

Utah State Bar Commission
Friday, November 18, 2022
Utah State Bar – Law & Justice Center
Salt Lake City, Utah

AGENDA

1. 9:00 a.m. President's Report: Katie Woods

- | | | | |
|-----------------|-----|--|--|
| <i>02 Mins.</i> | 1.1 | Welcome | |
| <i>05 Mins.</i> | 1.2 | Retreat and Fall Forum Reports | |
| <i>05 Mins.</i> | 1.3 | Legislative Breakfast Report | |
| <i>02 Mins.</i> | 1.4 | Commission Election Reminder | |
| | | - President-elect written notice due January 2 nd | |
| | | - Commissioner petitions due February 1st | |

2. 9:15 a.m. Action Items

- | | | | |
|-----------------|-----|--|-------------------------|
| <i>20 Mins.</i> | 2.1 | Approve Financial Audit: | (TAB 1, Page 3) |
| | | Rick Hoffman and Lauren Stout | |
| <i>08 Mins.</i> | 2.2 | Donation to JIOP: Erik Christiansen | |
| <i>10 Mins.</i> | 2.3 | Fill 1 st District Commissioner Vacancy | |
| <i>10 Mins.</i> | 2.4 | Unmind Mental Health App. | (TAB 2, Page 29) |

3. 10:15 a.m. Discussion Items

- | | | |
|-----------------|-----|-----------------------------------|
| <i>20 Mins.</i> | 3.1 | Message Maps: Matthew Page |
|-----------------|-----|-----------------------------------|

4. 10:35 a.m. Information Items

- | | | |
|-----------------|-----|--|
| <i>20 Mins.</i> | 4.1 | Utah State Bar Access to Justice Office report and preview of Paladin program: Pam Beatse and Keenan Carroll. |
|-----------------|-----|--|

11:00 a.m. Adjourn

ATTACHMENTS

(TAB 3, Page 51)

1. October 2022 Financial Statements

CONSENT AGENDA

(TAB 4, Page 72)

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

1. Approve Minutes of October 14, 2022 Commission Meeting.

CALENDAR

December 9	Executive Committee Meeting	Noon	Video Conference
December 16	Bar Commission Meeting	9:00 a.m.	Law & Justice Center
December 16	Food & Clothing Drive		Law & Justice Center

2023

January 1	President-elect Election Notices Due
------------------	--------------------------------------

TAB 1



November 3, 2022

Board of Commissioners
Utah State Bar
645 South 200 East, Suite 310
Salt Lake City, UT 84111

Dear Board Members:

We have audited the financial statements of the Utah State Bar (the Bar) as of June 30, 2022 and for the year then ended (fiscal year 2022), together with summarized financial information as of and for the year ended June 30, 2021, and have issued our report thereon dated November 3, 2022. Professional standards require that we provide you with information about our responsibilities under auditing standards generally accepted in the United States of America, as well as certain information related to the planned scope and timing of our audit. We have communicated such information in our letter to you dated June 10, 2022. Professional standards also require that we communicate to you the following information related to our audit.

Qualitative Aspects of Accounting Policies and Practices

Management is responsible for the selection and use of appropriate accounting policies. The significant accounting policies used by the Bar are described in Note 1 to the financial statements.

In February 2016, the FASB issued ASU no. 2016-02, Leases (Topic 842) (ASU 2016-02). ASU 2016-02 requires a lessee to recognize assets and liabilities on the statement of financial position for all leases with lease terms greater than 12 months. Lessor accounting will remain largely unchanged from previous guidance; however, ASU 2016-02 provides improvements that are intended to align lessor accounting with the lessee model and with updated revenue recognition guidance. ASU 2016-02 is effective for fiscal years, and interim periods within those fiscal years, beginning after December 15, 2021, and early adoption is permitted. The Organization early adopted this standard effective July 1, 2021, using a modified retrospective approach resulting in recording a right-of-use asset and related finance lease liability of approximately \$12,000. The Organization determined its incremental borrowing rate of 28% was a reasonable discount rate to use in calculating the right-of-use asset and operating lease liability as the rate implicit in the leases was not known.

The Organization has elected to utilize the package of practical expedients found in ASC 842-10-65-1(f) and will not reassess (1) whether any existing leases or contracts are or contain leases, (2) lease classification for any expired or existing leases, and (3) initial direct costs for existing leases. In addition, the Organization has elected to not separate lease and non-lease components and any non-lease component will be combined with the lease component as a single lease component. Leases with a term of 12 months or less are not recorded on the statement of financial position. The Organization's lease agreements do not contain any residual value guarantees.

Other than the standard noted above, no new accounting policies were adopted that had a significant impact on financial reporting and the application of existing policies was not changed during fiscal year 2022.

We noted no transactions entered into by the Bar during fiscal year 2022 for which there is a lack of authoritative guidance or consensus. All significant transactions have been recognized in the financial statements in the proper year.

Accounting estimates are an integral part of the financial statements prepared by management and are based on management's knowledge and experience about past and current events and assumptions about future events. Certain accounting estimates are particularly sensitive because of their significance to the financial statements and because of the possibility that future events affecting them may differ significantly from those expected. The most sensitive estimates affecting the financial statements are as follows:

Management estimates the economic useful lives of property and equipment based on the expected number of years the assets will be used. Management revisits these assumptions annually and adjusts the economic useful lives if warranted.

We evaluated the key factors and assumptions used to develop the estimates above in determining that they are reasonable in relation to the financial statements as a whole.

The financial statement disclosures are neutral, consistent and clear.

Difficulties Encountered in Performing the Audit

We encountered no significant difficulties in performing and completing the audit.

Corrected and Uncorrected Misstatements

Professional standards require us to accumulate all known and likely misstatements identified during the audit, other than those that are trivial, and communicate them to the appropriate level of management. Management has corrected all such misstatements. The adjustments made during the audit are summarized in the attached Exhibit A.

Disagreements with Management

For purposes of this letter, professional standards define a disagreement with management as a financial accounting, reporting, or auditing matter, whether or not resolved to our satisfaction, that could be significant to the financial statements or the auditors' report. No such disagreements arose during the course of the audit.

Management Representations

We have requested certain representations from management that are included in the management representation letter dated the same date as the independent auditors' report. A copy of that letter has been provided to you.

Management Consultations with Other Independent Accountants

Management may decide to consult with other accountants about auditing and accounting matters, similar to obtaining a "second opinion" in certain situations. If a consultation involves application of an accounting principle to the Bar's financial statements or a determination of the type of auditors' opinion that may be expressed on those financial statements, professional standards require the consulting accountant to check with us to determine that the consultant has all the relevant facts. To our knowledge, there were no such consultations with other accountants.

Other Audit Findings or Issues

We generally discuss a variety of matters, including the application of accounting principles and auditing standards, with management prior to retention as the Bar's auditors. These discussions occurred in the normal course of our professional relationship and our responses were not a condition to our retention.

Independence

Independence is crucial to the performance of audit services. We are subject to the independence standards of the American Institute of Certified Public Accountants.

All partners and employees of our firm are provided access to our policies and procedures relating to independence and conflicts of interest. Annually, we obtain written confirmation from partners and employees about their adherence to these policies.

There are no relationships between Tanner LLC and the Bar that in our professional judgment may reasonably be thought to impair our independence.

Other Information in Documents Containing Audited Financial Statements

We are not aware of any other documents containing the audited financial statements. Our responsibility for other information included in documents containing the Bar's audited financial statements and auditors' report does not extend beyond the financial information identified in the report. We have no responsibility for determining whether such other information is properly stated. However, if such documents were to be published, we would have a responsibility to determine that such financial information was not materially inconsistent with information, or the manner of its presentation, appearing in the financial statements.

Other Matter

With respect to the supplemental schedules accompanying the financial statements, we made certain inquiries of management and evaluated the form, content, and methods of preparing the information to determine that the information complies with accounting principles generally accepted in the United States of America, the method of preparing it has not changed from the prior year, and the information is appropriate and complete in relation to our audit of the financial statements. We compared and reconciled the supplemental schedules to the underlying accounting records used to prepare the financial statements or to the financial statements themselves.

We will be pleased to respond to any questions you have about the foregoing. We appreciate the opportunity to continue to be of service to the Bar.

This information is intended solely for the use of the Board of Commissioners and is not intended to be and should not be used by anyone else.

Sincerely,

Tanner LLC

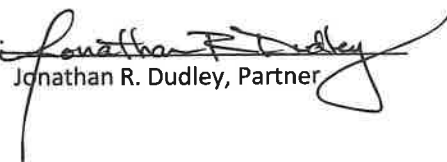
By: 
Jonathan R. Dudley, Partner

EXHIBIT A
SUMMARY OF ADJUSTING JOURNAL ENTRIES
June 30, 2022

Account	Description	Debit	Credit
Adjusting Journal Entry 1 – Utah State Bar			
Entry to accrue for credit card fees related to June 2022.			
7140	Credit Card Merchant Fees	\$ 72,906	
2001	Accounts Payable		\$ 72,906
		<u>\$ 72,906</u>	<u>\$ 72,906</u>
Adjusting Journal Entry 2 - MCLE			
Entry to accrue for credit card fees related to June 2022.			
7140	Credit Card Merchant Fees	\$ 2,872	
2010	Accounts Payable		\$ 2,872
		<u>\$ 2,872</u>	<u>\$ 2,872</u>

Right Answers. Right Here.



TANNER

Accountants & Advisors

UTAH STATE BAR

Financial Statements and Supplemental Schedules

**As of and for the Year Ended June 30, 2022 (with Summarized Financial Information
as of and for the Year Ended June 30, 2021)**

Together with Independent Auditors' Report



TANNER

Independent Auditors' Report

To the Board of Commissioners of the Utah State Bar

Opinion

We have audited the accompanying financial statements of Utah State Bar (a nonprofit organization) (the Bar), which comprise the statement of financial position as of June 30, 2022, the related statements of activities and cash flows for the year then ended, and the related notes to financial statements.

In our opinion, the financial statements referred to above present fairly, in all material respects, the financial position of Utah State Bar as of June 30, 2022, and the changes in its net assets and its cash flows for the year then ended in accordance with accounting principles generally accepted in the United States of America.

Basis for Opinion

We conducted our audit in accordance with auditing standards generally accepted in the United States of America. Our responsibilities under those standards are further described in the *Auditors' Responsibilities for the Audit of the Financial Statements* section of our report. We are required to be independent of Utah State Bar and to meet our other ethical responsibilities in accordance with the relevant ethical requirements relating to our audit. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Responsibilities of Management for the Financial Statements

Management is responsible for the preparation and fair presentation of the financial statements in accordance with accounting principles generally accepted in the United States of America, and for the design, implementation, and maintenance of internal control relevant to the preparation and fair presentation of financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the financial statements, management is required to evaluate whether there are conditions or events, considered in the aggregate, that raise substantial doubt about the Bar's ability to continue as a going concern within one year after the date that the financial statements are available to be issued.

Auditors' Responsibilities for the Audit of the Financial Statements

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditors' report that includes our opinion. Reasonable assurance is a high level of assurance but is not absolute assurance and therefore is not a guarantee that an audit conducted in accordance with generally accepted auditing standards will always detect a material misstatement when it exists. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control. Misstatements are considered material if there is a substantial likelihood that, individually or in the aggregate, they would influence the judgment made by a reasonable user based on the financial statements.

In performing an audit in accordance with generally accepted auditing standards, we:

- Exercise professional judgment and maintain professional skepticism throughout the audit.
- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, and design and perform audit procedures responsive to those risks. Such procedures include examining, on a test basis, evidence regarding the amounts and disclosures in the financial statements.
- Obtain an understanding of internal control relevant to the audit in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Bar's internal control. Accordingly, no such opinion is expressed.
- Evaluate the appropriateness of accounting policies used and the reasonableness of significant accounting estimates made by management, as well as evaluate the overall presentation of the financial statements.
- Conclude whether, in our judgment, there are conditions or events, considered in the aggregate, that raise substantial doubt about the Bar's ability to continue as a going concern for a reasonable period of time.

We are required to communicate with those charged with governance regarding, among other matters, the planned scope and timing of the audit, significant audit findings, and certain internal control related matters that we identified during the audit.

Report on Summarized Comparative Information

We have previously audited the Utah State Bar's 2021 financial statements and we expressed an unmodified opinion on those financial statements in our report dated November 2, 2021. In our opinion, the summarized comparative information presented herein as of June 30, 2021 and for the year then ended is consistent, in all material respects, with the audited financial statements from which it was derived.

Report on Supplemental Schedules

Our audit was conducted for the purpose of forming an opinion on the financial statements as a whole. The supplemental schedules of continuing legal education and conferences revenue and expenses, member services revenues and expenses, public services revenues and expenses, bar sections revenues and expenses, mandatory continuing education advisory board, and facilities revenues and expenses are presented for the purpose of additional analysis and are not a required part of the financial statements. These schedules are the responsibility of the Bar's management and are derived from and relate directly to the underlying accounting and other records used to prepare the financial statements. Such schedules have been subjected to the auditing procedures applied in our audit of the financial statements and certain additional procedures, including comparing and reconciling such schedules directly to the underlying accounting and other records used to prepare the financial statements or to the financial statements themselves, in accordance with auditing standards generally accepted in the United States of America. In our opinion, such schedules are fairly stated in all material respects in relation to the financial statements as a whole.

Tanner LLC

November 3, 2022

Statements of Financial Position

As of June 30, 2022
(with Summarized Financial Information as of June 30, 2021)

	Bar Operations	Bar Sections	Client Security Fund	Mandatory Continuing Legal Education Fund	Total 2022	Total 2021
Assets						
Current assets:						
Cash and cash equivalents	\$ 3,929,195	\$ 370,497	\$ 230,317	\$ 404,288	\$ 4,934,297	\$ 4,615,203
Investments, at fair value	4,721,987	741,715	84,970	274,847	5,823,519	5,769,259
Receivables	16,904	-	-	76	16,980	21,753
Prepaid expenses	249,664	-	-	-	249,664	134,036
Total current assets	8,917,750	1,112,212	315,287	679,211	11,024,460	10,540,251
Property and equipment, net	1,382,536	-	-	9,754	1,392,290	1,426,977
Total assets	\$ 10,300,286	\$ 1,112,212	\$ 315,287	\$ 688,965	\$ 12,416,750	\$ 11,967,228
Liabilities and Net Assets						
Current liabilities:						
Accounts payable and accrued liabilities	\$ 919,408	\$ 3,522	\$ 456	\$ 2,989	\$ 926,375	\$ 807,472
Deferred revenue	2,895,316	-	-	-	2,895,316	2,732,271
Interfund payable (advance)	(116,099)	48,244	-	67,855	-	-
Total current liabilities	3,698,625	51,766	456	70,844	3,821,691	3,539,743
Commitments and contingencies						
Net assets:						
Net assets without donor restrictions - undesignated	4,054,136	-	-	-	4,054,136	4,316,082
Net assets without donor restrictions - board designated	2,547,525	1,060,446	314,831	618,121	4,540,923	4,111,403
Total net assets without donor restrictions	6,601,661	1,060,446	314,831	618,121	8,595,059	8,427,485
Total liabilities and net assets	\$ 10,300,286	\$ 1,112,212	\$ 315,287	\$ 688,965	\$ 12,416,750	\$ 11,967,228

See accompanying notes to financial statements.

Statements of Activities

For the Year Ended June 30, 2022 (with Summarized Financial Information for the Year Ended June 30, 2021)

Changes in net assets without donor restrictions:

Revenues:

	Bar Operations	Bar Sections	Client Security Fund	Mandatory Continuing Legal Education Fund	In-Kind & Interfund	Total 2022	Total 2021
Licensing	\$ 4,766,133	\$ -	\$ -	\$ -	\$ -	\$ 4,766,133	\$ 4,633,054
Admissions	467,847	-	-	-	-	467,847	381,372
New lawyer training program	52,885	-	-	-	-	52,885	56,034
Office of Professional Conduct	44,829	-	-	-	-	44,829	63,656
Continuing legal education and conferences	910,391	-	-	-	-	910,391	397,982
Member services	317,714	-	-	-	(84,399)	233,315	256,565
Public services	15,942	-	-	-	-	15,942	12,420
Bar sections	-	410,778	-	-	-	410,778	381,010
Client Security Fund	-	-	144,550	-	(101,780)	42,770	-
Mandatory Continuing Legal Education Fund	-	-	-	518,466	(75,830)	442,636	345,479
Facilities	85,753	-	-	-	(67,001)	18,752	9,196
Net investment income	729	-	506	1,025	-	2,260	24,455
Grant revenue resulting from forgiveness of PPP loan	-	-	-	-	-	-	655,810
Grant revenue	27,178	-	-	-	-	27,178	39,576
Total revenues	6,689,401	410,778	145,056	519,491	(329,010)	7,435,716	7,256,609
Net assets released from restrictions	-	-	-	-	-	-	38,739
Total revenues and reclassifications	\$ 6,689,401	\$ 410,778	\$ 145,056	\$ 519,491	\$ (329,010)	\$ 7,435,716	\$ 7,295,348

See accompanying notes to financial statements.

Statements of Activities – Continued

For the Year Ended June 30, 2022 (with Summarized Financial Information for the Year Ended June 30, 2021)

	Bar Operations	Bar Sections	Client Security Fund	Mandatory Continuing Legal Education Fund	In-Kind & Interfund	Total 2022	Total 2021
\$	212,602	\$	\$	\$	(620)	\$ 211,982	\$ 209,316
	368,154	-	-	-	(6,892)	361,262	452,504
	63,475	-	-	-	-	63,475	103,690
	1,474,475	-	-	-	(1,231)	1,473,244	1,435,209
	825,976	-	-	-	(69,744)	756,232	356,141
	651,291	-	-	-	(3,050)	648,241	483,828
	563,181	-	-	-	(5,041)	558,140	543,664
	-	396,670	-	-	(105,976)	290,694	181,270
	-	-	86,275	-	-	86,275	18,715
	-	-	-	498,235	(6,906)	491,329	398,246
	2,093,356	-	-	-	(111,259)	1,982,097	1,566,233
	363,462	-	-	-	(18,291)	345,171	359,775
	6,615,972	396,670	86,275	498,235	(329,010)	7,268,142	6,108,591
	73,429	14,108	58,781	21,256	-	167,574	1,186,757
	27,178	-	-	-	-	27,178	-
	(27,178)	-	-	-	-	(27,178)	(38,739)
	-	-	-	-	-	-	(38,739)
	73,429	14,108	58,781	21,256	-	167,574	1,148,018
	6,528,232	1,046,338	256,050	596,865	-	8,427,485	7,279,467
\$	6,601,661	\$ 1,060,446	\$ 314,831	\$ 618,121	\$	\$ 8,595,059	\$ 8,427,485

Changes in net assets without donor restrictions (continued) :

Expenses:

Licensing	
Admissions	
New lawyer training program	
Office of Professional Conduct	
Continuing legal education and conferences	
Member services	
Public services	
Bar sections	
Client Security Fund	
Mandatory Continuing Legal Education Fund	
Bar operations	
Facilities	
Total expenses	
Increase in net assets without donor restrictions	

Change in net assets with donor restrictions:

Grant revenue	
Net assets released from restrictions	
Decrease in net assets with donor restrictions	
Increase in net assets	

Net assets:

Beginning of the year	
End of the year	

See accompanying notes to financial statements.

Statements of Cash Flows

For the Year Ended June 30, 2022 (with Summarized Financial Information for the Year Ended June 30, 2021)

	Bar Operations	Bar Sections	Client Security Fund	Mandatory Continuing Legal Education Fund	Total 2022	Total 2021
Cash flows from operating activities:						
Change in net assets	\$ 73,429	\$ 14,108	\$ 58,781	\$ 21,256	\$ 167,574	\$ 1,148,018
Adjustments to reconcile change in net assets to net cash and cash equivalents provided by operating activities:						
Depreciation and amortization	144,706	-	-	7,036	151,742	173,417
Net unrealized losses on investments	121,587	11,489	2,363	6,271	141,710	70,168
Loss on disposal of assets	7,373	-	-	-	7,373	-
Changes in assets and liabilities:						
Receivables	4,748	-	-	25	4,773	40,468
Prepaid expenses	(115,628)	-	-	-	(115,628)	(39,293)
Accounts payable and accrued liabilities	105,789	1,044	-	271	107,104	96,273
Deferred revenue	167,986	-	-	-	167,986	364,123
Interfund advance	(36,262)	(1,110)	-	37,372	-	-
Net cash and cash equivalents provided by operating activities	473,728	25,531	61,144	72,231	632,634	1,853,174
Cash flows from investing activities:						
Purchases of property and equipment	(106,124)	-	-	(6,508)	(112,632)	(338,311)
Purchases of investments	(5,153,506)	(657,913)	(75,170)	(250,378)	(6,136,967)	(4,308,159)
Proceeds from sale of investments and reinvested income	5,111,000	425,000	110,000	295,000	5,941,000	3,847,000
Net cash and cash equivalents provided by (used in) investing activities	(148,630)	(232,913)	34,830	38,114	(308,599)	(799,470)
Cash flows from financing activities:						
Payments on finance lease obligation	(4,941)	-	-	-	(4,941)	(3,063)
Net increase (decrease) in cash and cash equivalents	320,157	(207,382)	95,974	110,345	319,094	1,050,641
Cash and cash equivalents as of beginning of the year	3,609,038	577,879	134,343	293,943	4,615,203	3,564,562
Cash and cash equivalents as of end of the year	\$ 3,929,195	\$ 370,497	\$ 230,317	\$ 404,288	\$ 4,934,297	\$ 4,615,203
Supplemental disclosure of cash flow information:						
Cash paid for interest	\$ 144	\$ -	\$ -	\$ -	\$ 144	\$ 364

See accompanying notes to financial statements.

Notes to Financial Statements

1. Description of Organization and Summary of Significant Accounting Policies

Description of Organization

The Utah State Bar (the Bar or the Organization) is an organization created by statute in 1931 under the laws of the state of Utah. The Bar's purpose was amended and clarified by the Utah State Constitution and by court order on June 30, 1981, and the Bar was incorporated as a 501(c)(6) organization on June 24, 1991. All attorneys licensed under the laws of the state of Utah, which approximate 13,600, are considered members of the Bar.

Basis of Presentation and Fund Accounting

The assets, liabilities and net assets of the Bar have been prepared in accordance with accounting principles generally accepted in the United States of America (US GAAP), which require the Bar to report information regarding its financial position and activities according to the following net asset classifications, as applicable:

Net assets without donor restrictions: Net assets that are not subject to donor-imposed restrictions and may be expended for any purpose in performing the primary objectives of the Bar. These net assets may be used at the discretion of the Bar's management and Board of Directors.

Net assets with donor restrictions: Net assets subject to restrictions imposed by donors and grantors. Some donor restrictions are temporary in nature; those restrictions will be met by actions of the Bar or by the passage of time. Other donor restrictions are perpetual in nature, where the donor stipulates the funds be maintained in perpetuity.

Net assets without donor restrictions are presented as designated or undesignated. The undesignated fund is used for the general operations of the Bar. The designated funds are used for activities of the various Bar sections, the Client Security Fund, and the Mandatory Continuing Legal Education Fund (MCLE Fund), including overhead charges to defray the costs of administering those funds.

The financial statements include prior-year summarized comparative information in total but not by net asset class. Such information does not include sufficient detail to constitute a presentation in accordance with US GAAP. Accordingly, such information should be read in conjunction with the Bar's financial statements as of and for the year ended June 30, 2021, from which the summarized information was derived.

Concentrations of Risk

The Bar maintains cash in bank deposit accounts which, at times, exceed federally insured limits. Additionally, as of June 30, 2022, the Bar maintained cash equivalents of \$3,582,545 in an institutional investment account which is not federally insured. To date, the Bar has not experienced a loss or lack of access to its invested cash and cash equivalents; however, no assurance can be provided that access to the Bar's invested cash and cash equivalents will not be impacted by adverse conditions in the financial markets.

Use of Estimates in Preparing Financial Statements

The preparation of financial statements in accordance with US GAAP requires management to make estimates and assumptions that affect the reported amounts and disclosures. Accordingly, actual results could differ from those estimates.

Cash Equivalents

The Bar considers all highly liquid investments purchased with original maturities to the Bar of three months or less to be cash equivalents. As of June 30, 2022, these cash equivalents consisted of money market accounts totaling \$3,582,545.

Investments

Investments consist primarily of corporate bonds. Investments are reported at their fair values in the statement of financial position. Realized and unrealized gains or losses are reflected currently in the statements of activities.

Property and Equipment

Property and equipment are stated at cost less accumulated depreciation and amortization. Depreciation and amortization are calculated using the straight-line method over the estimated economic useful lives of the asset or over the related lease terms (if shorter), as follows:

Building	25 years
Building improvements	10-25 years
Computers and computer software	3-5 years
Office furniture, equipment and leased equipment	3-7 years

Expenditures for routine maintenance and repairs are charged to operating expenses as incurred. Major renewals and betterments are capitalized and depreciated over their estimated useful lives. Upon retirement or other disposition of property and equipment, the cost and accumulated depreciation and amortization are removed from the accounts and any gain or loss is recorded as income or expense in the statement of activities.

Revenue Recognition and Deferred Revenue

The Bar recognizes revenue from licensing, admissions, continuing legal education, services and programs, conventions, bar examinations, room rental and catering and other services when the Organization has (1) identified the customer contract, (2) identified the performance obligation in the contract, (3) determined the transaction price, (4) allocated the entire transaction price to the single performance obligation, and (5) recognized revenue when the performance obligation has been satisfied. Licensing fees are assessed in June for the following fiscal year. All fees collected prior to the current fiscal year-end are recorded as deferred revenue. Deferred revenue is recognized as income in the year in which it is earned (i.e., benefits provided to members).

Grant Revenue

Grants received are recorded as with or without donor restrictions, depending on the existence and/or nature of any donor restrictions. Revenue from grants with a measurable performance or other barrier, and a right of return, are not recognized until the conditions on which they depend have been substantially met.

If a donor restriction expires in the same reporting period in which the grant revenue was initially recognized that revenue is reported as an increase in net assets without donor restriction. All other donor-restricted revenue is reported as an increase in net assets with donor restrictions. When a restriction expires (that is, when a stipulated time restriction ends or purpose restriction is accomplished), net assets with donor restrictions are reclassified to net assets without donor restrictions and reported in the statement of activities as net assets released from restrictions.

Income Taxes

On June 24, 1991, the Bar was incorporated as a 501(c)(6) organization and has received a determination letter from the Internal Revenue Service exempting the Bar from federal income taxes. Management believes that the Bar is designed and operated in compliance with the applicable requirements of the Internal Revenue Code and, accordingly, no provision for federal and state income taxes has been provided for in the accompanying statements of activities.

The Bar is subject to income tax at current corporate rates on net income from unrelated business activities. Income taxes on unrelated business activities have not been significant. The Bar paid no income taxes for the year ended June 30, 2022.

A liability for uncertain tax positions is recognized in the financial statements when it is more likely than not the position will not be sustained upon examination by the tax authorities. As of June 30, 2022, the Bar had no uncertain tax positions that qualified for either recognition or disclosure in the financial statements. The Bar is subject to routine audits by tax jurisdictions; however, there are no audits for any tax periods in progress.

Subsequent Events

Management has evaluated events occurring subsequent to June 30, 2022 through November 3, 2022, which is the date the financial statements were available.

Reclassifications

Certain amounts in the 2021 consolidated financial statements have been reclassified to conform with the current year presentation.

2. Liquidity and Availability

Financial assets available for general expenditure, that is, without donor or other restrictions limiting their use, within one year of the date of the statement of financial position, comprise the following as of June 30:

	2022	2021
Cash and cash equivalents	\$ 4,934,297	\$4,615,203
Investments	5,823,519	5,769,259
Receivables	16,980	21,753
	<u>10,774,796</u>	<u>10,406,215</u>
Less amounts not available to be used within one year or otherwise restricted:		
Board designated funds	<u>(4,540,923)</u>	<u>(4,111,403)</u>
	<u>\$ 6,233,873</u>	<u>\$ 6,294,812</u>

The Bar regularly monitors liquidity required to meet its operating needs and other contractual commitments using budgets and cash flow projections, while also striving to maximize the investment of its available funds. The Bar's excess cash is invested in a portfolio of corporate bonds. Additionally, the Bar's governing board has designated a portion of its unrestricted resources for contingencies, which is identified as board-designated in the table above (Note 7).

3. Investments and Net Investment Income

Investments consisted of the following as of June 30, 2022:

	Amortized Cost	Cumulative Net Unrealized Gains	Fair Value
Corporate bonds	\$ 5,821,808	1,711	\$ 5,823,519
Investment income for the year ended June 30, 2022, consisted of the following:			
	Undesignated	Designated	Total
Net investment income and interest	\$ 33,516	3,578	\$ 37,094
Net unrealized loss	(32,788)	(2,046)	(34,834)
	<u>\$ 728</u>	<u>1,532</u>	<u>\$ 2,260</u>

Investments consisted of the following as of June 30, 2021:

	Amortized Cost	Cumulative Net Unrealized Gains	Fair Value
Corporate bonds	\$ 5,719,925	49,334	\$ 5,769,259
Investment income for the year ended June 30, 2021, consisted of the following:			
	Undesignated	Designated	Total
Net investment income and interest	\$ 57,257	5,437	\$ 62,694
gain/(loss)	(35,781)	(2,458)	(38,239)
	\$ 21,476	2,979	\$ 24,455

4. Fair Value Measurements

The Bar's financial instruments consist of investments as of June 30, 2022 and 2021. Management believes that the recorded value of each financial instrument approximates its fair value.

Fair value is defined as the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. To increase the comparability of fair value measures, the following hierarchy prioritizes the inputs to valuation methodologies used to measure fair value:

- Level 1* Valuations based on quoted prices for identical assets or liabilities in active markets
- Level 2* Valuations based on observable inputs other than quoted prices included in Level 1, such as quoted prices for similar assets or liabilities in active markets, quoted prices for identical or similar assets and liabilities in markets that are not active, or other inputs that are observable or can be corroborated by observable market data.
- Level 3* Valuations based on unobservable inputs reflecting the Bar's own assumptions, applied consistently with reasonably available assumptions made by other market participants. These valuations require significant judgment.

The Bar's investments are considered Level 1 assets under the fair value hierarchy and are measured on a recurring basis. Bar management obtains valuation data for the corporate bonds from third-party sources, which determine the net asset values for the Bar's accounts using quoted market prices and reportable trades.

5. Property and Equipment

Property and equipment consisted of the following as of June 30:

	2022	2021
Building and building improvements	\$ 3,346,705	\$ 3,346,812
Computers and computer software	877,279	824,519
Office furniture, equipment and leased equipment	832,072	835,657
Land	633,142	633,142
	5,689,198	5,640,130
Less accumulated depreciation and amortization	(4,296,908)	(4,213,153)
	\$ 1,392,290	\$ 1,426,977

Depreciation and amortization expense for property and equipment totaled \$151,742 and \$173,417 for the years ended June 30, 2022 and 2021, respectively.

6. Employee Benefit Plans

The Bar sponsors a defined contribution 401(k) plan (the Plan). Upon hiring, employees who have completed one year of service with the Bar and have attained the age of 21 or older may elect to contribute a portion of their compensation, subject to Internal Revenue Code limitations, to the Plan. Following employees' one year anniversary, the Bar contributes to the Plan an amount equal to 10% of the compensation of all Plan participants. Contributions to the Plan were \$286,987 and \$301,074 for the years ended June 30, 2022 and 2021, respectively.

The Bar sponsors a Section 125 cafeteria plan. All contributions to this plan are made by the participants.

7. Board Designated Net Assets Without Donor Restrictions

Board designated net assets without donor restrictions consist of the Bar operation's reserves for potential future liabilities and assets designated for Bar sections, client security fund, and the mandatory continuing legal education fund. Board designated net assets without donor restrictions consisted of the following as of June 30:

	2022	2021
Bar operations reserves :		
Three-month operating expense reserve	\$ 1,747,525	\$ 1,639,220
Capital replacement reserve – building	600,000	372,930
Capital replacement reserve – equipment	200,000	200,000
Total Bar operations reserves	2,547,525	2,212,150
Bar sections	1,060,446	1,046,338
Client security fund	314,831	256,050
Mandatory continuing legal education fund	618,121	596,865
	\$ 4,540,923	\$ 4,111,403

8. Client Security Fund

On October 30, 1983, the Bar received approval from the Utah Supreme Court (USC) to collect up to \$20 per attorney per year to accumulate a client security fund (the Fund) in the base amount of \$200,000. The Fund was created to partially indemnify the public against losses incurred as a result of lawyers' misappropriation of clients' funds. Claims against the Fund are limited to \$20,000 per claimant. On April 20, 2015, the USC approved the reduction of the fee paid to the Fund by each member attorney from \$20 to \$5. As the Bar determined it would supply the Fund \$101,780 from its cash reserves, no fee was collected from member attorneys for the year ended June 30, 2022. No fee was collected in 2021.

Cases must be reviewed and approved by the Fund Committee of the Bar and also by the Board of Commissioners of the Bar before they are considered to be claims payable by the Fund. The Fund Committee routinely reviews open matters. In the Fund Committee's opinion, these open matters will not have a material adverse effect on the financial position, results of activities, or liquidity of the Bar.

9. Grant Revenue Resulting from Forgiveness of PPP Loan

During the year ended June 30, 2021 the Organization obtained a loan from a financial institution under the Paycheck Protection Program (PPP), a component of the Coronavirus Aid, Relief and Economic Security Act (CARES Act). In general, PPP loans are forgivable if the recipient's operations were impacted by COVID-19 health and safety requirements, the proceeds are used for qualifying expenses, including primarily payroll and certain levels of employee compensation are maintained without reducing headcount. The Organization elected to account for the PPP loan as a conditional contribution consistent with ASC 958-605. Conditional contributions are recognized once the donor's conditions have been substantially met. The Organization received confirmation from the financial institution in July 2021 that the loan was forgiven, and management has determined that the conditions of PPP loan forgiveness were met as of June 30, 2021 and has recorded \$655,810 for the year ended June 30, 2021 as grant revenue resulting from forgiveness of PPP loan in the statements of activities.

10. Expenses By nature and Function

The accompanying financial statements include certain expenses that are attributable to both program and supporting functions of the Bar. These expenses include salaries and wages, employee benefits, and supplies and other office expenses, which are allocated based on head count; and depreciation, utilities, and maintenance, which are allocated based on estimated square footage.

Expenses by natural classification for the year ended June 30, 2022 are as follows:

	Program Services							Support Services		Total
	Regulatory	Member Services	Public Services	Education	Building Usage	MCLE	CSF	Sections	General & Administrative	
Program	\$ 54,033	\$ 309,982	\$ 131,915	\$ 474,503	\$ 28,367	\$ -	\$ 85,650	\$ 290,694	\$ 389,108	\$ 1,764,252
Salaries and benefits	1,700,569	137,069	353,864	197,414	151,100	367,688	-	-	1,244,599	4,152,303
General and administrative	252,293	196,362	59,602	69,524	2,112	42,917	625	-	295,007	918,442
Overhead and depreciation	103,068	4,828	12,759	14,791	163,592	80,724	-	-	53,383	433,145
	\$ 2,109,963	\$ 648,241	\$ 558,140	\$ 756,232	\$ 345,171	\$ 491,329	\$ 86,275	\$ 290,694	\$ 1,982,097	\$ 7,268,142

Expenses by natural classification for the year ended June 30, 2021 were as follows:

	Program Services							Support Services		Total
	Regulatory	Member Services	Public Services	Education	Building Usage	MCLE	CSF	Sections	General & Administrative	
Program	\$ 23,730	\$ 227,158	\$ 111,921	\$ 150,434	\$ 6,287	-	\$ 18,107	\$ 181,270	\$ 17,471	\$ 736,378
Salaries and benefits	1,839,927	127,865	336,438	143,260	165,522	320,868	-	-	1,260,413	4,194,293
General and administrative	244,704	123,420	83,872	47,698	936	10,179	611	-	242,995	754,415
Overhead and depreciation	92,357	5,385	11,433	14,749	187,030	67,197	-	-	45,354	423,505
	\$ 2,200,718	\$ 483,828	\$ 543,664	\$ 356,141	\$ 359,775	\$ 398,244	\$ 18,718	\$ 181,270	\$ 1,566,233	\$ 6,108,591

11. Contingencies

The Bar may, from time to time, be subject to legal proceedings arising in the normal course of business. Management does not believe the outcome of any matters currently pending will have a material impact on the financial position, results of activities, or liquidity of the Bar.

12. Related Parties

The primary purpose of the Bar is to perform services on behalf of its members, which may result in related-party transactions arising through its regular activities.

SUPPLEMENTAL SCHEDULES

***Schedule of Continuing Legal Education and Conferences
Revenues and Expenses
For the Year Ended June 30, 2022***

	Summer Convention	Fall Forum	Spring Convention	CLE Events	Total
Revenues	\$ 198,025	\$ 87,905	\$ 68,680	\$ 555,781	\$ 910,391
Expenses:					
Program	167,162	21,269	20,409	335,408	544,248
Salaries and benefits	16,487	3,413	2,654	174,860	197,414
General and administrative	5,112	6,386	6,121	66,696	84,315
Interfund facilities	(289)	(205)	-	(9,273)	(9,767)
MCLE fees	(3,191)	(5,689)	(5,211)	(45,887)	(59,978)
Total expenses	185,281	25,174	23,973	521,804	756,232
Excess of revenues over expenses	\$ 12,744	\$ 62,731	\$ 44,707	\$ 33,977	\$ 154,159

See accompanying Independent Auditors' Report

**Schedule of Member Services
Revenues and Expenses
For the Year Ended June 30, 2022**

	Bar Journal	Member Services	Legislative	Public Education	Young Lawyers Division	Total
Revenues	\$ 218,076	\$ 14,896	\$ -	\$ -	\$ 343	\$ 233,315
Expenses:						
Program	36,985	177,970	60,000	72	38,004	313,031
Salaries and benefits	42,223	-	3,060	91,786	-	137,069
General and administrative	133,698	-	336	66,263	893	201,190
Interfund facilities	(937)	-	-	-	-	(937)
MCLE fees	-	-	-	-	(2,112)	(2,112)
Total expenses	211,969	177,970	63,396	158,121	36,785	648,241
Excess (deficiency) of revenues over expenses	\$ 6,107	\$ (163,074)	\$ (63,396)	\$ (158,121)	\$ (36,442)	\$ (414,926)

See accompanying Independent Auditors' Report.

**Schedule of Public Services
Revenues and Expenses
For the Year Ended June 30, 2022**

	Committees	Consumer Assistance	Access to Justice	Tuesday Night Bar	Total
Revenues	\$ 3,822	\$ -	\$ 39,298	\$ -	\$ 43,120
Expenses:					
Salaries and benefits	131,411	-	5,544	-	136,955
Program	31,867	120,656	201,085	256	353,864
General and administrative	5,225	9,192	57,944	-	72,361
Interfund facilities	(3,933)	-	(1,107)	-	(5,040)
Total expenses	164,570	129,848	263,466	256	558,140
Deficiency of revenues over expenses	\$ (160,748)	\$ (129,848)	\$ (224,168)	\$ (256)	\$ (515,020)

See accompanying Independent Auditors' Report.

**Schedule of Bar Sections
Revenues and Expenses
For the Year Ended June 30, 2022**

	Balance June 30, 2021	Revenues	Expenses	Balance June 30, 2022	Net Increase (Decrease)
Bar Section Funds:					
Antitrust/Unfair Competition	\$ 6,953	\$ 1,200	\$ 336	\$ 7,817	\$ 864
Appellate Practice	25,520	14,440	5,603	34,357	8,837
Banking and Finance	12,974	6,905	3,860	16,019	3,045
Bankruptcy	16,373	5,420	3,831	17,962	1,589
Business Law	72,243	24,230	19,804	76,669	4,426
Collection Law	33,243	3,450	1,988	34,705	1,462
Constitutional Law	9,205	2,520	952	10,773	1,568
Construction Law	8,767	5,885	3,699	10,953	2,186
Corporate Counsel	70,431	31,597	67,173	34,855	(35,576)
Criminal Law	30,142	13,730	5,008	38,864	8,722
Cyber Law	34,500	5,431	3,586	36,345	1,845
Community Association Law	6,069	1,860	1,085	6,844	775
Cannabis Law	1,964	1,650	462	3,152	1,188
Dispute Resolution	27,899	4,725	10,734	21,890	(6,009)
Education Law	5,579	2,194	2,301	5,472	(107)
Elder Law	9,845	5,260	1,758	13,347	3,502
Entertainment Law	2,782	1,400	7,988	(3,806)	(6,588)
Environmental Law	20,107	7,756	1,080	26,783	6,676
Family Law	102,017	36,482	63,081	75,418	(26,599)
Franchise Law	5,923	1,455	262	7,116	1,193
Government/Administrative Law	25,688	9,975	4,296	31,367	5,679
Health Law	22,649	4,700	1,639	25,710	3,061
Intellectual Property	92,409	27,596	26,128	93,877	1,468
International Law	5,973	2,140	1,050	7,063	1,090
Indian Law	6,580	3,095	1,175	8,500	1,920
Juvenile Law	6,499	6,270	1,363	11,406	4,907
Labor and Employment Law	34,287	11,695	6,141	39,841	5,554
Legal Entrepreneurs	2,541	900	334	3,107	566
Litigation	107,671	64,686	71,249	101,108	(6,563)
Limited Scope	2,667	359	311	2,715	48
Military Law	3,716	900	411	4,205	489
Non-profit/Charitable Law	9,027	2,825	791	11,061	2,034
Probate/Estate Planning	42,856	19,627	7,307	55,176	12,320
Real Property	48,287	36,540	31,641	53,186	4,899
Securities	50,979	11,130	9,582	52,527	1,548
Senior Lawyers	1,361	680	238	1,803	442
Solo, Small Firm, Rural Practice	21,066	4,875	2,679	23,262	2,196
Tax	23,841	11,420	11,814	23,447	(394)
Total Bar Section Funds	1,010,633	397,003	382,740	1,024,896	14,263
Paralegal Division	35,705	13,775	13,930	35,550	(155)
	\$ 1,046,338	\$ 410,778	\$ 396,670	\$ 1,060,446	\$ 14,108

**Schedule of Mandatory
Continuing Education Advisory Board
For the Year Ended June 30, 2022**

Revenues:	
Compliance fees from attorneys	\$ 259,615
Continuing Legal Education (provider attendance fees)	258,851
Investment income	1,025
Interfund revenue	(75,830)
Total revenues	<u>443,661</u>
Expenses:	
Salaries, payroll taxes, and benefits	367,688
Office overhead	80,724
Travel	17,519
Board meetings	32,304
Interfund facilities	(6,906)
Total expenses	<u>491,329</u>
Deficiency of revenues over expenses	<u>\$ (47,668)</u>

***Schedule of Facilities
Revenues and Expenses
For the Year Ended June 30, 2022***

Revenues:	
Outside parties	\$ 18,752
In-kind and interfund revenues:	
Interdepartmental charges	33,774
Sections	8,031
Utah Bar Foundation and other in-kind	18,291
MCLE	6,906
Total in-kind and interfund revenues	67,002
Total revenues	85,754
Expenses:	
Building overhead	163,592
Food, beverage and AV costs	28,367
Salaries and benefits	151,100
General and administrative	2,112
	345,171
In-kind expenses	18,291
Total expenses	363,462
Deficiency of revenues over expenses	\$ (277,708)

TAB 2

PROPOSAL

Mental wellbeing.

A New Vision for Supporting Employee Mental Health

PREPARED FOR

Martha Knudson
Utah State Bar

PREPARED BY

Marco Capozzoli
Enterprise Growth Lead, US
Unmind



Boost Your Fitness

Get stronger, fitter, healthier, and happier.
By Brooke, about 10 and 4/20/2020



This Series will guide you through a bunch of interval training routines designed for all experience levels needed. You'll learn from the Same Monique Craft and Todd Eckert, teaching coaches trained with a combined fitness experience of over 25 years.

A few known benefits:

- Increase strength and fitness
- Raise your energy
- Elevate your mood

Enroll Now

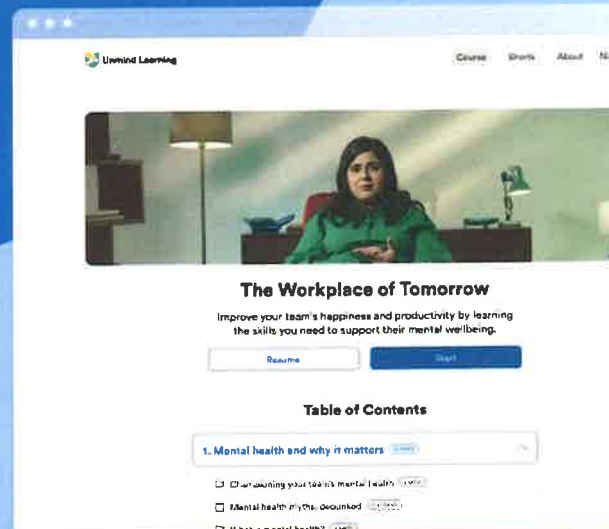
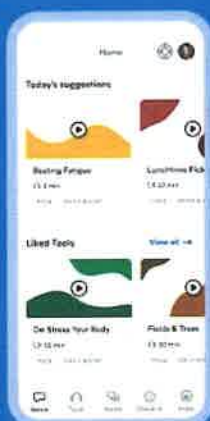


Table of contents

- Introduction
- Current State / Requirements
- Solution for Utah State Bar
- Commercial terms
- People behind Unmind
- Our clients

Introduction

When we were starting out here at Unmind – around six years ago now – we challenged perceptions on the topic of mental health, and partnered with progressive organizations seeking change.

Many leaders intuitively understood the human and economic value of helping their people proactively nurture their mental health and wellbeing. So they started giving employees access to apps to help them do that. This proactive and preventative message was a breath of fresh air.

The legal profession is often highlighted as the most high-pressure and stressful profession. This statement is backed up by many studies showing that stress, anxiety, depression and substance abuse rates are higher in the legal industry compared to others.

The legal profession has been slow to adopt wellbeing as a strategic priority. While this is starting to change with certain progressive and leading legal employers leaning into wellbeing as a strategic pillar - there is still so much more to do.

In supporting the mental health and wellbeing of members across all the firms operating in Utah, the Utah State Bar are setting a national benchmark for how to look after members in your jurisdiction. We are incredibly excited at the potential to be a key part of this program and look forward to presenting and discussing further in the next few weeks.

To sufficiently support your members, you need a partner who understands mental health *and* the workplace. We combine market-leading tech solutions with outstanding people to drive real change at scale.

“

"Unmind has become a global team of multidisciplinary experts, always united behind a passion for workplace wellbeing. We've also seen incredible maturity in the market around how people and law firms approach mental health and wellbeing. This next stage of this journey combines that experience and expertise with an inspiring demand for positive change around mental health in law firms around the world."

Dr Nick Taylor, CEO & Co-Founder, Unmind

Driving Value with Unmind

Current State

Challenges your members are facing

- All-time high levels of stress and burnout amongst members
- Lack of parity in mental health support for lawyers in Utah
- Lack of scalable and accessible technology to support members
- Lack of proactive and preventative mental health tools to support members
- Lack of Data and Actionable Insights

Impact on business

Outline business need for addressing this

- High levels of absenteeism
- High levels of substance abuse
- High attrition rates across all legal employers in Utah
- Degradation in quality of work delivery to clients
- Exceptionally high reactive mental healthcare costs



Driving Value with Unmind

Future goals

Vision for wellbeing culture

- Confidential and on-demand access to proactive mental health resources
- Greater member understanding of how to measure and manage their mental wellbeing
- Greater awareness of the mental health resources available to members
- Aggregated & anonymized data with guided action plans

Impact on business

- Continued de-stigmatization of mental health across the Utah State Bar membership, promoting Utah as a great state to practice
- Happier, healthier and more productive members, delivering superior quality work to clients
- Utah State Bar reputation as a compassionate and supportive Bar nationally
- Lower rates of absenteeism and substance abuse



Driving Value with Unmind

How to get there

Solution requirements

- Scalable technology solution, available as an app and on the web
- Scientifically validated tools and content
- A solution that is accessible and inclusive
- Broad and diverse library of content to meet members wherever they are
- Integration with the other solutions and services available in Utah

Key metrics

- Engagement & utilization data as a lagging indicator
- Value perception of solution from members
- Stress & burnout data points (as available)
- Utah firm attrition data points (as available)
- Anecdotal feedback about lived experience with the solution



unmind

Whole-person solution for Utah State Bar

Unmind Wellbeing



Empower your people to flourish.

Unmind Wellbeing helps your people measure, understand and improve their mental and physical wellbeing. From mood-boosting workouts and stress-busting meditations, to immersive sleep stories and focus-finding soundscapes, our library of bitesize self-guided tools helps everyone to flourish.

Created in collaboration with top psychologists, field experts and those with lived experiences, our self-care tools are designed for proactive and preventative mental health and wellbeing support. With Unmind Wellbeing, empower your people to:



Gain a deep understanding of their own mental health and wellbeing.



Tune into engaging, educational and inspiring content on all things wellbeing, designed by experts, relevant to all walks of life.



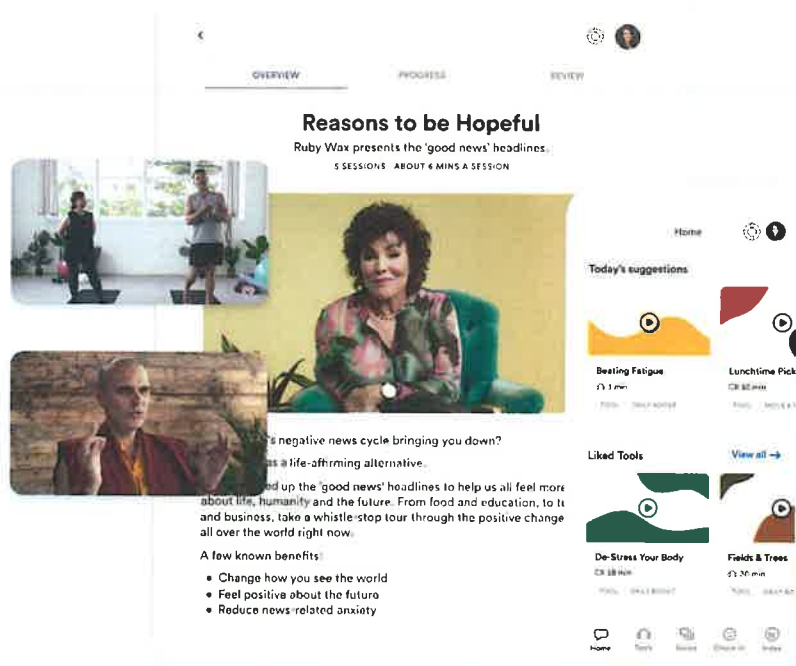
Find support for specific issues around mental health and wellbeing.



Share this all with a friend or loved one with Plus One.



Access the tools whenever they want, wherever they want.



71%

of employees reported reductions in stress after engaging with Unmind content*

62%

of employees reported improvements in knowledge of and attitudes towards mental health problems**

89%

of employees reported feeling less anxious after engaging with their Unmind content*

*Economides, M., Bolton, H., Male, R. & Cavanagh, K. Feasibility and preliminary efficacy of a digital intervention for common mental health problems in working adults

**Client pilot study of employees who completed our 'Intro to Mental Health' Series.



Personal Index / *Mental Wellbeing Assessment*

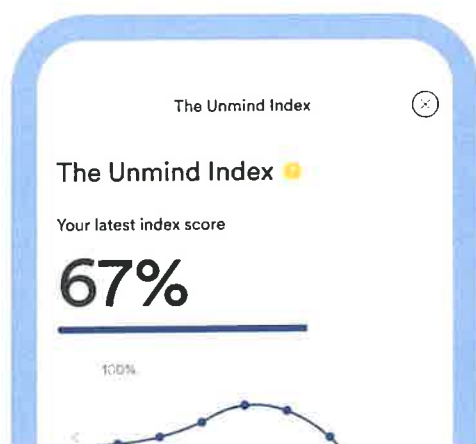
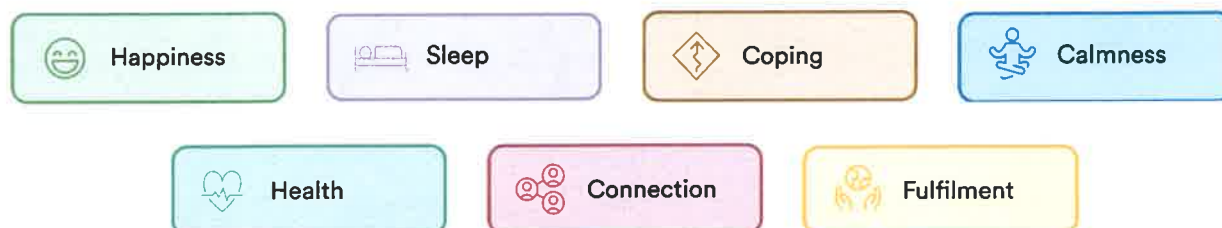
The Personal Index is a clinically validated self-report assessment of mental health and wellbeing. It enables employees and organizations to identify challenges, spot patterns and take action towards improving mental wellbeing.

How the Personal Index works

Employees answer a set of questions exploring the seven areas of wellbeing – categorized below – every two weeks, accessed via the Unmind Wellbeing app. On completion, employees receive personalized feedback and content recommendations. Managers, meanwhile, get anonymous data to track progress, spot trends and make informed choices about how to boost mental wellbeing.

- Detect emerging and existing symptoms.
- Increase understanding of emotions.
- Connect users to the most relevant platform content.

The Index explores seven key areas of mental wellbeing:



The Unmind Index is excellent and really helps hone in on what areas I might be struggling with while suggesting things to help.

Tools / *In-The-Moment Exercises*

Tools are in-the-moment exercises designed to boost everyday wellbeing in a way that's targeted, creative, and impactful.

Tools draw on a range of modalities, including mindfulness, CBT metaphors, sleep music, healthy cooking ideas, relaxation exercises, storytelling, yoga and more.

They range from 60 seconds to 30 minutes, and can be used as and when they're needed.

How Tools work

The majority of Tools are delivered by audio, meaning employees can listen to them without looking at their screen. They're also downloadable, enabling users to tune in while on the go.

There's no set way for someone to engage with Tools – they're designed so that people can pick and choose what's right for them at that moment in time. We encourage users to browse the Tool menu and experiment with what works for them.

Tool categories:



Calm



Uplift



Soundwaves



Move and Yoga



Transform



Focus



Empower



Interludes



Mindfulness



“

I currently use the soundwaves to relax before sleeping and am working through the series on Intro to Mental Health to start raising my awareness. I find the platform easy to use and a awesome application.

Content Examples

Tools / *In-the-Moment Exercises*

Our Tools are our guided audios to help support sleep, improve focus, reduce feelings of stress and anxiety, raise mood and boost energy. They are drawn from mindfulness, positive psychology and cognitive behavioral therapy.

We currently have 200+ Tools on the platform, with at least 1 new Tool added each week. Our current Tools categories with examples

Daily Boosts

1-minute daily energizers

- > Three Good Things
- > Cultivating Curiosity

Nightwaves

Instrumental & immersive

- > Warm Cottage Rain
- > Night Above The City

Uplift

Awareness & appreciation

- > Kindness Practice
- > Positive Memory

Soundwaves

Music & nature

- > Jungle Spirit
- > Celestial

Move & Yoga

Release & strengthen

- > Spine Mobilisation
- > Invigorating Flow

Firesides

Intimate & insightful chats

- > Leading In A Crisis
- > Embracing Anxiety

Sleep Tales

Stories for bedtime

- > Nighthawks
- > The Victorian Attic

Mindfulness

Settle & explore

- > Self-Compassion
- > Exploring A Difficulty

Interludes

Melodic meditations

- > Focus Boost
- > Grounded Mood

Calm

Melt away tension

- > Calm Mind
- > Pre-Presentation

Flourish (new)

Unmind's new podcast

- > Tom Daley
- > Munroe Bergdorf

Transform

Overcome challenges

- > Soften Perfectionism
- > Facing Frustration

Empower

Grow & develop

- > Transform Habits
- > Growth Mindset

Focus

Master distraction

- > Attention Training
- > Meeting Focus

Mindsnacks

Bitesize learnings

- > Managing Stress
- > Reducing Temptation

Workouts

Move your body

- > Washcloth workout
- > De-Stress your body

Series / *Self-Guided programs*

Series are self-guided L&D programs designed to educate, facilitate reflection, and equip employees with strategies to thrive in life.

Created in collaboration with clinical psychologists, academics, and field experts, Series adopt a whole-person, lifespan approach. Grounded in a strong evidence base, Series are informed by the seven areas of wellbeing, and tackle diverse subjects from nurturing relationships and improving sleep, to reducing stress and managing anxiety.

How Series work

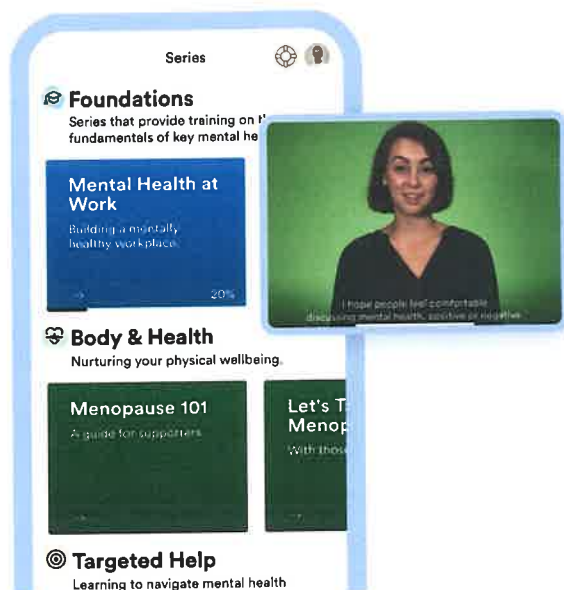
Series are presented in 'days'. Completing a day within a Series should take no more than 10 minutes. Each day comprises bitesize chunks of content, delivered as audio sessions, videos, graphics, and chat interactions.

The aims of each Series will vary according to the topic – some are purely psychoeducational, while others target specific problems and aim to instil lasting change.

Series are bookended with outcome questionnaires. These are designed to help users reflect on entering a Series, and allow them to measure progress on completion.

Employees completing Series can expect the following:

- Increased self-knowledge and understanding.
- Improved mental health literacy.
- Basic skills to manage symptoms, or complete activities.



“

The Intro to Mental Health Series helped me become more self-aware, and taught me the importance of taking time out for myself during busy and stressful days – even if it's just for five minutes a day.

unmind

Content Examples

Series / *Learning and Development programs*

Our Series are engaging multimedia learning and development programs designed and endorsed by our team of expert content creators and high-profile academics. They are made up of educational audio and video sessions, bot-driven Socratic reflection and behavioral experiments, and beautifully designed images and infographics. All of this is delivered in bite-sized chunks, designed to fit around a busy schedule.

Foundations

Intro to Mental Health Common
Problems Complex Problems
Supporting Others
Talking About Suicide Mental
Health at Work

Targeted Help

Understanding Trauma
Mindfulness for Anxiety
Working with Worry
Managing Your Feelings
Finding Happiness
Mindfulness for Difficult Times
Combatting Stress
Working Through Loss
Life After Lockdown
Building Self-Esteem
Navigating COVID-19
Mind Your Mood
Activate Your Mood
Social Anxiety
Health Anxiety
Tackling OCD
Tackling Panic
Coping in Hard Times

Relationships

Easing Loneliness
Positive Parenting
Nurturing Friendships
Better Communication
The Art of Listening

Body & Health

Menopause 101
Let's Talk Menopause
Boost Your Fitness
Food For Thought
Rejuvenating Yoga
Body Balance Yoga
Eat For Energy
Understanding Menopause
Food to Boost Mood
Persistent Pain
Positive Body Image

Sleep

Optimizing Sleep
Understanding Sleep
Sleep for Shift Work
Maximising Short Sleep

Work

Transforming Conflict
Beat Procrastination
Ease Perfectionism
Switching Off
Flourishing at Work
Overcoming Burnout
Imposter Syndrome

Personal Growth

Building Mental Strength
Cultivating Mindfulness
Building Resilience
Playing to Your Strengths
Finding Fulfilment
Better With Money
Your Best Self
Choosing Growth
Transforming Habits
Getting Gritty
Growing Gratitude

Mindfulness

Cognitive
Behavioral
Therapy

Positive
Psychology

Behavioral Change



Check-In / *Daily Mood Diary*

Check-in is a mood tracker that enables employees to capture thoughts and feelings day to day, increasing awareness and helping us to find the right support on the platform.

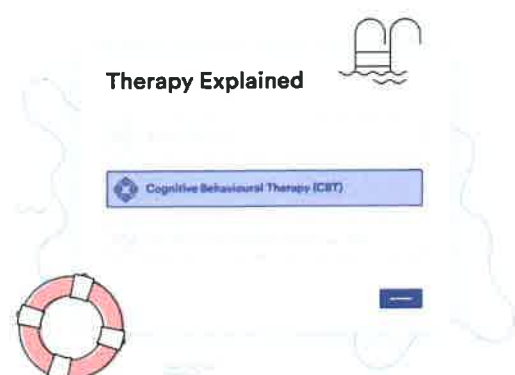
By honing in and reflecting on subtle changes in our emotional states, we can understand what nourishes and what depletes our wellbeing, and get a better sense of how to lead a balanced life.

Help / *Supportive Signposting*

The Help section within Unmind is where employees and managers can seek further support, whether that's practical tips on how to use the platform, or more urgent mental health aid. Help can be customized to feature your organization's wellbeing resources – whether that's an EAP, occupational health guidance, or any other important information. Help is divided into three sections.

Plus One / *Share the Love*

We all know someone that could use a little assistance. We recognize that we have an opportunity to influence the wellbeing of those who we love - that's why we introduced our Plus One feature. Now, all of your staff get to give Unmind to a friend, family member, or whoever they like, for free.



"I found the Check-in tool very helpful because it made me think, actually how do I feel, and apart from one day when I was having a bad day, I realized that actually I am doing OK and I feel much better than perhaps I first thought. Taking time to check in with myself is time well spent



Unite behind change.

Unmind Spaces is a wellbeing community for champions of change. Our gatherings bring together people from across organizations to listen, learn, and talk about making wellbeing central to work and life. Because together, we can navigate uncertainty, master new skills, and inspire action towards a more mindful future.

Our rich program of live and on-demand events and experiences offer something for everyone. Whether that's engaging and interactive seminars guided by wellbeing experts or a bespoke space for senior executives to open up in intimate sessions.



Build your network, connect with like-minded professionals and meet wellbeing experts.



Hear inspiring change stories, encourage open dialogue, and find strength through vulnerability.



Keep up-to-date with culturally and commercially relevant topics to make wellbeing your personal and professional competitive advantage.



Learn evidence-based skills and how to apply them in work and life.



The techniques and advice I've learnt from Unmind webinars have allowed me to make better choices and apply positive changes to the way I work. I've also used this to help my colleagues.

– Unmind user, BBC



Commercial Terms for up to 11,000 members

\$135k

The above is an annual licence fee based on a 2 year term and fully inclusive of:

- All members have unlimited access to the Unmind platform including content and technical updates.
- Bar "super-users" have unlimited access to a real-time analytics dashboard to dig into aggregated, anonymized data to better understand the overall wellbeing of your membership.
- Dedicated Client Success Manager providing communications around launch and rollout, regular reporting, ongoing promotion and ad-hoc support.
- Bespoke "Help" area within the platform to signpost to Bar initiatives and resources.
- 2 CLE sessions w/ a Phd from Unmind
- Monday-Friday technical support to users within 24 hours.
- Plus One. The opportunity for each member to provide Unmind access to a friend, family member or loved one at zero additional cost.
- Unmind webinars included.

TERMS & CONDITIONS

Discounted price of 135K subject to agreement being signed by 11/30/2022


Payment due within 30 days upon invoice

Fixed 2 year contract term

Subscription fees invoiced annually on contract signature

Subscription fee increase 5% per annum

People behind Unmind

- Client Success
 - Science & Psychology
 - Collaborators
 - Our Clients
- 

Client Success /

An Ongoing Campaign for Cultural Change

Launch day is when our partnership starts. Our Client Success team of workplace mental health advocates will partner with you to drive platform uptake and engagement, ensuring your members gets the full Unmind experience.

Campaigns

Whether it's promoting new platform content releases or celebrating national awareness days, our ongoing campaigns will act as an in-house mental health champion.

Community

From virtual and in-person events, to social media communities and discussions, we're building a community of progressive leaders who are driven by a shared goal of creating mentally healthier workplaces.

Insights

Gain insight into how your members are interacting with Unmind with your real-time dashboard. Use these metrics to drive platform engagement, spot patterns across your membership and make more informed decisions.



Science and Psychology /

Evidence-based cultural change

Science is in our DNA. We were founded by a clinical psychologist and built with science from the start. We understand mental health and wellbeing because we lead the field in proof and truth. We work with world-leading institutions and experts to drive meaningful change for clients and their people, and further the scientific understanding of mental health.

Our psychologists, research scientists and clinicians actively study our platform to ensure its efficacy. 95% of digital mental wellbeing tools aren't scientifically validated. We are. So we know we can trust our approach. And so can you.

- Partnering with you to evaluate the impact of Unmind post-launch, ensuring our efficacy findings translate to the real world.
- Generating an evidence base through studies evaluating the impact of our solutions.
- Developing scientifically-validated tools for measuring mental health and wellbeing.

Applying the findings of these studies to make our platform even more effective and engaging, ensuring you always have access to the latest, best ways to drive measurable change.



Dr Heather Bolton, Director of Science, has been with Unmind for over three years. Prior to Unmind Heather was a Clinical Lead in the NHS. Working in the most senior clinical position within the NHS, she was responsible for leading a team of Clinical Psychologists, supervising therapists and continual service development and evaluation. Her experience and qualifications (which include a Doctorate in Clinical Psychology, a Masters Degree in Forensic Psychology and a Postgraduate Diploma in CBT) have shaped Unmind's content greatly.



Dr Kate Daley, Head of Psychology, has worked with Unmind for almost four years, prior to which she consulted for the World Health organization and various other digital health tech companies. Her experience also originated in the NHS. Dr Kate has a Doctorate in Clinical Psychology, a Postgraduate Diploma in CBT and a Masters in Occupational Psychology. She has been instrumental in developing the Unmind Line Manager Training.



Dr Marcos Economides (PhD), Head of Research, brings a neuroscience lens from his First Class Bachelor's Degree in Neuroscience and his Doctorate in Philosophy and Neuroscience. Marcos has expertise in the evaluation and strategy for digital health companies predominantly in the mental health space, which he derives from combining research, data, and technology to improve societal well-being.



Dr Sofia Gerbase, Clinical Psychologist, brought valuable insight to the development of our Line Manager Training course from her time in the NHS where she was a Senior Psychologist delivering therapy as well as developing and delivering online training to staff teams. She has a Doctorate in Clinical Psychology, a Masters Degree in Clinical Neuroscience and wrote a thesis on cross cultural psychology. Her vast knowledge on cross cultural psychology allows us to create inclusive content that considers cultural nuances.

Some of our expert content collaborators



Rosie Batty
Domestic Violence Activist



Todd Liubinskas
Men's Health Fitness
Director



Monique Craft
Barry's Founding Fitness
Instructor



Michael Cheika
International Rugby Coach



Sam Cane
New Zealand Rugby
Captain



Scott Gooding
Chef, Author



Dr. Nick Taylor
Founder, CEO Unmind



Dr. Kate Daly
Clinical Psychologist,
Digital MH Consultant



Choden
Buddhist Monk,
Mindfulness Teacher



**Lady Phyll
Opoku-Gyimah**
ED of UK Black Pride



Geoff McDonald
Mental Health Campaigner



Kimberley Wilson
Chartered Psychologist,
Founder



Jason Butler
Personal Finance Expert



Winston Clements
Award-winning speaker,
entrepreneur, mentor



Jonny Benjamin
Mental Health Campaigner,
Speaker



Ben Hunte
Journalist, LGBT
correspondent



Dr Hazel Harrison
Clinical Psychologist



Remi Arnold
Person-centered therapist



Prof Jason Ellis
Professor of Sleep Science



Prof Mark Cropley
Professor of Health
Psychology



Prof Myra Hunter
Clinical and Health
Psychology



Rebekah Brown
Founder of MPowder



Sarah Hunt
Yoga Teacher, Holistic
Nutritionist



Dr Keren Smith
Clinical Psychologist



Dr Heather Bolton
Head of Psychology,
Unmind



Kearnan Myall
Mental Health Campaigner,
Masculinity & Mental Health



Dr Joe Oliver
Clinical Psychologist,
Acceptance &
Commitment Therapy



Dr Idit Albert
Clinical Psychologist and
PTSD Lead



Guy Winch
Psychologist, Public
Speaker



Jeanette Bronée
Health & Wellbeing
Expert



Uz Afzal
Mindfulness teach inc.
mindfulness for children



Dr Blake Stobie
Consultant Clinical
Psychologist



Ruby Wax
Mental health campaigner,
actress, comedian, lecturer



Dr Kirk Strosahl
Clinical and ACT
psychologist



Adrienne Everett
Yoga Teacher



**Olivia Merriman
Khanna**
Chartered Counselling
Psychologist

Our Work

From leading law firms, to global established brands, to high growth technology businesses and charities, we're working with the world's most progressive organizations.

GIBSON DUNN

Uber

Disney

wework

SLAUGHTER
AND MAY

THOMSON REUTERS

COVINGTON

COVINGTON & BURLING LLP



ALLEN & OVERY



Freshfields

“

Unmind has helped me develop relaxation techniques, and has made me think differently about things that were troubling me as well as giving me other coping techniques

Hogan
Lovells

“

I have learned a lot about mental health through Unmind and have now gone on to become a mental health first aider so wanted to thank you for opening my mind.

COVINGTON
COVINGTON & BURLING LLP

“

The tools are quick to use and can easily be fitted in between work tasks to ground me and refocus me and basically give me a short breather. I also find the chatbot amusing and my mood is improved with the poems, compliments, pictures etc.

SLAUGHTER
AND MAY

“

I've enjoyed the prompts to take a moment from my busy day to focus on my mental health.

ALLEN & OVERY

“

Nice to have something to turn to quickly and not having to wait around for appointments when this sort of thing can help on the spot

SLAUGHTER
AND MAY

“

First wellbeing tool I have really engaged with, as there are so many bite sized tools I can quickly reset my day quickly and get in a better place to carry on working

ALLEN & OVERY

“

Really like the Praise function, it feels just as good to send it as to receive it. Also like the poems and funny pictures, they lighten my mood when everything is going wrong. The content in the other areas was also interesting, I learned about mental health and other topics.

Hogan
Lovells

TAB 3

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of October 31, 2022
and for the first four months then ended

FINANCIAL STATEMENT HIGHLIGHTS

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

	Actual	Budget	Fav(unfav) \$ Variance	Fav(unfav) % Variance
YTD revenue	5,275,643	5,462,071	(186,428)	-3%
YTD expenses	2,522,119	2,444,812	(77,307)	-3%
YTD net profit/(loss)	2,753,524	3,017,260	(263,736)	-9%

YTD net income is \$3,017,260 and is \$263,736 less than budgeted.

YTD Net Profit –Cash Basis: Adding back year-to-date depreciation expense of \$50,861 and deducting capital expenditures of \$45,311, the cash basis year-to-date net profit is approximately \$5,550 higher.

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

CLE: For the first four months of fiscal year 22/23, the CLE department's revenue and expenses both overreported compared to the budget. The higher than budget revenue and expenses are both due to a number of large Fall events generating early registration revenue while also incurring a number of expenses in preparation for those events. As the year progresses, we anticipate the CLE revenues and expenses to even out and be more in-line with the budget.

Summer Convention: The Summer Convention held in July 2022 in San Diego, California was projected to break-even, thereby having attendance revenues and sponsorships revenues cover all expenses. The current financials for the first four months of fiscal year 22/23 show that the Summer Convention is reporting a \$134,000 loss. While some additional expenses may be recorded in future months, we anticipate a loss for the event mostly due to registration revenue underreporting by \$86,000 and expenses for the venue including food and rental accommodations overreporting by more than \$73,000.

Facilities: Bar meeting room facilities for the first four months of the fiscal year are reporting less net spending than budgeted. After more than two years of slow rental income due to the pandemic, the Bar is starting to see more demand for rental meeting space, thus the improved actual net spending compared to the budget.

UTAH STATE BAR
Budget and Finance Committee
Financial Results as of October 31, 2022
and for the first four months then ended

ADDITIONAL COMMENTS

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

Operations Reserve (3 months' operations)	\$1,747,525
Capital Replacement Reserve (equipment)	200,000
Capital Replacement Reserve (building)*	<u>600,000</u>
Total	\$2,547,525
Estimated cash reserve at October 31, 2022	<u>\$4,658,352</u>
Excess of current cash reserve over board-designated reserve	<u><u>\$2,110,827</u></u>

**Utah State Bar
Income Statement
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
Licensing	4,546,088	4,542,908	4,685,739	(142,830)	97%	4,922,403	92%
Admissions	128,200	156,910	134,382	22,528	117%	547,370	29%
NLTP	24,450	24,750	29,755	(5,005)	83%	64,642	38%
OPC	950	500	760	(260)	66%	61,613	1%
CLE	98,876	130,391	100,444	29,947	130%	480,715	27%
Summer Convention	197,225	128,325	220,464	(92,139)	58%	220,464	58%
Fall Forum	35,405	45,200	84,215	(39,015)	54%	84,660	53%
Spring Convention	-	1,300	-	1,300	#DIV/0!	124,252	1%
Member Services	148,236	157,229	149,193	8,035	105%	310,750	51%
Public Services	30,338	10,860	2,764	8,096	393%	17,291	63%
Bar Operations	3,212	37,515	21,597	15,918	174%	27,960	134%
Facilities	21,324	39,755	32,759	6,996	121%	133,994	30%
Total Revenue	5,234,304	5,275,643	5,462,071	(186,428)	97%	6,996,114	75%
Expenses							
Licensing	75,836	78,531	65,997	(12,534)	119%	187,839	42%
Admissions	158,588	214,472	182,958	(31,514)	117%	494,361	43%
NLTP	27,124	20,688	26,935	6,248	77%	69,146	30%
OPC	479,998	519,122	492,606	(26,516)	105%	1,534,494	34%
CLE	141,800	192,613	144,698	(47,915)	133%	519,476	37%
Summer Convention	186,410	262,329	207,536	(54,792)	126%	220,464	119%
Fall Forum	991	1,580	77,045	75,465	2%	84,660	2%
Spring Convention	125	15	-	(15)	#DIV/0!	124,252	0%
Member Services	188,279	207,262	199,313	(7,949)	104%	699,770	30%
Public Services	212,762	241,384	226,848	(14,535)	106%	626,761	39%
Bar Operations	619,397	681,400	678,971	(2,429)	100%	1,998,080	34%
Facilities	120,909	102,723	141,903	39,180	72%	430,800	24%
Total Expenses	2,212,219	\$ 2,522,119	2,444,812	(77,307)	103%	6,990,103	36%
Other							
Net Profit (Loss)	\$ 3,022,085	\$ 2,753,524	\$ 3,017,260	\$ (263,736)	91%	\$ 6,011	45807%
Depreciation	45,806	50,861	46,376	(4,485)	110%	145,522	
Cash increase (decrease) from operations	3,067,891	2,804,385	3,063,636	(259,251)	92%	151,533	
Changes in operating assets/liabilities	(2,283,442)	(3,028,580)	(3,028,580)	-	100%	20,000	
Capital expenditures	53,732	(45,311)	(33,333)	(11,978)	136%	(157,000)	
Net change in cash	\$ 838,180	\$ (269,507)	\$ 1,722	\$ (271,229)	-15649%	\$ 14,533	-1854%

**Utah State Bar
Licensing
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	17,800	17,048	18,100	(1,052)	94%	18,352	93%
4004 · Admissions - Laptop Fees	288	230	293	(63)	78%	464	50%
4006 · Transfer App Fees	-	-	-	-	#DIV/0!	-	#DIV/0!
4011 · Admissions LPP	650	900	414	486	217%	1,433	63%
4021 · Lic Fees > 3 Years	3,784,790	3,806,910	3,882,666	(75,756)	98%	3,932,691	97%
4020 · NLTP Fees	-	2,400	-	2,400	#DIV/0!	-	#DIV/0!
4022 · Lic Fees < 3 Years	193,750	189,990	216,709	(26,719)	88%	231,657	82%
4023 · Lic Fees - House Counsel	49,075	52,160	53,531	(1,371)	97%	56,901	92%
4025 · Pro Hac Vice Fees	80,100	53,600	85,160	(31,560)	63%	227,384	24%
4024 · Lic Fees LPP	3,600	3,850	2,874	976	134%	3,672	105%
4026 · Lic Fees - Inactive/FS	120,750	121,630	123,687	(2,057)	98%	120,987	101%
4027 · Lic Fees - Inactive/NS	220,290	223,020	224,505	(1,485)	99%	227,348	98%
4029 · Prior Year Lic Fees	-	-	-	-	#DIV/0!	-	#DIV/0!
4030 · Certs of Good Standing	6,500	6,920	8,002	(1,082)	86%	23,440	30%
4061 · Advertising Revenue	-	140	41	99	344%	122	115%
4095 · Miscellaneous Income	45	10	52	(42)	20%	102	10%
4096 · Late Fees	68,450	64,100	69,705	(5,605)	92%	77,850	82%
Total Revenue	4,546,088	4,542,908	4,685,739	(142,830)	97%	4,922,403	92%
Expenses							
Program Services	9,057	14,843	9,365	(5,478)	158%	28,055	-
Salaries & Benefits	48,142	43,915	44,251	336	99%	111,445	39%
General & Administrative	15,489	15,822	9,120	(6,702)	173%	38,141	41%
Building Overhead	3,148	3,951	3,261	(690)	121%	10,198	39%
Total Expenses	75,836	78,531	65,997	(12,534)	119%	187,839	42%
Net Profit (Loss)	\$ 4,470,252	\$ 4,464,377	\$ 4,619,742	\$ (155,365)	97%	\$ 4,734,564	94%

Note: Includes LPP staff time and exam expense

**Utah State Bar
Admissions
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 · Admissions - Student Exam Fees	10,725	14,850	11,045	3,805	134%	146,421	10%
4002 · Admissions - Attorney Exam Fees	26,650	29,750	27,315	2,435	109%	68,697	43%
4003 · Admissions - Retake Fees	15,550	16,850	18,447	(1,597)	91%	38,199	44%
4004 · Admissions - Laptop Fees	14,400	6,900	15,021	(8,121)	46%	82,824	8%
4005 · Admissions - Application Forms	-	4,450	-	4,450	-	(867)	-
4006 · Transfer App Fees	17,950	22,100	18,324	3,776	121%	65,994	33%
4008 · Attorney - Motion	29,750	41,650	30,310	11,340	137%	87,465	48%
4009 · House Counsel	5,950	12,750	7,140	5,610	179%	28,560	45%
4011 · Admissions LPP	-	-	-	-	#DIV/0!	306	0%
4095 · Miscellaneous Income	2,425	2,310	2,131	179	108%	5,171	45%
4096 · Late Fees	4,800	5,300	4,649	651	114%	24,600	22%
4200 · Seminar Profit/Loss	-	-	-	-	#DIV/0!	-	#DIV/0!
Total Revenue	128,200	156,910	134,382	22,528	117%	547,370	23%
Expenses							
Program Services	60,548	99,282	70,169	(29,113)	141%	107,572	92%
Salaries & Benefits	70,715	83,632	86,568	2,936	97%	298,236	28%
General & Administrative	21,744	24,552	20,759	(3,793)	118%	70,462	35%
Building Overhead	5,581	7,006	5,462	(1,544)	128%	18,091	39%
Total Expenses	158,588	214,472	182,958	(31,514)	117%	494,361	43%
Net Profit (Loss)	\$ (30,388)	\$ (57,562)	\$ (48,576)	\$ (8,986)	18%	\$ 53,009	-109%

Utah State Bar
NLTP
October 31, 2022

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4020 · NLTP Fees	24,450	24,750	29,755	(5,005)	83%	65,535	38%
4081 · CLE - Registrations	-	-	-	-	#DIV/0!	-	#DIV/0!
4200 · Seminar Profit/Loss	-	-	-	-	#DIV/0!	(893)	-
Total Revenue	24,450	24,750	29,755	(5,005)	83%	64,642	38%
Expenses							
Program Services	-	-	2,250	2,250	0%	6,750	0%
Salaries & Benefits	17,716	12,697	15,975	3,278	79%	36,980	34%
General & Administrative	8,218	6,498	7,549	1,052	86%	21,560	30%
Building Overhead	1,190	1,493	1,161	(332)	129%	3,856	39%
Total Expenses	27,124	20,688	26,935	6,248	77%	69,146	30%
Net Profit (Loss)	\$ (2,674)	\$ 4,062	\$ 2,820	\$ 1,243	144%	\$ (4,504)	-90%

**Utah State Bar
OPC
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4095 · Miscellaneous Income	950	500	760	(260)	66%	4,000	13%
4200 · Seminar Profit/Loss	-	-	-	-	#DIV/0!	57,613	0%
Total Revenue	950	500	760	(260)	66%	61,613	1%
Expenses							
Program Services	482	2,129	981	(1,148)	217%	12,271	17%
Salaries & Benefits	419,627	442,314	440,903	(1,411)	100%	1,337,742	33%
General & Administrative	39,201	48,708	30,451	(18,257)	160%	117,414	41%
Building Overhead	20,688	25,970	20,271	(5,699)	128%	67,067	39%
Total Expenses	479,998	519,122	492,606	(26,516)	105%	1,534,494	34%
Net Profit (Loss)	\$ (479,048)	\$ (518,622)	\$ (491,846)	\$ (26,776)	105%	\$ (1,472,881)	35%

**Utah State Bar
CLE
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4052 · Meeting - Sponsor Revenue	2,000	-	2,570	(2,570)	0%	15,000	0%
4053 · Meeting - Vendor Revenue	-	-	-	-	#DIV/0!	-	-
4054 · Meeting - Material Sales	-	-	-	-	#DIV/0!	-	-
4081 · CLE - Registrations	65,941	85,817	75,806	10,011	113%	315,000	27%
4082 · CLE - Video Library Sales	30,935	44,463	22,068	22,395	201%	146,835	30%
4084 · Business Law Book Sales	-	-	-	-	#DIV/0!	-	-
4093 · Law Day Revenue	-	-	-	-	#DIV/0!	2,500	-
4095 · Miscellaneous Income	-	100	-	100	#DIV/0!	-	-
4200 · Seminar Profit/Loss	-	12	-	12	#DIV/0!	1,380	1%
Total Revenue	98,876	130,391	100,444	29,947	130%	480,715	27%
Expenses							
Program Services	65,983	116,774.06	49,259	(67,515)	237%	219,317	53%
Salaries & Benefits	55,133	51,331	76,090	24,759	67%	242,485	21%
General & Administrative	15,801	19,475	14,253	(5,222)	137%	42,364	46%
Building Overhead	4,884	5,034	5,096	62	99%	15,310	33%
Total Expenses	141,800	192,613	144,698	(47,915)	133%	519,476	37%
Net Profit (Loss)	\$ (42,924)	\$ (62,222)	\$ (44,254)	\$ (17,968)	141%	\$ (38,761)	161%

**Utah State Bar
Summer Convention
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	142,248	82,125	168,064	(85,939)	49%	168,064	49%
4052 · Meeting - Sponsor Revenue	14,750	33,700	30,000	3,700	112%	30,000	112%
4053 · Meeting - Vendor Revenue	13,800	11,300	20,600	(9,300)	55%	20,600	55%
4055 · Meeting - Sp Ev Registration	13,235	1,200	1,800	(600)	67%	1,800	67%
4095 · Miscellaneous Income	13,192	-	-	-	-	-	-
Total Revenue	197,225	128,325	220,464	(92,139)	58%	220,464	58%
Expenses							
Program Services	165,545	253,042	179,276	(73,766)	141%	179,276	141%
Salaries & Benefits	15,956	2,022	22,875	20,853	9%	25,030	8%
General & Administrative	4,909	7,265	5,386	(1,880)	135%	16,158	45%
Building Overhead	-	-	-	-	#DIV/0!	-	-
Total Expenses	186,410	262,329	207,536	(54,792)	126%	220,464	119%
Net Profit (Loss)	\$ 10,815	\$ (134,004)	\$ 12,928	\$ (146,931)	-1037%	\$ 0	-80402298%

**Utah State Bar
Fall Forum
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	34,405	40,800	75,994	(35,194)	54%	76,260	54%
4052 · Meeting - Sponsor Revenue	-	1,000	-	1,000	#DIV/0!	-	-
4053 · Meeting - Vendor Revenue	1,000	3,400	8,221	(4,821)	41%	8,400	40%
4055 · Meeting - Sp Ev Registration	-	-	-	-	#DIV/0!	-	-
Total Revenue	35,405	45,200	84,215	(39,015)	54%	84,660	53%
Expenses							
Program Services	-	-	69,301	69,301	0%	69,543	0%
Salaries & Benefits	107	113	3,467	3,354	3%	3,583	3%
General & Administrative	884	1,467	4,277	2,810	34%	11,534	13%
Building Overhead	-	-	-	-	#DIV/0!	-	-
Total Expenses	991	1,580	77,045	75,465	2%	84,660	2%
Net Profit (Loss)	\$ 34,414	\$ 43,620	\$ 7,170	\$ 36,450	608%	\$ -	#DIV/0!

**Utah State Bar
Spring Convention
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4051 · Meeting - Registration	-	-	-	-	#DIV/0!	97,895	0%
4052 · Meeting - Sponsor Revenue	-	1,000	-	1,000	#DIV/0!	13,500	7%
4053 · Meeting - Vendor Revenue	-	300	-	300	#DIV/0!	10,950	3%
4055 · Meeting - Sp Ev Registration	-	-	-	-	#DIV/0!	1,907	0%
Total Revenue	-	1,300	-	1,300	#DIV/0!	124,252	1%
Expenses							
Program Services	-	-	-	-	#DIV/0!	93,276	0%
Salaries & Benefits	-	-	-	-	#DIV/0!	17,070	0%
General & Administrative	125	15	-	(15)	#DIV/0!	13,906	0%
Building Overhead	-	-	-	-	#DIV/0!	-	-
Total Expenses	125	15	-	(15)	#DIV/0!	124,252	0%
Net Profit (Loss)	\$ (125)	\$ 1,285	\$ -	\$ 1,285	#DIV/0!	\$ -	#DIV/0!

**Utah State Bar
Member Services
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4010 · Section/Local Bar Support fees	83,594	85,106	85,266	(160)	100%	86,087	99%
4052 · Meeting - Sponsor Revenue	-	-	-	-	#DIV/0!	-	#DIV/0!
4061 · Advertising Revenue	59,084	66,708	58,326	8,382	114%	211,916	31%
4062 · Subscriptions	30	30	15	15	200%	30	100%
4071 · Mem Benefits - Lexis	328	329	322	7	102%	1,279	-
4072 · Royalty Inc - Bar J, MBNA, LM,M	5,200	5,067	5,264	(197)	96%	11,438	44%
Total Revenue	148,236	157,229	149,193	8,036	105%	310,750	51%
Expenses							
Program Services	83,573	92,632	85,156	(7,476)	109%	306,471	30%
Salaries & Benefits	48,519	53,154	55,009	1,854	97%	173,775	31%
General & Administrative	50,115	55,685	52,810	(2,875)	105%	201,043	28%
Building Overhead	6,072	5,790	6,338	548	91%	18,481	31%
Total Expenses	188,279	207,262	199,313	(7,949)	104%	699,770	30%
Net Profit (Loss)	\$ (40,044)	\$ (50,033)	\$ (50,120)	\$ 87	100%	\$ (389,020)	13%

**Utah State Bar
Public Services
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4063 · Modest Means revenue	3,150	3,350	2,757	593	122%	10,000	34%
4093 · Law Day Revenue	-	-	-	-	#DIV/0!	-	#DIV/0!
4095 · Miscellaneous Income	10	10	7	3	150%	20	50%
4120 · Grant Income	27,178	7,500	-	7,500	#DIV/0!	-	#DIV/0!
4200 · Seminar Profit/Loss	-	-	-	-	#DIV/0!	7,271	-
Total Revenue	30,338	10,860	2,764	8,096	393%	17,291	63%
Expenses							
Program Services	86,242	87,682	88,895	1,214	99%	155,087	57%
Salaries & Benefits	104,803	121,789	116,416	(5,373)	105%	401,716	30%
General & Administrative	17,928	27,157	17,824	(9,333)	152%	57,675	47%
Building Overhead	3,789	4,756	3,713	(1,043)	128%	12,283	39%
Total Expenses	212,762	241,384	226,848	(14,535)	106%	626,761	39%
Net Profit (Loss)	\$ (182,424)	\$ (230,524)	\$ (224,085)	\$ (6,439)	103%	\$ (609,470)	38%

**Utah State Bar
Bar Operations
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4031 · Enhanced Web Revenue	-	-	-	-	-	-	-
4052 · Meeting - Sponsor Revenue	-	-	-	-	#DIV/0!	-	#DIV/0!
4053 · Meeting - Vendor Revenue	-	-	-	-	#DIV/0!	-	#DIV/0!
4060 · E-Filing Revenue	-	-	-	-	#DIV/0!	16,741	0%
4103 · In - Kind Revenue - UDR	-	-	-	-	#DIV/0!	-	#DIV/0!
4095 · Miscellaneous Income	210	1,680	153	1,527	1098%	918	183%
4200 · Seminar Profit/Loss	-	-	-	-	#DIV/0!	-	-
Investment Income	3,002	35,835	21,444	14,391	167%	10,301	29%
Total Revenue	3,212	37,515	21,597	15,918	174%	27,960	11%
Expenses							
Program Services	84,799	136,504	71,114	(65,389)	192%	201,456	68%
Salaries & Benefits	410,871	435,935	498,005	62,070	88%	1,462,204	30%
General & Administrative	108,038	88,094	94,754	6,660	93%	282,481	31%
In Kind	659	507	712	205	71%	1,836	28%
Building Overhead	15,030	20,361	14,386	(5,975)	142%	50,103	41%
Total Expenses	619,397	681,400	678,971	(2,429)	100%	1,998,080	34%
Net Profit (Loss)	\$ (616,185)	\$ (643,885)	\$ (657,374)	\$ 13,489	98%	\$ (1,970,120)	33%

**Utah State Bar
Facilities
October 31, 2022**

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4039 · Room Rental-All parties	9,103	16,006	12,053	3,953	133%	51,387	31%
4042 · Food & Beverage Rev-All Parties	6,463	17,405	14,697	2,708	118%	62,654	28%
4043 · Setup & A/V charges-All parties	-	-	-	-	#DIV/0!	701	0%
4090 · Tenant Rent	5,758	6,344	6,009	335	106%	19,252	33%
4095 · Miscellaneous Income	-	-	-	-	#DIV/0!	-	#DIV/0!
4103 · In - Kind Revenue - UDR	-	-	-	-	#DIV/0!	-	#DIV/0!
Total Revenue	21,324	39,755	32,759	6,996	121%	133,994	30%
Expenses							
Program Services	6,722	18,019	12,968	(5,051)	139%	60,507	30%
Salaries & Benefits	49,014	46,757	59,781	13,024	78%	179,278	26%
General & Administrative	1,415	(16,227)	(548)	15,679	2961%	833	-1948%
In Kind	2,796	3,705	2,179	(1,526)	170%	12,927	29%
Building Overhead	60,962	50,469	67,523	17,054	75%	177,255	28%
Total Expenses	120,909	102,723	141,903	39,180	72%	430,800	24%
Net Profit (Loss)	\$ (99,585)	\$ (62,968)	\$ (109,144)	\$ 46,176	58%	\$ (296,806)	21%

Utah State Bar
Income Statement - Consolidated By Account
October 31, 2022

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
Revenue							
4001 - Admissions - Student Exam Fees	10,725	14,850	11,045	3,805	134%	146,421	10%
4002 - Admissions - Attorney Exam Fees	26,650	29,750	27,315	2,435	109%	68,697	43%
4003 - Admissions - Retake Fees	15,550	16,850	18,447	(1,597)	91%	38,199	44%
4004 - Admissions - Laptop Fees	14,688	7,130	15,314	(8,184)	47%	83,288	9%
4005 - Admissions - Application Forms	-	4,450	-	4,450	#DIV/0!	(867)	-
4006 - Transfer App Fees	17,950	22,100	18,324	3,776	121%	65,994	33%
4008 - Attorney - Motion	29,750	41,650	30,310	11,340	137%	87,465	48%
4009 - House Counsel	5,950	12,750	7,140	5,610	179%	28,560	45%
4010 - Section/Local Bar Support fees	101,394	102,154	103,366	(1,212)	99%	104,439	98%
4011 - Admissions LPP	650	900	414	486	217%	1,739	52%
4012 - Admissions Military Spouse	-	-	-	-	#DIV/0!	-	#DIV/0!
4020 - NLTP Fees	24,450	27,150	29,755	(2,605)	91%	65,535	41%
4021 - Lic Fees > 3 Years	3,784,790	3,806,910	3,882,666	(75,756)	98%	3,932,691	97%
4022 - Lic Fees < 3 Years	193,750	189,990	216,709	(26,719)	88%	231,657	82%
4023 - Lic Fees - House Counsel	49,075	52,160	53,531	(1,371)	97%	56,901	92%
4024 - Lic Fees LPP	3,600	3,850	2,874	976	134%	3,672	105%
4025 - Pro Hac Vice Fees	80,100	53,600	85,160	(31,560)	63%	227,384	24%
4026 - Lic Fees - Inactive/FS	120,750	121,630	123,687	(2,057)	98%	120,987	101%
4027 - Lic Fees - Inactive/NS	220,290	223,020	224,505	(1,485)	99%	227,348	98%
4029 - Prior Year Lic Fees	-	-	-	-	#DIV/0!	-	#DIV/0!
4030 - Certs of Good Standing	6,500	6,920	8,002	(1,082)	86%	23,440	30%
4039 - Room Rental-All parties	9,103	16,006	12,053	3,953	133%	51,387	31%
4042 - Food & Beverage Rev-All Parties	6,463	17,405	14,697	2,708	118%	62,654	28%
4043 - Setup & A/V charges-All parties	-	-	-	-	#DIV/0!	701	0%
4051 - Meeting - Registration	176,653	122,925	244,058	(121,133)	50%	342,219	36%
4052 - Meeting - Sponsor Revenue	16,750	35,700	32,570	3,130	110%	58,500	61%
4053 - Meeting - Vendor Revenue	14,800	15,000	28,821	(13,821)	52%	39,950	38%
4054 - Meeting - Material Sales	-	-	-	-	#DIV/0!	-	-
4055 - Meeting - Sp Ev Registration	13,235	1,200	1,800	(600)	67%	3,707	32%
4060 - E-Filing Revenue	-	-	-	-	#DIV/0!	16,741	0%
4061 - Advertising Revenue	59,084	66,848	58,367	8,482	115%	212,038	32%
4062 - Subscriptions	30	30	15	15	200%	30	100%
4063 - Modest Means revenue	3,150	3,350	2,757	593	122%	10,000	34%
4071 - Mem Benefits - Lexis	328	329	322	7	102%	1,279	-
4072 - Royalty Inc - Bar J, MBNA, LM,M	5,200	5,067	5,264	(197)	96%	11,438	44%
4081 - CLE - Registrations	65,941	85,817	75,806	10,011	113%	315,000	27%
4082 - CLE - Video Library Sales	30,935	44,463	22,068	22,395	201%	146,835	30%
4090 - Tenant Rent	5,758	6,344	6,009	335	106%	19,252	33%
4093 - Law Day Revenue	-	-	-	-	#DIV/0!	2,500	0%
4095 - Miscellaneous Income	16,832	4,610	3,103	1,508	149%	10,211	45%
4096 - Late Fees	73,250	69,400	74,354	(4,954)	93%	102,450	68%
4103 - In - Kind Revenue - UDR	-	-	-	-	#DIV/0!	-	#DIV/0!
4200 - Seminar Profit/Loss	-	-	-	-	#DIV/0!	65,371	0%
Investment Income	3,002	35,835	21,444	14,391	167%	10,301	34%
Total Revenue	5,207,125	5,268,143	5,462,071	(193,928)	96%	6,996,114	75%
Program Service Expenses							
5001 - Meeting Facility-external only	25,346	80,152	17,197	(62,955)	466%	45,840	175%
5002 - Meeting facility-internal only	5,678	8,013	8,670	657	92%	26,020	31%
5013 - ExamSoft	27,297	17,623	27,612	9,989	64%	33,764	52%
5014 - Questions	36,486	49,129	44,197	(4,932)	111%	73,183	67%
5015 - Investigations	375	329	351	22	94%	1,600	21%
5016 - Credit Checks	452	421	413	(8)	102%	2,364	18%
5017 - Medical Exam	-	-	-	-	#DIV/0!	800	-
5020 - Exam Scoring	-	-	-	-	#DIV/0!	-	-
5025 - Temp Labor/Proctors	-	3,522	-	(3,522)	#DIV/0!	90	3913%
5030 - Speaker Fees & Expenses	7,059	24,504	3,718	(20,786)	659%	12,887	190%
5031 - Speaker Reimb. - Receipt Req'd	-	-	4,949	4,949	0%	13,170	0%
5035 - Awards	2,233	7,868	925	(6,943)	851%	3,770	209%
5037 - Grants/ contributions - general	-	12,500	1,333	(11,167)	938%	18,500	68%
5040 - Witness & Hearing Expense	55	22	40	18	55%	389	6%
5041 - Process Serving	78	73	67	(6)	109%	607	12%
5046 - Court Reporting	-	30	-	(30)	#DIV/0!	15	200%
5047 - Casemaker	18,113	16,959	16,260	(699)	104%	49,999	34%
5055 - Legislative Expense	20,000	21,927	20,000	(1,927)	110%	60,000	37%
5060 - Program Special Activities	4,581	-	-	-	#DIV/0!	-	-
5061 - LRE - Bar Support	64,182	60,000	60,000	-	100%	64,182	93%
5062 - Law Day	-	-	-	-	#DIV/0!	9,400	0%
5063 - Special Event Expense	21,042	21,975	9,875	(12,100)	223%	21,223	104%
5064 - MCLE Fees Paid	12,439	11,581	15,125	3,544	77%	52,681	22%
5070 - Equipment Rental	5,369	7,469	31,866	24,397	23%	40,119	19%
5075 - Food & Bev-external costs only	118,071	208,575	160,795	(47,779)	130%	307,857	68%
5076 - Food & beverage - Internal only	6,354	11,662	10,896	(766)	107%	32,964	35%
5079 - Soft Drinks	1,268	2,605	1,663	(942)	157%	5,680	46%
5085 - Misc. Program Expense	401	2,931	1,494	(1,437)	196%	2,890	101%
5090 - Commission Expense	8,888	15,868	9,234	(6,634)	172%	37,456	42%
5095 - Wills for Heroes	152	244	417	173	59%	1,250	20%
5096 - UDR Support	-	-	-	-	#DIV/0!	-	-
5099 - Blomquist Hale	29,878	29,905	29,995	90	100%	90,000	33%
5702 - Travel - Lodging	25,465	36,819	22,849	(13,970)	161%	51,020	72%
5703 - Travel - Transportation/Parking	2,966	14,256	4,673	(9,583)	305%	14,162	101%
5704 - Travel - Mileage Reimbursement	4,802	3,656	1,941	(1,715)	188%	8,886	41%
5705 - Travel - Per Diems	2,657	3,142	1,045	(2,097)	301%	4,327	73%
5706 - Travel - Meals	-	-	417	417	0%	1,250	0%
5707 - Travel - Commission Mtgs	36,425	44,774	17,500	(27,274)	256%	52,500	85%
5805 - ABA Annual Meeting	300	2,085	1,391	(694)	150%	4,173	50%
5810 - ABA Mid Year Meeting	-	-	2,668	2,668	0%	8,005	0%
5815 - Commission/Education	11,000	-	6,500	6,500	0%	19,500	0%
5820 - ABA Annual Delegate	1,234	3,046	2,200	(846)	138%	6,600	46%
5830 - Western States Bar Conference	-	-	2,986	2,986	0%	8,959	0%
5840 - President's Expense	6,000	6,000	6,668	668	90%	20,000	30%
5841 - President's Reimbursement	-	-	-	-	#DIV/0!	-	#DIV/0!
5845 - Reg Reform Task Force	-	-	-	-	#DIV/0!	-	-
5850 - Leadership Academy	2,325	-	3,401	3,401	0%	10,200	0%
5855 - Bar Review	964	53	-	(53)	#DIV/0!	-	#DIV/0!
5865 - Retreat	21,944	26,138	11,100	(15,038)	235%	33,300	78%
5866 - Wellbeing Committee	18,600	20,538	22,424	1,886	92%	76,311	27%

Utah State Bar
Income Statement - Consolidated By Account
October 31, 2022

	Actual LYTD	Actual YTD	Budget YTD	Fav (Unfav) variance	% of Budget	Total Budget	YTD % of Tot Budget
5867 - Bar Membership Survey	-	-	-	-	#DIV/0!	-	#DIV/0!
5868 - UCL Support	-	1,000	-	(1,000)	#DIV/0!	-	#DIV/0!
5960 - Overhead Allocation - Seminars	-	-	23,003	23,003	0%	17,115	0%
5970 - Event Revenue Sharing - 3rd Pty	12,472	17,363	10,109	(7,254)	172%	62,273	28%
Total Program Service Expenses	562,950	820,907	637,968	(182,939)	129%	1,437,281	57%
Salaries & Benefit Expenses							
5510 - Salaries/Wages	964,051	1,026,415	1,099,672	73,257	93%	3,326,637	31%
5605 - Payroll Taxes	76,296	78,072	88,331	10,258	88%	272,485	29%
5610 - Health Insurance	91,812	86,158	102,191	16,033	84%	305,955	28%
5620 - Health Ins/Medical Reimb	2,350	1,241	2,739	1,498	45%	6,728	18%
5630 - Dental Insurance	5,037	5,253	5,691	438	92%	18,527	28%
5640 - Life & LTD Insurance	6,086	6,345	7,655	1,310	83%	23,819	27%
5645 - Workman's Comp Insurance	1,594	1,420	2,246	826	63%	2,961	48%
5650 - Retirement Plan Contributions	85,172	87,005	101,183	14,178	86%	311,428	28%
5655 - Retirement Plan Fees & Costs	4,730	-	6,991	6,991	0%	14,000	0%
5660 - Training/Development	3,474	1,750	2,641	891	66%	7,004	25%
Total Salaries & Benefit Expenses	1,240,602	1,293,658	1,419,339	125,681	91%	4,289,544	29%
General & Administrative Expenses							
7025 - Office Supplies	6,062	4,285	4,983	699	86%	18,127	24%
7015 - Office Equip Repairs	-	-	-	-	#DIV/0!	-	#DIV/0!
7033 - Operating Meeting Supplies	1,507	430	5,688	5,258	8%	8,700	5%
7035 - Postage/Mailing, net	21,629	6,043	16,332	10,289	37%	49,646	12%
7040 - Copy/Printing Expense	36,588	40,247	44,386	4,139	91%	152,187	26%
7041 - Copy/Print revenue	(5,734)	(5,235)	(6,767)	(1,532)	77%	(18,595)	28%
7045 - Internet Service	8,756	8,665	8,602	(63)	101%	17,961	48%
7050 - Computer Maintenance	15,013	64,940	19,156	(45,784)	339%	143,658	45%
7055 - Computer Supplies & Small Equip	9,369	10,966	8,488	(2,478)	129%	20,989	52%
7089 - Membership Database Fees	17,664	19,183	24,734	5,551	78%	84,285	23%
7095 - Fax Equip & Supplies	(70)	-	(70)	(70)	0%	(140)	-
7100 - Telephone	20,249	21,072	22,543	1,471	93%	63,519	33%
7105 - Advertising	2,720	5,294	3,508	(1,786)	151%	45,444	12%
7106 - Public Notification	-	-	-	-	#DIV/0!	-	#DIV/0!
7107 - Production Costs	-	1,269	-	(1,269)	#DIV/0!	7,500	17%
7110 - Publications/Subscriptions	10,380	9,979	9,959	(20)	100%	26,874	37%
7115 - Public Relations	-	-	-	-	#DIV/0!	-	#DIV/0!
7120 - Membership/Dues	9,892	18,672	9,667	(9,005)	193%	17,117	109%
7135 - Bank Service Charges	410	426	493	67	86%	800	53%
7136 - ILM Service Charges	7,141	6,828	7,003	175	98%	20,541	33%
7138 - Bad debt expense	-	-	-	-	#DIV/0!	-	-
7140 - Credit Card Merchant Fees	36,991	37,223	31,925	(5,298)	117%	122,848	30%
7141 - Credit Card surcharge	(21,389)	(19,189)	(21,860)	(2,671)	88%	(66,551)	29%
7145 - Commission Election Expense	-	-	-	-	#DIV/0!	3,013	0%
7150 - E&O/Off & Dir Insurance	19,710	23,463	18,964	(4,499)	124%	56,894	41%
7160 - Audit Expense	33,910	10,000	33,910	23,910	29%	38,143	26%
7170 - Lobbying Rebates	7	-	71	71	0%	214	0%
7175 - O/S Consultants	40,057	1,688.50	4,389	2,701	38%	9,461	18%
7176 - Bar Litigation	1,520	3,197	673	(2,524)	479%	10,000	32%
7177 - UPL	-	4,183	-	(4,183)	#DIV/0!	20,000	21%
7178 - Offsite Storage/Backup	-	-	-	-	#DIV/0!	-	#DIV/0!
7179 - Payroll Adm Fees	987	813	993	180	82%	2,973	27%
7180 - Administrative Fee Expense	598	503	539	36	93%	1,580	32%
7190 - Lease Interest Expense	-	833	91	(742)	915%	364	229%
7191 - Lease Sales Tax Expense	-	-	-	-	#DIV/0!	-	#DIV/0!
7195 - Other Gen & Adm Expense	9,901	2,732	8,233	5,501	33%	16,019	17%
Total General & Administrative Expenses	283,869	278,512	256,635	(21,876)	109%	873,571	32%
In Kind Expenses							
7103 - InKind Contrib-UDR & all other	3,455	4,212	2,891	(1,321)	146%	14,763	29%
Total In Kind Expenses	3,455	4,212	2,891	(1,321)	146%	14,763	23%
Building Overhead Expenses							
6015 - Janitorial Expense	9,210	11,877	8,733	(3,144)	136%	26,681	45%
6020 - Heat	3,786	4,318	3,816	(502)	113%	22,269	19%
6025 - Electricity	18,120	19,156	18,604	(552)	103%	43,987	44%
6030 - Water/Sewer	3,067	4,056	3,274	(782)	124%	6,142	66%
6035 - Outside Maintenance	4,212	7,247	3,587	(3,660)	202%	17,290	42%
6040 - Building Repairs	11,202	2,533	15,577	13,044	16%	25,872	10%
6045 - Bldg Mtncn Contracts	7,466	6,339	7,843	1,504	81%	28,065	23%
6050 - Bldg Mtncn Supplies	-	-	-	-	#DIV/0!	-	#DIV/0!
6055 - Real Property Taxes	11,351	10,603	12,160	1,557	87%	35,074	30%
6060 - Personal Property Taxes	124	146	124	(22)	116%	387	38%
6065 - Bldg Insurance/Fees	7,000	7,694	7,118	(577)	108%	21,355	36%
6070 - Building & Improvements Depr	27,640	28,236	26,689	(1,547)	106%	80,543	35%
6075 - Furniture & Fixtures Depr	959	1,710	1,332	(377)	128%	4,198	41%
7065 - Computers, Equip & Sftwre Depr	17,207	20,915	18,355	(2,560)	114%	60,781	34%
Total Building Overhead Expenses	121,344	124,830	127,211	2,381	98%	372,644	33%
Total Expenses	2,212,219	2,522,119	2,444,045	(78,074)	103%	6,987,803	32%
Other							
4300 - Gain (Loss) - Disposal Of Assets	-	-	-	-	#DIV/0!	-	#DIV/0!
4120 - Grant Income	27,178	7,500	-	(7,500)	#DIV/0!	-	#DIV/0!
	27,178	7,500	-	(7,500)	#DIV/0!	-	#DIV/0!
Net Profit (Loss)	\$ 3,022,085	\$ 2,753,523.85	\$ 3,018,026	\$ (264,502)	91%	\$ 8,311	33130%

Utah State Bar Balance Sheets

	<u>10/31/2022</u>	<u>6/30/2022</u>
ASSETS		
Current Assets		
Petty Cash	\$ 625	\$ 625
Cash in Bank	633,425	1,278,654
Invested Funds	7,595,476	7,371,903
Total Cash/Investments	<u>8,229,526</u>	<u>8,651,182</u>
Accounts Receivable	76,614	97,588
Prepaid Expenses	262,421	241,574
A/R - Sections	52,675	48,211
Total Other Current Assets	<u>391,710</u>	<u>387,373</u>
Total Current Assets	<u>8,621,237</u>	<u>9,038,555</u>
Fixed Assets		
Property & Equipment	5,058,742	5,073,034
Accumulated Depreciation	(4,311,153)	(4,328,468)
Land	633,142	633,142
Total Fixed Assets	<u>1,380,731</u>	<u>1,377,707</u>
TOTAL ASSETS	<u><u>\$ 10,001,967</u></u>	<u><u>\$ 10,416,263</u></u>
LIABILITIES & EQUITY		
Liabilities		
Current Liabilities		
AP Trade	\$ 86,465	\$ 203,619
Other Accounts Payable	37,872	141,552
Accrued Payables	509,872	454,417
Cap Lease Oblig - ST	1,271	4,112
A/P - Sections	760	210,495
Deferred Revenue	300	2,684,077
Total Current Liabilities	<u>636,540</u>	<u>3,698,272</u>
Long Term Liabilities		
Capital Lease Oblig	10,242	(4,255)
Total Long Term Liabilities	<u>10,242</u>	<u>(4,255)</u>
Total Liabilities	<u>646,782</u>	<u>3,694,016</u>
Equity		
Unrestricted Net Assets (R/E)	6,601,662	6,528,232
Fund Balance - Current Year	2,753,524	194,014
Total Equity	<u>9,355,186</u>	<u>6,722,247</u>
TOTAL LIABILITIES & EQUITY	<u><u>\$ 10,001,967</u></u>	<u><u>\$ 10,416,263</u></u>

Balance Sheet Classification

Base Currency: USD As of 10/31/2022

ILM-UT ST BAR (3176)

Dated: 11/09/2022

CE

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
38141W273	GOLDMAN:FS GOV'T INST	903,273.94	AAA	3.070	10/31/2022	3.070	3.070	903,273.94	0.00	1.0000	0.00	903,273.94
CCYUSD	Cash	1,581.93	AAA	0.000	10/31/2022	0.000	0.000	1,581.93	0.00	1.0000	0.00	1,581.93
05253JAU5	AUSTRALIA AND NEW ZEALAND BANKING GROUP LTD (NEW Y	160,000.00	AA-	2.625	11/09/2022	2.909	4.145	159,989.49	-45.33	99.9651	2,006.67	161,950.83
--	--	1,064,855.87	AAA	--	11/01/2022	3.041	3.229	1,064,945.36	-45.33	--	2,006.67	1,066,806.70

ST

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
00209TAB1	COMCAST CABLE COMMUNICATIONS LLC	250,000.00	A-	9.455	11/15/2022	0.411	6.540	250,858.42	-803.42	100.1020	10,899.51	261,154.51
19416QE44	COLGATE-PALMOLIVE CO	300,000.00	AA-	1.950	02/01/2023	4.014	4.517	298,466.67	-386.67	99.3600	1,462.50	299,542.50
59217GAX7	METROPOLITAN LIFE GLOBAL FUNDING I	200,000.00	AA-	3.000	01/10/2023	3.246	5.032	199,903.45	-692.45	99.6055	1,850.00	201,061.00
06051GEU9	BANK OF AMERICA CORP	200,000.00	A	3.300	01/11/2023	0.321	4.436	201,147.62	-1,602.82	99.7724	2,016.67	201,561.47
912826A5	UNITED STATES TREASURY	400,000.00	AAA	2.625	02/28/2023	3.065	4.279	399,430.23	-1,617.73	99.4531	1,798.34	399,610.84
912826ZD5	UNITED STATES TREASURY	400,000.00	AAA	0.500	03/15/2023	3.061	4.415	396,265.82	-2,015.82	98.5625	259.67	394,509.67
064159VK9	BANK OF NOVA SCOTIA	164,000.00	A	1.625	05/01/2023	0.356	4.656	165,038.63	-3,467.47	98.5190	1,332.50	162,903.66
064159VK9	BANK OF NOVA SCOTIA	75,000.00	A	1.625	05/01/2023	0.351	4.656	75,477.06	-1,587.81	98.5190	609.38	74,498.63
64952WDP5	NEW YORK LIFE GLOBAL FUNDING	300,000.00	AAA	1.100	05/05/2023	3.248	5.252	296,760.61	-2,962.51	97.9327	1,613.33	295,411.43
912826BD2	UNITED STATES TREASURY	400,000.00	AAA	0.125	12/31/2022	2.930	4.109	398,194.02	-819.02	99.3438	168.48	397,543.48
74368CBB9	PROTECTIVE LIFE GLOBAL FUNDING	167,000.00	AA-	0.502	04/12/2023	0.451	5.153	167,038.12	-3,434.24	97.9664	44.25	163,648.13
795451AU7	Sallie Mae Bank	250,000.00	BBB+	0.350	09/22/2023	0.400	0.400	249,886.70	0.00	99.9559	95.89	249,984.59
87165EUF2	Synchrony Bank	250,000.00	BBB	0.400	09/18/2023	0.450	0.450	249,886.70	0.00	99.9555	125.00	250,014.77
90348JT34	UBS Bank USA	250,000.00	A+	0.350	09/22/2023	0.400	0.400	249,886.70	0.00	99.9555	23.97	249,912.67
38149MZ4	Goldman Sachs Bank USA	250,000.00	A+	0.350	09/22/2023	0.400	0.400	249,886.70	0.00	99.9555	95.89	249,984.59
05580AD92	BMW Bank of North America	250,000.00	AA-	0.350	09/25/2023	0.400	0.400	249,887.36	0.00	99.9549	91.10	249,978.46
538036SD7	Live Oak Banking Company	250,000.00	NA	0.250	10/02/2023	0.300	0.300	249,884.96	0.00	99.9540	53.08	249,938.04
48133DE71	JPMORGAN CHASE FINANCIAL COMPANY LLC	200,000.00	A+	2.500	05/01/2023	2.500	6.182	200,000.00	-3,572.80	98.2136	27.78	196,454.98
38150AMC6	GOLDMAN SACHS GROUP INC	250,000.00	A	3.000	06/13/2023	3.049	6.897	249,930.14	-5,710.39	97.6879	3,500.00	247,719.75
3130AS5R6	FEDERAL HOME LOAN BANKS	1,000,000.00	AAA	2.250	07/14/2023	4.172	4.883	990,252.27	-4,854.27	98.5398	2,937.50	988,335.50
69448XNA6	Pacific Life Short Term Funding LLC	250,000.00	A-1+	0.000	01/10/2023	3.146	3.056	248,493.06	0.00	99.3972	0.00	248,493.06
--	--	6,056,000.00	AA	--	05/12/2023	2.235	3.755	6,036,584.30	-33,327.41	--	29,004.83	6,032,261.72

LT

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
525ESC1Y5	LEHMAN ESCROW	300,000.00	NA	0.000	01/01/2049	0.000	--	0.00	1,050.00	0.3500	0.00	1,050.00
89114X2E2	TORONTO-DOMINION BANK	250,000.00	A+	3.300	05/24/2024	4.230	5.917	250,896.39	-6,288.57	97.8431	1,535.42	246,143.23
78014RGL8	ROYAL BANK OF CANADA	250,000.00	A+	4.000	11/30/2023	4.004	4.971	250,000.00	-2,479.75	99.0081	1,694.44	249,214.69
--	--	800,000.00	A+	--	03/16/2024	4.117	5.441	500,896.39	-7,718.32	--	3,229.86	496,407.93

Summary

Identifier	Description	Current Units	Rating	Coupon	Effective Maturity	Book Yield	Yield	Base Book Value	Base Net Total Unrealized Gain/Loss	Market Price	Base Accrued Balance	Base Market Value + Accrued
--	--	7,920,855.87	AA	--	05/05/2023	2.472	3.791	7,602,326.04	-41,091.06	--	34,241.36	7,595,476.34

70

UTAH STATE BAR
Membership Statistics
October 31, 2022

<u>STATUS</u>	<u>10/31/21</u>	<u>10/31/22</u>	<u>Change</u>
Active	8,917	8,980	63
Active under 3 years	796	838	42
Active Emeritus	293	327	34
In House Counsel	111	122	11
Foreign Legal Counsel	4	4	-
LPP	18	25	7
Military Spouse	-	-	-
Subtotal - Active	10,139	10,296	157
Inactive - Full Service	807	831	24
Inactive - No Service	2,063	2,090	27
Inactive Emeritus	410	460	50
Inactive House Counsel	10	13	3
Inactive LPP	-	-	-
Subtotal - Inactive	3,290	3,394	104
Total Active and Inactive	13,429	13,690	261
<u>Supplemental Information</u>			
Paralegals	150	139	(11)
<u>Active Attorneys by Region</u>			
1st Division (Logan - Brigham)	205	212	7
2nd Division (Davis - Weber)	991	1,004	13
3rd Division (Salt Lake)	5,573	5,593	20
4th Division (Utah)	1,360	1,406	46
5th Division (Southern Utah)	557	579	22
Out of State	1,453	1,502	49
Total Active Attorneys	10,139	10,296	157

TAB 4

UTAH STATE BAR COMMISSION MEETING

MINUTES

Friday, October 14, 2022

Cliffrose Hilton

Springdale, UT

In Attendance: President Kristin “Katie” Woods, President-Elect Erik Christiansen, and Commissioners Tom Bayles, Traci Gunderson Matt Hansen, Rick Hoffman, Greg Hoole, Beth Kennedy, Chrystal Mancuso-Smith, Marty Moore, Mark Morris, Andrew Morse, Cara Tangaro, and Tyler Young.

Ex-Officio Members: Gabriela Mena, Brittany J. Merrill, and Allison Phillips Belnap.

Not in Attendance: Commissioners Shawn Newell and Rick Hoffman; Ex-Officio members Past-President Heather Thuet, Nate Alder, Kim Cordova, Cedar Cosner Dean Elizabeth Kronk-Warner, Shalise McKinlay, Camila Moreno, Margaret Plane, Dean Gordon Smith.

Also in Attendance: Executive Director Elizabeth A. Wright, General Counsel Nancy J. Sylvester, Utah Court Representative Nick Stiles, Well-Being Committee Director Martha Knudsen, and Marco Capozzoli (Mental Health Technology Strategist) and Matt Jackson (Head of North America) of Unmind.

1. President's Report: Katie Woods

Ms. Woods welcomed the Commission to the meeting, introduced guests, and turned the time to Ms. Wright to review the retreat schedule.

1.1 Welcome and Retreat Schedule

Ms. Wright reviewed the retreat schedule with the Commission and discussed Beth Fagen’s role to create a messaging map on Saturday.

1.2 Fall Forum November 4th

Ms. Woods noted that Fall Forum will be back in person on November 4th for the first time in 2 years. She reviewed the agenda.

1.3 Reminder: November 16 Legislative Breakfast

Ms. Woods reminded the Commission that the Legislative Breakfast will be at 7:30 a.m. on November 16 at the Utah State Capitol.

2. Action Items

2.1 Select Fall Forum Award Recipients (TAB 2, Page 9)

The Commission discussed the nominees for the 2022 James Lee, Charlotte Miller, and Paul Moxley Mentoring Awards. The Awards Committee recommended Judge Su Chon, Phillip Ferguson, and Jennifer Huntsman, respectively. Mr. Moore moved to approve the recommendations and Ms. Tangaro seconded. The motion carried.

The Commission discussed the nominees for the Professionalism Award. The Awards Committee recommended Robert Clark. Mr. Young moved to approve the recommendations and Ms. Tangaro seconded. The motion carried.

The Commission discussed the nominees for the Community Member Award. The Awards Committee recommended Gil A. Miller. The Commission discussed the merits of the nominees and selected Shawn Newell. Mr. Moore moved to approve the selection and Mr. Morse seconded. The motion carried.

2.2 Mental Healthcare Provider Review Committee Recommendation: Andrew Morse, Martha Knudsen, and Cara Tangaro

Ms. Knudsen discussed the process the Well-Being Committee went through to select a new mental health provider as part of its lawyer assistance program. The Committee recommends cancelling the Bar's contract with Blomquist Hale and replacing it with Tava Health for reactive care access to therapy. Tava is a Utah company, provides access to a therapy session very quickly (within about 48 hours), and is incentivized to serve as many people as possible since a component of the compensation is based on usage. The Bar pays an upfront fee of \$5,000, an access fee of \$30,594, and 615 pre-paid sessions at \$105/each. Total due upfront is \$100,169. Licenses and their dependents get up to 6 sessions. If the sessions aren't used, the sessions roll forward to the next year.. Tava is also in-network with 80% of insurance carriers in Utah.

The Commission discussed the importance of providing mental health counseling for Utah's lawyers and LPPs (high substance abuse, depression in the profession). Lawyers can discuss personal and professional issues with their therapist, including financial and parenting issues. With 6 sessions, that's over \$600 in value to licensees and their dependents, which is more than the cost of licensing fees. This will be helpful for crisis/immediate intervention and ongoing care.

The cancellation notice to Blomquist Hale is due November 15. Ms. Tangaro moved to approve Tava Health as the Bar's new provider as of January 1. Mr. Morse seconded. The motion carried.

The next recommendation is for a proactive provider on well-being. Ms. Knudsen explained that the absence of illness is not what well-being is. She said that being able to thrive and be resilient is well-being. The law profession is a helping profession. She noted that every other helping profession helps its workers be proactive and resource-building, which in turn helps with technical skills. The Committee recommends Unmind as a proactive provider on well-being. Ms. Knudsen observed that Unmind is a gold-standard, evidence-based well-being resource. Ms. Woods explained that some licensees will not use Tava because they have their own therapists. Unmind is meant to help bring together all of the facets of well-being that will make lawyers stronger. Ms. Knudsen noted that Unmind will work with Tava. The assessments will help make therapy more productive and pick up on where well-being improvements are needed (like anxiety, suicidal ideations, etc.). Ms. Knudsen said the pricing is based on the licensee and a buddy having an account.

Unmind is thus far not in any law schools. It has 2.5 million users and has been used mostly in the corporate world, although it is starting to gather law firms. Unmind is gathering data from Thomson Reuters to understand what the systemic and organizational impact of the legal system is on mental health. This would be a partnership with the Bar to help it understand how to better serve licensees. The cost would be \$135,000 per year on a 2-year contract.

Ms. Knudsen noted that Chief Justice Durrant, Justice Petersen, and Justice Pearce have all been involved in well-being efforts.

2.3 Donate to UCLI Pre Law Symposium

The Commission discussed the Utah Center for Legal Inclusion's (UCLI's) Pre-Law Symposium to be held on October 21st at the BYU law school. UCLI requested \$1,000 for its BYU symposium. Ms. Kennedy moved to approve the donation and Ms. Tangaro seconded. The motion carried.

2.4 Commission on Criminal & Juvenile Justice Appointment

The Commission discussed the six applicants (Laura H. Cabanilla, Sylvia Glover, Trent Seegmiller, Clayton Huckaby, Monica Maio, and Erin Strahm) for a position on the Commission on Criminal and Juvenile Justice. After a discussion about the applicants, Mr. Christiansen moved to appoint Monica Maio and Mr. Hansen seconded. The motion carried.

3. Information Items

3.1 Well-Being Retreat Report: Cara Tangaro and Martha Knudson

Ms. Knudsen and Ms. Tangaro reported on the well-being retreat that was held on September 30th. Ms. Knudsen reported that the Well-Being Committee is working to scale up its efforts. It is looking at more strategic partnerships with the sections and divisions of

the Bar, more storytelling, more resources to people, better communications, more data, and more of a robust offering to the Bar. Ms. Belnap observed that the Commission should be using language that is inclusive of all people who are on the well-being spectrum. There is a whole spectrum of well-being and the Commission is looking to address the entire spectrum.

3.2 Unmind Mental Health Provider Presentation

Unmind presenters, Marco Capozzoli (Mental Health Technology Strategist) and Matt Jackson (Head of North America), provided an overview of Unmind's offerings. The presenters discussed the disconnect between reactive well-being (crisis management) and proactive well-being (thriving). They noted that 48% of lawyers in Utah report some level of burnout, 44% of lawyers in Utah report feelings of depression, and the number of employees at risk of burnout across all professions has increased 29% from 2019 to 2022. The presenters noted that having a mental illness doesn't mean a person can't thrive.

The Unmind approach is to measure, understand, and act. Unmind will create two accredited CLEs per year if the Bar chooses to contract with them. The presenters noted that the interface is on mobile and desktop applications and then provided a demonstration. The first thing the platform does is recommend that the user go through a well-being assessment. The assessment is designed to be taken every two weeks or once a month. The assessment makes personal recommendations and provides resources. For those who don't take the assessment, there are a number of resources that are general and evergreen. Unmind has in-house scientists and design teams that create ongoing, relevant content. There is an SOS tab for getting immediate help, and the lawyer assistance program, Tava, will appear in the app as an internal resource. The app contains both short and longer content.

The presenters noted that they have 40% utilization of those who have downloaded the app. Unmind does not use user data to generate personalized ads. The presenters observed that there are 20,000 well-being apps out there, but a very small number are science-based. Unmind has studies that show clients who work with Unmind see greater financial success as employees thrive more.

Unmind will have data the Bar can use to target topics to licensees as a whole. The presenters noted that the law firm of Gibson Dunn has a robust well-being culture and Unmind is integrated into all facets of the firm. For example, Unmind has content on having difficult conversations and Gibson Dunn reminds its employees to review that content around performance evaluation times.

In response to a question about solo practitioners, the presenters noted that there is content to help business owners. Positive psychology, neuroscience, and others are pillars of the app. Unmind does not collect any demographic data, so it cannot say which demographics are using the app the most. In response to a question about marketing, the presenters said

they prefer that the organization have skin in the game, but Unmind will do all of the marketing to get engagement and utilization.

Regarding fitness, there are HIIT exercises, yoga, stretching, partner exercises, etc. Nutrition and financial well-being are also part of this app and the content for those will be increased in the next year. Nutrition includes grocery lists and recipes.

The Commission will have further discussions on whether it will contract with Unmind for its proactive component of well-being.

4. Executive Session

The Commission held an executive session.

5. Adjournment

The Commission adjourned at 4 p.m.

6. Consent Agenda

The following items were approved by consent:

1. Minutes of September 16, 2022 Commission Meeting.
2. Fund for Client Protection payment recommendations.
3. NLTP Mentor of the Year: Terry Rooney