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.

BAR AWARDS

AWARD		<u>DUE</u>	CHOSEN	PRESENTED
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

Utah State Bar Commission Policies and Procedures

Page 40

(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.

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 Friday, May 20, 2016 Law & Justice Center

Agenda

1.	9:00 a.m.	Presid	dent's Report: Angelina Tsu
	05 mins. 10 mins. 05 mins. 05 mins. 10 mins. 10 mins. 15 mins.	1.1 1.2 1.3 1.4 1.5 1.6 1.7	Welcome Report on Northwest States Conferences (Tab 1, page 8) 85 th Gala Planning – June 30 th Summer Convention Planning – July 6-9 Bar Appointment Policies Committee Report on Meetings with Congressional Delegations Meetings on Diversity
2.	10:00 a.m.	Actio	n Items
	20 mins. 10 mins. 10 mins. 10 mins. 10 mins. 10 mins.	2.1 2.2 2.3 2.4 2.5 2.6	Select Lawyer of the Year Award Recipient (Tab 2, page 10) Select Judge of the Year Award Recipient (Tab 3, page 69) Select Committee of the Year Award Recipient (Tab 4, page 72) Select Section of the Year Award Recipient (Tab 5, page 81) Approve WIPFLi contract (Tab 6, page 88) Select 2 nd District Nominating Commission Nominees (Tab 7, page 107)
3.	11:10 p.m.	Discu	ssion Items
	05 mins. 10 mins. 05 mins.	3.1 3.2 3.3	Blomquist Hale Services (To Be Distributed) Legal Services Link Follow Up: Kenyon Dove & Katie Woods Executive Director Contract Term (Tab 8, page 134)
4.	11:30 a.m.	Infor	mation Items
	05 mins. 10 mins.	4.1 4.2	Admissions Rule 14-721 (Tab 9, page 136) 2016-2017 Proposed Budget (Tab 10, page 138)
5.	11:45 a.m.	Execu	itive Session
	12:15 p.m.	Adjou	ırn

Consent Agenda (Tab 11, page 204)

- 1. Approve April 15, 2016 Commission Meeting Minutes
- 2. Approve UPL Committee Formal Request for Action (To Be Distributed)

(Over)

Attachments (Tab 12, page 211)

- 1. April 2016 Financials
- 2. Bar Contribution Policy

Calendar

June 2-4 June 28		Jackrabbit Bar Conference Executive Committee	-	12:00 Noon	Lake Tahoe Ray Quinney & Nebeker
July 6	3	Commission Meeting		1:00 p.m.	Lowe's Coronado, San Diego, CA
July 6-9		Summer Convention			Lowe's Coronado, San Diego, CA
July 28		ABA Reception for Paulette Brown	-	ГBD	TBD

TAB 1

Northwest State Bar Leaders Meeting May 3, 2016 Law Center, Boise, Idaho

8:30 a.m. Breakfast

9:00 a.m. Welcome and Introductions

Trudy Fouser, Idaho State Bar President

9:15 a.m. Challenges to the Unified Bar – update and discussion

California

Arizona

North Dakota

Other states or case updates

10:00 a.m. Future of the Profession – where are we, what can/should we do?

- ABA Future of the Legal Services Resolution 105, issues papers on alternative business structures, unregulated legal services providers
- Attorney Wellness

12:00 noon Lunch

12:30 p.m. Roll Call of States (10 minutes each)

- o Montana
- o Nevada
- o Oregon
- o Utah
- Washington
- o Idaho

1:30 p.m. Nuts and Bolts of Bar Governance

- Section Management
- Board education and training

TAB 2

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title: Lawyer of the Year Award Selection

Item: #2.1

Submitted by: John Baldwin

Meeting Date: May 20, 2016

ITEM/ISSUE:

To select the 2016 Lawyer of the Year Award recipient.

CRITERIA:

Presented to a Utah State Bar member who, over a long and distinguished legal career, has by their ethical and personal conduct, commitment and activities, exemplified for their fellow attorneys the epitome of professionalism; who has also rendered extraordinary contributions to the programs and activities of the Utah State Bar in the prior year.

NOMINEES:

- 1. Laura Dupaix
- 2. Annette Jarvis
- 3. Bruce Maak
- 4. Kent Scott
- 5. Joan Watt
- 6. Fran Wikstrom

PAST RECIPIENTS AND NOMINEES:

Past Recipients	Other Nominations That Year				
2015 Ron Yengich	Steven D. Peterson				
2014 Charlotte Miller	Sharon Donovan, Ben Hathaway, Lyle W. Hillyard, Linda M. Jones, Janise Macanas, Karra J. Porter, Stuart H. Schultz, Jenifer L. Tomchak, Peggy A. Tomsick, Raymond Uno, Fran Wikstrom				
2013 Peter Stirba	Janise Macanas, Brent Manning, Frank Carney				
2012 Gary R. Crane	Brent Manning				
2011 Robert B. Sykes	Francis M. Wikstrom, V. Lowry Snow				
2010 Randy L. Dryer					
2009 Paul T. Moxley	Peter Stirba				
2008 Charles R. Brown	Paul Felt, Dale Lambert, Reed Martineau, Lori Nelson				
2007 Oscar McConkie	Charles R. Brown				
2006 Max D. Wheeler	Sidney G. Baucom; Victoria Kidman, Max D. Wheeler, Ronald Yengich				
2005 James S. Jardine					
2004 George B. Handy					
2003 Jay E. Jensen Rodney G. Snow	David G. Challed; David Jordan; L.S. McCullough, Jr.; John L. Valentine; Ronald J. Yengich; Stanley J. Preston; Kent B. Scott; Peter Stirba				
2002 L. Brent Hoggan					
2001 Alan L. Sullivan	Stanley J. Preston; Peter Stirba; Kent B. Scott				
2000 D. Frank Wilkins					
1999 Irene Warr					
1998 Leonard J. Lewis					
1997 Gayle F. McKeachnie					
1996 Dale A. Kimball					
1995 Gordon L. Roberts					
1994 Joseph Novak					
1993 William B. Bohling					
1992 Hardin A. Whitney Herschel J. Saperstein					
1990 Brian R. Florence Norman S. Johnson					

John Baldwin

From: Sent: John Nielsen <johnnielsen@utah.gov> Monday, December 14, 2015 10:15 AM

To:

John Baldwin

Subject:

Re: attorney of the year nomination

I nominate Laura Dupaix, who has spent most of her career as an Assistant Attorney General in the Criminal Appeals division, and up until recently, it's Division Director. Laura unselfishly stepped down as Division Director a few months ago--taking a pay cut and becoming a line attorney--so that she would be here to help the new director transition as she prepares for retirement next year.

Laura has been a friend and mentor to me since I was a law clerk in the criminal appeals division from 2005-2007, teaching me about writing, research, and appellate practice. And since I came to work as an attorney in the criminal appeals division four years ago, she has continued to refine my understanding of appellate written and oral advocacy, strategic thinking, and good judgment. To the extent I am successful in appellate work, I owe much of it to Laura's mentoring.

And the criminal appeals director has much more to do than just supervise the division. Because the criminal appeals division is statutorily designated as the representative of the State before the Utah appellate courts in all felony cases, the Division Director is essentially the solicitor general in all criminal matters, who advises prosecutors state-wide--particularly in high-profile cases--and makes final decisions regarding all State's appeals.

In both her advocacy and her supervision, Laura has made as much--and in many ways more--of an impact on Utah appellate law as any member of the bar for the last twenty years. The following statements from two of her former supervisors--Christine F. Soltis and Fred (now Judge) Voros--illustrate her impact:

First, from Christine:

I both supervised Laura and was supervised by her. It both cases, she was a splendid person and admirable attorney.

Laura has a unique ability to stay calm, even when she is upset. What I mean by this, is that she never puts down others, excuses herself, or stops "thinking." I think Laura's ability to quickly and intelligently assess and respond to difficult situations is one of her main strengths. This trait is extremely evident in her oral arguments, but I also continually saw it her role as first section chief and then division chief. No matter the situation, Laura thinks first and then acts.

Laura's "think first" ability is enhanced by her quick intelligence. I was continually struck by this both as her supervisor and while under her supervision. When I interviewed Laura for a criminal appellate position, I was initially hesitant as her primary experience was in child protection and juvenile court. But after I read a memorandum she had submitted to the juvenile court, I quickly hired her. The memorandum -- arguing that the Fifth Amendment should apply in child protection cases-- evidenced not only a sophisticated understanding of constitutional and criminal law, but also a willingness to think "outside the box" and apply these principles to a

new arena. Over the years, I continued to see this same great strategic thinking when I worked with her on sophisticated evidentiary issues, that she grasped quickly in advising much more seasoned trial prosecutors throughout the state.

Laura has provided great service, not only within the Attorney General's office advising and guiding office attorneys in both civil and criminal trial and appellate cases, but she has also assisted legends of prosecutors outside the office. For the last decade or so, Laura has presented numerous CLE courses to Utah attorneys, including taking over the yearly case update presentation. She has also regularly advised and consulted with city and county prosecutors on pretrial and midtrial criminal matters. Additionally, she had chaired and been a member of several Utah Supreme Committees. I suspect that if these "volunteer" hours were added up, Laura has spent at least 30% of her time over the last decade teaching, mentoring, and improving Utah law.

In addition to her leadership, teaching, and mentoring, Laura is individually one of the best appellate attorneys in the state. She consistently demonstrates the highest ethical standards in tackling difficult legal issues while zealously advocating the State's position. I reviewed a large number of Laura's briefs over the years -- a practice utilized in the AG's Appellate Division-- and I was always impressed with the logic of her argument and clarity of her writing. This is same logic and clarity is readily apparent in her oral advocacy. Yet, Laura always reminds modest about her own abilities and achievements. She would rather promote others than herself.

In sum, Laura is not only a lawyer's lawyer, but also a very thoughtful and caring teacher, mentor, and leader. Her retirement in 2016 will be a substantial lost to Utah's legal community.

And from Judge Voros:

Laura has been a leader in the criminal appeals division for 16 years, 10 years as appellate section chief and 6 years as division chief (or director). In that role she has shaped the State of Utah's approach to criminal appeals, both with regard to the substantive positions asserted by the State and with regard to the quality of the legal work produced by the division.

To the surprise of some [note: Judge Voros later explained that the surprise was over her relative inexperience to some in the division, not her abilities], I chose Laura as my section chief because of her skill as a legal writer. That choice has paid off for the State. Briefs filed by the division are uniformly among the best we see on the court of appeals. I know that through both editing and teaching, Laura deserves much of the credit for maintaining this level of quality.

Laura has also given her time to committee service to improve the law in Utah. She has served on the Indigent Defense Task Force and the chaired the Supreme Court Advisory Committee on the Rules of Criminal Law.

She has also given her time to teaching outside the division, through annual case updates and other CLEs, such as the BYU Annual State and Local Government Conference.

Laura has also had an impact on Utah criminal law through the appeals she has personally handled. When I was division chief I routinely assigned her challenging and high-profile appeals with confidence that they would be briefed and argued with the highest skill. She is a world-class lawyer, both on the page and before the court.

In 2002 Laura received the division Appreciation Award. Here are some things the members of the division said about her:

She is smart, articulate and a great editor. Her comments on briefs are always right on the money. Even more amazing, she manages to offer feedback without offending or stepping on people's feelings. She is also funny and irrepressibly good natured; someone should check her diet for a natural form of Prozac.

Despite her heavy workload Laura always takes time to discuss issues when I'm stumped. She has also encouraged me to advocate for positions that I, as a relatively inexperienced attorney, probably would not have had the courage to assert. Laura strengthened my confidence in these arguments and, most importantly, in my ability to assert them.

Laura has a true lawyer's sense of the "game" - - fair, practical, tough in her advocacy for the State.

I don't think I've seen anybody better in oral argument. I observed her almost two years ago before the Utah Supreme Court at BYU. Her command and assurance were exceptional, all a function of a complete knowledge of the case and a direct, conversational approach to argument which comes so naturally from her great ability and ease with the law.

Laura is deserving of the award for a number of reasons, not the least of which is her consistently positive attitude and unqualified enthusiasm for her job and her co-workers. She is always accessible to and supportive of those of us needing input or direction, and she handles herself with an ineffable grace and ease no matter the pressures or circumstances. She seems immune to the stress and tension that inevitably arise from the constant balancing act that characterizes the life of a successful professional and mother. She is never anything less than the consummate professional and an exemplary role model.

Laura is a great thinker and can quickly help to narrow the issues and frame a response. She has a genuine interest in our cases and has a superb ability to recall them when needed. Laura also handles high profile cases deftly and has represented us well in the media over the past year. These abilities, in addition to her happy disposition and endless supply of chocolate, make her a great asset to the division.

On Mon, Dec 14, 2015 at 9:57 AM, John Baldwin < john.baldwin@utahbar.org > wrote:

Either way works! Thank you for thinking of that. You can send it to this address. It is great to recognize and honor the wonderful lawyers there are in the state.

John

From the Chambers of William T. Thurman United State Bankruptcy Judge United States Bankruptcy Court District of Utah 350 South Main St., Rm 358 Salt Lake City, UT 84101

May 5, 2016

Members of the Bar Commission of the Utah State Bar 645 South 200 East Salt Lake City, Utah 84111

Re: Annette Jarvis

Dear Commissioners:

Please accept this letter as a recommendation for Annette Jarvis to be named Lawyer of the Year by the Utah State Bar Association.

I have known Ms. Jarvis for a number of years. In fact, I remember her from the time she was a law clerk to then-Judge Ralph Mabey in the early 1980s. I then knew her as a fellow attorney when she began working with the LeBoeuf firm in Salt Lake City. Finally, she has appeared before me multiple times since I took the bench in 2001. In each instance she has conducted herself with dignity, preparation, and respect for the court and opposing counsel. During my time on the bench, I have not always ruled for her position, but that has not been for lack of effort on her part. I have also observed her in the community and in professional education seminars. She has always exemplified a high degree of professionalism and has made a significant contribution to the programs.

This last year she presented a novel argument that I adopted in a ruling, and which significantly advanced the case forward. In this matter, I was particularly impressed with Ms. Jarvis's preparation, professional conduct, and her contribution to this specific body of law. In bankruptcy cases, many times the point to be argued before a court needs intense negotiations by counsel before it can be presented to the court. In this particular matter, she was able to work out a financial arrangement with many different and disgruntled creditor groups and presented a consensus resolution before the court. In my opinion, bankruptcy cases—and in particular chapter 11 bankruptcy cases—are best resolved with negotiations among all parties. From my observation, Ms. Jarvis epitomized that characteristic.

In my opinion, she is an excellent example of what a lawyer ought to be.

Should you have any questions on this matter, please advise.

Very truly yours,

William T. Thurman



Attorneys at Law

COLORADO · UTAH · WYOMING

2750 Rasmussen Road • Suite H-104 • Park City UT 84098 485|214 3806 ph • 435|214 3811 fx www.MarkusWilliams.com

> Linda M. Zimmermann 435 214 3808 lzimmermann@MarkusWilliams.com

April 18, 2016

VIA ELECTRONIC MAIL

Members of the Selection Committee Utah Lawyer of the Year Award

Re: Utah Lawyer of the Year Award

Dear Members of the Selection Committee:

I nominate Annette Jarvis for the 2016 Utah Lawyer of the Year Award. I have known Annette for almost 20 years, during which time she has transitioned from invaluable mentor to dear friend, and has remained, throughout, my role model. In all she does, Annette strives for excellence in herself and those around her, while always taking time to coach and nurture. She is that rare combination of natural teacher and successful professional.

In her early career, Annette was a trailblazer for finding one's own way to success. When I was a young lawyer, she shared with me (as she has done for so many others over the years) "learning moments" from her life – running conference calls with kids sitting at her feet and regularly getting by on minimal sleep in order to fulfill her roles as accomplished young mother and accomplished young associate, and educating the partners for whom she worked to trust that she could get the job done – even from a home office in Nevada long before working remotely was recognized, let alone accepted.

In her mid-career, Annette established herself as a nationally recognized expert in the insolvency and reorganization field, representing large financial institutions in important, cutting edge cases. When we worked together at that firm, the partners in New York regularly reached out to Annette when they needed restructuring help (even though they had a restructuring team in NY).

Annette has a long list of accolades from her colleagues and clients including being listed in Best Lawyers in America and Utah Business Magazine's Utah Legal Elite, being named a Salt Lake City and a Mountain States Super Lawyer and being rated AV Preeminent in Martindale-Hubbell.

Members of the Selection Committee April 18, 2016 Page 2

Annette has not only continued to practice at the top of her field on a national level, but she has also participated in management of her international law firm. Annette is a member of her firm's Management Committee, a former Partner-in-Charge of the Salt Lake Office and, currently, the Partner-in-Charge of her firm's Transactions Practice Groups.

In addition to being a leader in her firm, she is a leader in our profession — both locally and nationally. She was instrumental in establishing the Utah State Bar's mentor program for new lawyers. Annette is a fellow in the prestigious American College of Bankruptcy. She has served as the Co-Chair of the American Bankruptcy Institute Rocky Mountain Bankruptcy Conference and the Regional Chair of the ABI Foundation. She is a member of the Board of Directors and a Fellow of the American College of Bankruptcy, chairing the 10th Circuit Education Committee. She is a co-founder of the Mountain/Desert Network of the International Women's Insolvency and Restructuring Confederation. She has served as a Global Board Member, Chapter Board Member and Co-Chair and Regional Conference Chair of the Turnaround Management Association.

In her "free" time, Annette has served our community in many capacities, including serving as a member of the Board of Trustees, Board Secretary and Chair of the Governance Committee of the Utah Symphony/Utah Opera. She also raised some amazing kids, from her Ivy League educated oldest child to her fluent-in-Arabic youngest child.

Our community and others have honored her. She is the recipient of the Third Annual Christine M. Durham Public Service Award, the 2014 Women Lawyers of Utah Mentoring Award, the 2013 Distinguished Service Award (Utah Federal Bar Association), the 2007 Pathfinder Award (Salt Lake Chamber of Commerce, Women in Business Conference), the 2007 Large Company Transaction of the Year Award (Turnaround Management Association), the 2005 Distinguished Alumna Award from the Women's Law Forum at the J. Reuben Clark Law School, and the 2005 Dorothy Merrill Brothers Award for the Advancement of Women in the Legal Profession (Utah State Bar). The list goes on. I just picked the highlights.

Throughout my career and the careers of so many other men and women both in Utah and throughout the country, Annette has served as a role model. She is one of the women who invented alternative work arrangements and demonstrated that they could be successful by any definition. Her example of achieving the conventional definition of success within our profession in a unique, unconventional manner paved the way for me and others to do the same. In 2003, I was an associate working a reduced schedule in the Salt Lake office of a 600+ attorney international law firm (at which Annette did not practice!) and my twins were 3 years old. That year, I was the only associate in the corporate group, firm-wide, to be elected to the partnership. Annette gave me the courage and confidence to believe that I could work a reduced schedule and build a successful practice. I would never have been able to achieve this without women like Annette leading the way.

In addition to being a true trailblazer, Annette has had a long and distinguished legal career in the traditional sense. Annette is accomplished in her field, having trained so many of

Members of the Selection Committee April 18, 2016 Page 3

the bright stars in our bankruptcy bar. She is a leader in her firm and in our community, inspiring others to step up and take on the responsibility of management and civic involvement. She is a mentor in every sense of the word – teaching (both overtly and by example) honesty, integrity, hard work, service. In sum, she is the definition of true success in our profession – even more so because she did not follow the traditional path. In every way, Annette exemplifies what we want to honor with the Utah Attorney of the Year Award.

Please feel free to contact me if I can be of further service in supporting this nomination. Thank you.

Sincerely,

Linda M. Zimmermann

LMZ:LMZ

BURBIDGE MITCHELL & GROSS

A PARTNERSHIP OF PROFESSIONAL CORPORATIONS

TRIAL LAWYERS
PARKSIDE TOWER

215 SOUTH STATE STREET, SUITE 920

SALT LAKE CITY, UTAH 84111-2311

TELEPHONE
(801) 355-6677

FACSIMILE NUMBER
(801) 355-2341

rburbidge@BMGfrial.com

April 29, 2016

VIA EMAIL AND U.S. MAIL

RICHARD D. BURBIDGE

Angelina Tsu
President, Utah State Bar
c/o Zions Bank
One South Main, Suite 1100
Salt Lake City, Utah 84111
angelina.tsu@zionsbancorp.com

John Baldwin
Executive Director
Utah State Bar
645 South 200 East, #310
Salt Lake City, Utah 84111
john.baldwin@utahbar.org

Re: Nomination of Bruce A. Maak for Utah State Bar Lawyer of the Year Award

Dear Angelina and John:

I am pleased to nominate Bruce A. Maak for Utah State Bar Lawyer of the Year Award.

Bruce Maak has been a stalwart, exemplary, and effective lawyer throughout his career. He has dedicated a substantial amount of time and energy to the betterment of the practice. More importantly, he has been unerring and unflagging in his desire and commitment to educate young lawyers and present them an example of the ethical and appropriate practice of law.

I believe Bruce fits all the criteria for Lawyer of the Year and heartily recommend him for consideration.

Sincerely,

BURBIDGE MITCHOLL & GROSS

Richard D Burbidge



Chambers of Chief Justice Matthelv V. Bureaut

Supreme Court of Utah

450 South State Street P.O. Pox 140210 Salt Take City, Utah 84114-0210 Telephone (801) 238-7937 Fax (801) 238-7980

May 2, 2016

Utah State Bar Christy Abad

Via email: cabad@utahbar.org

In re: Lawyer of the Year

Dear Christy:

I write to support Bruce Maak for lawyer of the year. I have known Bruce for many years. We worked closely together when he was "of counsel" to my former law firm. Bruce is truly an extraordinary lawyer. His judgment is impeccable. His work and skills are of the highest order. He is tough but fair minded. Were I to need a lawyer, his name would immediately come to mind.

Further, Bruce has rendered extraordinary service to the bar. He served long and effectively as chair of The Ethics and Disciplinary Committee. That is a position that requires an exceptionally high level of time and commitment.

I cannot think of another person more worthy of being name Lawyer of the Year.

Warmest regards,

Matthew B. Durrant

Chief Justice

PARR BROWN GEE LOVELESS

ATTORNEYS AT LAW

March 14, 2016

VIA EMAIL & U.S. MAIL

Angelina Tsu
President, Utah State Bar
c/o ZIONS BANK
One South Main, Ste. 1100
Salt Lake City, UT 84111
angelina tsu'a zionsbancom com

John Baldwin
Executive Director
UTAH STATE BAR
645 South 200 East, #310
Salt Lake City, UT 84111
john.baldwin@utahbor.org

Re: Nomination of Bruce A. Maak for Lawyer of the Year Award

Dear Angelina and John:

Please accept this nomination of Bruce A. Maak for the Utah State Bar Lawyer of the Year Award.

This award is presented to a Utah State Bar member "who, over a long and distinguished career, has by their ethical and personal conduct, commitment and activities, exemplified for their fellow attorneys the epitome of professionalism. . . ."

There are few lawyers who fit that description better than Bruce Maak. Simply put, Bruce is the personification of honesty, integrity, and excellence in the practice of law. His professional accomplishments are well known. He has practiced law for more than 40 years, and is widely regarded as the preeminent real estate and title insurance litigator in the State of Utah, if not the Mountain West. He has tried scores of cases to verdict, and acted as lead counsel in some of the highest stakes real estate disputes in Utah.

As impressive as those accomplishments are, however, what most distinguishes Bruce as a lawyer is his character. Bruce is and always has been from the old school, and he has lived and practiced old school values his entire career – values like a lawyer's word is his bond; speak



Angelina Tsu John Baldwin March 14, 2016 Page 2

directly; solve problems, don't make them worse; fight hard, but fair; and do a good job for a fair price. By living those values over the course of his career, Bruce has earned the respect of his partners, his clients, his peers, and the Court.

Bruce was a founding member of the law firm of Martineau & Maak, now known as Parr Brown Gee & Loveless. He has been instrumental in preserving and reinforcing the firm's founding principles of democratic governance, excellence and integrity in the practice of law, our duty to provide pro bono service, and the value and strength of inclusiveness and diversity in the practice. He has mentored and trained dozens of firm lawyers, including myself, transmitting to us not only the cultural values of the firm, but his professional code of dealing with people honestly and with respect. Bruce recently announced that he will be winding down his practice over the next year, but at the urging of the firm and to our great delight, he has agreed to remain Of Counsel and will continue to mentor and train the firm's new lawyers.

Bruce also has a distinguished record of pro bono service and service to the Bar. Throughout his career, Bruce has quietly, and without fanfare or payment, helped hundreds of individuals who could not afford his services with legal problems ranging from simple divorces and adoptions to habeas cases and boundary disputes. Bruce has always viewed pro bono service not just as a duty, but as a privilege that we are afforded as lawyers. In addition, Bruce has a long history of service on various Bar and Supreme Court Committees, including distinguished service as Chair of the Utah Supreme Court Ethics and Discipline Committee. During his two terms as Chair, Bruce recommended several important rule changes to improve the Bar disciplinary process and ensure proper enforcement of our rules of ethical conduct.

Finally, if you know Bruce, you know that although his communication style could fairly be described as direct (okay, let's call it blunt), he loves nothing more than to tease and joke. If, as I hope, the Bar determines that Bruce is a fitting and worthy recipient of this honor, the joke this time will be on Bruce, who has no knowledge of this nomination, would be embarrassed to hear of it, and will have to attend his first-ever Annual Bar Meeting to accept the award.

Thank you for considering Bruce for this award.

Best Regards,

Jeffrey J. Hunt

PARR BROWN GEE & LOVELESS

JJH/ch

4851-4402-0271, v=1

John Baldwin

From:

John Baldwin

Sent:

Tuesday, March 15, 2016 7:56 PM

To:

David C. Reymann

Cc:

Angelina Tsu; John Baldwin

Subject:

Re: Bruce Maak

I got a nice call from Dale Kimball as well. Thanks.

John

Sent from my iPhone

On Mar 15, 2016, at 5:56 PM, David C. Reymann < dreymann@parrbrown.com > wrote:

I know, it is crazy – we have a trial starting in two weeks, but Jeff said he needed his river time...

David C. Reymann | Attorney | Parr Brown Gee & Loveless | A Professional Corporation 101 South 200 East, Suite 700 | Salt Lake City, Utah 84111 | D: 801.257.7939 | T: 801.532.7840 | F: 801.532.7750 | dreymann@parrbrown.com | web bio | www.parrbrown.com

Information in this message (including any attachments) is confidential, may be legally privileged, and is intended solely for the use of the person(s) identified above. The sender did not intend to waive any privilege by sending this message. If you are not the intended recipient of this message, please notify the sender by replying to this message and delete the original and any copies of the message. Any duplication, dissemination or distribution of this message by unintended recipients is prohibited.

From: Angelina Tsu [mailto:Angelina.Tsu@zionsbancorp.com]

Sent: Tuesday, March 15, 2016 5:53 PM

To: David C. Reymann < dreymann@parrbrown.com Cc: John Baldwin < john.baldwin@utahbar.org cc: john.baldwin@utahbar.org cc: john.baldwin@utahbar.org john.baldwin@utahbar.org john.baldwin@utahb

Subject: RE: Bruce Maak

Thanks, David! Bruce is fabulous and he would be an excellent choice for the award. I am copying John on this email so he can add your nomination to the growing pile of nominations for Bruce. Also, have fun fishing. Life is so unfair *sigh* ©

From: David C. Reymann [mailto:dreymann@parrbrown.com]

Sent: Tuesday, March 15, 2016 5:50 PM

To: Angelina Tsu Subject: Bruce Maak

Angelina,

Jeff told me he nominated Bruce Maak for the lawyer of the year award this year. I couldn't agree more with the choice. Like Jeff said, Bruce has been a fixture of the Bar for decades and is in many ways the conscience of our firm. As he is winding down his career this year, it would be a fitting capstone. And also like Jeff said, it will drive Bruce crazy because he is so humble and hates attention. Let me know if you need any other information from me.

Hope all is well.

Best,

David

David C. Reymann Attorney | **Parr Brown Gee & Loveless** | A Professional Corporation 101 South 200 East, Suite 700 | Salt Lake City, Utah 84111 | D: 801.257.7939 | T: 801.532.7840 | F: 801.532.7750 | dreymann@parrbrown.com | web bio | www.parrbrown.com

Information in this message (including any attachments) is confidential, may be legally privileged, and is intended solely for the use of the person(s) identified above. The sender did not intend to waive any privilege by sending this message. If you are not the intended recipient of this message, please notify the sender by replying to this message and delete the original and any copies of the message. Any duplication, dissemination or distribution of this message by unintended recipients is prohibited.

THIS ELECTRONIC MESSAGE, INCLUDING ANY ACCOMPANYING DOCUMENTS, IS CONFIDENTIAL and may contain information that is privileged and exempt from disclosure under applicable law. If you are neither the intended recipient nor responsible for delivering the message to the intended recipient, please note that any dissemination, distribution, copying or the taking of any action in reliance upon the message is strictly prohibited. If you have received this communication in error, please notify the sender immediately. Thank you.



STEPHEN E. W. HALE ATTORNEY AT LAW shale@parrbrown.com

April 7, 2016

VIA EMAIL & U.S. MAIL

Angelina Tsu
President, Utah State Bar
c/o ZIONS BANK
One South Main, Ste. 1100
Salt Lake City, UT 84111
angelina.tsu@zionsbancorp.com

John Baldwin
Executive Director
UTAH STATE BAR
645 South 200 East, #310
Salt Lake City, UT 84111
john.baldwin@utahbar.org

Re: Nomination of Bruce A. Maak for Lawyer of the Year Award

Dear Angelina and John:

I am writing in support of the nomination of Bruce A. Maak for the Utah State Bar Lawyer of the Year Award. I have known Bruce and practiced with him for nearly three decades. His conduct far exceeds what I expect of a professional.

Early on in his career Bruce sacrificed to learn his trade well. As he did he rose to the pinnacle of his profession. He did it by spending countless hours serving his clients, whether for commercial endeavors or helping those who are unable to afford his services, but needed legal services. I never once witnessed or heard someone say that he took any course of action other than what was in the best interest of his clients. He was never driven by money, notoriety or power. He did his job, and performed it extremely well.

Bruce helped found Parr Brown Gee & Loveless, of which I am a shareholder. One of its fundamental values, which he has helped preserve over 40 years, is participatory management. Every lawyer, from the day she or he sets foot in the office, can know all of the firm's business affairs, including what everyone is paid. Moreover, every member is allowed to vote on almost



Angelina Tsu John Baldwin April 7, 2016 Page 2

every matter. These structural pillars on which our firm is governed are a reflection of Bruce's and other founders' belief that everyone has something to contribute to an organization and is expected to make a personal investment in the institution.

During the 40 years Bruce has practiced law he has lived what he preaches. His moral code includes, among others, honesty, integrity, frankness, loyalty, competency, hard work, giving a helping hand to those in need, and teaching the forgoing to those with whom he has contact. And Bruce expects that those with whom he deals also will adhere to these principles. If someone speaks untruthfully or inaccurately, he does not hesitate to speak out.

Bruce has been a mentor to many lawyers—and not just by schooling upstart lawyers. Those who deal with him, whether as co-counsel or as opposing counsel could and do learn from his code of conduct. He has spent countless hours preparing for and teaching Continuing Legal Education courses in-house at our firm. Anyone who works with him also learns, not only from what he says, but what he does. He always takes time to teach those with whom he works how best to practice law. Just last week a lawyer with whom I came in contact for the first time in my career asked about Bruce. The lawyer gushed about how much he and others have learned from Bruce, not just about how to practice law, but other character traits with importance far beyond the boundaries of the legal profession.

Bruce also has used his intellect to share with others important matters that transcend the legal profession. For example he has spent considerable time preparing and offering lectures on retirement. His courses included expectations for income during post-retirement years, investing to achieve such desired standard of living, and a host of other considerations, such as Social Security and Medicare insurance.

Bruce has never forgotten his roots. He inculcated into the young impressionable minds who worked with him that those newly minted, seemingly "hot shot" lawyers, were no more important than the person who typed their briefs or the person who cleaned their offices.

As you are no doubt aware Bruce has also devoted considerable time providing service to the Utah State Bar and developing the legal profession. He has served on various Bar and Supreme Court Committees, including serving as Chair of the Utah Supreme Court Ethics and Discipline Committee.

Bruce is all that every lawyer should aspire to be in her or his career. He is deserving of the Lawyer of the Year Award. If he is given the award I cannot imagine anyone who could argue that he was not worthy of it. It would be a great capstone to his career; although I think it

Angelina Tsu John Baldwin April 7, 2016 Page 3

would embarrass him inasmuch as another of his fine character traits is humility. I encourage you to bestow the award upon him.

Best Regards,

Stephen E. W. Hale

SEWH:alc



March 16, 2016

By Email & U.S. Mail

Angelina Tsu
President, Utah State Bar
c/o Zions Bank
One South Main, Suite 1100
Salt Lake City, Utah 84111
Angelina.tsu@zionsbancorp.com

John Baldwin
Executive Director
Utah State Bar
645 South 200 East, #310
Salt Lake City, UT 84111
John.baldwin@utahbar.org

Re: Nomination of Bruce Maak for Utah State Bar Lawyer of the Year

Dear Angelina & John:

I was pleased to learn that Jeff Hunt has nominated Bruce Maak for Utah State Bar Lawyer of the Year. I first met Bruce a lifetime ago when I was a young associate at "Kimball Parr" (now Parr Brown Gee & Loveless). In the ensuing 25 years, I've had the privilege of working with and observing Bruce in action on a number of cases--and the even greater privilege of calling Bruce a close friend and mentor. Without question, Bruce is the best lawyer I've ever encountered, and an even better human being. Despite an extremely heavy workload, I've seen Bruce agree to represent clients who could not afford to pay, sometimes because their business was at stake, sometimes because their families or freedom hung in the balance. To put it very bluntly, Bruce simply is the person you go to when you know your "A**" is on the line. And as you know, he has been a more than willing participant and leader on some the most important of Bar Committees, always acting with an uncanny combination of professionalism, experience, wisdom, and compassion.

For the past several years, I have served as General Counsel for Layton Construction, a large general contractor with operations across the United States. In that capacity, I have dealt with (and retained) lawyers from some of the most "prestigious" law firms in the country. But I have never encountered anyone who can match Bruce's ability to take a complex problem, reduce it to its essence, plot a course through the "minefield," and lead his client to safety with the lowest expenditure of legal resources possible under the circumstances. On a number of occasions, I've seen Bruce agonize over how to minimize legal expenditures on a case without compromising a client's position. And he does all of this while maintaining the highest possible levels of ethics and professionalism, acting zealously on his client's behalf and fairly with everyone he encounters. He truly is a "throwback" to the days where a lawyer's word was his bond — if Bruce makes a commitment to opposing counsel (or anyone), you can





Angelina Tsu John Baldwin Page 2 <u>March 16, 2016</u>

take his promise to the bank. If more attorneys practiced law the way Bruce does, this would be a much more enjoyable profession and we all would be held in much higher esteem by the public.

Sincerely,

Paul C. Drecksel General Counsel

Layton Construction Company, LLC

LAW OFFICES OF WILLIAMS & HUNT

A PROFESSIONAL CORPORATION

257 EAST 200 SOUTH, SUITE 500 P.O. BOX 45678 SALT LAKE CITY, UTAH 84145-5678

GEORGE A. HUNT

March 16, 2016

TELEPHONE (801) 521-5678 FAX (801) 364-4500 E-MAIL ghunt@wilhunt.com

Angelina Tsu, President
UTAH STATE BAR
c/o Zion's Bank
One South Main Street, Suite 1100
Salt Lake City, Utah 84111

John Baldwin, Executive Director UTAH STATE BAR 645 South 200 East, #310 Salt Lake City, Utah 84111

Re: Nomination of Bruce A. Maak for Lawyer of the Year Award

Dear Angelina and John:

Jeff Hunt sent me a copy of the letter he sent to you nominating Bruce as Lawyer of the Year. I wish to second that nomination and support it however I can.

I have known Bruce Maak since the first day of law school in September of 1971. He is a consummate scholar and a great lawyer. Bruce never seeks the limelight. He has always labored without a thought of self-aggrandizement but only to make the practice better and his clients satisfied.

One of Bruce's signature achievements during his career is that he has mentored many young lawyers. And, he has done it very well. Many of the most prominent jurists in Utah today studied under Bruce and his tutelage is reflected in their abilities. To mention a few, Carolyn McHugh, Judge of the Tenth Circuit Court of Appeals, Tom Lee, Justice of the Utah Supreme Court, and Ron Russell, Nominee for the Federal District Court of Utah. One of Bruce's first projects was Thomas B. Greene who is the former General Counsel and Vice- President of Dell Computers in Round Rock

(Austin), Texas. Tom has never forgotten who made him a lawyer and his friendship with Bruce endures to this day.

Please seriously consider Bruce for this honor; he has earned it. Moreover, he reflects the best of the Utah State Bar and presents personal and professional qualities that we should all emulate.

Thank you for your attention to this matter.

Sincerely,

WILLIAMS & HUNT

George A. Hunt

GAH/mcw

cc: Jeffrey J. Hunt (via email) 313412.1

LAW OFFICES OF WILLIAMS & HUNT

A PROFESSIONAL CORPORATION

257 EAST 200 SOUTH, SUITE 500 P.O. BOX 45678 SALT LAKE CITY, UTAH 84145-5678

ELLIOTT J. WILLIAMS

TELEPHONE (801) 521-5678 FAX (801) 364-4500 E-MAIL ewilliams@wilhunt.com

April 1, 2016

Angelina Tsu, President
UTAH STAR BAR
C/O ZION'S BANK
One South Main Street, Suite 1100
Salt Lake City, UT 84111

John C. Baldwin, Executive Director UTAH STATE BAR 645 South 200 East, #310 Salt Lake City, UT 84111

Re: Nomination of Bruce A. Maak for Lawyer of the Year Award

Dear Angelina and John:

I am writing to support the nomination of Bruce A. Maak for the Lawyer of the Year Award. Jeff Hunt's letter of nomination states far more eloquently than I can the reasons why Bruce is so richly deserving of this award. I support everything Jeff has said about my good friend.

I met Bruce on the first day of law school 45 years ago and we have been best friends ever since. He is the best lawyer I know and he is also the best human being I know. Bruce would never seek or expect this award, which makes him even more worthy of the honor.

I hope you will honor him and the rest of the Bar by bestowing this award on him.

Very Truly Yours,

WILLIAMS & HUNT

Elliott J. Williams

EJW/mcw 313758.1



136 East South Temple, Suite 1300 Salt Lake City, Utah 84111 801.363.5678

Facsimile: 801.364.5678 www.mc2b.com

Brent V. Manning bmanning@mc2b.com

March 29, 2016

Via Electronic Transmission & U.S. Mail

Angelina Tsu
President, Utah State Bar
c/o Zions Bank
One South Main, Ste. 1100
Salt Lake City, UT 84111
angelina.tsu@zionsbancorp.com

John Baldwin
Executive Director
Utah State Bar
645 South 200 East, #310
Salt Lake City, UT 84111
john.baldwin@utahbar.org

Re: Nomination of Bruce A. Maak for Lawyer of the Year Award

Dear Angelina and John,

I write to you to support the nomination of Bruce A. Maak for the Utah State Bar Lawyer of the Year Award. I first met Bruce shortly after I began practicing in Salt Lake City in the early 80's. Bruce was on the other side of one of the early cases upon which I worked. I was immediately impressed with his skill as a lawyer, the zeal with which he represented his client and the integrity he exhibited in all of my interactions with him. I have worked with Bruce periodically in the more than 30 years I have practiced in Utah. We have been on the same side in litigation but more frequently on opposite sides. Although Bruce always fights hard for his client, I always know that his positions are firmly grounded and that I can rely 100% on his representations to me. In addition to being a zealous advocate for his client, he is always professional and personable. Bruce exemplifies what it is to be a lawyer, a professional and a quality person. I strongly endorse Bruce for receiving this award because it would be well deserved but also because I would be delighted to see how embarrassed he will be upon receiving it.

Thank you for considering Bruce for this reward.

Brent V. Manning



ATTORNEYS AT LAW

Patricia W. Christensen pehristensen/a/parrbrown.com 801.257.7908

April 24, 2016

Angelina Tsu, President Utah State Bar 645 South 200 East Salt Lake City, Utah 84111

Re: Nomination of Bruce A. Maak for Distinguished Lawyer of the Year

Dear Angelina:

It gives me great pleasure to endorse the nomination of my colleague and friend, Bruce Maak, for the Utah State Bar's Distinguished Lawyer of the Year Award for 2016. Bruce personifies the criteria for this award, having exemplified, for his fellow attorneys, the epitome of ethical practice and professionalism, over a long and distinguished legal career, through his personal conduct, commitment and leadership as a member of the Utah State Bar.

I have known Bruce for most of my own legal career and have practiced with or against him since the late 1970s, when we were both very young lawyers. We met when I was with another law firm, defending a major securities fraud case being prosecuted by his firm; and I was so impressed not only by the quality of his legal work but also by the civility and professionalism with which he approached it, that when we settled that case, I approached his firm seeking a position there. We have practiced together ever since.

Bruce has been a mentor, a teacher, a confidant and a close personal friend. He listens better than anyone I know – to clients, to colleagues, to family and friends. He is thoughtful, compassionate, empathetic and wise, while also being unflinchingly honest and forthright in his approach to problems.

He is a brilliant tactical litigator and gifted trial lawyer, who has the capacity to connect with judges and juries better than anyone I know. He invariably has a clear understanding of the issues, the ability to communicate them in an open, candid and persuasive manner, and the ability to disarm his legal adversaries with honesty, integrity, humor and goodwill.

For Bruce, though, trying cases has always been a last resort, when the parties have been unsuccessful in finding an acceptable business resolution to their problems acceptable to all sides. His goal is, first and always, the just, speedy and inexpensive resolution of every dispute.



Angelina Tsu, President Utah State Bar April 24, 2016 Page Two

Bruce is surprisingly modest about his considerable gifts and talents, never allowing ego to cloud his personal or professional judgment. He keeps his legal fees reasonable, costs under control, and clients happy with his efficiency as well as his good results. Indeed, many of his clients have been with him for decades.

Over the years, Bruce has quietly mentored virtually every litigator in our firm, either directly or indirectly. He has worked with us individually and collectively in representing the firm's clients; he has taught countless internal litigation seminars; he has encouraged us when we felt discouraged; he has cheered us in our successes; he has promoted us to clients and colleagues alike; and he has given others credit when the lion's share belonged to him.

Bruce has always been generous with his time, whether counselling a colleague or providing pro bono representation to those unable to afford the cost of legal representation. He has also served the profession with dedication and distinction in one of its most difficult callings – as Chair of the Ethics & Discipline Committee – responsible for reviewing, investigating and hearing complaints of unethical and/or unprofessional conduct against members of our profession. Indeed, Bruce's long service in that capacity is a testament to the trust and confidence reposed in him by the members of our profession and our state's highest court.

As individuals, as a firm, as a profession and as a community, we are deeply indebted to Bruce Maak for the distinguished service he has given us over more than four decades; and I urge your thoughtful consideration of his nomination for the Utah State Bar's Distinguished Lawyer of the Year Award of 2016.

Kind regards,

Patricia W. Christensen

Clayton J. Parr 12887 Boulter St. Draper, UT 84020 March 18, 2016

Angeline Tsu President, Utah State Bar c/o Zions Bank One South Main, Ste. 1100 Salt Lake City, UT 84111

John Baldwin Executive Director Utah State Bar 645 South 200 East, #310 Salt Lake City, UT 84111

Re: Nomination of Bruce A. Maak for Lawyer of the Year Award

Greetings:

I am pleased to add my enthusiastic support for the nomination of Bruce Maak for the Utah State Bar Lawyer of the Year Award. The letter comes from me personally as I am no longer in active practice.

Among the many professionals we work with, some stand out as truly exemplary lawyers and fine individuals. That is Bruce Maak, who has been both a close friend and a colleague for over 40 years.

Through his older brother Chuck, my classmate who also is an outstanding lawyer, I met Bruce even before he entered law school at the University of Utah. There he excelled as a top student and Editor in Chief of the Law Review. But, typical of Bruce, he developed lasting respect and affection among his law school colleagues for his engaging manner as well as his intense work ethic.

It has been both a privilege and a delight to work with Bruce throughout nearly all of his career initially as a founder and later as a fully engaged of counsel to the firm now known as Parr Brown Gee & Loveless. In his early years, he stood out as one who was committed to mastering the skills and knowledge involved in becoming a quality litigator. No one worked harder than Bruce, who always had a copy of the rules of civil procedure within easy reach. And no one was better prepared for courtroom appearances. As his career evolved, Bruce eventually developed special expertise in the field of land titles and became a leader in that area of the law. Throughout all of this admirable professional achievement, his

principal focus has always been protecting the interests of his clients rather than enhancement of his prestige or pocketbook.

But apart from direct professional accomplishment, Bruce has consistently, without fanfare, unselfishly utilized his time and skills to help individuals within and outside the legal community. Within the firm, all young litigation attorneys want to work with Bruce who always integrates a teaching dimension to any task he asks of them. Bruce has also always been willing independent of any pro bono initiative to help others with particular needs without charge. This attitude is not so much of fulfillment of professional responsibility expected of all members of the Bar as it is Bruce's inherent nature quietly to give others a hand when it is needed.

In the area of ethics, not just professional but in general, Bruce is the epitome of integrity. As even his opponents in litigation know, he will give you his word and when he does so, he means it. And he expects the same in return. And there is no deviation from courses of conduct prescribed either by ethical rules or fundamental guidelines as to what is right and what is wrong. These qualities of seriousness, however, do not diminish Bruce's sense of fairness or his unique ability to interject good humor into his associations with others.

I think in this note you will sense a deep affection, as well as professional respect, for Bruce, which is shared by the many others who have had the pleasure of working with him and enjoying his company. He is a fine man and a highly respected attorney, well worth recognition by the Utah State Bar.

Sincerely

Clayton J. Parr

FRED FAIRCLOUGH, JR.

2552 MAYWOOD DRIVE SALT LAKE CITY, UTAH 84109

JOHN BALDWIN EXECUTIVE DIRECTUR UTAH STATE BAR

RE: NUMINATION OF BRUCE MAAK AS UTAH CAWYER OF THE YEAR

DEAR MR. BALDWIN,

I'VE HAD THE GREAT LUCK TO BE
REPRESENTED BY BRUCE FOR 37 YEARS.

I SAY GREAT LUCK BELAVISE I'VE
BECOME CONVINCED THAT HE IS INDEED
THE BEST LAWYER IN WAAH. HE HAS
REPRESENTED VARIOUS REAL ESTATE
AND BANKING ENTITIES THAT I'VE
BEEN INVOLVED WITH ON HIGH DOLLAR
COMPLEX MATTERS AND EXCEEDED
OUR HIGH EST EXPERTATIONS EACH
TIME. TWO INSTANCES IN PARTICULAR
COME TO MIND, (I) IN A PURCHASE
CONTRACT DIRPUTE WITH A NYSE

LAND OWNER IN PARK CITY, BRUCE VIED AGAINST REPUTABLE COUNSEL IN SAUT LAKE CITY AND NEW YORK CITY. AT THE CONCUISTON, WE WERE AWARDED DAMAGES IN AN UNSEALED VERDIET AND OPPOSENG COUNSEL WAS REFERRED BY COUNSEL FOR CUR CO-DEFENDANT (RTC) TO THE US ATTORNEY IN DENVER FOR PROSELUTION UNDER RULE 116 FOR THEIR BEHALLOR, (2) IN ANOTHER PUPLHASE COWTRACT DISPUTEIN PARK CITY, BRUCE SULCEEDED IN HAVING OUR PURCHASE CONFIRMED IN FEDERAL COURT AND HAVENG A DEFAULT SUBLEMENT SEZUREN BY A BLANKET LIEN ON ALL REAL ESTAGE CHNIED BY DEFENDANT IN SUMMIT COUNTY. THAT OUT COME SUMMIT COUNTY. HAT OUTCOME

COMPELED A PANONABLE SETTLEMENT.

A DEAR FRIEND, ADVISOR AND
CONSIGNIERE. WE'VE PAISED OUR
FAMILIES AND TRAVELLED TOGETHER FOR
35 YEARS. BRULE HAS COUNSELED OUR
FAMILY ON DIFFICULT HEATTH ASSUES,
ESTATE PLANNING MATTERS, AND
CORPORATE DIRECTOR OBLIGATIONS.

FINALLY THERE IS THE SUBJECT OF

BRUCE'S STYLE, HE IS CALM, LOW KEY,

AND CONVINCING I'D WASER THE BAR

WOULD NOT FIND ANOTHER LAWYER IN

WITAH WHO DIDN'T HAVE THE HIGHEST

BEGGARDS FOR BRUCE AS A LAWYER

AND GENTLEMAN.



Mr. John Baldwin **Executive Director Utah State Bar** 645 South 200 East, #310 Salt Lake City, Utah 84111

Dear John,

I understand that Bruce Maak has been nominated as Lawyer of the year. I would like to add my recommendation for Bruce to receive this honor. I have known Bruce for over 10 years. He has provided legal service for Bank of American Fork during the time I served as President of the Bank and since my retirement. He has also provided legal service for Gunthers Comfort Air, which I serve as a member of the Board of Directors. He is an outstanding lawyer and I appreciate his legal mind and experience with the law. He is one who practices with the highest ethical standards. His honesty and integrity are above and beyond. He is direct and straightforward in his advice regarding legal and moral standards.

Regards,

Dale O. Gunther

VICE CHAIRMAN BOARD OF DIRECTORS



United States Court of Appeals for the Tenth Circuit

March 22, 2016

125 South State Street 4201 Federal Building Salt Lake City, UT 84138-1122

> 801-401-8150 Fax 801-401-8149

Via E-mail and U.S. Mail

Angelina Tsu
President, Utah State Bar
c/o Zions Bank
One South Main Street, Suite 1100
Salt Lake City, UT 84111
angelina.tsu@zionsbancorp.com

John Baldwin
Executive Director
Utah State Bar
645 South 200 East, Suite 310
Salt Lake City, UT 84111
john.baldwin@utahbar.org

Re: Nomination of Bruce A. Maak for Lawyer of the Year

Dear Angelina and John:

I am writing this letter in support of Bruce A. Maak's nomination for the Utah State Bar Lawyer of the Year.

Frankly, I would be hard-pressed to think of someone more deserving of this recognition. Mr. Maak exemplifies all of what is right about this profession. He is honest, diligent, skilled, generous, and fair. Bruce is a man with a clear moral code that he lives by in both his personal and professional life. I can say this with confidence because I have known Bruce A. Maak for over thirty-five years.

In 1979, I started law school at the University of Utah. Women made up a clear minority of my class and most of us were terrified twenty-somethings who had no prior experience with the law. Bruce Maak was a practicing attorney serving as an adjunct professor of legal writing for first-year law students. All of my classmates who were assigned to Bruce's legal writing section felt blessed. Despite a demanding private practice, Bruce spent countless hours carefully explaining the art of legal writing to his students and reviewing his revisions with each student individually. And when it came

Angelina Tsu John Baldwin March 22, 2016 Page 2

time for Bruce to select his teaching assistants for the following year, he offered the positions to the top performers in his class without regard to gender. In 1979, this was unusual.

After graduation and a clerkship, I associated with the law firm now known as Parr Brown Gee & Loveless. The Maak brothers, Bruce A. Maak and Charles L. Maak, were founding members of the firm. When I began my private practice career, I was the first female associate ever hired by Parr Brown Gee & Loveless. Some members of the firm were not comfortable working with or assigning work to women. Thankfully, Bruce Maak was not one of those people.

Bruce allowed me to do substantive work for his clients at a very early stage of my career. And he was supportive of me in that role, letting me argue motions, take important depositions, meet with witnesses and clients, and eventually take over cases and clients as my own. Bruce became one of my most significant mentors.

When I became pregnant with my first son, Bruce was instrumental in two ways. First, the firm did not have a maternity policy at that time and some members of the firm were vehemently opposed to adopting one. Although today this seems like an obvious decision—and of course required by law—it was in those days the source of acrimonious debate about whether the firm should encourage a "lifestyle choice that was detrimental to the firm's own interests." Bruce was a voice of reason in the debate and urged the adoption of a reasonable maternity leave policy for me and all of the women lawyers who would follow in my footsteps. He accurately predicted that it would be in the firm's best interests to do so.

Second, Bruce risked losing one of his clients rather than allow me to be treated unfairly due to my pregnancy. Bruce had assigned me a case that I had handled through discovery and motions, and that I was scheduled to try early in my third trimester. The owner of the client had never met me because he was not personally involved in the events leading to the litigation. And because Bruce always referred to me as Lyn when discussing the progress of the case, the owner had assumed I was a man. Shortly before trial, I happened to meet the owner. Apparently I made quite an impression, because he marched up to Bruce's office and demanded that Bruce take me off the case. The owner's sole reason was that he did not want "some knocked-up broad" representing his company. The easy thing would have been to comply. But Bruce Maak is not the type of person who does what is easy; he does what is right. Bruce told the owner in plain terms that he was lucky to have me working on the matter and that if the owner felt otherwise, he could find another law firm. I tried the case, it ended favorably for our client, and the owner did not take his business elsewhere. Oh, and after we prevailed, Bruce let me in on the client's lovely description of my gravid state.

Angelina Tsu John Baldwin March 22, 2016 Page 3

Over the years, I had the pleasure of working with Bruce or for his clients on many more matters. He was a wonderful colleague and is a great ambassador for our profession. Bruce charges his clients no more than is fair, and instills in all who work with him a commitment to do the same. He cares about the future of our profession and urges younger lawyers to focus on solving problems, rather than billing hours. And Bruce is passionate about maintaining one's integrity always.

Bruce is beloved by the non-lawyers at Parr Brown Gee & Loveless because he always has their backs. He treats all of his coworkers with respect and affection. Bruce has handled too many pro bono matters to count, and he is the first one to jump a stalled car in the parking lot or to change a secretary's tire. Bruce helps his neighbors in Heber City with everything from shearing sheep to water rights disputes. And he has quietly served on difficult bar committees and as a guardian ad litem.

In his direct and plain-spoken way, Bruce Maak has been preaching about the privileged status of those of us who are law-trained and the obligation to give back to the community for as long as I can remember. He accepts nothing less than excellence and integrity in the practice of law. And he gives generously of his scarce time to mentor young lawyers in the skills and values that will best preserve the dignity of our profession. He is truly a remarkable lawyer and person, and I have benefited more than I can express by my association with him.

Please feel free to call me if I can provide any additional information in support of Bruce A. Maak's nomination for the Utah State Bar Lawyer of the Year.

Sincerely,

Carolyn B. McHugh

Snell & Wilmer

Gateway Tower West
15 West South Temple
Suite 1200
Salt Lake City, Utah 84101-1547
801.257.1900
801.257.1800 (Fax)
www.swlaw.com

Alan L. Sullivan (801) 257-1955 asullivan@swlaw.com DENVER

LAS VEGAS

LOS ANGELES

LOS CABOS

ORANGE COUNTY

PHOENIX

RENO

SALT LAKE CITY

TUCSON

March 24, 2016

Angelina Tsu President, Utah State Bar c/o Zions Bank One South Main, Suite 1100 Salt Lake City, UT 84111

John Baldwin Executive Director Utah State Bar 645 South 200 East, #310 Salt Lake City, UT 84111

Re: Bruce A. Maak for Lawyer of the Year Award

Dear Angelina and John:

I write in support of the nomination of Bruce A. Maak as Utah State Bar Lawyer of the Year. I have known Bruce for more than 40 years; we were close friends in law school, and we have been friends ever since. I have had the opportunity to observe his litigation practice at close range because we have frequently represented the same clients, and we have referred work back and forth over the years. I have inside information as to the extraordinary quality of his work.

Bruce is a consummate practitioner in the field of high-stakes real estate and commercial litigation, and he is a consummate professional. He sets a standard of thoroughness, acuity, and careful judgment that those people with whom he has dealt, including me, strive to emulate. He is completely honest, and he brings a natural humility to his dealings with courts, adversaries and colleagues.

Bruce exemplifies ideals of hard work, integrity, and competence that his colleagues have admired over the past 40 years.

I am proud to recommend your consideration of Bruce as Lawyer of the Year for 2016.

Very truly yours,

Snell & Wilmer LLP

Alan I. Sullivan

ALS:sjm 23745644

From:

Angelina Tsu

Sent:

Thursday, March 17, 2016 4:12 PM

To:

Thomas Lee, John Baldwin

Subject:

RE: Nomination of Bruce Maak as Lawyer of the Year

Thanks, Tom!

From: thomasrexlee@gmail.com [mailto:thomasrexlee@gmail.com] On Behalf Of Thomas Lee

Sent: Thursday, March 17, 2016 3:54 PM
To: Angelina Tsu; john.baldwin@utahbar.org

Subject: Nomination of Bruce Maak as Lawyer of the Year

Angelina & John:

I am writing to second the nomination of Bruce Maak as lawyer of the year. I understand that Bruce has been nominated by Jeff Hunt. I agree with everything Jeff said about Bruce in his letter. I would also add that Bruce has given much in the way of public service. He chaired our Ethics & Discipline Committee for many years, and served with honor and distinction. Bruce also taught me much when I was a young associate at the Parr firm. I can't think of a better candidate for this award than Bruce.

Thanks,

Tom

THIS ELECTRONIC MESSAGE, INCLUDING ANY ACCOMPANYING DOCUMENTS, IS CONFIDENTIAL and may contain information that is privileged and exempt from disclosure under applicable law. If you are neither the intended recipient nor responsible for delivering the message to the intended recipient, please note that any dissemination, distribution, copying or the taking of any action in reliance upon the message is strictly prohibited. If you have received this communication in error, please notify the sender immediately. Thank you.

From:

Austin Riter <ariter@parrbrown.com> Tuesday, March 15, 2016 12:18 PM

Sent: To:

Angelina Tsu; John Baldwin

Subject:

Bruce A. Maak for Utah State Bar Lawyer of the Year Award

Dear Angelina and John,

I write in support of the nomination of Bruce A. Maak for the Utah State Bar Lawyer of the Year Award.

During his more than 40 years of practice, Bruce has developed an unparalleled and well-deserved reputation for professional excellence. He is one of the most experienced trial lawyers associated with our law firm; is a top real estate and title insurance litigator; has devoted significant effort to service on various Bar and Supreme Court Committees, including as Chair of the Utah Supreme Court Ethics and Discipline Committee; and is a sterling example and strong proponent of professional ethics, character, honesty, fair dealing, and pro bono service to countless individuals who otherwise could not afford legal services.

But Bruce is not only an excellent lawyer in his own right, he is also a mentor who takes more seriously than any other I have met what he perceives as his privilege and responsibility of helping the younger generations of lawyers along in their development. I personally have been the beneficiary of many unbillable hours that Bruce has spent teaching me the ropes and giving me professional experiences that I otherwise would not have had during the early stages of my career. And I have seen him provide the same selfless attention and opportunities to numerous other young lawyers at our firm.

In many ways, Bruce functions as the "moral compass" of our firm, and has done so since his involvement in its founding. I and others look to him and his example in determining "the high road" in the many difficult and trying decisions we face in our careers. And just knowing that someone like him is in our profession, and has consistently practiced law with scrupulous honesty and integrity for decades, uncompromising in his principles, is a constant source of inspiration.

I cannot recommend Bruce more heartily and enthusiastically for this award, and I thank you both for considering him for it.

Best Regards,

Austin J. Riter Attorney Parr Brown Gee & Loveless A Professional Corporation

101 South 200 East, Suite 700 Salt Lake City, Utah 84111 D: 801.257.7932 T: 801.532.7840 F: 801.532.7750 ariter@parrbrown.com www.parrbrown.com

Information in this message (including any attachments) is confidential, may be legally privileged, and is intended solely for the use of the person(s) identified above. The sender did not intend to waive any privilege by sending this message. If you are not the intended recipient of this message, please notify the sender by replying to this message and delete the original and any copies of the message. Any duplication, dissemination or distribution of this message by unintended recipients is prohibited.

From:

Brian A. Coleman bcoleman@ATGF.net> Wednesday, March 16, 2016 4:44 PM

Sent: To:

Angelina Tsu; John Baldwin

Subject:

Nomination of Bruce A. Maak for Lawyer of the Year Award

Angelina and John,

Please accept this email as my nomination of Bruce A. Maak for the Utah State Bar Lawyer of the Year Award. I've known Bruce for almost 20 years. My first exposure to Bruce came in the form of a title claim where Bruce was opposing counsel. I came to the realization during the course of that claim that I was dealing with someone who operated at the highest levels of integrity, honesty, commitment, professionalism, and passion. Upon the conclusion of that claim, I knew both my company (ATGF) and I needed him in our corner. Bruce has consistently represented ATGF and its insureds over the past 20 years. In all my time as General Counsel for ATGF, I've never had more confidence in a single attorney than I have in Bruce Maak.

I know Bruce has represented every title insurance underwriter in this state at some point, but I like to think of him as ATGF's attorney. He simply makes you feel that way. He gives you everything he has, which is easily considered the elite of the elite in terms of legal services--and it's done at the highest ethical levels. Bruce is old school—his word is as good as anything in writing, he solves problems instead of exacerbating them, he is tough but fair, and speaks directly to the point. Though he is one of the most respected litigators in Utah, started one of the biggest firms in Utah, and successfully handled numerous high-profile cases, he has consistently shunned any attention or spotlight. He has never wanted his name on the side of a building or on big-firm letterhead. He even refuses corner offices. His focus has always been on the client as opposed to himself. If the Bar could convince him to be some kind of trainer or mentor for new attorneys, the legal profession would be better off.

I can truthfully say that without Bruce's legal expertise and character several years ago, ATGF would not be in business today. ATGF is stronger than it has ever been in its 50 years in Utah.

I appreciate your considering Bruce for this award.

Brian A. Coleman

Exec. V.P. & General Counsel

(801) 328-8229, ext. 1301

bcoleman@atgf.net

Attorneys Title Guaranty Fund, Inc. 230 South 500 East, Suite 260 Salt Lake City, UT 84102

From:

Angelina Tsu

Sent:

Tuesday, March 15, 2016 5:53 PM

To:

David C. Reymann John Baldwin

Cc: Subject:

RE: Bruce Maak

Thanks, David! Bruce is fabulous and he would be an excellent choice for the award. I am copying John on this email so he can add your nomination to the growing pile of nominations for Bruce. Also, have fun fishing. Life is so unfair *sigh*

From: David C. Reymann [mailto:dreymann@parrbrown.com]

Sent: Tuesday, March 15, 2016 5:50 PM

To: Angelina Tsu Subject: Bruce Maak

Angelina,

Jeff told me he nominated Bruce Maak for the lawyer of the year award this year. I couldn't agree more with the choice. Like Jeff said, Bruce has been a fixture of the Bar for decades and is in many ways the conscience of our firm. As he is winding down his career this year, it would be a fitting capstone. And also like Jeff said, it will drive Bruce crazy because he is so humble and hates attention. Let me know if you need any other information from me.

Hope all is well.

Best,

David

David C. Reymann | Attorney | Parr Brown Gee & Loveless | A Professional Corporation 101 South 200 East, Suite 700 | Salt Lake City, Utah 84111 | D: 801.257.7939 | T: 801.532.7840 | F: 801.532.7750 | dreymann@parrbrown.com | web bio | www.parrbrown.com

Information in this message (including any attachments) is confidential, may be legally privileged, and is intended solely for the use of the person(s) identified above. The sender did not intend to waive any privilege by sending this message. If you are not the intended recipient of this message, please notify the sender by replying to this message and delete the original and any copies of the message. Any duplication, dissemination or distribution of this message by unintended recipients is prohibited.

THIS ELECTRONIC MESSAGE, INCLUDING ANY ACCOMPANYING DOCUMENTS, IS CONFIDENTIAL and may contain information that is privileged and exempt from disclosure under applicable law. If you are neither the intended recipient nor responsible for delivering the message to the intended recipient, please note that any dissemination, distribution, copying or the taking of any action in reliance upon the message is strictly prohibited. If you have received this communication in error, please notify the sender immediately. Thank you.

Christy Abad

From:

John Baldwin

Sent:

Monday, May 09, 2016 4:12 PM

To:

Christy Abad

Subject: FW: Bruce A. Maak for Utah State Bar Lawyer of the Year Award

From: Bryan Johansen [mailto:bjohansen@parrbrown.com]

Sent: Monday, May 09, 2016 2:48 PM **To:** Angelina Tsu; John Baldwin

Subject: Bruce A. Maak for Utah State Bar Lawyer of the Year Award

Angelina and John,

While I fear this may be too late, to the extent it is not, I wanted to voice my strong support for Bruce Maak for the Utah State Bar Attorney of the Year Award.

I have had the honor to work closely with Bruce over the last number of years and can say, without hesitation, that he is the finest lawyer I have had the pleasure to work with. He is a masterful tactician with a Jedi-like ability to map out an entire trial plan and have it executed with almost no need for adaptation. He quickly and easily obtains the respect from everyone that works with him.

His talent is surpassed only by his character. A member of the old guard in the best sense of the term. He treats everyone with respect while maintaining his commitment to his client. He has a deep respect for the institution of the judiciary and our role within it. Bruce simply does it right. I have been lucky enough to learn from him by example that principal and integrity must always trump expediency. And, more importantly, how to recognize the temptation to do otherwise so that you can make the right decision.

No one would second guess the decision of the committee in making Bruce the lawyer of the year. He has dedicated his life to making all attorneys look better by being able to count him in our ranks.

Thank you for your consideration.

- Bryan

Bryan S. Johansen | Attorney | Parr Brown Gee & Loveless | A Professional Corporation 101 South 200 East, Suite 700 | Salt Lake City, Utah 84111

D: 801.257.7907 | T: 801.532.7840 | F: 801.532.7750 | <u>bjohansen@parrbrown.com</u> <u>www.parrbrown.com</u>

Information in this message (including any attachments) is confidential, may be legally privileged, and is intended solely for the use of the person(s) identified above. The sender did not intend to waive any privilege by sending this message. If you are not the intended recipient of this message, please notify the sender by replying to this message and delete the original and any copies of the message. Any duplication, dissemination or distribution of this message by unintended recipients is prohibited.

TAX DISCLOSURE: Any reference in this transmission, including attachments, to federal tax matters cannot be relied upon to avoid tax penalties and may not be used or referred to in marketing or promotional materials. To protect the interests of our clients and to comply with U.S. Treasury Department Regulations, Parr Brown Gee & Loveless, P.C. issues opinions that may be relied upon or used for those purposes only in written letter form, signed by an attorney with our firm

From:

Jonathan Ruga <iruga@sentryfinancial.com>

Sent:

Friday, March 25, 2016 3:37 PM

To: Cc: Angelina Tsu John Baldwin

Subject:

Bruce Maak

Angelina: I recently learned that Bruce Maak has been nominated for this year's Lawyer of the Year award. I must tell you that I cannot think of a more deserving lawyer and person. I met Bruce as I was a clerk at Martineau & Maak, and had the privilege of working with Bruce at that firm (now Parr Brown Gee & Loveless) for three years after I graduated. Although I have not practiced law since 1985 (having moved into the business world), I have stayed in touch with Bruce since then.

As anyone who knows Bruce will attest, he is not only a superb lawyer, but he is also a human being of the highest caliber. Our legal community would benefit immensely from bestowing this award on Bruce.

Hope you are doing well.

Best regards,

Jonathan M. Ruga, M.B.A., C.P.A., J.D. Chief Executive Officer



One Utah Center Suite 1400 Salt Lake City, UT 84111-2215 (801) 303-1108 Direct Line (801) 560-8990 Cell

www.sentryfinancial.com

From:

Scott Young <syoung@sentryfinancial.com>

Sent:

Monday, March 28, 2016 9:30 AM Jonathan Ruga, Angelina Tsu

To: Cc:

John Baldwin; Scott Young; Jonathan Ruga

Subject:

RE: Bruce Maak

Angelina,

I wholeheartedly echo Jonathan's support for Bruce Maak. I met Bruce way back in 1981 and practiced law with Bruce at Parr Brown for 11 years. Over those years, I got to know Bruce quite well. Bruce is an incredible lawyer and a great person. I am not so sure he is any good at fishing though! The Utah State Bar and our legal community would benefit immensely from bestowing this award on Bruce. Thanks and enjoy this snowy day.

Scott F. Young

Chief Operating Officer SENTRY FINANCIAL CORPORATION 201 S. Main St., Suite 1400 Salt Lake City, UT 84111-2215

Phone: (801) 303-1111 (801) 823-3083

Fax:

E-mail: syoung@sentryfinancial.com

www.sentryfinancial.com



From: Jonathan Ruga

Sent: Friday, March 25, 2016 3:37 PM To: angelina.tsu@zionsbancorp.com Cc: john.baldwin@utahbar.org

Subject: Bruce Maak

Angelina: I recently learned that Bruce Maak has been nominated for this year's Lawyer of the Year award. I must tell you that I cannot think of a more deserving lawyer and person. I met Bruce as I was a clerk at Martineau & Maak, and had the privilege of working with Bruce at that firm (now Parr Brown Gee & Loveless) for three years after I graduated. Although I have not practiced law since 1985 (having moved into the business world), I have stayed in touch with Bruce since then.

As anyone who knows Bruce will attest, he is not only a superb lawyer, but he is also a human being of the highest caliber. Our legal community would benefit immensely from bestowing this award on Bruce.

Hope you are doing well.

Best regards,

Jonathan M. Ruga, M.B.A., C.P.A., J.D. Chief Executive Officer



Christy Abad

From:

bigroyal [bigroyal@gmail.com]

Sent:

Wednesday, March 16, 2016 10:09 AM

To:

Christy Abad

Subject:

Nomination for Lawyer of the Year

This a nomination of Kent B. Scott as the lawyer of the year. Kent has practiced law for more than 40 years. He is regarded as one the Bar's outstanding construction lawyers and a pioneer in the field of ADR. Kent has mentored scores of young lawyers and saved countless legal careers through his involvement with Lawyers Helping Lawyers. He has recently been a co-author of the Mediation Best Practices Guide for the Court's ADR committee. Kent has dedicated his legal life to pro bono, mentor, Bar and Court service. It is time that we recognize Kent for the remarkable contributions he has made to the legal profession. Please let me know if you need addition information regarding Mr. Scott. Judge Royal Hansen

Sent from my iPad

SALT LAKE LEGAL DEFENDER ASSOCIATION

Established in 1965

Director
Patrick L, Anderson
Chair
D. Gilbert Athay
Vice Chair
Ronald Coleman
Past Chair
George W. Latimer
Robert Van Sciver
Jimi Mitsunaga

424 East 500 South, Suite 300 SALT LAKE CITY, UTAH 84111 (801) 532-5444 FAX (801) 532-0330 EMAIL Admin@sllda.com **Board of Trustees**

Philip V. Bernal
David M. Bown
Gary K. Dalton
Dennis C. Ferguson
Maria J. Garciaz
Howard R. Lemcke
Theresa Martinez
Mark R. Moffat
Carissa Hessick

March 1, 2016

NOMINATION OF JOAN WATT

FOR THE UTAH STATE BAR'S 2016 DISTINGUISHED LAWYER OF THE YEAR AWARD

The appellate division of the Salt Lake Legal Defender Association nominates Joan Watt for the Utah State Bar's 2016 Distinguished Lawyer of the Year Award. Joan Watt is the Chief Appellate Attorney at the Salt Lake Legal Defender Association.

This is Joan's year. In February Joan appeared in the United States Supreme Court to argue on behalf of her client Edward J. Strieff. This was her first SCOTUS argument in her lengthy career as an appellate advocate, and it was the first time in the history of the Salt Lake Legal Defender Association that it has had a case in SCOTUS.

When SCOTUS granted the State's petition for writ of certiorari, attorneys from huge DC and New York law firms called Joan to explain why she should give them the case to argue: they had SCOTUS experience, the resources of big law firms, and lots of connections. They used every persuasive tool they had—they are attorneys after all—to try and talk her out of defending her own case. It almost worked. But Joan's lifelong career as a public defender doing mostly appellate work made her the best attorney for the job. To be sure, with Joan at the helm, her client had a tremendous oral advocate and the best possible chance of having SCOTUS uphold the correct decision to suppress evidence in his case. We are tremendously proud that she joined the rarified ranks of women who have argued at SCOTUS.¹

Joan told Fox 13 News of her SCOTUS case, "We are excited to have the opportunity to win this case again in the United States Supreme Court. In a well-reasoned decision, the Utah Supreme Court unanimously suppressed evidence that was seized after a random detention of my

¹ See Weiss, Debra, Women Lawyers Argue About 15% of Supreme Court's Cases; Do They Dislike the Verbal Jousting?, abajournal.com/news/article/women lawyers argue about 15 of supreme courts cases do they dislike the ve/

client," and "[w]e believe that the Utah Supreme Court correctly decided the issue in a thoughtful decision that protects us all from random stops by police officers. We think the United States Supreme Court will agree and uphold the decision of our state supreme court."²

The oral argument in *Utah v. Strieff* gained the attention of the press from around the nation, not only because it occurred on the first day of argument after Justice Scalia's death, but also because of the issues at stake in the case.³ Joan was described as "projecting an aura of stoic patience," as she "calmly explains that officers 'can still target communities that may have a greater incidence of warrants." The New York Times Editorial Board used the case to write an article in support of the position Joan advocated.⁵

On a more personal level, we know Joan to be a fearless and peerless appellate advocate. Anyone who has watched Joan argue in Utah's appellate courts—deftly explaining some of the hardest facts, and the most complex legal issues—knows she is a superlative oral advocate. She has worked on many capital cases, doggedly representing some of the least popular people in Utah. She writes persuasive and compelling appellate briefs better and faster than most, even as she maintains administrative responsibilities at LDA. Joan has also long been an active member of the Supreme Court's Advisory Committee on the Rules of Appellate Procedure, and she is its current chair. Joan's impressive success rate speaks for her. Joan's name appears on 215 Utah appellate cases, dating back to 1987. In 2015 alone, she won four of her appeals in a row (no small achievement for any attorney let alone a criminal defense attorney on appeal).

Even when Joan faces cases that even she cannot win, she is a steadfast and zealous advocate for her clients, no matter the adversity or obstacles facing her. She considers those clients to be "one of the best parts of [her] job."⁷

² See Winslow, Ben, U.S. Supreme Court will hear Utah case involving drug search, available at fox13now.com/2015/10/01/u-s-supreme-court-will-hear-utah-case-involving-drug-search/

³ See, e.g., Liptak, Adam, Grief Gives Way to Division in First Court Arguments Since Scalia's Death, available at http://www.nytimes.com/2016/02/23/us/politics/grief-gives-way-to-division-in-first-court-arguments-since-scalias-death.html; Savage, David G., Supreme Court without Scalia divided over giving police more leeway to stop people, available at http://www.latimes.com/nation/la-na-court-police-authority-20160222-story.html; and Snowiss, Mark, Without Scalia, Supreme Court Divided on Key Police Powers Case, available at http://www.voanews.com/content/supreme-court-divided-police-powers-case-utah-strieff/3202716.html.

⁴ See Stern, Mark Joseph, The First Day of the New Supreme Court, available at http://www.slate.com/articles/news and politics/supreme court dispatches/2016/02/in the oral arguments for ut ah v strieff the supreme court s liberals spoke.2.html.

⁵ See The Supreme Court and Police Searches, New York Times Editorial Board, available at http://www.nytimes.com/2016/02/23/opinion/the-supreme-court-and-police-searches.html.

⁶ See State v. Lucero, 2015 UT App 120, 350 P.3d 237; State v. Taylor, 2015 UT 42, 349 P.3d 696, State v. Jimenez-Wiss, 2015 UT App 36, 345 P.3d 743; and State v. Strieff, 2015 UT 2, 357 P.3d 532, cort. granted, 136 S. Ct. 27, 192 L. Ed. 2d 997 (2015).

⁷ See How I Got My Job: Joan Watt, Assistant Director/Chief of the Appellate Division for Salt Lake Legal Defender Association (LDA), available at http://www.law.utah.edu/how-i-got-my-job-joan-watt-assistant-directorchief-of-the-appellate-division-for-salt-lake-legal-defender-association-lda/.

Joan is a determined and tireless appellate advocate, but her most remarkable quality is her attitude. Joan is, even after all these years defending difficult cases before courts that are not always sympathetic, an honest Pollyanna about her job and about the importance of the work we do as public defenders. Joan can singlehandedly revive an attorney who has just lost an appeal she devoted months to, boost the morale of trial attorneys, raise the morale in our appellate division, and she can convince a roomful of downtrodden LDA attorneys that it truly is essential to have them—great, smart attorneys—doing this work. Joan is simply tremendous.

Joan has also dedicated herself to furthering the practice of law. Even as Joan has been instrumental in shaping our state's case law and our county's system of indigent defense, she has brought the same careful guidance, compassion, and professionalism to the attorneys she supervises at LDA. The Women Lawyers of Utah awarded her the honor of their Mentoring Award in 2010. She has taught appellate advocacy at the University of Utah and she regularly presents at numerous CLEs. Joan also oversees LDA's law school clerkship program, where she employs law students to assist LDA attorneys at trial and on appeal. It is a great window on all levels of work at LDA and many LDA clerks become LDA attorneys. Simply stated, Joan's achievements are myriad and tremendous and her generosity is unending.

When she started the appellate division at LDA, pregnant with her son, Joan wanted a schedule she could manage along with a family. She created the appellate division out of whole cloth. Now we, six women attorneys, comprise LDA's appellate division. Joan is our biggest supporter, our guide, our mentor, the person we go to when no court or client will listen to us, and she is always the first person to cheer when we win a case we have worked on for months. Perhaps the best thing for us about Joan's case at SCOTUS was that we got to give her something back, by boosting her morale, supporting her, and being her loudest cheerleaders.

With her many and diverse accomplishments over the years as a tireless advocate for indigent defendants in the highest courts of Utah, Joan Watt is the most deserving person we can imagine for this award this year.

Sincerely,

Lori Senni

Joanna Landau

Nathalie Skibine

Debra Nelson

Teresa Welch



201 South Main Street, Suite 1800 Salt Lake City, Utah 84111 Main 801.532.1234 Fax 801.536.6111 parsonsbehle.com

A Professional Law Corporation James B. Lee
Direct 801.536.6655
JLee@parsonsbehle.com

April 28, 2016

Ms. Christy J. Abad Administrative Assistant Utah State Bar 641 South 200 East Salt Lake City, Utah 84111

Re: Francis M. Wikstrom - Lawyer of the Year Award

Dear Ms. Abad,

It is my honor to nominate Francis J. Wikstrom to receive Utah's Lawyer of the Year Award presented by the Bar Commission to the Bar member who, over a long and distinguished legal career, has by ethical and personal conduct, commitment and activities, exemplified for their fellow lawyers the epitome of professionalism and who has rendered extraordinary contributions to the programs and activities of the Utah State Bar in the prior year.

Fran served as the President of the American College of Trial Lawyers for the 2014-2015 term and is the first President of that prestigious organization from Utah.

The American College of Trial lawyers maintains and seeks to improve the standards of trial practice, professionalism, ethics, and the administration of justice through education and public statements on important legal issues relating to its mission. The College strongly supports the independence of the judiciary, trial by jury, respect for the rule of law, access to justice, and fair and just representation of all parties to legal proceedings.

Fran's commitment as President of that organization has brought prestige and honor to the Utah State Bar and to the lawyers of Utah.

Enclosed is Fran's resume. You can see from his biography and accomplishments that he has had a lifetime of commitment to professionalism and to the Utah State Bar and its activities.

Fran is a member of the Board of the Florence J. Gillmor Foundation and in that capacity has supported and urged significant contributions (2015) to be allocated to a variety of organizations in which members of the Bar should be interested. These include And Justice for All (\$200,000), The Children's Center (\$100,000), Fourth Street Clinic (\$100,000), National Ability Center (\$75,000), Rocky Mountain Innocence Center (\$50,000), The Road Home

Ms. Christy J. Abad April 28, 2016 Page Two

(\$200,000), and *Utah Food Bank* (\$100,000). Fran's participation in the Gillmor Foundation demonstrates his willingness to participate in activities outside of his legal practice while drawing upon his judgement as a lawyer and concerned citizen in the community.

I hope that the Commission will fully consider Fran's service as the President and past-President of the American College of Trial Lawyers from 2014-2016 in making its decision for the Lawyer of the Year Award.

Very truly yours,

PARSONS BEHLE & LATIMER

James B. Lee

JBL:ab Enclosure

FRANCIS M. WIKSTROM

BIOGRAPHY

Fran Wikstrom is a trial lawyer at Parsons Behle & Latimer. He is a Fellow of the American College of Trial Lawyers and currently serves as immediate past president. His practice consists of complex civil litigation and white collar criminal defense. He formerly served as an Assistant United States Attorney and as a U.S. Attorney for the District of Utah. He has been with Parsons Behle & Latimer since 1982.

Fran has tried cases in numerous jurisdictions involving patent infringement, trade secrets, contracts, real property, stray current, shareholder disputes, construction claims, employment discrimination, premises liability, franchises, fraud, and white collar crimes. He has argued appeals before the U.S. Tenth and Ninth Circuits and the Federal Circuit, the Utah Supreme Court, the Utah Court of Appeals, the Minnesota Supreme Court, and the Minnesota Court of Appeals. He is also a Fellow of the International Academy of Trial Lawyers, the International Society of Barristers, and the American Bar Foundation.

ACCOMPLISHMENTS

Academic

Yale Law School (J.D., 1974)

Weber State College (B.S., 1971)

Honors: Summa Cum Laude

Professional

Recognized in Chambers USA, The Best Lawyers in America, Benchmark Litigation, and Mountain_States Super Lawyers

Named Best Lawyers' 2013 Salt Lake City Bet-the-Company Litigation Lawyer of the Year

Named Best Lawyers' 2012 Salt Lake City Intellectual Property Lawyer of the Year

Utah State Bar "Lifetime Service Award" (2011)

Utah Judicial Council "Friend of the Court" award for outstanding contribution to the improvement of Utah's judicial system (2012)

Martindale-Hubbell AV® Preeminent™ rating

PRACTICE AREAS

Litigation, Trials & Appeals
Intellectual Property Litigation
Environmental & Natural Resources
Mining

Trade Secret Litigation
Business & Commercial Litigation
Federal Circuit Appeals
Appeals

White Collar Defense & Investigations

LICENSED/ADMITTED

Utah

U.S. Dist. Court, Dist. of Utah

U.S. Court of Appeals, 9th Circult

U.S. Court of Appeals, 10th Circuit

U.S. Court of Appeals, Federal Circuit

U.S. Supreme Court

ASSOCIATIONS

Professional

American College of Trial Lawyers, Fellow, Immediate Past President
International Academy of Trial Lawyers, Fellow
International Society of Barristers, Fellow
American Bar Foundation, Fellow
American Inns of Court II, Master of the Bench
Utah Supreme Court Advisory Committee on the Rules of Civil Procedure, Former Chair
Utah Supreme Court Advisory Committee on Professionalism, Member
Utah Judicial Conduct Commission, Chair (1998 - 1999) Member (1994 - 1999)
Utah State Bar, Commissioner (1994 - 1999)



Chief Justice Matthew B. Purrant

Supreme Court of Utah

450 South State Street P.G. Box 140210 Salf Aake City, Afah B4114-0210 Telephone (BO1) 238-7937 Aax (BO1) 238-7980

May 2, 2016

Utah State Bar Christy Abad

Via email: cabad@utahbar.org

In re: Lawyer of the Year

Dear Christy:

I write to support Fran Wickstrom for lawyer of the year.

While I have not had occasion to observe Fran's skills as a practitioner. I can say that the service he has rendered to the bar has been extraordinary. As the long time chair of our Committee on the Rules of Civil Procedure, he presided over our rule 26 transition as well as many other important changes. His leadership and commitment to the improvement of the bar really sets him apart.

Warmest regards,

Matthew B. Durrant

Chief Justice



Supreme Court of Utah

450 South State Street P.G. Wox 140210 Salt Lake City, Utah 84114-0210 Telephone (801) 238-7945 Fax (801) 238-7980

April 28, 2016

Utah State Bar Commission c/o Christy Abad cabad@utahbar.org

Re: Nomination of Fran Wikstrom for Utah Lawyer of the Year

Dear Commissioners:

I would like to support the nomination of Fran Wikstrom for the honor of Utah Lawyer of the Year. I have known Mr. Wikstrom, his work, and his reputation in the Utah legal community for more than three decades.

In addition to the service and accomplishments highlighted in Paul Moxley's nominating letter, I would like to emphasize his long and able contributions to the judiciary. In 2012 the Utah Judcial Council honored him with its "Friend of the Court" award for years-long service on numerous court initiatives and projects. Perhaps most significantly, he served on and chaired the Supreme Court's Advisory Committee on the Rules of Civil Procedure. There is no single person who deserves more credit for the groundbreaking work Utah has done in discovery reform and decreasing civil litigation costs than Mr. Wikstrom. His stature, reputation, and national connections helped establish Utah as a front runner in these reform efforts, which have subsequently been modeled in other states and by the federal courts.

Mr. Wikstrom is truly a "lawyer's lawyer," always professional, prepared, and willing to do the intellectual work at hand. He is a fine litigator and appellate advocate. The legal profession in Utah could not be better represented in the awarding of this recognition.

Sincerely,

Christine M. Durham

Christine M. Durham_



OR GIAR CERTIE - DEBOTERN CLASSES ATTEMATICAL CONTRACTOR OF THE C CLARE W SESSIONS
ROONLT & SHOW
STYME E CHYDL
FOWER C BARNES
BEEF RAPLAN*
I BEERE BOSS
CHARLES R BROWN
I SCHEDENS R BROWN
I SCHED BOSS
CHARLES R BROWN
I SCHED
PERMIT R COVE*
PERMIT R COVE*
PERMIT R COVE*
PERMIT R COVE*
PERMIT R SHIPLE
MACHEL BLAREN
MACHEL BLAREN
MACHEL BLAREN
ARON D LEBENT
WANNE? BENNER
BRIAN A LEBRECHE
ROOSEN D ANDREASEN
RAINEFANE BURNER
BRIAN A LEBRECHE
ROOSEN D ANDREASEN
RAINEFANE BURNER
RAINEFANE
RAINEFANE BURNER
RAINEFANE
RAINEFAN

DIANA L TEFFE JONATHAN 5 CLYGE: SHANNON R JOLINGER DICOLE SALAZAR MALL VICTORIA E FINUESON EMILY E LEWIS JONATHAN D BLETZACKER JONAT S PENRINGGIOR

PLOSTING REAGAN L. 6 DESAGNOG I USA A MARICY HARMAN & WICCOX FLAVARD W CLYDE (1917, 1901)

THE RESIDENCE OF A STREET OF THE STREET OF T

April 26, 2016

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

Re: Recommendation of Fran Wickstrom as Distinguished Lawyer of the Year

Dear John,

I am writing this letter in support of Fran Wickstrom for the Distinguished Lawyer of the Year award.

Fran is a graduate of Yale Law School. He did his under graduate work at Weber State. I have known Fran for over 30 years. We are not only colleagues, but friends. We have worked together on complex civil and criminal cases, and opposed each other in several cases over the years. Fran is not only a superb lawyer, but is extraordinarily professional and civil. He is always a delight to work with or against.

His accomplishments for the Bar and the community exceed those of most Utah attorneys. Last year he completed a year as President of the American College of Trial Lawyers (ACTL)—a singular honor few lawyers achieve. During Fran's Presidential year he traveled over 100,000 miles and made close to 50 trips on behalf of the College. He organized and chaired the first ACTL Board retreat in over ten years, which was held in Atlanta in July of 2015. Several important advances came out of the retreat which are in the process of being implemented. Fran was a member of the task force of the ACTL on Discovery and Civil Justice. For this service, Fran and the task force was awarded the 2015 Rebuilding Justice Award by the Institute for the Advancement of the American Legal System (IAALS). This task force launched a nationwide discussion regarding the state of the civil justice system and proposed changes to make our Courts more accessible, affordable and just. The recommendations are being adopted by various state and federal courts throughout the country.



Mr. John Baldwin April 26, 2016 Page 2

Fran has been a member or the Utah Supreme Court's Professionalism Committee as well as the Supreme Court's Committee on the Rules of Civil Procedure, where he served as the Chair. Out of that committee came the concept of proportionality now used by our state and federal rules to minimize the costs of litigation and to expedite the litigation process. For this accomplishment, Fran received the Utah Judicial Council "Friend of the Court" award for outstanding contribution to the improvement of Utah's Judicial System in 2012. This award was presented by Chief Justice Christine Durham who was demonstrably pleased with Fran's work and the work of the Judicial Council.

Fran is a recipient of the Bar's Lifetime Service Award. He is a Fellow in the International Society of Barristers, an American Bar Foundation Fellow, a past State Bar Commissioner, a Fellow in the International Society of Barristers and has been named to the Best Lawyers of America on several occasions.

Given his recent successes with the ACTL, this year would be an appropriate time for Fran to receive the Distinguished Lawyer of the Year award. I recommend him to you for your most serious consideration.

Fran is a shareholder of Parsons, Behle and Latimer. Notwithstanding Fran's many accomplishments, he remains genuine and down to earth.

Very truly yours,

Rodney G. Snow

Cc: Christy Abad



Gateway Tower West
15 West South Temple
Suite 1200
Salt Lake City, Utah 84101-1547
801.257.1900
801.257.1800 (Fax)
www.swlaw.com

Alan L. Sullivan (801) 257-1955 asullivan@swlaw.com DENVER
LAS VEGAS
LOS ANGELES
LOS CABOS
ORANGE COUNTY
PHOENIX
RENO
SALT LAKE CITY

April 26, 2016

Christy Abad Executive Secretary Utah State Bar 645 South 200 East Salt Lake City, UT 84111 adminasst@utahbar.org

Re: Francis M. Wikstrom for Lawyer of the Year Award

Dear Ms. Abad:

I write in support of the nomination of Francis M. Wikstrom as Lawyer of the Year for 2016. I have known Fran for more than 25 years in both a professional capacity and as a close friend. I have worked with him on bar committees and commissions.

Fran is a gifted trial lawyer with a breadth of experience that few in the bar can match. He is one of the leading intellectual property litigators in our region, and he also represents clients in white collar criminal investigations and prosecutions. He has become a leading private practitioner, with experience as United States Attorney for the District of Utah.

Beyond the remarkable breadth of his practice, Fran has led a major reformation in the administration of justice. As the longtime Chair of the Utah Supreme Court's Advisory Committee on Civil Procedure, he led a successful effort to streamline the pretrial discovery process in order to reduce the delay and expense of civil litigation. The work of his committee became a model for other states and the federal courts.

Fran is the only Utah Fellow of the American College Trial Lawyers to rise to the position of President of that organization. He is respected nationally as an example of the ideals for which the College stands--the highest professional achievement, integrity, and collegiality. Everyone who has worked with Fran in a professional capacity knows the generosity and practical wisdom he brings to every legal project. The members of the Utah Bar should be proud to have Fran as one of its leaders.

For all of these reasons, I recommend him to the Utah State Bar as its Lawyer of the Year for 2016.

Very truly yours,

Snell & Wilmer, LLP

Alan L. Sullivan

ALS:sjm 23968134



RANDY DRYER

Professor of Law (Lecturer) Voice: (801) 587-2974 Fax: (801) 581-6897 email: randy.dryer@law.utah.edu

April 18, 2016

Utah State Bar Lawyer of the Year Selection Committee Utah State Bar 645 South 200 East Salt Lake City, Utah 84111

Dear Selection Committee:

It is with great pleasure that I nominate Francis M. Wikstrom for the Utah State Bar Lawyer of the Year.

I have known Fran in a professional capacity for more than 30 years, having worked with him as a lawyer at the law firm of Parsons Behle & Latimer. He is a remarkably skilled trial attorney; a "lawyer's lawyer" who has litigated cases throughout the country. He commands the respect of everyone with whom he comes in contact, be they a client, an opposing counsel, a colleague or a judge. The high respect he has from the federal judges of Utah's U.S. District Court was reflected by the fact that the judges named him the interim U.S. Attorney when there was a vacancy.

Fran has served the legal profession with distinction and in many capacities, having chaired numerous bar and court appointed committees and having served as a Utah State Bar Commissioner. His long-standing contribution to the Utah state judiciary was recognized in 2012 when the Utah Judicial Council awarded him it's "Friend of the Court" for his work in improving Utah's state judicial system.

Fran's body of professional service extends over decades and is certainly impressive. But, he is particularly deserving of the Lawyer of the Year Award this year because he has just accomplished something no other Utah lawyer has ever done... served as President of the American College of Trial Lawyers. The American College is the most prestigious and selective organization of trial lawyers in the country. This remarkable service, coupled with his lifetime of service to the bar and the judiciary clearly qualify Fran as Utah's Lawyer of the Year.

Best regards,

Randy L. Dryer, JD

Presidential Honors Professor Professor of Law (Lecturer) S.J. Quinney College of Law

University of Utah



Paul T. Moxley A.O. Headman, Jr. Langdon T. Owen, Jr. Jeffrey L. Silvestrini Jeffrey R. Oritt Ray M. Beck John S. Bradley Harold L. Reiser Daniel J. Torkelson Leslie Van Frank J. Scott Brovn Steven C. Strong William G. Garbina Bradley M. Strassberg

111 EAST BROADWAY, 11th FLOOR SALT LAKE CITY, UTAH 84111 (801) 363-4300 (801) 363-4378 FAX George B. Hoffman Matthew M. Boley Stephen T. Hester Jeremy R. Cook Joshua K. Peterman Patrick E. Johnson Kimberley L. Hansen Adam H. Reiser Of counsel: Richard A. Rappaport Keith W. Meade Sugarhouse Office: John Parsons

April 26, 2016

Christy Abad

Via Email: cabad@utahbar.org

Re: Fran Wikstrom - Lawyer of the Year Addendum

Dear Christy:

Please supplement my earlier letter about Fran Wikstrom as a nominee for the Utah Lawyer of the year.

During the past year as president of the American College of Trial Lawyers, Fran made 57 trips. He visited most of the United States and Canadian Provinces and traveled more than 175,000 miles. At each event he spoke, not only as the president of the college, but also as a proud member of the Utah State Bar. His luminary efforts added luster to our bar.

In my prior letter, I indicated that while in attending ABA meetings as a member of the Board of Governors many people commented to me about meeting Fran Wikstrom. To further elaborate on this point, I estimate at least twenty people spoke to me about Fran and all applauded his great work as president of the American College of Trial Lawyers. Even though Fran was traveling on behalf of the college, he clearly added to the prestige of our state bar nationally and internationally.

Sincerely,

COHNE KINGHORN, P.C.

Paul T. Moxley

PTM/jt

TAB 3

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title: Judge of the Year Award Selection

Item: #2.2

Submitted by: John Baldwin

Meeting Date: May 20, 2016

ITEM/ISSUE:

To select the 2016 Judge of the Year Award recipient.

CRITERIA:

Career exemplifies the highest standards of judicial conduct for integrity and independence; who is knowledgeable of the law and faithful to it; who is unswayed by partisan interests, public clamor or fear of criticism; patient, dignified and courteous to all who appear before the court; endeavors to improve the administration of justice and public understanding of, and respect for, the role of law in our society.

NOMINEES:

1. Judge C. Dane Nolan

PAST RECIPIENTS AND NOMINEES:

Past Recipients	Other Nominations That Year
2015 Hon. Claudia Laycock	Hon. Brooke C. Wells, Hon. Carolyn B. McHugh, Hon. John R. Morris, Hon. Augustus Chin, Hon. Thomas L. Kay, Hon. David Nuffer, Hon. Paul M. Warner, Hon. Royal I. Hansen, Hon. Glen R. Dawson, Hon. Thomas L. Kay
2014 Hon. James Shumate	Hon. Carolyn McHugh, Hon. John Morris, Hon. Brooke Wells
2013 Hon. Michael D. Lyon	Hon. Thomas L. Kay
2012 Hon, Royal I. Hansen	Hon. Thomas L. Kay
2011 Hon. Dee Benson	Hon. Randall Skanchy
2010 Hon. Robert K. Hilder	
2009 Hon. Judith S. Atherton	
2008 Hon. Glenn K. Iwasaki	Hon. Glenn K. Iwasaki
2007 Hon Sandra Peuler	
Hon, Gregory K. Orme	
2006 Hon. Gordon J. Low	Hon. Glen K. Iwasaki Hon. Sandra Peuler
2005 Hon, Andrew Valdez	
2004 Hon. William B. Bohling	
2003 Hon. Ronald N. Boyce	Hon. Sandra Peuler; Hon. Sheila McCleve; Hon. Glen K. Iwasaki
(posthumously)	
2002 Hon. Stephen H. Anderson Hon. Jeril B. Wilson	Hon. Sheila McCleve; Hon. Glen K. Iwasaki
2001 Hon. Raymond M. Harding, Sr. Hon. Sharon P. McCully Hon. Anne M. Stirba	
2000 Hon. Guy R. Burningham	
1999 Hon. David Sam	
Hon. Lynn W. Davis	
1998 Hon. Tyrone E. Medley	
1997 Hon. W. Brent West	
1996 Hon. Leslie A. Lewis	
1995 Hon. J. Thomas Green, Jr.	
1994 Hon. John A. Rokich	
1993 Hon, Bruce S. Jenkins	
1991 Hon. Cullen Y. Christensen	

INFO ONLY: DISCUSSION: ACTION NEEDED: X

Christy Abad

From: Judge Julie Lund [jlund@utcourts.gov]

Sent: Thursday, May 05, 2016 8:36 AM

To: Christy Abad

Subject: Nomination for Judge Nolan.

Nomination for the Judge of the Year Award: 3rd District Juvenile Court Judge C. Dane Nolan

Judge C. Dane Nolan's distinguished and diverse legal career began shortly after he received a law degree from the University of Utah College of Law in 1986. For the next five years, Judge Nolan practiced law at the Utah Legal Clinic handling family law and civil rights cases, and at the Utah Attorney General's Office in the Litigation Division. He then worked at the Salt Lake County District Attorney's Office as a prosecutor, primarily handling child sexual and physical abuse cases and adult sexual assault prosecutions until his appointment to the Bench in 2003. During this time, Judge Nolan was a founding member of the Utah Minority Bar Association and served as the chair of the Judicial Conduct Commission.

Judge Nolan was appointed to the Third District Juvenile Court in May 2003 by Governor Michael O. Leavitt and serves in the Salt Lake, Summit, and Tooele counties. Throughout his judicial career, Judge Nolan has served on several significant and notable committees and boards including the Utah Judicial Council, the Board of Juvenile Court Judges, the Judicial Ethics Advisory Opinion Committee, the Governor's Mental Health Initiative, the Juvenile Competency Committee, the Supreme Court's Professional Committee, and the Standing Committee on Technology.

Judge Nolan has been a leader in numerous critical initiatives that greatly impact children, families, and the judicial system as a whole. He served as a presiding judge in Third District Juvenile Court between 2013 and 2015, and during this period, he piloted a program that allowed children to appear in court unrestrained. The successful pilot contributed to the new law passed in 2015 regarding restraining of juveniles in court. Judge Nolan also effectively presided over multiple complex and high profile juvenile cases in 2015 that required highest levels of knowledge, patience, diligence, and commitment to serving youth and families while balancing community needs and protection.

Judge Nolan currently presides over Utah's first Juvenile Mental Health Court. The effectiveness of this innovative court depends on judicial leadership and requires a judge who understands and exemplifies inter-agency cooperation and teamwork. Judge Nolan has been a passionate leader in the field of mental health and specialty courts, and has demonstrated unequivocal commitment to the team approach and principles of mental health courts. Judge Nolan has also been a leader in efforts to create a statewide mentoring program for new judges. He is a member of the Judicial Mentoring committee and a leading proponent of providing new judges with resources, experiences, and mentoring essential to their success on the Bench.

Judge Nolan's team greatly appreciates his efforts to foster a team environment with his judicial assistants. For example, he initiated and organized an excellent team building activity Mystery Escape Room that was greatly appreciated by his team. Judge Nolan genuinely cares for his team, frequently expresses his appreciation for their efforts, and always ensures that he celebrates special occasions with the team. One team member indicated that: "Judge Nolan is very honest and direct, which is a great quality in a Judge. We always know his expectations which enables us to better perform our jobs."

Judge Nolan is married with three children. He enjoys watching sports as well as participating in playing basketball and squash, and running.

As outlined in this nomination letter, Judge Nolan has consistently modeled and represented the juvenile court's mission to provide a safe home and safe community for all. He has been a leader in many important and innovative initiatives that aim to improve and enhance judicial duties and purposes, and in turn, positively impact children and families served. Judge Nolan's team of judicial assistants greatly appreciates his honesty, directness, fostering team environment, and his genuine care for the team members. Judge Nolan's career exemplifies highest standards of judicial integrity and independence and his recent activities have significantly advanced the administration of justice.

Respectfully submitted by Mark May Presiding Judge and Julie Lund Associate Presiding Judge Third District Juvenile Court

TAB 4

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title: Committee of the Year Award Selection

Item: #2.3

Submitted by: John Baldwin

Meeting Date: May 20, 2016

ITEM/ISSUE:

To select the 2016 Committee of the Year Award recipient.

CRITERIA:

Presented to the Committee of the Utah State Bar that has made outstanding contributions of time and talents to Bar activities as well as provide outstanding services, programs and/or activities for Bar members and the public at large during the past year.

NOMINEES:

1. Utah Bar Leadership Academy Committee

PAST RECIPIENTS AND NOMINEES:

Past Recipients	Other Nominations That Year
2015 Disaster Legal Response Committee	
2014 Civics Education Committee	Disaster Legal Response Committee
2013 Budget and Finance Committee	· · · · · · · · · · · · · · · · · · ·
2012 Pro Bono Commission	
2011 Unauthorized Practice of Law	
2010 Bar Examiner Committee	
2009 New Lawyer Training Program	
2008 Admissions Committee	
2007 Bar Journal Committee	Unauthorized Practice of Law Committee, New Lawyer CLE Committee
2006 Ethics Advisory Opinion Committee	New Lawyer CLE Committee, Governmental Relations Committee, UPL Committee
2005 Governmental Relations Committee	
2004 Unauthorized Practice of Law	
Committee	
2003 Needs of the Elderly Committee	Client Security Fund Committee; Ethics
	Advisory Opinion Committee
2002 Character & Fitness Committee	Client Security Fund Committee
2001 No Award	
2000 Admissions Committee	
1999 Client Security Fund Committee	
1998 Courts & Judges Committee	
1997 UPL Committee	
1996 Need of Children Committee	
1995 Delivery of Legal Services Committee	
1994 Ethics Advisory Opinion Committee	
1993 Legislative Affairs Committee	
1992 Ethics & Discipline Committee	
1990 Bar Examiner Committee	

INFO ONLY: DISCUSSION: ACTION NEEDED: X

ANTHONY E. LOUBET

764 East 50 South Provo, Utah 84606 (805) 660-1854 aeloubet@byulaw.net

May 11, 2016

Utah Bar Commissioners Utah Law & Justice Center 645 South 200 East Salt Lake City, UT 84111

RE: Utah Bar Committee of the Year Award

Dear Commissioners and Nominating Committee,

It is with great pleasure that I would like to nominate the Utah Bar Leadership Academy Committee for the **Committee of the Year Award**. I currently participate in the Academy, and as such, I have had the privilege to observe how the committee "has made outstanding contributions of time and talents to Bar activities as well as provide outstanding services, programs and/or activities for Bar members and the public at large during the past year."

Each member of the committee—Liisa Hancock, Cheryl Mori, Paul Moxley, Angelina Tsu, Rick Vasquez, and Gabe White—has made significant contributions of time and talents in order to provide a structured and systematic approach to teaching leadership skills and to prepared the participants for service to the bar. Moreover, I know from firsthand experience that these committee members have met for breakfast or lunch, responded to emails, talked on the phone, and provided additional hours of support, counsel, and guidance regarding professional development, career advice, and bar service. They take an interest in the success and development of each of the Academy participants.

In addition, the Utah Bar Leadership Academy Committee has spent further time in helping the participants become associated with other members of the Utah Bar. In doing so, the committee helps prepare the Academy participants to associate with the various Bar sections in which they can serve. The committee has worked hard to create a program that can be repeated in future years to improve the skills of the Utah Bar members and to empower lawyers to become involved with the public at large.

Lastly, because of their efforts, they have the respect and gratitude of those involved within the Academy. As one of those whom the Leadership Committee has inspired and motived to serve, I cannot imagine a more deserving committee to receive this award.

For these reasons I strongly believe the Utah Bar Leadership Committee should receive the Committee of the Year Award.

Sincerely,

Anthony E. Loubet



136 EAST SOUTH TEMPLE, SUITE 1700

SALT LAKE CITY, UTAH 84111

TELE: (801) 363~7611 FAX: (801) 531-9747

WWW.PCKUTAH.COM

DANIEL E. YOUNG

May 11, 2016

via e-mail

Utah Bar Commissioners Utah Law & Justice Center 645 South 200 East Salt Lake City, UT 84111 john.baldwin@utahbar.org

RE: Nomination of the Utah Bar Leadership Academy for Committee of the Year

Dear Commissioners:

The Utah Bar Leadership Academy Committee should be the Committee of the Year. The Utah Bar's website says this award is "presented to the Committee of the Utah State Bar that has made outstanding contributions of time and talents to Bar activities as well as provide outstanding services, programs and/or activities for Bar members and the public at large during the past year." The Leadership Academy Committee meets and exceeds these requirements in every respect.

Gabe White, Liisa Hancock, Paul Moxley, Cheryl Mori, Angelina Tsu, and Rick Vasquez have contributed all their talents, efforts, and countless hours to the Leadership Academy. Surely, no other attorneys have contributed more time to committee work than these. They have all sacrificed significant time and resources for the participants of the Leadership Academy. Each has taken a personal interest in the lives, careers, and success of the participants.

Further, the Leadership Academy Committee has provided outstanding services, programs, and activities to Bar members and the public for the past year and its influence will be felt by the Bar and the public for years to come. All of the leadership academy participants have been provided with exceptional training, experiences, and relationships that will propel the participants in their personal lives, professional careers, and service to the bar and public.

Other participants in the Leadership Academy have nominated the Leadership Academy Committee to be Committee of the Year and this letter is to show the participants unanimous support of that nomination. While each participant may not be able to provide his or her own letter supporting the nomination, the participants want the Commissioners to know of the resounding support, appreciation, and gratitude they feel toward those making the Leadership Academy such a wonderful experience. Our lives have been enriched through participation in the

Leadership Academy and hope to pay forward all we have received. The Leadership Academy Committee is an outstanding committee that should be recognized and emulated.

It is with great pleasure, we support the nomination of the Leadership Academy Committee for Committee of the Year.

Very truly yours,
/s/ Daniel Young
Daniel E. Young
/s/ Patrick Burt
Patrick Burt
/s/ Traci Brinkerhoff
Traci Brinkerhoff
/s/ Michelle Kennedy
Michelle Kennedy
/s/ Joshua Figueira
Joshua Figueira
/s/ Bill Allen
Bill Allen

DEY/

cc: Patrick Burt, Traci Brinkerhoff, Michelle Kennedy, Joshua Figueira, Bill Allen



ATTORNEYS AT LAW

Jenifer L. Tomchak Attorney At Law jtomchak@parrbrown.com

May 10, 2016

VIA ELECTRONIC TRANSMISSION

Utah State Bar Commission c/o John Baldwin 645 South 200 East Salt Lake City, Utah 84111 john.baldwin@utahbar.org

Dear Commissioners and Members of the Nominating Committee:

It is my honor to nominate the Utah State Bar Leadership Academy for consideration as a recipient of the Distinguished Section/Committee of the Year. The purpose of the program is to train attorneys in various stages of their careers in the art of leadership. Once these attorneys have honed their leadership skills, they are expected to use their leadership skills to serve the community and our profession by seeking out and accepting roles in the leadership of the Bar, public office, and professional associations.

The board members—Gabe White, Liisa Hancock, Paul Moxley, Cheryl Mori, and Rick Vasquez—have spent countless hours to accomplish these goals. The participants in the program were carefully selected to represent a diverse cross-section of the Bar with a demonstrated ability and desire to lead. The number of participants is limited to make sure that each participant is given ample mentoring in a supportive and nurturing environment.

Each month, very successful lawyers and leaders in our community address the Academy participants about different aspects of leadership. The participants are expected to actively engage in these discussions and to have spent several hours preparing. For example, in recent months, the Academy held a half-day training on leadership styles, led by Charlotte Miller. Also, last month, the Academy hosted a bootcamp on public speaking, where each participant was expected to present to the group both a prepared speech and on an impromptu topic. For each of these presentations, the participants were assigned and expected to read one or more leading books about the topic.

Although the training is strenuous, the awards are ample. It has been amazing to watch the participants blossom into future leaders. I am proud of my fellow participants and excited to be a part of this program.

As the foregoing demonstrates, the Academy is well-deserving of an award meant to honor those who have made outstanding contributions of time and talents to Bar activities. Moreover, the impact this program has had on the programs and activities of the Bar will be



May 10, 2016 Page 2

long-lasting. These future leaders will be valuable contributors to our profession for years to come.

Thank you for consideration of this nomination.

Sincerely,

Jenifer L. Tomchak



201 South Main Street, Suite 1800 Salt Lake City, Utah 84111 Main 801.532.1234 Fax 801.536,6111

A Professional

Grace S. Pusavat
Attorney
Direct 801,536,6985
GPusavat@parsonsbehle.com

May 6, 2016

Bar Commissioners:

I write in support of Anthony Loebet's nomination of the Leadership Academy Committee for the Bar's Committee of the Year Award. Liisa Hancock and Gabe White have worked tirelessly to create and launch the Utah Leadership Academy. Utah Leadership Academy creates a pipeline of well trained and effective leaders for the Utah State Bar. Perhaps the biggest impact of the Leadership Academy is the opportunity it affords lawyers of diverse backgrounds to meet in an environment that fosters the deep personal relationships that break down stereotypes and build bridges.

As a member of the inaugural class of the Utah Leadership Academy, I have had the opportunity to hone my leadership skills. The Academy has provided the trainings and resources to develop skills in areas such as how to effectively utilize different leadership styles, how to build connections among diverse groups, and public speaking skills. I have had the opportunity to meet people that I may have never met. My Leadership Academy classmate, Bill Allen is a Western Michigan University law grad who practices in St. George. But for the Leadership Academy, our paths may have never crossed.

The Academy has provided me with the training and preparation to be an effective leader in the legal community. Through the relationships I have gained with people like Bill and others I am better equipped to understand the challenges of attorneys across the state. This understanding is key to being a more thoughtful, inclusive bar leader. I am grateful to Gabe and Liisa for establishing the Leadership Academy. I am already experiencing many positive benefits from the academy and have no doubt that it will have an immense positive impact on my future.

Sincerely, Grace Pusavat



MAYBELL ROMERO
Visiting Assistant Professor of Law

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

May 9, 2016

Dear Commissioners:

It is with great pleasure that I nominate the Leadership Academy Committee for the 2016 Committee of the Year award. Being one of the primary beneficiaries of the inaugural Leadership Academy, I have had the happy opportunity to get to know Liisa Hancock, Gabe White, Angelina Tsu, Paul Moxley, Cheryl Mori, and Rick Vasquez. The entirety of the Utah State Bar is immensely fortunate and blessed to have such fine attorneys willing to dedicate their time and talents to serving the profession. I admire the foresight of the Leadership Academy Committee and their diligence in getting this endeavor off the ground. The Committee is aware of the many challenges that face the legal profession and has started the vital effort to train leaders and change agents to tackle these difficulties in the future.

I have been overwhelmed by the mentorship, both professionally and personally, that each of the committee members has provided to us Leadership Academy participants. The Committee's energy and unabashed positivity has truly motivated members of the Leadership Academy to seek out opportunities to serve the Bar and the public. Making my own career change from practitioner to academic, the members of the Leadership Academy Committee have provided a valuable example; if I am one day able to inspire and enlighten my own students as each of the members of the Committee are able with us Leadership Academy participants, I will feel quite fortunate, indeed.

Thank you for your consideration of this nomination on behalf of the Leadership Academy Committee. The Committee's efforts are very deserving of this award, and I hope you will support its candidacy.

Sincerely,

Maybell Romero

Jaybell Romers

TAB 5

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title: Section of the Year Award Selection

Item: #2.4

Submitted by: John Baldwin

Meeting Date: May 20, 2016

ITEM/ISSUE:

To select the 2016 Section of the Year Award recipient.

CRITERIA:

Presented to a section of the Utah State Bar that has made outstanding contributions of time and talents to Bar activities as well as provided outstanding services, programs and/or activities for Bar members and the public at large during the past year; given annually to recognize programs of the bar that serve the mission of being a united, inclusive organization serving the legal profession and the public.

NOMINEES:

1. Estate Planning Section

PAST RECIPIENTS AND NOMINEES:

Past Recipients	Other Nominations That Year	
2015 Young Lawyers Division		
2014 Intellectual Property Section	Young Lawyers' Division	
2013 Solo, Small Firm, and Rural Practice Section	Appellate Practice Section, Juvenile Law Section, Young Lawyers' Division	
2012 Estate Planning Section	Elder Law Section, Young Lawyers Division	
2011 Elder Law Section, Young Lawyers Division		
2010 Military Law Section		
2009 Appellate Practice	Constitutional Law Section, Solo, Small Firm and Rural Practice Section	
2008 Young Lawyers Division	Young Lawyers Division, Estate Planning Section, IP Section	
2007 Paralegal Division	Banking and Finance Section	
2006 Litigation Section	Banking & Finance Section, Paralegal Division	
2005 ADR Section		
2004 Young Lawyers Division		
2003 Family Law Section	Governmental Law Section; Real Property Section; Young Lawyer's Division	
2002 Young Lawyers Division	Real Property Section; Young Lawyer's Division; Governmental Law Section	
2001 Legal Assistants Division		
1998 Legal Assistants Division		
1997 Young Lawyers Division		
1996 No Award		
1995 Litigation Section		
1994 No Award		
1993 Litigation Section		
1992 No Award		
1991 Family Law Section		
1990 Litigation Section		

INFO ONLY:

DISCUSSION:

ACTION NEEDED: X

Nomination for Distinguished Section – Estate Planning Section Michelle Mumford

The Estate Planning Section, with approximately 650 members, is one of the most active sections of the Utah State Bar. This past year members of the Estate Planning Section were deeply involved in oversight of potential legislation affecting not just the legal community in regard to Estate Planning, but many other areas even remotely connected to Estate Planning. Members were intimately involved in reviewing, commenting, and meeting with legislators and lobbying for change in over fifteen bills that were either introduced or amended during the legislative session. The Estate Planning Section also helped sponsor an informal branch of the Section to oversee and report back on legislative updates, and there is momentum to formalize this committee in the future. The Section would like to use this as a model for other sections who may want to increase their exposure to the legislative process in their respective practice areas. Please see the attachment with more information on the legislative issues addressed by the committee. (Attached)

The Estate Planning Section holds monthly meetings for purposes of fellowship and CLE and the committee members have recently dramatically increased the quality of speakers. This past year they had three national "keynote speaker" experts educate the section on the latest evolutionary changes to the practice area in an effort to solidify Utah's reputation as a top location in the country for estate planning. Their monthly lunches are well attended by an average of 10% of the overall registered members of the entire section.

Due to Estate Planning's unique nature of affecting many areas of the law, the Section has worked hard to create collaborative meetings, presentations, lunches and events with other sections of the Bar and in participating, donating and supporting many Bar activities and causes, including the Elder Law Section, Tax Section, Salt Lake Estate Planning Council, and the Financial Service Professionals.

Members of The Estate Planning Section are actively involved in charitable efforts in the community such as The Wills for Heroes Program, The Pro Bono Initiative and The Guardian Ad Litem programs.

The Members of the Estate Planning Section's Executive Committee for 2015-2016 are: Andrew L. Howell (Chair), Douglas Cummings (Vice Chair), Geoff Germane (Secretary/Treasurer) and Charles Livsey (Program Chair).

I respectfully request that the Commission consider the Estate Planning Section as a Distinguished Section.

Langdon T. Owen, Jr. Cohne Kinghorn, P.C. lowen@cohnekinghorn.com
(801) 363-4300

LEGISLATIVE UPDATE 2016 (Estate Planning and Elder Law Sections)

The ad hoc legislative committee of the Estate Planning and Elder Law Sections of the Utah Bar was co-chaired during the 2015-2016 legislative season by Cal Curtis and Langdon Owen. The committee considered some matters which did not become bills and looked at a number of bills, supporting some and opposing others and taking no stand on still others. In order for the Sections (only as Sections, not on behalf of the Bar as a whole) to take a position, at least 60% of those members responding need to support the position (i.e., in favor of or against a bill) and the Bar Commission must approve the Section taking a position. The Bar Commission also could take a position on a bill on behalf of the Bar as a whole.

A. Passed Bills. Let's start with the bills that passed.

- 1. <u>Uniform Power of Attorney Act</u>, HB 074 sponsored by Rep. Lowry Snow. Enacts UCA §§ 75-9-101 *et seq*. This bill adopts, with some modifications, the Uniform Act. The Sections supported the bill with the changes, and it passed. Some other changes to the Act proposed by a bank, which changes the committee opposed, were eventually dropped. The bank's suggested change would have invalidated powers executed by residents in facilities like nursing homes or hospitals unless there was a health care certification made at the time. One key change recommended by the committee was that to take some action under a power of attorney will not necessarily impose a duty to take further action (§114). Other section supported changes to the Uniform Act included requiring a notarization (§105), requiring revocations be executed with the same formality as the original power (§110), and choosing alternate A providing some liability for attorney fees for the failure, not in good faith, to honor a power which need not be the statutory form, where an order to honor it must be obtained.
- 2. <u>Disabled Adult Guardianship Amendments</u>, HB 101 sponsored by Rep. Fred Cox. Amends UCA§ 75-5-303. This Act passed over the opposition of the Sections and of the Bar as a whole. The Bill makes an exception to the rule that a potential ward in an adult guardianship proceeding must have separate counsel appointed by the court. Under the exception, the prospective ward need not have counsel where the ward is the child of the person seeking the guardianship appointment, the ward has less than \$20,000, the person appears in court and is given an opportunity to communicate to the extent possible, and the court is satisfied counsel is not needed. At least the Act will sunset automatically July 1, 2018 if not re-passed.

- 3. Guardianship Right of Association, SB111 sponsored by Sen. Todd Weiler. Enacts UCA § 75-5-312.5, and amends UCA § 75-5-312. This Act takes away the discretion of a guardian to prevent a person deemed unsuitable from visiting an adult ward if the person is within broad categories of persons. Without a court order a guardian now will not be able to prevent a person in the defined categories from visiting. The Sections opposed this bill as reflecting poor policy and being very complex. This Act is a variation of the Peter Falk bills being lobbied in state legislatures.
- B. <u>Bills That Died Well</u>. Let's turn now to bills that the Sections were glad to see not pass.
 - 1. <u>Domestic Asset Protection Trust Amendments</u>, HB 111 sponsored by Rep. Earl Tanner. It would have amended various Probate Code Sections, repealed UCA § 25-6-14, and enacted UCA §§ 25-7-101 et seq. This bill was opposed again this year by the Sections. It would have repealed the existing asset protection trust statute and substituted in its place a radical new form of revocable trust granting asset protection up to a limit of about \$200,000 or so under a complex formula.
 - 2. Personal Representative Amendments, HB 463 sponsored by Gage Froerer. It would have amended UCA § 75-3-603. This bill would require a mandatory bond be posted by a personal representative if there is a minor beneficiary of the estate. This bill came up too late in the session to obtain Bar Commission consent for an official position to be taken by the Sections. However, the poll was taken and all responding were opposed. This information was passed on to legislators as a personal report, not as an official position.
- C. <u>Bills That Should Not Have Died</u>. Some bills did not pass although the Sections supported them.
 - 1. <u>Uniform Power of Appointment Act</u>. This Act was not numbered or proposed, but the Committee recommended some changes to it and supported the bill with those changes. It was to have been sponsored by Rep. Snow.
 - 2. <u>Uniform Fiduciary Access to Digital Assets Act</u>, HB 383 sponsored by Rep. Lowry Snow. This would have enacted the Revised UFADA which had been negotiated by the Commissioners for Uniform Acts with various large internet service providers. The Sections supported this bill as a good start bringing some order to a confused area of law.
 - 3. Omnibus Changes. The Section proposed a number of technical changes to the current probate code. This bill did not find a sponsor. It would have amended UCA §§ 75-3-109 (letters an several estates jointly-allowing an informal procedure), 75-3-402 (correcting a typo which changes the meaning; "not" should be "now" as to possession of the original will), 75-5-304

(guardian limitations to be in letters), 75-5-312 (guardian responsible for asset reports etc. only if no conservator is appointed; exception to required reports by a guardian who is a parent extended where a parent is co-guardian), 75-5-421 (legal fees for refusal to honor conservator's letters), 75-5-425 (reference to "executor" to change to "personal representative").

- D. <u>Bills on which no Positions was Taken</u>. There were some bills which the Committee reviewed but on which it took no position.
 - 1. <u>Uniform Real Property Transfer on Death Act</u>, HB 199, sponsored by Lowry Snow. It would have enacted UCA §§ 75-6-401 *et seq*. This bill would have allowed transfer on death deeds. There was not enough time for the committee to adequately review the bill. It did not pass.
 - 2. <u>Monitoring Equipment is a Care Facility</u>, HB 124, sponsored by Rep. Timothy Hawkes. Enacts UCA § 26-21-301 *et seq*. This bill allows family to install video recording or similar devices in the rooms of persons in care facilities. The bill passed.
 - 3. <u>Utah Educational Savings Plan Amendments</u>, HB 216, sponsored by Stewart Barlow. Amends UCA § 75-5a-110. This bill allows a Utah 529 Plan to be held as a Uniform Transfer to Minors Act custodianship. This bill passed.
 - 4. <u>Involuntary Civil Commitment Modifications</u>, HB 274, sponsored by Rep. Edward Redd. It would have amended UCA § 62A-15-629. This bill would have extended the time a person could be held prior to a hearing on a civil commitment, from 24 to 72 hours, where an individual is believed to be mentally ill and a danger to self or others. It did not pass.
- E. **Future Work**. In preparation for the next legislative session, the ad hoc committee would like to continue its work between sessions.
 - 1. <u>Bills to Work On</u>: Some of the supported bills that did not pass will likely come up again. See item C above. A review of the Uniform Real Property Transfer on Death Act should be made because it may well come up again. Further matters may be proposed by the committee based on suggestions from Section members. One such matter for which a working group has been named relates to the spousal elective share provisions. Sen. Hillyard has asked the committee to review a uniform guardianship proposal.
 - 2. <u>Legislative Process</u>. The Committee has already started to consider ways it can work better with the legislature, obtain sponsors for desired legislation, more effectively obtain proposals and submit comments, etc. Among the comments received from the Bar's lobbyist, Steve Foxley, and others, are these suggestions:

- Do not circulate internal committee or section emails or correspondence to legislators.
- Have only one or two print persons appointed for the committee to deal with legislators on a particular bill on which the Sections take a position.
- Section members should contact legislators to inform them that the legislative committee may be able to assist them.
- Try to keep the number of bills proposed by the committee to a few (e.g., three).

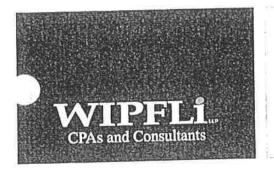
TAB 6



Revised Proposal for Consulting Services
February 25, 2016

Utah State Bar Salt Lake City, Utah

WIPFLI...
CPAs and Consultants



Wipfli LLP 2501 West Beltline Highway, Suite 401 Madison, WI 53713 PO Box 8700 Madison, WI 53708-8700 608.274.1980 fax 608.274.8085 www.wipfli.com

February 25, 2016

Ms. Kellie Bartz, CPA Financial Administrator Utah State Bar 645 South 200 East Salt Lake City, UT 84111

E-mail: Kellie.Bartz@utahbar.org

Dear Ms. Bartz:

Wipfli LLP ("Wipfli") is pleased to present this proposal to assist Utah State Bar (the "State Bar") in conducting an organizational assessment focused on the major expense categories in your annual budget. The ultimate purpose of the project is to understand and/or confirm if the State Bar is efficiently providing services to its members.

Our experienced consultants bring you a solid understanding of business systems, financial operations, and organizational management and governance backgrounds. Our entire team, including the consultants selected to work with you, is dedicated to helping to improve and sustain unique organizations like yours. This translates into passionate advisors who put your needs first.

In the following proposal, Wipfli will confirm expertise and identify the specific areas of requested technical and professional support we can provide the State Bar. We want to assure you that Wipfli can customize our services to meet the needs of the State Bar. When you work with Wipfli we are happy to negotiate pricing based on numerous criteria – number of services requested, type of service, timing of need, etc.

The primary contact for this project is:

Seth Finestack, Senior Manager 7601 France Avenue South, Suite 400 Minneapolis, Minnesota 55435 Telephone: 952.548.6706

E-mail: sfinestack@wipfli.com

Thank you for the opportunity to present our proposal. We believe the Wipfli culture and qualifications are well suited to your needs and will lead to a long-term, mutually beneficial relationship. If you should have any questions or concerns regarding this proposal or if you wish to proceed, please do not hesitate to contact Seth.

Sincerely,

Wipgei LLP Wipfli LLP

Enc.

Table of Contents

	Page
Overview and Purpose	1
Project Approach, Deliverables, and Timing	2
Collaborative Project Preparation	2
On-Site Assessment	3
Compensation and Benefits Comparison	4
Analysis and Results	6
Engagement Team	6
Prior Experience	8
Investment	9
Wipfli History and Experience	10
Conclusion	11
Appendix	
Professional Profiles	A

Duawiew and Purnose

The Utah State Bar (the "State Bar") is seeking consultation in the form of an assessment of the organization's annual budgeting and expenditures. Specifically, the budget should reflect appropriate overhead allocation in the various departments of the State Bar.

Two key goals of this engagement are to (1) review and provide an assessment of the State Bar's annual budget across all expenditure categories; and (2) conduct a wage comparability and benefits assessment for all of the job roles at the State Bar to help ensure compensation expenditures are in line with similar organizations.

Wipfli LLP ("Wipfli") (your prospective consulting partner) proposes a focused assessment which uses our experience, objectivity, and consulting tools to help empower you and your team to prioritize the improvements necessary to meet your stated goals.

This document articulates the details of our proposed process and consulting support services.

Project Approach, Deliverables, and Timing

In response to the State Bar's request for a proposal, we have developed the project approach below. This summary outlines our proposed approach, and is followed by a detailed description of how Wipfli proposes to conduct the work, including a description of deliverables and timeframes required.

Collaborative Project Preparation

Based on the breadth of the budget and its use across the State Bar and with key stakeholders such as the Board, Wipfli recommends holding a collaborative kick-off meeting in a conference call format with you and key members of the Board/management team. The goal of the call will be to develop a project plan with clear expectations for roles, timeline, and success factors. All members of the Wipfli team will attend; and we request as many key members of the State Bar's governance/leadership ("Sponsoring Team") also attend, as available.

APPROACH

Wipfli will develop a detailed agenda around the following components of successful business operations assessment projects:

- Business goals of the project; as well as secondary/desired outcomes
- In scope and out of scope expense categories
- The current budgeting process and budget document summary
- Known business enablers and barriers (e.g., force field analysis)
- Key stakeholder identification and assessment (for interviews and consultations)
- Scheduling and communication for the on-site visit

We expect the preparation meeting to last 2-2.5 hours. Wipfli's team will facilitate the agenda, and we would ask for input in advance such as current business plans, budget process documentation, payroll and benefits information, committee/stakeholder background, etc.

Anticipated Deliverables

- A shared understanding of scope, approach and roles
- Targeted "hot spots" for deeper budget inquiry and assessment
- Input for the wage study and benefits comparison
- A finalized, shared project plan (including timelines and roles)
- A project communications and on-site visit plan
- A document request to review relevant materials before the on-site visit

On-Site Assessment

GOAL

Gather first-person input and insight into the annual budget and its component parts, as well as, knowledge about the State Bar's culture and climate for potential recommended improvements and change.

APPROACH

We will analyze the budget with the State Bar leaders' and managers' input on key categories of expense. The project will focus on how the budget gets built, including key inputs regarding decision-making, edits and updates, and reporting.

The number of interviews and group meetings or focus groups will depend upon the number of people and departments involved in building, reviewing, and receiving/using the budget. However, we will focus on a pre-selected group of individuals from the Board, State Bar association members, management team, and staff. Our approach will consist of:

- Up to 10 interviews
- Up to 4 group meetings or focus groups
- A debrief meeting or follow-up on interviews with you (the Financial Administrator) before wrapping up the on-site visit

The goal of each of these meetings is to learn more about current work processes and systems used to accomplish the budget; as well as individual perspectives on what works and does not work in the current state.

Anticipated Deliverables

- A preliminary fit/gap perspective of the current budget expense categories to similar organizations and best practices in member-associations and nonprofits with which Wipfli has worked.
- Preliminary recommendations for efficiencies in the budgeting process and resulting categories of expense.
- A deeper understanding of the roles and responsibilities of State Bar personnel.
 This will also assist in the development of the compensation study and benefits review.

Compensation and Benefits Comparison

We understand that a key goal of the State Bar is to better understand the appropriateness and market comparison of its payroll and benefits expenses. Wipfli will conduct a Wage Comparability Study for approximately 28 positions, and a review of its benefits offerings relative to available information from similar organizations in the market.

We will take the following steps for this project:

- Study Information Meeting. Conduct a study information meeting to review the scope and methods used to determine payroll and benefits expenses. As part of this meeting, we will discuss the current base compensation and benefits plans, and identify any areas of concern or unique employee situations. We will also discuss the State Bar's desired compensation philosophy and its history and policies in regards to administering benefits.
 - We suggest these meetings be held with a Compensation and Benefits Sub-committee you designate to ensure understanding of the project, answer any questions, and establish timelines. We typically see committees of between three and seven people.
- Provide Current Job Descriptions and Compensation Documents (State Bar). Use your existing position descriptions and benefit summaries as the basis for the reviews. Position descriptions should be updated to ensure current and accurate reflection of today's actual, or planned, roles and responsibilities. Benefits summaries should include the employee handbook (if available), cost of each benefit to employer and employee, as well as any other specific values and coverages available.
- Comparative Market Analysis. Conduct a comparative market analysis of salary data for the State Bar's 28 positions. Determine external pay equity utilizing the position descriptions provided. Published nonprofit, association, and available local market wage survey data will be used as the basis for our analysis. We have a number of surveys in our library of resources, but we will also rely on you to provide us with other survey data to which you may have access as necessary and appropriate.

• Benefits Review. Utilize published, reputable benefits survey data as a primary means to review and compare the State Bar's benefits to those of similar industries. Note: Quality, published benefits survey data has become increasingly difficult to find and compare to as a result of the changes and options in benefits offerings the past several years. As a secondary method of comparison, the State Bar may request benefit summaries and employee handbooks of peer organizations. Wipfli will accommodate the comparison of up to three (3) peer organizations.

We will review the following benefits:

- o Insured benefits (health, dental, life, etc.)
- Paid time off practices (vacation, holiday, sick/disability, etc.)
- o Benefit-related policies within the employee handbook
- Compensation Results. Provide proposed pay ranges for each position or
 position level based on external equity considerations. Pay ranges will be
 comprised of an established minimum, midpoint, and maximum amount. Review
 these results with you and modify as appropriate to finalize.
- Employee Impact Analysis. Perform an employee impact analysis to evaluate
 how current pay practices align with the newly established ranges. This will
 show clearly how each employee's current pay relates to the newly established
 ranges, and help to identify any budgetary implications.
- **Final Report.** Provide a final report of compensation and benefit review results that summarizes the information gathering process, findings, and the estimated cost of any payroll and benefits recommendations.

Analysis and Results

Wipfli believes in providing solutions and consulting that is both actionable and reasonable for our clients. We propose finalizing the scope of work for this project by summarizing our findings and giving a presentation to you, a group of representatives or committee from the Board, and any other key stakeholders of the State Bar's annual budget. The presentation would be accompanied by adequate Q&A time, as well as a joint-planning discussion in which our team can help lay out the best next steps for actualization of recommendations you choose to implement. All members of the Wipfli team will attend, and we request all key members of the Sponsoring Team also attend, as available.

APPROACH

Wipfli will analyze our overall Project findings, compare them to effective practices of other like organizations/associations, and propose changes or improvements to the State Bar's budget. Our presentation agenda will focus around the following areas of your request for consulting:

- Stated goals and scope for the project
- Current state summary for annual budget development and category decisions
- A best practices summary and discussion
- Prioritized recommendations
- Assessment of the gap to achieve the recommendations
- High level estimate of timeline and costs for recommendations
- Culture and change management observations and input

We expect the presentation meeting to span 3-4 hours on one day, and take place at your office. Wipfli's team will facilitate the agenda.

Anticipated Deliverables

- Final report presentation (in PowerPoint or similar format)
- Joint planning discussion notes

Engagement Team

Dedicated Management Consulting Staff

To provide the State Bar with outstanding service, Wipfli has over 75 dedicated nonprofit and government professionals on staff. This provides you with access to business experts in your industry who can offer extensive training, consulting, products, and services.

All of our associates work collaboratively to ensure effective and efficient communication with the State Bar's staff. The associates who will work with you apply professional knowledge and administrative ability to government, nonprofit and service industry-related projects on a daily basis. We take pride in understanding our clients, and we care about each of our clients and your people. We value interpersonal, leadership, and communication skills, and we have systems and training in place internally to ensure all of our associates are skilled in these areas.

You will find our associates think logically, independently, and creatively on client engagements. Below is a list of associates who we have identified to work with the State Bar on this Project. Full professional profiles can be found in the Appendix.

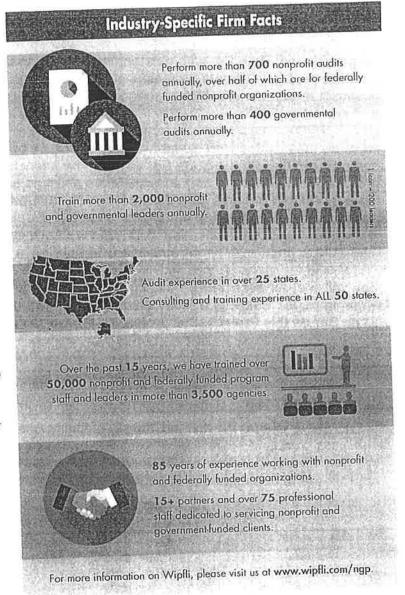
- Seth Finestack, Senior Manager Primary Point of Contact
- Shelly Schwane, Senior Consultant Primary HR & Organizational Development Consultant
- Steve Lipton, Partner in Charge Quality Assurance and Industry Expertise

We may also utilize other professional resources as we determine are necessary and appropriate to complete this engagement in an appropriate and timely manner.

Prior Experience

Wipfli has a full-spectrum consulting practice offering a wealth of knowledge in a broad range of consulting disciplines. From strategic alignment, process improvement, and organizational development to technology integration and software development, our approximately 300 consulting associates can address your critical business issues to generate the powerful, sustainable solutions you need to be competitive. Our multidisciplinary approach integrates and addresses financial, process, people, technology, and customer considerations in all of our solutions. This unique approach helps you get closer to your customers and drive more revenue, increase the efficiency of your operations, improve your organizational effectiveness, mitigate your risks, and strengthen your position in the marketplace.

A list of references for similar work can be provided to State Bar upon request.



investment

We expect this engagement will be carried out with a combination of off-site document review, one or more facilitated conference calls, and two (2) on-site visits for up to five (5) days by two to three consultants at a time. This project will be led by Seth Finestack, Senior Manager, who will oversee the engagement to ensure Wipfli's quality standards are met. Seth Finestack, Shelly Schwane, and Steve Lipton will conduct the majority of on-site and external interviews and meetings.

Our consulting fees for this engagement are estimated to be \$25,000, plus out-of-pocket expenses. Out-of-pocket expenses (i.e., airfare, hotel, meals, parking, etc.) will be billed at cost, we estimate these costs to be \$3,500.

We will work with you to develop a comprehensive time and events schedule.

Our fee estimate is effective for 90 days from the date of this proposal.

Should additional scope need to be added to this project, an estimate of the cost will be brought the State Bar's attention prior to performing the work.

Wipfli History and Experience

For more than 80 years, nonprofit and government organizations have relied on the experienced professionals at Wipfli for advice. Wipfli is a multidiscipline, regional professional services firm. We are one of the largest accounting firms in the United States. At Wipfli, your agency will have access to resources of a large firm and receive the personal attention of a local firm.

Our mission is to serve as our clients' most trusted advisor, with a relentless commitment to creating value and securing the future of the business and communities we live in. As a trusted business advisor to more than 24,000 clients, we enjoy a solid reputation as experts in multiple industries. The majority of our clients are middle-market companies, government entities, and nonprofits who benefit from the professional services we provide to improve their financial situation and overall operating effectiveness. Our services focus on improving the key components of every successful organization:

Firm Facts

- One of the largest accounting firms in the United States
- Recognized leader in serving the nonprofit industry
- Over 1,500 staff members serving offices in Wisconsin, Minnesota, Illinois, Idaho, Pennsylvania, Montana, and Washington
- Nonprofit group consists of 15 partners and 75 professional staff
- Member of Allinial Global
- Awards and Accolades
 - Accounting Today's Top Firms by AUM (2010, 2011)
 - Accounting Today's VAR 100 list (2010, 2011, 2012)
 - Technology Pacesetter List (2010, 2011)
 - Best Accounting Firms to Work For (2008)
 - Microsoft Dynamics Inner Circle and Presidents Club (2012)

For more information on Wipfli, please visit us at www.wipfli.com.

- Strategic planning
- Risk management
- · Process and performance management
- Human resources and talent management
- Operations and organization structure
- Systems and information technology
- Marketing, sales, and customer service
- Audit, tax, investment, and financial advice and assurance

Wipfli is a member of Allinial Global. Allinial Global is an association of independent accounting and consulting firms. Sharing of knowledge and skills among member firms permits us to provide additional expertise in the handling of any business problem.

Firm Structure

Wipfli LLP is a limited liability partnership, formed in 1930, with capital provided by the firm's 181 partners. The firm has over 1,500 employees and operates 32 offices in Wisconsin, Minnesota, Illinois, Idaho, Pennsylvania, Montana, and the state of Washington, and two in India. Our headquarters is located in Milwaukee, Wisconsin.

Minority/Small Business

Wipfli does not qualify as a small business firm as defined by the Small Business Administration (13 CFR 121.201) because of having annual receipts for the last three fiscal years of more than \$6,000,000. Although 42 of Wipfli's 182 partners are women, we do not meet the definition of a minority or women business enterprise (51% ownership). We are above the AICPA's average for female/male partner ratios compared with other firms.

I mentiusion

The information contained in this proposal document is for discussion purposes only and does not constitute a binding contract between you or your organization and Wipfli LLP. If the above services and information are acceptable and you wish to proceed, we will prepare a formal engagement letter for you to sign, which will address the specific scope, responsibilities, and criteria relative to our engagement. The engagement letter will constitute the entirety of the terms and conditions of our arrangement with you.

Commitment to sustainability

Wipfli LLP supports sustainability efforts, which consider present needs without compromising the ability of future generations to meet their needs. We use the four directions of the Compass as our lens for sustainability: N—Nature, E—Economy, S—Society, W—Well-being. This ensures a balanced and holistic approach to sustainability planning and decision making for Wipfli's clients and associates.

Appendix







Certifications:

Certified Professional Facilitator

Six Sigma Green Belt

Seth M. Finestack Senior Manager

Current Position and Responsibilities

Seth Finestack is a senior manager in Wipfli LLP's nonprofit and government practice and helps to lead our strategy, organizational development, and HR solutions across the firm. Drawing from a decade of consulting for Fortune 1000 organizations, he now helps mission-driven clients transform their businesses into community and industry leaders. Seth trains, consults, and facilitates transformation planning, change leadership, and organizational alignment priorities.

Specializations

- Strategic planning
- Organizational development
- · Process improvement, alignment, and redesign
- · Leadership development
- · Change management
- · Large and small group facilitation
- Technology integration and adoption

Past Experience

- Change management consultant for an international Big Four CPA and consulting firm
- · Major account consultant for a national management consulting firm
- Communications consultant for a Big Three automotive corporation
- Strategic planning facilitator for over 25 organizations of all sizes

Professional Memberships and Activities

- International Association of Facilitators(IAF) Member
- Minnesota Council of Nonprofits (MCN) Member
- Society for Human Resource Management (SHRM) Member
- · Leadership Saint Paul Class of 2010
- Eco Education St. Paul Board member

Education

Northwestern University

Master of science degree in integrated marketing communication

University of Kansas

· Bachelor of arts degree in English - Graduated magna cum laude

Contact Information:

Please contact Seth in our Minneapolis office.
Office: 952,548,6706

E-mail: sfinestack@wipfli.com

WWW.ANDPITE.ST







Certifications:

Spanish

Shelly R. Schwane

Senior Consultant

Current Position and Responsibilities

Shelly Schwane is a senior consultant in Wipfli LLP's nonprofit and government practice. She shares her diverse background in data analytics, program development, and operational planning to help clients infuse viability into their missions and thrive as community leaders. Driven by a passion for social change, Shelly's goal is to strengthen her clients through fair and equitable wage structures, change management, and understanding of generational differences. She also provides client trainings and presents at conferences on a variety of human resources, leadership, and organizational development topics.

Specializations

- Organizational development
- · Strategic planning
- · Performance management
- · Community engagement
- · Wage comparability analysis
- Process improvement and alignment
- Change management
- · Research and data analysis
- Program evaluation and outcomes metrics development

Past Experience

- Associate director for an international, fee-based, not-for-profit organization
- Clinic operations specialist for a community counseling center

Professional Memberships and Activities

- United Way Campaign manager
- Community Shares Campaign manager
- Big Brothers/Big Sisters of Dane County Gala Committee member
- Downtown Madison, Inc. Member
- CONNECT Madison Member
- United Way Community Solutions Team, Growing Up Getting Ready Member
- Wipfli Inclusion Network Committee Member
- National Alliance on Mental Illness Member
- National Society of Collegiate Scholars Member

Education

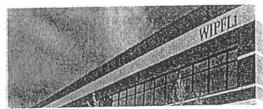
University of Wisconsin-Madison

Bachelor of science degree in psychology - Graduated magna cum laude

Contact Information:

Please contact Shelly in our Minneapolis office.

Office: 952.548.3351 E-mail: sschwane@wipfli.com









Steven P. Lipton Partner

Current Position and Responsibilities

Steve Lipton leads Wipfli LLP's nonprofit and government practice, a diverse group of accounting and consulting professionals deeply focused on the needs of nonprofit organizations and units of government. He and his team help organizations achieve their mission by improving their performance while helping them stay in compliance.

Specializations

- Work with organizations' senior leadership to determine and execute strategy
- Coach organization leaders on addressing root cause issues that impair success
- Help organizations understand the impact of technology on improving their operations and how to implement effective technology governance
- Develop innovative methods and products to improve organizations' productivity
- Develop and deliver training programs

Past Experience

- Manager in former Big Four accounting and consulting firm
- Led technology deployment at top international law firm
- Partner in charge of Wipfli's information technology group

Awards

- In Business Magazine's Executive Register
- Published in Journal of Accountancy
- Sage Reseller of the Year

Professional Memberships and Activities

- American Institute of Certified Public Accountants (AICPA) Member
- Information Technology Association Member
- Boys and Girls Club of Dane County Board president-elect
- Business Education Partnership Member
- Leadership Greater Madison Member
- Madison Museum of Contemporary Art, Technology Advisory Committee Member

Education

Northern Illinois University

Master of business administration degree

University of Illinois at Urbana-Champaign

Bachelor of arts degree

Contact Information: Please contact Steve in our

Madison office. Office: 608.270.2925 E-mail: slipton@wipfli.com

TAB

UTAH BAR COMMISSION MEETING AGENDA ITEM

Title:

Second Judicial Court Nominating Commission Nominees

Item:

2.6

Submitted by:

John Baldwin

Meeting Date:

May 20, 2016

ITEM/ISSUE:

To select six nominees for the Second Judicial Court Nominating Commission.

SUMMARY:

The Bar is seeking applications from lawyers to serve on the Second District Trial Court Nominating Commission. The Commission nominates judges to fill vacancies on the district court and the juvenile court within the Second Judicial District. Two lawyers are appointed by the Governor from a list of six nominees provided by the Bar.

Commissioners must be citizens of the United States and residents of the Second District (Davis, Morgan and Weber Counties). Commissioners are appointed for one term of four years and may not serve successive terms. No more than four of the seven members of the nominating commission may be of the same political party.

APPLICANTS:

DEMOCRAT

- 1. Joanna Gustafson Bell
- 2. Kathi Sjoberg

REPUBLICAN

- 1. David L. Mortensen
- 2. Tyler Moss
- 3. Joseph C. Rust

INDEPENDENT

1. Stewart M. Young

DISCUSSION: ACTION NEEDED: X

INFO ONLY:

Second Judicial District Nominating Commission

The Bar is seeking applications from lawyers to serve on the Second District Trial Court Nominating Commission. The Commission nominates judges to fill vacancies on the district court and the juvenile court within the Second Judicial District. Two lawyers are appointed to the Commission by the Governor from a list of six nominees provided by the Bar.

Commissioners must be citizens of the United States and residents of the Second District (Davis, Morgan and Weber Counties). Commissioners are appointed for one term of four years and may not serve successive terms. No more than four of the seven members of the nominating commission may be of the same political party. You must identify your political party or if you are politically independent.

Submit resumes to John C. Baldwin, Executive Director, by email at john.baldwin@utahbar.org, or by mail at 645 South 200 East, Salt Lake City, UT 84111. Resumes must be received by Thursday, May 19, 2016.

Monday, May 2, 2016 10:46 AM

Board Title

Judicial Nominating Commission District 2

Department

Commission on Criminal & Juvenile Justice

Code

Utah Const. Article VIII-8 & UCA 78A-10-301

Code URL

N/A

Board URL

N/A

Yearly Meetings

o times per year

Term Length

4 years

Compensation

Per Diem And Expenses

Political Diversity

Senate Confirmation

No

Legislative

No

Appointment

Agency Appointment No

Governor **Appointment** Yes

Repealed Date

Board Status

Active

Contacts

Gordon, Ron

801-538-1432

Taylor, Monica

801-538-1856

Requirements

This commission nominates judges of district and juvenile courts in the Second Judicial District, which includes Davis, Weber & Morgan counties.

The commission consists of seven commissioners appointed by the governor to serve a single four-year term. Must be a U.S. Citizen, a resident of Utah, and a resident of the geographic division represented.

Commissioners may not be a member of the Legislature. No more than four commissioners may be from the same political party.

The governor must appoint two commissioners from a list of nominees provided by the Utah State Bar. However, the governor may not appoint more than four persons who are members of the Utah State Bar.

The Chief Justice of the Supreme Court, or his designee, is an ex-officio, nonvoting member.

The governor shall appoint the chair from among the membership.

Description

N/A

Positions

Board member	Туре	Qualification	Original Appointment	Current Appointment	Expiration
Bishop, Brent L.	Member	Appointed by the Governor	4/1/2012	04/01/2012	3/31/2016
Brown, Mara	Member	Recommended by the Utah State Bar	4/1/2012	04/01/2012	3/31/2016
Durrant, Matthew B.	Member	Chief Justice of the Supreme Court	4/1/2012	04/01/2012	N/A
Hoskins, Catherine	Member	Recommended by the Utah State Bar	4/1/2012	04/01/2012	3/31/2016
Kruitbosch, Darcy	Member	Appointed by the Governor	4/1/2012	04/01/2012	3/31/2016
Namba, Brian J.	Member	Appointed by the Governor	4/1/2012	04/01/2012	3/31/2016
Shurtliff, Lawanna	Member	Appointed by the Governor	4/1/2012	04/01/2012	3/31/2016
Tan, Patrick	Member	Recommended by the Utah State Bar	4/1/2012	04/01/2012	3/31/2016

Christy Abad

From:

John Baldwin

Sent:

Monday, May 09, 2016 1:52 PM

To:

'Joanna Bell'

Cc:

Kenyon Dove; Christy Abad Subject: RE: Nominating Committee

Joanna,

Thank you for your application to serve on the 2nd District Nominating Commission and for your willingness to get involved in this important process. The Bar Commission will be selecting a panel of six on May 20th to forward to the Governor and will let you know then the outcome of the Bar Commission's process then. We really appreciate your responding to our solicitation and wish you the best.

John

From: Joanna Bell [mailto:joanna@hepworthmurray.com]

Sent: Thursday, May 05, 2016 3:21 PM

To: John Baldwin

Subject: Nominating Committee

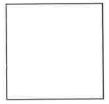
Please find my resume attached for the 2nd District Nominating Committee. It also requests that we list our political party--I am a Democrat.

Thanks.

Joanna Gustafson Bell

Joanna G. Bell

Attorney at Law Joanna@HepworthMurray.com



Hepworth, Murray & Associates, LLC

801-872-2222 (office) HepworthMurray.com Facebook.com/hepworthmurray

Headquarters Location:

140 South Main Bountiful, Utah 84010 (mail received here)

Salt Lake City Locations:

299 South Main Suite 1300 Salt Lake City, Utah 84111 4001 S 700 E Fifth Floor Murray, Utah 84107 10808 S River Front Parkway, Ste. 300 South Jordan, Utah 84095

CONFIDENTIALITY: The information contained in this e-mail message is attorney privileged and confidential information, intended only for the use of the individual or entity named above. If the reader of this message is not the intended recipient, you are hereby notified that any dissemination, distribution or copy of this communication is strictly prohibited. If you have received this communication in error, please notify me immediately by

JOANNA BELL

784 Northridge Drive Bountiful, Utah 84010 • 801-298-6397 • jcgbell@gmail.com

WORK EXPERIENCE

ATTORNEY AT LAW

FAMILY LAW-HEPWORTH, MURRAY & ASSOCIATES

2015-CURRENT

Represent clients through divorce, paternity and modifications cases.

Assist clients with retirement, trusts and other estate planning requirements after divorce.

ESTATE PLANNING 2014-2015

Estate planning specializing in the needs of young families.

Specialized training in health care documentation including HIPPA.

Volunteer with YLD Utah State Bar's Wills for Heroes program.

ZYPREXA CLASS ACTION LAWSUIT

2006-2007

Researched health care and medical documents as part of the billion dollar multi-state class action lawsuit representing misuse of governments health care programs such as Medicare/Medicaid.

Reviewed documents for plaintiffs in this lawsuit against Eli Lily and Co.

Trained on cutting edge legal software to analyze case materials suitable for clients.

GUARDIAN AD LITEM 2002

Volunteer attorney for the Guardian Ad Litem office. Represented the needs of children in a high conflict divorce.

LAW CLERK, IVIE & YOUNG

1999-2001

Legal clerk for the personal injury and insurance defense firm.

Wrote documents and researched legal issues for State Farm Insurance defense and medical claims stemming from personal injury accidents.

EDUCATION

JURIS DOCTORATE

J. REUBEN CLARK LAW SCHOOL, BRIGHAM YOUNG UNIVERSITY

2001

TRIAL ADVOCACY TEAM

FOUNDING MEMBER OF THE SCHOOLEY MEDIATION CENTER

NATIVE AMERICAN LAW SOCIETY, TREASURER

BACHELOR OF ARTS CUM LAUDE, WITH HONORS

1998

BRIGHAM YOUNG UNIVERSITY HONORS PROGRAM GRADUATE

STUDIES INCLUDED COURSES TAKEN AT GEORGETOWN UNIVERSITY, JERUSALEM CENTER FOR NEAR EASTERN STUDIES, UNIVERSITY OF OREGON, LONDON STUDY ABROAD

BAR MEMBERSHIPS & TRAINING

UTAH STATE BAR, 2001-PRESENT

PASCUA YAQUI INDIAN COURT, ARIZONA 2004

ADDITIONAL CONFLICT RESOLUTION TRAINING: BASIC & DOMESTIC MEDIATION TRAINING 2001 & 2014 FAMILY LAW AND ESTATE PLANNING PRACTICE USED HOTDOCS.

Christy Abad

From:

John Baldwin

Sent:

Monday, May 09, 2016 1:52 PM

To:

Kenyon Dove; Christy Abad

Subject: FW: Second Judicial District Nominating Commission

Kathi,

Thank you for your application to serve on the 2nd District Nominating Commission and for your willingness to get involved in this important process. The Bar Commission will be selecting a panel of six on May 20th to forward to the Governor and will let you know then the outcome of the Bar Commission's process then. We really appreciate your responding to our solicitation and wish you the best.

John

From: Kathi Sjoberg [mailto:kathis@co.davis.ut.us]

Sent: Thursday, May 05, 2016 3:48 PM

To: John Baldwin

Subject: Second Judicial District Nominating Commission

Hi John,

Please find my resume attached. I would like to be considered for a position on the Nominating Commission for the Second Judicial District. It is not stated on my resume, but my political affiliation is Democratic.

I believe that my many years of practice in Davis County have given me the opportunity to interact with many attorneys who practice in the Second District and who may apply for these judicial vacancies. I have also have the opportunity to work with many different judges. I have observed what types of demeanor and personalities are most effective and impactful in dealing with the people and cases that come before the Court. I believe this is crucial as our mission is to nominate as judges those persons who will administer justice in a fair and impartial manner.

Thank you for your consideration. I look forward to hearing from you about this opportunity.

Sincerely,

Kathi Sjoberg Deputy Davis County Attorney 801-447-3954

KATHI SJOBERG

827 South 750 East Bountiful, Utah 84010

Tel: 801-296-2481 Cell: 801-510-7552 Email: <u>kathisjoberg@gmail.com</u>

WORK EXPERIENCE

April 1989 - Present

Deputy Davis County Attorney

Davis County Farmington, Utah

Prosecution of cases in Justice, Juvenile and District Courts. Duties include screening, filing and handling all stages of case prosecution, including both jury and non-jury trials at felony and misdemeanor level.

September 1988 -January 1989 **Hearing Officer**

Salt Lake County Board of Equalization

Salt Lake City, Utah

Presided at property tax appeal hearings for the Salt Lake Board of Equalization and made recommendations regarding property values after hearing evidence from tax payers and the Salt Lake County Assessor.

October 1986 – September 1988 Law Clerk

Tibbals, Howell, Jones & Moxley

Salt Lake City, Utah

Performed legal research, prepared briefs on cases and motions, and provided assistance as requested on cases handled by the law firm.

EDUCATION

August 1985 – May 1988 University of Utah, College of Law

Salt Lake City, Utah

J.D.

September 1980 -

June 1984

University of Utah

Salt Lake City, Utah B.S. in Sociology

MEMBERSHIPS

Board Member for Utah Law Related Education, 2006 - present

REFERENCES

Available upon request.

Christy Abad

From: John Baldwin

Sent: Monday, May 09, 2016 1:44 PM

To: 'Mortensen, David L.'

Cc: Kenyon Dove; Christy Abad

Subject: Applicants Sought for 2nd Judicial District Nominating Commission

Dave,

Thank you for your application to serve on the 2nd District Nominating Commission and for your willingness to get involved in this important process. The Bar Commission will be selecting a panel of six on May 20th to forward to the Governor. We will let you know then the outcome of the Bar Commission's process. We really appreciate your responding to our solicitation and wish you the best.

John

From: Mortensen, David L. [mailto:david.mortensen@stoel.com]

Sent: Friday, May 06, 2016 3:07 PM

To: John Baldwin

Subject: RE: Applicants Sought for 2nd Judicial District Nominating Commission

Dear John,

As set forth below, I attach a letter and my resume, applying for a position on the Second District Trial Court Nominating Commission. Please let me know if you need additional information.

Best Regards,

Dave

David L. Mortensen | Attorney

STOEL RIVES LLP | 201 S Main Street, Suite 1100 | Salt Lake City, UT 84111-4904

Direct: (801) 578-6909 | Mobile: (801) 631-6028 | Fax: (801) 578-6999

dlmortensen@stoel.com | Bio | vCard | www.stoel.com

This email may contain material that is confidential, privileged and/or attorney work product for the sole use of the intended recipient. Any unauthorized review, use, or distribution is prohibited and may be unlawful.

From: SpecialProjects [mailto:SpecialProjects@utahbar.org]

Sent: Thursday, May 05, 2016 11:22 AM

To: USBListserv

Subject: Applicants Sought for 2nd Judicial District Nominating Commission

Second Judicial District Nominating Commission

The Bar is seeking applications from lawyers to serve on the Second District Trial Court Nominating Commission. The Commission nominates judges to fill vacancies on the district court and the juvenile court within the Second Judicial District. Two lawyers are appointed to the Commission by the Governor from a list of six nominees provided by the Bar.



201 S. Main Street, State 1000 Sult Lake City, Utah 84H1 main 801.328.3131 fax 801.578.6999 www.stocl.com

DAVID L. MORTENSEN Direct (801) 578-6909 dlmortensen@stocl.com

May 6, 2016

VIA EMAIL

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

Re: Second District Trial Court Nominating Commission

Dear John,

I write to apply for a position on the Second District Trial Court Nominating Commission. As requested, I enclose a copy of my resume. Also, I am a resident of the Second District (living in Bountiful, Utah) and a member of the Republican Party.

I invite you to contact me if you need additional information. Thank you for your consideration.

Best Regards,

David L. Mortensen

David L. Mortensen

Experience

David Mortensen is a partner engaging in complex business litigation with an emphasis in intellectual property, antitrust, securities and real property matters. He has represented individual and business clients in appellate and trial disputes involving the protection of intellectual property, including copyrights, patents, trademarks, trade dress and trade secrets. David has also represented businesses and individuals in securities and antitrust disputes raising a variety of issues including the transfer of restricted stock, stock price manipulation, regulatory investigations and violations of the Sherman and Clayton Acts. His commercial litigation experience in other substantive areas includes business tort, bankruptcy, environmental contamination, federal Indian law and products liability.

Prior to joining Stoel Rives, David was a Judicial Clerk (1998-1999) for the Honorable Stephen S. Trott, Circuit Court Judge for the United States Court of Appeals for the Ninth Circuit.

Representative Work

- SunCrest, L.L.C. v. Micron Technology, Inc. (3rd D. Utah) Represented one of the world's largest semiconductor companies in breach of contract and business tort litigation. The case settled on extremely favorable terms following successful completion of discovery and extensive motion practice.
- Gold Cross Ambulance Services, Inc. v. West Valley City (3rd D. Utah) Represented second largest city in Utah in constitutional challenge to
 amendments to the Utah Emergency Medical Services System Act brought by
 private ambulance provider. Obtained a directed verdict in favor of client after
 nine-day trial.
- GE Capital Financial Inc. v. Sky King, Inc. (D. Utah and AAA Arbitration) Represented a commercial lender in litigation with a charter airline company,
 which counterclaimed for business interruption. Obtained summary judgment in
 federal court and an arbitration award for the full amount of client's claims plus
 attorneys' fees.
- SliceX, Inc. v. Aeroflex Colorado Springs, Inc. (D. Utah) Represented a
 worldwide provider of microelectronic test and measurement products in a
 breach of contract and business tort case. Obtained summary judgment on three
 of the plaintiffs five claims before trial and obtained a judgment in favor of the
 client on the remaining claims after trial.
- PacifiCorp v. Mobil Oil Corporation (D. Utah and Navajo Sup. Ct.) Represented public utility in litigation involving breach of contract. Obtained a decision in



Partner

Salt Lake City, UT (801) 578-6909 direct (801) 578-6999 fax

david.mortensen@stoel.com

Education

- Brigham Young University J. Reuben Clark Law School, J.D., 1998, magna cum laude Order of the Coif Managing Editor, Brigham Young University Law Review
- Brigham Young University, B.A., 1995

Admissions

- Utah
- U.S. Supreme Court
- U.S. Courts of Appeals for the Ninth,
 Tenth, Eleventh and Federal Circuits
- U.S. District Courts for the District of Utah, District of Colorado and Southern District of Florida

Languages

Japanese

David L. Mortensen

favor of client from the Navajo District Court and the Navajo Supreme Court. Thereafter, the case settled on favorable terms.

- Overstock.com, Inc. v. SmartBargains, Inc. (3rd D. Utah) Represented internet retailer in litigation involving statutory and common law business tort claims. Obtained summary judgment in favor of client and successfully defended the decision on appeal.
- In the Matter of the Proposed Termination of Beehive Science & Technology Academy's Charter (Utah Charter School Board) Represented a charter school in an administrative hearing before the Utah Charter School Board. Following a two-day hearing,
 obtained a decision in favor of client.
- Bird v. Pier 49 Pizza, Inc. (In re H.R. Enterprises) (Bankr. Utah) Represented a pizza franchising company in fraudulent transfer bankruptcy litigation. Obtained a favorable verdict after a seven-day trial.
- SUWA v. Wasatch Oil & Gas, LLC (D. Utah) Represented natural gas company in litigation brought to enjoin re-drilling of a natural gas well on public lands. Case was resolved after successfully obtaining decisions denying motions for temporary restraining order and preliminary injunction.
- First Mirage, Inc. v. Health Sciences Group, Inc. (D. Oregon) Represented investment firm in action involving contested transfer of restricted stock and claims for stock price manipulation. Case settled on favorable terms after we obtained favorable summary judgment rulings.
- EnviroTech v. Thomas Pump & Machinery, Inc. (D. Utah) Represented industrial pump manufacturer and distributor in patent litigation. Obtained favorable settlement after successful pretrial motions.
- Fieldstone Mortgage Company v. Attorneys' Title Guaranty Fund (3rd D. Utah) Represented a residential lender in cases involving breach of contract, fraud and other business tort claims. Obtained successful settlement including recovery of amounts owed to lender.
- *lomed, Inc.* v. *Cermatec, Inc.* (3rd D. Utah) Represented research and development company in defense of business tort claims including misappropriation of trade secrets relating to medical device. Obtained a favorable settlement.
- Sierra Stone v. Commercial Lending Group (D. Texas) Represented stone engraving company in defense of business tort claims including misappropriation of trade secrets. Obtained a favorable settlement.
- Sport Court International, Inc. v. Swiss Flex North America, L.L.C. (D. Utah) Represented sport court manufacturer in a trademark dispute. Obtained a favorable settlement.

Professional Honors and Activities

- Listed in Mountain States Super Lawyers® (Business Litigation, Intellectual Property Litigation), 2012-2015
- Listed among Rising StarsSM, Mountain States Super Lawyers®, 2011
- Selected as a Utah Legal Elite Civil Trial/Business Litigation Sections by Utah Business, 2006, 2010, 2011, 2013, 2014
- A.H. Christensen Award for Excellence in Advocacy
- Federal Bar Association, Utah Chapter Board of Trustees, 2012-present
- Government Law Section, Utah State Bar, Chair, 2008-2012; Secretary, 2006-2007



David L. Mortensen

- J. Reuben Clark Law Society, Chair, Young Lawyers Committee, 2002-2004; Chair, Membership Committee, 2005-2009; Liaison to the University of Utah Student Chapter, 2009-2010
- Young Lawyers Division, Utah State Bar, Vice Chair, Bar Journal Committee, 2002-2003
- Member, Litigation Section, American Bar Association, 2005-present
- Member, Davis County Bar Association, 2005-present
- Alumni Board, Brigham Young University J. Reuben Clark Law School, President-Elect, 2013; Chair of Events Committee, 2010-2011; Chair of CLE Committee, 2009-2010; Member, 2002-present

Presentations

- "New Year, New Rules: Making Sense of Utah's New Rules of Civil Procedure," Salt Lake City, Utah, Feb. 2, 2012
- "Legal Trends for Charter Schools," Salt Lake City, Utah, Nov. 4, 2010
- "License Litigation and Trends in Judicial Enforcement," Brigham Young University Law School, Provo, Utah, Mar. 21, 2007
- "Shoplifters Will Be Prosecuted: Preventing Theft of Your Intellectual Property," Stoel Rives LLP, Salt Lake City, Utah, Feb. 21, 2007
- "Use of Depositions in Trial," Stoel Rives LLP, Salt Lake City, Utah, Aug. 2, 2006

Publications

• "In re Young: A Correct but Unnecessary Constitutional Decision," BYU Law Review 647, 1998

Civic Activities

- The Children's Museum of Utah, Board of Trustees, 2002-2010; Governing Committee, 2005-2010; Secretary, 2003-2006
- Mueller Park Baseball, President, 2012-2014; Secretary, 2010-2011; Board of Trustees, 2009-present
- Cal Ripken Baseball, Utah District Commissioner, 2014-present.



Christy	Aba	d
---------	-----	---

From: Tyler Moss [tylermoss22@gmail.com] Monday, May 09, 2016 1:54 PM Sent: To: John Baldwin Cc: Kenyon Dove; Christy Abad Subject: Re: Application for Second Judicial District Nominating Commission Thanks, John. I'll look forward to hearing from the Bar Commission. On Mon, May 9, 2016 at 1:50 PM, John Baldwin < john.baldwin@utahbar.org > wrote: Tyler, Thank you for your application to serve on the 2nd District Nominating Commission and for your willingness to get involved in this important process. The Bar Commission will be selecting a panel of six on May 20th to forward to the Governor and will let you know then the outcome of the Bar Commission's process then. We really appreciate your responding to our solicitation and wish you the best. John From: Tyler Moss [mailto:tylermoss22@qmail.com] Sent: Friday, May 06, 2016 10:47 AM To: John Baldwin Subject: Application for Second Judicial District Nominating Commission Mr. Baldwin: Please find attached my application to serve on the Second District Trial Court Nominating Commission. Per the corresponding notice instructions, I have only submitted my professional resume. Should you need additional information, feel free to let me know.

Best regards,

Tyler J. Moss

230 W. Pages Place, Twnh. #3, Bountiful, Utah 84010 | Cell: (801) 884-9100 | tylermoss22@gmail.com

EXPERIENCE:

Ostler Moss & Thompson, Salt Lake City, Utah

April 2015 – Present

Attorney: Represent clients in all phases of business litigation and education law.

- Won appeal to the Arizona Court of Appeals reversing an arbitration award in violation of Arizona's public policy. *See Jackson White, P.C. v. DOS Land Holdings, LLLC*, Case No. CV2012-091011 (Ariz. 2016);
- Successfully appealed to the Utah Court of Appeals reversing a dismissal based on a forum non-conveniens provision in an international franchise agreement. See Bad Ass Coffee Co. of Hawaii v. Royal Aloha Int'l, LLC, 2015 UT App 303, 365 P.3d 161 (Utah 2015); and
- Summary judgment granted in favor of client on all major claims in an improper derivative action against the partner of a limited partnership. See Nee v. Park Place Fund of Utah, Ltd., Case No. 140901891 (Utah 2016).

Lathrop & Gage, LLP, Kansas City, Missouri

May 2012 – April 2015

Associate Attorney and Summer Associate: Manage various aspects of over 25 cases in state and federal courts for a national law firm with over 300 attorneys and 11 offices nationwide.

- Complete defense verdict in favor of our client, a national railroad company, in a week-long jury trial involving a claim in excess of \$3,000,000. See Pantoja, Sr. vs. BNSF Railway Co., Case No. 10-CV-78 (Kan. 2014);
- Successfully appealed to the Kansas Supreme Court upholding client's argument that a purported contract was invalid and unenforceable. *See Rosen v. Hartstein*, Case. No. 12-108479 (Kan. 2014); and
- Won summary judgment in a trust and estate dispute involving \$1.2 million in total assets. See University of Kansas v. Miller, Case No. 12-CV-1234 (Kan. 2014).

United States District Court of Nebraska, Omaha, Nebraska

May 2011 – August 2011

Law Clerk for Federal Chief Judge Joseph F. Bataillon: Performed legal research and drafted memoranda decisions for both criminal and civil cases.

• Assisted the Judge in courtroom proceedings, including pretrial conferences, daily evidentiary and sentencing hearings, and one (1) bench and three (3) jury trials.

EDUCATION:

Creighton University School of Law, Omaha, Nebraska

August 2010 - May 2013

J.D., Litigation Concentration

Honors/Activities:

Creighton Law Review, Editorial Staff and Published Author

• Siefert v. Alexander: The Seventh Circuit Erroneously Found the Endorsement Clause Constitutional in an Effort to Confront the Ethical Dilemmas of Judicial Elections, 45 CREIGHTON L. REV. 893 (2012).

Order of the Barristers

Recipient of the Honorable Lyle E. Strom Scholar in Trial Advocacy

National Trial Team, Coached by Professor Collin R. Mangrum

American Association for Justice Trial Competition, Semi-Finalist (2013)

CALI Excellence for the Future Award Winner (Criminal Law)

Dean's Academic Scholarship (2010-2013)

January 2007 – May 2010

University of Utah, Salt Lake City, Utah

B.A. Political Science; Minor in Campaign Management

Honors/Activities:

Hinckley Institute of Politics, Intern

Associate Director of ASUU Student Government, Government Relations Board (2008-2009)

Dean's List of Academics (2008-2010)

BAR ADMISSIONS:

Admitted to state and federal courts in Utah, Kansas, and Missouri.

PROFESSIONAL AFFILIATIONS:

Utah State Bar, The Missouri Bar, Kansas Bar Association, and American Bar Association.

POLITICAL PARTY AFFILIATIONS:

Republican Party, Utah State GOP Delegate (2016), and Davis County GOP Delegate (2016).

REFERENCES:

The Honorable Joseph F. Bataillon, (402) 661-7302, bataillon@ned.uscourts.gov Curtis L. Tideman, Lathrop & Gage, LLP, (913) 451-5138, ctideman@lathropgage.com Blake T. Ostler, Ostler Moss & Thompson, (801) 575-5000, supes00@gmail.com

Christy Abad

From:

John Baldwin

Sent:

Monday, May 09, 2016 1:53 PM

To:

'Joseph C. Rust'

Cc:

Kenyon Dove; Christy Abad

Subject: RE: 2nd Judicial District Nominating Commission

Joseph,

Thank you for your application to serve on the 2nd District Nominating Commission and for your willingness to get involved in this important process. The Bar Commission will be selecting a panel of six on May 20th to forward to the Governor and will let you know then the outcome of the Bar Commission's process then. We really appreciate your responding to our solicitation and wish you the best.

John

From: Joseph C. Rust [mailto:jcrust@keslerrust.com]

Sent: Thursday, May 05, 2016 11:27 AM

To: John Baldwin

Subject: 2nd Judicial District Nominating Commission

John,

I am willing to serve on the Nominating Commission. I live in Bountiful, Davis County, and I am a registered Republican. Attached is my resume.

KESLER RUST

Joseph C. Rust

68 S. Main St., Ste. 200 Salt Lake City, Utah 84101 Tel: (801) 532-8000

Fax: (801) 531-7965

Email: jcrust@keslerrust.com

www.keslerrust.com

JOSEPH C. RUST

Joseph C. Rust co-founded the law firm of Kesler & Rust in 1980, and has practiced law for over 47 years, starting with the law firm of Kirton & McConkie, after having graduated Order of the Coif and on the Utah Law Review at the University of Utah in 1968. From 1970 to 1974 he was European Area counsel for the Church of Jesus Christ of Latter-day Saints in Frankfurt, Germany.

Mr. Rust has extensive experience in all aspects of construction law, commercial litigation, personal injury and products liability litigation, real property/business acquisitions and sales, and real property zoning and development. He also has extensive international law experience.

Mr. Rust has served as a mediator and arbitrator for the American Arbitration Association and is currently a mediator with Utah ADR Services. He has served on many Utah State Bar Committees, including being the Chairman twice of the International Law Section of the Utah Bar. He has served from 2004 to the present as a member of the Governmental Affairs Committee of the Bar. From 1985 to 1992 he served as Vice-Chairman and from 1993 to 1996 he served as Chairman of the Committee on Civil Procedure in the Section of General Practice of the International Bar Association (the largest association of lawyers in the world). He has served on the Board of Advisors of the International and Comparative Law Center of the Southwestern Legal Foundation. He served as the Chairman of the Utah District Export Council and has been a member of that body for over 30 years. Mr. Rust served on the board of directors of the Utah Chapter of the Construction Financial Management Association from 1992 to 2013. He has served as President of the Utah chapter of the World Trade Association and as chairman of the Legal Advisory Committee of the Associated General Contractors.

Mr. Rust is fluent in German and has a reading knowledge of Czech and French.

Christy Abad

From:

John Baldwin

Sent:

Friday, May 13, 2016 11:04 AM

To:

'Young, Stewart (USAUT) 3'

Cc:

Christy Abad

Subject: RE: 2nd Judicial District Nominating Commission

Thank you.

John

From: Young, Stewart (USAUT) 3 [mailto:Stewart.Young@usdoj.gov]

Sent: Friday, May 13, 2016 10:13 AM

To: John Baldwin

Subject: 2nd Judicial District Nominating Commission

Dear Mr. Baldwin,

I would like to be considered for service on the Second Judicial District Nominating Commission. I am politically independent. I have attached my resume for your perusal.

Thank you very much, Stew Young

Stewart M. Young Assistant United States Attorney U.S. Attorney's Office – District of Utah

Stewart.young@usdoj.gov Office: (801) 325-3213

STEWART M. YOUNG

472 Hidden Lane North Salt Lake, Utah 84054-2579 stewyoung@gmail.com; 801-834-9459

LEGAL EMPLOYMENT

United States Attorney's Office – District of Utah Assistant United States Attorney, Criminal Division

August 2012 - Present

OCDETF (Narcotics) Section (July 2014 – Present)
White Collar/Economic Fraud Section (August 2012 – July 2014)
Public Corruption Squad (May 2013 – Present)
Lead Corporate Fraud Attorney; Securities Fraud Task Force (Jan. 2014 – Aug. 2014)

As an Assistant United States Attorney in both Utah and San Diego, I have been lead or co-counsel on seventeen jury trials, twenty-four appellate briefs, and seven appellate arguments (in both the Ninth and Tenth Circuits). As an AUSA in Utah for the past three years, I have investigated and prosecuted bribery, public corruption, mail/wire fraud, Ponzi schemes, criminal tax violations, money laundering, sale of unregistered securities, FCPA violations, defense procurement fraud, bankruptcy fraud, biological hoax violations, as well as narcotics trafficking and continuing criminal enterprise (CCE). I am responsible for numerous large-scale investigations, often with multiple defendants relating to complex white collar and securities violations or narcotics trafficking.

University of Wyoming College of Law
Assistant Professor of Law and Director, Prosecution Assistance Program
See Academic Appointments below

United States Attorney's Office – Southern District of California September 2006 – July 2010 Assistant United States Attorney, Criminal Division.

North County Regional Gang Task Force Attorney and Imperial Valley Drug Task Force Liaison; Narcotics Enforcement Section (August 2008 to July 2010)

General Crimes Section (September 2006 to August 2008)

In 2006, DOJ hired me directly into the U.S. Attorney's Office for the Southern District of California through the Attorney General's Honors Program (a pilot program at the time). In San Diego, I prosecuted OCDETF cases (large-scale, multijurisdictional narcotics traffickers, including numerous cartel- and Mexican Mafia-related groups), RICO, VICAR, large-scale indoor hydroponic marijuana grows, extraditions, and Title III wiretaps, many consisting of large multi-defendant indictments. I indicted and resolved at least two hundred cases, including more than four dozen narcotics, weapons, gang-related, RICO, VICAR, visa fraud, aggravated identity theft, and alien harboring/smuggling investigations.

ACADEMIC APPOINTMENTS

University of Wyoming College of Law

Assistant Professor of Law and Director, Prosecution Assistance Program

July 2010 – August 2012

As a tenure-track faculty member, I taught Criminal Procedure, Criminal Adjudication, directed UW's Prosecution Assistance Program and published numerous articles. The program received cases from county prosecutors (felonies and misdemeanors, trials and motions) and the Wyoming Attorney General's office (mostly felony appeals). I supervised more than ten students per semester and taught them how to prosecute cases by first- (or second-) chairing trials. I also supervised them in briefing and arguing motions before the trial courts, appeals before the Wyoming Supreme Court and the state district courts, and writing memoranda on numerous issues.

I previously served as an adjunct professor of law at California Western School of Law during the Spring 2009 and 2010 semesters. During that time, I created and taught "Border Crimes," a seminar involving federal criminal issues along border states. Additionally, I co-taught "Japanese Law and Legal Institutions" at the S.J. Quinney College of Law at the University of Utah during Spring 2006.

CLERKSHIPS

Judge Paul G. Cassell, United States District Court for the District of Utah
Salt Lake City, Utah
August 2005 – September 2006

Judge Jay S. Bybee, United States Court of Appeals for the Ninth Circuit
Las Vegas, Nevada

August 2004 – August 2005

EDUCATION

Stanford Law School, J.D., 2004

Managing Editor and Member, Board of Editors, Volume 56; Editor, Volume 55; STANFORD LAW REVIEW

- Recipient, Board of Editors Award (Volume 56)
- Recipient, Jay M. Spears Award (Volume 55)

Managing Editor, Volume 39; Editor, Volume 38; Stanford Journal of International Law

• Recipient, Editing Award (Volume 38)

Waseda University Graduate School of Asia-Pacific Studies, M.A., 2002 Tokyo, Japan Concentration: International Relations

- Master's Thesis: An Uncoordinated Century of Diplomacy: Japanese-Russian Diplomatic Relations During the 20th Century (March 2002) (unpublished)
- Recipient of Ito Foundation for International Education Two-Year Graduate Fellowship for Study in Japan.

Princeton University, A.B., 2000

Concentration: History; Certificates in East Asian Studies and Japanese

- Senior Thesis: Looking for Peace in All the Wrong Places: Japanese Diplomacy with the Soviet Union During the Pacific War (May 2000) (unpublished)
- Recipient of Nambu Foundation Graduate Fellowship in Japanese Business, 1998.
- Varsity Lightweight Crew (1994-5, 1997-00): Three-time Eastern Sprints Champion (undefeated in four years of collegiate rowing)

ACADEMIC ARTICLES

Going Nowhere "Fast" (or "Furious"): The Nonexistent U.S. Firearms Trafficking Statute and the Rise of Mexican Drug Cartel Violence, 46 U. MICH. J.L. REFORM 1 (2012).

Getting Away with Murder? Abolition of the Eagan Rule in Wyoming Domestic Violence/Murder Prosecutions, 12 WYO. L. REV. 49-90 (2012) (invited submission).

Destruction of Property (on an International Scale): the Recent Oil Platforms Case and the International Court of Justice's Inconsistent Commentary on the Use of Force by the United States, 30 N.C. J. INT'L L. & COM. REG. 335-78 (2004).

Verdugo in Cyberspace: Boundaries of Fourth Amendment Rights for Foreign Nationals in Cybercrime Cases, 10 Mich. Telecomm. Tech. L. Rev. 139-74 (2003), cited in Orin S. Kerr, Computer Crime Law (2006).

Whistleblowing in a Foreign Key: The Consistency of Ethics Regulation Under Sarbanes-Oxley with the WTO GATS Provisions, 32 DENV. J. INT'L L. & POL'Y 55-81 (2003), reprinted in ICFAI J. OF INT'L BUS. L. (Institute for Chartered Financial Analysts of India, Winter 2004-05), and PROTECTION OF WHISTLEBLOWERS (V. Gopala Krishna, ed., ICFAI Press, 2008).

WORKS IN PROGRESS

The (Un)Constitutionality of Outbound Border Checkpoints

Agents and Prosecutors and Judges, Oh My! Operational Controls of Proactive Criminal Investigations

The Greatest Criminal Law Hypothetical Rap Ever Produced: Slick Rick and Children's Story

LEGAL PERIODICAL ARTICLES OR BOOK CHAPTERS

Obtaining Documents by Subpoena, FEDERAL NARCOTICS PROSECUTIONS, 4th ed., Office of Legal Education, Dep't of Just. (forthcoming April 2016) (part of OLE Litigation Series).

Border Gangs and Working the Border Gang Task Force, 62-6 UNITED STATES ATTORNEY'S BULLETIN 23 (Nov. 2014).

Book Review: Child Exploitation and Trafficking, 41-6 COLORADO LAW. 123-24 (June 2012).

Book Review: Picking Cotton and Eyewitness Identification, 41-4 COLORADO LAW. 72-73 (April 2012).

Point/Counterpoint: Jurors Asking Verbal Questions at Trial, 41-2 COLORADO LAW. 61-65 (February 2012).

ACADEMIC PRESENTATIONS

Agents and Prosecutors and Judges, Oh My! Operational Controls of Proactive Criminal Investigations

• 2012 International Conference on Law and Society, Right to Counsel CrimProf Shadow Conference; Honolulu, Hawaii, June 7, 2012.

The (Un)Constitutionality of Outbound Border Checkpoints

- ASU Legal Scholar's Conference, Sandra Day O'Connor School of Law, ASU; Phoenix, Arizona, March 17, 2012.
- J. Reuben Clark Law Society, Law Professor's Conference, American University Washington College of Law; Washington, D.C., January 4, 2012.

The Failure of the U.S. Firearms Trafficking Statute and its Extraterritorial Effect at Curbing Drug Violence in Mexico

- Faculty Colloquium, S.J. Quinney College of Law, University of Utah; Salt Lake City, Utah, October 26, 2011.
- Faculty Workshop, University of Wyoming College of Law; Laramie, Wyoming, October 20, 2011.

From Project Gunrunner to Operation Fast and Furious: The Lack of a True Firearms Trafficking Statute

• Rocky Mountain Junior Scholars Forum; J. Reuben Clark Law School, Brigham Young University; Provo, Utah, September 30, 2011.

Targeting the Phone: Roving Wiretaps and the Future of Electronic Surveillance,

- Faculty Colloquium, University of Wyoming College of Law; Laramie, Wyoming, December 6, 2009.
- Peking University School of Transnational Law Faculty Colloquium; New York City, New York, December 4, 2009.

CONTINUING LEGAL EDUCATION PRESENTATIONS

Prosecutorial Misconduct: What Not to Say during Closing Argument (along with instruction during various workshops), Basic Criminal Trial Advocacy (Short Course), Department of Justice's National Advocacy Center; Columbia, South Carolina, July 13-17, 2015.

Constitutional Limitations on Evidence, Introduction to Evidence for Criminal Litigators Seminar, Department of Justice's National Advocacy Center; Columbia, South Carolina, June 11-14, 2013.

Prominent Prosecutions Gone Wrong: Lessons for Young Attorneys, Colorado Bar Association YLD CLE: Topics in Public Interest Law, University of Colorado School of Law; Boulder, Colorado, April 23, 2012.

Supreme Court Roundup, University of Wyoming College of Law; Laramie, Wyoming, October 12, 2011.

Federal-State Prosecution of Medical Marijuana, Pill, Potions and Profits: The 11th Consumer Issues Conference, University of Wyoming; Laramie, Wyoming, October 6, 2011.

Criminal Cases in the Supreme Court 2010-11, National Association of Former United States Attorneys Annual Meeting; Santa Fe, New Mexico, October 1, 2011.

Wyoming Criminal Law Update, Wyoming State Bar Annual Meeting and Judicial Conference; Cheyenne, Wyoming, September 15, 2011.

Expert Witness Testimony in Domestic Violence Cases, Wyoming Coalition Against Domestic Violence and Sexual Assault; Laramie, Wyoming, June 29, 2011.

Tales of a Border Prosecutor: Inside the Department of Justice, Wyoming Trial Lawyers Association and Delta Theta Phi Law Week Speaker; Laramie, Wyoming, September 23, 2010.

Communications Interceptions: Federal vs. State Wiretap Statutes, Wyoming County & Prosecuting Attorney's Association Annual Meeting; Laramie, Wyoming, September 21, 2010.

Prosecuting a Cold Border Bust, National Methamphetamine Pharmaceuticals Initiative, Annual Meeting; San Diego, California, May 2010.

Sentencing Issues in Title 8, United States Code § 1326, Criminal Immigration Seminar, Department of Justice's National Advocacy Center; Columbia, South Carolina, March 2009.

ACADEMIC COURSES TAUGHT

Criminal Procedure (Fall '11, Spring '11); Criminal Adjudication (Spring '12, Fall '10) Prosecution Assistance Program (Wyoming Criminal Law and Procedure) (Fall '10- Spring '12) Border Crimes (seminar) (Spring '09, Spring '10); Japanese Law and Legal Institutions (seminar) (Spring '06)

PROSECUTION ASSISTANCE PROGRAM – Direct Supervision of 3L Student Work

- 23 Wyoming Supreme Court briefs submitted (2 personally)
- 19 Wyoming Supreme Court arguments (2 personally)
- 15 Memoranda filed with County Prosecutors
- 10 Briefs/Motion Responses/Arguments conducted in State District/Circuit Courts
- 2 Trials (2 misdemeanor trials (1 jury, 1 bench))

LAW SCHOOL & UNIVERSITY SERVICE

Curriculum and Assessment Committee: 2011 – 2012

Honor Code Committee: 2011–2012 Advocacy Skills Committee: 2010 – 2012 Graduate Council (University): 2011–2012

Brown, Drew & Massey Moot Court Competition: Faculty Consultant, 2010 - 2012

OTHER EMPLOYMENT (Legal and Non-Legal, Summer and/or Consultancy)

BarBri Consultant and Teacher

Summer 2012

Prepared Wyoming Criminal Law and Criminal Procedure BarBri materials;
 Conducted two lectures (one live, one recorded).

United States Department of State, Legal Advisor's Office Summer Attorney-Advisor, Washington, D.C.

Summer 2003

Latham & Watkins LLP Summer Associate, Washington, D.C. Summer 2003

Paul Hastings Janofsky & Walker LLP
Summer Associate, San Francisco, California, and Tokyo, Japan

Summer 2002

AIG Japan and Korea, Legal and Governmental Affairs Section Graduate Student Legal Associate, Tokyo, Japan

October 2000 – July 2001

Japan Pasona Human Resources Company, Pasona FD Project May – Sept. 1998 Nambu Foundation Fellow Scholar and Pasona FD Development Leader, May – Sept. 1998.

• Established a fifty-employee subsidiary of Pasona Corp., including business plan development, contract negotiation, publication production, and employee training.

BAR MEMBERSHIP

Admitted to the California State Bar, 2004 (inactive as of 2/2015); Colorado State Bar, 2010 (inactive as of 3/2015); Utah State Bar, 2012; Wyoming State Bar, 2010 (inactive as of 10/2015) (all Bar admissions by examination).

U.S. Supreme Court, 2011; U.S. Ninth Circuit Court of Appeals, 2005; U.S. Tenth Circuit Court of Appeals, 2011; Southern District of California, 2006; District of Wyoming, 2010; District of Colorado, 2011; District of Utah, 2012.

Utah State Bar – Ethics Advisory Opinion Committee

(Sept. 2014 – Present)

REFERENCES

References Available Upon Request

TAB 8 The By-Laws, as found in Supreme Court Rule 14-205 (o)(2), state that, "The salary and duties of the executive director shall be for one year."

The Commission Policies and Procedures are a bit different, and state in J. 3. that, "The executive director's compensation shall be outlined from time to time by the Board. The term of office of the executive director shall be for one year unless otherwise defined by a written employment contract."

TAB

Rule 14-721. Unauthorized immigrants.

- (a) An Applicant who is not lawfully present in the United States may be admitted to the Bar if she or he:
- (a)(1) is otherwise qualified for admission under these rules;
- (a)(2) was brought to the United States as a minor and has continuously resided in the United States since that time;
- (a)(3) has received documented employment authorization from the United States Citizenship and Immigration Services (USCIS);
- (b) Unauthorized immigrants who do not meet all of the above conditions are ineligible for admission in accordance with federal law.

TAB

UTAH STATE BAR PRELIMINARY BUDGET FY 2016/17

4/29/2016

Table of Contents

Budget Commentary	3-4
Trended Annual Revenue by Department Chart	5
Trended Annual Expenses by Department Chart	6
Trended Annual Summary Income Statements	7
Preliminary FY2017 Budget - Summary by Department	8
Preliminary FY2017 Budget - Summary by Account	9
Capital Budget	10
Departmental Budgets (Summary Chart and Detailed Budgets):	
Licensing	11-12
Admissions	13-15
NLTP	16-17
Bar Management	18-20
Facilities/Property Management	21-23
OPC	24-26
General Counsel	27-28
Computer/MIS/Internet	29-30
CLE	31-33
Summer Convention	34-36
Fall Forum	37-39
Spring Convention	40-42
Bar Journal	43-44
Committees	45-46
Member Benefits	47-48
Section Support	49-50
Consumer Assistance	51-52
Access to Justice	53-55
Tuesday Night Bar	56-57
Legislative	58-59
Commission/Special Projects	60-61
Public Education	62-63
Young Lawyers Division	64-65

Utah State Bar Preliminary Budget FY 2016/17 Commentary

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 \$283,674
- Projected cash reserves at June 30, 2016 are \$3,000,000
- The proposed budget increases total reserves at June 30, 2017 to \$3,284,000
- 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	\$ 2,878,000

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:

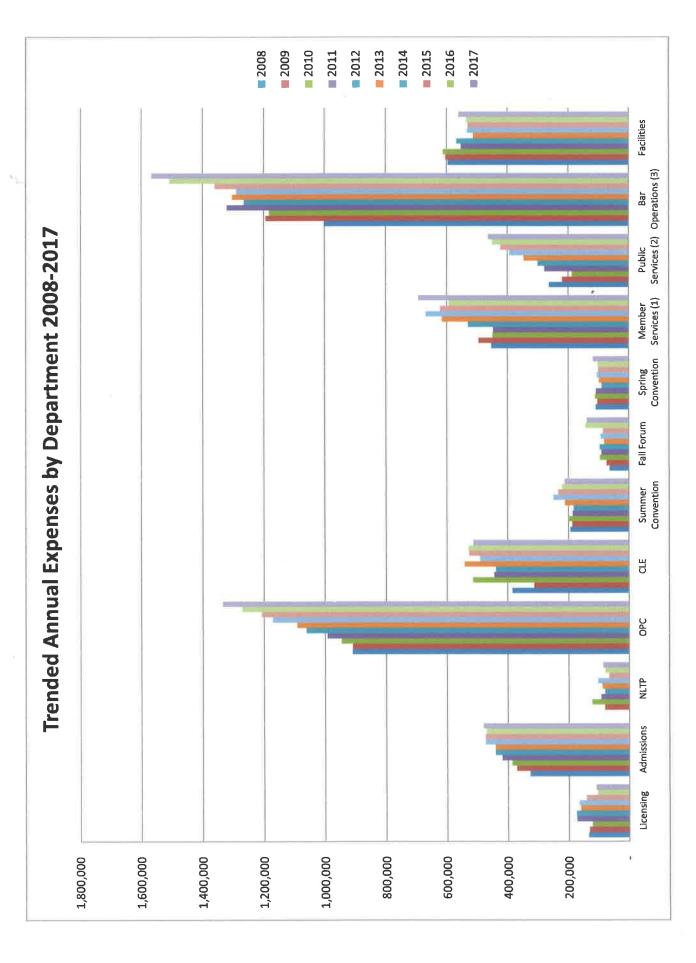
- \$30,000 budgeted for Wipfli operation audit
- \$75,000 budgeted for advertising of Trusted Lawyer Directory
- \$125,000 budgeted for capital expenditures
- Supreme Court Screening Panel meeting expenses moved from OPC to General Counsel
- Bar Mgmt and CLE overhead to be charged to Conventions beginning 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:

- <u>Licensing</u> 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)
- <u>Admissions</u> 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)



- <u>OPC</u> 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)
- <u>CLE</u> 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)
- <u>Summer Convention</u> 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.
- <u>Fall Forum</u> 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.
- <u>Spring Convention</u> budget is expected to be flat compared to last year, except for Bar Mgmt/CLE overhead now being charged to the event.
- <u>Member Services</u> 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 Trusted Lawyer Directory. (2.5 employees)
- <u>Public Services</u> revenue is expected to remain relatively flat while expenses increase slightly as result of higher salaries/benefits and general building overhead. (3.5 employees)
- <u>Bar Operations</u> 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)
- <u>Facilities</u> 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)



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	ii.	(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	266,000
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	705'66	87,355	81,535	100,139	119,665	120,000
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		ix.	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	6,430,946
Total revenue annual growth		0.7%	10.9%	12.7%	3.9%	6.2%	-1.6%	3.1%	1.3%	%6.0
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								6	1 0 0	1
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	4	81,239	122,888	93,409	81,557	89,596	103,596	67,588	80,134	87,053
OPC	910,468	909,605	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	139,126
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	692,958
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	6,284,498
Total expense annual growth		5.5%	5.3%	3.6%	2.4%	5.1%	4.4%	0.7%	4.0%	4.5%
Other income/expense	16,975	(256,125)	15,000	o € 0	(354)	•	15		(W)	
: :				747	¢ 611 210	¢ 705 116	\$ 265 087	\$ 516 576	\$ 362 531	\$ 146 449
Net Profit (Loss)	\$ 44,807	\$ (440,818)	4 / 3,024	M		1		1		4

⁽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

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

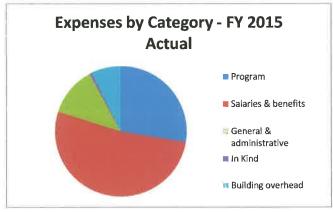
					¢ Change	% Change	
	Actual	Budget	Projected	Budget	2016 Projected	2016 Projected	
	FY 2015	FY 2016	FY 2016	FY 2017	vs 2017 Budget	vs 2017 Budget	vs 2017 Budget Projected FY16 based on:
Revenue							
Licensing	4,076,078	4,137,400	4,166,090	4,219,089	53,000	1%	. YTD + prior year actuals for Apr-Jun
Admissions	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	266,000	24,425	2%	. YTD + estimate for Apr-Jun
Summer Convention	114,948	157,400	197,405	188,000	(6,405)	-5%	Actual
Fall Forum	100,139	176,750	119,665	120,000	335	%0	Actual
Spring Convention	123,943	124,300	135,652	128,000	(7,652)	%9-	. 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	6,430,946	56,138	1%	
Expenses							
Licensing	142,172	120,653	105,937	110,734	4,797	2%	 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	%6	YTD trend
OPC	1,207,634	1,253,170	1,272,031	1,336,238	64,207	2%	, 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	139,126	(5,325)	-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	692,958	100,605	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%	VTD trend
Facilities	530,330	582,642	534,781	560,681	25,901	2%	VTD + prior year actuals for Apr-Jun
Total Expenses	5,778,224	6,083,092	6,011,278	6,284,498	273,220	%5	
No+ Droff+ (Loce)	\$ 516 576	\$ 202 911	\$ 363 531	\$ 146 449	(217 082)	%09-	
1000							
Depreciation	198,011	230,671	224,282	242,225	17,943	%8	. TI
Cash increase (decrease) from operations	714,587	433,582	587,813	388,674	(199,140)	-34%	î .
Changes in operating assets/liabilities	17,066	17,066	15,000	20,000	5,000	33%	
Capital expenditures	-	\neg		~		%0	.26
Net change in cash	\$ 507,538	\$ 325,648	\$ 477,813	\$ 283,674	\$ (194,140)	-41%	. The state of the

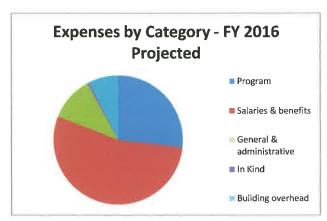
(1) Member Services is comprised of Bar Journal, Member Benefits, Section Support, Legislative, Public Education and Young Lawyers Division

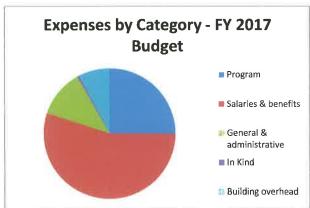
(2) Public Services is comprised of Committees, Consumer Assistance, Access to Justice, and Tuesday Night Bar (3) Bar Operations is comprised of Bar Management, General Counsel, IT, and Commission/Sp Projects

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	6,430,946	56,138	1%
Expenses						
Total Program Services Expenses	1,594,061	1,653,356	1,610,802	1,578,082	(32,720)	-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	745,716	77,579	12%
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	6,284,498	273,220	5%
Net Profit (Loss)	\$ 516,576	\$ 202,911	\$ 363,531	\$ 146,449	\$ (217,082)	-60%

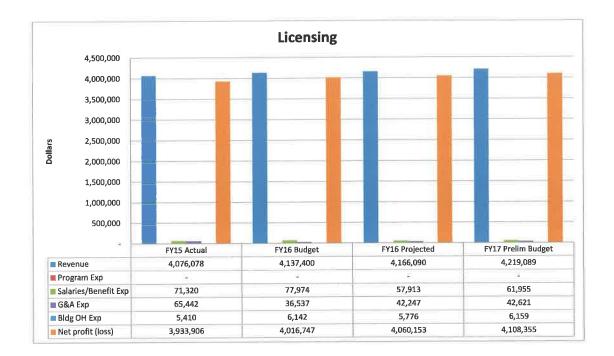






Utah State Bar Capital Budget FY2017

				Life	Monthly	Annual Depreciation
Hardware:	Qty	Unit Cost	Total Cost	(months)	Depreciation	to budget
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
Other misc purchases	1	10,000	10,000	36	278	1,667
Total Hardware			64,198		1,550	9,300
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
Attorney Directory Integration	1	14,600	14,600	60	243	1,460
Attorney 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			5	60	-	
Enhanced Dashboard			*	60	1.00	: ®
Pro Bono Enhancements				60	=	225
Total Hardware			51,252		894	5,362
Furniture & Fixtures:						
Misc purchases	1	10,000	10,000	60	167	1,000
Building:						
New Carpet??	1					
26, 600	_					
Total Capital expenditures			125,450		2,610	15,662



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

					\$ Change	% Change
	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	2016 Projected vs 2017 Budget	2016 Projected vs 2017 Budget
	FT 2013	F1 2016	FY 2010	FT 2017	vs 2017 budget	vs 2017 Buuget
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	E4 274	C2 490	42 220	4E 071	1 724	49/
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	200	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%
5660 · Training/Development	74 220	77.074	57.042	C1 055	4.041	#DIV/0!
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)	
7195 · Other Gen & Adm Expense		100				#DIV/0!
Total General & Administrative Expenses	65,442	36,537	42,247	42,621	374	1%
		1 113				
Building Overhead		460	400	400	24	F0/
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 Mtnce Contracts	542	581	587	616	29	5%
6050 · Bldg Mtnce Supplies	35	40	26	28	1	5%
6065 · Bldg Insurance/Fees	183	185	304	319	15	5%
6070 · Building & Improvements Depre	778	775	742	802	59	8%
6075 Furniture & Fixtures Depre	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 Bessell and	¢ 2 022 005	¢ 4.016.747	¢ 4.060.453	¢ 4 100 355	¢ 40.202	40/
Net Profit (Loss)	\$ 3,933,906	\$ 4,016,747	\$ 4,060,153	\$ 4,108,355	\$ 48,203	1%

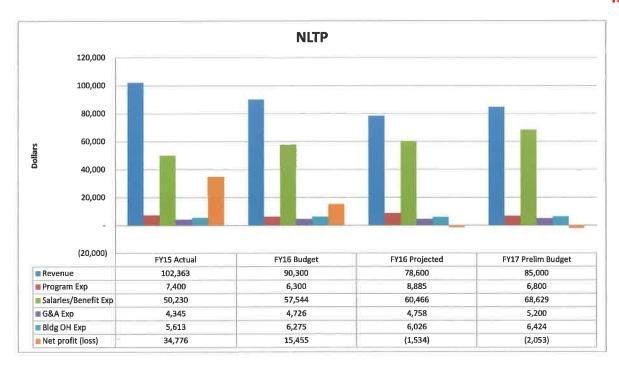


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 02 - Admissions

	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	J. U. C.					
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	(E)	0%
4004 · Admissions - Laptop Fees	65,400	59,600	70,000	70,000	De:	0%
4005 · Admissions - Application Forms	25	12.	1/2	12	041	#DIV/0!
4006 · Transfer App Fees	34,500	24,800	21,000	21,000	1061	0%
4008 · Attorney - Motion	69,000	58,400	57,000	56,000	(1,000)	
4009 · House Counsel	12,750	8,100	15,000	14,700	(300)	
4095 · Miscellaneous Income	1,265	900	1,300	1,274	(26)	
4096 · Late Fees	35,400	33,400	43,000	35,000	(8,000)	
4200 · Seminar Profit/Loss	(203)	33,400	43,000	33,000	(0,000)	#DIV/0!
Total Revenue	492,362	439,300	492,170	478,107	(14,063)	
Total Nevenae	132,332	100,000	102/27	III III	(2.7000)	
Expenses						
Program Services	3 L II.		40.500	40.500		00/
5001 · Meeting Facility-external only	20,056	11,100	13,500	13,500	(=00)	0%
5002 · Meeting facility-internal only	6,775	6,000	7,783	7,000	(783)	
5013 · ExamSoft	19,735	20,500	22,095	22,000	(95)	
5014 · Questions	44,180	45,900	50,085	52,000	1,915	4%
5015 · Investigations	11,527	2,000	1,500	1,500	160	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	123	0%
		23,709	22,004	23,491	1,487	7%
5650 · Retirement Plan Contributions	21,234				(302)	
5655 · Retirement Plan Fees & Costs 5660 · Training/Development	2,269	2,613 100	2,430 299	2,128 500	201	67%
Total Salaries/Benefit Expenses	286,043	302,349	289,794	303,468	13,673	5%
Total Galaries, General Emporiose	200,010			,	,	
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		
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	E 41 0	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		0%
7175 · O/S Consultants	145					#DIV/0!
7195 · Other Gen & Adm Expense		200			9	HDIV/OI
7133 Other Och & Main Expense		200				#DIV/0!

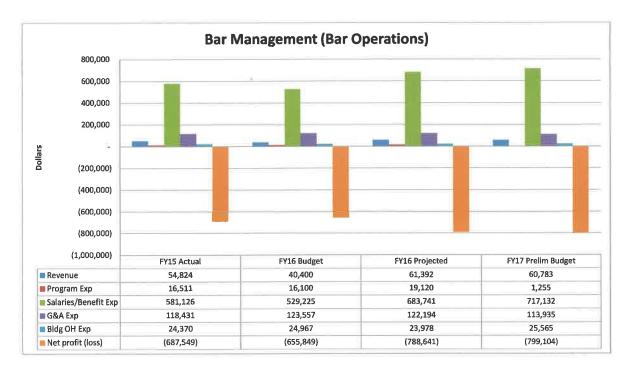
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 02 - Admissions

		ual 1015	udget 7 2016	rojected Y 2016	udget / 2017	\$ Chan 2016 Proje vs 2017 Be	ected	% Change 2016 Projected vs 2017 Budget
Building Overhead			2000	272	= 12.0		227	=0/
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 Depre		1,319	1,294	1,266	1,367		101	8%
6075 · Furniture & Fixtures Depre		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	4	75,183	457,985	470,754	481,145	1	0,391	2%
let Profit (Loss)	\$:	L7,179	\$ (18,685)	\$ 21,416	\$ (3,038)	\$ (2	4,454)	-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)	-	1 1 2			#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	6		-	36	#DIV/0!
5085 · Misc. Program Expense	51	720	23	142	(23)	-100%
5702 · Travel - Lodging	62	100	1,000	500	(500)	-50%
5703 · Travel - Transportation/Parking	160	12	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)50	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	1	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 Mtnce Contracts	563	594	612	643	31	5%
6050 · Bldg Mtnce 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 Depr	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%

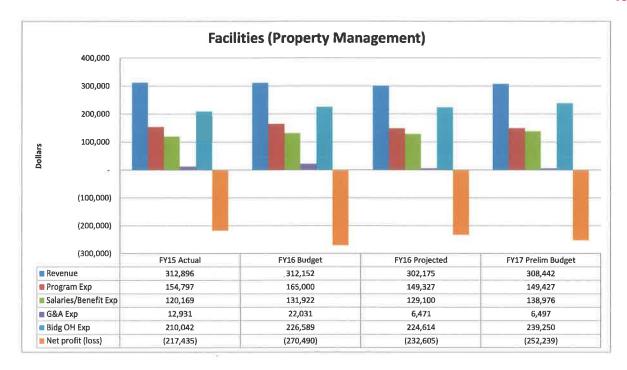


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 04 - Bar Management

	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	i.	0%
4153 · ILM Unrealized Gains / Losses	(25,789)	2,000	(20,076)	(20,076)	, le	0%
4155 · General Interest Income	82	100	108	108	É	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	4 000	1,500	1,500	#DIV/01
5810 · ABA Mid Year Meeting	302	300	1,893	1,900	7	0%
5815 · Commission/Education	2.002	2.500	600	600	(700)	0%
5830 · Western States Bar Conference	3,803	2,500	4,700	4,000	(700)	-15%
5960 · Overhead Allocation - Seminars	16,511	16 100	(2,000)	(20,000) 1,255		900%
Total Program Services Expenses	10,511	16,100	19,120	1,233	(17,864)	-9370
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	11 2	2	2	#DIV/0!
7055 · Computer Supplies & Small Equip	3,707	4,800	3,000	4,800	1,800	60%
7089 · Membership Database Fees		1.0	3,000	3,000	2	0%
7100 · Telephone	4,991	1,826	3,335	3,335	*	0%
7105 Advertising			600	100	(500)	
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	11 5		2,000	500	(1,500)	
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)	
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	59
6025 · Electricity	3,121	3,154	2,765	2,903	138	59
6030 · Water/Sewer	279	264	267	281	13	59
6035 · Outside Maintenance	1,312	1,172	652	685	33	5%
6040 · Building Repairs	327	448	745	783	37	59
6045 · Bldg Mtnce Contracts	2,434	2,363	2,436	2,558	122	59
6050 · Bldg Mtnce Supplies	160	163	109	114	5	59
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	89
6075 · Furniture & Fixtures Depre	970	1,149	898	970	72	89
7065 · Computers, Equip & Sftwre Depr	7,943	9,007	8,968	9,686	717	89
Total Building Overhead Expenses	24,370	24,967	23,978	25,565	1,587	79
Total Expenses	742,372	696,249	850,033	859,887	9,854	19
et Profit (Loss)	\$ (687,549)	\$ (655,849)	\$ (788,641)	\$ (799,104)	\$ (10,463)	1%

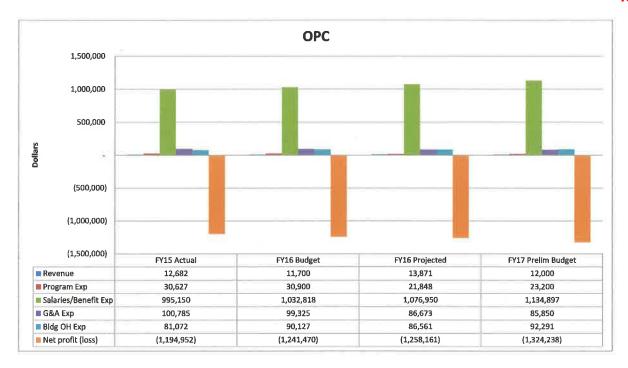


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 05 - Property Management

	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	196	0%
4043 · Setup & A/V charges-All parties	5,406	5,600	4,229	4,229	920	0%
4090 · Tenant Rent	21,672	20,952	21,672	21,672	/e	0%
4095 · Miscellaneous Income	70	100	36	36	/2	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	100	0%
5704 · Travel - Mileage Reimbursement	100	100	5	100	100	#DIV/01
Total Program Services Expenses	154,797	165,000	149,327	149,427	100	0%
Salaries & Benefits						40/
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	2.442	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	070
General & Administrative						#DIV/01
4094 · Copy/Print revenue	2.004	4 200	1.072	1 072	i i	1010/01
7025 · Office Supplies	3,984	4,300	1,873	1,873 22,001	Α	0%
7033 · Operating Meeting Supplies	21,376	21,800	22,001 440	440	9	0%
7035 · Postage/Mailing, net	3,609	7,900	4,057	4,057		0%
7040 · Copy/Printing Expense	2,423 (24,010)	1,500 (22,000)	(28,045)	(28,045		0%
7041 - Copy/Print revenue	(24,010)	1,077	(20,043)	(20,043	-	#DIV/0!
7045 · Internet Service 7055 · Computer Supplies & Small Equip	173	200	66	100		52%
7100 · Telephone	3,583	4,562	4,090	4,090		0%
7138 · Bad debt expense	3,363	4,302	3	,,030	(3	
7140 · Credit Card Merchant Fees	21		6		(6	•
7175 · O/S Consultants	435	1,000			`-	
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		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		
6020 · Heat	12,198	12,845	9,259	9,722		
6025 · Electricity	25,289	27,652	24,237	25,448		
6030 · Water/Sewer	2,268	2,310	2,343	2,460		
6035 · Outside Maintenance	10,497	10,271	5,718	6,003		
6040 · Building Repairs	2,634	3,927	6,535	6,862		
6045 · Bldg Mtnce Contracts	19,835	20,712	21,357	22,425		
6050 · Bldg Mtnce Supplies	1,289	1,431	955	1,002		
6055 · Real Property Taxes	11,918	7,470	14,138	14,844		
6060 · Personal Property Taxes	288	270	288	302		
6065 · Bldg Insurance/Fees	6,699	6,603	11,058	11,611		
6070 Building & Improvements Depre	28,446	27,621	27,013	29,174		
6075 · Furniture & Fixtures Depre	7,870	10,071	7,875	8,505		
7065 · Computers, Equip & Sftwre Depr	64,837	78,948	78,615	84,905	6,289	89

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%

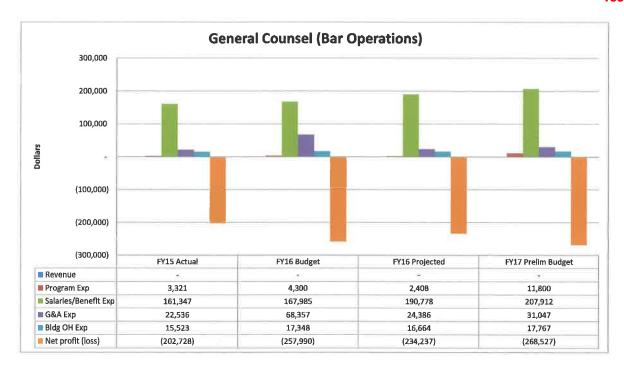


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 06 - Office of Prof Conduct

	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	VI_8	12	3	(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		*	185	#DIV/0!
5075 · Food & Bev-external costs only	243	300	0.000	4.000	44 600)	#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	2 202	1,000 2,000	1,000 (292)	#DIV/0! -13%
5810 · ABA Mid Year Meeting	30,627	30,900	2,292	23,200	1,352	-13%
Total Program Services Expenses	30,027	30,300	21,040	23,200	1,332	070
Salaries & Benefits	770 620	910 777	042.015	076 517	33,713	4%
5510 · Salaries/Wages	779,638 57,303	810,777 60,808	842,815 61,220	876,527 65,740	4,519	7%
5605 · Payroll Taxes 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	(303)	-7%
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	3	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)	
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%

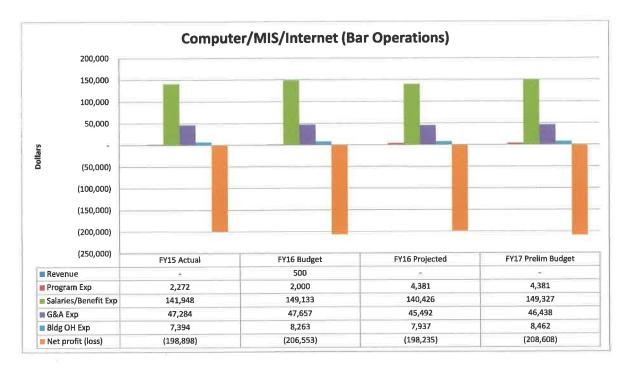
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 06 - Office of Prof Conduct

	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 Depre	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%
Profit (Loss)	\$ (1.194.952)	\$ (1.241.470)	\$ (1.258.161)	\$ (1.324.238)	\$ (66,077)	5%



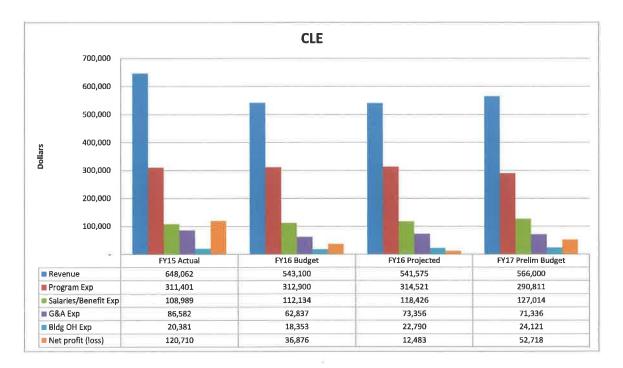
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 07 - General Counsel

	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	-43	14	6	200	194	3378%
5040 · Witness & Hearing Expense	WI V		(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	2,777	500	> 111	500	500	#DIV/0!
5705 · Travel - Per Diems		100		100	100	#DIV/0!
5706 · Travel - Meals	145	100	111	150	39	35%
Total Program Services Expenses	3,321	4,300	2,408	11,800	9,392	390%
Total Frogram Services Expenses	3,721	4,300	2,400	11,500	5,352	330/0
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	8	0%
7035 · Postage/Mailing, net	89	100	174	174	2	0%
7040 · Copy/Printing Expense	342	400	1,208	1,400	192	16%
7045 · Internet Service	11.17	431		500	500	#DIV/0!
7055 · Computer Supplies & Small Equip	_		359	359		0%
7100 - Telephone	1,208	1,826	1,383	1,383	2	0%
7105 · Advertising	_,	W _N	75	75		0%
7110 · Publications/Subscriptions	610	700	1,380	1,380	-	0%
7120 · Membership/Dues	510	700	1,018	1,018	2	0%
7150 · E&O/Off & Dir Insurance	3,979	4,100	3,982	3,982	2	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%
Duilding Overshand						
Building Overhead	4.252	1 205	1 207	1 267		F0/
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 Mtnce Contracts	1,557	1,642	1,693	1,778	85	5%
6050 · Bldg Mtnce 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 Depr	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
	XEE					
Revenue 4031 · Enhanced Web Revenue		500				uppe/of
Total Revenue	-	500				#DIV/0!
Total Revenue		500				#DIV/0!
Expenses						
Program Services						
5075 · Food & Bev-external costs only	V =	- *	55	55		0%
5702 · Travel - Lodging		7.0 2	956	956	8	0%
5703 · Travel - Transportation/Parking	2,094	1,700	882	882		0%
5704 · Travel - Mileage Reimbursement	11 000		303	303	8	0%
5705 · Travel - Per Diems	178	300	153	153		0%
5810 · ABA Mid Year Meeting	2		2,032	2,032		0%
Total Program Services Expenses	2,272	2,000	4,381	4,381	Е	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	210	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	Apret 16	2,207	1,245	1,200	(45)	-4%
Total Salaries/Benefit Expenses	141,948	149,133	140,426	149,327	8,902	6%
		The state of the s			on processing.	
General & Administrative						
7025 · Office Supplies	188	50	669	669	2	0%
7045 · Internet Service	14,410	431	3,139	3,139		0%
7050 · Computer Maintenance	12,821	12,400	12,932	12,932	2	0%
7055 · Computer Supplies & Small Equip	12,017	7,400	13,991	13,991	ā	0%
7100 · Telephone	3,779	2,726	3,386	3,386	2	0%
7110 · Publications/Subscriptions	1,070	1,100	1,969	1,969		0%
7120 · Membership/Dues	(F)	50	351	351	2	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 Mtnce Contracts	742	782	806	847	40	5%
6050 · Bldg Mtnce Supplies	48	54	36	38	2	5%
6065 · Bldg Insurance/Fees	250	249	418	438	21	5%
6070 · Building & Improvements Depre	1,063	1,043	1,020	1,102	82	8%
6075 · Furniture & Fixtures Depre	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 Evnences	100 000	207.052			10.272	
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%

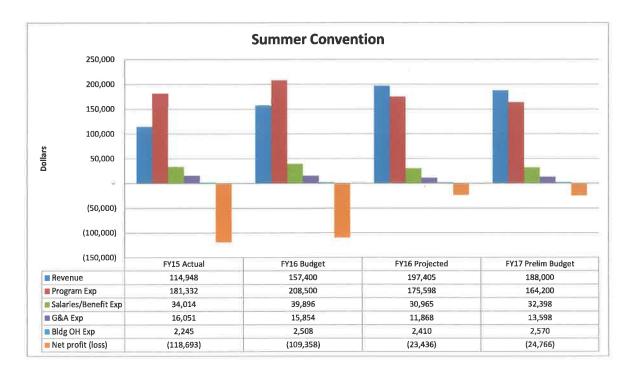


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 CLE

	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	1 8	2		9	#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	-7	(560)	-100%
4084 · Business Law Book Sales	196		12,000	12,000	8	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	-11	7,420	7,568	148	2%
5037 · Grants/ contributions - general			13,200	13,464	264	2%
5060 · Program Special Activities	1.00	3	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				8	#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	000	405	422		#DIV/0!
5705 · Travel - Per Diems	640	900	425	433	(20.075)	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	-8%
Total Program Services Expenses	311,401	312,900	314,521	290,811	(23,710)	-870
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	112,134	1,167	1,167	8,589	7%
Total Salaries/Benefit Expenses	100,303	112,134	110,420	127,014	6,363	7.70
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	9	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	150	0%
7095 · Fax Equip & Supplies	*	9	970	30	(970)	-100%
7100 · Telephone	3,180	2,726	3,853	3,853	120	0%
7120 · Membership/Dues	245	300		40.00	(4)	#DIV/0I
7140 Credit Card Merchant Fees	16,771	13,900	12,750	12,750	12.0	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%

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%

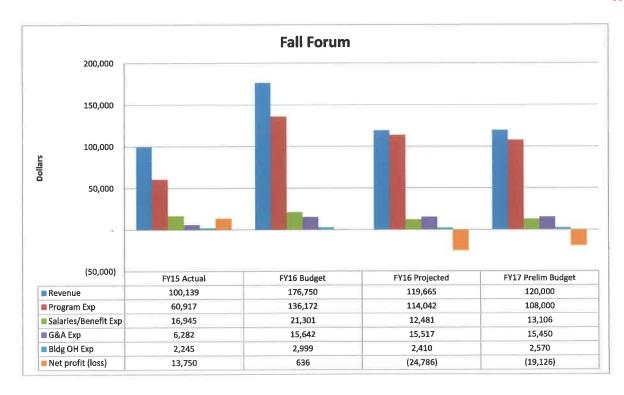


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 10 - Summer Convention

	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	1 30	(0)		(E)	#DIV/0!
4055 · Meeting - Sp Ev Registration	8,138	8,300	2,926	3,000	74	3%
4095 · Miscellaneous Income	6,342	6,700	30		36	#DIV/0!
Total Revenue	114,948	157,400	197,405	188,000	(9,405)	-5%
Expenses						
Program Services				4 000	(40.744)	050/
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% 520%
5063 · Special Event Expense	6,474	6,700	806	5,000	4,194 (486)	-11%
5064 · MCLE Fees Paid	2,351	2,400	4,486	4,000	, ,	25%
5070 · Equipment Rental	18,688	19,400	6,381	8,000 100,000	1,619 (23,269)	-19%
5075 · Food & Bev-external costs only	118,897	123,700	123,269 2,733	2,000	(733)	
5076 · Food & beverage - internal only	1,399	1,300	1,079	1,000	(733)	-7%
5085 • Misc. Program Expense	5,835	5,900	10,260	12,000	1,740	17%
5702 · Travel - Lodging	1,585	1,600	10,200	3,000	3,000	#DIV/0!
5703 · Travel - Transportation/Parking 5704 · Travel - Mileage Reimbursement	3,547	3,700	2,376	700	(1,676)	
5704 · Travel - Wheage Reimbursement	1,134	1,600	1,232	1,500	268	22%
5960 · Overhead Allocation - Seminars	2,231	1,000		20,000	20,000	#DIV/0!
Total Program Services Expenses	181,332	208,500	175,598	164,200	(11,398)	-6%
Salaries & Benefits	20.004	22.620	26.512	27 522	1.060	4%
5510 · Salaries/Wages	28,984	33,638	26,512	27,573	1,060 100	5%
5605 · Payroll Taxes	2,197	2,523 3,735	1,968 2,486	2,068 2,757	272	11%
5650 · Retirement Plan Contributions Total Salaries/Benefit Expenses	2,833	39,896	30,965	32,398	1,432	5%
Total Sularies, Benefit Expenses				N = 11	·	
General & Administrative	104	100	217	200	(17)	-8%
7025 · Office Supplies	104	100	88	100	12	14%
7035 · Postage/Mailing, net	3,558 10,406	3,700	3,519	5,500	1,981	56%
7045 Internet Service	10,406	5,800 87	3,313	3,300	1,561	#DIV/0!
7045 · Internet Service 7055 · Computer Supplies & Small Equip	100	07	25		(25)	
7089 · Membership Database Fees		1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	4,000	4,000	(23)	0%
7100 · Telephone	262	367	288	300	12	4%
7140 · Credit Card Merchant Fees	1,719	1.800	3,731	3,498	(233)	
7195 · Other Gen & Adm Expense	*	4,000	-	0 4	<u> </u>	#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 Depr	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

14	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	A SECRETURE VA. NO.
Net Profit (Loss)	\$ (118,693)	\$ (109,358)	\$ (23,436)	\$ (24,766)	\$ (1,329)	6%

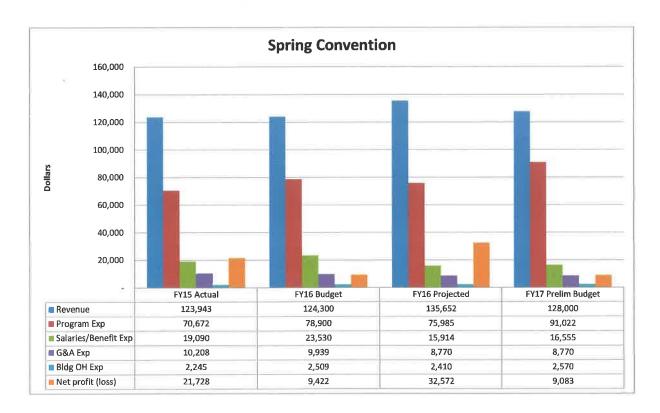


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 11 - Fall Forum

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
Povenue						
Revenue 4051 · Meeting - Registration	85,910	118,750	94,915	95,000	85	0%
4052 · Meeting - Registration 4052 · Meeting - Sponsor Revenue	500	40,000	15,000	15,000	-	0%
4053 · Meeting - Vendor Revenue	12,675	18,000	9,600	10,000	400	4%
4055 · Meeting - Vendor Revende	(161)	10,000	150	10,000	(150)	-100%
4095 · Miscellaneous Income	1,215				(200)	#DIV/0!
Total Revenue	100,139	176,750	119,665	120,000	335	0%
Total nevenue	100,233	2707755	444,444	220,000		
Expenses						
Program Services		2.205	2.250	2 200	(250)	00/
5001 · Meeting Facility-external only	8,684	3,206	3,250	3,000	(250)	-8%
5002 · Meeting facility-internal only	263	200	875	800	(75)	-9%
5030 · Speaker Fees & Expenses	2,294	31,000	13,000	13,000	-	0%
5031 · Speaker Reimb Receipt Req'd			2,118	2,000	(118)	-6%
5035 · Awards		400	433	400	(33)	-8%
5063 · Special Event Expense	1,454		19			#DIV/0!
5064 · MCLE Fees Paid	3,758	6,000	4,006	4,000	(6)	0%
5070 · Equipment Rental	6,996	12,600	14,864	9,000	(5,864)	
5075 · Food & Bev-external costs only	36,328	81,866	74,543	60,000	(14,543)	-20%
5076 · Food & beverage - internal only	307		12		(12)	-100%
5703 · Travel - Transportation/Parking	833	900	259	300	41	16%
5704 · Travel - Mileage Reimbursement			682	500	(182)	-27%
5960 · Overhead Allocation - Seminars	100		170	15,000	15,000	#DIV/0!
Total Program Services Expenses	60,917	136,172	114,042	108,000	(6,042)	-5%
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	240	402	442	450		20/
7025 · Office Supplies	240	403	442	450	8	2%
7035 · Postage/Mailing, net	97	100	3,181	3,000	(181)	-6%
7040 · Copy/Printing Expense	4,066	5,500	5,402	5,500	98	2%
7045 · Internet Service		65	4 000	4.000		#DIV/0!
7089 · Membership Database Fees	101	274	4,000	4,000	- /15\	0% -7%
7100 · Telephone	181	274	215	200	(15)	1%
7140 · Credit Card Merchant Fees	1,697	2,300	2,278	2,300	22	#DIV/0!
7195 · Other Gen & Adm Expense Total General & Administrative Expenses	6,282	7,000 15,642	15,517	15,450	(67)	
Total General & Administrative Expenses	0,202	13,042	15,511	13,430	(07)	070
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 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 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	139,126	(5,325)	-4%
rotar Expenses	00,309	170,114	144,431	133,120	(3,323)	-4/0

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

					\$ Change	% Change
	Actual	Budget	Projected	Budget	2016 Projected	2016 Projected
	FY 2015	FY 2016	FY 2016	FY 2017	vs 2017 Budget	vs 2017 Budget
	lin .					
Net Profit (Loss)	\$ 13,750	\$ 636	\$ (24,786)	\$ (19,126)	\$ 5,660	-23%

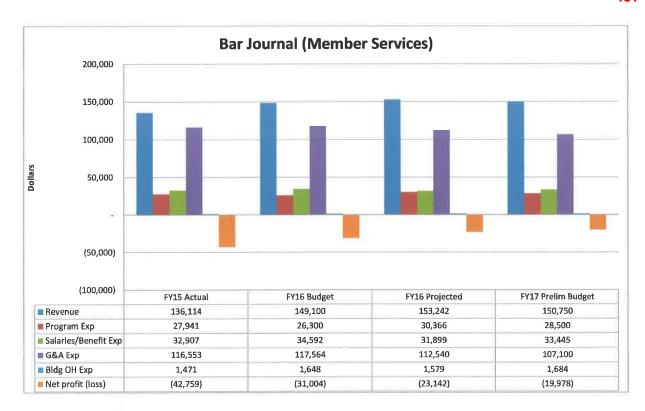


Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 12 - Spring Convention

	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	1 2	0%
5002 · Meeting facility-internal only	350	300	525	500	(25)	-5%
5030 · Speaker Fees & Expenses	5,100	9,800	5,000	5,000	5	0%
5031 · Speaker Reimb Receipt Req'd	2,435		1,567	1,600	33	2%
5035 · Awards	144		= =		€	#DIV/0!
5060 · Program Special Activities	1 1 m 40		250	250	*	0%
5063 · Special Event Expense	2,068	3,700	6,200	6,200	ā	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	- 2	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	2	0%
5704 · Travel - Mileage Reimbursement	2,769	3,500	2,500	2,500	*	0%
5705 · Travel - Per Diems	620	1,300	537	537	5	0%
5960 · Overhead Allocation - Seminars				15,000	15,000	#DIV/0!
5970 · Event Revenue Sharing - 3rd Pty	897	1 2 4	*		2	#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	12	0%
7040 · Copy/Printing Expense	2,751	2,200	5,400	5,400	12	0%
7045 · Internet Service	425	65	425	425	- 4	0%
7089 · Membership Database Fees	4,000		-	-		#DIV/0!
7100 · Telephone	184	274	208	208	- 2	0%
7140 · Credit Card Merchant Fees	2,146	2,700	2,461	2,461	12	0%
7195 · Other Gen & Adm Expense	642	4,700			14	#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			3	5%
6040 · Building Repairs	30	45			4	5%
6045 · Bldg Mtnce Contracts	225	238			12	5%
6050 · Bldg Mtnce Supplies	15					
6065 · Bldg Insurance/Fees	76					

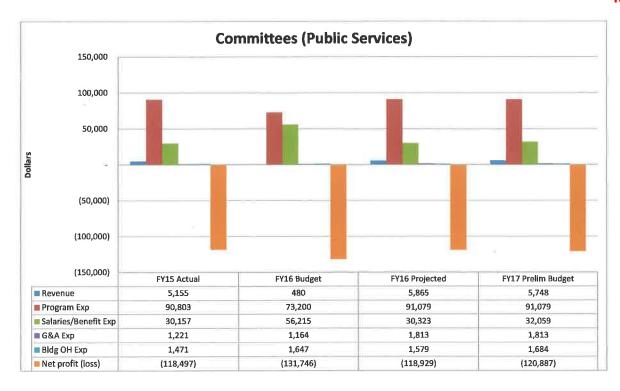
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 12 - Spring Convention

	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
evenue						
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%
penses						
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	49
5605 · Payroll Taxes	1,822	1,969	1,770	1,850	79	49
5610 · Health Insurance	2,865	3,042	3,193	3,686	493	159
5630 · Dental Insurance	182	182	203	223	21	109
5640 · Life & LTD Insurance	221	225	205	205	-	09
5650 · Retirement Plan Contributions	2,466	2,626	2,445	2,466	21	19
5655 - Retirement Plan Fees & Costs	314	289	370	355	(16)	-49
Total Salaries/Benefit Expenses	32,907	34,592	31,899	33,445	1,546	59
General & Administrative						
7025 · Office Supplies	37	100	1	100	99	184199
7035 · Postage/Mailing, net	29,072	29,700	29,357	30,000	643	29
7040 · Copy/Printing Expense	86,603	87,000	82,313	76,000	(6,313)	-89
7045 · Internet Service	54	108	16	100	84	5259
7055 · Computer Supplies & Small Equip	236	1.10	290	300	10	39
7100 · Telephone	301	456	345	350	5	19
7140 · Credit Card Merchant Fees	250	200	218	250	32	159
Total General & Administrative Expenses	116,553	117,564	112,540	107,100	(5,440)	-59
Building Overhead						
6015 · Janitorial Expense	119	124	114	120	6	59
6020 · Heat	91	97	70	73	3	55
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	55
6045 · Bldg Mtnce Contracts	148	156	160	168	8	55
6050 · Bldg Mtnce Supplies	10	11	7	8	0	55
6065 · Bldg Insurance/Fees	50	50	83	87	4	55
6070 · Building & Improvements Depre	211	208	203	219	16	85
6075 · Furniture & Fixtures Depre	58	76	59	64	5	85
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



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
2	1111	y				
Revenue	F 14F		E OFF	5 720	(117)	20/
4093 · Law Day Revenue	5,145	400	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	ia =	0%
5075 · Food & Bev-external costs only	982	1,000	159	159	2	0%
5076 · Food & beverage - internal only	3,696	3,100	3,581	3,581	9	0%
5085 · Misc. Program Expense	, 10 H	-7. E	84	84	2	0%
5096 · UDR Support	10,000		10,000	10,000		0%
Total Program Services Expenses	90,803	73,200	91,079	91,079	2	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%
Constant O. Administrative						
General & Administrative	22		200	200		00/
7025 · Office Supplies	22	200	200	200		0%
7035 · Postage/Mailing, net	139	200	165	165		0%
7040 · Copy/Printing Expense	727	400	1,063	1,063	8 *	0%
7045 · Internet Service	0 -1	108	38	38	•	0%
7100 · Telephone	332	456	345	345	-	0%
7177 · UPL	1 221	1 1 6 4	1 012	1 012		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 Mtnce Contracts	148	156	160	168	8	5%
6050 · Bldg Mtnce 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%



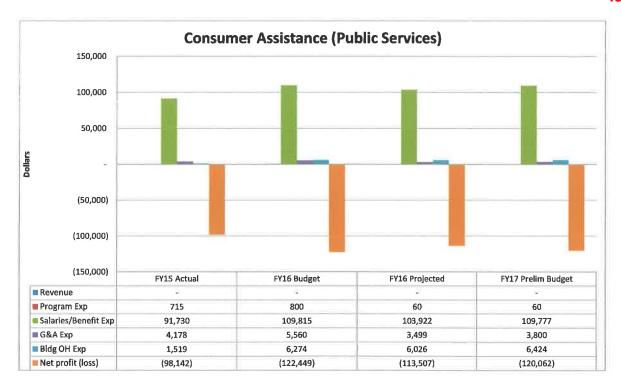
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 15 - Member Benefits

	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	4	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	(8)	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 Mtnce Contracts	136	143	148	155	7	5%
6050 · Bldg Mtnce 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%



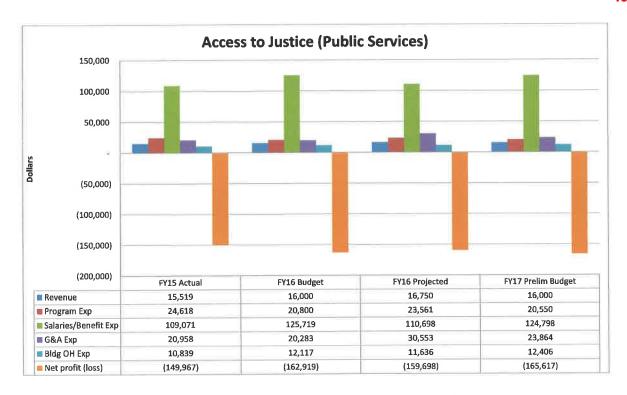
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 16 - Section Support

	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	1.5	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	14	197		100	100	#DIV/0!
7035 · Postage/Mailing, net	(A)			100	100	#DIV/0!
7040 · Copy/Printing Expense	66	100	51	100	49	97%
7045 · Internet Service		215	31	100	(2)	#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	030	050	(S)	#DIV/0!
7175 · O/S Consultants	34	500	2 145		289700767878	-
Total General & Administrative Expenses	9,137	6,406	2,145 6,993	5,098	(2,145) (1,896)	-100% -27%
Total delicial & Administrative Expenses	3,137	0,400	0,333	3,030	(1,050)	2770
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%
	A 14 men		¢ (4 000)	6 00	£ 4.000	a Amor
Net Profit (Loss)	\$ (1,264)	\$ -	\$ (1,200)	\$ 86	\$ 1,286	-107%



Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 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
	2	15,11		11		
Expenses						
Program Services						W-5
5002 · Meeting facility-internal only	613	600		~	2	#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	-	12		#DIV/0!
7055 · Computer Supplies & Small Equip	66	100		14	*	#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 · Fleat 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%
• .	173	594	612	643	31	5%
6045 · Bldg Mtnce Contracts 6050 · Bldg Mtnce Supplies	8	41	27	29	1	5%
	48	189	317	333	16	5%
6065 · Bldg Insurance/Fees	202	792	774	836	62	89
6070 · Building & Improvements Depre	58	289	226	244	18	8%
6075 · Furniture & Fixtures Depre	598	2,263	2,254	2,434		8%
7065 · Computers, Equip & Sftwre Depr Total Building Overhead Expenses	1,519	6,274	6,026	6,424		7%
	00.440	400.440	112 007	120.000	erer	CO.
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%



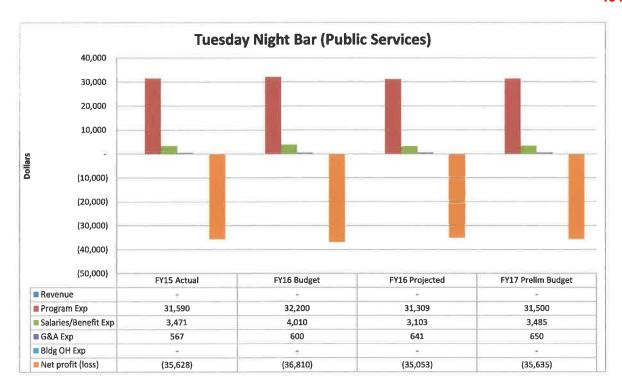
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 18 - Access to Justice

,4	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	2016 Projected vs 2017 Budget	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)	-		1 1	, ,	#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	723	=	45		(45)	-100%
5060 · Program Special Activities		1	697		(697)	-100%
5070 · Equipment Rental	_ (2)	500		5	5	#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! #DIV/0!
5702 · Lodging 5702 · Travel - Lodging	1,345	100	1,991	2,000	9	#DIV/U!
5702 · Traver - Loughig	1,343	100	1,551	2,000	<u> </u>	#DIV/0!
5703 · Transportation 5703 · Travel - Transportation/Parking	1,761	2,000	400	500	100	25%
5704 · Mileage Reimbursement	1,701	2,000	400	500	100	#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	11 50	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		100	400		#DIV/0!
7115 · Public Relations	-	4.000	189	189	(405)	0%
7120 · Membership/Dues	845	1,200	875	450 900	(425) 51	-49%
7140 · Credit Card Merchant Fees 7150 · E&O/Off & Dir Insurance	572	900 10,900	849 12,775	12,775	21	6% 0%
7175 · O/S Consultants	12,767	10,900	3,675	12,775	(3,675)	-100%
7175 · O/3 consultants 7195 · Other Gen & Adm Expense	125	400	825	ļ.	(825)	-100%
Total General & Administrative Expenses	20,958	20,283	30,553	23,864	(6,690)	-22%
Duilding Overhead						
Building Overhead	075	011	042	005	43	F0/
6015 · Janitorial Expense	875	911	843	885	42	5%
6020 · Heat	668	711	513	538	26 67	5% 5%
6025 · Electricity 6030 · Water/Sewer	1,385	1,531	1,342	1,409	67	5% 5%
	124	128	130	136	6	5%

Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 18 - Access to Justice

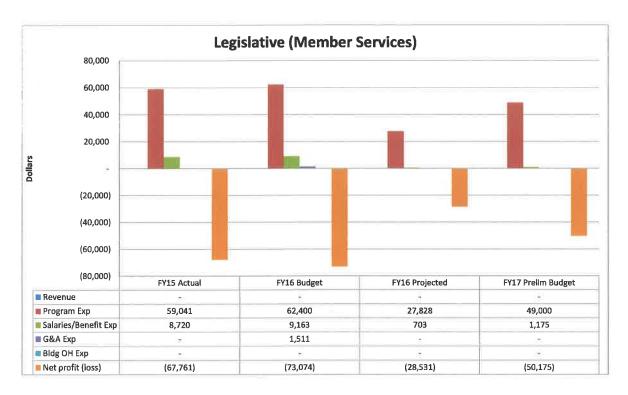
	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
6040 · Building Repairs	144	217	362	380	18	5%
6045 · Bldg Mtnce Contracts	1,087	1,147	1,182	1,241	59	5%
6050 · Bldg Mtnce Supplies	71	79	53	55	3	5%
6065 · Bldg Insurance/Fees	367	366	612	643	31	5%
6070 · Building & Improvements Depre	1,558	1,529	1,495	1,615	120	8%
6075 - Furniture & Fixtures Depre	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%
et Profit (Loss)	\$ (149,967)	\$ (162,919)	\$ (159,698)	\$ (165,617)	\$ (5,920)	4%

4/29/2016, 12:26 PM



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	(e)	-	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%



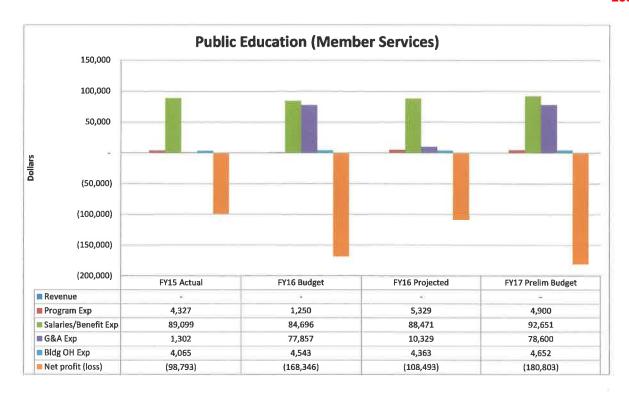
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 20 - Legislative

	Actual	Budget	Projected	Budget	\$ Change 2016 Projected	% Change 2016 Projected
	FY 2015	FY 2016	FY 2016	FY 2017	vs 2017 Budget	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			100%
5070 · Equipment Rental	31,034	33,900	1/2/	42,000	21,000	
• •	5.004	F. 200	32	5 200	(32)	-100%
5076 · Food & beverage - internal only	5,054	5,300	5,180	5,200	20	0%
5703 · Transportation			-	170	±	#DIV/0!
Total Program Services Expenses	59,041	62,400	27,828	49,000	21,172	76%
Salaries & Benefits						
	7.420	7.720	610	1 000	200	C40/
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						
		200				um n 1 (n)
7035 · Postage/Mailing, net	78	300		~	=	#DIV/0!
7100 · Telephone	(6)	911			*	#DIV/0!
7195 · Other Gen & Adm Expense	720	300		(40	£	#DIV/0!
Total General & Administrative Expenses		1,511		140	*	#DIV/01
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%



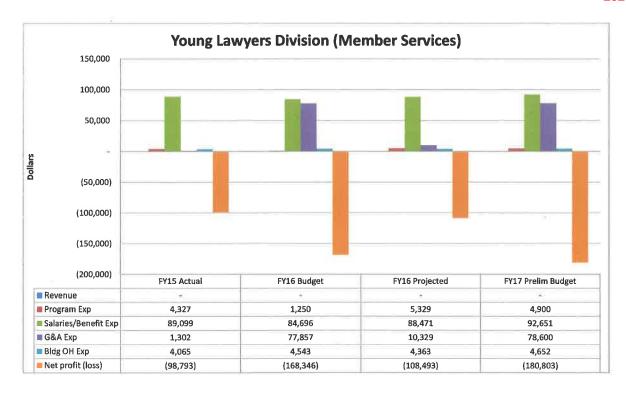
Utah State Bar Preliminary FY2017 Budget Based on Actual Results through 3/31/16 21 - Commission/Sp Projects

	Actual FY 2015	Budget FY 2016	Projected FY 2016	Budget FY 2017	\$ Change 2016 Projected vs 2017 Budget	% Change 2016 Projected vs 2017 Budget
·		112020	112010	71 2027	V3 LO17 Duaget	V3 LO17 Dauget
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	5	0%
Firm	113 TE					
Expenses Services						
Program Services	3,703	2 200	1 721	1 721		00/
5001 · Meeting Facility-external only		2,800	1,731	1,731	8	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	ā	0%
5037 · Grants/ contributions - general		*	7,000	7,000	(0 F00)	0%
5045 · Bar Anniversary	50.465	11.000	8,500	2 000	(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		1, 2		*	#DIV/0!
5501 · Books Purchased-BFB	9,822	*			2	#DIV/0!
5702 Travel - Lodging	2,870	2,900	4,395	4,395		0%
5703 · Travel - Transportation/Parking	1,332	1,000	592	592	3	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	8	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	2	8,500	8,500	3	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	- E		8,000	5,000	(3,000)	-38%
5850 · Leadership Academy	11 2	20,000	15,000	20,000	5,000	33%
5855 · Bar Review	79	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%
Conoral P. Administrative						
General & Administrative	578	700	60	60		0%
7025 · Office Supplies			60		-	
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	700	942	942	-	0%
7100 · Telephone	219	700	348	348	-	0%
7140 · Credit Card Merchant Fees	1 625	100	1.635	5		0%
7145 · Commission Election Expense	1,625	3,800	1,625	1,625	14	0%
7150 · E&O/Off & Dir Insurance	8,802	9,201	2,212	2,212		0%
7175 · O/S Consultants	-		11 3	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	0.7 90		135	100	(135)	-100%
5062 · Law Day	0.00		3,000	3,000	-	0%
5063 · Special Event Expense	2,789	1 22			_	#DIV/0!
5075 Food & Bev-external costs only	1,064	1,150	39	1,000	961	2471%
5076 · Food & beverage - internal only	- 3		232	200	(32)	-14%
5702 · Travel - Lodging	90		898	G _E	(898)	-100%
5704 · Mileage Reimbursement	N J	-			(,	#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%
rotal Program Services Expenses	1,027	1,230	3,525	4,500	(423)	370
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	3	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%
Constitution of						
General & Administrative	22	100		100	100	#DIV /OI
7025 · Office Supplies	22	100	i i	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		-	5	#DIV/0!
7050 · Computer Maintenance	74				2	#DIV/0!
7055 · Computer Supplies & Small Equip	40	100	54	100	46	85%
7100 · Telephone	1,147	911	689	800	111	16%
7105 · Advertising	- 3	75,000		75,000	75,000	#DIV/0!
7115 · Public Relations		-5	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 Mtnce Contracts	408	430	443	466	22	5%
6050 · Bldg Mtnce Supplies	26	30	20	21	1	5%
6065 · Bldg Insurance/Fees	138	137	230	241	11	5%
6070 · Building & Improvements Depre	584	573	561	606	45	8%
6075 · Furniture & Fixtures Depre	162	209	164	177	13	8%
7065 · Computers, Equip & Sftwre Depr	1,333	1,638	1,632	1,763	131	
Total Building Overhead Expenses	4,065	4,543	4,363	4,652	289	8% 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	(28222		200	100000	(200)	-100%
4095 · Miscellaneous Income	110	-	60	4	(60)	-100%
4200 · Seminar Profit/Loss	3,268	-	(6)		Mar.	#DIV/01
Total Revenue	4,378	100	1,260	1,000	(260)	-21%
Expenses						
Program Services						
5001 · Meeting Facility-external only	5,250	13,734	(14)	14,000	14,000	#DIV/0!
5002 · Meeting facility-internal only	20000000	(ES/020)	255	000000	(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	110.1577	100	100	#DIV/0!
5062 · Law Day	366	3:	366	3	(366)	-100%
5075 · Food & Bev-external costs only	18,408	21,400	20,576	21,400	824	4%
5076 · Food & beverage - internal only	20,100	22,100	196	22,100	(196)	-100%
5085 · Misc. Program Expense	1,991	800	1,943	800	(1,143)	-59%
5095 · Wills for Heroes	4,554	2,500	(the state)	2,500	2,500	#DIV/01
5702 · Travel - Lodging	3,477	1,400	4,472	1,500	(2,972)	-66%
5702 · Travel - Coughing	2,805	2,100	1,584	2,100	516	33%
5704 · Travel - Mileage Reimbursement	538	500	236	500	264	112%
5706 · Travel - Meals	478	500	478	400	(78)	-16%
	4,586	4,100	7,301	4,100	(3,201)	-44%
5805 · ABA Annual Meeting	5,798	6,000	3,740	6,000	2,260	60%
5810 · ABA Mid Year Meeting		0,000	300	0,000	(300)	-100%
5855 · Bar Review	50,159	54,534	46,199	55,300	9,101	20%
Total Program Services Expenses	50,159	54,554	46,133	35,500	9,101	2070
Salaries & Benefits	400	400	440	400	10	40/
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	7147	400	800	400	100%
Total Salaries/Benefit Expenses	911	516	913	1,338	425	47%
General & Administrative		2				
7025 · Office Supplies	157	200	46	200	154	331%
7040 · Copy/Printing Expense	101	100	2	100	98	4067%
7045 · Internet Service	27	- 45	E	10	8	#DIV/0!
7100 · Telephone	1	50	2		=	#DIV/0!
7105 · Advertising	300	100	594	300	(294)	
7140 · Credit Card Merchant Fees			5	18	(5)	
7195 · Other Gen & Adm Expense	487	700		16		#DIV/0!
Total General & Administrative Expenses	1,072	1,050	648	600	(48)	-7%
Total Expenses	52,143	56,100	47,760	57,238	9,478	20%
Net Profit (Loss)	\$ (47,764)	4 (2.2.2.2.2)	A 444 A 444	4 170 000	\$ (9,738)	21%

TAB 11

UTAH STATE BAR BOARD OF BAR COMMISSIONERS MINUTES

APRIL 15, 2016

J. REUBEN CLARK LAW SCHOOL PROVO, UTAH

In Attendance: President Angelina Tsu, President-elect Rob Rice; Commissioners: Steven

Burt, H. Dickson Burton, Kate Conyers, Kenyon Dove, Heather Farnsworth,

Susanne Gustin, Liisa Hancock, Michelle Mumford, Herm Olsen and Katie

Woods.

Ex-Officio Members: Nate Alder, Heather Allen, Dean James Rasband, James Sorenson for the

Utah Minority Bar Association, and Chris Wharton and Supreme Court

Liaison Tim Shea.

Not in Attendance: Mary Kay Griffin and John Lund; Ex-Officio Members: Dean Robert Adler,

James Gilson, Susan Motschiedler and Margaret Plane.

Also in Attendance: Executive Director John C. Baldwin.

Minutes: 9:15 p.m. start

1. President's Report: Angelina Tsu

- **1.1 Spring Convention Chile Cookoff Awards Presentation.** Angelina Tsu recognized the winning team in the cookoff with token awards and ribbons.
- **1.2 Bar Review**. Angelina reported that the last event was well attended and indicated that the next one would be on April 28th and will be sponsored by Holland & Hart. She encouraged commissioners to RSVP.
- 1.3 Request for Contribution Letter. Angelina reported that she had been contacted by lawyer Wally Budget to see if the Bar would be willing and able to make a contribution to the family of Patricia Parkinson Glenn. Ms. Glen was a member of the Bar who has recently passed away and left a husband and young triplets. Angelina directed the Commission to the letter submitted by Wally. Wally joined the meeting via speaker phone. After discussion about the opportunity for individuals or various other groups to make contributions and the mission of the Bar and the Bar policies on contributions, the Commission choose to not make a contribution because of the formal policy requiring that Bar funds be used for purposes within the mission of the Bar. They asked that the policy be distributed at the next meeting.

2. Discussion Items

- 2.1 Introduction to Legal Services Link. Katie Woods and Kenyon Dove led a discussion on a possible lawyer directory promoted by Legal Services Link. Matthew W. Horn, its President, lead an interactive, on-line demonstration. The Commission asked questions about its functionality and usages. There was also discussion about how something like this might be developed after the roll-out of the currently-anticipated lawyer directory and the need to review other similar websites. Katie and Kenyon agreed to follow up on the availability of the service and to review other possible sites.
- 2.2 Status of Blomquist Hale Consulting. Discussion on the topic was postponed.
- 2.3 Consideration of Bar Appointment Policies. Angelina lead a discussion about the need for a more formal policy to encourage participation by new volunteers on Bar committees and assure that there was appropriate and regular succession in leadership. The Commission discussed the need for "fresh eyes" and getting people involved, as well as the need for some regular ability to address the longevity of the many wonderful lawyers who had served with distinction. Tim Shea reviewed the recent changes made by the courts and the AOC to address the same issues. Rob Rice moved that a committee be formed to review the process by which volunteers on Bar committees are recruited and how succession planning and term limits may be implemented. Dickson Burton seconded the motion. The motion passed.

3. Action Items

- 3.1 Select 2016 Lifetime Service Awards. The Commission discussed the many contributions made by the several nominees for the award. The Commission selected Anne Milne and Leonard Burningham to receive Lifetime Service Awards at the Bar's 85th Anniversary Celebration.
- **3.2** Approve Contract with WIPFLi Consulting Services. Action on the topic was postponed.
- 3.3 Select Commission YLD Delegate to ABA House. The Commission reviewed the three applicants for the new position of Commission Young Lawyer Division Delegate to the American Bar Association House of Delegates and discussed the need to keep valuable members of the Bar involved in activities and program leadership.

 Dickson Burton moved to appoint Christ Wharton as the delegate. Liisa Hancock seconded the motion. The motion passed. (According to previous decision, Chris will also serve as an ex-officio member of the Bar Commission during the term of his appointment.)
- 3.4 Finalize On-Line Lawyer Directory Issues. Rob Rice reviewed his outline of items for decision by the Commission to further the creation and implementation of the new on-line attorney directory. After discussion of the progress of the directory and the items needed for completion of the initial stages, Michelle Mumford moved to not

require lawyer participants in the client services section of the on-line directory to have malpractice insurance but to require them to disclose whether or not they have insurance. Herm Olsen seconded the motion. The motion passed.

After further discussion, Kate Conyers moved to not charge a fee to lawyers to be on the section and to review the fee policy in one year. Heather Farnsworth seconded the motion. The motion passed.

After further discussion, Kate Conyers moved to have all members of the Bar opt-out of participation in the client services section of the directory after a committee has proposed an effective description of the opt-out policy. Kate Conyers seconded the motion. The motion passed with Susanne Gustin voting in the negative. A committee will be formed to resolve issues and provide an appropriate opt-out process.

3.5 Approve Comps for 85th Gala. Heather Farnsworth reviewed the planning and budget for the anniversary celebration on June 30th. She raised issues about funding and the need to invite members of the judiciary, all the members of the Bar, Bar commissioners, past Bar Presidents and new recipients of the Lifetime Service Awards. After discussion, Kate moved that the Commission should provide complementary tickets to the Bar's 85th Anniversary Celebration for recipients of the Lifetime Service Awards and their guests and provide complementary tickets to the event for judges, commissioners and past Bar presidents, but not for their guests. Susanne Gustin seconded the motion. The motion passed.

4. Information Items

4.1 Status of Bar Petition to Change Admissions Rules. Angelina called the Commission's attention to the petition in the packet, which would be filed shortly.

The meeting adjourned at 12:20 pm.

Consent Agenda

- 1. Minutes of March 10, 2016 Commission Meeting
- 2. Utah Legal Services Board Reappointments
- 3. 2016-17 Client Security Fund Assessment (\$5.00)
- 4. Creation of Community Associations Section
- 5. Creation of Limited Scope ("Unbundled") Legal Services Section

BUDGET RESOLUTION

THIS RESOLUTION of the Utah State Bar is passed by majority vote of the Commission on July 14, 2004, at its regular Bar Commission Meeting.

Whereas the Budget and Finance Committee has duly considered the financial condition of the Bar and provided its recommendations to the Commission; and,

Whereas the Commission has carefully considered the financial condition of the Bar during its annual retreat and at various Commission meetings; and,

Whereas future budgets show a probable diminishment of reserves and the possibility of future deficit budgets; and,

Whereas licensing fees have remained fixed for some 15 years while Bar costs and expenses have increased; and,

Whereas the Commission believes the general level of expenditures remains necessary to the accomplishment of the Bar's mission; and,

Whereas the Commission believes that a method of obtaining discretionary authority for the indexing of licensing fees is appropriate and necessary; and,

Whereas as a part of this Resolution certain financial principles should be made a matter of record for the guidance of future Commissions and for the understanding of Utah lawyers.

NOW THEREFORE BE IT RESOLVED:

1. Indexed Licensing Fees. That the Commission petitions the Utah Supreme Court for discretionary authority to increase licensing fees on an annual basis at a rate not to exceed the rate of inflation as determined by the Consumer Price Index (CPI). If in any given year the Commission decides not to increase licensing fees, any subsequent annual increase shall be determined solely by the averaged rate over the previous 12 most recent months and shall not be cumulative. Further, that this Petition seek authority to make these increases for a five (5) year trial period commencing with the 2005-2006 fiscal year. This system will provide for the continuing operation of the Bar based upon the present value of current licensing fees.

- 2. Overall Budget Level. That the Commission on an annual basis will develop its budget and programs to operate within the projected revenue available, including maintenance of the reserves as described herein.
- **3. Reserves.** It is appropriate and necessary that the Commission maintain and establish a reasonable level of financial reserves. After due consideration the Commission has determined that level to be approximately one-third of its annual operating budget. It is expected that there will be fluctuations as a result of each year's operations.
- 4. Programs to be Budgeted to Operate on a Break-Even Basis. Certain Bar programs are budgeted on a basis that they will cover the expenses attributed to their operation. The Commission, as a matter of principle, has determined that the following programs should be budgeted in this manner: (1) Annual Conventions; (2) Spring Conventions; (3) Fall Forum; and (4) Bar Admissions.
- 5. Donations. The Commission receives numerous requests for donations from a variety of worthy causes both related and unrelated to its mission. The Commission has for some time considered what should be the appropriate methodology for responding to such requests. The number of worthy requests always exceeds the funds available. The Commission believes that these principles should guide its response to these requests. First, all requests for donations, except extraordinary requests, should be processed and evaluated simultaneously during preparation of the annual budget. Second, licensing fees are mandatory. Third, the Commission encourages donations by its members to the Utah Bar Foundation and other organizations which use voluntarily collected funds to assist worthy causes. Fourth, multiple year commitments are generally inappropriate. Fifth, donations should be limited to those programs which assist in the accomplishment of the mission of the Bar.



Utah State Bar 10294 645 South 200 East Salt Lake City, UT 84111

	Curr	ent	YT[
Presenting Problems	Emp	Dep	Emp	Dep
Family	13	12	34	33
Alcohol/Drug	0	1	0	2
Marital	11	8	30	27
Psychological/Emotional	36	14	105	44
Suicidal	0	0	0	0
Financial	0	0	0	0
Senior Care	0	0	0	0
Legal	0	0	0	0
Personal	2	3	5	10
Wellness	0	0	0	0
Totals	62	38	174	116
Total Individuals	1	00	2	90
Total Cases		70	2	00

	Curr	ent	YTE	
Referral Actions	Emp	Dep	Emp	Dep
In house EAP counseling	74	41	194	122
In house Group	1	1	2	2
Rx for Psych Meds - pcp	0	1	1	1
Rx for Psych Meds - psy	0	1	0	3
Outpatient Psychiatric	1	1	3	1
Outpatient A & D	0	0	0	0
Inpatient Psychiatric	0	0	0	1
Inpatient A & D	0	0	0	0
Financial	0	0	0	0
Attorney	0	1	1	1
Self Help Group	0	0	0	0
Totals	76	46	201	131

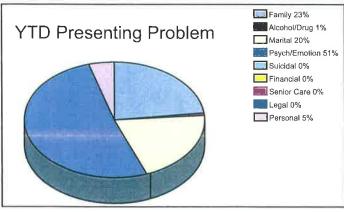
Referral Analysis	Cur	rent	YT[
Individual Status	Count	%	Count	%
EAP Resource Only	98	98.00	280	96.55
EAP Counseling + Med Eval	0	0.00	1	0.34
Med Evaluation Only	1	1.00	4	1.38
Outpatient Care	1	1.00	4	1.38
Inpatient Care	0	0.00	1	0.34
Totals	100		290	
		Famil	v 23%	F

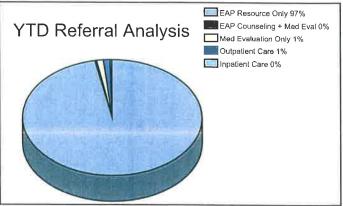
10 0

Quarterly Report 07/01/15 to 09/30/15
Year to Date 01/01/15 to 09/30/15

	Current	YTD	
New Cases	70	200	
Referral Type			
Self	70	200	
Supervisor	0	0	
Totals	70	200	
Case Stat	us		
Active	37	62	
Inactive	33	138	
Totals	70	200	
Number of Em Annualized U		7672	
	y Cases	3.49	
By Inc	dividuals	5.06	

Clinical Hours	Current	YTD	
Therapy Time	265.00	622.25	
Group Time	6.00	6.00	
Follow-up Time	19.75	37.25	
Total Clinical	290.75	665.50	
Service Time			
Company Contacts	Current	YTD	
Customer Service	35.50	55.00	
Emp/Sup Training	0.00	0.00	
Seminars/Training	1.50	3.00	
Total Service	37.00	58.00	
# Critical Events	3	5	





TAB 12

UTAH STATE BAR Budget and Finance Committee Highlights of the April 2016 Financial Statements

FINANCIAL STATEMENT HIGHLIGHTS

Year-to-Date (YTD) Net Profit – Accrual Basis: YTD net profit is \$1.2 million, \$418k 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 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. It is expected that the gap between actual and budgeted net profit will narrow with increased event activity during the last two months of the year.

YTD Net Profit –Cash Basis: Adding back YTD depreciation of \$185,902, YTD net profit is \$420,000 ahead of budget.

<u>Licensing</u>: Licensing revenue is at 102% of the year-to-date (YTD) budget (and 101% of the full year's 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 \$23k mainly due to lower than budgeted salaries and benefits, a factor of personnel changes this year. There are 88 more active attorneys than last year at this time and 60 fewer inactive attorneys (net increase of 28).

<u>Admissions</u>: Admissions revenue is at 120% of the YTD budget (and 114% of the full year's budget) with revenue totaling \$500k. 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 74% 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.

<u>CLE</u>: YTD CLE revenue and expenses are at 128% and 141% of YTD budget, respectively, due to more events taking place than factored in the budget.

<u>Summer Convention:</u> The Summer Convention YTD net loss is \$21k compared to the YTD budgeted net loss of \$104k. 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 \$22k compared to the YTD budgeted net profit of \$2k mainly due to lower than expected attendance and higher expenses at Grand America.

UTAH STATE BAR Budget and Finance Committee Highlights of the April 2016 Financial Statements

<u>Spring Convention</u>: The Spring Convention YTD profit is \$37k compared to YTD budgeted net profit of \$19k 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 \$224k, much of the difference is due to a timing difference between when the section administrative fees were booked (February) 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. Also, Bar Journal advertising revenue exceeds budget by approximately \$6k. 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.

<u>Public Services:</u> Public services YTD net loss of (\$353k) is at 92% 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.

<u>Bar Operations:</u> Bar Operations YTD net loss of (\$1,132k) is at 105% of budget. Though investment income is higher than budgeted by approximately \$28k, 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 (\$212k) or 88% of budget. There have been 111 (8%) fewer events this year compared to last resulting in lower facilities revenue of approximately \$16k. Expenses are under budget by \$45k due also to fewer events and to lower general and administrative expenses (meeting supplies, 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) Capital Replacement Reserve (equipment) Capital Replacement Reserve (building)	\$2,028,000 200,000 <u>650,000</u>
Total	<u>\$2,878,000</u>
Cash and investments at April 30, 2016	\$4,299,000

Utah State Bar Income Statement April 30, 2016

	Actual	Rudget	Fav (Unfav)	% of	Actual	Budget	Fav (Unfav)	% of	Total	YTD % of
	Apr-16		variance	Budget	YTD	YTD	variance	Budget	Budget	Tot Budget
Revenue		6	1	70 70	1007	077	69 100	103%	A 137 ADO	101%
Licensing	51,760	10,980	40,780	4/1%	4,187,941	4,119,641	001,00	4300/	004,751,4	11.70
Admissions	32,075	23,726	8,349	135%	499,635	417,407	877,78	%07T	439,300	114%
NLTP	8,700	3,966	4,734	219%	006'99	76,286	(9,386)	%8%	90,300	/4%
OPC	800	20	780	4000%	6,433	4,529	1,904	142%	11,700	25%
310	64,120	75,635	(11,515)	85%	394,449	308,166	86,283	128%	543,100	73%
Summer Convention	916	773	143	n/a	198,521	158,499	40,022	125%	157,400	126%
	1.271	408	863	312%	120,396	176,411	(56,015)	%89	176,750	%89
Spring Convention	(300)	2.128	(2,428)	-14%	133,302	124,391	8,911	107%	124,300	107%
Member Services	220	2.875	(2,655)	%8	212,523	125,452	87,071	169%	228,921	93%
Diblic Services	4.922	1,378	3,544	357%	18,542	13,650	4,892	136%	16,480	113%
Ran Onorations	11.313	5,369	5,944	211%	61,241	40,478	20,763	151%	48,200	127%
Facilities	25.886	31,185	(5,299)	83%	225,598	241,589	(15,991)	93%	312,152	72%
Total Revenue	201,683	158,443	43,240	127%	6,125,481	5,806,699	318,782	105%	6,286,003	%26
Expenses	6 978	7 915	987	%88	65,707	88,984	73,277	74%	120,653	54%
Admissions	31 484	26.990	(4,494)	117%	400,281	388,007	(12,274)	103%	457,985	81%
Admissions	6,547	5 211	(1 431)	127%	68,484	61,893	(6,591)	111%	74,845	95%
7 7 0	7,03	98 774	(4 653)	105%	1.060.957	1.043,868	(17,089)	102%	1,253,170	85%
	18 808	31 848	(16 960)	153%	385,729	274,457	(111,272)	141%	506,224	%92
	7.93	3.011	(1 923)	164%	219,486	262,445	42,959	84%	266,758	82%
Sufficiel Collections	4,534	1 495	965	35%	142,439	174,350	31,911	82%	176,114	81%
rall Foruiti	955	48 100	39.037	19%	96,243	105,734	9,491	91%	114,878	84%
	44 377	114.529	70.207	39%	472,152	609,019	136,867	78%	701,791	%29
Dublic Comices	30.217	31.044	827	97%	371,893	398,246	26,353	93%	470,404	79%
Rar Operations	123.710	127,832	4,122	%16	1,193,445	1,123,882	(69,563)	106%	1,357,628	%88
Facilities	52.211	56,787	4,576	92%	437,799	483,260	45,461	91%	582,642	75%
Total Evpenses	462.276	553,536	91,260	84%	4,914,614	5,014,145	99,531	%86	6,083,092	81%
Net Profit (Loss)	\$ (260,593)	\$ (395,093)	\$ 134,500	%99	\$ 1,210,866	\$ 792,554	\$ 418,312	153%	\$ 202,911	
	20 701	22 697	1.996	91%	185,902	184,620	(1,282)	101%	230,671	
Cash increase (decrease) from operations	(239.892)	(372,396)	132,504	64%	1,396,768	977,174	419,594	143%	433,582	
Changes in operating assets/liabilities	31,190	31,190		100%	(2,274,218)	(2,274,218)	1	100%	Ð	
Capital expenditures	(682)	(10,417)	9,735	7%	(93,704)	(104,167		%06	(125,000)	
Net change in cash	\$ (209,384)	\$ (351,623)	\$ 142,239	%09	\$ (971,154)	\$ (1,401,211)	\$ 430,056	%69	\$ 308,582	040

Utah State Bar April 30, 2016 Licensing

	Actual	Budget	Fav (Uı
	Apr-16	Apr-16	varia
Revenue			
4010 - Section/Local Bar Support fees	10	2.9	
4021 · Lic Fees > 3 Years	16,150	1,582	Ĥ
4022 · Lic Fees < 3 Years	20,250	255	1
4023 · Lic Fees - House Counsel	1,700	No.	
4025 · Pro Hac Vice Fees	6,250	7,085	
4026 · Lic Fees - Inactive/FS	300	(462)	
4027 · Lic Fees - Inactive/NS	2,950	424	
4029 · Prior Year Lic Fees	ì	0	
4030 · Certs of Good Standing	2,050	1,775	
4095 · Miscellaneous Income	110	21	
4096 · Late Fees	2,000	300	
Total Revenue	51,760	10,980	4
Expenses			
Program Services	ä	3	
Salaries & Benefits	2,684	3,929	
General & Administrative	3,732	3,467	
Building Overhead	512	519	
Total Expenses	6,928	7,915	
.			

(3,122) 34,740 (3,890) 2,870	(3,122) 34,740 (3,890) 2,870 (1,248) (5,907) 15,689	(3,122) 34,740 (3,890) 2,870 (1,248) (5,907) 15,689 1,165 (3,248) 1,219 29,832 68,100	(3,122) 34,740 (3,890) 2,870 (1,248) (5,907) 15,689 1,165 (3,248) 1,219 29,832 68,100
(1)			
284,600	284,600 21,100 62,498 112,457 181,911	284,600 21,100 62,498 112,457 181,911 22,868 294 43,588	284,600 21,100 62,498 112,457 181,911 22,868 43,588 4,119,841 4,119,841 61,477 22,518 4,989
	(-1)	4	1 4,1
	61,250 106,550 197,600 1,165	61,250 106,550 197,600 1,165 19,620 1,513 73,420	61,250 106,550 197,600 1,165 19,620 1,513 73,420 4,187,941 4,187,941 19,236 4,832
61,	106, 197, 1,	106, 197, 1, 19, 1, 73,	106, 197, 19, 19, 173, 73, 4,187, 41,
%88 %19	8969 "L	696% n/a 115% 524% 667%	n/a n/a 115% 524% 667% 471% n/a 68% 108%
(835) 8 762 -6	2,526 6 9		11 11 55 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6 6
8) 7	ر. ₄	7,1	1,7 40,7 1,5 (7,1
7,085 (462)	424	1,775	1,775 21 300 10,980 3,929 3,467 519
300	- î	0 0 0 0	2,950 2,050 110 2,000 51,760 2,684 3,732 512

86%
101%
99%
1114%
86%
95%
108%
72%
252%
163%
101%

21,100 71,100 112,200 183,500

86% 101% 99% 114% 98% 95%

23,000 3,369,000 284,600

27,300

n/a 86% 515% 168% 102%

45,000

Tot Budget YTD % of

Budget Total

Budget % of

n/a 53% 53% 79% 54%

77,974 36,537 120,653

6,142

n/a 68% 85% 97% 74%

103%

\$ 4,016,747

102%

Net Profit (Loss)

Utah State Bar Admissions April 30, 2016

	Actual	Budget	Fav (Unfav)	% of	Actual	Budget	Fav (Unfav)	% of	Total	YTD %
	Apr-16	Apr-16	variance	Budget	YTD	YTD	variance	Budget	Budget	Tot Budg
Revenue										
4001 · Admissions - Student Exam Fees	(1,975)	4,486	(6,461)	-44%	165,575	161,155	4,420	103%	160,100	10
4002 - Admissions - Attornev Exam Fees	(350)	(2,439)	2,089	14%	71,495	66,206	5,289	108%	65,800	10
4003 - Admissions - Retake Fees	12,450	1,854	10,596	672%	54,400	23,083	31,317	736%	28,200	15
4004 - Admissions - Laptop Fees	4,500	1,369	3,131	329%	70,650	57,455	13,195	123%	29,600	11
4006 · Transfer App Fees	10)	2,735	(2,735)	%0	19,000	19,967	(296)	826	24,800	
4008 - Attorney - Motion	11,900	7,810	4,090	152%	59,200	49,289	9,911	120%	58,400	10
4009 · House Counsel	850	1,736	(988)	49%	14,450	6,364	8,086	227%	8,100	17
4095 · Miscellaneous Income	100	85	15	118%	1,315	678	637	194%	006	17
4096 - Late Fees	4,600	6,090	(1,490)	738%	43,550	33,210	10,340	131%	33,400	13
Total Revenue	32,075	23,726	8,349	135%	499,635	417,407	82,228	120%	439,300	11
Expenses	1	C L	17. 77		117 254	700 00	(18 160)	118%	110 600	1(
Program Services	5,943	285	(195,5)	0.1701 (+C7'/TT	99,034	(10,100		110,000	Á
Salaries & Benefits	22,139	23,478	1,339	94%	241,510	252,382	10,872	%96	302,349	••
General & Administrative	2,529	2,057	(472)	123%	33,278	28,210	(2,068)	118%	34,783	
Building Overhead	873	873	(0)	001 (8,239	8,321	82	%66	10,253	
Total Expenses	31,484	26,990	(4,494)) 117%	400,281	388,007	(12,274)	103%	457,985	
	\$ 101	\$ (3.264) \$	3 855	-18%	\$ 99.354	\$ 29.400	\$ 69,954	338%	\$ (18,685)	<u> </u>
Net Profit (Loss)	TCC ¢				20000					

Fav	Fav (Unfav)	% of	_	Actual	Budget	Fav (Unfav)	% of	Total	YTD	YTD % of
>	variance	Budget		YTD	YTD	variance	Budget	Budget		Tot Budget
			_							
	(6,461)	-44%		165,575	161,155	4,420	103%	160,100	0	103%
	2,089	14%		71,495	66,206	5,289	108%	65,800	0	109%
	10,596	672%		54,400	23,083	31,317	736%	28,200	0	193%
	3,131	329%		70,650	57,455	13,195	123%	29,600	0	119%
	(2,735)	%0		19,000	19,967	(296)	%56	24,800	0	77%
	4,090	152%		59,200	49,289	9,911	170%	58,400	0	101%
	(988)	49%		14,450	6,364	8,086	227%	8,100	0	178%
	15	118%		1,315	829	637	194%	006	0	146%
	(1,490)	238%		43,550	33,210	10,340	131%	33,400	0	130%
1	8,349	135%		499,635	417,407	82,228	120%	439,300	0	114%
1										
	(5,361)	1021%		117,254	99,094	(18,160)	118%	110,600	0	106%
	1,339	94%		241,510	252,382	10,872	%96	302,349	6	80%
	(472)	123%		33,278	28,210	(2,068)	118%	34,783	33	%96
	(0)	100%		8,239	8,321	82	%66	10,253	33	80%
ı	(4,494)	117%		400,281	388,007	(12,274)	103%	457,985	35	87%
\$ (3.264) \$	3.855	-18%		\$ 99,354	\$ 29,400	\$ 69,954	338%	(18,685)	(5)	-532%

Utah State Bar April 30, 2016 NLTP

Fav (Unfav) variance

Budget

Apr-16

Apr-16 Actual

4,734

3,966

8,700

4,734

3,966

8,700

4020 · NLTP Fe	4095 · Miscella	4096 · Late Fee

aneous Income

Total Revenue

Expenses

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

(1,347)(242)

320 4,184 174

161 5,531 416

(1,431)

533

534 6,642 3,303

\$ 2,058 \$ (1,245) \$

% of		Actual	Budget	Fav (Unfav)	% of	Total	YTD
Budget	#	ΔĬ	YTD	variance	Budget	Budget	Tot B
219%	%	006′99	76,286	(988'6)	%88	90,300	
'n	n/a	30	Æ	1	n/a	9	
ŗ	n/a	9	39	1	n/a	*	
219%	1%	006'99	76,286	(988'6)	88%	90,300	
20	20%	5,857	5,335	(522)	110%	6,300	
132%	%	53,665	47,800	(5,865)	112%	57,544	
239%	%	3,921	3,667	(254)	107%	4,726	
100%	%	5,041	5,091	50	%66	6,275	
127%	1%	68,484	61,893	(6,591)	111%	74,845	
-165%	%	\$ (1,584)	\$ 14,393	\$ (1,584) \$ 14,393 \$ (15,977)	-11%	\$ 15,455	

Budget 88%		
%88 %88	Budget	Tot Budget
%88		
n/2	90,300	74%
n/a	93	n/a
n/a	*:	n/a
%88 88	90,300	74%
110%	6,300	93%
112%	57,544	93%
107%	4,726	83%
%66	6,275	80%
111%	74,845	92%
-11%	\$ 15,455	-10%

Utah State Bar April 30, 2016 OPC

variance Budget Fav (Unfav) % of

Budget Apr-16

Actual Apr-16

780

20

800

780

20

800

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

(5,237)

	1,123	1,064	(59)
	89,066	83,829	(2,237)
rative	5,564	6,219	659
	7,674	7,662	(12)
	103,427	98,774	(4,653)
	\$ (102,627) \$ (98,754) \$ (3,873)	(98,754)	(3,873)

Net Profit (Loss)

% of	Actual	Budget	Fav (Unfav)	% of	Total	⋝
Budget	YTD	YTD	variance	Budget	Budget	P
4000%	2,732	1,840	892	148%	1,900	
n/a	3,701	2,689	1,012	138%	9,800	
4000%	6,433	4,529	1,904	142%	11,700	
106%	19,684	27,947	8,263	20%	30,900	
106%	896,778	857,359	(39,419)	105%	1,032,818	
%68	72,080	85,324	13,244	84%	99,325	
100%	72,415	73,238	823	%66	90,127	
105%	1,060,957	1,043,868	(17,089)	102%	1,253,170	
104%	\$ (1,054,524) \$ (1,039,339) \$ (15,185)	\$ (1,039,339)	\$ (15,185)	101%	5 (1,241,470)	

	Total	YTD % of
et	Budget	Tot Budget
/00	4000	1440/
0%0	T,500	1447º
%8	008'6	38%
2%	11,700	25%
%0	30,900	64%
2%	1,032,818	87%
4%	99,325	73%
%6	90,127	80%
2%	1,253,170	85%
1%	(1,241,470)	85%

Utah State Bar CLE April 30, 2016

64	Total Revenue
	4200 · Seminar Profit/Loss
	4095 · Miscellaneous Income
	4084 · Business Law Book Sales
	4083 · CLE - Material Sales
2,	4082 · CLE - Video Library Sales
52,	4081 · CLE - Registrations
	4055 · Meeting - Sp Ev Registration
	4054 · Meeting - Material Sales
	4053 · Meeting - Vendor Revenue
6	4052 · Meeting - Sponsor Revenue
	4051 · Meeting - Registration
	Revenue
Apr-	
Actu	

% of	Budget	n/a	n/a	n/a	n/a	n/a	%62	%97	n/a	n/a	n/a	n/a	82%	739%	109%	10%	129%	153%	35%
Fav (Unfav)	variance	C.	8,884	00	3	01	(13,588)	(6,931)	67	120	M	1	(11,515)	(21,216)	(817)	5,513	(440)	(16,960)	\$ (28,474)
Budget	Apr-16	•	416	Ť	٠	10	62,899	9,320	9)	0	î	t	75,635	15,278	8,887	6,157	1,526	31,848	\$ 43,787
Actual	Apr-16	К	9,300	:0	0	(ti	52,311	2,389	35	120	1	ı	64,120	36,494	9,704	644	1,966	48,808	\$ 15,313

Actual	Budget	Fav (Unfav)	% of		Total	YTD % of
ΔŢ	YTD	variance	Budget	8	Budget	Tot Budget
30	•	0	n/a		331	n/a
24,300	2,081	22,219	1168%		5,100	476%
<i>X</i> 2	9	⟨ (#) ⟩	n/a		(0)	n/a
15	ti.	15	n/a		1200	n/a
30	E	*(n/a	_	60	n/a
316,389	271,531	44,858	117%		395,400	80%
49,095	51,621	(2,526)	%56		131,700	37%
a	9	2	n/a		W	n/a
11,205	j	11,205	n/a		E	n/a
	3	iĀ.	n/a		Ä	n/a
(6,555)	(17,067)	10,512	38%		10,900	%09-
394,449	308,166	86,283	128%		543,100	73%
217,579	134,627	(82,952)	162%		312,900	70%
98,523	87,178	(11,345)	113%		112,134	88%
50,569	37,942	(12,627)	133%		62,837	80%
19,059	14,710	(4,349)	130%		18,353	104%
385,729	274,457	(111,272)	141%		506,224	29%
\$ 8,720	\$ 33,709	\$ (24,989)	%97	\$	36,876	24%

Summer Convention Utah State Bar April 30, 2016

	Actual	Budget	Fav (Unfav)	% of		A
	Apr-16	Apr-16	variance	Budget	_	
Revenue					_	
4051 · Meeting - Registration	541	773	(232)	n/a	_	Ä
4052 · Meeting - Sponsor Revenue	30	**	62	n/a	_	
4053 · Meeting - Vendor Revenue	()I	ι		n/a		
4054 · Meeting - Material Sales	9	1	х	n/a		
4055 · Meeting - Sp Ev Registration	375	(*)	375	n/a		
4095 · Miscellaneous Income	£	500	100	n/a	_	
Total Revenue	916	773	143	n/a		
Expenses						
Program Services	95	14	(92)	(65) #DIV/0!		-1
Salaries & Benefits	4,558	2,771	(1,787)	164%		
General & Administrative	19	29	(38)	233%		
Building Overhead	214	211	(3)	101%		
Total Expenses	4,934	3,011	(1,923)	164%	1	$^{\sim}$

Budg	Fav (Unfav) variance	Fav	- 1
° √a	32) n/a n/a	(232) n/a _ n/a	
_/a	n/a	n/a	n/a
a /a		375 n/a	
n/a	e/u	e/u	e/u
n/a	43 n/a	143 n/a	
10/	95) #DIV/0!	(95) #DIV/0!	
34%	87) 164%		
33%	38) 233%	•	(38)
)1%	(3) 101%		
24%	23) 164%	(1,923) 164%	
%08	80) 180%		\$ (4.018) \$ (2.238) \$ (1,780) 180%

YTD % of	Tot Budget	1520/	0/667	85%	%96	n/a	40%	%0	126%	ò	84%	75%	75%	80%	82%	19%
Total	Budget To	107 500	10,,600	22,800	12,000	d	8,300	6,700	157,400	000	708,500	39,896	15,854	2,508	266,758	\$ (109,358)
% of	Budget	705.14	W75T	82%	%96	n/a	40%	%0	125%	9	84%	83%	75%	%66	84%	70%
nfav)	nce	17	1/5/	1,150)	(200)		(666't	5,700)	3,022		2,820	5,208	3,908	23	5,959	2,981

Utah State Bar Fall Forum April 30, 2016

Revenue	4051 · Meeting · Registration	4052 · Meeting - Sponsor Revenue	4053 · Meeting - Vendor Revenue	4054 · Meeting - Material Sales	4055 · Meeting - Sp Ev Registratio	4095 · Miscellaneous Income	Total Revenue
---------	-------------------------------	----------------------------------	---------------------------------	---------------------------------	------------------------------------	-----------------------------	---------------

Expenses

	Program Services	Salaries & Benefits	General & Administrativ	Building Overhead	Total Expenses
--	------------------	---------------------	-------------------------	--------------------------	----------------

										 				_	
% of	Budget	i de	312%	n/a	n/a	n/a	n/a	n/a	312%	#DIV/0i	73%	105%	%68	35%	%89-
Fav (Unfav)	variance	0	863	()	1		XI	20	863	1	939	(2)	27	962	\$ 1,828
Budget	Apr-16		408	9	*	Œ		Ü	408	302	1,219	35	241	1,495	\$ (1,087) \$
Actual	Apr-16		1,271	8 0	1	33	107	ж	1,271	Ē	280	37	214	530	\$ 741

שכנמשו	Budget	Fav (Unfav)	~ ot %	Total	YTD % of
YTD	YTD	variance	Budget	Budget	Tot Budget
95,646	118,411	(22,765)	81%	118,750	81%
15,000	40,000	(25,000)	38%	40,000	38%
9,600	18,000	(8,400)	23%	18,000	23%
100	47		n/a	19.	n/a
150	×	150	n/a	Ĥ	n/a
1	97	Œ.	n/a	ì	n/a
120,396	176,411	(56,015)	%89	176,750	%89
114,042	136,172	22,130	84%	136,172	84%
10,871	20,144	9,273	24%	21,301	51%
15,509	15,596	87	%66	15,642	%66
2,016	2,438	422	83%	2,999	%29
142,439	174,350	31,911	82%	176,114	81%
(000 00)	2061	20101 (101110) 3 130 0 3 (cho cr) 3	1070%	\$ 636	%99VE-

Utah State Bar Spring Convention April 30, 2016

Revenue 4051 · Meeting - Registration 4052 · Meeting - Sponsor Revenue 4053 · Meeting - Vendor Revenue 4054 · Meeting - Material Sales 4055 · Meeting - Sp Ev Registration	_						_		_
_		Revenue	4051 · Meeting - Registration	4052 · Meeting - Sponsor Revenue	4053 · Meeting - Vendor Revenue	4054 · Meeting - Material Sales	4055 · Meeting - Sp Ev Registration	4095 · Miscellaneous Income	Total Reyenile

Apr-16 (300)	Apr-16	Variance	Budget	ATD
(300)		2		
	1,179	(1,479)	-25%	105,085
<u>, , , , , , , , , , , , , , , , , , , </u>		(949)	%0	14,850
a	•		n/a	10,450
	0	ý	n/a	CE
	Ũ.	Ä	n/a	2,917
10:	•		n/a	90
(300)) 2,128	(2,428)	-14%	133,302
8,458	45,948	37,490	18%	70,517
.		448	13%	15,439
325	1,426	1,101	73%	8,271
214		(3)	101%	2,016
6)063	48,100	39,037	19%	96,243
60.00	\$ 1676 5 (45 677) \$	\$ 26.509	30%	\$ 37.059
13,303	17/6/04) \$ (1		40/0	החמונה ל

	Actual	Budget	Fav (Unfav)	% of	Total	YTD % of
٠,	YTD	OTY	variance	Budget	Budget	Tot Budget
T						
%	105,085	96,591	8,494	109%	96,500	109%
%	14,850	14,000	850	106%	14,000	106%
e/	10,450	11,300	(820)	%76	11,300	82%
la la	C	(A)	jū	n/a	3.	n/a
a	2,917	2,500	417	117%	2,500	117%
la/	Œ	•	1	n/a	l)	n/a
%	133,302	124,391	8,911	107%	124,300	107%
%	70.517	70,478	(39)	100%	78,900	%68
%	15,439	23,374	7,935	%99	23,530	%99
%	8,271	9,843	1,572	84%	6,939	83%
%	2,016	2,039	23	%66	2,509	80%
%	96,243	105,734	9,491	91%	114,878	84%
%	\$ 37,059	\$ 18,657	\$ 18,402	199%	\$ 9,422	393%

Member Services Utah State Bar

(Bar Journal, Member Benefits, Section Support, Legislative, Public Education & YLD) April 30, 2016

						l		2 70	1-1-1-) CTV
	Actual	Budget	Fav (Unfav)	% of	Actual	Budget	Fav (Untav)	% OT	lotal	2011
	Apr-16	Apr-16	variance	Budget	YTD	TD	variance	Budget	Budget	Tot Buc
C		-								
Kevenue				2/2	81 739	•	81 739	n/a	76.621	τ-1
4010 · Section/Local Bar Support fees	e.	1	•	P/II	CC / TO		00110			
AOS2 - Meeting - Sponsor Bevenue	i	100	(100)	%0		100	(100)	%0	100	
AOCI MICCELLO OPOLISCI MECHICA	210	1 940	(1,730)	11%	121,692	115,241	6,451	106%	141,600	
4001 - Advertising neverture	077	2		e/u	150	300	(150)	20%	300	
4062 · Subscriptions	(0	C C	(100)	900	7 715	3 140	(425)		3.100	
4071 · Mem Benefits - Lexis	1	835	(000)	%	CT / '7	רי,	(671)		1 1	
Anzo - Boyalty Inc - Bar J. MBNA. LM.M	c	Ď	(0)	n/a	6,017	6,671	(654)	%06	007'/	
A081. CIE - Begistrations	10	i	10	n/a	210	*	210	n/a	i	
4001 - CEE - Neglati attoria	*	î	Ű,	n/a	34	æ		n/a	E	
4033 · Law Day Reveilue				6/4	(1)	1	*	n/a	'	
4095 · Miscellaneous Income	•		1	3	1 0 0	278 707	17070	1000/	170 071	
Total Revenue	220	2,875	(2,655)	%00	717,523	125,452	81,0/1	WEGT	176'077	
Expenses									6	
Drogram Congress	25.883	18,905	(8,978)	137%	195,317	252,347	57,030	11%	289,484	
riugiami services	15 971	16,025	54	100%	153,948	161,605	7,657	85%	191,638	
Salaries & Dell'ellts	680	78.251	77.571	1%	105,497	182,033	76,536	28%	204,388	
General & Auministrative	1 789	1 348	(441)	133%	17,390	13,034	(4,356)	133%	16,281	
Building Overnead	7,703	OF CLA	10000	1000	177 4 173	000000	120 967	7007	701 791	
Total Expenses	44,322	114,529	70,207	39%	4/2,152	610,609	130,007	10/0	101,101	
								7 40	(020 020)	
Net Profit (Loss)	\$ (44,102)	\$ (44,102) \$ (111,654) \$	\$ 67,552	39%	\$ (259,629)	\$ (259,629) \$ (483,567) \$	\$ 223,938	24%	\$ (4/2,0/U	

% of	Actual	Budget	Fav (Unfav)	% of	Total	YTD % of
Budget	YTD	YTD	variance	Budget	Budget	Tot Budget
,			0.07 7.30	7/4	76 621	107%
n/a	81,/39	10	OT,/39	P/II	170,07	7.01
%0 (0	1	100	(100)	%0	100	%0
7	121,692	115,241	6,451	106%	141,600	%98
		300	(150)	20%	300	20%
2) 0%	2	3,140	(425)	%98	3,100	88%
		6,671	(654)	%06	7,200	84%
0 n/a	_	*	210	n/a	i.	n/a
	376	j.	,	n/a	N.	n/a
	()	Ţ	•	n/a	1	n/a
5) 8%	212,523	125,452	87,071	169%	228,921	93%
(8) 137%	195,317	252,347	57,030	77%	289,484	%19
		161,605	7,657	%56	191,638	80%
		182,033	76,536	28%	204,388	52%
133%		13,034	(4,356)	133%	16,281	107%
7 39%	472,152	609,019	136,867	78%	701,791	%29
				240/	\$ (A72 870)	7625
39%		\$ (259,629) \$ (483,567)	\$ 773,938	24%	\$ (4/2,0/0)	

(Committees, Consumer Assistance, Access to Justice, Tuesday Night Bar) **Public Services Utah State Bar** April 30, 2016

Revenue 4010 · Section/Local Bar Su 4063 · Modest Means rever 4093 · Law Day Revenue 4095 · Miscellaneous Incom	Total Revenue
---	---------------

n/a 70% n/a n/a

(408) 3,952

1,378

970 3,952

Budget % of

Fav (Unfav) variance

Budget Apr-16

Apr-16 Actual

> upport fees enue ne

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

N 100	101%	%96	100%	101%	81%	85%
#+C'C	(99)	806	(9)	(19)	827	4,371
L,3/8	5,409	22,278	1,670	1,687	31,044	\$ (25,295) \$ (29,666) \$
4,977	5,465	21,370	1,676	1,706	30,217	\$ (25,295)

				A (000(100) +	(+00,000)
	\$ (453.924)	%26	31 245	27 2 3 3 3 4 3 8 4 5 6 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5 5	(125 251)
	470,404	93%	26,353	398,246	371,893
	20,038	%86	312	16,408	16,096
	27,607	138%	(8,212)	21,881	30,093
	295,759	82%	35,601	245,380	209,779
	127,000	101%	(1,347)	114,577	115,924
	16,480	136%	4,892	13,650	18,542
	480	7%	(470)	480	10
	9	n/a	5,012	67	5,012
	16,000	103%	350	13,170	13,520
	ï	n/a	194	1	D
Tot Bud	Budget	Budget	variance	YTD	YTD
YTD%	Total	% of	Fav (Unfav)	Budget Fa	Actual

101% Budget Bug n/a 103% 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1 1	16,000 16,480	Tot Budget n/a 85% n/a 2% 113%
	16,000 480 16,480	n/a 85% n/a 2% 13%
	16,000 480 16,480	n/a 85% n/a 2% 113%
	16,000 480 16,480	85% n/a 2% 113%
	480	n/a 2% 113%
	480	2%
	16,480	113%
	127,000	91%
	295,759	71%
	27,607	109%
98%	20,038	80%
93%	470,404	%62
	(400 004)	7001
92% > (45	\$ (453,924)	10%

(Bar Management, General Counsel, IT, Commission/Special Projects) **Bar Operations Utah State Bar**

April 30, 2016

% of Budget

Fav (Unfav) variance

Budget Apr-16

Actual Apr-16

_					_	_	
Revenue	4031 · Enhanced Web Revenue	4060 · E-Filing Revenue	4103 · In - Kind Revenue - UDR	4095 · Miscellaneous Income	Investment Income	Total Revenue	

Total Revenue	Expenses	Program Services	Salaries & Benefits	General & Administrative	In Kind	Building Overhead	Total Expenses
	ũ						

Net Profit (Loss)

92%	10,065	\$ (112,398) \$ (122,463) \$	(112,398)
			07 // 077
826	4,122	127,832	123,710
***	(182)	4,124	4,306
2189%	(3,641)	64	3,705
41%	14,746	25,135	10,389
102%	(1,570)	76,738	78,308
124%	(207(0)		
	(6, 22)	21,771	27,003
	(5 22)	21,771	27,003
211%	5,944	5,369	11,313
n/a 211%	5,087	5,369	5,510 11,313 27,003
8% n/a 211%	5,087	948 423 5,369 21,771	75 5,510 11,313 27,003
173% 8% n/a 211%	(873) 5,087 5,944	64 948 423 5,369	111 75 5,510 11,313
n/a 173% 8% n/a 211%	1,683 47 (873) 5,087 5,944	3,934 64 948 423 5,369	5,617 111 75 5,510 11,313

Total	Budget	200	17,900	2,400	10,300	17,100	48,200	187,600	825,978	261,072	2,400	50,578	1,357,628	\$ (1,309,428)
% of	Budget	%0	115%	32%	%8	362%	151%	700	114%	%08	197%	%86	106%	105%
Fav (Unfav)	variance	(400)	2,709	(1,475)	(8,468)	28,396	20,763	(10,724)	(100,354)	42,836	(2,120)	798	(69,563)	\$ (48,800)
Budget	YTD	400	17,900	2,182	9,176	10,820	40,478	165,519	695,749	218,994	2,182	41,438	1,123,882	\$ (1,083,404)
Actual	YTD		20,609	707	708	39,216	61,241	176,243	796,103	176,158	4,302	40,640	1,193,445	\$ (1,132,204) \$ (1,083,404) \$

0% 115% 29% 7% 229% 127%

Tot Budget YTD % of

%98

94% 93% 67% 179% 80% 88%

Utah State Bar Facilities April 30, 2016

	- 1											_		
% of	Budget	111%	%89	24%	103%	n/a	83%	29%	107%	100%	171%	104%	%76	103%
Fav (Unfav)	variance	1,053	(6,075)	(347)	09	10	(5,299)	6,811	(722)	2	(714)	(801)	4,576	\$ (723)
Budget	Apr-16	286'6	18,998	454	1,746	9	31,185	16,727	9,813	10,216	1,002	19,029	56,787	\$ (26,325) \$ (25,602) \$
Actual	Apr-16	11,040	12,923	107	1,806	10	25,886	9,916	10,535	10,214	1,716	19,830	52,211	\$ (26,325)

_	Actual	Budget	Fav (Unfav)	% of	Total	YTD % of
-	YTD	YTD	variance	Budget	Budget	Tot Budget
_						
9	100,130	108,210	(8,080)	93%	135,700	74%
9	106,193	112,921	(6,728)	94%	149,800	71%
9	2,975	4,644	(1,669)	64%	2,600	23%
9	16,254	15,714	540	103%	20,952	78%
В	46	100	(54)	46%	100	46%
120	225,598	241,589	(15,991)	93%	312,152	72%
- %	102,094	120,889	18,795	84%	165,000	%29
%	109,712	112,918	3,206	%26	131,922	83%
	16,803	33,691	16,888	20%	22,031	%91
-%	21,382	31,685	10,304	%29	37,100	28%
-%	187,809	184,077	(3,732)	102%	226,589	83%
1%	437,799	483,260	45,461	91%	582,642	75%
1 2	\$ (242,204)	¢ (241 571)	\$ 20 AZD	760	\$ (270.490)	78%
श	¢ (170,142) ¢ (102,212) ¢	(T/0/T+7) ¢	1	200	7 (210)	2

YTD % of	Tot Budget		74%	71%	23%	78%	46%	72%	92%	83%	%92	28%	83%	75%	78%
Total	Budget		135,700	149,800	2,600	20,952	100	312,152	165,000	131,922	22,031	37,100	226,589	582,642	\$ (270,490)
	t	_	93%	94%	64%	%	46%	93%	84%	%26	20%	%29	102%	91%	%88 88
% of	Budget		93	76	79	103%	46	6	8	6	25	9	100	6	ŏŏ
Fav (Unfav)	variance		(8,080)	(6,728)	(1,669)	540	(54)	(15,991)	18,795	3,206	16,888	10,304	(3,732)	45,461	29,470
Fav	Ň														\$
Budget	YTD		108,210	112,921	4,644	15,714	100	241,589	120,889	112,918	33,691	31,685	184,077	483,260	2,201) \$ (241,671) \$
len	D		0,130	5,193	2,975	5,254	46	5,598	2,094	9,712	6,803	1,382	608'/	7,799	2,201)

Utah State Bar Income Statement - Consolidated By Account April 30, 2016

										VTD 0/ - 4
	Actual Apr-16	Budget Apr-16	Fav (Unfav) variance	% of Budget	Actual YTD	Budget	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue	Apr-16	Apr-10	Variance	budget	110					
4001 · Admissions - Student Exam Fees	(1,975)	4,486	(6,461)	-44%	165,575	161,155	4,420	103%	160,100	103%
4002 · Admissions - Attorney Exam Fees	(350)	(2,439)	2,089	14%	71,495	66,206	5,289	108%	65,800	109%
4003 · Admissions - Retake Fees	12,450	1,854	10,596	672%	54,400	23,083	31,317	236%	28,200	193% 119%
4004 · Admissions - Laptop Fees	4,500	1,369	3,131	329%	70,650	57,455	13,195 (967)	123% 95%	59,600 24,800	77%
4006 - Transfer App Fees	44.000	2,735	(2,735)	0%	19,000 59,200	19,967 49,289	9,911	120%	58,400	101%
4008 Attorney - Motion	11,900	7,810	4,090 (886)	152% 49%	14,450	6,364	8,086	227%	8,100	178%
4009 House Counsel	850	1,736	(880)	n/a	101,617	23,000	78,617	442%	99,621	102%
4010 · Section/Local Bar Support fees	8,700	3,966	4,734	219%	66,900	76,286	(9,386)	88%	90,300	74%
4020 · NLTP Fees 4021 · Lic Fees > 3 Years	16,150	1,582	14,568	1021%	3,402,265	3,367,525	34,740	101%	3,369,000	101%
4021 · Lic Fees > 3 Years	20,250	255	19,995	7941%	280,710	284,600	(3,890)	99%	284,600	99%
4022 • Lic Fees - House Counsel	1,700	1	1,700	n/a	23,970	21,100	2,870	114%	21,100	114%
4025 · Pro Hac Vice Fees	6,250	7,085	(835)	88%	61,250	62,498	(1,248)	98%	71,100	86%
4026 - Lic Fees - Inactive/FS	300	(462)	762	-65%	106,550	112,457	(5,907)	95%	112,200	95%
4027 - Lic Fees - Inactive/NS	2,950	424	2,526	696%	197,600	181,911	15,689	109%	183,500	108%
4029 · Prior Year Lic Fees		25		n/a	1,165		1,165	n/a	27.700	n/a
4030 · Certs of Good Standing	2,050	1,775	275	115%	19,620	22,868	(3,248)	86%	27,300	72% 0%
4031 · Enhanced Web Revenue	19		-	n/a	100 100	400	(400)	0%	135,700	74%
4039 · Room Rental-All parties	11,040	9,987	1,053	111%	100,130	108,210	(8,080)	93%	149,800	71%
4042 · Food & Beverage Rev-All Parties	12,923	18,998	(6,075)	68%	106,193	112,921 4,644	(6,728) (1,669)	64%	5,600	53%
4043 Setup & A/V charges-All parties	107	454	(347)	n/a	2,975 365,801	323,701	42,100	113%	322,850	113%
4051 · Meeting - Registration	1,512	2,360	(848) 7,835	64%	72,800	78,981	(6,181)	92%	82,000	89%
4052 · Meeting - Sponsor Revenue	9,300	1,465	7,033	n/a	31,550	41,300	(9,750)	1000	41,300	76%
4053 Meeting - Vendor Revenue	2	(E)	30	n/a	15	12,000	15	n/a		n/a
4054 · Meeting - Material Sales	375	16	375	n/a	6,368	10,800	(4,432)	and the second s	10,800	59%
4055 · Meeting - Sp Ev Registration	5,617	3,934	1,683	n/a	20,609	17,900	2,709	115%	17,900	115%
4060 · E-Filing Revenue 4061 · Advertising Revenue	210	1,940	(1,730)	11%	121,692	115,241	6,451	106%	141,600	86%
4062 · Subscriptions	120	= = =	- 1	n/a	150	300	(150)	50%	300	50%
4063 · Modest Means revenue	970	1,378	(408)	70%	13,520	13,170	350	103%	16,000	
4071 · Mem Benefits - Lexis	3.5	835	(835)	0%	2,715	3,140	(425)	201111	3,100	88%
4072 - Royalty Inc - Bar J, MBNA, LM,M	3.53	#		n/a	6,017	6,671	(654)		7,200	84%
4081 · CLE - Registrations	52,321	65,899	(13,578)		316,599	271,531	45,068	117%	395,400	80% 37%
4082 · CLE - Video Library Sales	2,389	9,320	(6,931)	26%	49,095	51,621			131,700	n/a
4083 CLE - Material Sales	36	*		n/a	44 205	5	11,205	n/a n/a		n/a
4084 · Business Law Book Sales	120		120	n/a	11,205	15,714		103%	20,952	
4090 - Tenant Rent	1,806	1,746	60	103%	16,254 5,012	13,714		n/a	20,332	n/a
4093 - Law Day Revenue	3,952	1.074	3,952 21	n/a 102%	6,324	19,268		1257521	20,980	
4095 · Miscellaneous Income	1,095	1,074 6,390	210	103%	116,970	76,798		152%	78,400	
4096 · Late Fees	6,600 111	6,350	47	173%	707	2,182		Accompany of the Spring	2,400	29%
4103 · In - Kind Revenue - UDR	111	-	-	n/a	(2,853)	(14,378		20%	20,700	-14%
4200 · Seminar Profit/Loss	5,510	423	5,087	n/a	39,216	10,820	28,396	362%	17,100	
Investment income Total Revenue	201,683	158,443	43,240	127%	6,125,481	5,806,699	318,782	105%	6,286,003	97%
Total Neverse										
Program Service Expenses					52.710	72 212	19,602	73%	78,140	67%
5001 Meeting Facility-external only	6,425	9,831	3,406	65%	52,710	72,312 50,407		STEELING AND STREET, BOOK ST.	65,400	1
5002 Meeting facility-internal only	6,938	4,961	(1,977)		56,720 22,095	20,500		100,000	20,500	1
5013 ExamSoft		3		n/a n/a	50,085	45,900		29400	45,900	G-2000A
5014 - Questions		181	181	0%	50,005	1,736			2,000	75550
5015 · Investigations		44		096	1,819	653		The state of the s	1,400	130%
5016 Credit Checks	9			n/a	183	1,400		200-1000	1,400	13%
S017 Medical Exam				n/a	6,100	5,300			5,300	115%
5025 Temp Labor/Proctors	3,150	92	(3,150	1174	39,503	58,588	19,085	67%	96,300	41%
5030 - Speaker Fees & Expenses 5031 - Speaker Reimb, - Receipt Req'd	1,906		1	17.274.73	10,229	0	(10,229) n/a		n/a
5035 · Awards	*			n/a	1,340	2,832	1,492	47%	3,600	
5037 • Grants/ contributions - general	880	196	(684	449%	18,621	500		MODEL CONTROL OF	500	
5040 - Witness & Hearing Expense			-	n/a	2,423	1,123			1,600	
5041 Process Serving		48	48	0%	2,323	296		1.00.400	600	1
5045 · Bar Anniversary	5,000		(5,000		5,000		(5,000			11,7 G
5046 · Court Reporting	-	-		n/a	325	115			70,000	100000
5047 · Casemaker	11,675	5,894			63,968	64,100		CO. 100 P. 100 P	53,900	500000000000000000000000000000000000000
5055 · Legislative Expense	3,600		(3,600	50.000	10,600	53,900 100		94000000000000000000000000000000000000	100	ACCESSES AND ACCESSES
5060 Program Special Activities				2000	6,522 65,000	65,000		100%	65,000	25,752,000
5061 · LRE - Bar Support	1.0		/11	n/a) 319%	(581)	23		11 15 CHOO 5 11	2,100	
5062 · Law Day	16	5.04			8,640	25,59		THE ROSE SECTION OF THE PERSON	27,800	
5063 - Special Event Expense	5 467	5,944			25,750	21,95		all managed blockets (49,400	
5064 · MCLE Fees Paid	5,467				37,608	43,84			47,300	
5070 · Equipment Rental	2,675 25,327			100	413,866	384,00		manufacture of the second of t	462,410	6 90%
5075 - Food & Bev-external costs only	7,418			Automobile Republication	56,907	44,06		T 19-14-10-00 10	66,000	
5076 + Food & beverage - internal only	1,254				10,344	8,40		123%	11,000	
5079 - Soft Drinks 5085 - Misc. Program Expense	1,492			(2.1 pc/2) c.1	8,754	17,77			23,70	
5090 · Commission Expense	2,688				21,738	19,74		100000000000000000000000000000000000000	23,20	
5095 · Wills for Heroes				0%		2,08	4 2,084	4 0%	2,50	0 0%
***	7.7									

Utah State Bar Income Statement - Consolidated By Account April 30, 2016

Ĩ	Actual	Budget	Fav (Unfav)	% of	Actual	Budget	Fav (Unfav)	% of	Total	YTD % of
	Apr-16	Apr-16	variance	Budget	YTD	YTD	variance	Budget	75,000	Tot Budget 82%
5099 Blomquist Hale	6,162	6,247	85 (C 031)	99% 322%	61,646 33,383	62,506 22,684	860 (10,699)	99%	29,400	114%
5702 Travel - Lodging	10,038	3,117 865	(6,921) (2,156)	349%	9,539	26,653	17,114	36%	28,900	33%
5703 · Travel - Transportation/Parking 5704 · Travel - Mileage Reimbursement	3,021 208	845	637	25%	12,981	21,301	8,320	61%	22,400	58%
5705 - Travel - Per Diems	271	145	(126)	187%	5,359	10,105	4,746	53%	10,300	52%
5706 · Travel - Meals	217	4	(217)	n/a	217	100	(117)	21796	100	217%
5707 Travel - Commission Mtgs	687		(687)	n/a	35,774	30,263	(5,511)	118%	32,400	110%
5805 ABA Annual Meeting		12	5	n/a	6,639	13,408	6,769	50%	14,000	47% 111%
5810 ABA Mid Year Meeting	*2		(4.050)	n/a	12,076	10,900	(1,176) (8,841)	111% n/a	10,900	n/a
5815 Commission/Education	1,050	1,459	(1,050) (288)	n/a 120%	8,841 6,856	7,200	344	95%	7,200	95%
5820 - ABA Annual Delegate 5830 - Western States Bar Conference	1,747 6,428	4,058	(2,370)	158%	7,460	11,654	4,194	64%	12,500	60%
5840 - President's Expense	1,500	574	(926)	261%	17,785	7,221	(10,564)	246%	9,000	198%
5841 · President's Reimbursement		- 2		n/a	5,312		(5,312)	n/a	*	n/a
5850 - Leadership Academy	200	2,000	1,800	10%	5,763	16,000	10,237	36%	20,000	29%
5855 Bar Review	*	1,500	1,500	0%	1,765	5,000	3,235	35%	8,000	22% 233%
5865 · Retreat			2	n/a	29,840	12,800 15,509	(17,040) 15,509	233%	12,800 43,100	0%
5960 · Overhead Allocation - Seminars	(0)	4.404	1,302	n/a 70%	(0) 50,115	49,521	(594)	101%	90,000	56%
5970 · Event Revenue Sharing - 3rd Pty	3,102 120,539	4,404 126,004	5,465	96%	1,309,994	1,335,290	25,296	98%	1,653,356	79%
Total Program Service Expenses	120,535	120,004	3,103	00/0	information and		10.47.00.			
Salaries & Benefit Expenses			(= 000)	4030/	2 076 707	2 022 224	(54,563)	103%	2,449,698	85%
5510 · Salaries/Wages	202,719	197,410	(5,309)	103%	2,076,787 152,788	2,022,224 153,163	375	100%	183,727	83%
5605 Payroll Taxes	15,517	15,352 17,464	(165) (3,624)	121%	189,916	162,245	(27,671)	117%	194,706	98%
5610 · Health Insurance	21,088 1,330	1,090	(240)	122%	11,877	10,263	(1,614)	116%	12,891	92%
5630 · Dental Insurance 5640 · Life & LTD Insurance	1,502	1,505	3	100%	14,840	15,891	1,051	93%	18,817	79%
5645 Workman's Comp Insurance	362	890	528	41%	3,404	8,902	5,498	38%	8,345	41%
5650 - Retirement Plan Contributions	17,694	19,361	1,667	91%	181,939	206,822	24,883	88%	245,675	74%
S655 • Retirement Plan Fees & Costs	- 2			n/a	17,164	19,254	2,090	89%	25,984	66% 312%
5660 Training/Development		594	594	0%	9,349	2,907	(6,442) (0)	322% n/a	3,000	n/a
66000 Payroll Expenses	0	252.666	(6,547)	n/a 103%	2,658,064	2,601,671	(56,393)	102%	3,142,843	85%
Total Salaries & Benefit Expenses	260,213	253,666	(0,547)	10370	2,030,004	2,002,072	(==)===			
General & Administrative Expenses					-1.000	24 606	(24.4)	10150	26 152	84%
7025 · Office Supplies	1,423	1,314	(109)	108%	21,900	21,686 18,226	(214) 465	101% 97%	26,153 21,800	81%
7033 - Operating Meeting Supplies	1,413	2,191	778 (168)	65%	17,761 69,224	71,387	2,163	97%	71,400	97%
7035 - Postage/Mailing, net	11,693 3,870	11,525 10,586	, ,	37%	154,723	140,830	(13,893)	AUTHOR WAS ARRESTED AND	178,300	87%
7040 • Copy/Printing Expense 7040 • Copy/Printing Expense - Other	3,870	186		0%	· ×	850	850	096	1,500	0%
7041 Copy/Print revenue	(2,104)	15	2,104	n/a	(22,300)		22,300	n/a	-	n/a
4094 Copy/Print revenue	180	(2,151	(2,151)	0%	2	(16,958)			(22,000)	
7045 · Internet Service	1,198	769			4,714	7,951	3,237	59% 90%	9,402 14,131	50% 69%
7050 · Computer Maintenance		1,120		0% 520%	9,752 11,554	10,843 13,774	1,091 2,220	84%	19,300	
7055 - Computer Supplies & Small Equip	759 98	146	(613) (98)		28,676	20,646	(8,030)	- mark5-66164	31,130	133
7089 - Membership Database Fees	90		(38)	n/a	970	3	(970			n/a
7095 Fax Equip & Supplies 7100 · Telephone	4,965	4,328	(637)	A CONTRACTOR OF THE PARTY OF TH	31,673	35,935	4,262	88%	42,037	
7105 · Advertising	-	75,000		0%	1,038	75,000	73,962	1%	75,000	
7106 - Public Notification	25		(25)		1,534	802	(732	Contract to the second	1,000	
7110 · Publications/Subscriptions	772	766	(6)		10,924	9,620	(1,304)		11,900	92% n/a
7115 Public Relations	· ·	8		n/a	991	11,426	(991) 451	96%	13,395	
7120 - Membership/Dues	715	125	(715)	n/a 78%	10,975 1,794	1,420	(343	per la constitución de la consti	1,800	
7135 · Bank Service Charges	106 1,031	135 1,001		A CONTRACTOR OF THE PARTY OF TH	11,783	11,902		99%	13,700	1
7136 · ILM Service Charges 7140 · Credit Card Merchant Fees	3,987	3,301		The second second	56,599	37,590	(19,009	151%	45,600	
7140 Credit Card Merchant Fees - Other	l e	550		0%	12	30,250	30,250		55,000	
7141 · Credit Card surcharge	(77)	(440) (364		(24,177)	(24,200			(44,000	
7145 Commission Election Expense	1,625	3,800		43%	1,625	3,800		43%	3,800	
7150 - E&O/Off & Dir Insurance	3,320	4,071	751		33,199	40,691			46,901 30,000	
7160 · Audit Expense			3 29	n/a 69%	30,504 738	30,000 302		The second second	500	
7170 Lobbying Rebates	64	93 5,875			50,923	37,191		The second second	49,500	
7175 · O/S Consultants	161	322		50%	11,382	22,537			25,000	46%
7176: Bar Litigation 7177: UPL	101	9,643			118	27,679	27,561	0%	35,000	
7178 • Offsite Storage/Backup	328	292	2 (36	112%	3,031	2,416			3,000	
7179 · Payroll Adm Fees	232	242			2,334	2,509		the second secon	3,000	
7180 · Administrative Fee Expense	110	123	1 11		1,225	1,038			1,400	
7190 - Lease Interest Expense	8			n/a	647 212	211	(647 . (1		1,410	
7191 Lease Sales Tax Expense	550		508	n/a) 1117%	7,258	28,110			28,400	2.9
7195 · Other Gen & Adm Expense Total General & Administrative Expenses	36,272	134,830			543,304	675,495			794,741	
total delicial & Administrative Expenses	20,2.0									
In Kind Expenses	5,421	1,06	6 (4,355	508%	25,683	33,867	8,184	76%	39,500	
7103 · InKind Contrib-UDR & all other Total In Kind Expenses	5,421	1,06			25,683	33,867		76%	39,500) 65%
. ₩					<i>y</i>			3.	3.	

Utah State Bar Income Statement - Consolidated By Account April 30, 2016

Bull	ding Overhead Expenses
	6015 · Janitorial Expense
	6020 · Heat
	6025 · Electricity
	6030 · Water/Sewer
	6035 · Outside Maintenance
	6040 · Bullding Repairs
	6045 - Bldg Mtnce Contracts
	6050 · Bldg Mtnce Supplies
	6055 · Real Property Taxes
	6060 · Personal Property Taxes
	6065 · Bldg Insurance/Fees
	6070 · Building & Improvements Depre
	6075 · Furniture & Fixtures Depre
	7065 · Computers, Equip & Sftwre Dep
	Total Building Overhead Expenses

Total Expenses

Actual Apr-16	Budget Apr-16	Fav (Unfav) variance	% of Budget	
2,240	2,078	(162)	108%	
1,790	2,067	277	87%	
3,455	3,776	321	92%	
262	257	(5)	102%	
1,908	24	(1,884)	7948%	
	9	9	0%	
4,246	4,426	180	96%	
172	24	(148)	715%	
2.932	1,473	(1,459)	199%	
60	57	(3)	105%	
2,065	1,076	(989)	192%	
4.384	4,515	131	97%	
1,283	1,618	335	79%	
15,034	16,564	1,530	91%	
39,831	37,964	(1,867)	105%	
462,276	553,536	91,260	84%	
\$ (260,593)	\$ (395,093)	\$ 134,500	66%	

Actual Budget		Fav (Unfav)	% of		
YTD	YTD	variance	Budget		
24,516	26,933	2,417	91%		
15,350	22,455	7,105	68%		
38,894	44,817	5,923	87%		
3,705	3,616	(89)	102%		
10,665	17,803	7,138	60%		
11,902	6,345	(5,557)	188%		
34,553	32,982	(1,571)	105%		
1,509	2,244	735	67%		
29,322	14,537	(14,785)	202%		
600	562	(38)	107%		
20,651	10,908	(9,743)	189%		
43,840	45,596	1,756	96%		
12,835	16,393	3,558	78%		
129,227	122,631	(6,596)	105%		
377,569	367,822	(9,747)	103%		
2.7/302					
4,914,614	5,014,145	99,531	98%		
\$ 1,210,866	\$ 792,554	\$ 418,312	153%		

Total	YTD % of
Budget	Tot Budget
33,043	74%
25,403	60%
54,686	71%
4.565	81%
20,312	53%
7.767	153%
40,965	84%
2,828	53%
18,676	157%
676	89%
13,060	158%
54,626	80%
19,916	64%
156,129	83%
452,652	83%
6,083,092	81%
\$ 202.911	

Utah State Bar Balance Sheets June 30, 2015 and April 30, 2016

	6/30/2015		4/30/2016	
ASSETS				
Current Assets				
Petty Cash	\$	625	\$ 625	
Cash in Bank		774,689	147,506	
Invested Funds		4,494,367	4,150,396	
Total Cash/Investments		5,269,681	4,298,527	
Accounts receivable		23,709	11,111	
Other Accounts Receivable		1,481	4,969	
Prepaid Expenses		82,458	115,401	
A/R - Sections		123,998	7,440_	
Total Other Current Assets		231,646	138,921	
Total Current Assets		5,501,327	4,437,447	
Fixed Assets				
Property & Equipment		4,596,029	4,689,733	
Accumulated Depreciation		(3,377,434)	(3,563,335)	
Land		633,142	633,142	
Total Fixed Assets		1,851,737	1,759,540	
TOTAL ASSETS	\$	7,353,064	\$ 6,196,987	
LIABILITIES & EQUITY Liabilities				
Current Liabilities				
AP Trade	\$	137,428	\$ 14,767	
Other Accounts Payable		113,353	21,863	
Accrued Payables		364,416	353,014	
Cap Lease Oblig - ST		3,473	3,935	
A/P - Sections		174,799	2,555	
Deferred Revenue		1,976,402	9,700	
Total Current Liabilities		2,769,871	405,833	
Long Term Liabilities				
Capital Lease Oblig		2,905	0	
Total Long Term Liabilities		2,905	0	
Total Liabilities		2,772,776	405,833	
Equity				
Unrestricted Net Assets (R/E)		4,580,288	4,580,288	
Fund Balance - Current Year			1,210,866	
Total Equity		4,580,288	5,791,155	
TOTAL LIABILITIES & EQUITY	\$	7,353,064	\$ 6,196,987	

UTAH STATE BAR Membership Statistics April 30, 2016

<u>s</u>	TATUS	04/30/15	04/30/16	Change
Active		7,761	7,938	177
Active under 3 years		1,191	1,105	(86)
Active Emeritus		145	136	(9)
In House Counsel		50	56	6
Subtotal - Active		9,147	9,235	88
Inactive - Full Service		735	731	(4)
Inactive - No Service		1,680	1,779	99
Inactive Emeritus		276	121	(155)
Subtotal - Inactive		2,691	2,631	(60)
Subtotal - mactive		2,00	_,	(/
Total Active and Inactive	e	11,838	11,866	28
Supplemental Informati	on			
Paralegals	<u> </u>	143	134	(9)
Faraicyais				
Associate Section Mem	bers	109	110	1
Journal Subscribers	,	125	125	•
A - 41 Attarmaya by Day	nion			
Active Attorneys by Red Logan - Brigham	<u>gron</u>	146	139	(7)
Davis - Weber		667	646	, ,
Salt Lake		4,559	4,419	
Provo		732	714	
Southern Utah		330	323	
Out of State		736	702	
Out of Country		3	5	2
No region design	ated	1,974	2,287	313
Total Active Attorneys		9,147	9,235	88

BUDGET RESOLUTION

THIS RESOLUTION of the Utah State Bar is passed by majority vote of the Commission on July 14, 2004, at its regular Bar Commission Meeting.

Whereas the Budget and Finance Committee has duly considered the financial condition of the Bar and provided its recommendations to the Commission; and,

Whereas the Commission has carefully considered the financial condition of the Bar during its annual retreat and at various Commission meetings; and,

Whereas future budgets show a probable diminishment of reserves and the possibility of future deficit budgets; and,

Whereas licensing fees have remained fixed for some 15 years while Bar costs and expenses have increased; and,

Whereas the Commission believes the general level of expenditures remains necessary to the accomplishment of the Bar's mission; and,

Whereas the Commission believes that a method of obtaining discretionary authority for the indexing of licensing fees is appropriate and necessary; and,

Whereas as a part of this Resolution certain financial principles should be made a matter of record for the guidance of future Commissions and for the understanding of Utah lawyers.

NOW THEREFORE BE IT RESOLVED:

1. Indexed Licensing Fees. That the Commission petitions the Utah Supreme Court for discretionary authority to increase licensing fees on an annual basis at a rate not to exceed the rate of inflation as determined by the Consumer Price Index (CPI). If in any given year the Commission decides not to increase licensing fees, any subsequent annual increase shall be determined solely by the averaged rate over the previous 12 most recent months and shall not be cumulative. Further, that this Petition seek authority to make these increases for a five (5) year trial period commencing with the 2005-2006 fiscal year. This system will provide for the continuing operation of the Bar based upon the present value of current licensing fees.

- 2. Overall Budget Level. That the Commission on an annual basis will develop its budget and programs to operate within the projected revenue available, including maintenance of the reserves as described herein.
- 3. Reserves. It is appropriate and necessary that the Commission maintain and establish a reasonable level of financial reserves. After due consideration the Commission has determined that level to be approximately one-third of its annual operating budget. It is expected that there will be fluctuations as a result of each year's operations.
- 4. Programs to be Budgeted to Operate on a Break-Even Basis. Certain Bar programs are budgeted on a basis that they will cover the expenses attributed to their operation. The Commission, as a matter of principle, has determined that the following programs should be budgeted in this manner: (1) Annual Conventions; (2) Spring Conventions; (3) Fall Forum; and (4) Bar Admissions.
- 5. Donations. The Commission receives numerous requests for donations from a variety of worthy causes both related and unrelated to its mission. The Commission has for some time considered what should be the appropriate methodology for responding to such requests. The number of worthy requests always exceeds the funds available. The Commission believes that these principles should guide its response to these requests. First, all requests for donations, except extraordinary requests, should be processed and evaluated simultaneously during preparation of the annual budget. Second, licensing fees are mandatory. Third, the Commission encourages donations by its members to the Utah Bar Foundation and other organizations which use voluntarily collected funds to assist worthy causes. Fourth, multiple year commitments are generally inappropriate. Fifth, donations should be limited to those programs which assist in the accomplishment of the mission of the Bar.