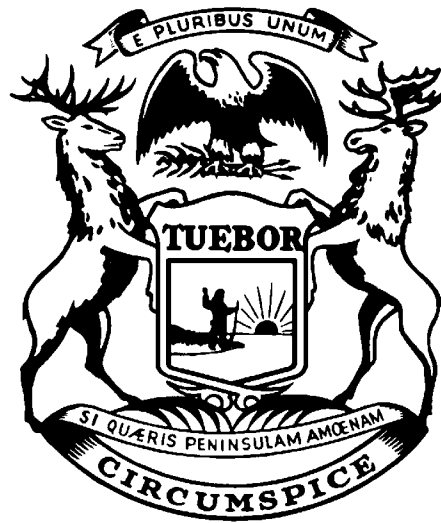


STATE OF MICHIGAN

Attorney Discipline Board and Attorney Grievance Commission

2018 JOINT ANNUAL REPORT



Attorney Discipline Board
333 W. Fort Street, Suite 1700
Detroit, MI 48226-3147
(313) 963-5553 Telephone
(313) 963-5571 Fax
www.adbmich.org

Attorney Grievance Commission
535 Griswold Street, Suite 1700
Detroit, MI 48226-3259
(313) 961-6585 Telephone
www.agcmi.org

State of Michigan Attorney Grievance Commission Annual Report

January 1, 2018 – December 31, 2018

Overview

The Attorney Grievance Commission was established by the Michigan Supreme Court on October 1, 1978, succeeding the former State Bar Grievance Board. The Commission acts as the investigative and prosecutorial arm of the Supreme Court for the discharge of its constitutional responsibility to supervise and discipline Michigan attorneys. The Commission exercises state-wide jurisdiction and is located in the city of Detroit.

Commission Composition

The Commission consists of nine members, who serve without compensation. The six lawyers and three non-lawyers are each appointed by the Michigan Supreme Court for a term of three-years. A member may not serve more than two terms.

The Commission's Chairperson and Vice-Chairperson are appointed to one-year terms by the Michigan Supreme Court. The Commission's Secretary is elected by its members.

Victor A. Fitz, III, Chairperson - term ending 10/1/19

Mr. Fitz has been the elected Cass County Prosecutor since 2004. He operated as a Senior Assistant in Muskegon from 1988-2003, concentrating on homicide and narcotics prosecutions. He also served in Tuscola County as the Chief Assistant Prosecutor. He also Chairs Michigan's Crime Victims Services Commission, is an appointee to the Governor's Council on Law Enforcement & Reinvention (CLEAR) and is past President of the Prosecuting Attorneys Association of Michigan (PAAM). He is the current President of St. Paul Lutheran Church, Cassopolis, has served as an athletics coach and is active in numerous local/state organizations.

Valerie R. White, Vice-chairperson - term ending 10/1/20

Ms. White is the Chief Assistant Prosecutor for Branch County, after having served as Chief Assistant /Assistant Prosecutor in Hillsdale County for nearly 17 years. She is a 1987 graduate of Michigan State University and a 1993 graduate of Cooley Law School. She has been married to John for 28 years and they have two daughters. In her spare time, she is active in the Kiwanis Club of Hillsdale, the First United Methodist Church, and as a 4-H Leader. She is currently on the Board of Education for the Hillsdale County

Intermediate School District and the Board of Directors for Reading Emergency ambulance service.

Latoya M. Willis, Attorney member – term ending 10/1/21

Mrs. Willis is the Lead Attorney of the Wayne County Prosecutor's Mortgage and Deed Fraud Unit where she specializes in the prosecution of criminal activity involving fraudulent real property transactions. She graduated from Western Michigan University in 1997, and earned her law degree from the University of Detroit-Mercy Law in 2002. She has worked with the Wayne County Prosecutor's Office since 2000, where she began as an intern in the Forfeiture Unit. Since that time, she has practiced throughout the Office including within the Felony Exam Unit; Felony Trial Unit, and Special Victims Unit where she prosecuted crimes committed against elder and vulnerable adults. She was appointed to the Attorney Grievance Commission in January of 2017.

Cathy Joan Pietrofesa, PHD, Lay person – term ending 10/1/21

Dr. Pietrofesa is a State Board Licensed Psychologist and a Licensed Professional counselor. Dr. Pietrofesa received her doctorate from the University of Michigan and has been in clinical practice over 30 years. She has been the co-owner of Affiliated Psychologists of Michigan for 27 years, and has been an Adjunct Professor at Wayne State University. In addition, she was part of the Employee Assistance Program for National Football League, assigned to the Detroit Lions for a number of years and has been a consultant/EAP psychologist for Plante and Moran for nearly 30 years. She is a frequent presenter at professional meetings, as well as co-author of a number of professional articles. She has been elected to several state and county-wide leadership positions in professional organizations and was a recipient of the Oakland County Counselor of the year. Dr. Pietrofesa was appointed by the Michigan Supreme Court to a three year term as a non-lawyer member of the Attorney Grievance Commission commencing January, 2016.

Jeffrey J. Sakwa, Lay person – term ending 10/1/19

Mr. Sakwa is the President of Noble Realty, Inc. He is also the President and founder of Defeat the Label, an advocacy organization dedicated to raising awareness of bullying and people with autism. Jeff serves as a Board Member on the Oakland Schools Education Foundation, is former Co-Chair of the Michigan Republican Party, and current Deputy Chair. He is a past board member of the Anti-Defamation League, Temple Shir Shalom, and the West Bloomfield Education Foundation. He received a Bachelor of Arts Degree in Accounting from Michigan State University

Cheryl A. Bush, Attorney member – term ending 10/1/20

Ms. Bush is the majority-owner and founding partner of Bush Seyferth & Paige PLLC (BSP), and handles high-stakes cases across the country. Ms. Bush is a Fellow in both the American College of Trial Lawyers and the International Society of Barristers. She is

a Senior Life Fellow of the American Board of Trial Advocates and teaches at its Trial College. She is on the Board of Directors of the Product Liability Advisory Council and is actively involved in the National Association of Minority & Women Owned Law Firms. In addition, she is proud to represent her home state by serving as the only Michigan counsel on the Network of Trial Law Firms' Board of Directors.

She earned her Juris Doctor, *cum laude*, from the University of Michigan Law and her Bachelor of Arts in English, *magna cum laude*, from Wayne State University.

Thomas G. Kienbaum, Attorney Member – term ending 10/1/20

Mr. Kienbaum has over 45 years' experience representing employers nationally in significant labor and employment disputes. He served as President of the State Bar of Michigan, the Metropolitan Detroit Bar Association, and the Barrister's Association. Mr. Kienbaum was appointed by the Supreme Court to the Attorney Discipline Board in 2007, where he served for six years, including as Chair. In 2017 the Supreme Court appointed him, for a three-year term, to the Attorney Grievance Commission. Mr. Kienbaum graduated *magna cum laude* from Wayne State University Law School in 1968, having served on its Law Review, and was awarded the "Order of the Coif." He graduated from the University of Michigan in 1965. Mr. Kienbaum was born in Berlin, Germany, and immigrated to the United States in 1957. He is fluent in German.

James Webb, Attorney Member – term ending 10/1/20

Mr. Webb retired from the insurance business in July 2017 after a 46 year career. He was a Property Underwriter for USF&G, and a Risk Manager at Masco, the Budd Company, and Republic Steel Corporation. During the last 36 years, he was an Insurance Agent with Aon Risk Solutions where he concluded his career as Chairman of the Michigan Corporation. Mr. Webb holds an AA Degree in Business Administration from the College of the Sequoias, BBA and MBA Degrees from Eastern Michigan University. He is Chairman of the Board of Trustees at Eastern Michigan University. He also is a board member of the Michigan Property and Casualty Guaranty Association. Mr. Webb also sits on the board of F.D.I. Insurance Company in Dublin, Ireland.

Mary Chartier, Attorney Member – term ending 10/1/20

Mary Chartier is a criminal defense litigator and founding partner of Chartier & Nyamfukudza, P.L.C. She litigates throughout the state, including practicing in federal court. Mary's criminal defense experience is extensive. She has served as lead counsel in numerous cases. She has represented clients accused of white collar crimes, such as health care fraud, mortgage fraud, and money laundering, as well as clients accused of drug dealing, crimes against the United States, human rights violations, bank robbery, criminal sexual conduct, and homicide. She recently was the leader of a team that exonerated a man who was wrongfully imprisoned for 9 years. She presents nationally on issues related to criminal defense, and she has been named a 2018 Leader in the Law by Michigan Lawyers Weekly.

The Grievance Administrator's Staff

The Grievance Administrator and Deputy Administrator are appointed by the Supreme Court pursuant to MCR 9.109. The Grievance Administrator is empowered under MCR 9.111 to hire legal and support staff, with the approval of the Commission. During the year 2018, the Grievance Administrator supervised a staff of thirteen attorneys, three investigators, and seventeen administrative and clerical staff. Additionally, the Commission accepts law students for a legal intern program in connection with their respective law schools.

Commission Procedures

The grievance and discipline process is governed by Subchapter 9.100 of the Michigan Court Rules. The disciplinary process is normally initiated when a Request for Investigation is filed with the Attorney Grievance Commission against an attorney, or when the Grievance Administrator commences an investigation in his/her own name.

Upon the filing of a Request for Investigation, the Grievance Administrator determines whether there exists a *prima facie* allegation of professional misconduct. The Request for Investigation may be rejected by the Grievance Administrator after preliminary investigation and/or analysis by the Intake Unit, or it may be assigned to a staff counsel for a full investigation. Common investigative procedures include legal research and analysis, witness interviews, and/or the procurement of court records or banking records. When such an investigation is concluded, the Grievance Administrator must submit the investigative file to the Commission for its review and disposition.

In each investigative file referred to the Commission, the Grievance Administrator may recommend to the Commission that: (1) the matter be closed as there is insufficient evidence of professional misconduct; (2) the Respondent attorney be placed on contractual probation, a diversion program where minor misconduct is significantly related to alcohol or other substance abuse, or other impairment, pursuant to MCR 9.114(C) (3) the Respondent attorney be admonished under MCR 9.114(B), a confidential disposition requiring the attorney's consent or (4) authority be granted to file a formal complaint against the Respondent attorney for allegations of professional misconduct pursuant to MCR 9.114(A)(2). The Grievance Administrator must inform the Complainant and the Respondent of the final disposition of every Request for Investigation MCR 9.114(F).

Investigations

During 2018, the Commission docketed **1894** Requests for Investigation [grievances]. This number includes **239** Requests for Investigation generated under the Trust Account Overdraft Notification (TAON) rule, which requires notification to the Grievance Administrator by a financial institution when an attorney has overdrawn his or her client trust account. The Commission received nearly **20,000** phone calls in the year 2018.

Appendix A (page 19 of this report) includes a 10-year comparison of the Requests for Investigation filed since 2009.

Table 1 (below) compares the final disposition of the grievances resolved by the Grievance Administrator or the Commission in 2018 compared to 2017. In 2018, the Commission received **1894** grievances. The **1894** dispositions in 2018 included **1107** grievances dismissed by the Grievance Administrator pursuant to MCR 9.112(C)(1)(a) and MCR 9.114(A)(1); **227** grievances closed by the Commission; **92** admonitions issued by the Commission; **27** contractual probations approved by the Commission; **97** individual grievances approved by the Commission for the filing of a formal complaint; **15** judgments of conviction were authorized for formal action.

Table 1 – Disposition of Grievances, 2017 and 2018.

	2017	2018
Total Grievances Received	1944	1894
Total Grievances Disposed	1738	1615
Rejected by the GA or Closed in Intake	1541	1107
Total Disposed of by the Commission after full investigation	492	524
Closed by the Commission	197	248
Admonishments	97	92
Contractual Probation	31	27
Approved for Formal Complaints	101	112
Approved for Judgment of Conviction	18	15

The dispositions of grievances for a particular year are not necessarily dispositions of all grievances filed for that year. The dispositions for 2018 included grievances filed before January 1, 2018, and some of the grievances filed during the year were pending on January 1, 2018.

AGC CASE SUMMARIES

Grievance Administrator: Alan M. Gershel

Grievance Administrator v Ralph Kimble, II, ADB Case No. 18-49-GA

Based on the stipulation of the parties, a hearing panel found that respondent committed professional misconduct in his position as the Branch County Prosecutor by sexually harassing and/or by failing to treat several employees of the Branch County Prosecutor's Office, Circuit Court and the Friend of the Court with courtesy and respect. The stipulation called for a suspension of 180 days and his resignation as the Prosecutor.

The panel found that respondent engaged in conduct that violated a criminal law, MCL 750.520e (fourth-degree criminal sexual conduct), in violation of MCR 9.1 04(5); engaged in conduct that involved a violation of the criminal law where such conduct reflected adversely on the lawyer's honesty, trustworthiness, or fitness as a lawyer, in violation of MRPC 8.4(b); and failed to treat with courtesy and respect all persons involved in the legal process and failed to take particular care to avoid treating such persons discourteously because of a person's race, gender, or other protected personal characteristic, in violation of MRPC 6.5(a).

Senior Associate Counsel: Stephen P. Vella

Grievance Administrator v Harold C. MacDonald, ADB Case No. 17-59-GA

Respondent was disbarred for misappropriating client funds in two separate, unrelated, decedent estates of a combined total of a \$143,023.38. Respondent misappropriated the funds, then loaned them to an acquaintance with the expectation that he would then be paid a very high interest rate. The funds were never returned and the interest rate was never paid. In addition to the order of disbarment, the Attorney Discipline Board ordered that Respondent had forfeited his attorney fees totaling \$10,290.25 as a result of his misconduct. The Attorney Discipline Board also ordered Respondent to pay the rental fees for the off-site storage of his client files, on a monthly basis, from the date of the order of disbarment until such time as the client files were transferred to successor counsel or returned to the clients.

Senior Associate Counsel: Rhonda S. Pozehl

Grievance Administrator v Jonathan S. Baker, ADB Case No. 18-84-GA

Baker stipulated to a suspension for 179 days and a requirement that he attend the Tips and Tools For a Successful Practice Workshop and the seminar titled, "Lawyer Trust Accounts: Management Principles and Recordkeeping Resources, after admitting to commingling funds in his IOLTA account. The parties stipulated that Respondent's cooperation in the proceedings was a mitigating factor.

Senior Associate Counsel: Emily A. Downey

Grievance Administrator v Jason P. Ronning, ADB Case No. 18-12-GA

On January 18, 2018, a Formal Complaint was filed against Respondent. He was charged with neglect, failure to communicate with his client, failure to act with reasonable diligence, and failure to refund an unearned fee in a civil matter. Respondent also failed to answer the Request for Investigation and additional attempts at communication by the Attorney Grievance Commission. A default was entered against Respondent for his failure to answer the Formal Complaint. However, Respondent appeared and testified at the hearing on March 29, 2018. On May 10, 2018, the hearing panel entered an order suspending Respondent's license to practice law for a period of 180 days, together with \$1,000 restitution to his client.

Grievance Administrator v Paul F. Condino, ADB Case No. 17-149-GA

On December 11, 2017, an eight-count Formal Complaint was filed against Respondent. Respondent was charged with neglecting multiple client matters, failing to act with reasonable diligence, engaging in dishonest conduct, failing to promptly notify or pay a client when funds were received, and frequently failing to refund unearned fees. Respondent entered into a Stipulation for Consent Discipline admitting the factual statements in the Formal Complaint. On August 6, 2018, the hearing panel entered an order suspending Respondent's license for a period of 3 years, and ordering him to pay \$55,524 in restitution to 16 clients. The hearing panel's report also noted that Respondent will not be eligible to petition for reinstatement unless he has made restitution in full and provided proof of restitution to the Attorney Discipline Board and the Attorney Grievance Commission.

Senior Associate Counsel: Kimberly L. Uhuru

Grievance Administrator v Terry Price, ADB Case No. 16-142-GA

The respondent was retained and paid \$9,000 to represent a long-time client in criminal proceedings. Respondent filed an appearance and appeared at the preliminary examination. Upset that he did not receive additional payment from the client, Respondent refused to appear for trial in Kent County, thus delaying the trial and causing the trial to show cause him. Respondent also did not appear for the show cause hearing, resulting in a bench warrant being issued against him. Respondent received a 300-day suspension. Reinstatement is conditioned upon repayment of the \$9,000 retainer and resolution of the bench warrant.

Grievance Administrator v Mark A. Chaban, ADB Case No. 15-151-GA

Respondent interfered with a court-ordered eviction, lied to judges in the case about the eviction, and engaged in frivolous appeals of the eviction order. Respondent received a one-year suspension and was ordered to pay approximately \$31,000 in restitution to

opposing counsel (representing Respondent's unpaid sanctions in the land-lord tenant matter). The Attorney Discipline Board affirmed the suspension and restitution on appeal, finding that "respondent is a danger to the public, the courts, and the legal process."

Grievance Administrator v Mickey Larson, ADB Case No. 17-111-GA

Respondent failed to advise a client regarding her right to appeal a dismissal of her federal lawsuit, and in separate matter, neglected discovery and pre-trial proceedings. Respondent was found in contempt of court due to several missed hearings and a bench warrant was issued. Respondent received a 180-day suspension and was required to seek counseling and therapy as a condition of his reinstatement.

Senior Associate Counsel: Dina P. Dajani

*Grievance Administrator v Scott Hess, ADB Case No. 18-53-JC and
Grievance Administrator v Craig Hilborn, ADB Case No. 18-70-JC*

In these companion cases, the Respondents, who were co-conspirators in a criminal matter, were convicted by guilty pleas of two counts of wire fraud (felonies) each in the United States District Court for the Eastern District of Wisconsin in April 2018. On the basis of these felony convictions, disciplinary proceedings were initiated against them. The convictions arose out of scheme devised by Hess. Hess complained to Hilborn, a longtime friend, that he was overworked at his company. Beginning in mid-2000 and continuing through mid-2015, Hilborn would "bill" the company where Hess worked for legal work actually done by Hess or other outside counsel. Hess, in his capacity as in-house counsel, would then approve the bills and cause the company to pay the invoices to Hilborn's law firm.

Hess and Hilborn split the proceeds of the payments by two-thirds and one-third, respectively. Over the fifteen-year time period, the respondents defrauded the company of more than \$4.7 million. Following their convictions, judgment of conviction actions were initiated against both the respondents. Although Respondent Hilborn had resigned his State Bar membership effective April 3, 2018, which pre-dated the conviction date, a judgment of conviction action was initiated because the resignation did not deprive the Commission of jurisdiction. Respondent Hess agreed to a disbarment, which was approved by the hearing panel. Respondent Hess was disbarred effective April 26, 2018, the date of his felony convictions. Likewise, Respondent Hilborn agreed to disbarment, which was approved by the hearing panel. Respondent Hilborn was disbarred effective April 3, 2018, the date of his resignation from the State Bar.

Senior Associate Counsel: John K. Burgess

Grievance Administrator v. Marvin Barnett, ADB Case Nos. 16-97-GA; 16-118-GA

Respondent was charged with a conflict of interest in the first matter and violations of an order of discipline in the second matter wherein he organized a “shadow” firm comprised of non-lawyers to continue practicing law while suspended. Both matters, the second in particular, were heavily litigated cases with the Formal Complaint alleging the more serious misconduct spanning 8 days of testimony and arguable including sanction hearings. Nearly sixty exhibits were introduced in the matters combined. In the first matter, Respondent was suspended for 18 months, a significant sanction for a one-count conflict case. Respondent was disbarred in the second matter. This case also included a circuit court contempt filing in which a Permanent Injunction was issued against Respondent.

Grievance Administrator v. Marcellus Long ADB Case No. 18-44-JC

Respondent was convicted of mail fraud in the Oakland County Circuit Court due to his receipt and use of his IOLTA account in depositing third party funds for a fraudulent investment venture. Despite there being no actual proof that Respondent had knowledge of the full extent fraudulent enterprise throughout, the Panel nonetheless disbarred Respondent for depositing and distributing funds to the organizer of the fraudulent enterprise due to his knowledge that such funds were being reported to the unknowing participants as being investment returns when they were in fact merely payments from other victims. Respondent sought a three year suspension but the Panel was persuaded that Respondent’s conduct was knowing and intentional and ordered his license revoked.

Associate Counsel: Charise L. Anderson

Grievance Administrator v Hussian Saleh, ADB Case Nos. 17-131-AI; 18-52-JC

This matter concerned a Notice of Filing of Judgment of Conviction filed in May 2018, based on Respondent’s guilty plea in *United States of America v Hussian Ali Saleh*, United States District Court, Eastern District of Michigan, Case No. 17-CR-20541. Respondent was convicted of Conspiracy to Obtain a United States Passport by False Statement. The factual basis of Respondent’s guilty plea was set out in a Rule 11 Plea Agreement. In summary, that agreement stated that Respondent was retained to obtain a passport for the minor child of his client.

The law requires that a minor child under age 16 must apply in person with their parents. As a result, a document must be filled out with the US Passport Agency Department of State in which both parents must appear and sign, or the absent parent may complete an affidavit asserting that they acknowledge that the child will obtain a passport. Respondent assisted in the completion of the affidavit, despite having never contacted the other parent. The signature of the absent parent was forged and Respondent found a former employee to notarize the affidavit fraudulently. When the

client submitted the documents to the Passport Agency, irregularities were found. Respondent assisted in the completion of a second set of documents, which also included a forged signature. The Department of State took issue with those documents and requested a court order. Respondent obtained what was later deemed an invalid court order. The passport application was denied. Respondent later provided false statements to the investigating officers about the circumstances surrounding the passport application.

An Order of Suspension with Conditions (By Consent) was entered in September 2018, suspending Respondent from the practice of law for 35 months effective October 31, 2017, the effective date of Respondent's interim suspension. Respondent must also attend three continuing legal education courses and complete fifteen hours of community service.

Grievance Administrator v Scott William Neal, ADB Case Nos. 17-73-AI; 17-88-JC

This matter concerned a Notice of Filing of Judgment of Conviction filed in August 2017, based on Respondent's guilty plea in *People v Scott William Neal*, Macomb County Circuit Court Case No. 2017-000943-FH. Respondent was convicted, upon entering a no contest plea for assault with a dangerous weapon. The factual basis for the no contest plea was set out in the warrant request. In summary, that request stated that Respondent had a verbal confrontation which led to Respondent threatening another individual with a handgun. An Order of Suspension with Conditions (By Consent) was entered in March 2018, suspending Respondent for one year effective May 15, 2017, the effective date of Respondent's interim suspension.

Senior Associate Counsel: Sarah C. Lindsey

Grievance Administrator v David M. Kipley, ADB Case No. 17-7-GA

A hearing panel determined that Respondent David Kipley committed professional misconduct when, as conservator, he donated \$100,000 of the estate's funds to a charity on which Respondent sat on the board of directors. Respondent did not obtain court approval, which was required by the letters of authority issued by the court. Respondent also drafted a will for his client, making a bequest to himself of \$40,000, which had been paid. The panel also determined he collected an excessive fee as conservator and failed to respond to requests for information from the Grievance Administrator. The hearing panel determined that Respondent committed the following misconduct: collected a clearly excessive fee, in violation of MRPC 1.5(a); represented a client when the representation was materially limited by his own interests, in violation of MRPC 1.7(b); prepared a will which bequeathed himself a substantial gift from his client, in violation of MRPC 1.8(c); knowingly disobeyed an obligation of the rules of a tribunal, in violation of MRPC 3.4(c); knowingly failed to respond to a lawful demand for information, in violation of MRPC 8.1(a)(2); committed multiple violations of the Estate and Protective Individuals Code; and violated MCR 9.104(1)-(3).

Respondent was suspended for a period of four years, effective February 2, 2018, and he was ordered to repay \$95,980 in restitution to the estate. The restitution included the \$40,000 bequest that Respondent received in violation of the rules of professional conduct.

Grievance Administrator v Michael A. Capuzzi, ADB Case No. 17-65-JC

Respondent Michael Capuzzi was suspended from the practice of law for 90 days, effective April 2, 2018, and ordered to continue in treatment during that time with a qualified anger management professional. The sanction was based on Respondent's conviction of two counts of misdemeanor assault and one count of malicious use of a telecommunications device, also a misdemeanor. The charges stemmed from Respondent's assault of a woman who he had dated, as well as his repeated contact with the victim after the assault, in violation of the a no contact order. The hearing panel determined, "respondent's actions constituted a pattern of attempts to interfere with the witness, and are contrary to the lawyer's obligation to uphold the administration of justice." (Hearing Panel Report, at 7). Further, the use of the phone arose out of a selfish motive, calculated to convince the witness to stop cooperating with the prosecution. As such, Respondent "tried to interfere with the administration of justice and thus violated his duty to promote justice, not subvert it." Finally, the panel agreed that "repeated contact with a victim in a criminal matter in violation of a court order must require condemnation by the profession." (*Id.*). The panel found several mitigating factors applied, but concluded that the "factors of remorse, a clean record, fear of prosecution, and overwhelming emotional upset cannot outweigh the seriousness of the breach of professional duty before us." (*Id.* at 8).

Grievance Administrator v Kenneth S. Karasick, ADB Case No. 18-77-GA

Respondent Kenneth Karasick was disbarred from the practice of law, effective December 5, 2018, and ordered to pay \$1,750 in restitution. The hearing panel determined that Respondent intentionally and knowingly violated a prior disciplinary order when he accepted payment to represent a client and continued to practice law after the period of a prior suspension order. Specifically, the panel concluded Respondent practiced law after the period of his suspension, in violation of MCR 9.119(E)(1), had contact with clients after the period of his suspension, in violation of MCR 9.119(E)(2), and held himself out as an attorney after the period of his suspension, in violation of MCR 9.119(E)(4). The panel also determined that Respondent neglected a legal matter entrusted to the lawyer, in violation of MRPC 1.1(c); failed to act with reasonable diligence and promptness in representing a client, in violation of MRPC 1.3; knowingly disobeyed an obligation under the rules of a tribunal, in violation of MRPC 3.4(c); practiced law in a jurisdiction in violation of the regulation of the legal profession in that jurisdiction, in violation of MRPC 5.5(a); engaged in conduct involving dishonesty, fraud, deceit, misrepresentation, or violation of the criminal law, where such conduct reflects adversely on the lawyer's honesty, trustworthiness, or fitness as a lawyer, in violation of MRPC 8.4(b), as well as violations of MCR 9.104(1)-(3).

Associate Counsel: Jordan Paterra

Grievance Administrator v Michael L. Kalis, ADB Case No. 17-150-GA

On December 12, 2017, the Grievance Administrator filed a formal complaint against Respondent alleging that Respondent misappropriated funds while he was a trustee and personal representative of the Michael and Libby Medichkos trust and estate. On June 5, 2018, a week before the misconduct hearing was to take place, the Grievance Administrator and Respondent filed a stipulation for consent discipline. In the stipulation, Respondent pleaded no contest to the allegations of misappropriation and consented to revocation of his law license.

As part of the stipulation, Respondent requested that the hearing panel conduct a hearing to determine the appropriate amount of restitution. On June 12, 2018, the parties appeared for a hearing. The hearing panel questioned Respondent about the stipulation. At the hearing, Respondent agreed to an immediate interim disbarment, effective June 12, 2018. The hearing panel entered the order on that date. The parties appeared for a restitution hearing on October 1, 2018. At that hearing, the Grievance Administrator requested that Respondent pay \$164,145.56 in restitution. Respondent requested an offset of \$16,437, based on quantum merit. The hearing panel denied Respondent's request, and ordered that Respondent pay \$164,145.56 in restitution. On November 7, 2018, the hearing panel issued its misconduct and sanction report, officially disbarring Respondent from the practice of law.

Grievance Administrator v Celia B. Washington, ADB Case Nos. 18-2-AI; 18-80-JC

A judgment of conviction and stipulation for consent discipline was filed against Respondent on July 31, 2018, after Respondent pleaded guilty to conspiracy to violate 18 USC 666 (theft or bribery concerning programs receiving federal funds), in violation of 18 USC 371 and 666(a), a felony, on January 2, 2018. Respondent was automatically suspended on January 2, 2018. The underlying guilty plea related to events in 2015, when Respondent was employed as a legal advisor to the Chief of the Detroit Police Department. Part of Respondent's job responsibilities included providing advice to the officer in the Detroit Police Department who was acting as the liaison to private towing companies.

In or about February 2015, an owner of multiple towing companies, which held towing permits in the City of Detroit, met with Respondent. During the meeting, the owner gave Respondent approximately \$3,000 to \$4,000 cash in an envelope. Respondent knew that one of the reasons that the owner was giving the defendant this money was to influence and reward Respondent in connection with the police department's consideration of the distribution of permits to towing companies. The owner hoped that Respondent would provide official assistance in securing a favorable rotation of towing companies for the owner. Respondent accepted the money and did not pay the owner back. In the plea agreement, Respondent maintained that she accepted the money from the owner as a loan, which she intended to pay back, and that when she accepted the money from the owner, she never intended to assist the towing owner with his rotations, and she did not

do so. In the discipline proceedings, the Grievance Administrator and Respondent submitted a consent discipline for a 54-month suspension. After initial concerns by the hearing panel that the suspension was not long enough, the hearing panel conducted a hearing on the consent discipline, ultimately accepted the consent discipline, and suspended Respondent for 54 months, which retroactively began on January 2, 2018, the date of Respondent's automatic suspension.

Grievance Administrator v Bart R. Frith, ADB Case No. 18-103-GA

On September 6, 2018, the Grievance Administrator filed a formal complaint against Respondent alleging that, in Respondent's capacity as a court-appointed attorney through the Michigan Appellate Assigned Counsel System (MAACS), Respondent neglected and failed to communicate with a significant number of clients, violating the Michigan Rules of Professional Conduct and the MAACS Minimum Standards for Indigent Criminal Appellate Defense Services. Also on September 6, 2018, the parties filed a stipulation for consent discipline. With the consent discipline stipulation, Respondent admitted to the factual allegations of neglect and the majority of the misconduct allegations. Respondent consented to a one-year suspension. On October 23, 2018, the hearing panel approved the stipulation for consent discipline and suspended Respondent for one year, effective November 1, 2018.

Associate Counsel: Michael K. Mazur

Grievance Administrator v Todd R. Branch, ADB Case No. 18-11-GA

Respondent was suspended for his failure to appear at a disciplinary hearing, effective December 14, 2018, and pursuant to MCR 9.115(H)(1). The formal complaint in the underlying hearing had two counts: first, that the Law Society of Ontario had revoked Respondent's Ontario law license for a number of reasons, including practicing while suspended and failing to participate in the Ontario disciplinary process, which reflects poorly on the legal profession even outside Ontario, and second, that Respondent failed to acknowledge or answer the Michigan request for investigation filed against him. This case was unique because Canadian disciplinary orders cannot be used for reciprocal discipline under MCR 9.120. Respondent's failure to participate in the Michigan disciplinary hearing, combined with a number of aggravating factors, led to a Michigan order of disbarment in early 2019.

Grievance Administrator v Mark G. Pritzlaff, ADB Case No. 18-92-GA

Respondent faced a formal complaint alleging two separate counts of repeatedly misleading clients about the status of their cases, and a count of failing to answer two requests for investigation. Respondent defaulted but successfully set his default aside. An October 2018 disciplinary hearing was rescheduled because of a "medical emergency" detailed in an emergency motion filed by Respondent. At the December 2018 hearing, Respondent was asked by the hearing panel to provide medical records related to his medical emergency along with his defense to the formal complaint. Respondent

appeared at the hearing, but before it began, he fell to the ground and was carried away on a stretcher. Because a medical incident prevented him from participating in the hearing, Respondent was suspended on an interim basis pursuant to MCR 9.115(H)(2), effective December 11, 2018, while proceedings continue.

Prosecutions and Other Litigation

A. Proceedings before Hearing Panels of the Attorney Discipline Board.

When the Commission authorizes that a prosecution be commenced, a formal complaint is filed with the Attorney Discipline Board (ADB) setting forth the alleged misconduct, pursuant to MCR 9.115. The matter is scheduled before a hearing panel of three volunteer lawyers appointed by the ADB. Upon the conclusion of the hearing, the panel must issue an order dismissing the complaint or impose public discipline, which may include probation, reprimand, license suspension or disbarment. The Grievance Administrator filed **97** formal complaints in 2018, compared to **83** filed in 2017. Appendix A (page 19) includes a 10-year comparison of the formal complaints filed with the Attorney Discipline Board.

The Grievance Administrator is also empowered by MCR 9.120 to initiate Judgment of Conviction (JOC) proceedings against attorneys who are convicted of a crime. These proceedings are show cause proceedings in which the level of discipline is the principal issue. Attorneys who are convicted of a felony are automatically suspended from the practice of law until a hearing panel of the ADB has issued a final order of discipline. Attorneys who are convicted of misdemeanors are not automatically suspended. The Grievance Administrator will regularly file a JOC proceeding for a felony conviction, while exercising discretion to initiate a JOC proceeding for a misdemeanor conviction. The Administrator filed **33** new matters in 2018 based on an attorney's criminal convictions, compared to **34** convictions filed in 2017.

Attorneys who are disciplined in other jurisdictions (state or federal) will be subject to a reciprocal discipline proceeding initiated by the Grievance Administrator pursuant to MCR 9.120(C). These proceedings, like JOC proceedings, resemble a show cause proceeding in which the principal issues are whether the attorney received due process in the underlying litigation and whether a comparable discipline should be imposed. Reciprocal proceedings were instituted in **8** cases in 2018, compared to **10** in 2017.

The Grievance Administrator is also a participant in ADB reinstatement proceedings initiated by attorneys who have been suspended for more than 180 days or were disbarred, in accordance with MCR 9.124(C). The burden of proof is on the attorney to establish his or her fitness by clear and convincing evidence. In those cases, the Grievance Administrator must conduct an investigation and file a written report with the hearing panel. The Grievance Administrator may contest the petitioner's eligibility for reinstatement. Twelve (**12**) state reinstatement petitions were filed in 2018, compared to eleven (**11**) in 2017.

The Grievance Administrator may seek an order from the ADB declaring that an attorney is incapacitated to continue the practice of law because of mental or physical infirmity or disability, or because of addiction to drugs or intoxicants, either by filing proof that the attorney has been judicially declared incompetent or by alleging incapacity in a complaint to be adjudicated by a hearing panel. The Grievance Administrator instituted **0** such proceedings in 2018, compared to **4** in 2017. In addition, there were **11** miscellaneous filings with the ADB, which include Motion for Order to Show Cause, or Motion to Quash Subpoena.

B. Appeals and Other Proceedings.

Review by the Attorney Discipline Board:

The Grievance Administrator, as well as the Respondent attorney and the Complainant, may file a petition with the Attorney Discipline Board seeking review of the hearing panel's decision. During the year 2018, the ADB ruled on **20** petitions for review following briefing and oral arguments presented by the Grievance Administrator and the Respondent. The Grievance Administrator, the Respondent, and the complainant may appeal a decision by the Attorney Discipline Board to the Supreme Court which may, in its discretion grant leave to appeal.

Appeals to the Supreme Court:

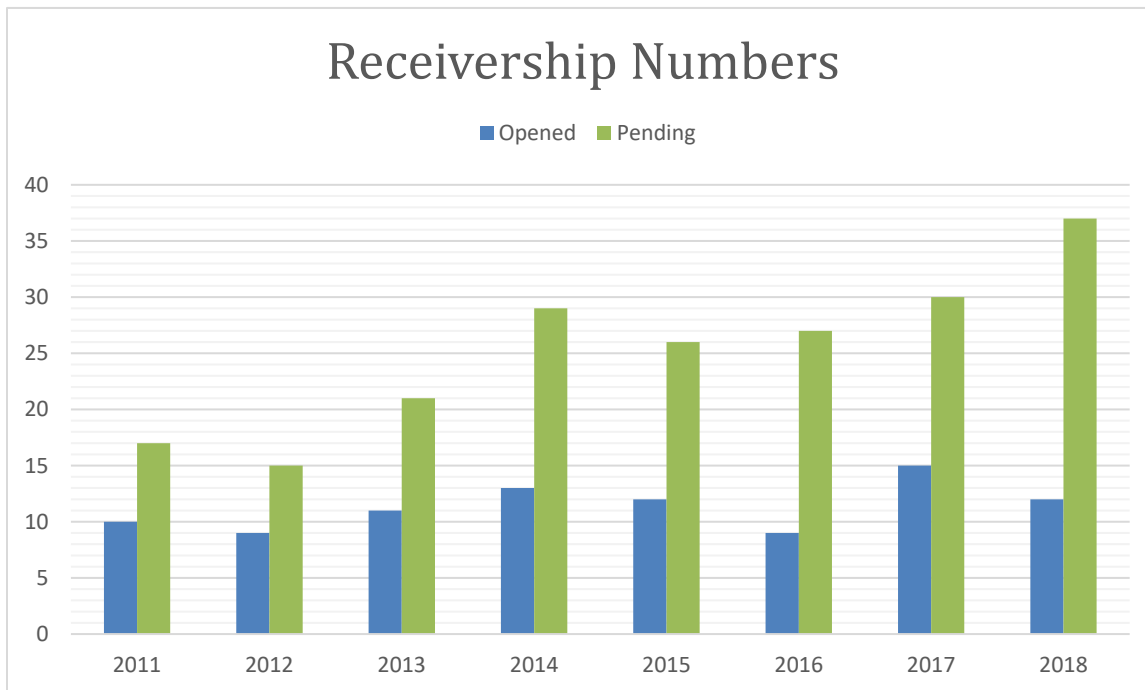
The Grievance Administrator is a party in complaints for superintending controls filed with the Michigan Supreme Court by complainants who disagree with the decisions of the Grievance Administrator or the Commission to reject or close an investigative file. The Grievance Administrator filed an appearance in **4** matters filed with the Supreme Court in 2018. In addition to the complaints for superintending control filed, there were **6** applications for leave to appeal with the Supreme Court.

Reconsideration:

Apart from the formal review or appeal processes, the Grievance Administrator has a long-standing policy of accepting requests for reconsideration of files dismissed through the Intake Unit. This process acts as a quality control measure while providing further accountability to complainants. Upon the receipt of a request for reconsideration, the Deputy Administrator will review the file and determine whether an issue or a relevant fact was overlooked by the Intake Unit, or whether new information has been provided that could change the analysis or outcome of the matter. If such information is provided, the file may be reopened for further investigation.

Receiverships:

Under MCR 9.119(G), if an attorney leaves the practice of law (whether or not for disciplinary reasons), disappears, or dies and there is no person capable of conducting the attorney's affairs, the Grievance Administrator may file a petition for receivership with the circuit court in the county where the attorney maintained his or her office. In those cases, the Grievance Administrator acts as receiver or co-receiver with the assistance of a local attorney, and must undertake a work-intensive process that includes cataloging and prioritizing the abandoned files, contacting clients, courts and opposing parties if there is a pending matter, and taking other action in order to protect the interests of clients. The Grievance Administrator opened **12** new receivership files in 2018, compared to **15** new receivership files in 2017. **5** receiverships were closed during the year 2018 compared to **19** in 2017. **37** open receivership files were pending at the end of 2018 compared to **30** 2017.



Federal Court Proceedings:

The Grievance Administrator may be requested to participate in discipline or reinstatement proceedings in a federal district court. For example, the District Court of the Eastern District of Michigan regularly appoints the Grievance Administrator as an interested party in reinstatement proceedings involving lawyers who have been suspended from practice under the local rules of that court. In 2018, the Administrator appeared in **2** discipline or reinstatement proceedings conducted in the U.S. District Court for the Eastern District.

Funding

The Attorney Grievance Commission receives no public funds. The Commission and the Attorney Discipline Board are funded primarily from the discipline portion of the mandatory dues paid by all active members of the State Bar of Michigan. In 2018, annual dues for active members were **\$315**, of which **\$120** was specifically allocated to the two discipline agencies. For the fiscal year, which ended September 30, 2018, the combined approved operating expenses of the Attorney Grievance Commission and the Attorney Discipline Board were **\$5,241,431**. The Attorney Grievance Commission's approved operating expenses for the fiscal year 2018 were **\$4,026,793**.

For further information regarding the Attorney Grievance Commission, please contact:

Attorney Grievance Commission
535 Griswold St., Suite 1700
Detroit, MI 48226-3259
Telephone: (313) 961-6585

www.agcmi.org



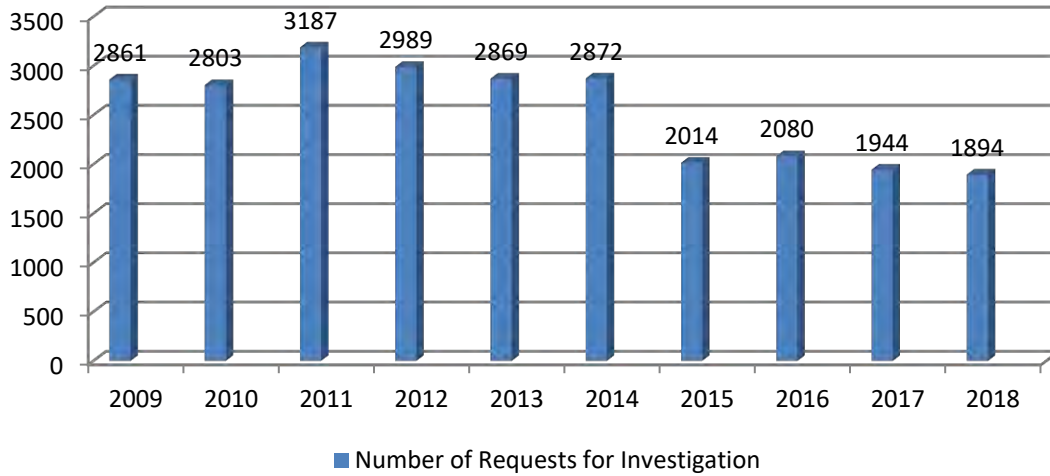
Alan M. Gershel
Grievance Administrator



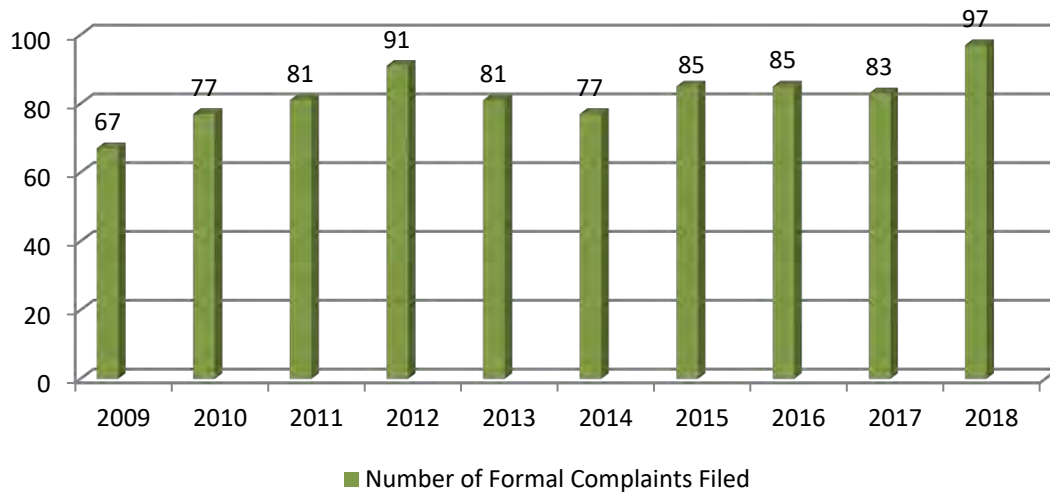
Victor A. Fitz
Chairperson, AGC

Appendix A

2009-2018 AGC 10-Year Comparison Chart Requests for Investigation



2009-2018 AGC 10-Year Comparison Chart Formal Complaints Filed



2018

State of Michigan Attorney Discipline Board

ANNUAL REPORT
JANUARY 1, 2018 - DECEMBER 31, 2018

ATTORNEY DISCIPLINE BOARD
333 W. FORT STREET, SUITE 1700
DETROIT, MI 48226-3147
(313) 963-5553 TELEPHONE
(313) 963-5571 FAX
www.adbmich.org

TABLE OF CONTENTS

BOARD MEMBERS

REV. MICHAEL MURRAY
CHAIRPERSON

JONATHAN E. LAUDERBACH
VICE-CHAIRPERSON

BARBARA WILLIAMS FORNEY
SECRETARY

JAMES A. FINK

JOHN W. INHULSEN

KAREN D. O'DONOGHUE

MICHAEL B. RIZIK, JR.

LINDA S. HOTCHKISS, MD

ANNA FRUSHOUR

BOARD STAFF

MARK A. ARMITAGE
EXECUTIVE DIRECTOR &
GENERAL COUNSEL

WENDY A. NEELEY
DEPUTY DIRECTOR

KAREN M. DALEY
ASSOCIATE COUNSEL

SHERRY MIFSUD
OFFICE ADMINISTRATOR

ALLYSON M. PLOURDE
CASE MANAGER

OWEN MONTGOMERY
CASE MANAGER

JULIETTE M. LOISELLE
RECEPTIONIST

BOARD MEMBERS.....	i
BOARD STAFF.....	i
ORGANIZATION AND COMPOSITION	1
STAFF	1
OFFICE AND HEARING FACILITY	1
VOLUNTEER HEARING PANELISTS	1
HEARING PANEL PROCEEDINGS	2
BOARD REVIEW & OTHER ACTIONS	2
Board Actions 2018.....	3
NEW CASES FILED	3
Table 1 - New Cases Filed, 2008 - 2018	4
FINAL DISPOSITIONS	4
Table 2 - Discipline Orders Issued, 2008 - 2018	4
DISCIPLINE BY CONSENT	5
TYPES OF MISCONDUCT RESULTING IN DISCIPLINE	5
REINSTATEMENTS	7
PENDING CASELOAD	7
Year-End Caseloads 2017 - 2018.....	7
FUNDING AND EXPENSES.....	7
Table 3 - ADB Expenses 2017 - 2018 Fiscal Year	8
WEBSITE	8
 <u>APPENDICES</u>	
APPENDIX A - Annual Activity Report	9
APPENDIX B - Types of Misconduct Resulting in Discipline	10
APPENDIX C - Disciplined Attorneys by Type of Discipline - 2018.....	13
APPENDIX D - Attorney Discipline Board Comparative Statement of Expenses ..	17
APPENDIX E - Board Member Biographies	18
APPENDIX F - 2018 Hearing Panel Roster	21

**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, 2018, Louann Van Der Wiele of Grosse Pointe Shores completed her second term as a member of the Board. Ms. Van Der Wiele served as the Board's Chairperson from January 14, 2016 to September 30, 2018 with distinction. The public, the courts and the legal profession have greatly benefitted from Ms. Van Der Wiele's wisdom, dedication and leadership. She will be missed by her colleagues on the Board and by the staff.

Lawyer member Anna Frushour of Ann Arbor was appointed by the Supreme Court to a term ending September 30, 2021. 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, 2019, are: Reverend Michael Murray of Okemos, Chairperson; Jonathan E. Lauderbach of Midland, Vice-Chairperson; and Barbara Williams Forney of Okemos, Secretary.

STAFF

Michigan Court Rule 9.110(E)(1) authorizes the Attorney Discipline Board to appoint an attorney as its general counsel and executive director. The Board's full-time staff for 2017 consisted of: Mark A. Armitage, Executive Director and General Counsel; Wendy A. Neeley, Deputy Director; Karen M. Daley, Associate Counsel; Sherry Mifsud, Office Administrator; Allyson M. Plourde, Case Manager; Owen Montgomery, Case Manager; and Juliette M. Loiselle, Receptionist.

**OFFICE AND
HEARING
FACILITY**

The Attorney Discipline Board is located at 333 W. Fort St., Suite 1700, Detroit, Michigan (between Washington Blvd. and Cass Ave.). 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 approximately 350 attorneys appointed to serve on three-member hearing panels. Hearing panelists are currently located in 35 of Michigan's 83 counties. The 2018 hearing panelist roster is attached as Appendix F. The Board seeks to appoint attorneys as panel members with diverse backgrounds and who represent a broad range of professional experience. 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.

HEARING PANEL PROCEEDINGS

Complaints submitted 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.

Proceedings before the Attorney Discipline Board or its hearing panels may also be commenced with the filing by the Grievance Administrator of a judgment showing the conviction of a Michigan attorney, the filing of an order of discipline in another jurisdiction, a petition for transfer of an incapacitated attorney to inactive status, or a petition seeking to increase discipline for violation of a prior order of discipline.

Upon the commencement of a proceeding 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 2018, hearing panels conducted 88 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 disbarment (revocation of the license to practice law). Attorneys who have been disbarred or suspended for 180 days or longer must petition for reinstatement.

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 or other party. The Board collected assessed costs of \$124,082 from disciplined lawyers in 2018. Orders of reprimand and suspension may include additional conditions relevant to the established misconduct, including legal education, return of client property, reformation of law office practices, and personal counseling.

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. Final orders of a hearing panel may be appealed to the Board within 21 days by the respondent, the Grievance Administrator, or the complainant.

BOARD REVIEW & OTHER ACTIONS

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. Hearing panel decisions are reviewed 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, remanding 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 also regularly considers and disposes of petitions for interlocutory review, various motions for reconsideration as well as motions seeking stays of discipline, requests for payment plans and 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. Additionally, the Board

or its chairperson considers motions to disqualify hearing panelists or panels, for extensions of time to file briefs, for adjournments, and for appointment of counsel in cases alleging incapacity to practice law.

The Board's actions in 2018, taken in connection with review proceedings initiated pursuant to MCR 9.118 or in accordance with its other duties, include:

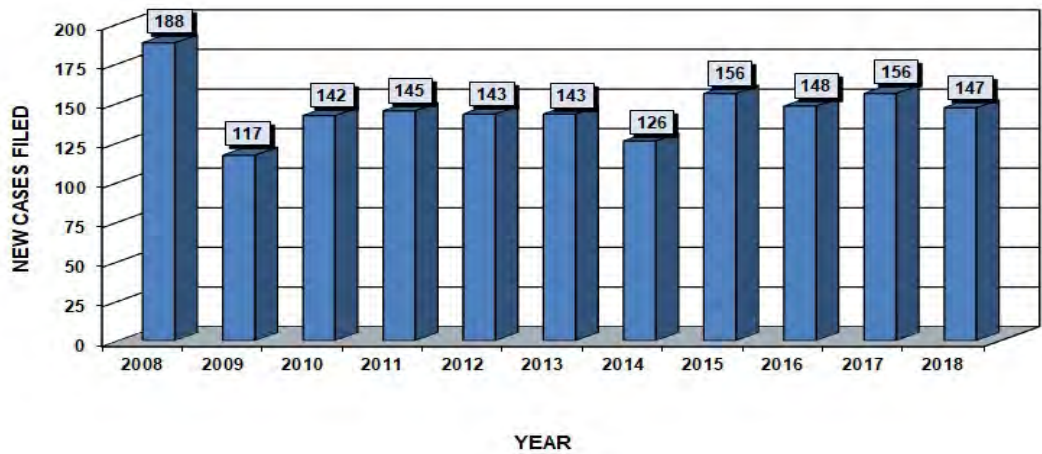
BOARD ACTIONS 2018	
Affirmed Hearing Panel Order of Disbarment	2
Affirmed Hearing Panel Order of Suspension	2
Affirmed Hearing Panel Order of Discipline Imposing Condition	1
Affirmed Finding of Misconduct, Reduced Suspension to Reprimand	1
Affirmed Hearing Panel Order Denying Reinstatement	1
Reduced Length of Hearing Panel Order of Suspension	1
Vacated Order of Disbarment & Dismissed	1
Ordered Discontinuance Without Prejudice	1
Denied Reconsideration	1
Dismissed Petition for Review	3
Denied Delayed Petition for Review	1
Denied Petition for Interlocutory Review	1
TOTAL:	16

NEW CASES FILED

The Board opened 147 new files in 2018. There were 71 new formal complaints filed in 2018 containing original charges of misconduct following an investigation by the Attorney Grievance Commission. Thirty-three 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. Eight petitions for the imposition of reciprocal discipline (based on discipline in another jurisdiction) were filed. In addition, 11 petitions seeking enforcement of an earlier order of discipline were filed. Twelve petitions for reinstatement in accordance with MCR 9.123(B) and MCR 9.124 were filed in 2018 by attorneys disbarred or suspended for 180 days or more.

The following table (Table 1) illustrates the Board’s annual intake of new cases since 2008.

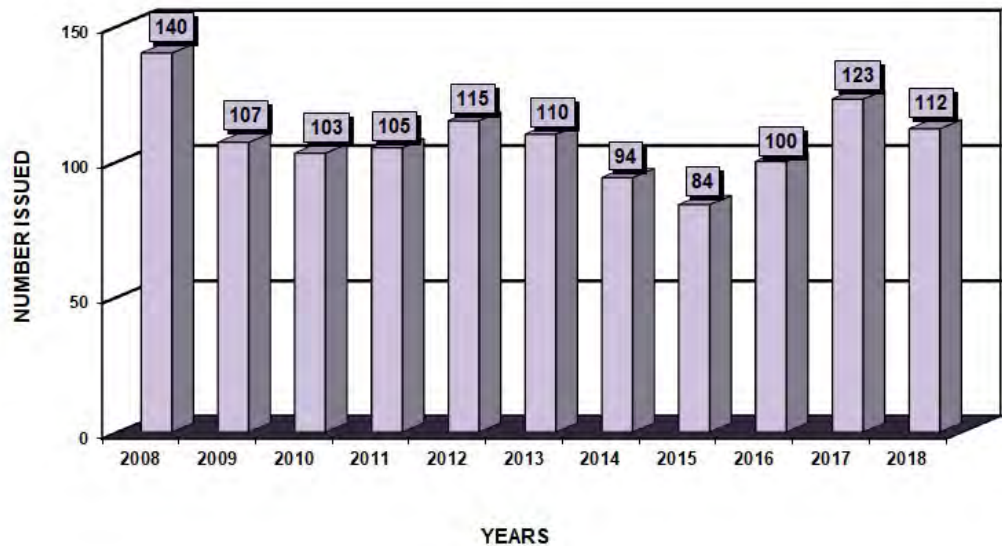
Table 1 - New Cases Filed, 2008 - 2018



FINAL DISPOSITIONS

The Attorney Discipline Board issued 132 final disposition orders in 2018, including orders of discipline, dismissal, discontinuance, administrative closing, granting or denying reinstatement, and for transfer to inactive status. Discipline orders (disbarment, suspension, reprimand, probation or orders of “no discipline”) were issued in 112 cases. A complete list of the orders of discipline issued in 2018 appears in Appendix C. Orders of discipline issued since 2008 are illustrated in Table 2, below.

Table 2 - Discipline Orders Issued, 2008 - 2018



**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.

Sixty-two consent orders of discipline were finalized in 2018, accounting for 55% of all final orders of discipline.

Consent orders were finalized in the following discipline categories in 2018:

Type of Discipline	Consent Orders	Total Discipline Orders	% By Consent
Disbarment	6	24	25%
Suspension (3 years or more)	3	4	75%
Suspension (180 days < 3 years)	10	28	35%
Suspension (30-179 days)	9	14	64%
Reprimand	34	41	82%
No Discipline	0	1	0%
TOTALS:	62	112	55%

**TYPES OF
MISCONDUCT
RESULTING IN
DISCIPLINE**

A summary of the rule violations found in the panel reports and Board orders and opinions accompanying final discipline orders in 2018 is included in this report as Appendix B. This summary contains the total number of violations of a particular rule found in cases in which final discipline orders were issued during 2018. Because some rules were found to have been violated more than once in a particular case, in some instances the total number of violations of a specific rule exceeds the number of cases closed in 2018. Appendix B also reports the number of cases in which a particular rule violation occurred.

As in previous years, “neglect” and related misconduct is one of the largest categories of the types of misconduct found in 2018. This category includes violations of MRPC 1.1 - 1.4, which rules encompass prohibitions against failing to provide legal representation competently (MRPC 1.1(a)) or with adequate preparation (MRPC 1.1(b)), neglecting a matter (MRPC 1.1(c)), failing to pursue the lawful objectives of a client (MRPC 1.2(a)) or to do so with reasonable diligence and promptness (MRPC 1.3), and failing to keep a client reasonably informed about the status of a matter and otherwise communicate with the client in accordance with MRPC 1.4. Some of the most common findings in this category in 2018 are set forth in this chart:

Rule Violation	# of Cases in Which Violation Found
1.1(a)	9
1.1(b)	1
1.1(c)	24
1.2(a)	19
1.3	27
1.4(a)	27
1.4(b)	18

Failure to answer or timely answer a request for investigation in conformity with MCR 9.113 is another common type of misconduct. A violation of MCR 9.104(7) (requiring such answers) was found in 25 cases. A specific violation of 9.113(B)(2) (failure to answer a request for investigation) was found in 14 cases (some of which may overlap with the MCR 9.104(7) violations). Violation of MCR 9.113(A) (failure to answer request for investigation within 21 days) was found in 23 cases.

Criminal conduct is prohibited by MCR 9.104(5). Misdemeanor convictions resulted in discipline orders in 29 cases. Felony convictions led to discipline orders in 11 cases. In several of these cases, multiple felonies or misdemeanors were committed. In three cases, the lawyer committed both felonious and misdemeanor criminal conduct. In one case, criminal conduct without a conviction was found. In 24 cases, it was apparent that alcohol or other substances were involved in the lawyer's conduct. Discipline was ordered for 19 lawyers convicted of driving while intoxicated or similar offenses. In all 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. See MCR 9.120(B)(1).

MRPC 1.15 sets forth several requirements for the proper maintenance of lawyer trust accounts and a lawyer's general duties pertaining to safekeeping of property (including funds) of clients and third persons. Under this rule, lawyers are prohibited from "misappropriating," "converting," or "commingling" funds belonging to clients or others, even though these terms are not expressly used in the rule. *Grievance Administrator v Robin H. Kyle*, 13-14-GA (ADB 2016). In 2018, four orders of discipline involved findings that a lawyer failed to promptly notify the client or third person when funds or property in which a client or third person has an interest is received (MRPC 1.15(b)(1)). Also, 10 cases involved violations of the rule requiring a lawyer to promptly pay or deliver funds or property or render an accounting regarding such property on request (MRPC 1.15(b)(3)). One case included a finding that the lawyer failed to properly handle property held by a lawyer about which there is a dispute (MRPC 1.15(c)), and in four cases a lawyer failed to promptly notify a client or third person when their funds or property had been received by the lawyer (MRPC 1.15(b)(1)). There were 15 cases in which violations of the duty to keep the property of clients or third persons separate from the lawyer's own (MRPC 1.15(d)) were found. Thirteen orders of discipline involved violations of the rule prohibiting a lawyer from depositing his or her own funds into client trust accounts in an amount greater than is reasonably necessary to pay (or obtain the waiver of) financial institution service charges or fees (MRPC 1.15(f)). Finally, four cases involved withdrawal of legal fees or expenses paid in advance from a trust account before the fees were earned or the expenses were incurred (MRPC 1.15(g)).

In 22 matters, there was a finding that a lawyer failed to return unearned fees or otherwise take reasonable steps to protect a client's interests upon termination of representation (MRPC 1.16(d)).

A violation of the duty of candor toward a tribunal (MRPC 3.3) was found in six cases. In five cases, a violation of the rule prohibiting knowingly false statements to a third person (MRPC 4.1) was found.

A knowingly false statement during the admissions or discipline process was found to have been made in four cases, contrary to MRPC 8.1(a)(1), and in 17 cases a finding was made that a lawyer failed to disclose a fact necessary to correct a misapprehension or respond to a lawful demand for information from an admissions or disciplinary authority, in violation of MRPC 8.1(a)(2).

Again, these and other violations are set forth in 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. Nineteen attorneys were automatically reinstated under this rule in 2018. 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.

Twelve reinstatement petitions were filed with the Board and assigned to panels for hearing in 2018. The Board or its panels issued nine orders of eligibility for reinstatement and eight orders of reinstatement after complying with certain conditions reinstating attorneys whose licenses had been suspended or disbarred. One reinstatement petition was denied.

PENDING CASELOAD

As of December 31, 2018, there were a total of 85 open discipline or reinstatement cases pending before a hearing panel, the Attorney Discipline Board or the Michigan Supreme Court.

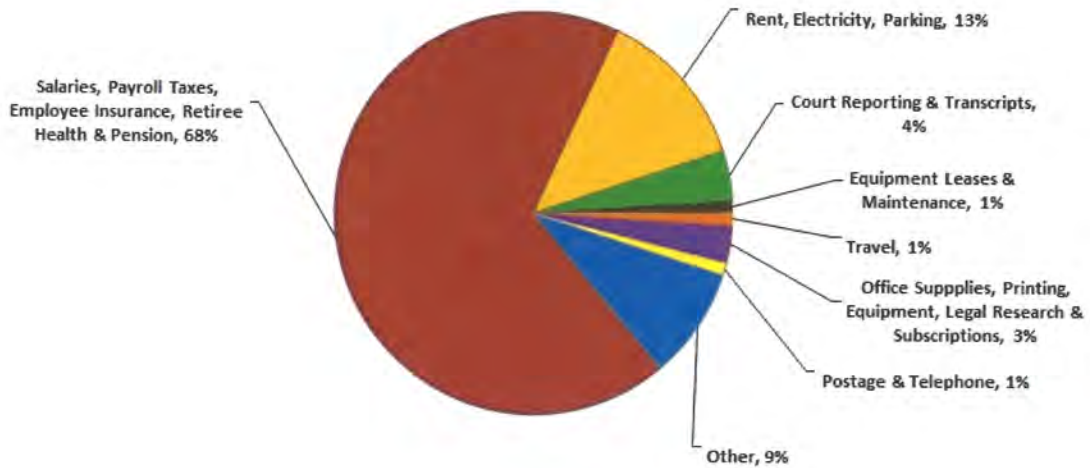
Year-End Caseloads 2017 - 2018

	Pending 12-31-17	Pending 12-31-18
Supreme Court	2	1
Attorney Discipline Board	10	7
Hearing Panel	78	77
Total:	90	85

FUNDING AND EXPENSES

The Attorney Discipline Board receives no public funds. Michigan’s Attorney Discipline System (the 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 current dues structure approved by the Supreme Court, annual dues for active members are \$300, of which \$120 (40%) is specifically allocated to the Attorney Discipline System. For the fiscal year which ended September 30, 2018, the combined operating expenses of the Attorney Discipline Board and the Attorney Grievance Commission were \$5,076,565. The Attorney Discipline Board’s operating expenses in FY 2017-2018 were \$1,128,805. A chart summarizing the Board’s expenses for 2017-2018 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.

Table 3 - ADB Expenses 2017-2018 Fiscal Year



WEBSITE

The Attorney Discipline Board's website can be found at www.adbmich.org. The site includes the disciplinary history of all attorneys disciplined in Michigan since October 1, 1978; a searchable database of the full text of all Attorney Discipline Board opinions, 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's website also provides 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
333 W. Fort Street
Suite 1700
Detroit, MI 48226-3147

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

Mark A. Armitage, Executive Director

Reverend Michael Murray, Chairperson

APPENDIX A
ANNUAL ACTIVITY REPORT
JANUARY 1, 2018 THROUGH DECEMBER 31, 2018

CASES FILED

Formal Complaints	71
Automatic Interim Suspensions (AI)	12
Judgments of Conviction (JC)	33
Petitions for Reciprocal Discipline (RD)	8
Petitions to Transfer to Inactive Status (PI)	0
Petitions for Reinstatement (RP)	12
Miscellaneous (MZ)	11
TOTAL CASES FILED	147

FINAL DISPOSITIONS

Final Orders of Discipline		112
Disbarments	24	
Suspensions	46	
Subject to MCR 9.123(A)	14	
Subject to MCR 9.123(B)	28	
Subject to MCR 9.123(B) & (C)	4	
Reprimands	41	
Misconduct But No Discipline	1	
Probation	0	
Transfer to Inactive Status	2	
Dismissals	6	
Reinstatements Granted	9	
Reinstatements Denied or Dismissed	1	
Other	2	
TOTAL FINAL DISPOSITION ORDERS		132

OTHER NOTICES ISSUED

Automatic Interim Suspensions [MCR 9.120]	11
Interim Suspensions Ordered By Hearing Panel	1
Interim Suspensions Ordered By Hearing Panel [MCR 9.115(H)]	8
Automatic Reinstatements Under MCR 9.123(A)	19
TOTAL OTHER NOTICES ISSUED	39

PUBLIC HEARINGS BY HEARING PANELS

Scheduled	238
Held	88

COSTS

Total Costs Reimbursed to the State Bar of Michigan by Respondents and Petitioners	\$124,082.25
---	--------------

APPENDIX B

TYPES OF MISCONDUCT RESULTING IN DISCIPLINE

The following chart sets forth the number of times a particular rule was found to have been violated in connection with a final order of discipline issued in 2018. The total number of violations exceeds the number of final orders of discipline in 2018 (112) because most panel reports and Board orders or opinions find more than one rule violation. "MCR" means Michigan Court Rule. "MRPC" means Michigan Rules of Professional Conduct. The Michigan Supreme Court's website contains the full text of both [MCR subchapter 9.100](#) and the [Michigan Rules of Professional Conduct](#).

		Found	# of Cases
MCR 9.104(1)	conduct prejudicial to the proper administration of justice	102	44
MCR 9.104(2)	conduct that exposes the legal profession or the courts to obloquy, contempt, censure, or reproach	122	56
MCR 9.104(3)	conduct that is contrary to justice, ethics, honesty, or good morals	109	53
MCR 9.104(4)	conduct that violates the standards or rules of professional conduct adopted by the Supreme Court	48	25
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - felony conviction	14	11
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - misdemeanor conviction	33	29
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - no conviction	1	1
MCR 9.104(6)	knowing misrepresentation of any facts or circumstances surrounding a request for investigation or complaint	3	3
MCR 9.104(7)	failure to answer a request for investigation or complaint in conformity with MCR 9.113 and 9.115(D)	38	25
MCR 9.104(9)	violation of an order of discipline	9	8
MCR 9.112(D)(2)	contempt - failure or refusal to appear or give evidence pursuant to subpoena, or to answer a proper question after being ordered to do so	5	1
MCR 9.113(A)	duty/time to answer request for investigation	28	23
MCR 9.113(B)(2)	failure to timely answer request for investigation	19	14
MCR 9.115(D)	failure to answer formal complaint	1	1
MCR 9.119(A)	conduct of disbarred, suspended, or inactive attorneys - notification to clients of discipline and other information	3	3
MCR 9.119(B)	conduct in litigated matters - notification to tribunal and parties of disqualification from the practice of law	3	2
MCR 9.119(C)	filing of proof of compliance	2	2
MCR 9.119(D)	conduct after entry of order prior to effective date - disbarred or suspended attorney shall not accept any new retainer or engagement unless specifically authorized by the board chairperson	1	1
MCR 9.119(E)	conduct after effective date of order - practicing while suspended, disbarred, inactive, or resigned	3	2
MCR 9.119(E)(1)	practicing law while suspended	4	3
MCR 9.119(E)(2)	having contact with a client or potential client in person, by telephone, or by electronic means during the period of suspension	3	2
MCR 9.119(E)(4)	holding himself or herself out as an attorney	5	4
MCR 9.120(A)(1)	failure to notify Grievance Administrator and/or ADB of conviction	3	3
MCR 9.120(C)	reciprocal discipline	9	9
MCR 9.121(B)	transfer to inactive status - attorney found by panel to be incapacitated to continue to practice law	2	2
MCR 9.123(A)	misrepresentation in affidavit of compliance with order of suspension	1	1

MRPC 1.1(a)	failure to provide competent representation to a client	10	9
MRPC 1.1(b)	handling a legal matter without preparation adequate in the circumstances	1	1
MRPC 1.1(c)	neglecting a legal matter	42	24
MRPC 1.2(a)	failure to seek the lawful objectives of a client or to abide by client's decision whether to accept an offer of settlement or mediation evaluation, regarding a plea to be entered, or whether to waive jury trial or testify	29	19
MRPC 1.3	failure to act with reasonable diligence and promptness	45	27
MRPC 1.4(a)	failure to keep client reasonably informed about the status of a matter	48	27
MRPC 1.4(b)	failure to explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation	30	18
MRPC 1.5(a)	illegal or clearly excessive fee	4	4
MRPC 1.5(b)	failure to properly communicate basis or rate of fee	1	1
MRPC 1.5(e)(1)	improper division of a fee between lawyers not in same firm	1	1
MRPC 1.5(e)(2)	improper division of a fee between lawyers not in same firm	1	1
MRPC 1.6(b)(1)	revealing a confidence or secret of a client	1	1
MRPC 1.7(a)	conflict of interest - current client representation directly adverse to another client	1	1
MRPC 1.7(b)	conflict of interest - current client representation which may be materially limited by the lawyer's responsibilities to another client or to a third person, or by the lawyer's own interests	2	2
MRPC 1.8(a)	entering into a business transaction or acquiring pecuniary interest adverse to client, and terms and transaction not fair, reasonable, or fully disclosed and transmitted in writing to client	1	1
MRPC 1.8(a)(3)	client consent in writing not obtained	1	1
MRPC 1.8(c)	Preparing instrument giving lawyer or certain persons related to lawyer substantial gift from client	1	1
MRPC 1.8(e)	financial assistance to client in connection with litigation	1	1
MRPC 1.9(a)	conflict of interest - former client - substantially related matter - representation materially adverse to interests of former client without consent after consultation	1	1
MRPC 1.15(a)(3)	definition - "IOLTA account" - shall include only client or third person funds	11	10
MRPC 1.15(b)(1)	failure to promptly notify client or third person when funds or property is received	4	4
MRPC 1.15(b)(2)	failure to properly preserve complete records of trust account funds and other property	3	3
MRPC 1.15(b)(3)	failure to promptly pay or deliver any funds or other property that the client or third person is entitled to receive or to render a full accounting	13	10
MRPC 1.15(c)	failure to keep separate disputed property or to promptly distribute undisputed portions of the property	1	1
MRPC 1.15(d)	failure to hold property of clients or third persons separate from the lawyer's own property	19	15
MRPC 1.15(f)	depositing lawyer's own funds in a client trust account in an amount greater than reasonably necessary to pay financial institution service charges or fees or to obtain a waiver of service charges or fees	14	13
MRPC 1.15(g)	withdrawal of legal fees and/or expenses paid in advance from a client trust account before fees earned or expenses incurred	5	4
MRPC 1.15A(a)	trust account overdraft notification funds held in trust to be deposited in accordance with Rule 1.15	1	1
MRPC 1.15A(f)	failure to properly/timely provide sufficient explanation to the Grievance Administrator after receiving trust account overdraft notification	2	2
MRPC 1.16(a)(2)	representing client/failing to withdraw while ability to represent client is materially impaired	1	1
MRPC 1.16(a)(3)	representing client/failing to withdraw after discharge by client	2	2

MRPC 1.16(d)	failure to take reasonable steps to protect client's interests upon termination of representation, including refunding any advance payment of fee that has not been earned	41	22
MRPC 3.1	pursuing frivolous claims and contentions	1	1
MRPC 3.2	failure to make reasonable efforts to expedite litigation	3	2
MRPC 3.3(a)(1)	knowingly making or failing to correct false statement of material fact or law to a tribunal	6	6
MRPC 3.4(c)	knowingly disobeying an obligation under the rules of a tribunal	8	7
MRPC 3.4(d)	frivolous discovery request; failure to comply with proper discovery request	1	1
MRPC 3.5(a)	seeking to influence a judge, juror, prospective juror, or other official by means prohibited by law	2	1
MRPC 3.5(b)	unauthorized communications ex parte with judge, juror, prospective juror, or other official	2	1
MRPC 3.5(d)	undignified or discourteous conduct toward the tribunal	1	1
MRPC 4.1	knowingly making false material statement to a third person in the course of representation	5	5
MRPC 4.3	Improper dealing with an unrepresented person	1	1
MRPC 4.4	use of means having no substantial purpose other than to embarrass, delay, or burden a third person, or use of methods of obtaining evidence that violate the legal rights of such a person	1	1
MRPC 5.1(a)	failure to discharge responsibilities as partner or supervisor of other lawyers	2	2
MRPC 5.3(a)	failure of partner to make reasonable efforts to ensure that firm has in effect reasonable measures assuring that conduct of nonlawyer employees is compatible with professional obligations of lawyers	1	1
MRPC 5.3(b)	failure of lawyer having direct supervisory authority over nonlawyer to make reasonable efforts to ensure that nonlawyer's conduct is compatible with professional obligations of the lawyer	3	3
MRPC 5.3(c)	vicarious responsibility for another lawyer's misconduct	1	1
MRPC 5.5(a)	unauthorized practice of law	6	5
MRPC 5.5(b)	unauthorized practice of law by a lawyer not admitted in Michigan	1	1
MRPC 6.5(a)	failure to treat with courtesy and respect persons involved in the legal process	1	1
MRPC 7.1	improper communications concerning a lawyer's services	1	1
MRPC 8.1(a)(1)	knowingly false statement of material fact in connection with a bar admission application or in connection with a disciplinary matter	4	4
MRPC 8.1(a)(2)	failure to disclose a fact necessary to correct a misapprehension or respond to a lawful demand for information from an admissions or disciplinary authority	28	17
MRPC 8.3(a)	failure to report to AGC another lawyer's significant violation of the Rules of Professional Conduct that raises a substantial question as to that lawyer's honesty, trustworthiness, or fitness as a lawyer	2	1
MRPC 8.3(b)	failure to report to the JTC a judge's significant violation of the Code of Judicial Conduct that raises a substantial question as to the judge's honesty, trustworthiness or fitness for office	2	1
MRPC 8.4(a)	violating or attempting to violate the Rules of Professional Conduct, knowingly assisting or inducing another to do so, or doing so through the acts of another	91	50
MRPC 8.4(b)	engaging in conduct involving dishonesty, fraud, deceit, misrepresentation, or violation of the criminal law, where such conduct reflects adversely on the lawyer's honesty, trustworthiness, or fitness as a lawyer	35	26
MRPC 8.4(c)	engaging in conduct that is prejudicial to the administration of justice	69	32
MRPC 8.4(e)	knowingly assisting a judge or judicial officer in conduct that is a violation of the Code of Judicial Conduct or other law	2	1

APPENDIX C

DISCIPLINED ATTORNEYS BY TYPE OF DISCIPLINE - 2018

DISBARMENTS (24)

RESPONDENT	EFFECTIVE DATE
BAYS, Dane P.	October 26, 2016
GRIFKA, Andrew R.	December 27, 2018
HADDIX, Lance	January 4, 2018
HESS, Scott C.	April 26, 2018
HILBORN, Craig E.	April 3, 2018
HOWELL, Angela Kathleen	July 6, 2018
KALIS, Michael L.	June 12, 2018
KARASICK, Kenneth S.	December 5, 2018
KAUFMAN, Mark A.	April 5, 2018
KUHNE, Alexander E.	January 9, 2018
LONG, Marcellus, Jr.	November 13, 2018
MCCARTHY, Timothy H., Jr.	March 18, 2017
MEIER, Richard A.	August 25, 2018
MURPHY, Keith T.	September 5, 2018
RIEMAN, Kevin	January 31, 2017
ROSENTHAL, Jonathan F.	February 21, 2018
RUZA, Steven B.	June 16, 2018
SLAMEKA, Robert E.	May 16, 2018
STEINWAY, Barry A.	August 26, 2022
STEPHENS, Matthew John	January 24, 2018
STRAUCH, Thomas N.	September 1, 2018
SWITZER, Robert A.	October 7, 2016
TINDALL, Michael E.	September 20, 2017
WYNN, James F.	July 12, 2018

SUSPENSIONS SUBJECT TO MCR 9.123(B) AND (C) [THREE YEARS OR MORE] (4)

RESPONDENT	LENGTH	EFFECTIVE DATE
CONDINO, Paul F.	Three Years	August 28, 2018
KIPLEY, David M.	Four Years	February 2, 2018
LILES, Sean	Three Years	June 1, 2018
PEREZ, Henry, Jr.	36 Months	October 19, 2018

SUSPENSIONS SUBJECT TO MCR 9.123(B) [180 DAYS BUT LESS THAN THREE YEARS] (28)

RESPONDENT	LENGTH	EFFECTIVE DATE
BARNETT, Marvin	18 Months	October 4, 2018
BROWN, William C.	180 Days	March 17, 2018
BRUCE, Ronald Thomas, Jr.	270 Days	June 30, 2017
BRUCE, Ronald Thomas, Jr.	180 Days	January 23, 2018
DICKSON, Lyle	180 Days	October 18, 2017
DIMITRIOU, James, II	180 Days	December 22, 2018
ERLAND, Earl E.	180 Days	August 21, 2018
ERNST, Kevin S.	180 Days	September 5, 2017
FORREST, Jess E.	One Year	July 3, 2018
FRITH, Bart R.	One Year	November 1, 2018
JACKSON, Carolyn J.	180 Days	May 17, 2018
JANNETTE, Kenneth	180 Days	December 5, 2018
KARNANI, Achla B.	One Year	February 5, 2018
LARSON, Mickey	180 Days	March 20, 2018
LEBEUF, Marianne E.	One Year	July 27, 2018
LOZANO, John P.	180 Days	November 28, 2017
MONROE, David A.	18 Months	July 12, 2017
MONVILLE, Jesse J.	Two Years	May 14, 2018
NEAL, Scott William	One Year	May 15, 2017
NICHOLLS, Matthew	180 Days	October 6, 2018
OKONMAH, Derrick N.	18 Months	December 19, 2017
PRICE, Terry A.	300 Days	February 21, 2018
RONNING, Jason P.	180 Days	June 1, 2018
RUCKER, Benjamin N.	180 Days	March 16, 2018
SALEH, Hussian	35 Months	October 31, 2017
SALGAT, Matthew Patrick	180 Days	May 30, 2018
SLJIVAR, Lila	One Year	February 9, 2018
SPURGEON, Paul Joseph	180 Days	March 13, 2018

SUSPENSIONS SUBJECT TO MCR 9.123(A) [LESS THAN 180 DAYS] (14)

RESPONDENT	LENGTH	EFFECTIVE DATE
BAKER, Jonathan S.	179 Days	November 14, 2018
BERNWANGER, Joseph	30 Days	June 8, 2018
CAPUZZI, Michael A.	90 Days	April 2, 2018
DOUD, Richard J.	90 Days	May 15, 2018
ERLAND, Earl E.	45 Days	January 19, 2018
HICKEY-NIEZGODA, Renee L.	90 Days	May 1, 2018
LUCIA, Chad M.	30 Days	January 16, 2018
MARR, Charles H.	60 Days	June 8, 2018
MENDOZA, Joel	30 Days	May 9, 2018
NASSIF, Nader W.	179 Days	June 1, 2017
NORSIGIAN, Richard Shant	60 Days	February 14, 2018
SCHMIDT, Teriann Marie	30 Days	September 18, 2018
SHULMAN, Lawrence B.	90 Days	May 4, 2018
WOODS, Arlene F.	30 Days	May 4, 2018

REPRIMANDS (41)

RESPONDENT	EFFECTIVE DATE
ANDERSON, Ivar G.	September 1, 2018
AYAD, Nabih H.	May 2, 2018
BENNETT, Jeffrey G.	October 6, 2018
BONNER, Deborah A.	September 19, 2018
BOYD, William S.	January 3, 2018
BOYLE, Eugene H., Jr.	January 19, 2018
BRITTAIN, James Edward	June 2, 2018
CHANESS, Neil A.	March 7, 2018
COHEN, Steven G.	October 24, 2018
COOPER, Neal A.	March 15, 2018
D'ANGELO, Peter A.	July 4, 2018
DODSON, John	January 19, 2018
FERGUSON, Andrew M.	June 13, 2018
GREENE, Anthony	April 20, 2018
GUDEMAN, Edward J.	June 14, 2018
HAWKINS, Johnny L.	November 24, 2018

HIGHFIELD, Michael D.	November 22, 2018
HOLLER, John J., III	November 9, 2018
HUGHES, Joseph S.	July 28, 2018
ISSHAK, Zena	August 29, 2018
JONES, David W.	May 30, 2018
KARENKO, Juliann	June 14, 2018
KENNEDY, Michael D.	June 16, 2018
KORREY, David M.	March 7, 2018
KURTYCZ, Robert	November 21, 2018
MCDANIEL, James R., II	June 13, 2018
MUSSER, Martin F.	February 15, 2018
O'BRIEN, Sean B.	November 14, 2018
PLEZNAC, Robert J.	January 9, 2018
QUESADA, Gary D.	May 22, 2018
ROYCE, Christopher R.	September 1, 2018
SACKLLAH, Freddy E.	January 18, 2018
SAILLER, Kendall L.	October 26, 2018
SCHLOFF, Jay M.	August 10, 2018
SMITH, H. Russell	June 23, 2018
STEVENS, Robert A.	March 20, 2018
STILLMAN, Phillip A.	October 13, 2018
SZMAGAJ, Raymond W.	January 19, 2018
WHITE, Benjamin J.	April 4, 2018
WILSON, Dana F.	February 14, 2018
ZEILSTRA, Jacob Thie	July 20, 2018

MISCONDUCT BUT NO DISCIPLINE (1)

RESPONDENT	EFFECTIVE DATE
MCCAMANT, Vanessa F.	March 21, 2018

SUMMARY OF DISCIPLINE IMPOSED (2018)

DISBARMENTS	24
SUSPENSIONS - MCR 9.123(B) and (C)	4
SUSPENSIONS - MCR 9.123(B)	28
SUSPENSIONS - MCR 9.123(A)	14
REPRIMANDS	41
PROBATIONS	0
MISCONDUCT BUT NO DISCIPLINE	1

APPENDIX D

**Attorney Discipline Board Comparative Statement of Expenses
Years Ended September 30, 2017 & September 30, 2018**

Expense Item	FY 2017	FY 2018
Salaries	545,043	565,338
Payroll Taxes	39,914	41,259
Employee Insurance	94,650	105,900
Pension Contribution	42,400	45,520
Payroll Processing Fee	4,014	4,301
Retiree Health Care Expense	57,576	12,359
Rent	141,837	140,422
Electricity	4,339	3,589
Parking	6,300	6,300
Law Clerk and Professional Fees	22,884	35,076
Bookkeeping and Audit	14,180	14,923
Hearing Panel Expenses/Transcripts	63,809	43,431
Machine Rental	8,469	8,361
Meetings	6,437	4,603
Travel	5,855	13,571
Telephone	6,996	6,699
Legal Research & Subscriptions	10,515	10,418
Office Supplies	6,678	6,428
Printing	239	0
Postage	8,712	8,137
Insurance	16,973	16,472
Repairs and Maintenance	2,389	2,005
Office Expenditures	13,046	11,311
Professional Education	2,420	4,112
Dues	2,104	2,058
Miscellaneous	1,419	15,085
Depreciation	1,127	1,127
TOTAL	1,130,325	1,128,805

APPENDIX E

Board Member Biographies (as of December 31, 2018)

LOUANN VAN DER WIELE of GROSSE POINTE SHORES **Chairperson**

Term Expires: September 30, 2018

Ms. Van Der Wiele served as Vice President & Associate General Counsel in the Office of the General Counsel of FCA US, LLC, with responsibility for product liability litigation and discovery (worldwide) until April of 2017, when she retired after 28 years of service with the corporation. In addition, Ms. Van Der Wiele oversaw the defense of class action, commercial, employment, warranty and lemon law litigation and advised the company on other vehicle-related consumer protection matters, regulatory affairs and risk management issues. Ms. Van Der Wiele is a graduate of Wayne State University (B.S.) and the Wayne State University law school (JD). She is a highly regarded speaker and participant in panel discussions at the national and international levels and has been named by Michigan Lawyers Weekly as an In-House Leader in the Law. Ms. Van Der Wiele was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board effective October 1, 2012, and she was re-appointed to a second three-year term on the Board for a term ending September 30, 2018. The Supreme Court also appointed her to serve as Chairperson for a term ending September 30, 2016, and she was re-appointed as Chairperson for two additional consecutive terms.

REV. MICHAEL MURRAY of OKEMOS **Vice-Chairperson**

Term Expires: September 30, 2019

Fr. Murray is deputy general counsel for the Catholic Diocese of Lansing and pastor of St. Martha Parish in Okemos. He is a graduate of the University of Michigan Law School. He also holds graduate degrees in Theology, and in Labor and Industrial Relations. His undergraduate degree is from Michigan State University. In the past, he has served as Chief Commissioner of the Michigan Supreme Court, Chair of the Michigan Attorney Grievance Commission, and Moderator of the Curia of the Catholic Diocese of Lansing. Fr. Murray was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board commencing October 1, 2013. He was re-appointed to a second three-year term in 2016. The Court also appointed him to one-year terms as Vice-Chairperson, commencing October 1, 2016 and October 1, 2017.

BARBARA WILLIAMS FORNEY of OKEMOS **Secretary**

Term Expires: September 30, 2018

Barbara Williams Forney is the Associate Dean for Administration of the Michigan State University College of Human Medicine. Her main areas of focus are planning and leading the implementation of administrative and operational goals of the college including human resources, faculty affairs, space planning and management, facilities management, governance, and overall operations of the dean's offices. She also serves as the college's grievance hearing officer, teaches medical ethics, and is an assistant professor in the Department of Family Medicine. She earned her undergraduate degree from the University of Michigan and a master's degree in clinical pathology/immunology from MSU where her research interests focused primarily on the human histocompatibility complex. Previously, she served for 10 years as associate director of MSU's Olin Health Center. She was appointed by the Supreme Court as a layperson member to the Attorney Discipline Board for a three-year term ending September 30, 2018. The members of the Board elected Ms. Forney to serve as the Board's Secretary for a one-year term ending September 30, 2018.

JAMES A. FINK of YPSILANTI
Term Expires: September 30, 2020

Mr. Fink is a member of Fink & Fink (formerly Fink & Valvo), PLLC, where he focuses on civil litigation, misdemeanor criminal defense, municipal law, real estate, commercial transactions, small business representation, and landlord-tenant matters. He graduated from Eastern Michigan University in 1983, and obtained his law degree from Detroit College of Law in 1987. Prior to receiving his law degree, Mr. Fink worked for the Washtenaw County Sheriff's Department, starting in 1977 as a Marine Deputy, then as a Corrections Officer, a Deputy Sheriff, Sergeant, Administrative Sergeant, First Lieutenant, and, finally, Commander from 1995-1998. In 1998, he joined Reach, Reach, Fink & Valvo, P.C., where he concentrated on litigation, landlord-tenant matters, real estate, commercial transactions, municipal liability and zoning. He is a member of the State Bar of Michigan, the Washtenaw County Bar Association, and the Ypsilanti Bar Association. He has served on a number of advisory boards and committees throughout Michigan and is currently a member of the Michigan Domestic and Sexual Violence Prevention and Treatment Board, where he served as its Chair from 1999 to 2003. He is also a member of the Dawn Farm Board of Trustees and is on the Board of Elders at St. Luke Lutheran Church in Ann Arbor, Michigan. In September 2014, the Michigan Supreme Court appointed him to a three-year term as a lawyer-member of the Michigan Attorney Discipline Board, commencing October 1, 2014. He was reappointed to a second three-year term in 2017.

JOHN W. INHULSEN of GRAND RAPIDS
Term Expires: September 30, 2020

Mr. Inhulsen is Senior Counsel in the Grand Rapids office of Warner, Norcross & Judd, LLP. He is an experienced business and litigation attorney, and provides legal solutions for a broad array of corporate and personal matters. He received his B.A. from Michigan State University in 2001, and his J.D. from Michigan State University College of Law in 2005. He is a member of the State Bar of Michigan, and has been admitted to the U.S. District Court for the Western District of Michigan, the U.S. District Court for the Eastern District of Michigan, and the U.S. Sixth Circuit Court of Appeals. In 2013 and 2014, Mr. Inhulsen was named a Michigan Super Lawyer, and twice selected as a "40 Under Forty Business Leader" by the Grand Rapids Business Journal. He was recognized as a 2014 "Up & Coming Lawyer" by Michigan Lawyers Weekly. In 2013, Mr. Inhulsen was lead trial counsel in an antitrust matter, winning a \$5.15 Million unanimous jury verdict in favor of his client, a Michigan small business. In the community, Mr. Inhulsen currently serves as Chair of the Leukemia & Lymphoma Society Board of Directors, Vice Chair of the Broadway Grand Rapids Board of Directors, Finance Chair of the Kent County GOP, and sits on the Kent County GOP Executive Committee, Adrian Public Schools Foundation Board of Directors, and Kuyper College Business Leadership Advisory Board. In the past, he has served as Chair of the March of Dimes Board of Directors, on the East Grand Rapids Schools Foundation Board of Directors, MSU Club of West Michigan Board of Directors, United Way Campaign Cabinet, the Helen DeVos Children's Hospital Campaign Cabinet, Van Andel Institute Junior Professionals Board, and the MSU Michigan Political Leadership Program Host Committee. In September 2014, the Michigan Supreme Court appointed him to a three-year term as a lawyer-member of the Michigan Attorney Discipline Board, commencing October 1, 2014. He was reappointed to a second three-year term in 2017.

JONATHAN E. LAUDERBACH of MIDLAND
Term Expires: September 30, 2018

Mr. Lauderbach is a partner in the Midland office of Warner Norcross & Judd LLP. He specializes in commercial litigation and bankruptcy matters, representing creditors in bankruptcy court proceedings, non-bankruptcy workouts, foreclosures and restructurings. Mr. Lauderbach was elected to the Midland County Circuit Court in 2006, and served in that capacity until March of 2013 when he stepped down to return to private practice. While serving in the judiciary, he was a member of the Executive Committee of the Michigan Judges Association and chaired its subcommittee on corrections policy. Mr. Lauderbach is an adjunct faculty member at the Michigan State University College of Law and is a Fellow of the Michigan State Bar Foundation. Active in community and civic affairs, he is a member of the boards of directors of Midland Tomorrow and the Midland Area Chamber of Commerce, and is a member of the Advisory Board of the Alden B. Dow Museum of Science and Art. He was appointed by the Michigan Supreme Court to a three-year term on the Attorney Discipline Board, commencing October 1, 2015.

KAREN O'DONOGHUE of DETROIT

Term Expires: September 30, 2019

Ms. O'Donoghue is a partner in Taktix Solutions LLC, an independent advisory firm formed in 2002 to evaluate, structure and implement real estate development projects from concept through completion. Financial advisory and facility development assignments have included public and private educational, commercial, residential, retail, and office projects. She has more than thirty years experience in finance, marketing and real estate development, having served as the Executive Vice President of a global telecommunications networking company, and as Executive Vice President of Detroit Economic Growth Corporation, the lead agency for attracting private investment and analyzing the economic benefits of commercial, industrial and public infrastructure improvements to the City of Detroit. Her leadership resulted in billions of dollars of public and private investment, including the \$600 million Major League Baseball and National Football Stadium complex, \$900 million Compuware Headquarters/Campus Martius Development, and numerous residential, office and manufacturing facilities. Ms. O'Donoghue is a member of CREW Network and Women in Public Finance, and has served on several boards and committees, including Hutzel Hospital, Greater Detroit Area Health Council, Michigan Bankers Association, National Bankers Association Trust Committee, YMCA Board and Finance Committee, U of D High School Finance Committee, Greater Detroit Chamber Technology Innovation Committee and Michigan Economic Development Corporation Advisory Board. She has a B.S. degree in Business Administration and Finance from Wayne State University and is a registered Municipal Advisor. Ms. O'Donoghue was appointed as a layperson member by the Supreme Court to a three-year term on the Attorney Discipline Board ending September 30, 2019.

MICHAEL B. RIZIK, JR. of GRAND BLANC

Term Expires: September 30, 2019

Mr. Rizik was admitted to the State Bar of Michigan in November 1981, and practices law with his brother, George F. Rizik, II, in Grand Blanc, Michigan. His law practice focuses on commercial transactions and litigation, family law, and serious personal injury cases and wrongful death litigation. He is a former Trustee of the Michigan Bar Foundation, and was a member of the Thomas M. Cooley Law School's Board of Directors from 1997-2011, serving as Chair of the Investment and Strategic Planning Committees, as well as on the Executive and Nominating Committees. Mr. Rizik has a Master of Science degree in finance from Walsh College, a J.D. from Thomas M. Cooley Law School, a bachelor's degree in philosophy from Nazareth Catholic College, and has served as a Special Lecturer at Michigan State University's School of Labor and Industrial Relations Labor Program. He has written several articles on substantive legal topics, has been a member of various statewide and county bar associations, and is admitted to practice in the United States Supreme Court, the United States Court of Claims, and the state and federal courts in Michigan. Mr. Rizik was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board ending September 30, 2019.

LINDA S. HOTCHKISS, MD of LAINGSBURG

Term Expires: October 1, 2020

Dr. Hotchkiss is a Board Certified Psychiatrist. She received her undergraduate degree from Harvard College, and her MD degree from Harvard Medical School and is a Member of the American College of Psychiatry. After completing her training in psychiatry in Detroit, she worked in and then led the Department of Psychiatry of the former Sinai Hospital of Detroit, now part the DMC system as Sinai-Grace Hospital. Over her career, she has focused on medical education for physicians in training and practicing physicians, and improving quality and safety in patient care. She has served in a number of different leadership roles, including Assistant Professor (Clinical), and Associate Chair of the Department of Psychiatry and Behavioral Neurosciences at Wayne State University School of Medicine; Associate Dean, University of Wisconsin School of Medicine and Public Health, Milwaukee Campus, and Chairperson of the State of Michigan Board of Medicine. She currently champions the implementation of evidence based medicine through her work with physicians as the Managing Medical Director for Midwest states for Anthem, Inc. (known as Blue Cross Blue Shield or Empire in some states) Medicare Advantage. She also provides clinical consultations for individuals, colleagues and companies. She currently lives in the Lansing area and is married to the former Chief Justice of the Michigan Supreme Court, Robert P. Young, Jr. Dr. Hotchkiss served on the Attorney Discipline Board from 1988 to 1994. She was appointed by the Supreme Court to serve again as a layperson member of the Board for a term ending October 1, 2020.

APPENDIX F
2018 HEARING PANEL ROSTER¹

ALPENA COUNTY

WHITE, Daniel W.

ANTRIM COUNTY

HOUGHTON, Ralph H., Jr.

BAY COUNTY

MOROSI, John M.

BENZIE COUNTY

McKAY, Joan S.

BERRIEN COUNTY

ALLEN, Douglas C.[#]
BURDICK, Carl R.
PETERSON, David M.
SMITH, Peter W.
STRAUB, James M.

CALHOUN COUNTY

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

CHARLEVOIX COUNTY

KLEVORN, Kevin G.
MILLER, Bonnie J.

CHIPPEWA COUNTY

McSHANE, Dennis J.
VEUM, Thomas J.

CLINTON COUNTY

STROPKAI, James L.

DELTA COUNTY

CLARK, Richard C.
PETERSON, Ralph B.K.

EMMET COUNTY

BECKER, Gordon A.
CASEY, Nan Elizabeth
DeMOORE, Christina L.
FENTON, Stuart L.
MURRAY, James J.
RAMER, James T.
SCHOLL, Stefan J.

SMITH, W. Richard
WURSTER, Joel D.

GENESEE COUNTY

BARKEY, Brian M.
GRIFFIN, Walter P.
HALDY, Ronald L.
HENNEKE, Edward G.
KNECHT, Timothy H.
KRELLWITZ, Michael W.
LEWIS, Kathleen B. (fka Buckley-O'Neill, Kathleen)
MANGAPORA, Michael J.
MINER, Sharon K. S.
PABST, Tom R.
REISING, H. William
SAWKA, Joseph F.
SIMMINGTON, Glen M.
TREMBLEY, James J.
TUCKER, John R.
TURNAGE, Frank G.
WHEATON, Robin L.

GRAND TRAVERSE COUNTY

BIMBER, Frederick R.
BUDROS, Barbara D.
FISHER, Joseph C.

INGHAM COUNTY

BEHAN, Michael R.
BENGTSON, Thomas A.[#]
BOSENBROOK, Arlyn J.
DALE, Julia A.
DOCTOROFF, Andrew S.
DOSTER, Eric E.
EDGAR, Mary C.
EMERY, Lawrence J.
FRANCART, Kevin L.
GALLAGHER, Bryon P., Jr.
GROLL, Catherine
HARKNESS, Cullen C.
HOOVER, C. Mark [#]
LOVIK, Mary M.[#]
MANIS, Paula K.
McALLISTER, Lori
McCARTHY, Robert E.
SCHNEIDER, Matthew J.[#]
STROUD, Ted W.
SUHRHEINRICH, Richard J.
SWEDLOW, Kathryn R.
TIMMER, Amy
TYSZKIEWICZ, Roman
WADDELL, David D.
WONCH, Nancy A.
ZULAKIS, George

IRON COUNTY

POWELL, Melissa Anne

ISABELLA COUNTY

BLOEM, Gordon M.

JACKSON COUNTY

HAMILTON, Janet L.

KALAMAZOO COUNTY

GETTING, Jeffrey S.
KNEAS, John W.
LEVINE, Sharon Lee
MORRIS, Christopher A.
RUSSELL, Gregory W.
RYAN, William J.[#]
SHARMA, Namita

KENT COUNTY

BLACK, James G.
COURTADE, Bruce Anthony
CUMINGS, Timothy J.
DAVID, Ronald E.
DUNN, William B.
EDGAR, Christopher L.
FARR, William S.
FIELDS, Geoffrey A.
HOGAN, Patrick R.[#]
KOLENIC, Anthony J., Jr.
KOSTA, Michael J.
MAY, Berton K.
McCARTHY, Paul A.
McGLADDERY, Patrick C.
MELTON, Scott R.
MUDIE, Kent W.
O'DOWD, Kevin J.[#]
OHANESIAN, Nicholas M.
RABIDEAU, Christopher J.
REAMON, Martha E.
SAALFELD, James R.
SIVER, Thomas D.
SMIETANKA, John Allen
SPALDING, Arthur C.
THEIME, R. Kevin
VULETICH, Victoria V.
WALTON, Michael C.

LIVINGSTON COUNTY

GARDELLA, Robert C.
TROST, Richard M.
VAN HOEK, Dawn A.[#]

¹ Deceased.
[#] Retired or resigned as panelist.
[%] Inactive panelist.
[&] All full-time judges removed as hearing panelists.

MACOMB COUNTY

ANDERSON, Philip J.#
CARDAMONE, Emil E.
COJOCAR, Jeffery A.
COLE, Brian J.
COLMAN, Neil M.
ESSAD, Kenneth M.
FINAZZO, Lori J.
GAZALL, Robert S.
GARVEY, Paul T.
GARVEY, Robert F.
LANGE, Craig W.
MARTIN, James N.
MERRY, Cynthia E.
PUTMAN, Alicia M.#
PUZZUOLI, Joseph P.
RUSSELL, Karen
SCHOENHERR, Craig S., Sr.
SHATZMAN, Pearl P.
TEGEL, Renee D.
THOMAS, James C.
WARNEZ, Dana M.
WOMACK, P. Douglas, Jr.#

MASON COUNTY

NICHOLSON, Gary L.

MARQUETTE COUNTY

CASSELMAN, Thomas P.
HENDERSON, Sarah E.
KEEFE, Ronald D.
LARSEN, Suzanne C
PENCE, Steven L.

MIDLAND COUNTY

DURANCE, Stephen E.
GIUNTA, Rozanne M.
RETTIG, Geoffrey K.
WILSON, John M.

MONROE COUNTY

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

MUSKEGON COUNTY

BALGOOYEN, Fredric F.
BLEAKLEY, Frederick W.
BOSSENBROEK, David L.
CHESSMAN, Robert O.
NEAL, Gary T.
ROSE, James M.
SCOTT, Brianna
SNIDER, I. John, II#

OAKLAND COUNTY

ABBO, Peter
ACKER, Gerald H.
APPEL, Jeffrey S.
AUGUST, Gary K.
BAIERS, James E.

BARKER, Lori A.
BATTERSBY, Michael L.
BAUM, Martin S.
BAUM, Michael E.
BAUMHART, A. David, III
BENHAM, Lucy R.
BERNSTEIN, Douglas C.
BERNSTEIN, Mark J.
BERNSTEIN, Samuel I.
BERNSTEIN, Stephen R.
BRAUER, David A.
BREITFELD, Erika R.
BROOKS, Keefe A.
BRUKOFF, William M.
BURDICK, James W.
CAMINSKY, Jeffrey
CANVASSER, Sue Ann
CARUSO, Kathryn M.
CLARK, Peter L.
COLLINS, Morton B.*
COOPER, Mark G.
COUSENS, Mark H.
CRUMP-GIBSON, Jehan G.
CURTIS, Robert J.
DE VINE, Clifford, J.
DICKSTEIN, Loren M.
EICHENHORN, Emily J.
FELDMAN, Barry M.
FISHER, Dodd B.#
GAGE, William C.
GOLDMAN, Barry
GOODMAN, Barry J.
GOOGASIAN, George A.
GROFFSKY, Richard L.
GUERRIERO, Timothy M.
GURWIN, Howard E.
HARDY, Elizabeth P.
HARNISCH, Alan C.#
HARON, David L.
HAROUTUNIAN, Edward L.
HARRINGTON, James J., III
HEWSON, James F
HOHAUSER, Michael S.
HOLIDAY, Gregory
HUTSON, Michael W.
KANTER, Alan M.
KATZ, Lawrence S.
KINSLEY, Stephen L.
KUTHY, Douglas E.#
LEONARD, Norbert B.
LEONARD, Veronica R.
LERNER, Joshua A.
LICHTERMAN, Susan S.
LINDEN, Howard T. #
LINDEN, Jeffrey B.
LIRELL, Kirsten E. (fka Gramzow, Kirsten E.)
LOGAN, Leslie Anne
MARVIN, Ronald S.
MATZ, Steven J.
McCANN, D. Michael
McLAIN, Patrick
MILLER, Leonard E.
MORROW, Raymond L.
O'CONNOR, Julie McCann
PALETZ, Susan E. %
PAPPAS, Edward H.
PERLMUTER, Gary
PIA, Joseph
PITTS, Stanley H.
PRITCHARD, Clyde B.

RICE, Cinnamon A.
RICHARDS, William J.
RONAYNE, Colleen V.
RUBIN, Jorin G.
RYAN, Thomas J.
SEIFMAN, Barry A.
SCHEIBLE, Eric D.
SCHNELZ, Kurt E.
SHABAN, Tova G.
SHERROD, Patricia L.
SILVER, Kenneth F.
SILVERSTEIN, Corey D.
STERLING, Raymond J.
STEWART, Jeffrey T.
STOOPS, Kevin J.
SUSSER, Danielle F.
SUSSER, Steven C.
TALARICO, Paula M.
TATE, Towana #
THOMAS, Cynthia G.
TRIEST, Brent S.
TUCK, Marsha Lynn
TURNER, Lee I.
VESTRAND, Joan P.
WALKER, David R.
WALLACH, Howard I.
WARSH, Richard L.
WEINER, Ronald K.
WELLER, Robert Y., II
WELLS, Steven W.
WERDER, Mark R.
WILLIS, Robert L., Jr.
WILSON, Eric S.
WOLFSON, Scott A.
WOLOCK, Steven M.
YOCKEY, Kurt D.
YOCKEY, Michael J.#
ZUPPKE, David F.

OTTAWA COUNTY

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

SAGINAW COUNTY

CHASNIS, John A.
COLLISON, Nathan J.
HAHN, Robert A.
MOSSNER, Eugene D.#
PUSKAR, David L.
SMITH, Lawrence Wm., Jr.
WALLACE, David A.

ST. CLAIR COUNTY

HILL, Steven L.
McGLYNN, Meghan A.
McNAMEE, John B.
WATSON, George C.

ST. JOSEPH COUNTY

DAVIDSON, Matthew S.

VAN BUREN COUNTY

SCHUITMAKER, Harold G.

WASHTENAW COUNTY

BARR, John
BASTA, Joseph C.
CARTER, Stefani A.
CONTI, Guy T. %
DEW, Thomas E.
EGGAN, Andrew M.
FLINTOFT, Peter C.
GREEN, Philip
LAX, Jerold
LENART, Krista L.
LOVERNICK, Richard N.
PRESSEL, Juliet E.
SACKS, Monika H.
SENDELBACH, Karen S.
SLANK, Eileen J.
STARK, Sheldon J.
SUGERMAN, Donald F. *
TEALL, Graham L.
VARTANIAN, Michael G.
WAX, Harvey I.
WEBER, Deborah J. Hammerlind

WAYNE COUNTY

BAKER, Chandra W.
BARTOS, Suzanne P.
BRAUER, Matthew A.
BUFFINGTON, Lamont E.
BURGESS, Laurence C.
CHADWELL, Kenneth R.
CHAPIN, Boyd E., Jr.
COHEN, David M.
COSTELLO, Margaret A.
COTHORN, John A.
COWLEY, Sean M.
DAKMAK, John D.
DUFRANE, Kyle R.
EISENBERG, Stuart B.
ELLIOTT, Sylvia J.
ESSHAKI, Gene J.
FIELDMAN, Elaine S.
FISCHER, Paul J. #
FRIMPONG, Ben K.
GARBARINO, Linda M. #
GESKEY, Stephen M. #
GOROSH, Alan S.
GRUSKIN, Michael A.
GULLEN, John D.
HELLAND, Lynn A.
HUMPHREY, Kathryn J.
HURWITZ, Miles A.
HUTTING, Andrea L.
JACOBS, John P.
JADALLAH, Samer Naim
JORDAN, Teri A.
KASIBORSKI, Chester E., Jr.
KITCH, Richard A.
KUPLICKI, Francis P.
LAKE, Timothy W.
LEGGHIO, Brian M.
LIZZA, John B.
LONGSTREET, Kristine Heard
MAVEAL, Gary M.
MENDEL, Todd R.
MILLER, Bruce A.
MILLER, C. David, II

MITSEFF, Kimberly R.
MOHSIN, Saima S.
NIFOROS, Lambro
O'BRIEN, John N.
PAPISTA, Anthea E.
PHILLIPS, Dwight W.
PLUMB, Frederick B.
RAHEEM, Rasul M.
RIVARD, Donald M., Jr.
ROBINSON, Ron D.
RODWAN, Gail O.
RONAYNE, John J., III
ROSS, Steven P.
SAUGET, William J.
SCHONBERG, Edward R.
SKILLMAN, Alicia J.
SMITH, Amanda M.
SMITH, Margaret M.
TALON, Marianne G.
URSO, John R.
WATZA, Michael J.
WEIER, Craig A.
WEINGARDEN, Lora
WIDLAK, Anne
WILLIAMS, Avery K.
WISNIEWSKI, Mark A.
WYNNE, James E.
YOTT, Cynthia K.

WEXFORD COUNTY

McCURDY, David S.