

STATE OF MICHIGAN  
Attorney Discipline Board  
2011 Annual Report

January 1, 2011 to December 31, 2011

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**STATE OF MICHIGAN**  
**ATTORNEY DISCIPLINE BOARD MEMBERS**

THOMAS G. KIENBAUM, of Birmingham, Chairperson  
Term Expires: September 30, 2013

JAMES M. CAMERON, JR., of Ann Arbor, Vice-Chairperson  
Term Expires: September 30, 2012

ROSALIND E. GRIFFIN, M.D.,<sup>†</sup> of Farmington Hills, Secretary  
Term Expires: September 30, 2013

ANDREA L. SOLAK, of Grosse Pointe Park  
Term Expires: September 30, 2012

CARL E. VER BEEK, of Grand Rapids  
Term Expires: September 30, 2014

CRAIG H. LUBBEN, of Kalamazoo  
Term Expires: September 30, 2014

SYLVIA P. WHITMER, Ph.D.,<sup>†</sup> of West Bloomfield  
Term Expires: September 30, 2012

LAWRENCE G. CAMPBELL, of Detroit  
Term Expires: September 30, 2014

DULCE M. FULLER,<sup>†</sup> of Birmingham  
Term Expires: September 30, 2014

<sup>†</sup> Non-Lawyer Member

**ATTORNEY DISCIPLINE BOARD STAFF**

JOHN F. VAN BOLT  
Executive Director

MARK A. ARMITAGE  
Deputy Director

SHERRY MIFSUD  
Office Administrator

JENNIFER M. PETTY  
Legal Assistant/Webmaster

KATHY LEAL-PAREDES  
Case Manager

ALLYSON M. PLOURDE  
Case Manager

JULIETTE M. LOISELLE  
Receptionist/Secretary

**STATE OF MICHIGAN**  
**ATTORNEY DISCIPLINE BOARD**  
**ANNUAL REPORT**

**January 1, 2011 - December 31, 2011**

**Organization and Composition**

The Attorney Discipline Board is the adjudicative arm of the Michigan Supreme Court for the discharge of the Court's exclusive constitutional responsibility to supervise and discipline Michigan attorneys. The Board, along with its prosecutorial counterpart, the Attorney Grievance Commission, is part of the bifurcated system of discipline described in Chapter 9.100 of the Michigan Court Rules.

The Attorney Discipline Board consists of six lawyers and three public members (non-lawyers) appointed by the Supreme Court. A member may not serve more than two three-year terms. All members serve without compensation.

On September 30, 2011, **William J. Danhof, Esq.** of Lansing and **William L. Matthews** of West Bloomfield, each completed their second three-year term as a member of the Board. The courts, the public and the legal profession in Michigan are deeply indebted to Mr. Danhof, who served as the Board's Court appointed Vice-Chairperson and Chairperson, and to Mr. Matthews, who was elected by his fellow Board members as the Board's Secretary, for their dedicated service. They leave with the lasting respect and affection of the Board's members and staff.

Appointed to new three-year terms commencing October 1, 2011 were **Lawrence G. Campbell, Esq.** of Detroit and non-lawyer member **Dulce M. Fuller** of Birmingham. Further biographical information for the nine members of the Attorney Discipline Board may be found in Appendix "E" of this report.

The Board's Chairperson and Vice-Chairperson are appointed to one-year terms by the Michigan Supreme Court. The Board's Secretary is elected by its members. The Board's officers for one year terms ending September 30, 2012 are **Thomas G. Kienbaum** of Birmingham, Chairperson; **James M. Cameron, Jr.** of Ann Arbor, Vice-Chairperson; and **Rosalind E. Griffin, M.D.** of Farmington Hills, Secretary.

**Staff**

Michigan Court Rule 9.110 authorizes the Attorney Discipline Board to appoint an attorney as its counsel. The Board's full-time staff consists of: **John F. Van Bolt**, Executive Director and General Counsel; **Mark A. Armitage**, Deputy Director; **Sherry Mifsud**, Office Administrator; **Jennifer M. Petty**, Legal Assistant/Webmaster; **Kathy Leal-Paredes**, Case Manager; **Allyson M. Plourde**, Case Manager; and **Juliette M. Loiselle**, Receptionist/Secretary.

### **Office and Hearing Facility**

The Attorney Discipline Board is located at 211 W. Fort St., Suite 1410, Detroit, Michigan 48226 (corner of Fort St. and Washington Blvd.). The Board's facilities include hearing and conference rooms for public hearings conducted by the Board and hearing panels.

### **Volunteer Hearing Panelists**

The Board maintains a current roster of more than 440 attorneys appointed annually to serve on three-member hearing panels. Hearing panelists are currently located in 40 of Michigan's 83 counties. The 2011 hearing panelist roster is attached as Appendix "F." The Board has continued its efforts to appoint attorneys as panel members who represent a broad range of professional experience. With the cooperation of the Woman Lawyers Association, the Wolverine Bar Association, and other special interest bar associations, the Board has actively encouraged the participation of women and minorities in Michigan's discipline system. Further information regarding the role of hearing panelists, the rules regarding their appointment and disqualification and the panelist application form are available on the ADB website: [www.adbmich.org](http://www.adbmich.org).

### **Hearing Panel Proceedings**

Complaints submitted by clients, judges or other lawyers regarding an attorney's conduct are investigated by the Grievance Administrator and his or her staff under the supervision of the Attorney Grievance Commission, a separate agency. If formal disciplinary proceedings are authorized by the Commission, the charges of misconduct are set forth in a formal complaint filed by the Administrator.

Upon the filing of a formal complaint with the Attorney Discipline Board, the matter is assigned to a hearing panel and scheduled for hearing within 56 days. Proceedings before a panel are open to the public and are conducted under the Michigan Court Rules applicable to a civil non-jury trial in a circuit court and the Michigan Rules of Evidence. During 2011, hearing panels conducted **118** public hearings throughout the state.

Charges of misconduct must be established by a preponderance of the evidence. If misconduct is not established, the panel must enter an order of dismissal. Upon a finding of misconduct, the panel must conduct a separate phase of the hearing to determine the appropriate discipline. The levels of discipline provided in the court rules are reprimand, probation, license suspension and license revocation (disbarment).

Discipline orders must include an assessment of administrative costs together with the actual costs incurred by the Grievance Commission and Discipline Board, and may include an order of restitution to an aggrieved client. The Board collected total administrative and reimbursed costs of **\$132,639** from disciplined lawyers in 2011. Orders of reprimand and suspension may include additional conditions relevant to the established misconduct, including legal education, reformation of law office practices and personal counseling.

Unless appealed to the Board within 21 days by the respondent, the Grievance Administrator or the complainant, orders of discipline entered by a hearing panel, including orders for suspension and disbarment, constitute final orders and may be enforced in civil contempt proceedings by the Grievance Administrator.

### **Revised Procedural Rules Adopted in 2011**

Effective September 1, 2011, the Supreme Court adopted revisions to the procedural rules governing lawyer discipline, found in subchapter 9.100 of the Michigan Court Rules. Notable revisions include:

- Adoption of a rule specifically prohibiting any agreement not to report professional misconduct in the settlement of a claim for professional misconduct or malpractice. [MCR 9.104(10)].
- Incorporation of language from the ABA Model Rules of Disciplinary Enforcement requiring pretrial exchange of non-privileged information and evidence relevant to the charges against the respondent. [MCR 9.115(F)(4)(a)(ii).]
- A new rule requiring an immediate interim suspension when satisfactory proofs are entered into the record that a respondent possessed actual notice of the proceedings, but who still failed to appear. [MCR 9.115(H)(1).]
- In a reciprocal discipline proceeding, if neither party objects within 21 days after the Board issues a show cause order based upon a discipline order from another jurisdiction, the Board may issue a reciprocal order imposing comparable discipline without a hearing before a panel. [MCR 9.120(C).]
- A suspended or disbarred attorney may be employed as a paralegal or a law clerk but is now specifically prohibited from having any contact (personal, telephone or electronic) with clients or potential clients of the law firm. [MCR 9.119(E)(2).]

The complete revisions to subchapter 9.100, effective September 1, 2011, are posted on the ADB website.

### **Board Review**

In addition to their administrative and oversight responsibilities, the nine appointed members of the Attorney Discipline Board serve as the intermediate appellate level of Michigan's discipline system. The respondent, the Grievance Administrator or the complainant may petition the Board for review of an order entered by a hearing panel. Review in such cases is based upon the record presented to the hearing panel and the written and oral arguments presented by the parties at a public hearing before the Board. Following its review, the Board may enter an order affirming, reversing or modifying the panel's order. A party or the complainant may seek further review by the Michigan Supreme Court by filing an application for leave to appeal. The Board regularly considers and disposes of various motions for reconsideration as well as motions seeking stays of discipline, extensions of time to pay costs, consolidation or severance of pending matters and the institution of show cause proceedings for alleged violations of discipline orders.

The Board took the following actions in 2011 following review proceedings conducted in accordance with MCR 9.118:

- Affirmed hearing panel order of discipline:	7
- Increased the level of discipline:	7
- Reduced the level of discipline:	0
- Reversed hearing panel order of dismissal:	1
- Reversed hearing panel order of reinstatement:	<u>1</u>

**TOTAL: 16**

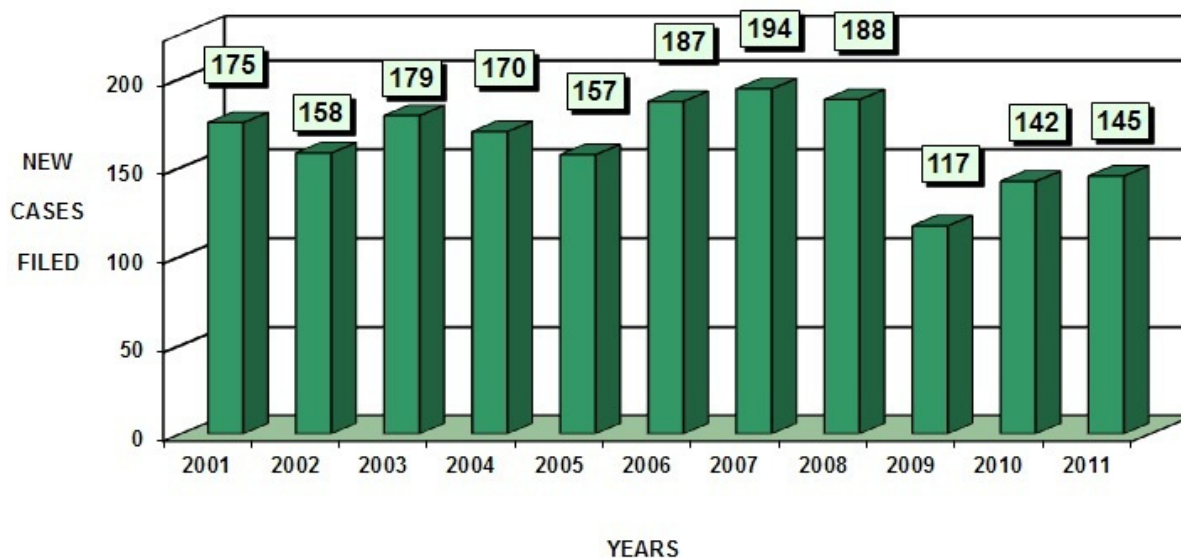
### New Cases Filed

There were **81** new formal complaints filed in 2011 containing original charges of misconduct following an investigation by the Attorney Grievance Commission. (This was a **5%** increase in the number of original complaints filed compared to 2010.)

**Twenty-eight** new cases were commenced under MCR 9.120 with the filing of a judgment of conviction establishing that the attorney had been convicted of a crime, a decrease of **15%** compared to 2010. **Fifteen** petitions for reinstatement in accordance with MCR 9.123(B) were filed in 2011 by attorneys suspended for 180 days or more. In addition, the Grievance Administrator filed **five** petitions for enforcement of an earlier order for discipline or reinstatement, **three** petitions seeking an attorney's transfer to inactive status, **four** reciprocal discipline actions based upon the imposition of discipline in another jurisdiction and one consent petition to allow an attorney's resignation pursuant to an order of revocation under MCR 9.115(M).

The **145** new files opened by the Board in 2011 compare to **142** new cases in 2010. The following table (Table 1) illustrates the Board's annual intake of new cases since 2001.

**Table 1. New Cases Filed, 2001 - 2011**

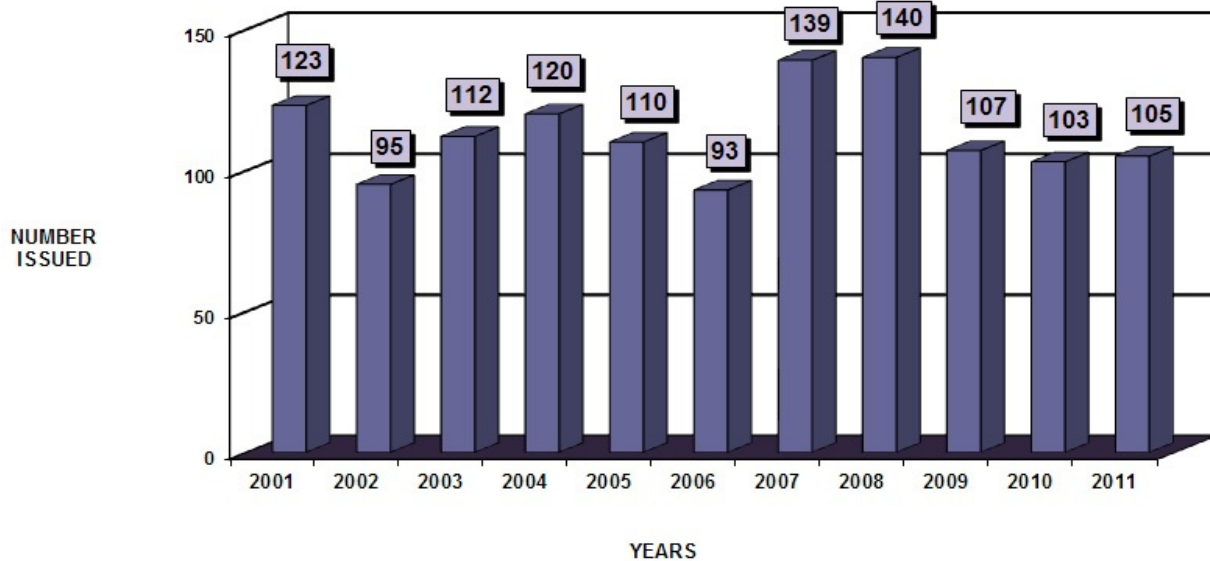


### Final Dispositions

The Attorney Discipline Board issued **137** final disposition orders in 2011, including orders of discipline, orders of dismissal and orders granting or denying reinstatement. Public discipline orders (revocation, suspension, reprimand, probation or orders of "no discipline") were issued in **105** cases. A complete list of the orders of discipline issued in 2011 appears in Appendix "C." Orders of discipline issued since 2001 are illustrated in Table 2, below.



**Table 2. Discipline Orders Issued, 2001 - 2011**



**Discipline By Consent**

The respondent and the Grievance Administrator may enter into a stipulation for a consent order of discipline. This procedure, described in MCR 9.115(F)(5), allows a respondent attorney to admit or plead no contest to the charges in the complaint in exchange for a stated form of discipline. Written notice of the stipulation must be provided to the complainant and the stipulation must be approved by both the Attorney Grievance Commission and a hearing panel.

**Fifty-four** consent orders of discipline were finalized in 2011, accounting for **51%** of all final orders of discipline.

Consent orders were finalized in the following discipline categories in 2011:

<u>Type of Discipline</u>	<u>Consent Orders</u>	<u>Total Discipline Orders</u>	<u>% By Consent</u>
Revocation	1	17	6%
Suspension (3 yrs. or more)	2	6	33%
Suspension (180 days but less than 3 yrs.)	9	26	35%
Suspension (30 - 179 days)	15	21	71%
Reprimand	26	33	79%
No Discipline	1	2	50%

### **Types of Misconduct Resulting in Discipline**

**Thirty-two** Michigan lawyers were publically disciplined in 2011 as the result of a criminal conviction. These cases accounted for **30%** of discipline orders in 2011. In the **10** cases involving a lawyer's felony conviction, the lawyer was subject to an automatic interim suspension, effective the date of conviction and until the entry of a final order by a hearing panel. Public discipline was also ordered for **22** lawyers convicted of various misdemeanor offenses, including **nine** lawyers disciplined for driving offenses involving alcohol.

Conduct characterized by a lack of diligence, lack of competence and/or neglect of client matters was the second largest category of professional misconduct, accounting for **26%** of the discipline orders issued in 2011. These cases ranged from an attorney's failure to provide competent or diligent representation on behalf of a single client to, in a few cases, complete abandonment of the attorney's practice. In some cases in this category, the attorney's neglect or mishandling of client matters was accompanied by additional misconduct including misrepresentations to the client about the status of the matter; a failure to return unearned fees; and/or failure to answer request(s) for investigation.

The third largest category of misconduct, accounting for **10%** of all discipline orders in 2011, involved a lawyer's improper handling of client funds in cases ranging from poor bookkeeping practices to intentional misappropriation of client funds. Other types of misconduct resulting in discipline in 2011 included a lawyer's failure to comply with a prior discipline order; conflicts of interest; misrepresentations to a tribunal; and failure to supervise non-lawyer employees. A summary of the final discipline orders in 2011, showing the nature of the misconduct and the resulting discipline, is included in this report as Appendix "B."

### **Reinstatements**

Attorneys suspended for 179 days or less are automatically reinstated upon the filing of an affidavit of compliance with the Supreme Court. **Thirteen** attorneys were automatically reinstated under this rule in 2011. In cases of disbarment or suspensions of 180 days or more, the attorney must file a petition for reinstatement which is followed by an investigation by the Grievance Administrator and a hearing before a panel to determine the applicant's fitness to re-enter the practice of law. Attorneys suspended for three years or more must also undergo recertification by the State Board of Law Examiners.

**Fifteen** reinstatement petitions were filed with the Board and assigned to panels for hearing in 2011. The Board or its panels issued **eight** orders reinstating attorneys whose licenses had been suspended. **Four** reinstatement petitions were denied or dismissed.

**Pending Caseload**

As of December 31, 2011, there were a total of **92** open discipline or reinstatement cases pending before a hearing panel, the Attorney Discipline Board or the Michigan Supreme Court.

**Year-End Caseloads 2010 - 2011**

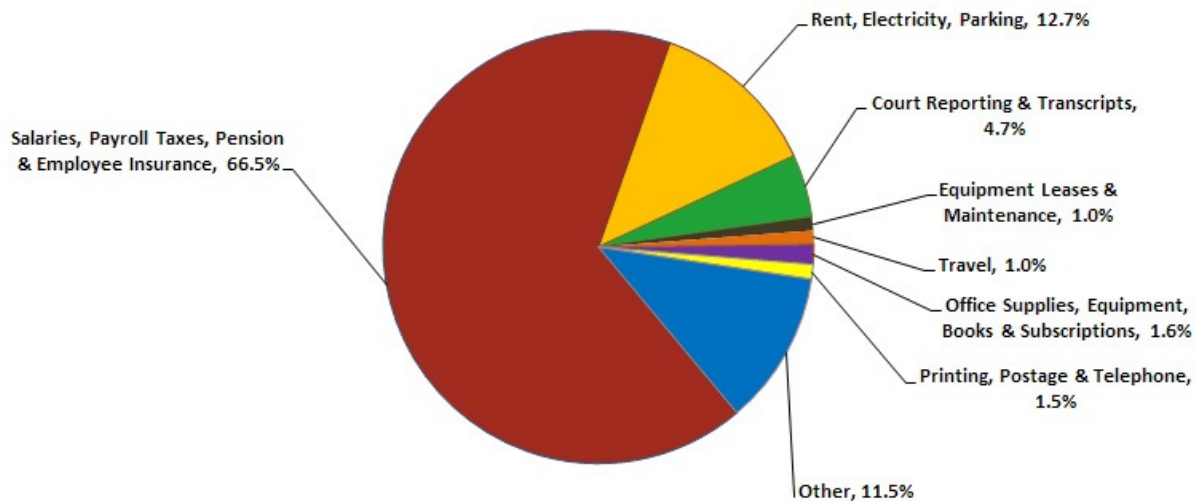
	<u>Pending 12-31-10</u>	<u>Pending 12-31-11</u>
Supreme Court:	5	2
Attorney Discipline Board:	14	12
Hearing Panel:	<u>80</u>	<u>78</u>
<b>Total:</b>	<b>99</b>	<b>92</b>

**Funding and Expenses**

The Attorney Discipline Board receives no public funds. Michigan’s Attorney Discipline System (Attorney Discipline Board and Attorney Grievance Commission) is funded primarily from the discipline portion of the dues paid by all active members of the State Bar of Michigan. Under the dues structure approved by the Supreme Court in 2003, annual dues for active members are \$315, of which \$120 (38%) is specifically allocated to the Attorney Discipline System. (Effective October 1, 2012, annual dues for active members will be reduced to \$305 as a result of a \$10 decrease in the amount allocated for attorney discipline.) For the fiscal year which ended September 30, 2011, the Attorney Discipline System had total operating expenses of **\$4,941,253**. The Attorney Discipline Board’s operating expenses in FY 2010-2011 were **\$988,562**. A chart summarizing the Board’s expenses for 2010-2011 is included below (Table 3). A complete itemization of the Board’s expenses for the fiscal year is attached to this report as Appendix “D.”

The Board’s expenses of **\$988,562** in FY 10-11 were **\$94,707 (8.7%) below** the Board’s authorized budget for the year of **\$1,083,269**.

**Table 3. ADB Expenses 2010-2011 Fiscal Year**



### Website

The Attorney Discipline Board continues to expand and update its website: [www.adbmich.org](http://www.adbmich.org). The site includes: access to the disciplinary history of all attorneys disciplined in Michigan since October 1, 1978; recent Board opinions, notices of discipline and reinstatement petitions; a searchable data base including the full text of all opinions of the Attorney Discipline Board, as well as all notices of discipline and reinstatement issued since October 1, 1978; and links to related sites in the fields of attorney discipline, regulation and ethics. The Board has further expanded its website by adding information for hearing panel applicants; information on a hearing panelist's disclosure obligations and updated information on the status of high profile cases of interest to the public and profession.

For further information regarding the operation of the Michigan Attorney Discipline Board, please contact:

Attorney Discipline Board  
211 W. Fort Street  
Suite 1410  
Detroit, MI 48226-3236

Telephone: (313) 963-5553  
Facsimile: (313) 961-5571  
Website: [www.adbmich.org](http://www.adbmich.org)



John F. Van Bolt, Executive Director



Thomas G. Kienbaum, Chairperson

**APPENDIX "A"**  
**ANNUAL ACTIVITY REPORT**  
**JANUARY 1, 2011 THROUGH DECEMBER 31, 2011**

**I. CASES FILED**

A.	Formal Complaints .....	81
B.	Automatic Interim Suspensions (AI) .....	8
C.	Judgment of Conviction (JC) .....	28
D.	Petitions for Reciprocal Discipline (RD) .....	4
E.	Petitions to Transfer to Inactive Status (PI) .....	3
F.	Petitions for Reinstatement (RP) .....	15
G.	Miscellaneous (MZ) .....	6
H.	<b>TOTAL CASES FILED .....</b>	<b>145</b>

**II. FINAL DISPOSITIONS**

A.	Final Orders of Discipline .....	<b>105</b>
1.	Revocations .....	17
2.	Suspensions .....	53
	a. Subject to MCR 9.123(A) .....	21
	b. Subject to MCR 9.123(B) .....	26
	c. Subject to MCR 9.123(B) & (C) .....	6
3.	Reprimands .....	33
4.	Misconduct But No Discipline .....	2
5.	Probation .....	0
B.	Transfer to Inactive Status .....	1
C.	Dismissals .....	14
D.	Reinstatements Granted .....	8
E.	Reinstatements Denied or Dismissed .....	4
F.	Other .....	5
G.	<b>TOTAL FINAL DISPOSITION ORDERS .....</b>	<b>137</b>

**III. OTHER NOTICES ISSUED**

A.	Automatic Interim Suspensions Under MCR 9.120 .....	7
B.	Interim Suspensions Ordered By Hearing Panel .....	4
C.	Automatic Reinstatements Under MCR 9.123(A) .....	13
D.	<b>TOTAL OTHER NOTICES ISSUED .....</b>	<b>24</b>

**IV. PUBLIC HEARINGS BY HEARING PANELS**

A.	Scheduled .....	317
B.	Held .....	118

**V. COSTS**

Total Costs Reimbursed to the State Bar of Michigan by Respondents and Petitioners .....	\$132,638.83
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**APPENDIX "B"**  
**SANCTIONS IMPOSED - 2011**  
**By Type of Misconduct<sup>3</sup>**

	REVOCATION	SUSP. 3 YRS +	SUSP. 180 DAYS LESS 3 YRS	SUSP. 30 - 179 DAYS	REPRIMAND	PROBATION	NO DISCIPLINE	TOTAL
NEGLECT <sup>4</sup>				1	13			14
NEGLECT (Accompanied by Failure to Answer R/I)	2	1	2	2	1			8
NEGLECT (Aggravated by Misrepresentation to Client or Court)		1	4					5
MISAPPROPRIATION	6							6
OTHER MONEY OFFENSES	1		2		1			4
CONVICTION (Felony)	3	1	4	2				10
CONVICTION (Misdemeanor)			4	10	8			22
CONFLICT OF INTEREST			3	2				5
FAIL TO COMPLY/PRACTICE WHILE SUSPENDED	3	1	1		2			7
MISREPRESENTATION/FRAUD	1	2	2					5
FAIL TO ANSWER REQUEST FOR INVESTIGATION/ COMPLAINT			1	1	1		1	4
RECIPROCAL DISCIPLINE/ JUDICIAL DISCIPLINE			2		1			3
FAILURE TO SUPERVISE				1	2			3
OTHER	1		1	2	4		1	9
<b>TOTAL:</b>	<b>17</b>	<b>6</b>	<b>26</b>	<b>21</b>	<b>33</b>		<b>2</b>	<b>105</b>

<sup>3</sup> Formal complaints filed by the Grievance Administrator commonly include multiple charges of misconduct. For this chart, the sanctions are categorized based on the most serious misconduct found by the panel or the Board.

<sup>4</sup> For purposes of this chart, the term "neglect" encompasses the concepts of competence, neglect, diligence, and communication found in MRPC 1.1, 1.2, 1.3 and 1.4.

**APPENDIX "C"**  
**DISCIPLINED ATTORNEYS BY TYPE OF DISCIPLINE - 2011**

**REVOCATIONS (17)**

<b>RESPONDENT</b>	<b>EFFECTIVE DATE</b>
CAMPBELL, John Allen	February 3, 2011
CLARK, Neftara O.	January 25, 2011
COPELAND, Antoinette L.	March 30, 2011
CUNNINGHAM, Douglas C.	August 16, 2011
FETTE, William L.	November 10, 2010
GARRETT, William A.	May 19, 2010
JACKSON, Kerry Leon	April 28, 2011
KRAFT, Ronald G.	February 21, 2008
MIKAT, Gregory A.	November 29, 2010
NANCARROW, James E.	August 9, 2011
OESTERLE, Michael H.	September 20, 2011
PLUNKETT, Ronald J.	August 9, 2007
TOCA, Frederick M., Jr.	January 27, 2010
TROTT, Terry A.	October 2, 2010
TROTT, Terry A.	July 28, 2011
TUCKER, James A.	February 16, 2011
ZAHARIE, Richard D.	August 30, 2011

**SUSPENSIONS SUBJECT TO MCR 9.123(B) AND (C) [THREE YEARS OR MORE] (6)**

<b>RESPONDENT</b>	<b>LENGTH</b>	<b>EFFECTIVE DATE</b>
GABRIELSE, Carl J.	Three Years	February 24, 2010
HOOPER, Rose M.	Three Years	July 9, 2011
KNAPP, Michael P., Jr.	Four Years	April 9, 2008
RAYMOND, Sheryl E.	Three Years	June 22, 2011
RINALDI, Paul J.	Three Years	November 30, 2010
SILVERMAN, Mark L.	Four Years and 11 Months	September 1, 2011

**SUSPENSIONS SUBJECT TO MCR 9.123(B) [180 DAYS BUT LESS THAN THREE YEARS] (26)**

<b>RESPONDENT</b>	<b>LENGTH</b>	<b>EFFECTIVE DATE</b>
BACKON, Nina Marie	180 Days	May 1, 2011
BAUMGARDNER, Walter L.	180 Days	November 16, 2010
BRADY, Debra F.	Two Years	April 28, 2011
CARPENTER, Charles A.	One Year	April 7, 2011
DELBOCCIO, David Scott	One Year	August 16, 2011
DILLEY, Nancy L.	One Year	August 18, 2011
DUNCHOCK, Arnold D.	One Year	August 31, 2010
HALL, James C.	180 Days	June 15, 2011
HENRY, Kathy Lynn	One Year	May 21, 2010
JONES, Robert E.	180 Days	December 12, 2010
MACDONALD Raymond A.	Two Years	August 3, 2010
MUSILLI, Ralph E.	180 Days	November 16, 2010
NICKERSON, Daniel E., Jr.	180 Days	January 1, 2011
POWERS, Dennis M.	180 Days	March 19, 2011
RADULOVICH, Sue E.	180 Days	February 1, 2010
RADZINSKI, Pamela	270 Days	July 7, 2011
SANDOVAL, Jose A.	Two and ½ Years With Condition	April 15, 2011
SCHIMEK, Joshua E.	One Year	July 30, 2011
SCOTT, Saun-Roland	180 Days	October 4, 2011
SHELLY, John Stephen	18 Months	March 2, 2011
SKUZENSKI, Kenneth A.	180 Days	March 30, 2011
STEIN, Robert D.	180 Days	April 8, 2011
WICKENHEISER, James M.	180 Days	December 29, 2009
WILLIAMS, Curtis R.	Two Years and 11 Months	February 18, 2011
ZAHARIE, Richard D.	Two Years	February 3, 2011
ZEDNIK, Nancy Kelleen	Two Years	May 13, 2010



**SUSPENSIONS SUBJECT TO MCR 9.123(A) [LESS THAN 180 DAYS] (21)**

<b>RESPONDENT</b>	<b>LENGTH</b>	<b>EFFECTIVE DATE</b>
BENNETT, Joseph C.	179 Days	February 12, 2011
BLACK, David D.	120 Days	April 15, 2011
BURGESS, David M.	30 Days	August 15, 2011
CANADY, Mark H.	120 Days	April 23, 2011
CARTHEW, Paul A.	179 Days	July 12, 2010
CUMMINGS, Donna J.	90 Days	January 24, 2011
DIMITRIOU, James, II	179 Days	February 26, 2011
GUNSBURG, David B.	30 Days	December 15, 2010
HOBBS, Bradley J.	30 Days	November 17, 2011
JOCUNS, Bernard A.	30 Days	March 25, 2011
McKOAN, Joseph H., IV	120 Days	December 15, 2011
MIX, Thomas O., Jr.	179 Days	May 11, 2011
NABWANGU, Francois M.	179 Days	June 28, 2011
PERNICK, David A.	30 Days	December 1, 2011
SABO, Richard A., Jr.	60 Days	April 15, 2011
SCHEFMAN, Bryan L.	30 Days	December 15, 2010
SLAMEKA, Robert E.	90 Days	December 10, 2011
STEFANI, Michael L.	30 Days	January 1, 2012
UHLAR, Carl R.	179 Days	December 8, 2010
WALKER, D. James, Jr.	30 Days	October 13, 2011
WICKENHEISER, James M.	179 Days	December 29, 2009

**REPRIMANDS (33)**

<b>RESPONDENT</b>	<b>EFFECTIVE DATE</b>
BLACK, David D.	July 27, 2011
BRUSS, Michael R.	October 25, 2011
COASH, Catherine L.	December 10, 2011
CROSSMAN, Bruce	February 11, 2011
DILLON, J. Alexander	April 1, 2011
DIXON, Evan A.	March 4, 2011
DUNCHOCK, Arnold D.	June 25, 2011
EMANUEL, Lennox	May 5, 2011
GORDON, Joshua R.	March 9, 2011
GORNIAK, John F.	October 25, 2011
HARRIS, Alford G.	December 7, 2011
HIRSBRUNNER, Thomas S.	July 30, 2011
HOOD, Robert L.	August 4, 2011
KIRK, Martin O.	February 5, 2011
KNAPP, Michael P., Jr.	January 7, 2011
McDONALD, Frederick L.	April 26, 2011
MORMAN, Harriet M.	July 27, 2011
NEWMYER, Edward A.	April 15, 2011
REYNOLDS, Michael A.	September 10, 2011
ROCCHIO, Patrick K.	August 30, 2011
ROCHAU, Craig A.	April 16, 2011
ROCKIND, Neil S.	March 30, 2011
ROYAL, John F.	July 21, 2011
RYAN, David E.	November 19, 2011
SCHNEIDER, Steven R.	June 9, 2011
SCHOOLCRAFT, David A.	July 19, 2011
SHORT, Rowland A., Jr.	November 5, 2011
SHULMAN, Joseph	August 20, 2011
SLOCOMBE, Jeffrey A.	April 29, 2011
SMITH, Denise M. Lafave	April 21, 2011
STRAND, Jan E.	September 21, 2011
THOMPSON, Ronald S.	May 20, 2011
VANTINE, James G., Jr.	October 22, 2011

**MISCONDUCT BUT NO DISCIPLINE (2)**

RESPONDENT	EFFECTIVE DATE
GORCYCA, David G.	May 5, 2011
WILKINS, Gregory L.	November 5, 2011

REVOCATIONS .....	17
SUSPENSIONS - MCR 9.123(B) and (C) .....	6
SUSPENSIONS - MCR 9.123(B) .....	26
SUSPENSIONS - MCR 9.123(A) .....	21
REPRIMANDS .....	33
PROBATIONS .....	0
MISCONDUCT BUT NO DISCIPLINE .....	2

**APPENDIX "D"**

**Attorney Discipline Board Comparative Statement of Expenses,  
Years Ended September 30, 2010 & September 30, 2011**

<b>Expense Item</b>	<b>FY 2010</b>	<b>FY 2011</b>
Salaries & Scanning Project	442,605	457,933
Payroll Taxes	32,691	34,029
Employee Insurance	112,916	123,934
Longevity	2,940	3,050
Pension Contribution	39,498	41,412
Payroll Processing Fee	3,638	2,832
Retiree Health Care Expense	49,536	43,085
Rent	114,073	114,159
Electricity	4,392	4,635
Parking	8,593	6,314
Law Clerk and Professional Fees	16,546	22,342
Bookkeeping and Audit	14,256	14,666
Hearing Panel Expenses/Transcripts	59,765	46,638
Machine Rental	9,150	8,696
Meetings	9,653	8,338
Travel	12,924	7,828
Telephone	6,925	6,103
Books and Subscriptions	7,043	6,577
Office Supplies	5,651	4,187
Printing and Stationery	489	310
Postage	7,115	4,886
Insurance	12,069	12,258
Repairs and Maintenance	3,174	1,477
Office Expenditures	3,168	3,908
Professional Education	3,810	3,090
Dues	1,439	2,059
Miscellaneous	1,190	1,121
Depreciation	1,805	2,695
<b>TOTAL</b>	<b>987,054</b>	<b>988,562</b>

**APPENDIX "E"**  
**ATTORNEY DISCIPLINE BOARD**  
**MEMBERS' BIOGRAPHICAL INFORMATION**

**THOMAS G. KIENBAUM of BIRMINGHAM**  
**Chairperson**

Term Expires: September 30, 2013

Mr. Kienbaum is a founding member of the Birmingham law firm of Kienbaum, Opperwall, Hardy & Pelton, P.L.C, a firm specializing in labor and employment matters. He is a graduate of the University of Michigan and of the Wayne State University Law School, where he graduated magna cum laude, served on the Law Review, and was awarded the Order of the Coif. Mr. Kienbaum is a former President of the State Bar of Michigan, the Detroit Metropolitan Bar Association, and the Detroit Barristers Association. He is a Fellow of the American and Michigan Bar Foundations and was inducted into the College of Labor and Employment Lawyers. Mr. Kienbaum serves on the Advisory Board of the National Employment Law Institute and lectures frequently on behalf of that institute and the Michigan Institute of Continuing Legal Education. He was appointed to a three-year term on the Attorney Discipline Board commencing October 1, 2007, and reappointed for a second term commencing October 1, 2010. Prior to his appointment by the Supreme Court to a one-year term as Chairperson commencing October 1, 2011, Mr. Kienbaum served as Vice-Chairperson from October 1, 2008 to September 30, 2011.

**JAMES M. CAMERON, JR. of ANN ARBOR**  
**Vice-Chairperson**

Term Expires: September 30, 2012

Jim Cameron is a member of the Dykema law firm and is the Office Managing Member for Dykema's Ann Arbor, Michigan office. He graduated with honors from Harvard University in 1973 and obtained his law degree from American University in 1978. Between college and law school, Mr. Cameron taught high school English. Since joining Dykema in 1978, Mr. Cameron has been a member of the firm's Litigation Group, practicing primarily in the area of commercial litigation with experience in patent infringement suits and construction contract litigation. Mr. Cameron has an interest in alternative dispute resolution and has significant experience as a facilitator, mediator, and arbitrator. Mr. Cameron has been actively involved in public education as a past trustee for the Ann Arbor Public Schools Board of Education, as a board member and past Chairperson of the Ann Arbor Public Schools Educational Foundation, and as Chairman for the Michigan Teacher Tenure Commission. He is also a past member of the Board of Trustees, Planning Commission and Zoning Board of Appeals for Scio Township, and has served on the Elected Officials Compensation Committee and Zoning Board of Appeals for the City of Ann Arbor. In December 2008, the Michigan Supreme Court appointed Mr. Cameron to fill an unexpired term on the Attorney Discipline Board ending September 30, 2009. He was re-appointed to a full three-year term commencing October 1, 2009. In 2011, the Supreme Court appointed him to a one-year term as Vice-Chairperson.

**ROSALIND E. GRIFFIN, M.D. of FARMINGTON HILLS**  
**Secretary**

Term Expires: September 30, 2013

Dr. Griffin is a psychiatrist practicing in the field of adult and adolescent psychotherapy, with special qualifications in forensic psychiatry. Dr. Griffin is a graduate of Wayne State University (BA) and the Wayne State University School of Medicine (MD). Following her internship at Harper Grace Hospital, she performed her psychiatric residency at Sinai Hospital of Detroit. She is an assistant professor at the Wayne State University College of Medicine and she has held numerous positions in Detroit's medical community including medical director of the Partial Day Hospital Program at Sinai Grace Hospital and medical director of the Deaf Counseling Services Center at Sinai Grace Hospital. Her professional memberships include the Michigan Psychiatric Society (Ethics Committee and co-chair of the Women's Issues Committee); the Wayne County Medical Society (Peer Review Committee); Michigan State Medical Society (Member, House of Delegates); and the American Psychiatric Association. Dr. Griffin was appointed by the Michigan Supreme Court to its Task Force on Gender and Race Bias (1987-1990) and she was later appointed by the Court as a non-lawyer member of the Attorney Grievance Commission (1990-1994). Dr. Griffin is a former member of the Oakland County Bar Association's Public Advisory Committee on Judicial Candidates and she is a former member of the Board of Regents of Eastern Michigan University. The Michigan Supreme Court appointed Dr. Griffin to fill a vacancy on the Attorney Discipline Board and, on September 21, 2010, appointed her to her first full term as a nonlawyer member commencing October 1, 2010. In 2010, the members of the Board elected Dr. Griffin to serve as the Board's Secretary and she was re-elected to that position in 2011.

**ANDREA L. SOLAK of GROSSE POINTE PARK**

Term Expires: September 30, 2012

Ms. Solak received her undergraduate and law degrees from Wayne State University (JD 1975). During her 25 year career as an Assistant Prosecuting Attorney in Wayne County, she served as an Appellate Prosecutor, and was, for 10 years, the Chief of Special Operations in the Prosecutor's office. Ms. Solak also served as the legislative liaison to the Wayne County Prosecutor and the Prosecuting Attorney's Association of Michigan. She is a former chair of the Criminal Law Section of the State Bar of Michigan. Her service on law enforcement committees has included the Automated Fingerprint Identification System (AFIS), and the Criminal Justice Information System (CJIS), which she chaired for five years. In 1999, Ms. Solak was appointed by the Michigan Supreme Court as a member of the Attorney Grievance Commission and she completed two full terms as a member of that body on September 30, 2005. She was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board, effective October 1, 2006, and re-appointed to a second term effective October 1, 2009.

**CARL E. VER BEEK of GRAND RAPIDS**

Term Expires: September 30, 2014

Mr. Ver Beek is a former partner, and currently Of Counsel to the law firm of Varnum, Riddering, Schmidt & Howlett in Grand Rapids. He is a graduate of Hope College (B.A.) and The Indiana University School of Law (J.D.). He is a member of the Council of the American Bar Association's Dispute Resolution Section and a former member of the Council of the ABA's Labor and Employment Section. He is a Fellow of the College of Labor and Employment Attorneys. Following service as Chair of the Character and Fitness Committee of the State Bar of Michigan, Mr. Ver Beek was appointed by the Supreme Court of Michigan to the Attorney Grievance Commission in 1999. He served for six years as a member of the Grievance Commission, including four years as its Chairperson. Mr. Ver Beek's community activities include his service as Chairman of the Academic Affairs Committee, and member of the Executive Committee of the Hope College Board of Trustees; Chair of the Bethany Christian Services Board; Chair of the Jellema House Board; Board Member of the Michigan Chamber of Commerce; Chairperson of the Grand Rapids Area Chamber of Commerce; Chairperson of the Kent Health Plan; Chairperson of the Holland Home Board and Chairperson of Faith Hospice Board. Mr. Ver Beek was appointed to a three-year term on the Attorney Discipline Board commencing October 1, 2008, and re-appointed to a second term effective October 1, 2011.

**CRAIG LUBBEN of KALAMAZOO**

Term Expires: September 30, 2014

Mr. Lubben is a member of the law firm of Miller Johnson at the firm's office in Kalamazoo where he practices in the area of civil litigation with a focus on commercial and employment dispute. He is a graduate of Calvin College (B.A.) and a cum laude graduate of Northwestern University School of Law where he was on the Board of Directors of the Journal of Criminal Law and Criminology and member of Order of the Coif. Mr. Lubben is a former President of the Kalamazoo County Bar Association and has served on the State Bar of Michigan's Representative Assembly and Board of Commissioners. He is currently on the Executive Committee of the Federal Bar Association for the Western District of Michigan. His community service includes membership on the boards of Family and Children Services of the Kalamazoo area, including two terms as president; the Kalamazoo Symphony; the Kalamazoo Christian School Association; and the Calvin College Alumni Association Board, president, 2004-2005. Mr. Lubben was appointed to a three-year term on the Attorney Discipline Board commencing October 1, 2008, and re-appointed to a second term effective October 1, 2011.

**SYLVIA P. WHITMER of WEST BLOOMFIELD**

Term Expires: September 30, 2012

Dr. Whitmer received her undergraduate degree and a postgraduate degree as an education specialist from Wayne State University. She holds a masters degree from the University of Edinborough, Scotland, and a doctorate (PhD) from Michigan State University. During her professional career in education, Dr. Whitmer has been a high school teacher, an elementary school principal and, from 1990 until her retirement in 2005, the Executive Director of Instruction, K-12, for the Birmingham Public Schools. Dr. Whitmer was an elected member of the Birmingham Board of Education from 1975 to 1987, serving three times as its president. In addition to her service as a Board member of the Birmingham Area Senior Coordinating Council, Dr. Whitmer is involved in the Birmingham Optimist Organization, the League of Women Voters and the American Association of University Women. Dr. Whitmer was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board commencing October 1, 2009.

**LAWRENCE G. CAMPBELL of FRANKLIN**

Term Expires: September 30, 2014

Mr. Campbell is a member of Dickinson Wright, a multistate law firm specializing in corporate and business law. Mr. Campbell has extensive experience in handling business and commercial litigation, with particular emphasis in securities, fraud defense, accountant malpractice, and contract disputes. He is a graduate of Michigan State University and the University of Detroit Law School, where he was the Managing Editor of the University of Detroit Law Review. Mr. Campbell is a past president of the Detroit chapter of the Federal Bar Association and has served as Chairperson of the U.S. Courts Committee of the State Bar of Michigan. Mr. Campbell has been a member of the Commercial Litigation Committee of the Corporate, Finance and Business Law Section of the State Bar of Michigan. He is a member of the American Arbitration Association's Panels of Commercial Arbitrators and Employment Arbitrators, as well as a member of that association's Complex Case Program. In 2007, Mr. Campbell was the recipient of the Michigan Defense Trial Counsel's Annual Excellence in Defense Award awarded to civil defense counsel who have demonstrated superior professionalism and advocacy skills. He was appointed by the Michigan Supreme Court to a three-year term on the Attorney Discipline Board, commencing October 1, 2011.

**DULCE M. FULLER of BIRMINGHAM**

Term Expires: September 30, 2014

Dulce M. Fuller was appointed by the Michigan Supreme Court to a three-year term as a non-lawyer member of the Attorney Discipline Board, commencing October 1, 2011. Ms. Fuller is the principal in Park Gardens Ltd., a commercial interior design firm, as well as the owner and operator of Woodward & Maple, LLC. Ms. Fuller is Chairman of the Southeast Community Committee for The Heritage Foundation (Washington, D.C.) and is a member of the Board of Directors of the Mackinac Center for Public Policy (Midland, MI). Ms. Fuller attended Oakland Community College.



**APPENDIX "F"**  
**2011 HEARING PANEL ROSTER<sup>5</sup>**

**ALLEGAN COUNTY**

OYLER, W. Tedd

**ALPENA COUNTY**

WHITE, Daniel W.

**ANTRIM COUNTY**

HOUGHTON, Ralph H., Jr.

**BAY COUNTY**

GIUNTA, Rozanne M.  
LEARMAN, Richard C.  
MOROSI, John M.  
MORRIS, Patricia T.

**BENZIE COUNTY**

McKAY, Joan S.

**BERRIEN COUNTY**

ANDERSON, Kevin S.  
BURDICK, Carl R.  
CONYBEARE, Bruce C.  
DESEMBERG, Louis A.  
PETERSON, David M.  
SMITH, Peter W.  
STRAUB, James M.  
TAGLIA, Paul A.

**CALHOUN COUNTY**

CHRIST, Chris T.  
FISHER, James A.  
GEIL, Thomas D.  
KARRE, Nelson T.  
MUMFORD, Daryl J.  
STEFFEL, Vern J., Jr.

**CHARLEVOIX COUNTY**

ARNER, Timothy D.  
KLEVORN, Kevin G.

**CHIPPEWA COUNTY**

VEUM, Thomas J.

**DELTA COUNTY**

CLARK, Richard C.  
GREEN, Nino E.  
PETERSON, Ralph B.K.

**EMMET COUNTY**

MURRAY, James J.  
RAMER, James T.  
SMITH, W. Richard  
TRESIDDER, Stephen J.  
WURSTER, Joel D.

**GENESEE COUNTY**

BAESSLER, Joseph E.  
BARKEY, Brian M.  
BUCKLEY-O'NEILL, Kathleen  
CULLARI, Francine  
DIESEL, Peter L.  
GRIFFIN, Walter P.  
HALDY, Ronald L.  
HART, Clifford  
HENNEKE, Edward G.  
KNECHT, Timothy H.  
KRELLWITZ, Michael W.  
MANGAPORA, Michael J.  
MINER, Sharon K. S.  
PABST, Tom R.  
PIPER, Randolph P.  
REISING, H. William  
SIMMINGTON, Glen M.  
SMITH, Alan M.  
SPENDER, Steven F.  
TREMBLEY, James J.  
TUCKER, John R.  
TURNAGE, Frank G.  
WHEATON, Robin L.

**GRAND TRAVERSE COUNTY**

ASSEDELFT, Barbara A.  
BICKEL, Mark P.  
BIMBER, Frederick R.  
BUDROS, Barbara D.  
CHRISTOPHERSON, James A.  
FISHER, Joseph C.

**HOUGHTON COUNTY**

DAAVETTILA, Robert T.

**INGHAM COUNTY**

BEHAN, Michael R.  
BEHAN, Raymond R.  
BENGTSON, Thomas A.  
BOSSENBROOK, Arlyn J.  
CASEY, Nan Elizabeth  
CUNNINGHAM, Janice K.  
DALE, Julia A.  
DE VINE, Barry F.  
DOSTER, Eric E.  
EDGAR, Mary C.  
EMERY, Lawrence J.

**INGHAM COUNTY**  
(Continued)

FRIEDMAN, Leo H.  
GALLAGHER, Bryon P., Jr.  
GESKEY, Stephen M.  
GROLL, Catherine  
HOGAN, Patrick R.  
HOOVER, C. Mark  
HORNBACK, Oskar M.  
JAMO, James S.  
LOVIK, Mary M.  
MALLORY, Susan L.  
MANIS, Paula K.  
McCARTHY, Robert E.  
PELOT, Michael J.  
STROPKAI, James L.  
STROUD, Ted W.  
SUHRHEINRICH, Richard J.  
TIMMER, Amy  
TYSZKIEWICZ, Roman  
WADDELL, David D.  
WARD, James R.  
WONCH, Nancy A.  
ZULAKIS, George

**ISABELLA COUNTY**

BLOEM, Gordon M.

**JACKSON COUNTY**

HAMILTON, Janet L.

**KALAMAZOO COUNTY**

DELEHANTY, Mary E.  
FENTON, Stuart L.  
GETTING, Jeffrey S.  
HAYTER, Karen M.  
KEISER, W. Jack  
KNEAS, John W.  
LEVINE, Sharan Lee  
RUSSELL, Gregory W.  
RYAN, William J.  
SHARMA, Namita  
SMITH, C. Giles, Jr.  
ZAUSNER, Henry T.

**KENT COUNTY**

BLACK, James G.  
COURTADE, Bruce Anthony  
DAVID, Ronald E.  
EDGAR, Christopher L.  
FARR, William S.  
FIELDS, Geoffrey A.  
KOLENIC, Anthony J., Jr.  
KOSTA, Michael J.

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<sup>5</sup> † Deceased.  
# Retired or resigned as panelist.  
% Inactive panelist.  
& All full-time judges removed as hearing panelists.

**KENT COUNTY**  
(Continued)

McCARTHY, Paul A.  
McGLADDERY, Patrick C.  
MELTON, Scott R.  
MUDIE, Kent W.  
O'DOWD, Kevin J.  
RABIDEAU, Christopher J.  
REAMON, Martha E.  
SAALFELD, James R.  
SMIETANKA, John Allen  
SPALDING, Arthur C.  
THEIME, R. Kevin  
VAN'T HOF, William K.  
VULETICH, Victoria V.  
WALTON, Michael C.  
WOOD, Rock A.

**LAPEER COUNTY**

PETERS, Neill T.

**LIVINGSTON COUNTY**

BALON-VAUGHN, Roberta S.  
DRICK, Jay R.  
GARDELLA, Robert C.  
MILLER, Bonnie J.  
TROST, Richard M.

**MACOMB COUNTY**

ANDERSON, Philip J.  
BOLANOWSKI, Eugene R. #  
CARDAMONE, Emil E.  
COLMAN, Neil M.  
CURTIS, Robert J.  
DELEKTA, Diane Hubel  
FINAZZO, Lori J.  
GARVEY, Paul T.  
GARVEY, Robert F.  
GOODMAN, Mark D.  
HRIBAR, Robert J.  
KAPLAN, Steven M. #  
KATZ, Lawrence S.  
LANGE, Craig W.  
LASCOE, John S.  
LEGGHIO, Brian M.  
LUJAN, Joseph G.  
MAKARSKI, Daniel P.  
MARTIN, James N.  
McCULLOUGH, Max D.  
MERRY, Cynthia E.  
PUTMAN, Alicia M.  
PUZZUOLI, Joseph P.  
RINI, James W.  
RUSSELL, Karen  
SCHOENHERR, Craig S., Sr.  
SHATZMAN, Pearl P.  
TEGEL, Renee D.  
WARNEZ, Dana M.  
WOMACK, P. Douglas, Jr.  
WYSS, William A.

**MANISTEE COUNTY**

KELEHER, Dennis L.

**MASON COUNTY**

ANDREWS, Robert D., Jr.  
NICHOLSON, Gary L.

**MARQUETTE COUNTY**

CASSELMAN, Thomas P.  
KEEFE, Ronald D.  
KOCH, Kevin Wm.  
PENCE, Steven L.

**MIDLAND COUNTY**

DURANCE, Stephen E.  
MADDOX, Mark R.  
MATHIEU, James H.

**MONROE COUNTY**

HORKEY, Christian J.  
LAVOY, Jill M.  
WETZEL, Robert  
ZAGORSKI, Maria

**MUSKEGON COUNTY**

BALGOOYEN, Fredric F.  
BLEAKLEY, Frederick W.  
BOSSENBROEK, David L.  
CHESSMAN, Robert O.  
DAVIS, Shawn P.  
MAY, Berton K.  
NEAL, Gary T.  
SCOTT, Brianna  
SNIDER, I. John, II

**OAKLAND COUNTY**

ABBO, Peter  
ABRAMS, Nina Dodge  
ACKER, Gerald H.  
APPEL, Jeffrey S.  
AUGER, Cheryl J.  
AUGUST, Gary K.  
BAIERS, James E.  
BALIAN, Michael J.  
BARKER, Lori A.  
BASILE, Andrew R.  
BATTERSBY, Michael L.  
BAUM, Martin S.  
BAUMHART, A. David, III  
BENHAM, Lucy R.  
BERNSTEIN, Douglas C.  
BERNSTEIN, Samuel I.  
BERNSTEIN, Stephen R.  
BINKLEY, David A. %  
BOOKHOLDER, Ronald W.  
BRAZZIL, Cynthia E.  
BROOKS, Keefe A.  
BROWN, Geoffrey M.  
BRUKOFF, William M.  
BURDICK, James W.  
CANVASSER, Sue Ann  
CARUSO, Kathryn M.  
COLLINS, Morton B.  
COLTON, Michael W.  
CRANMER, Thomas W. %  
CUTLER, Donald M.  
DAKMAK, John D.

**OAKLAND COUNTY**  
(Continued)

DAMREN, Samuel C.  
DE VINE, Clifford, J.  
EICHENHORN, Emily J.  
FABRIZIO, Joseph J.  
FELDMAN, Barry M.  
FOX, Sharon Mullin  
FREILICH, Diane M.  
FRIMPONG, Ben K.  
FRYHOFF, Timothy T.  
GAGE, William C.  
GERSHEL, Alan M.  
GOLD, Edward D.  
GOLDMAN, Barry  
GOLDSTEIN, Ronald A.  
GOODMAN, Barry J.  
GOOGASIAN, George A.  
GRAMZOW, Kirsten E.  
GROFFSKY, Richard L.  
GUERRIERO, Timothy M.  
GURWIN, Howard E.  
HARNISCH, Alan C.  
HARON, David L.  
HAROUTUNIAN, Edward L.  
HEWSON, James F  
HOHAUSER, Michael S.  
HUDSON, Clarence L. #  
HUTSON, Michael W.  
JACOBS, Mark S.  
KANTER, Alan M.  
KINSLEY, Stephen L.  
KUTHY, Douglas E.  
LEONARD, Norbert B.  
LERNER, Joshua A.  
LICHTERMAN, Susan S.  
LINDEN, Howard T.  
LINDEN, Jeffrey B.  
LOGAN, Leslie Anne  
LOWENTHAL, Betty L.  
MANTESE, Gerard V.  
MARTENS, William L.  
MARVIN, Ronald S.  
MATZ, Steven J.  
McCANN, D. Michael  
MILLER, Leonard E.  
MITSEFF, Kimberly R.  
MORROW, Raymond L.  
NORMAN, Keith J. #  
NOVAK, Richard A., Jr.  
O'CONNOR, Julie McCann  
PALETZ, Susan E.  
PAPPAS, Edward H.  
PARKER, Joyce E.  
PERLMUTER, Gary  
PIA, Joseph  
RICE, Cinnamon A.  
RONAYNE, Colleen V.  
RYAN, Thomas J.  
SALTZMAN, Shirley A.  
SAWYER, Thomas G.  
SEIFMAN, Barry A.  
SCHEIBLE, Eric D.  
SCHNELZ, Kurt E.  
SHABAN, Tova G.  
SHERR, Paul D.  
SHULMAN, Marc I.  
SILVER, Kenneth F.  
SIMPSON, Thomas C.

**OAKLAND COUNTY**  
(Continued)

SKILLMAN, Alicia J.  
STERLING, J. Robert  
STERLING, Raymond J.  
STEWART, Jeffrey T.  
SUSSER, Danielle F.  
SUSSER, Steven C.  
TALARICO, Paula M.  
TATE, Towana  
TEICHER, Mark L.  
TOOHEY, Robert E.  
TRIEST, Brent S.  
TUCK, Marsha Lynn  
TURNER, Lee I.  
VIEGAS, Christine Bernhard  
WALKER, David R.  
WALLACH, Howard I.  
WARSH, Richard L.  
WAX, Harvey I.  
WELLS, Steven W.  
WERDER, Mark R.  
WILLIS, Robert L., Jr.  
WILSON, Eric S.  
WOLOCK, Steven M.  
YOCKEY, Kurt D.  
YOCKEY, Michael J.  
ZEMMOL, Allen  
ZUPPKE, David F.

**OCEANA COUNTY**

PRINCE, Clifford W. #  
ROSE, James M.

**OTSEGO COUNTY**

COTANT, James C.\*

**OTTAWA COUNTY**

HANN, Donald H.  
MARQUIS, John R.  
McNALLY, Sheila F.  
MULDER, Andrew J.

**ROSCOMMON COUNTY**

MEIRING, Ronald C.

**SAGINAW COUNTY**

CHASNIS, John A.  
HAHN, Robert A.  
MOSSNER, Eugene D.  
SMITH, Lawrence Wm., Jr.  
WALLACE, David A.  
WASHBURN, Douglas S.

**ST. CLAIR COUNTY**

HILL, Steven L.  
KELLY, Charles G.  
LANE, Cynthia A. &  
McGLYNN, Meghan A.  
McNAMEE, John B.  
WATSON, George C.  
WHIPPLE, David C.

**ST. JOSEPH COUNTY**

DAVIDSON, Matthew S.

**VAN BUREN COUNTY**

DuBAY, Mark D.  
SCHUITMAKER, Harold G.

**WASHTENAW COUNTY**

BARR, John  
BASTA, Joseph C.  
BURKE, Joseph F.  
CARTER, Stefani A.  
CONNORS, Margaret A.  
DEW, Thomas E.  
DODD, Gregory L.  
EGGAN, Andrew M.  
FINK, Sally Claire  
FLINTOFT, Peter C.  
GREEN, Philip  
JONES, Constance L.  
KESSLER, Barbara L.  
LAX, Jerold  
LOVERNICK, Richard N.  
NICHOLS, Margaret J.  
SACKS, Monika H.  
SAFRANEK, Stephen J.  
SENDELBACH, Karen S.  
SLANK, Eileen J.  
STARK, Sheldon J.  
SUGERMAN, Donald F.  
VARTANIAN, Michael G.  
VESTRAND, Joan P.  
WEBER, Deborah J. Hammerlind

**WAYNE COUNTY**

BARTOS, Suzanne P.  
BOLDEN, Carl B., Jr.  
BUFFINGTON, Lamont E.  
BURGESS, Laurence C.  
CAMINSKY, Jeffrey  
CHADWELL, Kenneth R.  
COHEN, David M.  
COSTELLO, Margaret A.  
COTHORN, John A.  
CUMMINGS, Owen J.  
DAKMAK, George P.  
DOCTOROFF, Andrew S.  
DUFRANE, Kyle R.  
DUNN, William B.  
EDWARDS, Sharon-Lee  
EISENBERG, Stuart B.  
ELLIOTT, Sylvia J.  
ESSAD, Kenneth M.  
ESSHAKI, Gene J.  
FIELDMAN, Elaine S.  
FISCHER, Paul J.  
FISHER, Dodd B.  
GAZALL, Robert S.  
GARBARINO, Linda M.  
GRUSKIN, Michael A.  
GULLEN, John D.  
HAMPTON, Verne C., II  
HURWITZ, Miles A.  
JACOBS, John P.  
JADALLAH, Samer Naim  
JORDAN, Teri A.

**WAYNE COUNTY**  
(Continued)

KASIBORSKI, Chester E., Jr.  
KITCH, Richard A.  
KUPLICKI, Francis P.  
LAKE, Timothy W.  
LEMIRE, John J.  
LIZZA, John B.  
LONGSTREET, Kristine Heard  
MAVEAL, Gary M.  
McGRAW, Stephen D.  
McLAIN, Patrick  
MILLER, Bruce A.  
MILLER, C. David, II  
MOREY, Blondell L.  
MURPHY, Barbara L.  
NIFOROS, Lambro  
PAPISTA, Anthea E.  
PHILLIPS, Dwight W.  
PITTS, Stanley H.  
PLUMB, Frederick B.  
RIVARD, Donald M., Jr.  
ROBINSON, Ron D.  
RODWAN, Gail O.  
RONAYNE, John J., III  
ROSS, Steven P.  
SAUGET, William J.  
SCHONBERG, Edward R.  
SERYAK, Richard J.  
SHERROD, Patricia L.  
SINCLAIR, Jennifer J.  
TALON, Marianne G.  
TEALL, Graham L.  
THOMAS, Cynthia G.  
THOMAS, James C.  
TRZCINSKI, Thomas J.  
TUKEL, Jonathan  
URSO, John R.  
VAN HOEK, Dawn A.  
WATZA, Michael J.  
WELLER, Robert Y., II  
WHITE, Lynda D.  
WIDLAK, Anne  
WILLIAMS, Avery K.  
WIRTH, George N.\*  
WYNNE, James E.  
YOTT, Cynthia K.

**WEXFORD COUNTY**

McCURDY, David S.  
PETERSON, David R.