legal counsel and guidance for company officers and managers, as well as company franchisees.
 - Rendered in-house oversight and support throughout all phases of multimillion dollar transaction involving sale of a franchise system.
 - Oversaw restructure of entities to facilitate business model and future transactional plans.
 - Prepared consolidated financial statements and provided analysis of finance and cash flow for up to ten entities at a time, including underlying bookkeeping.
 - Managed payroll, employee onboarding, company benefit programs and enrollments, accounts payable, accounts receivable, and company budgets.
- Freedom Legal - 2013 - 2014, Attorney

7/1/2016

- Case and firm management, including pleadings, discovery, negotiations, mediations, hearings, and litigation management, as well as compliance and risk management tasks for corporate clients, estate planning, and family law services.
- Created legal service plans, to provide packaged or unbundled services, and innovate the firm's ability to reach clients and address their needs.
- Duties also include staff supervision, office management, marketing, and client development.
- Directly interfaced with clients, prospective clients, witnesses, opposing counsel, and judges.
- Seterus, Inc.; subsidiary of IBM - Raleigh, NC 2011-2013, Attorney and In-House Counsel
 - Provided in-house legal advice regarding ongoing litigation arising out of mortgage servicing operations.
 - Established relationships with local counsel across Southeast, South and Mid-Atlantic states, to assure adequate handling of active litigation matters in foreclosure, bankruptcy, and other matters of civil litigation. Interacted extensively with investor on each loan, including relationships and contacts within Fannie Mae and knowledge of its operations, procedures, guidelines, and policies. Successfully maintained low settlement and litigation costs, with diligent attention to individual cases as well as macro-level views of operations, risk, and reputation.
- Boxley, Bolton, Garber & Haywood - Raleigh, NC 2008-2011, Associate Attorney
 - Represented the insured parties in title insurance policies, representing insured lenders on deeds of trusts and mortgages in resolving title defects, addressing mortgage servicing issues and workouts, evaluating and enforcing compliance to recoup from third parties for payouts, and advancing the lender's interests in foreclosure proceedings.
 - Managed active caseload in fast-paced office environment focusing on real estate litigation, general commercial litigation, land use development, foreclosures, collections, real estate finance matters, mortgage modifications, contracts and estates; drafted trial and appellate pleadings, discovery, and legal memoranda, conducted independent legal research, observed, participated in, and directed settlement negotiations; drafted notes and assignments for business transactions; assisted with trial preparation, motions in limine, and trial strategy; made multiple court appearances.
- Hedrick, Murray, Bryson, Kennell, Mauch & Connor - Durham, NC 2007-2008, Associate Attorney
 - Assumed primary responsibility for personal injury, collection and traffic cases; drafted trial and appellate pleadings, and legal memoranda; interviewed clients and witnesses, conducted independent legal research, observed, participated in, and directed settlement negotiations; drafted notes and assignments for business transactions; assisted with trial preparation, motions in limine, and trial strategy; court appearances, both supervised and unsupervised.
- Law School Summer Internships
 - Wharton, Aldhizer & Weaver, PLLC (2006)
 - Danville Public Defender's Office (2005)

- Student Judicial Clerkship Program, placement with Roanoke Chief Judge Apgar, 2005-2006.
- Thomas P. Duncan, Jr. Academic Scholarship at 22nd ranked school (U.S. News & World Report).
- Brigham Young University Provo, UT 1998-1999, 2002-2004
 - B.A. cum laude and with University Honors; Major in History, Minor in Logic, April 2004.
 - Earned a 3.87 overall GPA, and a 4.000 GPA in all Major classes.
 - Received National Merit Scholar and Gordon B. Hinckley Presidential Scholar recognition (BYU's most prestigious scholarship awarded to 24 of a class of approximately 6500 entering students).
 - Inducted into Phi Kappa Phi Honor Society and Golden Key International Honour Society.
 - Completed University Honors requirements, including additional general education course requirements and honors thesis defense before a faculty committee.
 - Thesis title: "A Preliminary Discussion of Women's Roles in the History of Utopian Thought."

Languages: English-native; Portuguese: business-literate.

Involvements and Achievements

- 2005-2007: Co-created and taught pre-law seminar at Southern Virginia University, involving case method and socratic instruction as well as preliminary considerations in deciding on law school. Collaborated with University officials and sponsoring professor in supplementing existing curriculum with an experience-based learning and a syllabus designed to engender self-motivation in learning, while providing a solid background in relevant pre-law considerations.
- 1994: Eagle Scout, Boy Scouts of America.
- Codecademy coursework completed in Javascript, HTTP, PHP, jQuery, Ruby, and Python.
- Supplemental open-course work completed through respected business schools in courses such as:
 - Introduction to Corporate Finance (Wharton School of Business - UPenn)
 - Introduction to Financial Accounting (Wharton School of Business - UPenn)
 - Organizational Analysis (Stanford University)
 - Entrepreneurship (University of Maryland)
 - Introduction to Marketing (Wharton School of Business - UPenn)
 - Business Ethics for the Real World (University of Santa Clara)
 - Introduction to Operations Management (Wharton School of Business - UPenn)
 - Globalization and You (University of Washington)
 - Introduction to Corporate Finance (Wharton School of Business - UPenn)
 - Financial Evaluation and Strategy (Yale University)

Education

- Washington and Lee University School of Law Lexington, VA 2004-2007
 - J.D., May 2007, cum laude.
 - Publication: "The Van Orden and McCreary County Cases: Closing the Gaps Remaining Between the Established Lines of Ten Commandments Jurisprudence" in 13 Wash. & Lee J. Civ. Rights and Soc. J. 2, 435 (2007).
 - Journal: Lead Articles Editor and Member, Journal of Civil Rights and Social Justice, 2005-2007.
 - Moot Court: Executive Board, Appellate Administrator, NAAC Team Coach, Mediation Finalist

AARON G. MURPHY
1365 Emerson Ave., Salt Lake City, UT 84105
C: 310.893.9259 • W: 801.366.0184 • aaronmurphy@utah.gov

June 25, 2016

RE: ABA House of Delegates

Dear Mr. Baldwin:

I write to express my interest in the current open seat to represent the Utah State Bar at the ABA House of Delegates.

I have spent the past seventeen years practicing in California and Utah, mostly as a litigator in private practice. For the last seven years, I have been a partner in major international law firms, primarily at Latham & Watkins, where I managed major criminal investigative matters in more than twenty-five countries. Although I have lived in Utah for many years, and been a member of the Bar since 2003, I recently permanently relocated my professional life to Utah and joined the Utah Attorney General's Office as an Assistant Solicitor General.

I believe I bring a broad mix of professional experience and an international perspective on legal practice that will be of value to the Utah State Bar and the ABA House of Delegates. Throughout my career, I have also devoted significant time to pro bono matters, served on several nonprofit boards, took leadership roles in impact litigation, immigration cases, civil rights matters, a prolonged murder investigation, and served as Deputy General Counsel to the Citizens Commission on Jail Violence formed by the Los Angeles County Board of Supervisors to investigate police brutality in the LA County jails. This opportunity allows me to continue to serve in a public interest role that does not conflict with my obligations to the Utah Attorney General.

I also have a deep understanding of law firms – their economics, management structures, and the issues they face in the rapidly changing global business climate. Taken together, I think I can be an excellent representative for the Utah State Bar in the ABA House of Delegates.

I sincerely look forward to discussing this opportunity with you.

Very truly yours,



Aaron G. Murphy

shareholder class action alleging false and misleading statements in connection with earnings forecasts, as well as earnings manipulation. The matter was highly contentious, voluminous, and complex.

- *SEC v. Avery Dennison Corp.*, CV09-5493 (C.D. Cal. 2009): I was the lead investigator for this four-year parallel civil and criminal enforcement matter. After protracted negotiations, the DOJ ultimately declined to prosecute and the SEC settled for a Cease and Desist Order for \$273,000 in disgorgement, \$45,000 in prejudgment interest, and a civil penalty of \$200,000. See SEC Litig. Rel. No. 21156 (July 28, 2009).
- *Nada v. Mikasey*, No. 05-75306 (9th Cir. 2008): I was appointed *amici curiae* by the Ninth Circuit. This was an asylum matter brought by a Coptic Christian man who fled Egypt after a series of attacks by a local Muslim group arising from his exercise of his Coptic Christian faith. I successfully argued the matter before the Ninth Circuit and obtain asylum for Mr. Nada.

LEGAL PRACTICE

Utah Attorney General's Office, Assistant Solicitor General
Salt Lake City, UT May 2016-Present
Criminal Appeals Division

Foley & Lardner, Partner¹
San Francisco, CA November 2014-Present
Government Enforcement, Compliance and Investigations

Akin, Gump, Strauss, Hauer & Feld, Partner
San Francisco, CA, January 2014-November 2014
White Collar Criminal Defense Litigation, Global Anti-Corruption and Investigations
Left firm due to client conflict that was undiscovered when I joined the firm

Latham & Watkins, Partner
Los Angeles, CA, September 2000 – December 2002; January 2003 – December 2013
White Collar Criminal Defense, Litigation, and Appeals

Holland & Hart, Associate
Salt Lake City, Utah, July 2003 – December 2004
Commercial Litigation, White Collar Defense, Securities Litigation and Appellate matters

JUDICIAL CLERKSHIP

United States Court of Appeals for the Ninth Circuit
August 1999 – August 2000
Judicial Clerk, Hon. Sidney R. Thomas

Conducted extensive legal research, drafted opinions for publication in the Federal Reporter, and advised Judge Thomas and panels of the United States Court of Appeals for the Ninth Circuit as to the proper resolution of cases.

AARON G. MURPHY

1365 Emerson Ave., Salt Lake City, UT 84105
C: 310.893.9259 • W: 801.366.0184 • aaronmurphy@utah.gov

CAREER ACCOMPLISHMENTS

Seventeen years of litigation experience at the highest level of the legal profession, including dozens of criminal, civil rights, and immigration matters, as well as significant appellate experience. Has lead approximately seventy-five white-collar crime investigations spanning more than twenty-five countries.

Has negotiated resolutions with the Department of Justice, Securities and Exchange Commission, Office of Foreign Asset Control, Department of Health and Human Services, State Attorneys General, and local District Attorneys and regulatory agencies. Highly attuned to the political, diplomatic, and public relations aspects of such resolutions. Firm believer in long-term strategic approaches to resolving conflict, of which litigation is but one possibility.

Partner in several international law firms with seven years of high-level management experience. Supervised teams of more than a dozen direct reports and managed multi-million dollar budgets under tight deadlines and extreme client pressure. Member of three different nonprofit boards focused on disability rights, legal funding, and the arts.

Writes and speaks widely. Author of the highly regarded books *Foreign Corrupt Practices Act: A Practical Resource for Managers and Executives*, published by John Wiley & Sons, and its Chinese adaptation, which was the first book of its kind to pass through Chinese state censorship review to be officially published by a major Chinese publisher.

REPRESENTATIVE MATTERS

- *People v. Gutierrez*, 324 P.3d 245 (Cal. 2014): I was engaged by the Government of Mexico to file an amicus brief to the California Supreme Court. *Gutierrez* dealt with the imposition of sentences of life without parole for juvenile defendants.
- *People v. Haro*, No. KA086341 (Cal. Sup. Ct. 2013): I lead an eighteen-month investigation into a murder case in Los Angeles. I took over after prior counsel botched the trial, resulting in his fifteen-year-old client receiving a 50-year minimum sentence. After extensive briefing and arguments, I secured a 40-year sentence reduction.
- *SEC v. Parker Drilling Co.*, Civ. No. 1:13CV461 (E.D. Va.); *United States v. Parker Drilling Co.*, Crim. No. 1:13CR176 (E.D. Va.): I was the lead investigator in this five year parallel civil and criminal enforcement matter spread across seven countries. Ultimately, the SEC settled for more than \$3 million in disgorgement and \$1 million in prejudgment interest and the DOJ obtained a deferred prosecution agreement for an \$11.7 million penalty. See SEC Litig. Rel. No. 22672 (April 16, 2013).
- *In re Oracle Securities Litigation*, 627 F.3d 326 (9th Cir. 2010): I was a member of the Latham & Watkins team representing Oracle Corporation in this massive 10b-5

MILITARY EXPERIENCE

United States Marine Corps
November 1992 – August 1996

Received the Navy Achievement Medal for exceptional personal ability, meticulous management, professionalism, and initiative.

EDUCATION

University of Tennessee, Knoxville, TN
Doctor of Jurisprudence, *summa cum laude*, May 1999
Rank: 4/146 (top 3%) GPA: 3.82
Order of the Coif

Chapman University, Orange, CA
Bachelor of Arts, *magna cum laude*, May 1995
Cumulative GPA: 3.89
Dean's List, Gray Key (for high academic standing)
Attended college full-time while serving on active duty in the U.S. Marine Corps.

BAR ADMISSIONS

California Bar No. 207517
Utah Bar No. 09939
Central District of California, Eastern District of California, Southern District of California, District of Utah, U.S. Court of Appeals for the Ninth Circuit, U.S. Court of Appeals for the Tenth Circuit, Supreme Court of the United States

RECENT SPEAKING ENGAGEMENTS

- Panelist, Global Trends in Anti-Corruption Enforcement, ACFI FCPA Boot Camp, San Francisco, September 30, 2015
- *Compliance Week*, podcast interview, "Spain's New Corporate Compliance Defense," July 28, 2015
- Panelist, Fraud/Theft Offenses: Loss and Restitution, American Bar Association Federal Sentencing Guidelines Seminar, Tampa, May 29, 2015
- Panelist, RICO in Health Care Industries: Recent Developments in Civil Litigation and Criminal Enforcement, American Bar Association Antitrust Section Teleseminar, February 19, 2015
- Panelist, Managing FCPA Investigations in China, U.S.-China Legal Summit, San Francisco, Oct. 9, 2014

RECENT PUBLICATIONS

Book Chapters:

- "Bribery Laws and Compliance," Joint Operating Agreements: An International Perspective, with Dyfan Owen, Globe Business Publishing, forthcoming April 2016
- "Anti-Corruption Initiatives," Latin American Upstream Oil & Gas: A Practical Guide to the Law and Regulation, with Prateek Swaika, Globe Business Publishing, May 2015.

Law Reviews and Other Periodicals:

- *Practical Guidance for Managing FCPA Liability in International Acquisitions*, with David Simon, Bloomberg Law, May 1, 2015.
- *The End of Whac-A-Mole Compliance: A Global Approach to Anti-Corruption Actions*, ACC Docket, The Association of Corporate Counsel, December 2014.
- *It's A Big World: Anti-Corruption Jurisdictions and Trends to Watch*, Daily Journal, July 23, 2014

PUBLIC SERVICE & AWARDS

Citizen's Commission on Jail Violence, Deputy General Counsel 2011-2012

Appointed by the Los Angeles County Board of Supervisors to investigate allegations of widespread prisoner abuse within the Los Angeles County jails. The investigation resulted in intensive public hearings, a 200 page investigative report, and the resignation of senior LA County Sheriff's Department officials, including Sheriff Lee Baca.

Silicon Valley Campaign for Legal Services, Board Member 2014-2016

Disability Rights Legal Center, Board Member 2006-2008

Red Hen Press, Board Member 2007-2010

Wiley W. Manuel Award for Pro Bono Legal Services, California State Bar Association 2007

Public Justice Trial Lawyer of the Year Award, Finalist 2007

June 28, 2016

John Baldwin
 Utah State Bar
 645 South 200 East
 Salt Lake City, Utah 84111

Dear John,

Please find enclosed my resume and request for consideration as the Utah State Bar's delegate to the American Bar Association's ("ABA") House of Delegates.

I believe I am uniquely qualified to fill this role. I am completing my Past-Chair year as Chair of the ABA's Family Law Section. In that role I have worked closely with ABA staff as well as leadership of other sections. I have also been affiliated with the Section Officer's Conference ("SOC") for the last five years. I know the tensions that exist between SOC and the states and believe I can be a benefit to Utah as it negotiates through those tensions to achieve the best benefits for the Utah State Bar membership.

Please accept my request for consideration in this role and let me know if there is anything else I need to do in this regard. Thank you very much.

Sincerely,



Lori W. Nelson
 Director of Alumni Relations
 University of Utah S.J. Quinney College of Law

www.law.utah.edu • Main Office 801-581-6833
 383 South University Street • Salt Lake City, Utah 84112

Lori W. Nelson
 383 South University Street
 Salt Lake City, Utah 84112 (801) 587-0059

OBJECTIVE

I chose to become an attorney to serve my community, its members and systems. I believe strongly that the law has a profound impact on our society as a whole, and on the business and individuals that make up that society.

EMPLOYMENT

DIRECTOR OF ALUMNI RELATIONS NOVEMBER, 2015 – PRESENT
 University of Utah S.J. Quinney College of Law

SHAREHOLDER – LITIGATION, MEDIATION, COLLABORATION JULY 2005 – NOVEMBER 2015
 Jones Waldo Holbrook & McDonough

I maintained an independent case load of complex family law cases. The cases involve issues of, among other things, mergers and acquisitions, partnership and corporate dissolution, bankruptcy, intellectual property, contract interpretation, real property division, franchise law and tax law. The cases require a broad range of knowledge and ability to achieve resolution, including skills in trial advocacy, mediation and in working with people during a traumatic period of their lives.

PARTNER - LITIGATION, COLLABORATION & MEDIATION JUNE 1996 – JUNE 2005
 Dart, Adamson & Donovan

I maintained an independent case load of family law cases representing individuals of all ages and economic backgrounds in trials, evidentiary hearings, mediation, and every other phase of domestic practice. My cases covered a broad range of issues including: divorce; custody modifications; adoptions (step-parent and third party); abuse (substance, child, and sexual); protective orders; child support; and, complicated custody cases involving mental health issues. They have also involved, among other things: contract interpretation; probate law; intellectual property; real property law; water law; and, criminal activities which intersect in a family case. I conducted extensive legal research and writing for the other partners including writing appellate briefs and trial memoranda.

ADJUNCT PROFESSOR - LEGAL WRITING 1994 - 2000
 Westminster College

I instructed paralegal students in the post-graduate Legal Assistant Program on legal writing skills, legal analysis skills, and case preparation and organization. The skills taught were designed to give students the ability to work in any area of the law. The class was structured around statutory interpretation, case analysis, requiring a comprehensive written product which applied the law researched to the facts presented.

ATTORNEY 1992 - 1996
 McPhie & Nelson

I developed and maintained an independent family law practice.

EDUCATION

JURIS DOCTOR 1989 - 1992
 University of Utah College of Law

Member of the National Moot Court Team, and a regional semi-finalist arguing copyright infringement. As a third-year representative of the Women's Law Caucus, I organized the first Women's Law Caucus scholarship lecture with a panel who presented the Gender and Justice Task Force Report.

BACHELOR OF SCIENCE - MAJOR: PHILOSOPHY 1987 - 1989
 University of Utah

MEDIATOR CERTIFICATE JUNE 2000
 Utah Dispute Resolution

COLLABORATIVE LAW TRAINING SEPTEMBER 2000
 Charter Member - Collaborative Family Lawyers of Utah

PROFESSIONAL MEMBERSHIPS & RELATED COMMUNITY AND LEGAL ACTIVITIES

MEMBER

Utah State Bar Commission – 2005 to 2012
 Utah State Bar Commissioner Executive Committee – 2006 to 2014
 Utah State Bar President Elect – 2011-2012
 Utah State Bar President – 2012-2013
 Co-Chair - Utah State Bar Governmental Affairs Committee - 2001 to 2012
 Member - Utah State Judicial Council – 2009 to 2012
 Member - ABA Family Law Section Council, Region V Representative – 2008 – 2011
 ABA Family Law Section Secretary – 2011-2012
 ABA Family Law Section Vice Chair – 2012-2013
 ABA Family Law Section Chair Elect – 2013-2014
 ABA Family Law Section Chair – 2014-2015
 ABA Family Law Section Past-Chair – 2015-2016
 American Bar Foundation
 Utah Bar Foundation
 Co-Chair - ABA Family Law Section CLE Committee 2009-2011
 Past chair - ABA Family Law Section Trial Practices & Techniques Committee
 Past Vice-Chair ABA Family Law Section Alimony Committee
 ABA Family Law Section Sponsorship and Fundraising Committee
 Past liaison to the Utah Supreme Court's Advisory Committee on Professionalism
 Past liaison to the Utah Supreme Court's Advisory Committee on Mentoring
 Past chair - Family Law Section Executive Committee – 2000 to 2001
 Past liaison to the Utah State Legislature for Family Law Section
 Family Law Section Executive Committee – 1998 to 2005
 Judicial Council Standing Committee on Children and Family Law – 2001 to 2009

Member ABA Family Law Section - CLE Planning Committee – 2001-2011
 Salt Lake County Bar
 Past President of the Collaborative Family Lawyers of Utah
 Jones Waldo Ethics Practice Group
 Jones Waldo Domestic Practice Group – Group Chair
 Jones Waldo Governmental Relations Group
 Past Member Legal Aid Society Board of Directors
 Past Member And Justice for All Committee

COMMUNITY SERVICE, PUBLICATIONS AND RELATED LEGAL ACTIVITIES

Utah Bar Journal – July/August, 2015: Alimony Guidelines, An Idea Whose Time has Come
 ABA Family Law Quarterly Vol. 5, No. 2 Summer 2011: High Income Child Support
 Presented at 2001 American Bar Association Family Law Section Annual Meeting - Civility
 Produced ABA Family Law Section Plenary Session - Age-Appropriate Parent Plans
 Produced ABA Family Law Section Plenary Session - Law and Technology
 Presented at 2001 Southern Utah Summer CLE Training - 2001 Legislation
 Presented at 2001 Utah State Bar Annual Meeting - Tax Issues in Divorce
 Presented at 2001 Utah State Bar Mid-Year Meeting - Civility in Domestic Law
 Moderated panel discussion 2000 Utah State Bar Annual Meeting - Who gets to visit your children and who gets to decide
 Presented and provided written materials for seminars conducted by independent agencies on family law issues including, among others:
 Equitable Distribution of Property in Divorce
 High Conflict and Alienation in Utah Divorce Proceedings
 Allegations of Abuse in Custody and Visitation
 Family Law and Custody Placement Issues
 Domestic Law in Utah
 Pro Bono Guardian Ad Litem representing children in contested custody cases
 Past Instructor - Pro Bono Guardian Ad Litem Program
 Pro Bono attorney for low-income individuals in family law cases
 Friend of the Court in Protective Order cases
 Draft Legislation relating to children, custody, visitation, alimony, among others
 Served on 1999 Utah State Bar Mid-Year Meeting Committee and 2004, 2000 and 1998 Annual Meeting Committees
 Work closely with neighborhood Community Council regarding issues affecting the area
 Work with Habitat for Humanity

LEGAL RECOGNITIONS

Utah's Legal Elite for the last eight years
 Best Lawyers of America
 Mountain States Super Lawyers
 Utah State Bar Family Law Section Outstanding Lawyer of the Year 2001-2002
 Utah State Bar Distinguished Service Award for Service to the Legal Community - 2005
 ABA Family Law Section Outstanding Service – 2011
 Utah Courts Amicus Award Recipient - 2013
 Top 50 Women Attorneys in the Mountain States - 2013

4646 Holly Lane, Holladay, Utah 84117-5225
801-859-9424 (cell), 801-366-0113 (work)

Email: eric.d.petersen@gmail.com

Eric D Petersen
4646 Holly Lane
Holladay, UT 84117

John C. Baldwin
Executive Director, Utah State Bar
645 South, 200 East
Salt Lake City, Utah 84111

24 June, 2016

Dear Mr. Baldwin,

I am applying to be a representative of the American Bar Association's House of Delegates, as referenced in your email dated 24 June, 2016.

My resume is enclosed.

Thank you for your consideration.

Eric Petersen

Employment History and Skills:

Utah Valley University, Associate General Counsel

Orem, Utah (2014-Present).

As Assistant Attorney General, represent UVU in all legal matters, including employment law, constitutional law, policy compliance, FERPA, GRAMA, and contracts.

Assistant Attorney General

Utah Attorney General's Office, Salt Lake City, Utah (1999-Present).

Represented Utah Department of Corrections and Adult Probation and Parole in civil and administrative matters; adjudicated criminal offenses before the Board of Pardons and Parole (2005-2013).

Prosecuted felony white-collar fraud and related crimes through screening, investigation, pre-trial motions/hearings to jury trial, including post-conviction relief (1999-2002).

Special Assistant United States Attorney

United States Attorney's Office, District of Utah, Salt Lake City, Utah (2001-2006).

Prosecuted violent crimes in U.S. federal district court, including felony and misdemeanor offenses.

Screening, investigation, and pre-trial motions and hearings to jury trial and post-conviction relief.

Indicted over 100 cases, and never lost a jury trial. Extensive research, writing and motion practice

Deputy Washington and Kane County Attorney

Kanab and St. George, Utah (1996-1999).

Felony and misdemeanor prosecutor in the Fifth and Sixth Judicial District, Juvenile, and Justice Courts. Certified prosecutor of impaired drivers by the U.S.D.T. Successfully tried numerous felony and misdemeanor bench and jury trials in Kane and Washington County

Crippen and Cline, LLC.

Salt Lake City, Utah (1996), Russell A. Cline: Partner, (801) 539-1900

Civil Litigation: Civil caseload from pre-trial through jury trial.

Judge Advocate, Utah Army National Guard

Lieutenant Colonel, Utah Army National Guard (1996-2016)

Deputy Staff Judge Advocate, Joint Force HQ; Deployed as Command Judge Advocate,

Multinational Battle Group East, Kosovo, 2013-2014. Brigade Judge Advocate, 204 MEB, 97th

Aviation Troop Command, I (U.S.) Corps Artillery. Meritorious Service Medal, Kosovo Campaign

Medal, NATO Medal, Army Commendation Medal (3), Army Achievement Medal (3), and other

federal and state awards. Overseas training in Japan, Korea, Cambodia, Germany, and Moldova.

Provide advice and counsel to commanders on all legal matters.

Instructor

Utah Department of Corrections; Taught legal classes to correctional officers (2004 – 2013).

Education:

Juris Doctor

Oklahoma City University, 1995

Master of Public Administration

University of Utah, 2010, Pi Alpha Alpha Honors Society

Bachelor of Arts

Brigham Young University, 1992; History major, English minor

Brigham Young University - Hawaii, 1987-89

University of Utah, 1984-85, Phi Eta Sigma Honors Society

The Judge Advocate General School

Charlottesville, Virginia

Graduate, JA Officer Advanced Course, 2003; JA Officer Basic Course, 1999.

Command and General Staff College

Graduate, Air Command and Staff College (non-resident); United States Air Force; 2006

Graduate, Command and General Staff College Officer Course (ILE), United States Army; 2007.

War College

Graduate, Air War College (non-resident), United States Air Force, 2008.

Business Owner

ESP Enterprises, real estate owner and manager

Licenses

Utah State Bar, 1996, Bar No. 7424

Utah Department of Real Estate, Sales Agent, 1987

Utah Department of Insurance, Life and Disability, 1996

Other

Completed 56 Marathons (26.2 mile), 2:47 PR. Board of Directors, USA Track and Field, Utah Association. Eagle Scout. Worked two years in the Micronesian Islands of the Central Pacific. Enjoy winter biathlon (skiing and shooting), hiking, biking, guitar, and road trips. References available upon request.

Christy Abad

From: John Baldwin
 Sent: Friday, July 01, 2016 3:49 PM
 To: Christy Abad
 Subject: FW: Representative for ABA House of Delegates
 Attachments: CRoach Resume 2016.doc

From: Cristie Roach [mailto:cristier@utcourts.gov]
 Sent: Tuesday, June 14, 2016 2:14 PM
 To: John Baldwin
 Subject: Representative for ABA House of Delegates

Thank you for your consideration

Cristie M. Roach, CWLS
Attorney
4th District - Provo
Office of Guardian ad Litem
32 W. Center Street, Suite 205
Provo, Utah 84601
Phone (801) 344-8516
Fax (801) 344-8597

Cristie Mae Roach 112

522 E. 500 S., Santaquin, Utah 84655 801-636-5114 Email: cristier@utcourts.gov

Utah State Bar – Admitted October 30, 2007 – License #11756
 Child Welfare Law Specialist
 Member of Utah Supreme Court Advisory Committee on Rules of Professional Conduct

EDUCATION**MASTER OF EDUCATION**, Educational Leadership

October 2013 – August 2015
Grand Canyon University, Phoenix, Arizona, ONLINE

JURIS DOCTOR

August 2004 – April 2007

J. Reuben Clark Law School, Brigham Young University, Provo, Utah

- Student Member, Inns of Court, 2006-2007
- Solicitations Editor, *BYU Journal of Education and Law*, 2006
- Conference Chair, *BYU Government & Politics Legal Society*, 2006
- Octofinalist, *11. Moot Court Competition*, 2005

BACHELOR OF ARTS, Communication Studies Major/Prelaw Minor

August 1999 – May 2001

Arizona State University West, Phoenix, Arizona

- 3.98 GPA, Summa Cum Laude
- Student Speaker, Graduation, May 2001
- Member, Barrett Honors College
- ASU West Dean's Honor List (Fall 1999 – Spring 2001)
- Executive Recorder, *ASASUW* (Spring 2000)

ASSOCIATE OF ARTS, General Studies with emphasis in Communication

August 1997 – May 1999

Estrella Mountain Community College, Avondale, Arizona

- 4.0 GPA, Highest Distinction
- EMCC President's Honor List (Spring 1998 – Spring 1999)
- Officer, *Phi Theta Kappa Honor Society* (Fall 1998 – Spring 1999)
- All-USA Academic Team (Spring 1999)

PROFESSIONAL EXPERIENCE**GUARDIAN AD LITEM ATTORNEY**, August 2008 to present

State of Utah – Office of the Guardian ad Litem, Salt Lake City, Utah

- Represent the best interest of abused, neglected and dependent children in Juvenile and District courts
- Research complex legal issues and prepare motions, subpoenas and petitions
- Interview and advise child clients
- Conduct an ongoing, independent investigation in order to obtain, first-hand, a clear understanding of the situation and needs of the child client
- Participate and facilitate mediated and negotiated settlements

PARALEGAL, May 2007 – May 2008

Utah Attorney General – Child Protection Division, Salt Lake City, Utah

- Assist Assistant Attorney General in the preparation of administrative hearings/trials
- Review cases for necessary witness and exhibit lists
- Research legal issues and prepare motions, subpoenas and petitions

7/1/2016

Cristie M. Roach

522 E. 500 S., Santaquin, Utah 84655 801-754-5485 Email: cmroachi63@gmail.com

- Prepare warrants for Salt Lake and Ogden Sections of CPD

EXTERN, August 2006 – March 2007

Utah County Public Defender Association, Provo, Utah

- Prepare motions for argument
- Assist and participate in trial preparation and presentation
- Practice at the Justice Court level under the Third Year Rule

LAW CLERK, May 2005 – August 2006

Law Offices of Margaret Lindsay, Orem, Utah

- Research legal issues and prepare appellate briefs, reply briefs, docketing statements, and motions for the Utah Court of Appeals and Utah Supreme Court

HIGH SCHOOL TEACHER, January 2002 – May 2004

Buckeye Union High School, Buckeye, Arizona

- Taught 9th – 12th grade English and Math
- Prepared and presented daily lessons in English reading and writing
- Varsity, Junior Varsity & Freshman Cheer Coach, August 2002 – May 2004

SUBSTITUTE TEACHER, August 1999 – December 2001

Agua Fria Union High School District, Avondale, Arizona

Buckeye Union High School District, Buckeye, Arizona

MATH and ENGLISH TUTOR, August 1999 – May 2000

Estrella Mountain Community College, Avondale, Arizona

OWNER/MANAGER, August 1996 – July 1997

Buckeye Pizza & Sub Shop, Buckeye, Arizona

- Responsible for daily restaurant operations
- Prepared and placed weekly advertisements
- Ordered and maintained inventory
- Responsible for all Human Resource activities

OWNER, April, 1988 – March, 1992

Signs, Etc., Chandler, Arizona

- Responsible for production and placement of weekend directional signs for homebuilders in the Metropolitan Phoenix area
- Ordered and maintained inventory
- Conducted sales meetings with various homebuilders
- Responsible for all Human Resource activities

REFERENCES – Available on Request

Christy Abad

From: John Baldwin
 Sent: Monday, June 27, 2016 8:33 AM
 To: Christy Abad
 Subject: FW: American Bar Association's House of Delegates
 Attachments: AllenF ThomasonResume2016.doc

From: AFThomason@aol.com [mailto:AFThomason@aol.com]
 Sent: Friday, June 24, 2016 7:48 AM
 To: John Baldwin
 Subject: American Bar Association's House of Delegates

June 24, 2016

John C. Baldwin
 Executive Director
 Utah State Bar

RE: Replacement for Margaret Plane as one of the Bar's two representatives in the American Bar Association's House of Delegates.

Dear Mr. Baldwin,

Please consider this letter of application for the representative opening created by Margaret Plane stepping down from the American Bar Association's House of Delegates for the term ending August 2017 as my application to fill the opening.

I am able to handle preparation work to review issues and communicate with the Bar Commission. I am also available for the duties I may have as a Ex-officio member of the Utah State Bar Commission.

My background has included years of service with the Utah State Bar (USB), the Utah Supreme Court, the Association of Certified Public Accountants (AICPA), the National Association of Accountants (NAA) and both the Virginia and Utah Associations of Certified Public Accounts.

I served on the Unauthorized Practice of Law Committee of the (USB) for many years and involved in drafting the definition now used for what is the practice of law.

My Supreme Court Service included being a member of the Ethics and Discipline panel for six years, the maximum allowed, and as a Judge Pro Tempore in the 3rd and 4th district for over six years.

As a member of the Ethics and discipline panel we handle the determination of what the best course of action was for attorneys who had complaints filed against them. We had the authority to dismiss the case, issue a private admonition, a public reprimand, or refer the case to the Courts for suspension or disbarment.

I was a Judge Pro Tempore appointed by the Utah Supreme Court for over six years in both the 3rd and 4th District Courts. I was on the monthly rotation at the Matheson Court House, often on the bench two or three times a month. I also appeared at the South Jordan District Court, the Park City District Court, Orem City

7/1/2016

District Court, and the Provo District Court on a regular basis. In addition I appeared on the Salt Lake Municipal Court handling both small claims issues, and appeals from traffic court.

I was an appointed member to the AICPA Taxation subcommittee on Employee benefits for four years, meeting twice a year, once on the east coast, and once on the west coast, representing the profession in all taxation matters involving pensions, health care, and other employee benefit issues. During this period of time I also testified before the US Senate Taxation committee and was published on the subjects I was involved in, often presenting at CLE and CPE conferences.

My involvement with the NAA was as an appointed member to its panel, meeting twice yearly, with duties in between, concerning the profession of accounting.

And these are just a sample of what I have been involved in and what I have done. There are many other panels, boards, and committees I have served on over the years. I have always completed what I have been asked to in a very timely manner, and never missed a meeting.

I would very much like the opportunity to represent the Utah State Bar as one of two representatives of the American Bar Association's House of Delegates. I ask for the opportunity to do so.

As requested, enclosed is a copy of my resume. Should you and any questions, please don't hesitate to contact me.

Sincerely,

Allen F. Thomason, MBA, JD, CPA, CGMA

ThomasonLLC
 Accounting, Business Management, Mediation, Arbitration, Law
 10652 Jerling Drive, Suite 200
 Highland, Utah 84003
 (801) 792-1144
 afthomason@aol.com

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This email does not establish a client relationship.

7/1/2016

ALLEN F. THOMASON, MBA, JD, CGMA
 Page 1 of 4

ALLEN F. THOMASON, MBA, JD, CGMA
 10652 North West Jerling Drive, Highland, Utah 84003
 (801) 792-1144 E-Mail: AFThomason@aol.com

EDUCATION & PROFESSIONAL LICENSING

JD - University of Missouri - Kansas City, 1999.
 MBA - Brigham Young University, 1988.
 BS - Accounting, Southern Utah University, 1982.
 AAS - Business Management, Utah Valley University, 1979.

Certified Public Accountant
 Certified and licensed in the state of Utah, (1988-present)

Chartered Global Management Accountant

Attorney at Law
 Admitted to practice in the State of Utah, the United States District Court for the District of Utah, the United States Court of Appeals for the Tenth Circuit, and the United States Tax Court. (1999-present).

PROFESSIONAL ACTIVITIES

Master Mediator & Arbitrator, State of Utah, 2002 – present.

Court Annexed Alternative Dispute Resolution Program, 2002 – present.

Appointed Member of the Advisory Committee for the Utah Library of the Blind and Dyslexic, 2006 – present.

Member of the Utah State Bar, American Bar Association, the Utah Association of CPAs, and the American Institute of CPAs.

Barrister, A. Sherman Christensen Inn of Court, 2005-2012.

Private Guardian Ad Litem, Utah Office of the Guardian Ad Litem, 2003 – 2012.

Judge Pro Tempore, State of Utah, 2002 - 2009.

Panel Member, Ethics and Discipline Committee, Utah Supreme Court, 2001 - 2007.

Member of the Utah State Bar Committee on the Unauthorized Practice of Law, 2000 – 2006.

Appointed member of the Tax Committee for the American Institute of CPAs, 1986-1990.

Former appointed member of State and National Committees in accounting and taxation

Completed the National Institute of Trial Advocacy program, 2005.

ALLEN F. THOMASON, MBA, JD, CGMA
 Page 2 of 4

Listed as one of the Top 100 attorneys in Business and Mediation/Arbitration in Utah for several years running by Utah Business Review.

Listed with Martindale Hubble, Client Rating: Preeminent 5.0 out of 5.

PROFESSIONAL EXPERIENCE

THOMASON LLC, Highland, UT, 1999 – Present (17 years) Managing Director

Accounting, Business Management, Law, Mediation/Arbitration – 1999 to Present
 Multi-disciplinary practice in accountancy, business management and law at the heart of decision-making. Primary focus is to "connect the dots" and recognize how the different parts of the business need to come together to create value, add value by supporting and driving the right decisions in all areas of the organization to achieve sustainable success for the business. Help clients understand income and costs, and risks and opportunities.

An understanding and experience of business that goes well beyond financial accounting that allows for overseeing all performance and focus on the organization's future prospects and past performance by using a wide range of information.

Interpret complex information, analyzing and identifying underlying principles, reasons, or facts needed to draw conclusions, understand and apply case and statutory law. Provide legal representation in administrative hearings and civil court to include pretrial conferences, depositions, subpoenas, interim hearings, and trial.

Actively involved in Alternative Dispute Resolution and Mediation, having completed over 1,000 cases ranging from family to aviation law.

Clients range from individuals, religious, military, aviation, to publicly traded companies.

Thomason LLC is listed as one of the top firms by Utah Business Review, and is listed in the Book of Lists for Law Firms.

UNIVERSITY OF MISSOURI-KANSAS CITY SCHOOL OF LAW, Kansas City, MO, 1996 to 1999

Law Student - Strong emphasis in corporate law (business organization, debtor/creditor rights, insurance law, labor law, secured transactions, securities regulations), real estate, natural resources, taxation, mediation and negotiation. Academic Achievement: Dean's List, Phi Delta Phi, and Dean's Achievement Award for Outstanding Academic Performance. Moot court competition included arguing before Supreme Court Justice Clarence Thomas. Third year visiting student at Brigham Young University.

PREMIUM OIL COMPANY/PREMOCO, Salt Lake City, UT, 1995 to 1996

Contract Executive - Redefined the computer automation of company. Developed wage system for operational management to constitute a fair package for both the employee and employer. Re-engineered the operational organization of the company. Calculated asset based valuation of the company for sales negotiation purposes. Negotiated contracts and mediated employee conflicts. Supervised operations with over 250 employees through 9 direct reports.

MANAGEMENT ADVISORY SERVICES, Salt Lake City, UT, 1993 to 1995

Chief Financial Officer/Vice President - primarily focused on increasing client revenue by re-engineering company operating practices with available resources. Created and implemented entire accounting, information, reporting, budgeting, planning systems and business risk management processes and controls to provide assurance regarding the effectiveness of that process for clients. Responsible for legal issues facing clients and worked with counsel to resolve.

Services performed on a contract basis included: accounting, management, strategic planning, personnel (including benefit formation and administration), contract negotiations, operations, mediation/arbitration, and legal services (litigation support and expert testimony).

EFI ELECTRONICS CORPORATION - Controller. Recreated the financial accounting system, prepared and filed SEC reports, worked with Coopers & Lybrand to restate the financial records and audit opinion. Hired and developed the accounting team consisting of 7 employees. Represented the company in IRS matters including tax audit, public audit restatement, and with the SEC. Prepared financial reports, budgets, manufacturing cost analysis and forecasts.

LAIDLAW WASTE SYSTEMS, INC. - Controller for Rocky Mountain Region. Transferred the accounting and information systems from Canada to the United States. Administered and coordinated market financial and administrative operations. Supervised the accounting and administrative staff of 18 through 3 direct reports. Developed and implemented wage structure plan for company and played an active role in union negotiations.

CANTON INDUSTRIAL CORPORATION AND SUBSIDIARY COMPANIES - Executive Vice President/Chief Financial Officer/Director. Responsible for the financial dealings and execution of mergers and acquisitions, SEC filings, taking companies public, deal origination, and private placement transactions. Prepared audits, business plans, budgeting, and the accounting for parent, affiliated companies, and clients (US, UK, and Russian entities). Responsible for transaction execution including valuations analysis, due diligence, financial structuring, and identifying and contacting prospective buyers and sellers. Officer and member of several publicly traded companies on both NASDAQ and Boston stock exchange. Supervised 26 employees in accounting, legal, and business development departments.

POWER PRODUCTION INTERNATIONAL, INC. - VP of Operations/Chief Financial Officer. Relocated manufacturing and distribution company from Maryland to Utah. Involved in site selection, operations, computer design and installation, hiring and training of personnel, financial systems, and banking relationships.

SUNDANCE CATALOG COMPANY, LTD., Salt Lake City, UT, 1990 to 1993

Chief Financial Officer/Controller - In charge of all accounting, financial, treasury, and corporate services. Responsible for all operations in the absence of the Chief Executive Officer. Developed and implemented cash management and cost accounting, prepared budgets, approved all cash outflows, and monitored purchases and inventory levels. Supervised controllers of the Sundance Film Institute, Sundance Ski Resort and other Robert Redford holdings.

Took the Sundance Catalog from bankruptcy to over \$30 million in annual sales in just under two years without outside funding. By restructuring the Resort, I was able to use land development to make up for the short fall created by the expansion. Guided the finances of the Sundance Institute.

Wm. M. MERCER MEIDINGER HANSEN, Inc., Richmond, VA, 1988-1990

Consultant - Specialized in accounting and taxation issues of health & welfare benefit plans. Responded to inquiries and other Mercer offices. Worked with the development, analysis, and implementation of client engagements. Made verbal and written presentations both locally and nationally in addition to publishing frequently on the subjects of health and welfare issues.

UTAH POWER & LIGHT COMPANY, Salt Lake City, UT, 1983-1988, Accountant.

ERNST & WHINNEY CPA's, Greenville, SC, 1982, Intern.

Christy Abad

From: John Baldwin
Sent: Monday, June 27, 2016 3:03 PM
To: Christy Abad
Subject: FW: American Bar Association Representative Appointment
Attachments: Resume February 2016.docx

From: Angelina Tsu
Sent: Monday, June 27, 2016 3:02 PM
To: John Baldwin
Cc: Angelina Tsu (angelinatsu@gmail.com)
Subject: American Bar Association Representative Appointment

Commissioners:

I write to express my interest in and application for the position of Utah State Bar Delegate to the ABA House of Delegates. I have been involved with the ABA since 2008 when I was asked to present at the ABA YLD Leadership Conference in New Orleans. My presentation started promptly at 9 AM and as I looked out on a room filled with new friends (that I had only met the night before), I knew that I wanted to be a part of the ABA. I am still good friends with many of the people in the room that day.

Over the years, I have been involved with numerous ABA sections and affiliates. For my efforts I was recognized with the "Star of the Quarter Award" in 2011. In 2014, I was recognized by the National Asian Pacific Bar Association (an ABA affiliate) as a Best Lawyers Under 40 and selected to participate in the prestigious TIPS Leadership Academy (class of 2016). I currently serve on the TIPS Outreach to Young Lawyers Committee. I also serve on the Executive Board of the National Conference of Bar Presidents (an ABA affiliate).

You have seen me hard at work over the past year as State Bar President. Together, we have launched several successful projects, started new traditions and honored the old (Breakfast of Champions, Fifty Year Pins, Leadership Academy, Bar Review, OPC Review and the 85th Anniversary Gala). You know that I am inclusive that I work hard to build bridges and get things done. I would love the opportunity to represent the State Bar of Utah at the ABA House of Delegates and ask for your support and appointment to this position. Attached is a copy of my resume. Please don't hesitate to call with any questions.

Angelina Tsu | VP, Legal Counsel
ZIONS BANCORPORATION | Corporate Legal Services
 One South Main Street, Suite 1100 | Salt Lake City, UT 84133-1109
 (801) 844-7688 - direct line
 (888) 305-9375 - fax
 angelina.tsu@zionsbancorp.com
Please think before you print.

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7/1/2016



MAYBELL ROMERO
 Visiting Assistant Professor of Law

BRIGHAM YOUNG UNIVERSITY
 415 JRCB
 PROVO, UTAH 84602
 (801) 422-0134 / FAX: (801) 422-0390

June 30, 2016

Re: ABA House of Delegates Application Withdrawal

Dear Commissioners:

It is my pleasure to write you once more regarding the currently vacant ABA Delegate position. After submitting a letter and resume in support of my own candidacy I had the pleasure to learn that my friend, Angelina Tsu, has also applied. While I would have been honored to represent Utah in the ABA House of Delegates, I am absolutely certain that Angelina would do an incredible job representing our state. Please consider this letter my withdrawal from the consideration process but most importantly my whole-hearted endorsement of Angelina's candidacy; she would truly be a representative who would do us all proud.

Sincerely yours,

Maybell Romero
 Maybell Romero

**TAB
4**

Executive Committee Meeting and Bar Commission Meeting

2016 - 2017 Schedule

Executive Committee Meeting	Bar Commission Meeting
Thursday, August 19, 2016 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, August 26, 2016 1:00 p.m. Commission Meeting Saturday, August 27, 2016 9:00 a.m. Commission Retreat <i>Location: TBD</i>
Friday, September 9, 2016 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, September 16, 2016 9:00 a.m. <i>Location: TBD</i>
Thursday, October 13, 2016 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, October 21, 2016 9:00 a.m. <i>Location: Law & Justice Center</i>
Tuesday, November 29, 2016 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, December 9, 2016 9:00 a.m. <i>Location: Law & Justice Center</i>
Friday, January 13, 2017 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, January 20, 2017 9:00 a.m. <i>Location: Law & Justice Center</i>
Friday, March 3, 2017 12:00 p.m. <i>Location: Law & Justice Center</i>	Thursday, March 9, 2017 1:00 p.m. <i>Location: Spring Convention - St. George, Utah</i>
Friday, April 7, 2017 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, April 14, 2017 9:00 a.m. <i>Location: TBD</i>
Friday, May 5, 2017 12:00 p.m. <i>Location: Law & Justice Center</i>	Friday, May 12, 2017 9:00 a.m. <i>Location: Law & Justice Center</i>
Tuesday, July 18, 2017 12:00 p.m. <i>Location: Law & Justice Center</i>	Wednesday, July 26, 2017 1:00 p.m. <i>Location: Sun Valley, Idaho</i>

TAB
5

Utah State Bar Board of Bar Commissioners Conflict of Interest Policy

The Utah State Bar (the Bar) is a 501 (c) 6 Utah non-profit corporation to which the Utah Supreme Court has delegated certain regulatory, membership and public service responsibilities pursuant to its Rules for Integration and Management. The Bar has established its mission as: "To represent lawyers in the State of Utah and to serve the public and the legal profession by promoting justice, professional excellence, civility, ethics, respect for and understanding of the law."

The Board of Bar Commissioners (the Commission) is composed of from thirteen to fifteen Commissioners, including the President, the President-elect, eleven elected lawyers representing five designated divisions, two public members appointed by the Utah Supreme Court, and various *ex officio* members designated by the Commission on an annual basis.

This Policy is to assure that the affairs of the Bar and its Commission are managed in an ethical manner, free from the temptations for inappropriate personal gain which conflicting desires may provide. There are no exceptions to this Policy.

The Bar expects each member of the Commission to avoid any activity, agreement, business investment or interest, or other situation, which is in conflict with the Bar's interests or interferes with the performance of that person's duties to the Bar and to represent the Bar in a manner consistent with the goals, objectives and policies of the organization.

The following Policy has therefore been adopted:

1. Duty to the Bar. Members of the Commission have a clear fiduciary obligation to the Bar in connection with their service in such capacity. At all times Commissioners shall act in a manner consistent with this fiduciary obligation and shall exercise particular care that no detriment to the interests of the Bar (or appearance of such detriment) may result from a conflict between those interests and any personal interests which the individual Commissioner may have, or between the interests of the Bar and the Commissioner's interests as a voting member of the Commission.
2. Areas of Potential Conflict. Conflicts of interest could arise in situations in which Commissioners may have the opportunity to influence the Bar's or Commission's business decisions in ways that could lead to personal gain or give the Commissioner an improper advantage.
3. Disclosure. All actual and potential conflicts of interest shall be disclosed by Commissioners to the Bar President and Executive Director whenever a conflict arises.

4. Violations of Policy. Disinterested Commissioners shall make a determination as to whether a conflict exists and what subsequent action is appropriate (if any). The President shall inform the Commission of such determination and action. The Commission shall retain the right to modify or reverse such determination and action, and shall retain the ultimate enforcement authority with respect to the interpretation and application of this policy.

Acknowledgment and Disclosure Form

I have read the **Utah State Bar Board of Bar Commissioners Conflict of Interest Policy** set forth above and agree to comply fully with its terms and conditions at all times during my service as a member of the Board of Bar Commissioners. I agree to disclose below all actual and potential conflicts of interest. If at any time following the submission of this form I become aware of any actual or potential conflicts of interest, or if the information provided below becomes inaccurate or incomplete, I will promptly notify the Bar President and Executive Director in writing.

Disclosure of Actual or Potential Conflicts of Interest:

Board Member Signature:

Board Member Printed Name:

Date:

TAB
6

**UTAH STATE BAR
BOARD OF BAR COMMISSIONERS
MINUTES**

MAY 20, 2016

LAW AND JUSTICE CENTER

- In Attendance:** President Angelina Tsu, Commissioners: Steven Burt, Kate Conyers, Kenyon Dove, Heather Farnsworth, Mary Kay Griffin, Susanne Gustin, Liisa Hancock, John Lund, Michelle Mumford, Herm Olsen and Katie Woods.
- Ex-Officio Members:** Dean Robert Adler, Heather Allen, James Gilson, Jaelynn Jenkins, Susan Motschieder, Margaret Plane, Dean Gordon J. Smith, Chris Wharton and Supreme Court Liaison Tim Shea.
- Not in Attendance:** President-elect Rob Rice and H. Dickson Burton, Ex-Officio Members: Nate Alder and Melinda Bowen.
- Also in Attendance:** Executive Director John C. Baldwin, General Counsel Elizabeth A. Wright and Assistant Executive Director Richard Dibblee.

Minutes: 9:10 p.m. start

1. President's Report: Angelina Tsu

1.1 Welcome.

1.2 Report on Northwest States Conference. Angelina reported that it was very beneficial to meet with other bars the same size as ours.

1.3 85th Gala Planning – June 30th. Angelina reported that the invitations have gone out and that half of the sponsorships have been obtained.

1.4 Summer Convention Planning. Angelina reported that the entire reduced-price room block has been sold. There are still rooms available at the full rate.

1.5 Bar Appointment Policies Committee. The Leadership Academy is developing a proposed policy.

1.6 Report on Meetings With Congressional Delegations. Angelina reported that trip to Washington D.C. to meet with Utah's Congressional delegation was productive.

1.7 Meetings on Diversity. The Judicial Performance Evaluation Commission (JPEC) and the Commission on Criminal and Juvenile Justice (CCJJ) are going to

conduct diversity training for judges and have asked the Bar to contribute to the cost of the training. **Heather Allen moved that the Bar contribute \$1000 to the JPEC and CCJJ diversity training. Michelle Mumford seconded the motion which passed unopposed.**

2. Action Items

2.1 Select Lawyer of the Year Recipient. Voted to award **Annette Jarvis and Bruce Maak** Lawyer of the Year

2.2 Select Judge of the Year Award Recipient. Voted to award **C. Dane Nolan** Judge of the Year.

2.3 Select Committee of the Year Award Recipient. Voted to award the **Utah Bar Leadership Academy** Committee of the Year.

2.4 Select Section of the Year Award Recipient. Voted to award the **Bankruptcy Section** Section of the Year Award

2.5 Approve WIPFLi Contract. **Herm Olsen moved to approve the contract for WIPFLI to conduct a Bar budget and expense review. Michelle seconded the motion which passed unopposed.**

2.6 Select 2nd District Nominating Commission Nominees. Selected **Kathi Sjoberg, Sharla Dunroe, Jon Memmott, Rich Gallegos, Benjamin Larsen and Stewart Young** as nominees for the Second Judicial Court Nominating Commission.

3. Discussion Items

3.1 Blomquist Hale Services. The Commission discussed alternative service providers and compared their costs and services to those provided by Blomquist Hale. It was noted that our usage of counseling services was very low compared to other bars. The Commission will arrange for the Blomquist Hale representative to attend the July Commission meeting and answer questions about the Commission's concerns with the service.

3.2 Legal Services Link Follow Up. Katie Woods and Kenyon Dove reported on the concern that the Legal Services Link would overlap with the lawyer directory the Futures Commission is developing. Their Committee will continue to investigate whether Legal Services Link should be a second phase after the directory is up and running.

3.3 Executive Director Contract Term. Elizabeth Wright will prepare language for a rule change that will make Rule 14-205's language regarding the Executive Director's term consistent with the Bar policy and the way the Commission has been contracting

with the Executive Director. The proposed language will be presented at July Commission meeting.

4. Information Items

4.1 Admissions Rule 14-721. Herm Olsen moved to approve the proposed language to allow admission of undocumented immigrants. Kenyon Dove seconded the motion which passed unopposed.

4.2 2016 -2017 Proposed Budget. The Bar's Financial Administrator Kellie Bartz was available to answer any questions about the proposed budget. Angelina explained that the budget was distributed now so that Commissioners will have time to review it before voting on the budget at the July 6, 2016 Commission Meeting. Jaelynn Jenkins asked the Commission to add \$10,492.10 to update the very old and worn IT equipment that YLD uses for its Wills for Heroes and Serving Our Seniors programs. Kellie Bartz will add the amount to the proposed budget that will be presented in July for Commission approval.

5. Executive Session.

The meeting adjourned at 12:15 pm.

Consent Agenda

- 1. Approve Minutes from the April 15, 2016 Commission Meeting.**
- 2. Approve UPL Committee Request for Formal Action.**

Handouts

- 1. List of Second Judicial Court Nominating Commission Nominees.**
- 2. Blomquist Hale Handout.**
- 3. Award nominee recommendations.**
- 4. YLD Budget Request.**

**UTAH STATE BAR
YOUNG LAWYERS DIVISION**

BYLAWS

(Amended and restated June, 8 2016)

**ARTICLE I
Name and Purpose**

- 1.1 Name.** This organization shall be named the Young Lawyers Division of the Utah State Bar.
- 1.2 Purpose.** The primary purpose of the Division shall be to further the mission of the Utah State Bar, particularly among younger and newer members, through continued education, professional development, leadership training, social activities, public service, and take such other functions deemed appropriate by Division members. The Division shall also serve as an affiliate of the American Bar Association Young Lawyer Division and any other affiliate organizations.

**ARTICLE II
Members**

- 2.1 Eligibility for Membership.** Membership in the Division shall consist of all members of the Utah State Bar in good standing who are under thirty-six (36) years of age, or have been admitted to the practice of law in any state less than five (5) years.
- 2.2 Termination of Membership.** Membership shall terminate automatically on June 30 after a member attains thirty-six (36) years of age, or five (5) years after admission to the practice of law in any state, whichever occurs last, except as set forth herein. This definition shall not affect the Utah Bar Commission's determination and fixation of annual license fees.
- 2.3 Voting.** Each member of the Division in good standing shall be entitled to one (1) vote on each matter put to a vote of the members.
- 2.4 Meeting of the Members.** A meeting of the membership of the Division may be called by the President, upon approval of the Executive Council, at such time and place as the Executive Council may determine or upon the written petition of not less than ten members of the Division which meetings, when called, shall be held at such time and place as the Executive Council may determine.
- 2.5 Quorum for Meeting of the Members.** Ten (10) percent of the current total members of the Division shall constitute a quorum of any meeting of the Division. All binding action of the Division shall be by a majority vote of the members present at any such meeting

where a quorum is in attendance. Roberts Rules of Order shall guide the meeting but shall not be binding.

- 2.6 Action of Members Without Meeting.** Any action that may be taken at a meeting of the Division members may be taken without a meeting if a majority of the Division members entitled to vote consent to such action in writing. The procedures for such action shall be such as the Executive Council may establish from time to time, subject to applicable law.
- 2.7 Proxy Voting.** Proxy voting shall not be allowed at Division meetings.

ARTICLE III Board of Directors

- 3.1 Governance.** The main governing body of the Division shall be the Board of Directors ("the Board"), which shall consist of not less than fifteen (15) or more than thirty (30) members, not including the Executive Council. Except as otherwise provided by these Bylaws, all policymaking authority within the Division resides in the Board.
- 3.2 Board Members.** Except as otherwise provided herein, members of the Board shall be appointed by the President with the advice and consent of the Executive Council. All Board members shall be designated as a director of a program ("Director") or a liaison to another program or association related to the mission of the Division ("Liaison"). Officers may hold more than one position at a time but no more than one person may occupy the same office or offices at the same time.
- 3.3 Eligibility for Board Membership.** No person shall be eligible for appointment to the Board unless he or she is a member in good standing of the Division and can continue as a member of the Division without "aging-out" during his or her term. If a Board member "ages-out" during his or her term, he or she may continue to serve until a replacement is appointed.
- 3.4 Term of Office.** The term of office for a Director or Liaison shall run from the time of appointment until June 30 or until a replacement is appointed.
- 3.5 Powers and Duties.** Board members shall have general supervision of the affairs of the Division, subject to the provisions of the Bylaws of the Utah State Bar. All members of the Board shall attend all regular Board meetings. In the event that a Board member cannot attend a regularly scheduled board meeting, he or she shall communicate the reason for his or her absence to the President in advance of the meeting. All Board members shall be entitled to one (1) vote on each matter put to a vote of the Board.
- 3.5.1 Powers and Duties of Directors.** In addition to the general powers and duties set forth herein, a Director shall have the power to direct one or more programs of the Division. A Director shall also have the power to appoint a committee of qualified individuals to support him or her in the coordination of the program or programs he or she directs.

- 3.5.2 Powers and Duties of Liaisons.** In addition to the general powers and duties set forth herein, a Liaison shall have the power to represent the Division to one or more other programs or associations related to the mission of the Division.
- 3.6 Regular Meetings.** The Board shall hold at least nine (9) regular meetings each year at such time and place as set by the President. All regular meetings shall be open to Division members and to the public.
- 3.7 Special Meetings.** Special meetings of the Board may be called by the President or any three Executive Cabinet officers and held at such place as the President or Executive Council may determine. Reasonable notice of a special meeting shall be given by email, telephone, and any other means as the Executive Council may determine. All special meetings shall be open to public unless otherwise specified. No members of the Division may be denied entry to any Board meeting.
- 3.8 Quorum for Board Meetings.** A majority of the Board shall constitute a quorum for the transaction of business at any meeting of the Board; but if less than a majority of the Board members is present at any meeting, a majority of the Board members present may adjourn the meeting.
- 3.9 Vacancies on the Board.** A vacancy in a Director or Liaison position occurs when a director resigns or is dismissed by the President with the advice and consent of the Executive Council. A Vacancy may be filled by appointment by the President with the advice and consent of the Executive Council.

ARTICLE IV

Executive Council

- 4.1 Executive Council Officers.** The Executive Council shall consist of the President, President-Elect, Immediate Past President, Secretary, Treasurer, and Publicity Manager.
- 4.2 Eligibility for Executive Council Office.** No person shall be eligible for an Executive Council office unless he or she is a member in good standing of the Division and can continue as a member of the Division without “aging-out” during his or her term. The only exception shall be for the Immediate Past President who shall continue to serve until the end of his or her term despite having “aged-out” of the Division.
- 4.3 Term of Office.** The term of office shall for all Executive Council offices shall begin at the close of the Utah Bar Annual Summer Convention or July 1, whichever occurs later, and end at the close of the following Utah Bar Summer Convention or until June 30, whichever occurs later.
- 4.4 Election and Succession.** The President-Elect, Secretary, Treasurer, and Publicity Manager shall be elected annually by a majority vote of all ballots cast by members of the Division. On or before May 1, members of the Division shall be notified of Executive Council offices up for election. Declarations of candidacy for each elected office shall be

submitted on or before May 15. The time period for voting and the announcement of election results shall be determined by a majority vote of the Executive Council, so long as the results of the election are declared no later than May 31. The office of President shall devolve upon the President-Elect once his or her term of office ends. The office of Immediate Past President shall devolve upon the President once his or her term of office ends.

- 4.5 Powers and Duties.** Executive Council officers shall carry out the duties of his or her office as set forth herein. All Executive Council members shall be members of the Board. All Executive Council members shall be entitled to one (1) vote on each matter put to a vote of the Board and one (1) vote on each matter put to a vote of the Executive Council with the exception of the Immediate Past President, who shall be an ex officio member of the Board and the Executive Council.

4.5.1 President. The President has the chief executive powers of the Division. The President shall:

- a. Have general charge of the affairs and management of the Division;
- b. Preside at all meetings of the Division, Board, and Executive Council and shall determine the agenda and the order of business to be transacted at any meeting thereof;
- c. Provide a report to the Board and the Executive Council at all regular meetings;
- d. Appoint members of the Board as set forth herein;
- e. Represent the Division as an ex officio member of the Utah Bar Commissioners;
- f. Select from the members of the Division the delegation to any national or regional conferences in which the Young Lawyers Division is an affiliate member; and
- g. Perform any other duties incident to his or her office.

4.5.2 President-Elect. The President-Elect is the vice president of the Division. The President-Elect shall:

- a. Temporarily assume the duties of the president in the event of his or her absence, temporary disability, or failure to act until the President resumes his or her duties;
- b. In the event of a permanent vacancy, automatically succeed the President for the remainder of his or her term of office (early succession to the office

of the President shall have no effect on the term or regular succession of the President-Elect);

- c. Prepare and submit the Division's proposed budget for upcoming fiscal year by June 1;
- d. Obtain preliminary approval of proposed budget for the Division by a majority vote of the incoming Executive Council officers prior to submitting the same to the Utah Bar Commission for final approval at the Utah Bar Commission's next regular meeting; and
- e. Perform any other duties incident to his or her office.

4.5.3 Immediate Past President. The Immediate Past President is the individual who last served a full term as President. The Immediate Past President shall:

- a. Make himself or herself available to the Board and Executive Council for consultation regarding all matters concerning the Division;
- b. Perform such other duties as may be assigned to him or her by the President; and
- c. Perform any other duties incident to his or her office.

4.5.4 Secretary. The Secretary has the chief administrative powers of the Division. The Secretary shall:

- a. Maintain custody of all records of the Division;
- b. Provide a report to the Board and the Executive Council at all regular meetings;
- c. Compile, maintain, and distribute a contact list of all Executive Council officers and Board members to be distributed to the same;
- d. Distribute meeting materials to all Board members in advance of all Board and Executive Council meetings and keep the minutes of all Board and Executive Council meetings;
- e. Facilitate all elections of the Division, subject to the provisions herein;
- f. As needed, and upon the approval of Executive Council, establish record-keeping and elections policies on behalf of the Division; and
- g. Perform any other duties incident to his or her office.

4.5.5 Treasurer. The Treasurer has the financial control powers of the Division. The Treasurer shall:

- a. Maintain custody the budget and all financial records of the Division;
- b. Provide a report to the Board and the Executive Council at all regular meetings;
- c. Facilitate all financial transactions of the Division, with the approval of the President and subject to the provisions herein;
- d. As needed and upon the approval of Executive Council, establish expenditure and reimbursement policies on behalf of the Division; and
- e. Perform any other duties incident to his or her office.

4.5.6 Publicity Manager. The Publicity Manager has the chief communications powers of the Division. The Publicity Manager shall:

- a. Maintain all publications, web content, email accounts, social media accounts, and Utah Bar Journal submissions of the Division;
- b. Provide a report to the Board and the Executive Council at all regular meetings;
- c. Facilitate all external marketing and publicity on behalf of the Division;
- d. As needed and upon the approval of Executive Council, establish email and public relations policies on behalf of the Division; and
- e. Perform any other duties incident to his or her office.

4.6 Executive Council Meetings. Meetings of the Executive Council shall be called as needed by the President or by any three Executive Cabinet officers and shall be held at such place as the President or Executive Council may determine. Reasonable notice must be given for all Executive Council meetings. All Executive Council Officers shall be entitled to one vote on each matter submitted to a vote. A majority vote of the Executive Officers is required on all actions taken on behalf of the Executive Council, unless otherwise specified.

4.7 Removal of Executive Council Officers. Any three Executive Council officers, may petition in writing for the removal of another Executive Council officer. The Petition for Removal shall set forth the reasons for the request of removal. Upon receipt of the Petition for Removal, the President shall send a written notice to the Board that removal of a particular Executive Council officer has been requested, along with a copy of the Petition for Removal. Notice that an action to remove an Executive Council officer, along

with a copy of the Petition for Removal, must be provided to the Executive Council officer that is the subject of the Petition for Removal no less than thirty (30) days prior to the meeting at which such action will be considered by the Executive Council and the Board. The Executive Council officer that is the subject of the Petition for Removal must be given the opportunity to respond to the Petition for Removal prior to any vote on the matter. Other Executive Council officers and Board members may speak in favor of or against removal. At the conclusion of the discussion, a vote shall be taken by written ballot. The Executive Council officer that is the subject of the Petition for Removal shall be removed only upon a vote of good cause by a three-quarters (3/4) vote of the Executive Council and a simple majority vote of the Board. Removal is effective immediately.

- 4.8 Vacancies on the Executive Council.** A vacancy in an Executive Council office occurs when an officer resigns or is removed from office. A vacancy in the office of President shall be filled by the President-Elect, as set forth herein. A vacancy in the office of President-Elect shall be filled by any other member of the Executive Council appointed by the President; however, the appointed officer shall only assume the vice presidential duties of the position and shall not succeed the President as President-Elect. A vacancy in the office of Secretary, Treasurer, or Publicity Manager shall be filled by a majority of all ballots cast by members of the Division.

ARTICLE V

Affiliate Positions

- 5.1 ABA District Representative.** Vacancies in the ABA District Representative for District 27 (Utah and Nevada) shall alternate each year between Utah and Nevada. In years in which Utah has the nomination, the ABA District Representative shall be nominated and selected in accordance with the requirements set forth in the Bylaws of the Young Lawyers Division of the American Bar Association. Nominees for this position shall meet all eligibility requirements set forth by the Young Lawyers Division of the American Bar Association.
- 5.2 ABA Young Lawyer Delegate.** Vacancies in the ABA Young Lawyer Delegate position shall be filled by the Board and the Utah Bar Commission. When a vacancy occurs, the Board shall solicit letters of interest in the position from members of the Division. The Board shall select from the letters submitted three (3) qualified nominees to the Utah Bar Commission for appointment to the ABA House of Delegates. Nominees for this position shall meet all eligibility requirements set forth by the American Bar Association.

ARTICLE VI

Miscellaneous Provisions

- 6.1 Compensation.** No salary or compensation for services shall be paid to or by any Board member, Executive Counsel officer, or committee member, except as may be specifically authorized by the Utah Bar Commissioner. Nothing in this provision shall limit the ability of Board members, Executive Counsel officers, or committee members from receiving

reimbursement for valid, verified expenses incurred as part of his or her duties, subject to the provisions herein and in any subsequent policies of the Division or the Utah State Bar.

- 6.2 Supplemental Authority.** The Division, through the procedures set forth herein, may make rules or adopt policies and procedures that supplement these Bylaws which shall be binding upon the division for the period specified by the same.
- 6.3 Antidiscrimination.** The Division shall not discriminate, and shall actively oppose discrimination, on the basis of ancestry, color or race, cultural or ethnic background, national or regional origin, economic status, political affiliation, marital or parental status, physical disability, religion, sex, sexual orientation, gender identity or expression, and kind or size of legal practice.
- 6.4 Division Activities and Events.** Reasonable efforts should be made to account for the geographical locations of the Division's various activities and events throughout the State of Utah to encourage participation by young lawyers in areas outside the Salt Lake Valley.

ARTICLE VII

Amendments


- 7.1 Preliminary Approval.** These Bylaws may be amended by a majority vote of the Executive Council and a majority vote of the Board.
- 7.2 Final Approval.** Amendments to these Bylaws must be submitted for final approval to the Utah Bar Commissioners by the President within fourteen (14) working days of passage by the Executive Counsel and Board.

Motion Amending and Restating the Bylaws of the Young Lawyers Division

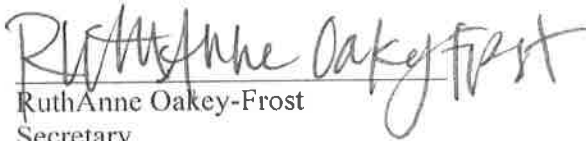
On the 8th day of June, 2016, at duly and properly scheduled meeting of the Board of Directors, wherein a quorum was present, a motion made to amend and restate the Bylaws of the Young Lawyers Division of the Utah State Bar, which passed by a vote of 19 aye votes, 0 nay votes, and 0 abstentions. A complete and accurate copy of these amended and restated Bylaws are attached above.

Certification by Officers

We, the undersigned, President and Secretary of the Young Lawyers Division of the Utah State Bar, hereby certify that the foregoing amended and restated Bylaws were duly and adopted on the 8th day of June, 2016. Any previous Bylaws are repealed and replaced by these amended and restated Bylaws.



T. Christopher Wharton
President



RuthAnne Oakley-Frost
Secretary

TAB
7

POSITION DESCRIPTION

TITLE: Bar Commissioner
REPORTS TO: Bar President and Constituents
EFFECTIVE DATE: July 2015

Basic Functions:

1. Serves as member of Board of Bar Commissioners in establishing policies to fulfill obligations of the Bar as indicated under the Utah Supreme Court's Rules for Integration and Management and under the Bar's Bylaws and Commission's Policies and Procedures.
2. With Bar Commission, adopts yearly budget for operations and capital.
3. Works towards fulfilling vision of the Bar, which is: *"A just legal system that is understood, valued, and accessible to all."*
4. Strives to uphold mission of the Bar, which is: *"Lawyers serving the public and legal profession with excellence, civility, and integrity."*
5. Attends regularly scheduled Commission meetings, including those associated with Annual and Spring Bar Conventions.
6. Serves on various Commission committees, which may include admissions related reviews, *ad hoc* study or governance committees, long range planning, budget and finance, executive committee, program review committees, or others as assigned.
7. Serves as liaison with sections, committees, and local bars as assigned by Bar President. In this capacity, each commissioner should: (a) call his or her assigned sections, committees and local bars at least once a month; (b) attend at least one meeting for each of his or her assigned sections, committees and local bars per quarter; and (c) provide a status report to the Commission as requested by the President.
8. Attends, if possible, admissions ceremonies and Bar socials.
9. Communicates with lawyers in division and reports on Bar activities and receives input for communication to the Commission.
10. Contacts local state senators and representatives on issues of Bar interests within legislative policies.

Summary of Bar Commission Reimbursement Policies

1. **Commission Meetings.**

- (a) **Mileage or airfare**, if necessary, for distant meetings – if they are held far enough from your office to make reimbursement appropriate (i.e., travel from Logan, St. George, or Provo to Salt Lake City, or *vice versa*), and;
- (b) **Lodging** for those who must travel some distance (i.e., travel from Logan, St. George to meetings in Salt Lake City, etc.).

2. **Commission Meetings held at Spring Convention.**

- (a) **Mileage** plus tolls and parking or, **reasonable airfare**;
- (b) **Standard per diem** for two day's meals, incidentals, and gratuities;
- (c) **Two night's lodging in a standard room** in the convention hotel, and;
- (d) **Rental car**, if necessary.

3. **Commission Meetings held at Summer Convention.**

- (a) **Mileage** plus tolls and parking or, **reasonable airfare**;
- (b) **Standard per diem** for three day's meals, incidentals, and gratuities;
- (c) **Three night's lodging in a standard room** in the convention hotel, and;
- (d) **Rental car**, if necessary.

4. **Worthwhile Educational Opportunities.**

At the discretion of the Bar President and pursuant to approved travel budgets:

- (a) **Mileage** plus tolls and parking or, **reasonable airfare**;
- (b) **Meals, incidentals, and gratuities** while traveling to and at the event;
- (c) **Lodging at the event hotel**, and;
- (d) **Rental car**, if necessary.

5. **Other General Office Expenses.**

With the advance approval of the Bar President:

- (a) **Telephone, postage, supplies, copying**, and other similar expenses, but *not* expenses for secretarial or clerical assistance.

6. **Procedures for Receiving Reimbursement.**

- (a) **Spring and Summer Convention.** Reimbursement for Commission Meetings held at the Spring and Summer Conventions will be solicited by the Bar's Executive Secretary via e-mail immediately after the conventions. Commissioners indicating a desire for reimbursement will be reimbursed for lodging, per diem, and mileage at standard rates.
- (b) **Reimbursement for other travel** will require supporting documentation.

UTAH STATE BAR
Budget and Finance Committee
Highlights of the May 2016 Financial Statements

FINANCIAL STATEMENT HIGHLIGHTS

Year-to-Date (YTD) Net Profit – Accrual Basis: YTD net profit is \$955,000, \$402,000 ahead of budget, mainly due to higher than budgeted Licensing, Admissions, CLE, Summer Convention and Member Services revenue, offset by lower than anticipated Fall Forum and Facilities revenue. Overall expenses are just under budget, with some departments (CLE and Bar Operations) running over budget and others (Summer Convention, Member Services and Facilities) running under. Though it is expected that the gap between actual and budgeted net profit will narrow with increased event activity in June, net profit for the year is projected to exceed budget.

YTD Net Profit –Cash Basis: Adding back YTD depreciation of \$206,000, YTD net profit is \$1.2 million, \$401,000 ahead of budget.

Licensing: Licensing revenue is at 102% of budget with revenue totaling \$4.2 million. One of the bigger contributors to higher than budgeted revenue is late fees which exceed budget by \$30k. Licensing expenses are under budget by \$27k mainly due to lower than budgeted salaries and benefits, a factor of personnel changes this year. There are 86 more active attorneys than last year at this time and 55 fewer inactive attorneys (net increase of 31).

Admissions: Admissions revenue is at 119% of the YTD budget (and 113% of the full year's budget) with revenue totaling \$517k. Exam, retake, laptop, motion, house counsel and late fee revenue all exceed budget. Admissions expenses are slightly over budget due mainly to higher expenses for exam questions and meeting costs.

NLTP: NLTP revenue is at 88% of the YTD budget and 78% of the total budget for the year. The program is expected to break even by the end of the fiscal year.

OPC: OPC spending is slightly above the YTD budget mainly due to higher salaries and benefit expenses.

CLE: YTD CLE revenue and expenses are at 120% and 140% of YTD budget, respectively, due to more events taking place than factored in the budget.

Summer Convention: The Summer Convention YTD net loss is \$23k compared to the YTD budgeted net loss of \$106k. Summer Convention revenue exceeded budget by \$40k due to paying attendees up 36% relative to budget. Expenses were under budget by \$43k due to improved cost control for the Sun Valley event.

Fall Forum: The Fall Forum YTD net loss is \$23k compared to the YTD budgeted net profit of \$984 mainly due to lower than expected attendance and higher expenses at Grand America.

UTAH STATE BAR
Budget and Finance Committee
Highlights of the May 2016 Financial Statements

Spring Convention: The Spring Convention YTD profit is \$37k compared to YTD budgeted net profit of \$16k due to higher registration revenue and lower than budgeted expenses (mainly staff salaries).

Member Services: Though the YTD net loss from Member Services favorably compares to budget by \$209k, much of the difference is due to a timing difference between when the section administrative fees were booked (February and May) relative to when they were budgeted (June). In other words, the fees paid by sections for administrative support provided by the Bar were booked earlier than budgeted which is inflating YTD revenue compared to budget. This timing difference will resolve itself by the end of the fiscal year. Member Services expenses are lower than budget due to significantly lower legislative and advertising spending this year and lower than budgeted copy/printing expenses associated with the Bar Journal.

Public Services: Public services YTD net loss of (\$388k) is at 93% of budget due mainly to lower salaries and benefits in Committees. Spending for Consumer Assistance, Access to Justice and Tuesday Night Bar is on track relative to budget.

Bar Operations: Bar Operations YTD net loss of (\$1,243k) is at 105% of budget. Though investment income is higher than budgeted by approximately \$22k, it is offset by higher salaries and benefits which result from one additional headcount, additional CFO expenses, and more staff time being charged to the Bar Management dept.

Facilities: Facilities net loss for the year is at (\$225k) or 89% of budget. There have been 167 (11%) fewer events held at the Law & Justice Center this year compared to last resulting in lower facilities revenue of approximately \$30k. Expenses are under budget by \$59k due also to fewer events and to lower general and administrative expenses (office supplies, postage/mailling, and copy/printing expenses).

ADDITIONAL COMMENTS

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

Operations Reserve (4 months' operations)	\$2,028,000
Capital Replacement Reserve (equipment)	200,000
Capital Replacement Reserve (building)	<u>650,000</u>
Total	<u>\$2,878,000</u>
Cash and investments at May 31, 2016	<u>\$4,018,000</u>

Utah State Bar
Income Statement
May 31, 2016

	Revenue				Expenses				Other				Total Budget	YTD % of Tot Budget
	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget		
Licensing	18,440	7,396	11,044	249%	6,168	9,892	3,724	62%	4,206,381	4,127,237	79,144	102%	4,137,400	102%
Admissions	17,300	18,644	(1,344)	93%	30,545	30,702	157	99%	516,935	436,051	80,884	119%	439,300	118%
NLTP	3,750	4,363	(613)	86%	6,633	5,825	(808)	114%	70,650	80,649	(9,999)	88%	90,300	78%
OPC	8,233	40	8,193	20583%	102,930	102,345	(585)	101%	14,666	4,569	10,097	321%	11,700	125%
CLE	93,817	98,755	(4,938)	95%	50,687	38,120	(12,567)	133%	488,266	406,921	81,345	120%	543,100	90%
Summer Convention	-	-	-	n/a	1,891	1,872	(19)	101%	198,521	158,499	40,022	125%	157,400	126%
Fall Forum	-	339	(339)	0%	672	1,416	744	47%	120,396	176,750	(56,354)	68%	176,750	68%
Spring Convention	-	60	(60)	0%	338	2,971	2,633	11%	133,302	124,451	8,851	107%	124,300	107%
Member Services	23,514	25,081	(1,568)	94%	63,528	50,623	(12,905)	125%	236,036	150,533	85,503	157%	228,921	103%
Public Services	2,588	1,177	1,411	220%	37,277	35,276	(2,001)	106%	21,130	14,827	6,303	143%	16,480	128%
Bar Operations	(1,335)	5,400	(6,735)	-25%	108,317	108,954	637	99%	59,905	45,878	14,027	131%	48,200	124%
Facilities	24,018	38,146	(14,128)	63%	37,131	50,791	13,660	73%	249,616	279,735	(30,119)	89%	312,152	80%
Total Revenue	190,323	199,401	(9,078)	95%	446,118	438,787	(7,331)	102%	6,315,804	6,006,100	309,704	105%	6,286,003	100%
Licensing	6,168	9,892	3,724	62%	71,875	98,876	27,001	73%	71,875	98,876	27,001	73%	120,653	60%
Admissions	30,545	30,702	157	99%	430,826	418,709	(12,117)	103%	430,826	418,709	(12,117)	103%	457,985	94%
NLTP	6,633	5,825	(808)	114%	75,117	67,718	(7,399)	111%	75,117	67,718	(7,399)	111%	74,845	100%
OPC	102,930	102,345	(585)	101%	1,163,887	1,146,213	(17,674)	102%	1,163,887	1,146,213	(17,674)	102%	1,253,170	93%
CLE	50,687	38,120	(12,567)	133%	436,417	312,577	(123,840)	140%	436,417	312,577	(123,840)	140%	506,224	86%
Summer Convention	1,891	1,872	(19)	101%	221,377	264,317	42,940	84%	221,377	264,317	42,940	84%	266,758	83%
Fall Forum	672	1,416	744	47%	143,111	175,766	32,655	81%	143,111	175,766	32,655	81%	176,114	81%
Spring Convention	338	2,971	2,633	11%	96,581	108,705	12,124	89%	96,581	108,705	12,124	89%	114,878	84%
Member Services	63,528	50,623	(12,905)	125%	535,680	659,642	123,962	81%	535,680	659,642	123,962	81%	701,791	76%
Public Services	37,277	35,276	(2,001)	106%	409,170	433,522	24,352	94%	409,170	433,522	24,352	94%	470,404	87%
Bar Operations	108,317	108,954	637	99%	1,301,443	1,232,836	(68,607)	106%	1,301,443	1,232,836	(68,607)	106%	1,357,628	96%
Facilities	37,131	50,791	13,660	73%	474,930	534,051	59,121	89%	474,930	534,051	59,121	89%	582,642	82%
Total Expenses	446,118	438,787	(7,331)	102%	5,360,413	5,452,932	92,519	98%	5,360,413	5,452,932	92,519	98%	6,083,092	88%
Other														
Gain (Loss) on disposal of assets	(1,704)	-	1,704	n/a	(1,704)	-	1,704	n/a	(1,704)	-	1,704	n/a	-	n/a
Net Profit (Loss)	\$ (257,499)	\$ (239,386)	\$ (18,113)	108%	\$ 955,391	\$ 553,168	\$ 402,223	173%	\$ 955,391	\$ 553,168	\$ 402,223	173%	\$ 202,911	471%
Depreciation	20,081	22,697	2,616	88%	205,982	207,317	1,335	99%	205,982	207,317	1,335	99%	230,671	
Cash increase (decrease) from operations	(237,419)	(216,689)	(20,730)	110%	1,151,373	760,485	400,888	153%	1,151,373	760,485	400,888	153%	433,582	
Changes in operating assets/liabilities	(44,300)	(44,300)	-	100%	(2,318,518)	(2,318,518)	-	100%	(2,318,518)	(2,318,518)	-	100%	-	
Capital expenditures	(801)	(10,417)	9,615	8%	(94,506)	(114,583)	20,078	82%	(94,506)	(114,583)	20,078	82%	(125,000)	
Net change in cash	\$ (282,520)	\$ (271,405)	\$ (11,114)	104%	\$ (1,251,650)	\$ (1,672,616)	\$ 420,966	75%	\$ (1,251,650)	\$ (1,672,616)	\$ 420,966	75%	\$ 308,582	

Utah State Bar Licensing May 31, 2016

		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue											
4010 · Section/Local Bar Support fees	1,724	-	1,724	n/a		21,602	23,000	(1,398)	94%	23,000	94%
4021 · Lic Fees > 3 Years	2,550	1,159	1,391	220%		3,404,815	3,368,684	36,131	101%	3,369,000	101%
4022 · Lic Fees < 3 Years	3,500	-	3,500	n/a		284,210	284,600	(390)	100%	284,600	100%
4023 · Lic Fees - House Counsel	-	-	-	n/a		23,970	21,100	2,870	114%	21,100	114%
4025 · Pro Hac Vice Fees	6,750	4,301	2,449	157%		68,000	66,799	1,201	102%	71,100	96%
4026 · Lic Fees - Inactive/FS	600	(257)	857	-233%		107,150	112,200	(5,050)	95%	112,200	95%
4027 · Lic Fees - Inactive/NS	920	424	496	217%		198,520	182,335	16,185	109%	183,500	108%
4029 · Prior Year Lic Fees	-	-	-	n/a		1,165	-	1,165	n/a	-	n/a
4030 · Certs of Good Standing	1,850	1,607	243	115%		21,470	24,475	(3,005)	88%	27,300	79%
4095 · Miscellaneous Income	140	21	119	667%		1,653	315	1,338	525%	600	276%
4096 · Late Fees	406	141	265	288%		73,826	43,729	30,097	169%	45,000	164%
Total Revenue	18,440	7,396	11,044	249%		4,206,381	4,127,237	79,144	102%	4,137,400	102%
Expenses											
Program Services	-	-	-	n/a		-	-	-	n/a	-	n/a
Salaries & Benefits	3,994	3,836	(158)	104%		45,633	65,313	19,680	70%	77,974	59%
General & Administrative	1,717	5,512	3,795	31%		20,953	28,030	7,077	75%	36,537	57%
Building Overhead	457	544	87	84%		5,289	5,533	244	96%	6,142	86%
Total Expenses	6,168	9,892	3,724	62%		71,875	98,876	27,001	73%	120,653	60%
Net Profit (Loss)	\$ 12,272	\$ (2,496)	\$ 14,768	-492%		\$ 4,134,506	\$ 4,028,361	\$ 106,145	103%	\$ 4,016,747	103%

Utah State Bar Admissions May 31, 2016

Revenue		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
4001 · Admissions - Student Exam Fees	(2,350)	-	(2,350)	n/a		163,225	161,155	2,070	101%	160,100	102%
4002 · Admissions - Attorney Exam Fees	2,550	(406)	2,956	-628%		74,045	65,800	8,245	113%	65,800	113%
4003 · Admissions - Retake Fees	8,000	5,117	2,883	156%		62,400	28,200	34,200	221%	28,200	221%
4004 · Admissions - Laptop Fees	1,950	1,506	444	129%		72,600	58,961	13,639	123%	59,600	122%
4006 · Transfer App Fees	-	1,686	(1,686)	0%		19,000	21,653	(2,653)	88%	24,800	77%
4008 · Attorney - Motion	5,950	9,415	(3,465)	63%		65,150	58,704	6,446	111%	58,400	112%
4009 · House Counsel	850	1,157	(307)	73%		15,300	7,521	7,779	203%	8,100	189%
4095 · Miscellaneous Income	150	74	76	203%		1,465	752	713	195%	900	163%
4096 · Late Fees	200	95	105	238%		43,750	33,305	10,445	131%	33,400	131%
Total Revenue	17,300	18,644	(1,344)	93%		516,935	436,051	80,884	119%	439,300	118%
Expenses											
Program Services	3,054	2,918	(136)	105%		120,308	102,012	(18,296)	118%	110,600	109%
Salaries & Benefits	23,803	22,956	(847)	104%		265,313	275,338	10,025	96%	302,349	88%
General & Administrative	2,908	3,917	1,009	74%		36,186	32,127	(4,059)	113%	34,783	104%
Building Overhead	780	911	131	86%		9,019	9,232	213	98%	10,253	88%
Total Expenses	30,545	30,702	157	99%		430,826	418,709	(12,117)	103%	457,985	94%
Net Profit (Loss)	\$ (13,245)	\$ (12,058)	\$ (1,187)	110%		\$ 86,109	\$ 17,342	\$ 68,767	497%	\$ (18,685)	-461%

**Utah State Bar
NLTP
May 31, 2016**

		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue											
4020 · NLTP Fees		3,750	4,363	(613)	86%	70,650	80,649	(9,999)	88%	90,300	78%
4095 · Miscellaneous Income		-	-	-	n/a	-	-	-	n/a	-	n/a
4096 · Late Fees		-	-	-	n/a	-	-	-	n/a	-	n/a
Total Revenue		3,750	4,363	(613)	86%	70,650	80,649	(9,999)	88%	90,300	78%
Expenses											
Program Services		2,426	383	(2,043)	633%	8,283	5,718	(2,565)	145%	6,300	131%
Salaries & Benefits		3,344	4,719	1,375	71%	57,009	52,519	(4,490)	109%	57,544	99%
General & Administrative		386	165	(221)	234%	4,308	3,832	(476)	112%	4,726	91%
Building Overhead		477	558	81	85%	5,518	5,649	131	98%	6,275	88%
Total Expenses		6,633	5,825	(808)	114%	75,117	67,718	(7,399)	111%	74,845	100%
Net Profit (Loss)		\$ (2,883)	\$ (1,462)	\$ (1,421)	197%	\$ (4,467)	\$ 12,931	\$ (17,398)	-35%	\$ 15,455	-29%

Utah State Bar OPC

May 31, 2016

		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget	
Revenue												
4095 - Miscellaneous Income		250	40	210	625%	2,982	1,880	1,102	159%	1,900	157%	
4200 - Seminar Profit/Loss		7,983	-	7,983	n/a	11,685	2,689	8,996	435%	9,800	119%	
Total Revenue		8,233	40	8,193	20583%	14,666	4,569	10,097	321%	11,700	125%	
Expenses												
Program Services		133	582	449	23%	19,817	28,529	8,712	69%	30,900	64%	
Salaries & Benefits		89,480	87,444	(2,036)	102%	986,258	944,803	(41,455)	104%	1,032,818	95%	
General & Administrative		6,465	6,383	(81)	101%	78,545	91,707	13,162	86%	99,325	79%	
Building Overhead		6,853	7,936	1,084	86%	79,267	81,174	1,907	98%	90,127	88%	
Total Expenses		102,930	102,345	(585)	101%	1,163,887	1,146,213	(17,674)	102%	1,253,170	93%	
Net Profit (Loss)		\$ (94,697)		\$ (102,305)		\$ 7,608		93%		\$ (1,241,470)		93%

Utah State Bar CLE May 31, 2016

Revenue		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
4051 · Meeting - Registration		-	-	-	n/a	-	-	-	n/a	-	n/a
4052 · Meeting - Sponsor Revenue		6,700	2,082	4,618	322%	31,000	4,163	26,837	745%	5,100	608%
4053 · Meeting - Vendor Revenue		-	-	-	n/a	-	-	-	n/a	-	n/a
4054 · Meeting - Material Sales		-	-	-	n/a	15	-	15	n/a	-	n/a
4055 · Meeting - Sp Ev Registration		-	-	-	n/a	-	-	-	n/a	-	n/a
4081 · CLE - Registrations		89,098	81,309	7,789	110%	405,487	352,840	52,647	115%	395,400	103%
4082 · CLE - Video Library Sales		4,592	15,364	(10,772)	30%	53,687	66,985	(13,298)	80%	131,700	41%
4083 · CLE - Material Sales		-	-	-	n/a	-	-	-	n/a	-	n/a
4084 · Business Law Book Sales		1,410	-	1,410	n/a	12,615	-	12,615	n/a	-	n/a
4095 · Miscellaneous Income		-	-	-	n/a	-	-	-	n/a	-	n/a
4200 · Seminar Profit/Loss		(7,983)	-	(7,983)	n/a	(14,538)	(17,067)	2,529	85%	10,900	-133%
Total Revenue		93,817	98,755	(4,938)	95%	488,266	406,921	81,345	120%	543,100	90%
Expenses											
Program Services		32,065	21,023	(11,042)	153%	249,643	155,650	(93,993)	160%	312,900	80%
Salaries & Benefits		10,700	10,460	(240)	102%	109,223	97,638	(11,585)	112%	112,134	97%
General & Administrative		6,071	5,061	(1,010)	120%	56,640	43,003	(13,637)	132%	62,837	90%
Building Overhead		1,852	1,576	(276)	117%	20,910	16,286	(4,624)	128%	18,353	114%
Total Expenses		50,687	38,120	(12,567)	133%	436,417	312,577	(123,840)	140%	506,224	86%
Net Profit (Loss)		\$ 43,129	\$ 60,635	\$ (17,506)	71%	\$ 51,849	\$ 94,344	\$ (42,495)	55%	\$ 36,876	141%

**Utah State Bar
Summer Convention
May 31, 2016**

Revenue		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
4051 · Meeting - Registration		-	-	-	n/a	165,070	108,699	56,371	152%	107,600	153%
4052 · Meeting - Sponsor Revenue		-	-	-	n/a	18,650	22,800	(4,150)	82%	22,800	82%
4053 · Meeting - Vendor Revenue		-	-	-	n/a	11,500	12,000	(500)	96%	12,000	96%
4054 · Meeting - Material Sales		-	-	-	n/a	-	-	-	n/a	-	n/a
4055 · Meeting - Sp Ev Registration		-	-	-	n/a	3,301	8,300	(4,999)	40%	8,300	40%
4095 · Miscellaneous Income		-	-	-	n/a	-	6,700	(6,700)	0%	6,700	0%
Total Revenue		-	-	-	n/a	198,521	158,499	40,022	125%	157,400	126%
Expenses											
Program Services		-	-	-	n/a	175,485	208,305	32,820	84%	208,500	84%
Salaries & Benefits		1,652	1,622	(30)	102%	31,748	37,927	6,179	84%	39,896	80%
General & Administrative		48	29	(19)	166%	11,936	15,825	3,889	75%	15,854	75%
Building Overhead		191	221	30	86%	2,207	2,260	53	98%	2,508	88%
Total Expenses		1,891	1,872	(19)	101%	221,377	264,317	42,940	84%	266,758	83%
Net Profit (Loss)		\$ (1,891)	\$ (1,872)	\$ (19)	101%	\$ (22,856)	\$ (105,818)	\$ 82,962	22%	\$ (109,358)	21%

**Utah State Bar
Fall Forum
May 31, 2016**

		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue											
4051 · Meeting - Registration	-	339	(339)	0%		95,646	118,750	(23,104)	81%	118,750	81%
4052 · Meeting - Sponsor Revenue	-	-	-	n/a		15,000	40,000	(25,000)	38%	40,000	38%
4053 · Meeting - Vendor Revenue	-	-	-	n/a		9,600	18,000	(8,400)	53%	18,000	53%
4054 · Meeting - Material Sales	-	-	-	n/a		-	-	-	n/a	-	n/a
4055 · Meeting - Sp Ev Registration	-	-	-	n/a		150	-	150	n/a	-	n/a
4095 · Miscellaneous Income	-	-	-	n/a		-	-	-	n/a	-	n/a
Total Revenue	-	339	(339)	0%		120,396	176,750	(56,354)	68%	176,750	68%
Expenses											
Program Services	-	-	-	n/a		114,042	136,172	22,130	84%	136,172	84%
Salaries & Benefits	446	1,126	680	40%		11,316	21,270	9,954	53%	21,301	53%
General & Administrative	36	23	(13)	157%		15,546	15,619	73	100%	15,642	99%
Building Overhead	191	267	76	71%		2,207	2,705	498	82%	2,999	74%
Total Expenses	672	1,416	744	47%		143,111	175,766	32,655	81%	176,114	81%
Net Profit (Loss)	\$ (672)	\$ (1,077)	\$ 405	62%		\$ (22,715)	\$ 984	\$ (23,699)	-2308%	\$ 636	-3572%

Utah State Bar

Spring Convention

May 31, 2016

	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget
Revenue				
4051 · Meeting - Registration	-	60	(60)	0%
4052 · Meeting - Sponsor Revenue	-	-	-	n/a
4053 · Meeting - Vendor Revenue	-	-	-	n/a
4054 · Meeting - Material Sales	-	-	-	n/a
4055 · Meeting - Sp Ev Registration	-	-	-	n/a
4095 · Miscellaneous Income	-	-	-	n/a
Total Revenue	-	60	(60)	0%
Expenses				
Program Services	90	2,619	2,529	3%
Salaries & Benefits	21	98	77	21%
General & Administrative	36	33	(3)	109%
Building Overhead	191	221	30	86%
Total Expenses	338	2,971	2,633	11%
Net Profit (Loss)	\$ (338)	\$ (2,911)	\$ 2,573	12%

Utah State Bar
Member Services
(Bar Journal, Member Benefits, Section Support, Legislative, Public Education & YLD)
May 31, 2016

Revenue		Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
4010 · Section/Local Bar Support fees		1,484	-	1,484	n/a	83,223	-	83,223	n/a	76,621	109%
4052 · Meeting - Sponsor Revenue		1,000	-	1,000	n/a	1,000	100	900	1000%	100	1000%
4061 · Advertising Revenue		19,415	25,956	(6,541)	75%	141,108	141,197	(90)	100%	141,600	100%
4062 · Subscriptions		-	-	-	n/a	150	300	(150)	50%	300	50%
4071 · Mem Benefits - Lexis		-	(875)	875	0%	2,715	2,265	450	120%	3,100	88%
4072 · Royalty Inc - Bar J, MBNA, LM,M		344	-	344	n/a	6,361	6,671	(310)	95%	7,200	88%
4081 · CLE - Registrations		1,270	-	1,270	n/a	1,480	-	1,480	n/a	-	n/a
4093 · Law Day Revenue		-	-	-	n/a	-	-	-	n/a	-	n/a
4095 · Miscellaneous Income		-	-	-	n/a	-	-	-	n/a	-	n/a
Total Revenue		23,514	25,081	(1,568)	94%	236,036	150,533	85,503	157%	228,921	103%
Expenses											
Program Services		28,555	14,457	(14,098)	198%	223,872	266,804	42,932	84%	289,484	77%
Salaries & Benefits		15,926	14,798	(1,128)	108%	169,874	176,403	6,529	96%	191,638	89%
General & Administrative		17,354	19,982	2,628	87%	122,851	202,015	79,164	61%	204,388	60%
Building Overhead		1,694	1,386	(308)	122%	19,084	14,420	(4,664)	132%	16,281	117%
Total Expenses		63,528	50,623	(12,905)	125%	535,680	659,642	123,962	81%	701,791	76%
Net Profit (Loss)		\$ (40,015)	\$ (25,542)	\$ (14,473)	157%	\$ (299,644)	\$ (509,109)	\$ 209,465	59%	\$ (472,870)	63%

**Utah State Bar
Public Services**

**(Committees, Consumer Assistance, Access to Justice, Tuesday Night Bar)
May 31, 2016**

	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue										
4010 · Section/Local Bar Support fees	-	-	-	n/a	-	-	-	n/a	-	n/a
4063 · Modest Means revenue	1,200	1,177	23	102%	14,720	14,347	373	103%	16,000	92%
4093 · Law Day Revenue	1,368	-	1,368	n/a	6,380	-	6,380	n/a	-	n/a
4095 · Miscellaneous Income	20	-	20	n/a	30	480	(450)	6%	480	6%
Total Revenue	2,588	1,177	1,411	220%	21,130	14,827	6,303	143%	16,480	128%
Expenses										
Program Services	12,279	4,369	(7,910)	281%	128,203	118,946	(9,257)	108%	127,000	101%
Salaries & Benefits	21,316	27,215	5,899	78%	231,095	272,595	41,500	85%	295,759	78%
General & Administrative	2,159	1,951	(208)	111%	32,252	23,832	(8,420)	135%	27,607	117%
Building Overhead	1,523	1,741	218	87%	17,619	18,149	530	97%	20,038	88%
Total Expenses	37,277	35,276	(2,001)	106%	409,170	433,522	24,352	94%	470,404	87%
Net Profit (Loss)	\$ (34,689)	\$ (34,099)	\$ (590)	102%	\$ (388,040)	\$ (418,695)	\$ 30,655	93%	\$ (453,924)	85%

**Utah State Bar
Bar Operations
(Bar Management, General Counsel, IT, Commission/Special Projects)
May 31, 2016**

	Revenue				Expenses				Other Income/Expense				Total Budget	YTD % of Tot Budget
	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	
4031 · Enhanced Web Revenue	-	100	(100)	0%	7,988	13,527	5,539	59%	183,912	179,046	(4,866)	103%	187,600	98%
4060 · E-Filing Revenue	-	-	-	n/a	79,365	71,352	(8,013)	111%	875,468	767,101	(108,367)	114%	855,978	102%
4103 · In - Kind Revenue - UDR	90	131	(41)	69%	17,028	19,633	2,605	87%	193,186	238,627	45,441	81%	261,072	74%
4095 · Miscellaneous Income	808	961	(153)	84%	90	131	41	69%	4,391	2,313	(2,078)	190%	2,400	183%
Investment Income	(2,233)	4,208	(6,441)	-53%	3,846	4,311	465	89%	44,486	45,749	1,263	97%	50,578	88%
Total Revenue	(1,335)	5,400	(6,735)	-25%	108,317	108,954	637	99%	1,301,443	1,232,836	(68,607)	106%	1,357,628	96%
Program Services														
Salaries & Benefits														
General & Administrative														
In Kind														
Building Overhead														
Total Expenses														
Other Income/Expense														
4300 · Gain (Loss) - Sales of Assets	(1,704)	-	(1,704)	n/a					(1,704)	-	(1,704)	n/a	-	n/a
Net Profit (Loss)	\$ (111,356)	\$ (103,554)	\$ (7,802)	108%					\$ (1,243,241)	\$ (1,186,958)	\$ (56,283)	105%	\$ (1,309,428)	95%

Utah State Bar Facilities May 31, 2016

	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue										
4039 · Room Rental-All parties	9,965	12,089	(2,124)	82%	110,095	120,299	(10,204)	92%	135,700	81%
4042 · Food & Beverage Rev-All Parties	12,033	23,709	(11,676)	51%	118,226	136,630	(18,404)	87%	149,800	79%
4043 · Setup & A/V charges-All parties	214	602	(388)	35%	3,189	5,246	(2,057)	61%	5,600	57%
4090 · Tenant Rent	1,806	1,746	60	103%	18,060	17,460	600	103%	20,952	86%
4095 · Miscellaneous Income	-	-	-	n/a	46	100	(54)	46%	100	46%
Total Revenue	24,018	38,146	(14,128)	63%	249,616	279,735	(30,119)	89%	312,152	80%
Expenses										
Program Services	14,948	25,506	10,558	59%	117,042	146,395	29,353	80%	165,000	71%
Salaries & Benefits	10,781	9,961	(820)	108%	120,493	122,879	2,386	98%	131,922	91%
General & Administrative	(7,396)	(6,771)	625	109%	9,408	26,920	17,512	35%	22,031	43%
In Kind	961	2,239	1,278	43%	22,343	33,924	11,581	66%	37,100	60%
Building Overhead	17,836	19,856	2,020	90%	205,645	203,933	(1,712)	101%	226,589	91%
Total Expenses	37,131	50,791	13,660	73%	474,930	534,051	59,121	89%	582,642	82%
Net Profit (Loss)	\$ (13,113)	\$ (12,645)	\$ (468)	104%	\$ (225,314)	\$ (254,316)	\$ 29,002	89%	\$ (270,490)	83%

Utah State Bar
Income Statement - Consolidated By Account
May 31, 2016

	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue										
4001 - Admissions - Student Exam Fees	(2,350)	-	(2,350)	n/a	163,225	161,155	2,070	101%	160,100	102%
4002 - Admissions - Attorney Exam Fees	2,550	(406)	2,956	-628%	74,045	65,800	8,245	113%	65,800	113%
4003 - Admissions - Retake Fees	8,000	5,117	2,883	156%	62,400	28,200	34,200	221%	28,200	221%
4004 - Admissions - Laptop Fees	1,950	1,506	444	129%	72,600	58,961	13,639	123%	59,600	122%
4006 - Transfer App Fees	-	1,686	(1,686)	0%	19,000	21,653	(2,653)	88%	24,800	77%
4008 - Attorney - Motion	5,950	9,415	(3,465)	63%	65,150	58,704	6,446	111%	58,400	112%
4009 - House Counsel	850	1,157	(307)	73%	15,300	7,521	7,779	203%	8,100	189%
4010 - Section/Local Bar Support fees	3,208	-	3,208	n/a	104,825	23,000	81,825	456%	99,621	105%
4020 - NLTP Fees	3,750	4,363	(613)	86%	70,650	80,649	(9,999)	88%	90,300	78%
4021 - Lic Fees > 3 Years	2,550	1,159	1,391	220%	3,404,815	3,368,684	36,131	101%	3,369,000	101%
4022 - Lic Fees < 3 Years	3,500	-	3,500	n/a	284,210	284,600	(390)	100%	284,600	100%
4023 - Lic Fees - House Counsel	-	-	-	n/a	23,970	21,100	2,870	114%	21,100	114%
4025 - Pro Hac Vice Fees	6,750	4,301	2,449	157%	68,000	66,799	1,201	102%	71,100	96%
4026 - Lic Fees - Inactive/FS	600	(257)	857	-233%	107,150	112,200	(5,050)	95%	112,200	95%
4027 - Lic Fees - Inactive/NS	920	424	496	217%	198,520	182,335	16,185	109%	183,500	108%
4029 - Prior Year Lic Fees	-	-	-	n/a	1,165	-	1,165	n/a	-	n/a
4030 - Certs of Good Standing	1,850	1,607	243	115%	21,470	24,475	(3,005)	88%	27,300	79%
4031 - Enhanced Web Revenue	-	100	(100)	0%	-	500	(500)	0%	500	0%
4039 - Room Rental-All parties	9,965	12,089	(2,124)	82%	110,095	120,299	(10,204)	92%	135,700	81%
4042 - Food & Beverage Rev-All Parties	12,033	23,709	(11,676)	51%	118,226	136,630	(18,404)	87%	149,800	79%
4043 - Setup & A/V charges-All parties	214	602	(388)	35%	3,189	5,246	(2,057)	61%	5,600	57%
4051 - Meeting - Registration	-	399	(399)	0%	365,801	324,100	41,701	113%	322,850	113%
4052 - Meeting - Sponsor Revenue	7,700	2,082	5,618	370%	80,500	81,063	(563)	99%	82,000	98%
4053 - Meeting - Vendor Revenue	-	-	-	n/a	31,550	41,300	(9,750)	76%	41,300	76%
4054 - Meeting - Material Sales	-	-	-	n/a	15	-	15	n/a	-	n/a
4055 - Meeting - Sp Ev Registration	-	-	-	n/a	6,368	10,800	(4,432)	59%	10,800	59%
4060 - E-Filing Revenue	-	-	-	n/a	20,609	17,900	2,709	115%	17,900	115%
4061 - Advertising Revenue	19,415	25,956	(6,541)	75%	141,108	141,197	(90)	100%	141,600	100%
4062 - Subscriptions	-	-	-	n/a	150	300	(150)	50%	300	50%
4063 - Modest Means revenue	1,200	1,177	23	102%	14,720	14,347	373	103%	16,000	92%
4071 - Mem Benefits - Lexis	-	(875)	875	0%	2,715	2,265	450	120%	3,100	88%
4072 - Royalty Inc - Bar J, MBNA, LM,M	344	-	344	n/a	6,361	6,671	(310)	95%	7,200	88%
4081 - CLE - Registrations	90,368	81,309	9,059	111%	406,967	352,840	54,127	115%	395,400	103%
4082 - CLE - Video Library Sales	4,592	15,364	(10,772)	30%	53,687	66,985	(13,298)	80%	131,700	41%
4083 - CLE - Material Sales	-	-	-	n/a	-	-	-	n/a	-	n/a
4084 - Business Law Book Sales	1,410	-	1,410	n/a	12,615	-	12,615	n/a	-	n/a
4090 - Tenant Rent	1,806	1,746	60	103%	18,060	17,460	600	103%	20,952	86%
4093 - Law Day Revenue	1,368	-	1,368	n/a	6,380	-	6,380	n/a	-	n/a
4095 - Miscellaneous Income	1,368	1,096	272	125%	7,691	20,364	(12,673)	38%	20,980	37%
4096 - Late Fees	606	236	370	257%	117,576	77,034	40,542	153%	78,400	150%
4103 - In - Kind Revenue - UDR	90	131	(41)	69%	797	2,313	(1,516)	34%	2,400	33%
4200 - Seminar Profit/Loss	-	-	-	n/a	(2,853)	(14,378)	11,525	20%	20,700	-14%
Investment income	(2,233)	4,208	(6,441)	-53%	36,983	15,028	21,955	246%	17,100	216%
Total Revenue	190,323	199,401	(9,078)	95%	6,315,804	6,006,100	309,704	105%	6,286,003	100%
Program Service Expenses										
5001 - Meeting Facility-external only	6,716	-	(6,716)	n/a	59,426	72,312	12,886	82%	78,140	76%
5002 - Meeting facility-internal only	7,326	6,791	(535)	108%	64,047	57,198	(6,849)	112%	65,400	98%
5013 - ExamSoft	-	-	-	n/a	22,095	20,500	(1,595)	108%	20,500	108%
5014 - Questions	-	-	-	n/a	50,085	45,900	(4,185)	109%	45,900	109%
5015 - Investigations	25	264	239	9%	75	2,000	1,925	4%	2,000	4%
5016 - Credit Checks	404	619	215	65%	2,223	1,272	(951)	175%	1,400	159%
5017 - Medical Exam	-	-	-	n/a	183	1,400	1,217	13%	1,400	13%
5025 - Temp Labor/Proctors	-	-	-	n/a	6,100	5,300	(800)	115%	5,300	115%
5030 - Speaker Fees & Expenses	-	-	-	n/a	39,503	58,588	19,085	67%	96,300	41%
5031 - Speaker Reimb. - Receipt Req'd	1,639	-	(1,639)	n/a	11,867	-	(11,867)	n/a	-	n/a
5035 - Awards	83	464	381	n/a	1,424	3,296	1,872	43%	3,600	40%
5037 - Grants/ contributions - general	1,000	-	(1,000)	n/a	19,621	500	(19,121)	3924%	500	3924%
5040 - Witness & Hearing Expense	-	-	-	n/a	2,423	1,123	(1,300)	216%	1,600	151%
5041 - Process Serving	57	125	68	46%	2,380	421	(1,959)	565%	600	397%
5045 - Bar Anniversary	(4,756)	-	4,756	n/a	244	-	(244)	n/a	-	n/a
5046 - Court Reporting	-	-	-	n/a	325	115	(210)	283%	300	108%
5047 - Casemaker	5,837	5,894	57	99%	69,805	70,000	195	100%	70,000	100%
5055 - Legislative Expense	-	-	-	n/a	10,600	53,900	43,300	20%	53,900	20%
5060 - Program Special Activities	-	-	-	n/a	6,522	100	(6,422)	6522%	100	6522%
5061 - LRE - Bar Support	-	-	-	n/a	65,000	65,000	-	100%	65,000	100%
5062 - Law Day	11,158	69	(11,089)	16171%	10,577	306	(10,271)	3457%	2,100	504%
5063 - Special Event Expense	4	2,135	2,131	0%	8,644	27,729	19,085	31%	27,800	31%
5064 - MCLE Fees Paid	2,142	-	(2,142)	n/a	27,892	21,951	(5,941)	127%	49,400	56%
5070 - Equipment Rental	742	886	144	84%	38,350	44,733	6,383	86%	47,300	81%
5075 - Food & Bev-external costs only	26,211	25,074	(1,137)	105%	439,758	409,079	(30,679)	107%	462,416	95%
5076 - Food & beverage - internal only	9,077	14,735	5,658	62%	65,985	58,800	(7,185)	112%	66,000	100%
5079 - Soft Drinks	1,429	1,211	(218)	118%	11,773	9,611	(2,162)	122%	11,000	107%
5085 - Misc. Program Expense	6,667	2,365	(4,302)	282%	15,421	20,138	4,717	77%	23,700	65%
5090 - Commission Expense	87	1,104	1,017	8%	21,825	20,845	(980)	105%	23,200	94%
5095 - Wills for Heroes	-	208	208	0%	-	2,292	2,292	0%	2,500	0%

Utah State Bar
Income Statement - Consolidated By Account
May 31, 2016

	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
5099 · Blomquist Hale	6,161	6,247	86	99%	67,806	68,753	947	99%	75,000	90%
5702 · Travel - Lodging	4,389	4,187	(202)	105%	37,771	26,871	(10,900)	141%	29,400	128%
5703 · Travel - Transportation/Parking	3,411	989	(2,422)	345%	12,951	27,642	14,691	47%	28,900	45%
5704 · Travel - Mileage Reimbursement	338	224	(114)	151%	13,319	21,525	8,206	62%	22,400	59%
5705 · Travel - Per Diems	-	98	98	0%	5,359	10,203	4,844	53%	10,300	52%
5706 · Travel - Meals	550	-	(550)	n/a	767	100	(667)	767%	100	767%
5707 · Travel - Commission Mtgs	825	1,620	795	51%	36,598	31,883	(4,715)	115%	32,400	113%
5805 · ABA Annual Meeting	3,334	-	(3,334)	n/a	9,974	13,408	3,434	74%	14,000	71%
5810 · ABA Mid Year Meeting	1,600	-	(1,600)	n/a	13,676	10,900	(2,776)	125%	10,900	125%
5815 · Commission/Education	701	-	(701)	n/a	9,542	-	(9,542)	n/a	-	n/a
5820 · ABA Annual Delegate	1,686	-	(1,686)	n/a	8,541	7,200	(1,341)	119%	7,200	119%
5830 · Western States Bar Conference	-	846	846	0%	7,460	12,500	5,040	60%	12,500	60%
5840 · President's Expense	1,500	1,107	(393)	136%	19,285	8,328	(10,957)	232%	9,000	214%
5841 · President's Reimbursement	-	-	-	n/a	5,312	-	(5,312)	n/a	-	n/a
5850 · Leadership Academy	150	2,000	1,850	8%	5,913	18,000	12,087	33%	20,000	30%
5855 · Bar Review	-	1,500	1,500	0%	1,765	6,500	4,735	27%	8,000	22%
5865 · Retreat	-	-	-	n/a	29,840	12,800	(17,040)	233%	12,800	233%
5960 · Overhead Allocation - Seminars	-	-	-	n/a	(0)	15,509	15,509	0%	43,100	0%
5970 · Event Revenue Sharing - 3rd Pty	1,045	4,622	3,577	23%	51,160	54,143	2,983	94%	90,000	57%
Total Program Service Expenses	101,538	85,384	(16,154)	119%	1,411,213	1,420,674	9,461	99%	1,653,356	85%
Salaries & Benefit Expenses										
5510 · Salaries/Wages	202,896	199,569	(3,327)	102%	2,279,683	2,221,793	(57,890)	103%	2,449,698	93%
5605 · Payroll Taxes	15,629	15,484	(145)	101%	168,417	168,647	230	100%	183,727	92%
5610 · Health Insurance	20,720	17,464	(3,256)	119%	210,636	179,709	(30,927)	117%	194,706	108%
5630 · Dental Insurance	1,330	1,090	(240)	122%	13,206	11,353	(1,853)	116%	12,891	102%
5640 · Life & LTD Insurance	1,502	1,485	(17)	101%	16,343	17,376	1,033	94%	18,817	87%
5645 · Workman's Comp Insurance	(153)	890	1,043	-17%	3,251	9,792	6,541	33%	8,345	39%
5650 · Retirement Plan Contributions	18,029	19,513	1,484	92%	199,968	226,335	26,367	88%	245,675	81%
5655 · Retirement Plan Fees & Costs	-	-	-	n/a	17,164	19,254	2,090	89%	25,984	66%
5660 · Training/Development	873	92	(781)	949%	10,222	2,999	(7,223)	341%	3,000	341%
66000 · Payroll Expenses	(0)	-	0	n/a	0	-	(0)	n/a	-	n/a
Total Salaries & Benefit Expenses	260,827	255,587	(5,240)	102%	2,918,891	2,857,258	(61,633)	102%	3,142,843	93%
General & Administrative Expenses										
7025 · Office Supplies	2,225	2,838	613	78%	24,125	24,524	399	98%	26,153	92%
7033 · Operating Meeting Supplies	2,048	1,553	(495)	132%	19,809	19,779	(30)	100%	21,800	91%
7035 · Postage/Mailing, net	29	4,297	4,268	1%	69,253	75,684	6,431	92%	71,400	97%
7040 · Copy/Printing Expense	17,755	18,923	1,168	94%	172,478	159,753	(12,725)	108%	178,300	97%
7040 · Copy/Printing Expense - Other	-	189	189	0%	-	1,039	1,039	0%	1,500	0%
7041 · Copy/Print revenue	(3,411)	-	3,411	n/a	(25,711)	-	25,711	n/a	-	n/a
4094 · Copy/Print revenue	-	(2,612)	(2,612)	0%	-	(19,570)	(19,570)	0%	(22,000)	0%
7045 · Internet Service	1,307	702	(605)	186%	6,021	8,653	2,632	70%	9,402	64%
7050 · Computer Maintenance	-	-	-	n/a	9,752	10,843	1,091	90%	14,131	69%
7055 · Computer Supplies & Small Equip	1,074	2,834	1,760	38%	12,628	16,608	3,980	76%	19,300	65%
7089 · Membership Database Fees	585	1,514	929	39%	29,261	22,160	(7,101)	132%	31,130	94%
7095 · Fax Equip & Supplies	-	-	-	n/a	970	-	(970)	n/a	-	n/a
7100 · Telephone	5,867	2,401	(3,466)	244%	37,541	38,336	795	98%	42,037	89%
7105 · Advertising	294	-	(294)	n/a	1,332	75,000	73,668	2%	75,000	2%
7106 · Public Notification	163	139	(24)	117%	1,697	941	(756)	180%	1,000	170%
7110 · Publications/Subscriptions	1,987	1,579	(408)	126%	12,911	11,199	(1,712)	115%	11,900	108%
7115 · Public Relations	-	-	-	n/a	991	-	(991)	n/a	-	n/a
7120 · Membership/Dues	-	338	338	0%	10,975	11,764	789	93%	13,395	82%
7135 · Bank Service Charges	146	134	(12)	109%	1,940	1,585	(355)	122%	1,800	108%
7136 · ILM Service Charges	977	931	(46)	105%	12,760	12,833	73	99%	13,700	93%
7140 · Credit Card Merchant Fees	2,732	3,537	805	77%	59,331	41,127	(18,204)	144%	45,600	130%
7140 · Credit Card Merchant Fees - Other	-	1,100	1,100	0%	-	31,350	31,350	0%	55,000	0%
7141 · Credit Card surcharge	(13)	(880)	(867)	2%	(24,190)	(25,080)	(890)	96%	(44,000)	55%
7145 · Commission Election Expense	1,625	-	(1,625)	n/a	3,250	3,800	550	86%	3,800	86%
7150 · E&O/Off & Dir Insurance	3,320	4,071	751	82%	36,519	44,762	8,243	82%	46,901	78%
7160 · Audit Expense	-	-	-	n/a	30,504	30,000	(504)	102%	30,000	102%
7170 · Lobbying Rebates	7	188	181	4%	746	490	(256)	152%	500	149%
7175 · O/S Consultants	-	5,875	5,875	0%	50,923	43,066	(7,857)	118%	49,500	103%
7176 · Bar Litigation	7,030	227	(6,803)	3097%	18,412	22,764	4,352	81%	25,000	74%
7177 · UPL	92	5,357	5,265	2%	210	33,036	32,826	1%	35,000	1%
7178 · Offsite Storage/Backup	328	292	(36)	112%	3,359	2,708	(651)	124%	3,000	112%
7179 · Payroll Adm Fees	236	245	9	96%	2,570	2,754	184	93%	3,000	86%
7180 · Administrative Fee Expense	-	121	121	0%	1,225	1,159	(66)	106%	1,400	88%
7190 · Lease Interest Expense	-	-	-	n/a	647	-	(647)	n/a	1,410	46%
7191 · Lease Sales Tax Expense	310	-	(310)	n/a	521	211	(310)	247%	282	185%
7195 · Other Gen & Adm Expense	98	25	(73)	393%	7,356	28,135	20,779	26%	28,400	26%
Total General & Administrative Expenses	46,812	55,918	9,106	84%	590,116	731,413	141,297	81%	794,741	74%
In Kind Expenses										
7103 · InKind Contrib-UDR & all other	1,051	2,370	1,319	44%	26,734	36,237	9,503	74%	39,500	68%
Total In Kind Expenses	1,051	2,370	1,319	44%	26,734	36,237	9,503	74%	39,500	68%

Utah State Bar
Income Statement - Consolidated By Account
May 31, 2016

	Actual May-16	Budget May-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Building Overhead Expenses										
6015 · Janitorial Expense	2,403	3,055	652	79%	26,918	29,988	3,070	90%	33,043	81%
6020 · Heat	1,167	1,548	381	75%	16,518	24,003	7,485	69%	25,403	65%
6025 · Electricity	3,906	4,221	315	93%	42,800	49,038	6,238	87%	54,686	78%
6030 · Water/Sewer	218	5	(213)	4369%	3,923	3,621	(302)	108%	4,565	86%
6035 · Outside Maintenance	600	687	87	87%	11,265	18,490	7,225	61%	20,312	55%
6040 · Building Repairs	230	1,104	874	21%	12,132	7,449	(4,683)	163%	7,767	156%
6045 · Bldg Mtncn Contracts	1,954	3,602	1,648	54%	36,508	36,584	76	100%	40,965	89%
6050 · Bldg Mtncn Supplies	273	3	(270)	9110%	1,782	2,247	465	79%	2,828	63%
6055 · Real Property Taxes	2,932	1,473	(1,459)	198%	32,254	16,010	(16,244)	201%	18,676	173%
6060 · Personal Property Taxes	60	57	(3)	105%	660	619	(41)	107%	676	98%
6065 · Bldg Insurance/Fees	2,065	1,076	(989)	192%	22,716	11,984	(10,732)	190%	13,060	174%
6070 · Building & Improvements Depre	4,384	4,515	131	97%	48,224	50,111	1,887	96%	54,626	88%
6075 · Furniture & Fixtures Depre	1,283	1,618	335	79%	14,118	18,011	3,893	78%	19,916	71%
7065 · Computers, Equip & Sftwre Depre	14,413	16,564	2,151	87%	143,640	139,195	(4,445)	103%	156,129	92%
Total Building Overhead Expenses	35,889	39,528	3,639	91%	413,459	407,350	(6,109)	101%	452,652	91%
Other										
Gain (Loss) on disposal of assets	(1,704)	-	1,704	n/a	(1,704)	-	1,704	n/a	-	n/a
Total Expenses	447,822	438,787	(9,035)		5,362,116	5,452,932	90,816	95%	6,083,092	88%
Net Profit (Loss)	\$ (257,498)	\$ (239,386)	\$ (18,112)	108%	\$ 953,687	\$ 553,168	\$ 400,519	172%	\$ 202,911	

Utah State Bar
Balance Sheets
June 30, 2015 and May 31, 2016

	<u>6/30/2015</u>	<u>5/31/2016</u>
ASSETS		
Current Assets		
Petty Cash	\$ 625	625
Cash in Bank	774,689	70,410
Invested Funds	4,494,367	3,946,996
Total Cash/Investments	<u>5,269,681</u>	<u>4,018,031</u>
Accounts receivable	23,709	28,929
Other Accounts Receivable	1,481	15,382
Prepaid Expenses	82,458	199,964
A/R - Sections	123,998	7,623
Total Other Current Assets	<u>231,646</u>	<u>251,899</u>
Total Current Assets	<u>5,501,327</u>	<u>4,269,930</u>
Fixed Assets		
Property & Equipment	4,596,029	4,593,400
Accumulated Depreciation	(3,377,434)	(3,487,985)
Land	633,142	633,142
Total Fixed Assets	<u>1,851,737</u>	<u>1,738,556</u>
TOTAL ASSETS	<u><u>\$ 7,353,064</u></u>	<u><u>6,008,486</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
AP Trade	\$ 137,428	35,326
Other Accounts Payable	113,353	9,226
Accrued Payables	364,416	352,908
Cap Lease Oblig - ST	3,473	3,935
A/P - Sections	174,799	315
Deferred Revenue	1,976,402	72,803
Total Current Liabilities	<u>2,769,871</u>	<u>474,512</u>
Long Term Liabilities		
Capital Lease Oblig	2,905	0
Total Long Term Liabilities	<u>2,905</u>	<u>0</u>
Total Liabilities	<u>2,772,776</u>	<u>474,512</u>
Equity		
Unrestricted Net Assets (R/E)	4,580,288	4,580,288
Fund Balance - Current Year		953,686
Total Equity	<u>4,580,288</u>	<u>5,533,975</u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 7,353,064</u></u>	<u><u>6,008,486</u></u>

UTAH STATE BAR
Membership Statistics
May 31, 2016

<u>STATUS</u>	<u>05/31/15</u>	<u>05/31/16</u>	<u>Change</u>
Active	7,762	7,937	175
Active under 3 years	1,192	1,104	(88)
Active Emeritus	144	136	(8)
In House Counsel	50	57	7
Subtotal - Active	9,148	9,234	86
Inactive - Full Service	737	735	(2)
Inactive - No Service	1,678	1,780	102
Inactive Emeritus	275	120	(155)
Subtotal - Inactive	2,690	2,635	(55)
Total Active and Inactive	11,838	11,869	31
<u>Supplemental Information</u>			
Paralegals	143	135	(8)
Associate Section Members	109	110	1
Journal Subscribers	125	125	-
<u>Active Attorneys by Region</u>			
Logan - Brigham	145	139	(6)
Davis - Weber	666	647	(19)
Salt Lake	4,560	4,416	(144)
Provo	732	714	(18)
Southern Utah	330	322	(8)
Out of State	736	702	(34)
Out of Country	3	5	2
No region designated	1,976	2,289	313
Total Active Attorneys	9,148	9,234	86

Editorial: Ethnic, gender diversity is for the benefit of all

Published: June 29, 2016 06:24AM

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Just as a new report warned that Utah's judiciary is not reflective of the state's ethnic and gender makeup, the most important court in the land ruled — again — that creating an ethnically diverse upper class is a worthy effort because it benefits all Americans, not just members of a group who previously have been left behind.

Too often, affirmative action policies in universities and workplaces are derided as an unfair, even condescending, attempt to be kind to blacks, Hispanics, women or other groups of people who have not always had the same opportunities as white males to reach the upper echelons of society.

But the point of those efforts is not to do a favor for an individual person. It is to build a culture that, even in its lofty positions of power, reflects the composition of the whole society. Such efforts give the ruling class and its institutions — legislative, executive, judicial and academic — the legitimacy they need to carry out their duties.

The U.S. Supreme Court ruled last Thursday that the ongoing efforts of the University of Texas to admit a mix of students that reflects the state as a whole have a legitimate academic purpose. That the school's affirmative action program benefits all students, not just those who had the personal benefit of being brought into a system they otherwise might have been left out of, by educating them in the same kind of ethnically diverse atmosphere that they will soon be living in, working in and, in many cases, called to lead.

That is why the state of Utah should be concerned that, according to a recent analysis by the American Constitutional Society for Law and Policy, our state comes in last among the states in having a judiciary that matches its population.

While white men make up 38 percent of Utah's population, they hold 79 percent of the judgeships. White women are 40 percent of the population, yet sit in only 13 percent of the seats on the state bench.

The status quo has been defended with the idea that Utah deserves the best judges, selected without concern for their race or gender. But the judiciary as a whole will not be as qualified, as just and as respected — will not be the best — as long as it is so far out of kilter with the state as a whole.

A judiciary that looks like Utah — a state where one in seven of us are Hispanic — would serve a purpose that has nothing to do with tokenism and everything to do with dispensing justice that will be widely recognized as such.

The rulings of white male judges are much more likely to be — and be accepted as — truly just if those jurists go to college, graduate law school and attend judicial conferences with peers of all colors and shapes.

Those human interactions inform every field of study, especially the law and public service, more than any textbook or case study. That is why efforts to diversify benefit everyone, and must be continued.

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