

# REGULATION OF THE LEGAL PROFESSION IN WISCONSIN

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FISCAL YEAR 2015-2016

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## Report of the Lawyer Regulation System



**Keith L. Sellen, Director**  
Office of Lawyer Regulation

**Honorable Charles Dykman, Chairperson**  
Board of Administrative Oversight

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ANNUAL REPORT  
FISCAL YEAR 2015-2016

**Introduction**

Pursuant to Supreme Court Rule (SCR) 21.03(6)(n) and 21.10(2)(e), the Office of Lawyer Regulation and Board of Administrative Oversight are filing this fiscal year 2015-2016 report on the lawyer regulation system.

**Composition of the Lawyer Regulation System**

“The lawyer regulation system is established to carry out the Supreme Court’s constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin.” SCR Chapter 21, Preamble. The composition and organization of the lawyer regulation system is depicted in Appendix 1. The persons currently serving in these organizations are identified in Appendix 2. Following is a description of the components.

*Supreme Court*

The Supreme Court supervises the lawyer regulation system, determines attorney misconduct and medical incapacity, and imposes discipline or directs other appropriate action in proceedings filed with the Court.

*Office of Lawyer Regulation*

The Office of Lawyer Regulation (OLR) consists of the Director, investigative and support staff, litigation counsel, and retained counsel. The office has the following duties.

- To receive and to respond to inquiries and grievances relating to attorneys.
- To investigate allegations of attorney misconduct or medical incapacity.
- To divert matters into an alternative to discipline program.
- To prosecute misconduct or medical incapacity proceedings.
- To investigate license reinstatement petitions.

*District Committees*

District Committees exist in each of the sixteen state bar districts, and consist of lawyers and public members appointed by the Supreme Court. District Committees perform the following duties under the supervision of the Director.

- To educate the bar and the public about the legal profession and ethical practice of law.
- To refer to the Director possible misconduct or medical incapacity matters.

- To assist in the investigation of possible misconduct or medical incapacity.
- To recommend to the Director the appropriate disposition of matters it investigated.
- To monitor an attorney's participation in an alternatives to discipline program or an attorney's compliance with conditions on practice.
- To assist in resolving minor disputes between an attorney and a client.

#### *Preliminary Review Committee*

The Preliminary Review Committee consists of fourteen members, nine lawyers and five public members appointed by the Court. The Committee is comprised of two seven-member panels, each having at least four lawyers and at least two public members. The panels have the following duties.

- To review the results of OLR and District Committee investigations and to determine whether there is cause to proceed in the matter.
- To review, upon request by a grievant, decisions by the Director to dismiss a grievance after investigation.
- To confer with the Board of Administrative Oversight and to suggest improvements in the operation of the Committee and its panels.

#### *Board of Administrative Oversight*

The Board of Administrative Oversight consists of twelve members, eight lawyers and four public members appointed by the Court. The Board has the following duties.

- To monitor the fairness, productivity, effectiveness, and efficiency of the system.
- To monitor the implementation of new procedures.
- To assess public and bar perceptions of the integrity of the system.
- To report its findings to the Supreme Court.
- To review the operation of the system with the Court, and to file an annual report.
- To propose substantive and procedural rules.
- To inform and educate the public and bar about the system.
- To propose an annual budget.

#### *Special Investigative Panel*

The Special Investigative Panel is composed of lawyers appointed by the Supreme Court who are not currently participating in the lawyer regulation system. The Director refers allegations of misconduct against attorneys currently participating in the system to a special investigator. In a referred matter, the special investigator performs the functions that the Director would normally perform, which may include evaluating, investigating, dismissing, diverting, or prosecuting the matter.

### *Special Preliminary Review Panel*

The Special Preliminary Review Panel is composed of four lawyers and three public members appointed by the Supreme Court. In matters involving allegations against current participants in the lawyer regulation system, the panel reviews the special investigator's decision to close a matter without investigation or dismiss a matter after investigation, and reviews an investigative report to determine whether there is cause to proceed.

### *Referees*

Referees are attorneys or reserve judges appointed by the Supreme Court to perform the following duties.

- To conduct hearings in proceedings alleging misconduct or medical incapacity.
- To conduct hearings on petitions for license reinstatement.
- To review consensual public or private reprimands submitted by the Director.

## **Overview of the Lawyer Regulation System**

The Wisconsin Supreme Court created the lawyer regulation system to carry out the Court's constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin. The Court has adopted standards of professional conduct for attorneys. The Court confers the privilege to practice law on an attorney conditioned on his or her compliance with those standards. SCR 21.15(2). A failure to comply with the Court's standards may constitute misconduct or may be evidence of a medical problem.

The Director of the Office of Lawyer Regulation (OLR) is required to investigate any possible misconduct that warrants discipline or medical incapacity of an attorney licensed to practice in the State of Wisconsin. SCR 21.03(6)(a). Communications with OLR alleging lawyer misconduct are privileged, and no lawsuit predicated on those communications may be instituted against any grievant or witness. SCR 21.19. Attorneys and grievants may consult with and be represented by counsel at any stage of an investigation. Prior to the filing of a formal complaint or petition, all papers, files, transcripts and communications in an OLR investigation must be kept confidential by OLR. SCR 22.40(1). OLR may, however, provide relevant information to the respondent and the grievant. SCR 22.40(2). Although the Supreme Court Rules provide no sanction for disclosure of a grievance by the respondent or the grievant, OLR requests that those involved in an OLR investigation keep confidential all documents generated by the investigation.

Initially, OLR staff screens all inquiries and grievances concerning attorney conduct. If the allegations made are not within OLR's jurisdiction, or if the allegations are not supported by a sufficient factual basis, staff will close the file. The grievant may make a written request for the Director's review of the closure. The Director's decision is final.

After preliminary evaluation, staff may also forward the matter to another agency; attempt to reconcile the matter between the grievant and attorney if it is a minor dispute; or refer the matter to the Director for diversion or investigation. Before or after investigation, the Director may divert the matter to an alternative to discipline program, providing that nothing more than minor misconduct is involved, the respondent agrees, and the respondent is eligible to participate. Alternatives to discipline are usually educational programs or monitoring arrangements designed to assist an attorney in improving the quality of his or her practice.

If the grievance sets forth sufficient information to support an allegation of misconduct that warrants discipline or medical incapacity, OLR initiates an investigation. OLR sends a letter to the respondent enclosing the grievance and requesting a response within 20 days. In most instances, OLR will forward the attorney's response to the grievant for comments.

Although OLR staff investigates most matters, OLR refers many matters for investigation by district committee. The committee chairperson can assign the matter to one of the committee's investigators. Pursuant to SCR 22.04(2), the respondent may request a substitution of a district committee investigator within 14 days of receiving notice of the assignment of the investigator. The respondent shall be granted one such substitution as a matter of right, and any other requests for substitution shall be granted by the committee chairperson for good cause shown. If the committee decides to take sworn testimony regarding a grievance at an investigative meeting, the respondent and the grievant will receive timely notice of the meeting. Committee members elicit pertinent information from witnesses at such a meeting. In any matter referred to committee, the committee will prepare a report summarizing the facts and potential disciplinary violations. That report will be sent to the respondent and grievant for comment.

After the investigation is completed, the Director may dismiss the matter for lack of sufficient evidence of cause to proceed, divert the matter to an alternatives to discipline program, obtain respondent's consent to a private or public reprimand, or present the matter to the Preliminary Review Committee for a determination of whether there is cause to proceed. In those cases in which the Director dismisses, the grievant may request review of the decision by the Preliminary Review Committee. The decision of the Preliminary Review Committee is final.

If the Preliminary Review Committee determines that the Director has established cause to proceed, the Director may file a complaint with the Supreme Court alleging misconduct. OLR, rather than the grievant, is the complainant in such a matter. If the Director files a complaint, an answer is required within 20 days of service of the complaint. Upon proof of service, the Supreme Court appoints a referee to hear the matter pursuant to SCR 22.13(3). The referee holds a scheduling conference to define the issues and to determine the extent of discovery. The referee then presides at a public hearing which is conducted as a trial of a civil action to the court. SCR 22.16. OLR must prove misconduct or medical incapacity by clear, satisfactory and convincing evidence. SCR 22.38.

Within 30 days after the conclusion of the hearing, the referee will submit his or her report to the Supreme Court, including findings of fact, conclusions of law, and a recommendation of dismissal or imposition of discipline. OLR or a respondent may file an appeal of the referee's report within 20 days after the report is filed. If no appeal is timely filed, the Supreme Court reviews the referee's report and determines appropriate discipline in cases of misconduct and appropriate action in cases of medical incapacity. The Supreme Court's final dispositions of disciplinary and medical incapacity proceedings are published in the *Wisconsin Reports* and in *The Wisconsin Lawyer*.

## **The Year in Review**

### *Significant Lawyer Regulation System Developments*

The number of pending matters declined significantly this year. At the end of the fiscal year, there were a total of 593 matters (including 270 formal investigations), down from 744 (including 333 formal investigations) at the end of last year.

Processing times decreased. The average processing time for intake matters decreased from 55 days last year to 50 this year. The average processing time for formal investigations decreased from 386 days last year to 321 this year. Overall average processing time decreased from 182 days last year to 139 days this year. The percentage of matters completed within 90 days increased from 67% last year to 76% this year. The percentage of matters completed within 180 days increased from 82% last year to 85% this year.

There was a decrease in the number of older matters during the past year. The number of matters over a year old decreased from 226 last year to 199 this year.

The Preliminary Review Committee elected Attorney Frank LoCoco of Milwaukee chairperson and Attorney William Mundt of Madison as vice chairperson. The Committee met to consider matters on September 11, 2015, December 11, 2015, March 4, 2016 and June 10, 2016. The Committee considered whether cause to proceed existed in 71 matters, and reviewed the Director's dismissals in 14 matters. The Board and Office of Lawyer Regulation appreciate the Committee's exceptional service this past year. Committee meetings will continue quarterly.

The Board of Administrative Oversight elected Honorable Charles Dykman of Monona chairperson and Attorney Gary Van Domelen of La Crosse vice chairperson. The Board held meetings on August 28, 2015, December 3, 2015, March 4, 2016 and June 3, 2016. The Board made recommendations concerning the budget, advised OLR regarding procedures for exercising discretion under the Courts' new policy, and reviewed information about common grievances to seek ways to improve how the lawyer regulation system may prevent the underlying concerns from arising and respond better to these grievances.

The District Committees continue to make a valuable contribution to the system, and are instrumental in resolving matters requiring a depth and breadth of legal and other professional expertise. While the committee's work involves a significant commitment of time and talent, the results are beneficial and worthwhile.

Special Investigators and the Special Preliminary Review Panel process matters involving allegations against attorneys who serve with the regular components of the regulation system. During fiscal year 2015-2016, special investigators received 30 matters and resolved 28 matters. The Special Preliminary Review Panel met on September 18, 2015, December 4, 2015, April 8, 2016 and June 10, 2016. The Panel considered 3 matters for cause and 9 matters on review.

The alternative to discipline program provides an effective way to improve an attorney's ability to practice in accordance with high professional standards. Frequently, this is a more effective measure than professional discipline. The Court has authorized diversion to an alternative program in situations where the program will likely benefit the attorney, and where the attorney will not likely harm the public. Alternative programs may include mediation, fee arbitration, law office management assistance, evaluation and treatment for alcohol and other substance abuse, psychological evaluation and treatment, medical evaluation and treatment, monitoring of practice or trust account procedures, continuing legal education, ethics school, and the multi-state professional responsibility examination. During the fiscal year, 113 attorneys were diverted to alternative programs and 146 attorneys completed diversions.

The central intake program provides for the receipt of inquiries and grievances concerning attorney conduct, and for the preliminary evaluation of grievances prior to any formal investigation. Inquiries and grievances may be received by telephone; callers may use a toll free number to contact the Office of Lawyer Regulation. After the preliminary evaluation, the Central Intake staff may forward the matter to another appropriate agency, attempt to reconcile the matter if it is a minor dispute, close the matter if it does not present sufficient information to support an ethical allegation, or refer the matter for investigation or diversion to an alternative to discipline.

Central Intake received 1,979 inquiries and grievances. This is 321 less than the prior year. Of the matters evaluated in Central Intake this past year, approximately fifteen (15%) were forwarded for formal investigation. Three percent (3%) involved the resolution of minor disputes. Eleven percent (11%) involved matters withdrawn by the grievant or closed due to no subsequent contact from the grievant. Three (3%) involved diversion programs. The remaining sixty-eight (68%) were closed for lack of sufficient information to suggest an allegation of potential ethical misconduct.

## Trust Account Program

The Trust Account Program is responsible for the administration of Wisconsin's overdraft notification rule, SCR 20:1.15(h), which requires attorneys to authorize their financial institutions to notify the Office of Lawyer Regulation of overdrafts on their trust accounts and fiduciary accounts. In addition, the Trust Account Program provides education and resources for lawyers and financial institutions regarding trust account regulations and the management of trust and fiduciary accounts.

OLR's Intake staff screens all incoming reports of overdrafts on lawyer trust and fiduciary accounts. Overdrafts reported to OLR due to bank errors and those that meet other criteria for closure without a full investigation are handled by that department. Overdrafts requiring full investigation are handled by Formal Investigators and the Trust Account Program Administrator.

OLR received a total of 73 reports of overdrafts on trust and fiduciary accounts of Wisconsin lawyers during Fiscal Year 2016. During that same period, overdraft notifications resulted in the following dispositions:

3 Year Suspension	1
4 Month Suspension	1
60 Day Suspension	1
Public Reprimand	1
Private Reprimand	3
Diversion	18
Dismissal after Diversion Program Successfully Completed	12
Dismissal after Investigation	18
Dismissal after Investigation/Advisory Letter	28
Closed without Investigation – Bank Errors	7
Closed without Investigation – Bank Errors/Advisory Letter	1
Closed without Investigation – Collection Account Exception	2
Special Investigator – Insufficient Evidence	1
Special Investigator – Dismissal	1

Overdraft investigations occasionally lead to the discovery of record-keeping deficiencies and other concerns that do not warrant the imposition of discipline. In such situations, an advisory letter is sent to the lawyer or law firm, explaining the concerns and providing information and guidance on the requirements of SCR 20:1.15 or another applicable rule. During Fiscal 2016, OLR sent 29 advisory letters, which included guidance on one or more of the following issues and record keeping requirements:

Availability of Funds for Disbursement	5
Checks/Deposit Slips: Distinguish/Memo/Signatory/Endorsement	14
Maintenance Account (for bank fees and surcharges)	9
Monthly Reconciliation Deficiencies	12
Transaction Register/Check Stubs; Client Ledger/Running Balances	17
Commingling of Funds: Fees/Costs	3
Prohibited Transactions: Internet/Telephone/Cash/3 <sup>rd</sup> Party	7
Other: Conflict	1

Mary Hoeft Smith, OLR's Trust Account Program Administrator, presented half-day seminars on trust account management on September 25, 2015, and April 29, 2016. Attorneys Edward Hannan (Waukesha) and Mark A. Peterson (Milwaukee) assisted OLR at these seminars. Atty. Hannan spoke regarding lawyers' fiduciary obligations and the burden-shifting rules, while Atty. Peterson spoke about the proper handling of legal fees and the alternative to holding unearned fees in trust. At the spring 2016 seminar, Mary Gilmeister, President of the Wisconsin ACH Association (WACHA) spoke about electronic banking. These seminars are open to lawyers and law office staff members, and are required in connection with trust account diversions.

On December 4, 2015, the Wisconsin Supreme Court held a public hearing on the Office of Lawyer Regulation's Petition for Amendments to Rules relating to Electronic Banking (Rule Petition 14-07). On April 4, 2016, the Court issued an order, re-creating SCR 20:1.15, and amending SCR 20:1.0, SCR 20:1.5 and SCR 22.39, *effective July 1, 2016*. The new rules enable lawyers to utilize electronic banking in connection with their trust accounts and include requirements to safeguard funds and provide auditable electronic records maintained by lawyers, law firms and financial institutions. In addition, the detailed, record-keeping requirements of former SCR 20:1.15(f) have been replaced by a requirement to maintain complete records and the establishment of record-keeping guidelines that are published on OLR's website. Furthermore, a lawyer's failure to promptly deliver trust property to a client or third party entitled to that property, or to promptly submit records or an accounting for trust or fiduciary property to the Office of Lawyer Regulation will result in a rebuttable presumption that the lawyer has failed to hold that property in trust, in violation of SCR 20:1.15(b)(1) or (k)(1) (*effective July 1, 2016*).

Following the Court's order re-creating the trust account rule and related rules, Mary Hoeft Smith began taking steps to educate lawyers and bankers regarding the changes by updating OLR's web page and making the following presentations:

6/16/2016: *Supreme Court Rules – 2016 Trust Account-Related Amendments*  
OLR Staff Training

6/22/2016: *E-Banking in Lawyer Trust Accounts*  
Wisconsin ACH Association Symposium: Wisconsin Dells

6/30/2016 *E-Banking under the Wisconsin Trust Account Rule*  
State Bar Webcast: (Panel included Dean Dietrich, Aviva Kaiser,  
Tim Pierce and Mary Hoeft Smith)

Further information regarding the Trust Account Program is available on the Office of Lawyer Regulation's web page: [www.wicourts.gov/olr](http://www.wicourts.gov/olr).

## **Survey of Matters**

### *Overall Processing*

The pending caseload is 593 matters, 151 matters less than a year ago. The average processing time decreased from 182 days to 139 days. The percentage of matters resolved within 90 days increased from 67% last year fiscal to 76% this fiscal year. Those resolved in 180 days increased from 82% last fiscal year to 85% this fiscal year. The number of pending matters over a year old decreased this year, from 226 to 199.

### *Grievances*

In an effort to inform the Supreme Court, the Bar, and the public of the source and nature of the grievances received and the areas of practice from which grievances arise, Appendices 8A – 8C break down by category the grievances received between July 1, 2015 and June 30, 2016. In describing the nature of the grievances, only the most serious allegation is reflected.

The allegations most commonly made in a grievance were improper advocacy (18.32%), lack of diligence by the lawyer entrusted with the legal matter (15.59%), and lack of communication (9.52%). See Appendix 8A. The two areas of practice that produced the largest number of grievances during the year were criminal law and family law (see Appendix 8B). It is important to point out that while clients file the majority of grievances, anyone can file a grievance. Appendix 8C illustrates the sources from which grievances were received during the fiscal year.

### *Discipline*

In fiscal year 2015-2016, 42 attorneys received a public disciplinary sanction, including 1 revocation by consent and 26 suspensions. There were 6 public reprimands imposed by the Supreme Court and 10 public reprimands issued by Supreme Court Referees. Additionally, the court temporarily suspended 9 attorneys, and dismissed 1 disciplinary complaint. At the end of the year, 105 formal disciplinary matters were pending in the Supreme Court, down from 107 last year. Appendix 9 shows the numbers and percentages of attorneys receiving public discipline since fiscal year 1980-1981. Appendix 10 shows the type of misconduct found in public discipline decisions. Appendix 11 shows the areas of practice in which discipline was found in public decisions.

A Referee has authority, under SCR 22.09(3), to issue private reprimands pursuant to an agreement between the Director and the attorney. Typically, a private reprimand is imposed for an isolated act of misconduct that caused relatively minor harm. The Director does not enter an agreement for a private reprimand if public disclosure of the attorney's misconduct is necessary to protect the public. Private reprimands are retained

permanently and are available as an aggravating factor on the issue of sanction if the attorney commits subsequent misconduct. As a means of educating the Bar, summaries of private reprimands, without any reference to or identification of the attorney involved, are printed every six months in the *Wisconsin Lawyer* magazine.

During this fiscal year, 26 attorneys received private reprimands. The Supreme Court issued 1 private reprimand. One Hundred Thirteen attorneys entered the alternatives to discipline program and One Hundred Forty Six attorneys completed an alternative program.

Other dispositions included:

- 1658 inquiries that did not warrant investigation. These matters were closed after the initial intake evaluation because there was insufficient information to support an allegation of misconduct or were disputes that were resolved without investigation.
- 81 dismissals after investigation in cases where there was insufficient evidence of a violation.
- 53 dismissals with an advisory letter. This disposition occurs in cases where the evidence is insufficient to prove a violation, but where practical advice would be helpful to an attorney.
- 33 closed pending petition for reinstatement.

**SUMMARY OF PUBLIC DISCIPLINE**  
**Office of Lawyer Regulation**  
**July 1, 2015 thru June 30, 2016**

<b>Attorney</b>	<b>Admitted</b>	<b>Location</b>	<b>Decided</b>	<b>Effective</b>
<b><u>Revocation by Consent</u></b>				
Switalski, Michael M.	6/9/88	Wausau, WI	11/11/15	11/11/15
<b><u>Three Year Suspension</u></b>				
Gatzke, James E.	5/23/94	New Berlin, WI	5/17/16	6/20/16
Waters, John O.	7/2/02	Grand Rapids, MI	3/9/16	3/9/16
<b><u>Two Year Suspension</u></b>				
Aleman, Jeffrey J.	5/20/96	Chicago, IL	12/23/15	12/23/15
Hicks, Michael J.	6/19/84	Milwaukee, WI	2/17/16	3/18/16
MacLean, Matthew S.	9/29/98	Burlington, WI	6/3/16	6/3/16
<b><u>One Year Suspension</u></b>				
Hicks, Michael J.	6/19/84	Milwaukee, WI	4/29/16	3/18/18
Schoenecker, James M.	9/30/04	Elm Grove, WI	4/22/16	4/22/16
<b><u>Thirty Month Susp.</u></b>				
Ramthun, Phillip J.	6/16/78	Milwaukee, WI	9/30/15	9/30/15
<b><u>Nine Month Susp.</u></b>				
Mulligan, Thomas O.	12/19/85	Spooner, WI	10/8/15	11/7/15
Smoler, Pamela J.	6/9/88	Monona, WI	10/30/15	10/30/15
<b><u>Six Month Suspension</u></b>				
Sayaovong, Amoun Vang	4/9/07	St. Paul, MN	11/18/15	11/8/15
Templin, Thor H.	5/19/08	Milwaukee, WI	3/29/16	5/3/16
<b><u>Five Month Suspension</u></b>				
Kaupie, Joseph J.	9/29/99	Wausau, WI	7/15/15	7/15/15
<b><u>Four Month Suspension</u></b>				
Clark, Raymond M.	6/8/59	Pewaukee, WI	5/17/16	6/20/16
Krogman, Zachary	9/20/11	Stevens Point, WI	12/23/15	1/22/16
Winkel, David J.	9/18/84	Neenah, WI	7/7/15	8/6/15
<b><u>90 Day Suspension</u></b>				
Capistrant, Joseph M.	6/13/07	Osseo, MN	8/18/15	9/17/15

**SUMMARY OF PUBLIC DISCIPLINE**  
**Office of Lawyer Regulation**  
**July 1, 2015 thru June 30, 2016**

<b>Attorney</b>	<b>Admitted</b>	<b>Location</b>	<b>Decided</b>	<b>Effective</b>
<b><u>60 Day Suspension</u></b>				
Boyle, Charles A.	6/24/85	Chicago, IL	5/18/16	5/31/16
Boyle, Gerald P.	6/4/62	Milwaukee, WI	12/23/15	1/22/16
Callahan, Patrick A.	6/23/98	Milwaukee, WI	2/10/16	2/10/16
Kurzman, Marc G.	1/14/03	Minneapolis, MN	5/10/16	5/10/16
Moldenhauer, James G.	12/23/82	Eau Claire, WI	5/24/16	6/27/16
Roitburd, Stuart F.	5/21/84	Glendale, WI	2/26/16	4/26/16
Runyon, James T.	6/2/78	Tomahawk, WI	10/8/15	11/7/15
Strouse, Paul A.	10/3/91	Milwaukee, WI	7/15/15	8/14/15
Voss, Richard W.	6/7/73	Rhineland, WI	12/8/15	Consecutive to 2014WI75

**SUMMARY OF PUBLIC DISCIPLINE**  
**Office of Lawyer Regulation**  
**July 1, 2015 thru June 30, 2016**

<u>Attorney</u>	<u>Admitted</u>	<u>Location</u>	<u>Decided</u>
<b><u>Court Public Reprimand</u></b>			
Adent, Leonard G.	8/18/67	Pewaukee, WI	3/29/16
Borman, Bradford A.	10/17/01	Bangor, ME	4/15/16
Boyle, Charles A.	6/24/85	Chicago, IL	9/16/15
Crandall, Eric L.	9/19/91	New Richmond, WI	12/23/15
Gall, Jordan E.	9/28/11	Minneapolis, MN	7/9/15
Matchett, Edward W.	5/3/89	Douglas, AZ	5/10/16
<b><u>Consent Public Reprimand</u></b>			
Carroll, John M.	12/21/87	Appleton, WI	9/2/15
Dao, Nam D.	3/16/09	Seattle, WA	10/27/15
Dietzler, Eugene J.	5/19/97	Milwaukee, WI	4/13/16
Harper, Mary	1/16/90	Beaver Dam, WI	4/14/16
Langford, Ronald E.	5/20/85	Des Moines, IA	12/15/15
Nussberger, Terry L.	9/13/83	Ladysmith, WI	10/20/15
Olsen, Daniel E.	10/13/08	Madison, WI	4/13/16
Raymond, Louis F.	9/19/91	Manitowoc, WI	6/1/16
Reese, Kirk D.	11/23/83	Rhineland, WI	4/29/16
Snyder, Daniel F.	1/16/74	Park Falls, WI	4/27/16

## Reinstatements

During fiscal year 2015 – 2016, the Court completed action on 37 reinstatement petitions, 29 administrative and 8 disciplinary. Following is a summary of reinstatements.

### SUMMARY OF REINSTATEMENTS Office of Lawyer Regulation July 1, 2015 thru June 30, 2016

<u>Attorney</u>	<u>Location</u>	<u>Received</u>	<u>Decided</u>	<u>Outcome</u>
<b><u>Administrative</u></b>				
Anderson, Nina M.	S. Amboy, NJ	3/3/15	7/27/15	Granted
Belton, Alaina Y.	Atlanta, GA	11/10/15	3/14/16	Granted
Berg, Eric	Milwaukee, WI	1/30/15	10/15/15	Granted
Braun, Jean E.B.	Franklin, WI	2/2/16	6/16/16	Granted
Brown, Matthew	Waukesha, WI	12/21/15	4/14/16	Granted
Campbell, Mary B.	Milwaukee, WI	1/22/16	5/25/16	Granted
Cotner, Jennifer	San Francisco, CA	10/9/15	2/16/16	Granted
Cusick, Judith P.	Christiadsted, VI	8/18/15	1/20/16	Granted
Friedlander, Matthew D.	Atlanta, GA	7/14/15	11/9/15	Granted
Gillis, Claremarie	Manitowoc, WI	2/20/15	7/9/15	Granted
Graff, Arnold L. IV	Escondido, CA	9/16/15	2/18/16	Granted
Hauer, Stacy K.	Lakeville, MN	8/18/15	3/1/16	Granted
Hellman, James A.	Sparta, WI	3/6/15	7/15/15	Granted
Hendrickson, Regan A.	Columbus, WI	1/15/16	5/11/16	Granted
Hunter, Robert M.	Madison, WI	8/8/15	2/2/16	Granted
Kinney, Sandra H.	Charleston, WV	1/13/16	5/18/16	Granted
Klaudt, David W.	Dallas, TX	6/30/15	4/20/16	Granted
Langford, Ronald E.	Des Moines, IA	11/6/12	7/1/15	Granted
Loman, Emily K.	Madison, WI	9/28/15	3/1/16	Granted
Ludwick, Sarah B.	Brookfield, WI	4/17/15	8/26/15	Granted
McLaughlin, Sharon R.	Albany, NY	9/14/15	5/9/16	Granted
Mettner, Michelle I.	Madison, WI	2/15/16	5/27/16	Dismissed
Neterval, Jeffrey P.	Madison, WI	6/30/15	4/19/16	Granted
Pedersen, Allison M.	Madison, WI	8/11/15	9/16/15	Withdrawn
Raymond, Louis F.	Manitowoc, WI	3/6/15	8/12/15	Granted
Sampson, Colette C.	Madison, WI	9/28/15	2/17/16	Granted
Sandrin, Karla A.	Milwaukee, WI	12/5/14	7/15/15	Granted
Schuler, Michael R.	Henrico, VA	12/16/15	4/19/16	Granted
Walker, Michael J.	Washington, DC	12/2/15	4/12/16	Dismissed

**SUMMARY OF REINSTATEMENTS**  
**Office of Lawyer Regulation**  
**July 1, 2015 thru June 30, 2016**

<b>Attorney</b>	<b>Location</b>	<b>Received</b>	<b>Decided</b>	<b>Outcome</b>
<b><u>Disciplinary</u></b>				
Broadnax, Keith E.	Milwaukee, WI	8/25/15	4/7/16	Withdrawn
Downing, Kristy J.	Detroit, MI	6/27/14	9/30/15	Granted
Hurtgen, P. Nicholas	Winnetka, IL	8/4/14	9/18/15	Granted
Linehan, Daniel W.	Black River Falls, WI	2/18/14	7/15/15	Granted
Mandelman, Michael D.	Mequon, WI	8/6/14	12/8/15	Denied
Schlieve, Nancy A.	Eau Claire, WI	9/11/12	7-15-15	Denied
Schoenecker, James M.	Elm Grove, WI	12/30/15	1/11/16	Dismissed
Stern, Walter W. III	Kenosha, WI	2/27/15	2/4/16	Granted

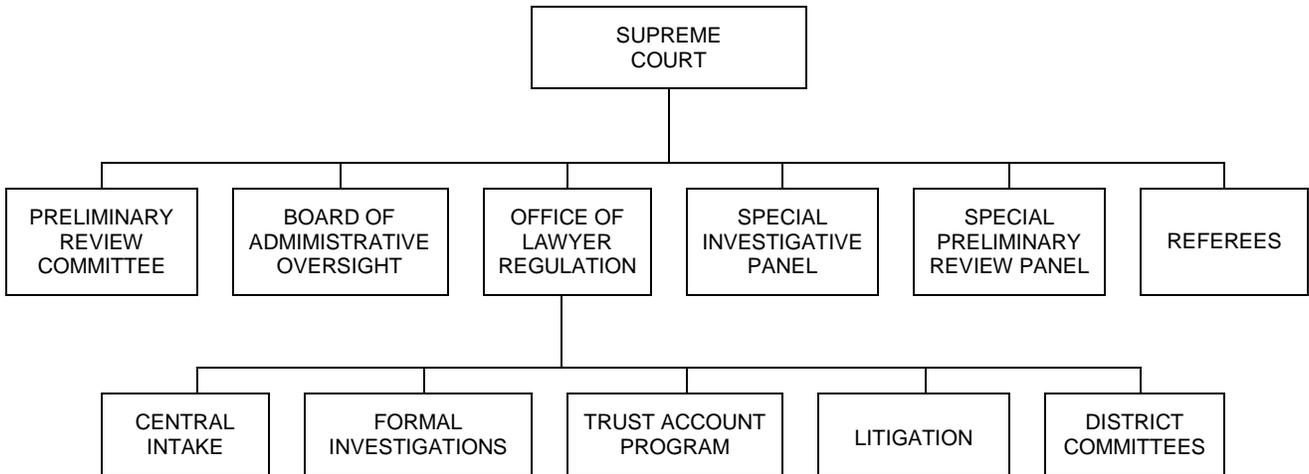
## **Finances**

The legal profession is unique in assuming the costs for policing itself. An assessment on every member of the State Bar of Wisconsin pays the costs and expenses of the lawyer regulation system, including all the costs and expenses of the Office of Lawyer Regulation, District Committees, Preliminary Review Committee, and Board of Administrative Oversight. To help offset the costs, the Office of Lawyer Regulation collects costs from attorneys disciplined in formal court proceedings, and fees on petitions for reinstatement and pro hac vice applications. Collections for fiscal year 2015-2016 were approximately \$238,300.

The budget for fiscal year 2016-2017 is \$3,485,000, down from \$3,556,400 last year. The assessment will remain \$155.00. The assessment is in line with disciplinary assessments for neighboring jurisdictions: \$230.00 for Illinois, \$175.00 for Iowa, \$90.00 for Michigan, and \$122.00 for Minnesota. The assessment for Colorado, which has a similar program and lawyer population, is \$185.00.

*APPENDIX 1*

***ORGANIZATIONAL CHART OF THE  
LAWYER REGULATION SYSTEM***



APPENDIX 2

COMPOSITION OF THE LAWYER REGULATION SYSTEM

WISCONSIN SUPREME COURT

Chief Justice Patience D. Roggensack  
Justice Shirley S. Abrahamson  
Justice Ann Walsh Bradley  
Justice David T. Prosser, Jr.  
Justice Annette Kingsland Ziegler  
Justice Michael J. Gableman  
Justice Rebecca G. Bradley

OFFICE OF LAWYER REGULATION

Keith L. Sellen, Director

William Weigel, Litigation Counsel  
Julie M. Spoke, Assistant Litigation Counsel  
Sheryl St. Ores, Assistant Litigation Counsel  
Jonathan E. Hendrix, Assistant Litigation Counsel

John K. O'Connell, Deputy Director-Investigations  
Elizabeth Estes, Deputy Director-Intake  
Mary Hoeft Smith, Trust Account Program Administrator  
Heidi T. Johnson, Office Manager

Investigative Staff:

Kori Anderson  
Anne Blood  
Kenneth E. Broderick  
Lorry Eldien  
Kathryn Galarowicz  
Cathe Hahn  
Emily Kokie  
Beth M. Kugler  
Sarah Peterson  
Melody Rader-Johnson  
Cynthia Schally  
Michael Shull  
Travis Stieren  
Karl Wyler  
Jonathan Zeisser

Support Staff:

Janet Byrne  
Melissa Chicker  
Mary McMillan  
Annette Smith  
Susan Stock  
Deborah White

RETAINED COUNSEL

Matthew F. Anich  
Wayne A. Arnold  
William F. Bedker, Jr.  
Gregg M. Herman  
Kim M. Kluck  
Robert G. Krohn  
Ronald P. LeFever  
Anne MacArthur  
Richard Mozinski  
Matthew J. Price  
James C. Reiher  
Paul W. Schwarzenbart  
Gregory P. Seibold  
Brenda Sunby  
Denis R. Vogel

Ashland  
Rice Lake  
Watertown  
Milwaukee  
Madison  
Janesville  
Brookfield  
Lake Mills  
Manitowoc  
Milwaukee  
Waukesha  
Madison  
Florence  
Merrill  
Madison

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\*Dr. Randall J. Hammett  
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Kenosha  
Kenosha  
Kenosha  
Whitewater  
Lake Geneva  
Kenosha  
Fort Atkinson  
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Racine  
Milwaukee  
Milwaukee

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*Paul M. Baker	Winneconne
Elizabeth J. Nevitt	Neenah
Emily E. Parks	Fond du Lac
*David H. Romond	Oshkosh

William Slate  
\*Frances Garb  
Sara Micheletti

Markesan  
Oshkosh  
Appleton

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Manitowoc  
Plymouth  
Elkhart Lake  
New Holstein  
Plymouth  
Sheboygan

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David Russell  
\*David Campbell  
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Mark Franklin  
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La Crosse  
Arcadia  
La Crosse  
Viroqua  
Sparta  
La Crosse  
Black River Falls  
La Crosse  
La Crosse  
La Crosse  
Independence  
Black River Falls

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Brad A. Markvart  
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\*Gregory J. Ksicinski  
Stephen C. Raymonds  
\*Telemachos Agoudemos  
Raymond Schrank  
Edward Hannan  
Robert F. Dehring  
Rod Rogahn

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Brookfield  
Milwaukee  
Grafton  
Delafield  
New Berlin  
Waukesha  
Waukesha  
Menomonee Falls  
Big Bend  
Muskego  
Waukesha  
Oconomowoc  
Waukesha

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*Susan G. Martin	Portage
Erik C. Johnson	Montello
*Charles W. Nason	Stevens Point
*Berndt, Deborah	Clintonville

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*Linda M. Jorgenson	River Falls
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John Zwiieg	Madison
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Harvey Wendel	Madison
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Gerald L. Wilson	Marinette
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*Connie M. Seefeldt	Coleman
Robert Sisson	Appleton
*Terry Hilgenberg	Shawano
Hon. Leonard Kachinsky	Neenah
Hon. Catherine C. Stichmann	Crivitz
Charles M. Stertz	Appleton
Brad A. Markvart	Appleton

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Deborah Asher	Chippewa Falls
*Ms. Erny Heiden	Conrath
Annette M. Barna	Barron
John R. Carlson	Washburn
Amanda L. Wieckowic	Chetek
*John Bennett	Washburn
Parrish J. Jones	Superior
*Diane Fjelstad	Chetek

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Carolyn L. Smith

\*William Hustad

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\*Sheriff Robert D. Spooden

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Monroe

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Dodgeville

Monticello

Janesville

Janesville

Lancaster

Janesville

Janesville

Madison

Monroe

Janesville

New Glarus

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\*Mr. Robert Blazich

\*Ramona Larson

Annamarie A. Wineke

\*Claire Fowler

Julie A. Maule

West Bend

Beaver Dam

Grafton

West Bend

Thiensville

Mequon

Watertown

Hubertus

West Bend

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Edward J. Vopal

\*Joseph Neidenbach

Robert Gagan

\*Jim Marshall

Ann C. Weiss

Jodi Arnt Labs

Melissa Thiel Collar

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\*Wendy Scattergood

Green Bay

De Pere

Green Bay

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\*Peter Smet

John J. Buchaklian

Patricia J. Hanson

Timothy J. Pruitt

Racine

Burlington

Burlington

Racine

Racine

Racine

Robert K. Weber  
\*Frank Konieska  
Kristin Cafferty  
Lincoln K. Murphy

Racine  
Burlington  
Racine  
Racine

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(Chairperon) Ginger Murray  
Laura K. Fitzsimmons  
Lisa Brouillette  
\*Monty Raskin  
James P. Lonsdorf  
Daniel R. Peters  
Peter M. Young

Sun Prairie  
Ringle  
Florence  
Wausau  
Schofield  
Wausau  
Wausau

PRELIMINARY REVIEW COMMITTEE

**Attorney Frank Lo Coco, Chairperson  
Milwaukee, WI**

Frank Lo Coco is a share holder in the Milwaukee office of Whyte, Hirschboeck, Dudek, S.C. where he is a Practice Group Leader for the firm's litigation group. He is a 1983 graduate of the University of Dallas (B.A. Philosophy) and a 1986 graduate of the University of Wisconsin law school. He practices primarily in the area of civil litigation and he has tried cases to verdict in Wisconsin and across the country. For nine years he served as an investigator for the District 2 Investigative committee of OLR in Milwaukee. Thereafter, he served for six years as a Special Investigator for the Wisconsin Supreme Court. He has also been actively involved in the community serving as a member of the board of directors for Marquette University High School for six years, with three years as its chair. He has been married for 28 years to his wife Lydia. Together they are raising their eight children, one of whom is also admitted to the Wisconsin bar.

**Attorney William F. Mundt, Vice Chairperson  
Madison, WI**

Attorney Mundt received his BA in 1964 and his J.D. in 1967 from the University of Wisconsin Madison and has been in law practice with Murphy Desmond, S.C. in Madison, or its predecessors since graduation from law school. His primary areas of practice are estate planning and probate; charitable foundation law; employment law for management, real estate law, and corporate law. He is a member of the Dane County Bar Association, Wisconsin State Bar and American Bar Association; Fellow of American College of Trust and Estate Counsel; Past President and member of Madison Estate Council; member Madison Benefits Council; member and Past President of Madison South Rotary Club; past Board member of Madison South Rotary Foundation; past Board member and President of Bethesda Lutheran Communities; past Board Member and Chairman of Bethesda Lutheran Foundation; past Board member and Chairman of Lakeside Lutheran High School Foundation and WELS Foundation. He served as a member of District 9's BAPR Committee from 1980-1995 and was Chair of that Committee from 1991 to 1995. He was a member of District 9's OLR Committee from 2003 thru 2011. He is also a former co-author of the Wisconsin Probate System.

**Attorney Robert J. Asti  
Cedarburg, WI**

After practicing in Milwaukee, Attorney Robert J. Asti joined the Cedarburg Wisconsin law firm of Levy & Levy S.C. in 1983, where he focuses primarily on litigation. He has served as a member of the State Bar of Wisconsin's Professionalism Committee (2011 to 2013), as a member for two terms, of the State Bar of Wisconsin's Board of Governors (2005 to 2007 and 2007 to 2009), and as a member of the State Bar of Wisconsin's Board of Bar Examiners Review Committee (1997 to 2011) and past Chair (2004 to 2011). He has also served as a member of the State Bar of Wisconsin's Alternative Dispute Resolution Section Board of Directors (1996 to 2003) and as a past Secretary. He is

admitted to practice before all Wisconsin State Courts, the Federal Courts for the Eastern and Western Districts of Wisconsin, the 7<sup>th</sup> Circuit U.S. Court of Appeals, and the U.S. Supreme Court. Attorney Asti is a member of the State Bar of Wisconsin, the American Association for Justice and the Ozaukee County Bar Association (past president). Attorney Asti received a B.B.A. from the University of Wisconsin-Milwaukee, and a M.B.A. and a J.D. from Marquette University.

**Mr. Dennis Blasius**  
**Waukesha, WI**

Dennis Blasius is currently the Director of Field Operations in the U.S. Consumer Product Safety Commission's (CPSC) Office of Compliance and Field Operations. He has been with CPSC for 24 years, serving in a variety of supervisory and management roles in both the Compliance and Field Investigations Directorates. Dennis is responsible for working with the compliance, epidemiology and legal staffs to coordinate civil and criminal product safety investigations nationwide. He is responsible for CPSC's nationwide field staff and also coordinates the CPSC's internet surveillance unit. Dennis is a frequent trainer and speaker throughout the U.S. and internationally regarding consumer product safety compliance and enforcement topics. Before moving to the federal government, Dennis was a Detective with the Waukesha County Sheriff's Department. Dennis has a B.S. degree in Criminal Justice, a Master's degree in Managerial Communication and a Certificate in Executive Leadership from Cornell University. He served a three year term as a commissioner on the City of Pewaukee Police and Fire Commission (2008-2010) and also served on the committee that developed the city's current ethics policies for employees and elected officials. Dennis is a previous volunteer with the Office of Lawyer Regulation, serving as a member of the District Six Investigative Committee from 2003-2005.

**Ms. Kristine M. Deiss**  
**West Bend, WI**

Kris was born, raised and educated in West Bend, Wisconsin. She obtained her Bachelor Degree in Liberal Studies from the University of Wisconsin, Oshkosh. She has worked in the Washington County court system for 30 years as a Judicial Assistant, Register in Probate and Clerk of Juvenile Court and for 14 of those years as the elected Clerk of Courts retiring in 2011. She has served on several court committees including Records Management Committee and the Policy and Planning Advisory Committee for the Supreme Court. She has also served on the Common Council for the City of West Bend and was elected West Bend's first woman Mayor serving from 2008-11. She currently serves on the Washington County Board of Supervisors.

**Mr. John Flannery**  
**Green Bay, WI**

John Flannery has served as a law enforcement officer for the past twenty years, starting his career as a reserve police officer with the Village of Saukville, WI. In 2009, he retired from the Brown County Sheriff's Department, Green Bay, to accept a full time

faculty position at Northeast Wisconsin Technical College. Presently John instructs police recruits in legal, tactical and relational components of the law enforcement profession. His duties also include performing as a law enforcement planner for 4<sup>th</sup> Class Cities and Villages. John advises smaller departments on issues ranging from policy development, crime analysis, emergency management, crime prevention and grant funding. John retains his sworn policing certification, working as a police officer for the Village of Pulaski and the University of Wisconsin – Green Bay Public Safety Department.

During his tenure at the Brown County Sheriff's Department, John performed as a lead officer for a contract municipality, the Village of Allouez. He was responsible for the preparation of budget reports, review of legal documents and RFPS, ordinance development and reporting of crime trends in the village. In 2001 John was awarded the 'Wisconsin Law Enforcement Officer of the Year' by then Attorney General, James Doyle. In 2009, the Wisconsin League of Municipalities recognized John with the 'Good Government Award' for his development of the police cadet program that currently serves local communities in northeastern Wisconsin.

John presently serves on the Police Training and Standards Advisory Committee for the Wisconsin Department of Justice. For the past four years he has been actively collaborating with Professor Michael Scott of UW-Madison Law School to promote problem oriented policing strategies to the Wisconsin law enforcement community. John created the first Financial Abuse Specialist Team (FAST) in Brown County; a committee of service professionals dedicated to protecting senior citizens from financial abuse and fraud. From 2005 to the present, John has served as a member of the Bishop's Independent Review Board for the Catholic Diocese of Green Bay.

**Attorney Lance Grady  
Waukesha, WI**

Lance S. Grady was awarded a J.D. by Marquette University Law School in 1985. He is one of the founding members of Grady, Hayes & Neary, LLC, a law firm specializing in civil trial litigation. He was recently nominated to the 2014 Wisconsin Super Lawyers list in the area of insurance coverage and was the recipient of the *Wisconsin Law Journal's* 2004 Leaders in the Law Award. In 2001, he was appointed to serve as a referee. In 2004, he was appointed to serve as an investigator on District Committee 6. He remained in this capacity until 2009 when he was appointed to chair the committee. He is further active in his community serving as a lieutenant on the Town of Delafield Fire Department and holds a valid Emergency Medical Technician-Intermediate 99 license issued by the State of Wisconsin. He further is in charge of the Town of Delafield Fire Department Search and Rescue Dive Team and has been awarded the "Humanitarian of the Year" award by the Wisconsin Federated Humane Societies, Inc. and the "Firefighter of the Year" award by the Town of Delafield.

**Attorney Martin W. Harrison  
Whitewater, WI**

Martin Harrison received his undergraduate degree at the University of Wisconsin-Milwaukee, and attended Marquette Law School. He has been licensed in Wisconsin as an attorney for 43 years. He belongs to the Wisconsin State Bar, Jefferson County Bar, Walworth County Bar, as well as the Wisconsin Association for Justice. His primary focus has been in trial work and he is also an attorney for the city of Whitewater. He has volunteered with regard to legal educational programs for high school students, and provided *pro bono* legal services. He previously served as Chairperson for the Wisconsin Supreme Court's Professional Responsibility Committee for District I. Currently he is volunteering as a mediator in the Walworth County Foreclosure Mediation program. He presently is serving on the Board of Directors for Rainbow Hospice of Jefferson County, Wisconsin.

**Attorney Olivia Kelley  
Brookfield, WI**

Olivia Kelley is an attorney in the Milwaukee office of DeWitt Ross & Stevens S.C., although she frequently practices from DeWitt's Madison and Minneapolis offices as well. Olivia graduated from Marquette University (B.A. Philosophy and Political Science) in 2000 and graduated *cum laude* from Marquette University Law School in 2009. She practices primarily in the area of civil litigation, with an emphasis on assisting clients in the preservation, production and acquisition of electronic information. Olivia is active in her community, serving as a past president and current member of the Rotary Club of New Berlin and a Girl Scout leader. Olivia and her college sweetheart, Jason, have been married for 13 years, and are raising their two daughters to be future lawyers.

**Dr. Consuelo Lopez Springfield  
Madison, WI**

Consuelo has a Ph.D. in Communications (Indiana University). She publishes internationally in Women & Gender Studies, Caribbean, U.S. Latin and Critical Race Studies. She left IU Law, after a paid internship at the AG's office in Criminal Appeals to become an L&S Assistant Dean and Senior Lecturer at the University of Wisconsin-Madison. She has been honored with a Norman Bassett Award for Outstanding Achievement in Student Services. She was a CIC Academic Leadership Program Fellow; and for 9 years, served as a panelist for the National Research Council and National Academies, reviewing Ford Foundation Fellowships. She served on OLR's District 9 from 2006-2015; and on the Working Group on "Alternatives to Incarceration" of the Public Protection and Judiciary Committee of Dane County's Board of Supervisors in 2015. Since retiring in 2015, she serves on the Overture Center's Community Advisory Board, the city of Madison's Committee on Human Services, the Wisconsin State Board of Directors, Tempo of Madison, Attic Angels, St. Vincent DePaul's food pantry, the Association of University Women and Olbrich Gardens.

**Mr. Michael D. Novak**  
**Lehigh Acres, FL**

Although a recent Florida resident, Mike maintains a vacation home in Mercer, WI. He is retired from the Milwaukee Metropolitan Sewerage District. He was employed as a Contract Administrator in the Contract Compliance Office that administered the privatization agreement for operation and maintenance of the District's collection and water reclamation facilities. Mike has a B.S. in Industrial Technology from the University of Wisconsin – Platteville and an MPA from the University of Wisconsin – Parkside. When Mike resided in St. Francis, he served as Alderman and then Municipal Judge. He served on the Supreme Court Municipal Judge Education Committee for two years and when he left St. Francis, Mike was appointed Reserve Municipal Judge for Milwaukee County. He is currently the treasurer and secretary of the Wilson Lake Association, Inc. in Iron County WI.

**Attorney Elizabeth M. Pfeuffer**  
**Kenosha, WI**

Elizabeth M. Pfeuffer has been an attorney since graduating from the University of Virginia School of Law in 1998. Prior to law school, she graduated from UW-Madison with distinction. After law school, she served as a Senior Deputy District Attorney for the City/County of Denver, Colorado and then she worked in private practice handling insurance defense cases. After moving back to Wisconsin, she worked as a department chair and full time professor at a liberal arts university. In 2013, she opened her own law firm, Pfeuffer Law Firm, LLC, and she practices family law in Kenosha and Racine. She also serves as a Guardian ad Litem for Kenosha County. Every fall semester, Elizabeth is an adjunct professor at Marquette Law School where she teaches trial advocacy.

**Attorney Nora M. Platt**  
**Milwaukee, WI**

Nora Platt is an Assistant General Counsel and Assistant Secretary in the Law Department of The Northwestern Mutual Life Insurance Company. Her legal work focuses on compliance with the laws and regulations governing sales practices in the securities and insurance industries, as well as issues related to elder financial exploitation, privacy, unfair competition, employment law, and general business law matters as they impact Northwestern Mutual's field force. She also manages the non-attorney personnel in the Law Department, and serves as Chair of the Law Department Diversity and Inclusion Committee. She was previously a partner in the litigation group at Quarles & Brady, LLP, focusing on product liability, toxic tort, and commercial litigation. While at Quarles, Nora served as Chair of the Summer Associate Committee, and was a charter member of the firm's Diversity Committee. She was active in associate training and mentoring. Nora earned her J.D. from Marquette University Law School in 1992, and her B.S. in English/Secondary Education from the University of Wisconsin – Madison in 1986. She taught high school before attending law school. Nora is a member of the Board of Trustees of the Legal Aid Society of Milwaukee and a former member of the

Milwaukee Bar Association Legal Services to the Indigent Committee. She helped establish a pro bono policy for attorneys in the Northwestern Mutual Law Department, which was a recipient of the Milwaukee Bar Association Pro Bono Publico award in 2009. She has volunteered at the Milwaukee Justice Center and Legal Action of Wisconsin's Tenants' Rights Clinic. She is also co-president of the Whitefish Bay High School Band Boosters. She lives in Whitefish Bay with her husband, Rob. They have two daughters.

**Attorney Dustin T. Woehl**  
**Milwaukee**

Dustin Woehl is a shareholder at Kasdorf, Lewis & Swietlik, S.C. in Milwaukee. He grew up in south Florida, graduated from Carleton College in 1997 with a B.A. in Philosophy, and graduated in 2000 from the University of Pennsylvania School of Law. He practices in state and federal court, primarily in the areas of civil appeals and constitutional law. Dustin also volunteers with Milwaukee's Volunteer Lawyers Project and as a judge in Wisconsin's mock trial program.

## BOARD OF ADMINISTRATIVE OVERSIGHT

### **Honorable Charles P. Dykman, Monona, Chairperson Monona, WI**

Charles P. Dykman, Presiding Judge for the Wisconsin Court of Appeals, District IV, was first elected to the court in 1978 and was presiding judge from 1996 to 2001 and again in 2009-10. He was successful in three contested elections; 1978, 1980 and 1992. Judge Dykman received a Bachelor's of Science degree in 1961 from the University of Wisconsin Madison and a LLB. in 1965 from the University of Wisconsin Law School. From 1965 to 1970, Judge Dykman was an associate with the firm Oldenburg and Lent. He was a sole practitioner from 1970-1978.

Judge Dykman has served on various judicial educational panels and at Wisconsin Judicial Conferences and has been a speaker for continuing legal education programs. He was a member of the Judicial Conference Planning Committee (2002-03), Judicial Conference Executive Committee (2001-04), the Civil Law Seminar Planning Committee (2006), and has served on the Fairchild Commission on Judicial Elections and Ethics. Judge Dykman was appointed to the Judicial Commission August 1, 1998 through August 2004 and elected chair in August 2003. He was appointed to the Government Accountability Board Candidate Committee in March of 2009 for a two-year term.

He was appointed to the Board of Bar Examiners in 2009 and the Board of Administrative Oversight in 2012. He is currently a member of the State Bar of Wisconsin, Dane County Bar Association, James E. Doyle Inns of Court, Legal Association for Women, and the Seventh Circuit Bar Association.

Since the fall of 2010, Judge Dykman has taught a class in negligence methodology at the University of Wisconsin Law School. In early 2011 he was honored as a Leader in the Law by the Wisconsin Law Journal and was given Lifetime Achievement recognition.

Judge Dykman is married to Bonnie who is a speech and language therapist with the Madison public schools.

He enjoys sailing, gardening and teaching seed-starting and canning classes.

### **Gary J. Van Domelen, Vice Chairperson LaCrescent, MN**

Gary is a De Pere native and graduate of St. Norbert College and Marquette University Law School. While at Marquette, he served as Managing Editor of the Law Review. Gary began his legal career as a litigator for Kasdorf, Lewis & Swietlik, S.C. A Milwaukee based insurance and product liability and insurance defense firm. In 1986, he joined S.C. Johnson & Son, Inc. to manage the company's worldwide product liability litigation. During the ten years he spent at Johnson Gary also drafted and negotiated a variety of agreements, assisted with regulatory matters and investigations and was the lead lawyer for the worldwide air care business. In 1998, he accepted the position of Vice President & General Counsel of Fisher Scientific Company, L.L.C. in Pittsburgh, PA. While at Fisher Gary also worked in a number of acquisitions and co-managed the quality

assurance function. In 2001, Gary and his family moved back to LaCrosse, Wisconsin where he accepted a position as Chief Legal Counsel, the Trane Company, and a division of American Standard Companies, Inc. In 2003, Gary accepted an invitation from American Standard to move to New Jersey and serve as Vice President, Chief Corporate Counsel and assistant secretary. In that capacity, Gary managed the legal-SEC reporting issues, M&A and the law department budget. In 2005, Gary joined Wagner, Falconer & Judd, a Minneapolis firm. Gary was named a partner in 2010 and led the firm's marketing activities and business practice group. In May 2014, he opened his own corporate and business practice. Gary is an Adjunct Faculty member in the MBA program at the Dahl School of Business, Viterbo University. He lives in LaCrescent, MN with his wife Karmin.

**John J. Blahnik**  
**Washburn, WI**

John J. Blahnik is a retired C.E.O. of Victory Medical Center, Stanley, WI. He received his B.S. from Northland College, Ashland, WI. He is the past Vice Chairman of the Board of Supervisors for Bayfield County, WI. He is the past Chairman of the Board of the Wisconsin Counties Association, Group Health Trust, a non profit Health Insurance Company. He is the past Chairman of the Board of Botanic Oil Innovations and Pharmaceutical Co., working in concert with the University of Minnesota relative to tumor reduction support the immune system and improve heart health. He also served as Vice Chairman of the Northwest Regional Planning. Too, he was very active in community affiliations, professional activities and was appointed to a number of boards and committees including appointments by three Wisconsin Governors.

**Daniel C. Bruch**  
**Hudson, WI**

Daniel C. Bruch is a retired pastor, professor, editor, and consultant. He has earned six degrees (including a D.Min., Ph.D. {UW-Madison}, & Sc.D.) and has served as a college, university, and seminary professor, both in the USA and internationally. He has been a police, emergency room, and university chaplain and is a certified and experienced mediator and arbitrator. He has lived and taught in Hungary, Indonesia, and Chile, and has lectured in Romania, Serbia, the Czech Republic, and Slovakia. His last academic position was with the Yale University-based Civic Education Project and his last pastoral position was at a two-campus parish of 2200 members in Hudson, Wisconsin. He is the founder and an owner of The Purple Tree ([www.thepurpletree.org](http://www.thepurpletree.org)) in Hudson.

**Charles A. Bunge**  
**Madison, WI**

Charles Bunge is Professor Emeritus, University of Wisconsin-Madison School of Library and Information Studies. He has a Bachelor of Arts from the University of Missouri and Master's and Ph.D. degrees from the University of Illinois. Before his

retirement, he practiced, taught, researched, and published in the field of library reference services for some 40 years. He held leadership positions in professional associations in his field, and he has been honored at the local, state, and national levels for his contributions to the library profession. Personal interests include woodworking, travel and gardening with his wife, Joanne, and involvement in the lives of their three children, eight grandchildren, and two great-grandchildren. Volunteer and community service activities include Agrace hospice care, Habitat for Humanity ReStores, and the Wisconsin lawyer regulation system.

**Attorney Donald J. Christl**  
**Milwaukee, WI**

Donald J. Christl is of counsel to Reinhart Boerner Van Deuren SC in Milwaukee. He received his B.A. from St. Mary's University in Winona Minnesota and his J.D. from University of Chicago Law School. He has served in numerous professional leadership positions in his firm and throughout the community and state, including the Board of Directors of his firm; President of the Milwaukee County Bar Association, Milwaukee Bar Association Foundation, Business Planning Institute and Wisconsin Employee Benefits Association; Chairman of the State Bar Committee on Resolution of Fee Disputes and Supreme Court Committee on Professional Fees; and member of these and many other professional organizations. He has lectured nationally and internationally, edited the Journal of Pension Benefits, and co-authored Professional Corporations and the Alternatives. His other public service includes positions as president or other officer in local community organizations including the Boy Scouts and other charitable organizations.

**Attorney Margadette Demet**  
**Milwaukee, WI**

Margadette Moffatt Demet is a partner in the firm of Demet & Demet, LLC., Milwaukee, Wisconsin. She received a B.A. from College of St. Francis, (now University of St. Francis), Joliet, Illinois, and an LL.B. from Marquette University Law School. She concentrates her practice in estate planning, probate, guardianship, family law, and collaborative practice and is a certified mediator. She provides volunteer mediation services to Milwaukee Children's Court and has previously provided mediation services to the Milwaukee County Circuit Court Family Division. Attorney Demet is a Fellow of the American Bar Association and of the Wisconsin Law Foundation. She has served on the Board of Governors, and as an officer of the State Bar of Wisconsin, and has served many committees of the Bar. She is a member of the Seventh Circuit Bar Association, the Milwaukee Bar Association, Milwaukee Estate Planning Forum, the Association of Women Lawyers, the International Academy of Collaborative Professionals, and the Collaborative Family Law Council of Wisconsin. Over the years she has served on numerous nonprofit and civic boards. She is a past member of the City of Milwaukee Ethics Board. She is a past board member of the Milwaukee Bar and its Foundation, the Advisory Board of the Sisters of Divine Savior, Sacred Heart Seminary and Clement Manor. Currently she continues as a member of the Board of Columbia St. Mary's Foundation and an Advisory Board Member of Friends of Villa Terrace. She received a

Distinguished Service Award from the Fellows of the American Bar Association, in November of 2012, and a Life Time Achievement Award from the Alumni Association of Marquette University Law School, in April, 2013. She is the widow of Attorney Francis J. Demet who died in 1993, mother of eight children, grandmother of twenty-five, and great grandmother of a granddaughter born in February of 2015.

**Tom Heine  
Madison, WI**

Tom Heine, Citizen member is a native of Madison, is married to Merrilee Pickett, and has two children one of whom is Secretary of Transportation for the State of Washington. Tom has a Masters in Health Care Administration from St Francis University in Joliet Illinois. He spent much of his professional life as Executive Director of several statewide associations including the Wisconsin Association on Alcohol and Drug Abuse, Community Health Charities of Wisconsin and the Wisconsin Trust Account Foundation (WisTAF). Tom served on the Board of Governors of the State Bar Association, was Interim CEO of the Wisconsin Pooled and Community Trust, has served on numerous state and local boards, and is currently on the Board of the South Madison Coalition for the Elderly.

**Attorney John P. McNamara  
Lancaster, WI**

John P. McNamara is a partner in the Lancaster law firm of McNamara, Reinicke & Vogelsberg, LLP. He received his undergraduate degree from UW-Eau Claire and his law degree from Thomas Cooley Law School, Lansing, Michigan. Attorney McNamara has been in private practice for over 30 years. His practice includes civil litigation, estate planning, probate, real estate and transactional law. He is a past President of the Grant County Bar Association and currently serves as a reserve Court Commissioner in Grant County.

**Lawrence J. Quam  
Superior, WI**

Larry is a lifetime resident of Superior, WI. He has a bachelor's degree in political science from the University of Wisconsin – Superior, with minors in Psychology, Sociology and History. He retired from Douglas County Sheriff's Department as Administrative Sergeant after serving for 36 years.

He has served on the Wisconsin Supreme Court's Special Preliminary Review Committee for six years. In the past 17 years, Larry has served in many capacities for the Douglas County Board including, Chairperson for the Health & Human Services, an Executive and Administrative member and 2nd Vice Chairman of the County Board of Supervisors.

Larry is a long time volunteer and community member for many local organizations such as the Shriner's, and the Cub Scouts. He has raised money for the American Cancer

Society, March of Dimes and the American Heart Association. He is active in the United Commercial Traveler's of America (UCT), presently serving at the Officer level locally, nationally and internationally, and has held the position of President of the International Secretary/Treasurer's Association and Imperial Ruler of Bagman for UCT.

He is an active member of Concordia Lutheran Church serving his community through active involvement on Church committees such as the Benevolent Committee and the Cares Committee.

Larry has been married to his loving wife Yvonne for 60 years. He has 5 children, 14 grandchildren and 4 great grandchildren. He enjoys spending time with family, hunting, fishing and attending sporting events.

**Attorney Joseph E. Redding  
Milwaukee, WI**

Attorney Redding is an Administrative Law Judge with the Wisconsin Department of Workforce Development conducting Unemployment Insurance proceedings in the Milwaukee hearing office. Prior to becoming an ALJ, he was in private practice for twenty years with a small firm in West Allis, Wisconsin. He graduated from UW-Platteville in 1991 with a bachelor of science in Criminal Justice and earned his law degree from Marquette University in 1994. He is married with three children. He is involved in various community groups including: the Village of Hales Corners Ethics Board; the Ethics Committee at Southern Center for the Developmentally Disabled, President of the West Allis Central Wrestling Alumni Society (DAWGS, Inc.), and a former member of the Wisconsin Parent Coalition for the Retarded. He served as the Attorney Coach for the Brookfield Academy Mock Trial team from 1995 to 2014. Attorney Redding has been a member of various rugby football clubs since 1989, and a former assistant coach for both the Marquette University Men's and Women's Rugby Football clubs - finally declaring "old-boy status" with the Milwaukee Westside Harlequin Rugby Football Club, where he continues to help with club matters off the pitch.

**Michael S. Weiden  
Madison, WI**

Michael Weiden is a retired attorney. He practiced health and administrative law as a partner with the law firm of Quarles & Brady in Madison, Wisconsin. He has also served as Interim General Counsel to the University of Wisconsin and has provided consulting services to various health related organizations.

SPECIAL INVESTIGATIVE PANEL

Attorney Terence J. Bouressa	De Pere
Attorney Eileen Brownlee	Fennimore
Attorney Nathaniel Cade Jr.	Milwaukee
Attorney Steven M. Cain	Cedarburg
Attorney Esther Cohen Lee	Madison
Attorney Sherry D. Coley	Green Bay
Attorney Timothy S. Crisp	Madison
Attorney Matthew Cromheecke	Onalaska
Attorney Sam Filippo	Saxon
Attorney Mark J. Goldstein	Milwaukee
Attorney William A. Grunewald	Medford
Attorney Anthony P. Hahn	Racine
Attorney Victor C. Harding	Milwaukee
Attorney Thomas W. Harnisch	Neilsville
Attorney Nicole L. Kreklau	Minneapolis, MN
Attorney Angela Kujak	Baraboo
Attorney Myron E. LaRowe	Reedsburg
Attorney John R. McDonald	La Crosse
Attorney Neil C. McGinn	Germantown
Attorney Maxfield E. Neuhaus	River Falls
Attorney William Retert	Fond du Lac
Attorney Lauri Roman	Madison
Attorney Sarah L. Ruffi	Wausau
Attorney Deborah M. Smith	Madison
Attorney Ronald S. Stadler	Milwaukee
Attorney Richard J. Summerfield	Ladysmith
Attorney Sarah Troupis	Jefferson
Attorney Timothy R. Young	Oshkosh
Attorney Michael D. Zell	Stevens Point

SPECIAL PRELIMINARY REVIEW PANEL

\*Public Members

(Chairperson) Robert A. Mathers  
Thomas A. Cabush  
Catherine La Fleur  
\*Dee Kittleson  
\*Jane Snilsberg  
Bruce Ehlke

Oshkosh  
Milwaukee  
Milwaukee  
Washburn  
Iron River  
Madison

SUPREME COURT REFEREES

Norman C. Anderson  
Linda S. Balisle  
Allan Beatty  
James C. Boll  
Kathleen Brady  
James G. Curtis  
John R. Decker  
Michael Francis Dubis  
Hannah C. Dugan  
William Eich  
Judge James R. Erickson  
Richard M. Esenberg  
Kevin L. Ferguson  
Henry A. Field Jr.  
John A. Fiorenza  
Curry First  
Dennis J. Flynn  
David R. Friedman  
Lisa C. Goldman  
Jonathan V. Goodman  
Stanley F. Hack  
Russell L. Hanson  
Daniel L. Icenogle  
Robert E. Kinney  
James W. Mohr  
James B. Murphy  
Richard Ninneman  
Kim M. Peterson  
Catherine M. Rottier  
John N. Schweitzer  
Christine Harris Taylor  
Cheryl Rosen Weston  
James J. Winiarski

Madison  
Madison  
Sparta  
Madison  
Wauwatosa  
La Crosse  
Evansville  
Waterford  
Milwaukee  
Madison  
Balsam Lake  
Milwaukee  
Stoughton  
Madison  
Pewaukee  
Asheville, NC  
Racine  
Madison  
Middleton  
Milwaukee  
Mequon  
Westby  
Readstown  
Rhineland  
Hartford  
Waunakee  
Milwaukee  
Oconomowoc  
Madison  
Madison  
Milwaukee  
Madison  
Milwaukee

**APPENDIX 3  
NEW MATTERS & DISPOSITIONS FOR FISCAL YEARS  
2006-2016**

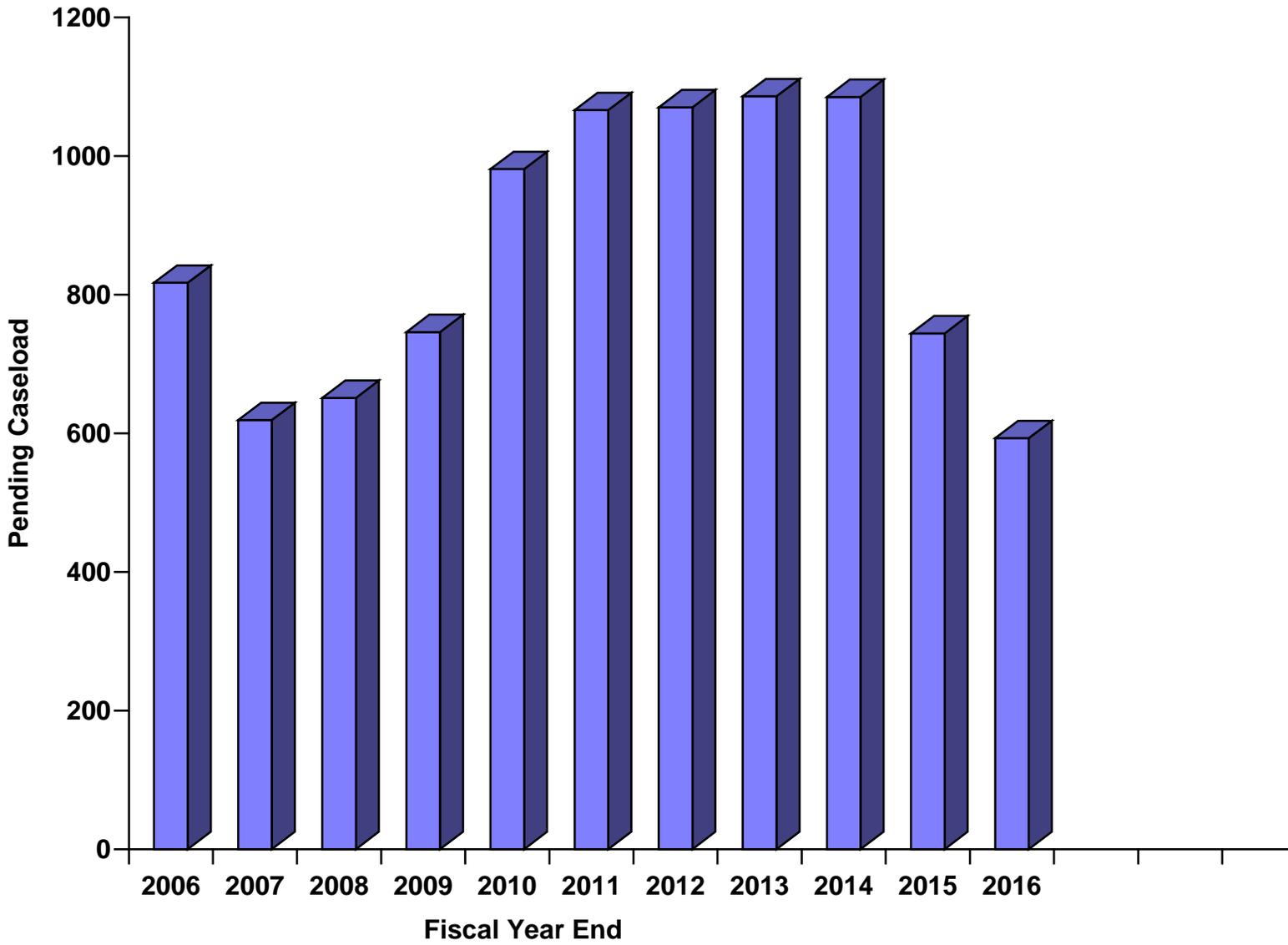
	<b>NUMBER OF ATTORNEYS</b>	<b>NUMBER OF MATTERS PENDING AT BEGINNING OF FY</b>	<b>*ADJUSTMENTS</b>	<b>New Matters</b>	<b>Dispositions</b>	<b>Pending at Close of Fiscal Year</b>
<b>FY 2006</b>	<b>22,225</b>	<b>855</b>	<b>(103)</b>	<b>2,061</b>	<b>2,202</b>	<b>817</b>
<b>FY 2007</b>	<b>22,637</b>	<b>817</b>	<b>(100)</b>	<b>1,896</b>	<b>2,194</b>	<b>619</b>
<b>FY 2008</b>	<b>23,013</b>	<b>619</b>	<b>(31)</b>	<b>2,066</b>	<b>2,065</b>	<b>651</b>
<b>FY 2009</b>	<b>23,425</b>	<b>651</b>	<b>(106)</b>	<b>2,228</b>	<b>2,239</b>	<b>746</b>
<b>FY 2010</b>	<b>23,827</b>	<b>746</b>	<b>(152)</b>	<b>2,307</b>	<b>2,224</b>	<b>981</b>
<b>FY 2011</b>	<b>24,158</b>	<b>981</b>	<b>(156)</b>	<b>2,377</b>	<b>2,448</b>	<b>1,066</b>
<b>FY 2012</b>	<b>24,532</b>	<b>1,066</b>	<b>(186)</b>	<b>2,677</b>	<b>2,759</b>	<b>1,170</b>
<b>FY 2013</b>	<b>24,896</b>	<b>1,170</b>	<b>(198)</b>	<b>2,324</b>	<b>2,606</b>	<b>1,086</b>
<b>FY 2014</b>	<b>25,003</b>	<b>1,086</b>	<b>(185)</b>	<b>2,521</b>	<b>2,707</b>	<b>1,085</b>
<b>FY 2015</b>	<b>25,149</b>	<b>1,085</b>	<b>(156)</b>	<b>2,300</b>	<b>2,797</b>	<b>744</b>
<b>FY 2016</b>	<b>25,169</b>	<b>744</b>	<b>(166)</b>	<b>1,979</b>	<b>2,296</b>	<b>593</b>

\*Adjustments include appealed matters that are reopened and other administrative changes made during the fiscal year.

**APPENDIX 4**

**PENDING CASELOAD**

**Fiscal Years 2006 - 2016**



## APPENDIX 5

### EFFICIENCY AND PRODUCTIVITY FOR FISCAL YEAR 2006-2016

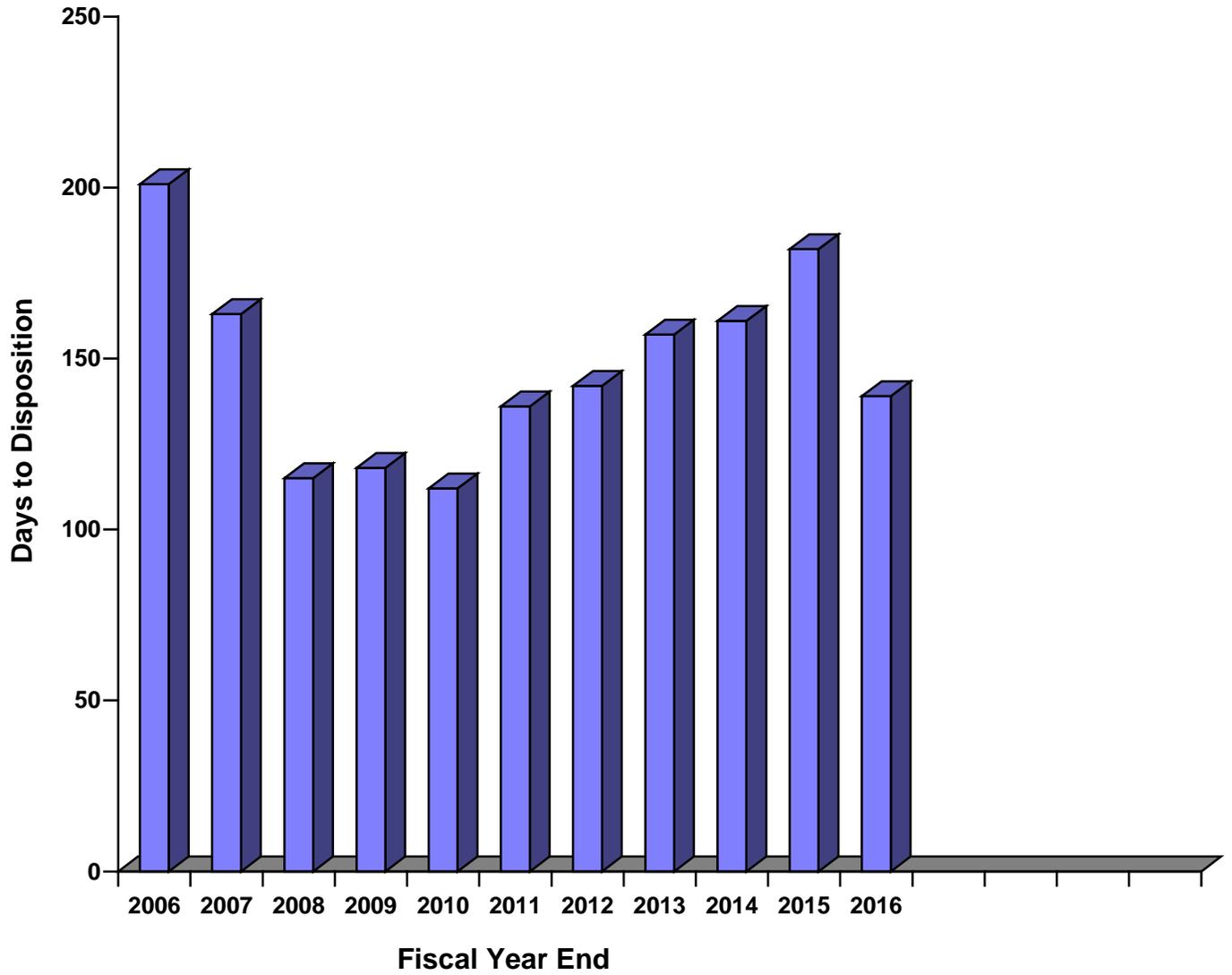
	<b>*AVERAGE TIME FOR DISPOSTION</b>	<b>MATTERS OVER ONE YEAR OLD</b>	<b>PERCENTAGE OF MATTERS OVER ONE YEAR OLD</b>	<b>PERCENTAGE OF MATTERS CLOSED WITHING 90 DAYS</b>	<b>PERCENTAGE OF MATTERS CLOSED WITHIN 180 DAYS</b>
<b>FY 2006</b>	<b>201 DAYS</b>	<b>236</b>	<b>29%</b>	<b>63%</b>	<b>76%</b>
<b>FY 2007</b>	<b>163 DAYS</b>	<b>216</b>	<b>35%</b>	<b>66%</b>	<b>80%</b>
<b>FY 2008</b>	<b>115 DAYS</b>	<b>193</b>	<b>27%</b>	<b>80%</b>	<b>87%</b>
<b>FY 2009</b>	<b>118 DAYS</b>	<b>224</b>	<b>27%</b>	<b>78%</b>	<b>88%</b>
<b>FY 2010</b>	<b>115 DAYS</b>	<b>313</b>	<b>33%</b>	<b>77%</b>	<b>88%</b>
<b>FY 2011</b>	<b>136 DAYS</b>	<b>393</b>	<b>36%</b>	<b>69%</b>	<b>85%</b>
<b>FY 2012</b>	<b>142 DAYS</b>	<b>414</b>	<b>34%</b>	<b>70%</b>	<b>85%</b>
<b>FY 2013</b>	<b>157 DAYS</b>	<b>445</b>	<b>41%</b>	<b>67%</b>	<b>84%</b>
<b>FY 2014</b>	<b>161 DAYS</b>	<b>365</b>	<b>34%</b>	<b>67%</b>	<b>84%</b>
<b>FY 2015</b>	<b>182 DAYS</b>	<b>226</b>	<b>30%</b>	<b>67%</b>	<b>82%</b>
<b>FY 2016</b>	<b>139 DAYS</b>	<b>199</b>	<b>33%</b>	<b>76%</b>	<b>85%</b>

\*Average time for disposition is calculated by averaging length of time it took to process a case and calculates the time for each case when matters are completed.

**APPENDIX 6**

**AVERAGE MATTER PROCESSING TIME**

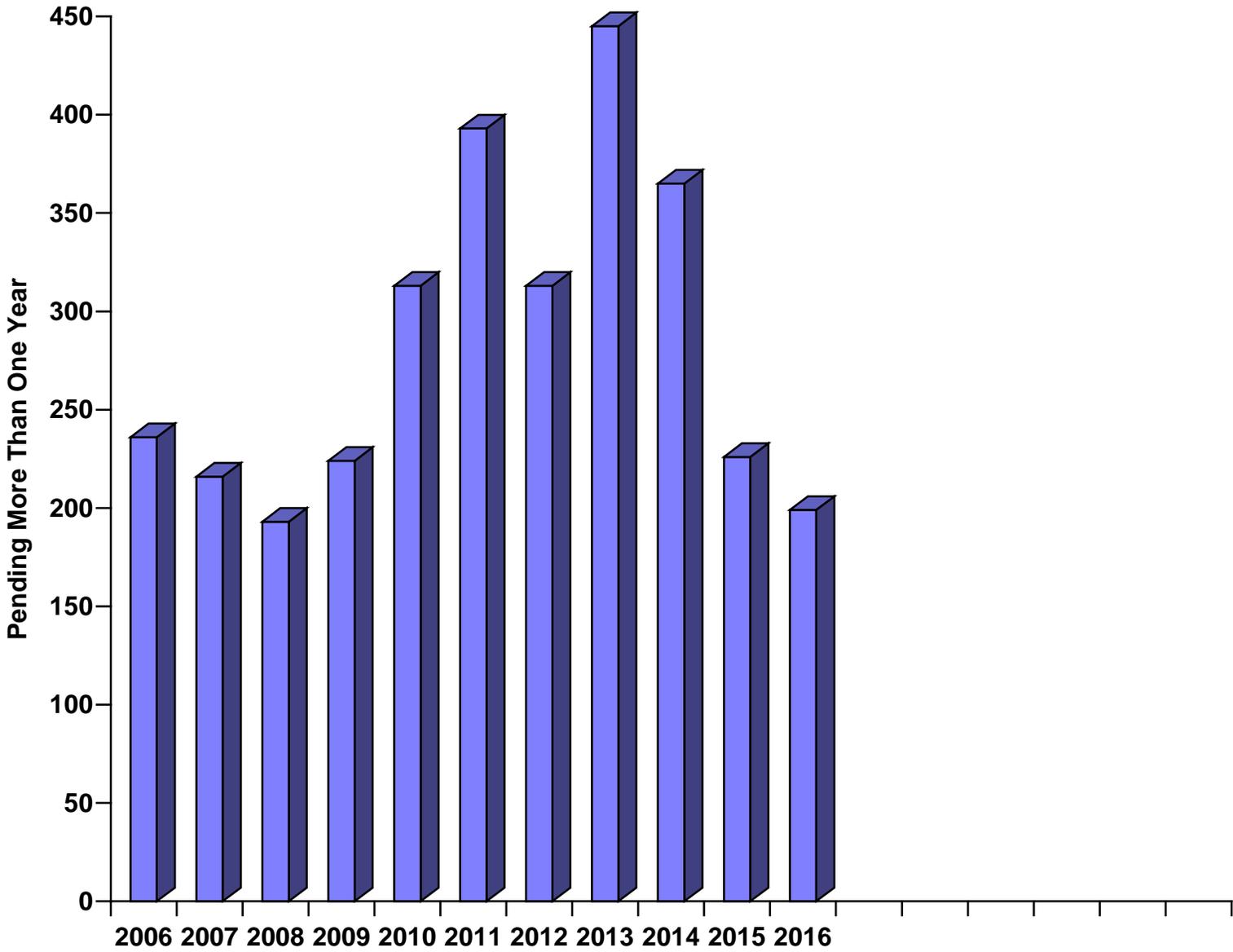
**Fiscal Years 2006 – 2016**



**APPENDIX 7**

**GRIEVANCES PENDING MORE THAN ONE YEAR**

**Fiscal Years 2006-2016**



**APPENDIX 8A**

**SURVEY OF GRIEVANCES RECEIVED DURING**

**FISCAL YEAR 2015-2016**

**Categorized by Allegation**

<b>ALLEGATIONS</b>	<b>PERCENTAGE OF TOTAL ALLEGATIONS</b>
Conflict of Interest	4.22%
Criminal Conduct	1.34%
Failure to Return Property	3.24%
False Statement/Tribunal	1.34%
Frivolous Action	0.98%
IFOR	2.11%
Improper Advertising	0.36%
Improper Advocacy	18.32%
Improper Communications	2.68%
Improper Termination	1.49%
Incompetence	3.14%
Lack of Communication	9.52%
Lack of Diligence	15.59%
Medical Incapacity	0.21%
Misrepresentation/Dishonesty	9.06%
Neglect	0.1%
Reciprocal Discipline	0.62%
Revealing Confidences	0.72%
Scope of Representation	9.06%
Statutory Violation	0.46%
Supervise Subordinates	1.18%
Trust Account Violations	4.27%
Unauthorized Practice	1.8%
Unearned Fee	0.51%
Unreasonable Fees	4.89%
Violation of Decision	0.51%
Violation of Oath	1.49%
No Allegation Listed, Not Available, Other	.79%

**APPENDIX 8B**

**SURVEY OF GRIEVANCES RECEIVED DURING**

**FISCAL YEAR 2015-2016**

**Categorized by Area of Practice**

<b>AREA OF PRACTICE</b>	<b>PERCENTAGE OF TOTAL ALLEGATIONS</b>
Administrative & Government Law	1.29%
Bankruptcy-Receivership	2.88%
Collections, Garnishments	2.52%
Contracts, Commercial, Consumer Law	1.24%
Corporate-Banking	0.77%
Criminal Law	38.14%
Environmental	0%
Estate-Probate, Guardianship & Wills	7.72%
Family Law & Juvenile	19.76%
Immigration & Naturalization	1.03%
Insurance	0.15%
Labor, Unemployment Compensation	0.72%
Landlord-Tenant	1.49%
Litigation	4.07%
Patent/Trademark	0.15%
Real Property Law	2.83%
Taxation	0.46%
Torts-Civil Rights	6.18%
Workers Compensation, Social Security	1.85%
Not Available-Other	6.75%

**APPENDIX 8C**

**SURVEY OF GRIEVANCES RECEIVED DURING**

**FISCAL YEAR 2015 - 2016**

**Categorized by Source of Grievance**

<b>SOURCE OF GRIEVANCE</b>	<b>PERCENTAGE OF TOTAL SOURCE OF GRIEVANCE</b>
Adverse Party	17.45%
Attorney	2.62%
Client	49.41%
Guardian ad Litem	3.96%
Judge	0.31%
OLR Staff	7%
Other Party	18.99%
No Source Listed	0.26%

## APPENDIX 9

### PUBLICLY DISCIPLINED LAWYERS AS A PERCENTAGE OF TOTAL LAWYER POPULATION

YEAR	NUMBER OF LAWYERS PUBLICLY DISCIPLINED	STATE BAR MEMBERSHIP	PERCENTAGE OF LAWYERS PUBLICLY DISCIPLINED
2015-16	42	25,169	0.2
2014-15	58	25,149	0.2
2013-14	40	25,003	0.1
2012-13	58	24,896	0.2
2011-12	46	24,532	0.2
2010-11	34	24,158	0.1
2009-10	46	23,827	0.2
2008-09	40	23,425	0.2
2007-08	38	23,013	0.2
2006-07	58	22,637	0.3
2005-06	62	22,225	0.3
2004-05	44	21,837	0.2
2003-04	66	21,518	0.3
2002-03	46	21,112	0.2
2001-02	20	20,772	0.1
2000-01	37	20,551	0.2
1999-00	24	20,167	0.1
1998-99	34	19,984	0.2
1997-98	37	19,581	0.2
1996-97	28	19,301	0.1
1995-96	33	18,938	0.2
1994-95	47	18,558	0.3
1993-94	55	17,974	0.3
1992-93	69	17,648	0.4
1991-92	50	17,407	0.3
1990-91	45	16,334	0.3
1989-90	33	15,876	0.2
1988-89	38	15,451	0.2
1987-88	39	14,942	0.3
1986-87	32	14,533	0.2
1985-86	45	14,312	0.3
1984-85	38	14,096	0.3
1983-84	45	13,536	0.3
1982-83	36	13,300	0.3
1981-82	28	12,700	0.2
1980-81	20	12,300	0.2

**APPENDIX 10**

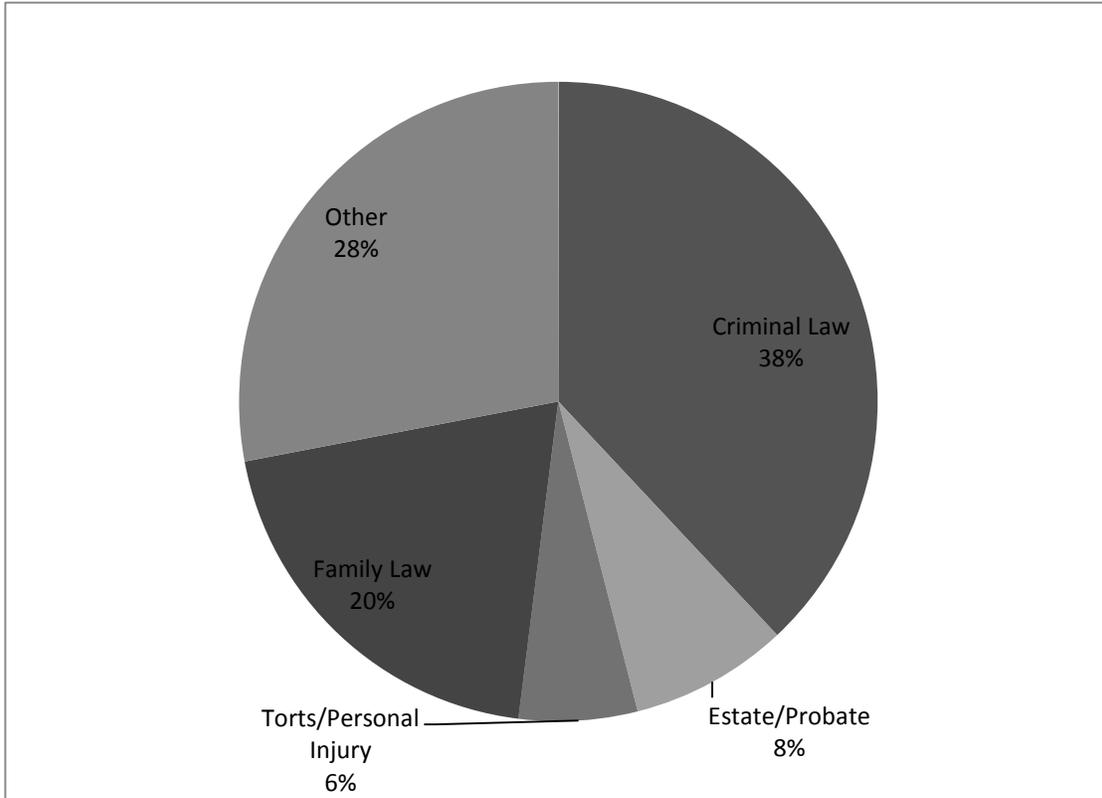
**VIOLATIONS FOR WHICH MISCONDUCT WAS FOUND  
IN PUBLIC DISCIPLINE DECISIONS**

**Information not currently available.**

**APPENDIX 11**

**AREAS OF PRACTICE IN WHICH MISCONDUCT WAS FOUND  
IN PUBLIC DISCIPLINE DECISIONS**

**FISCAL YEAR 2015 – 2016**



**OTHER**

**Administrative/Government  
Collections/Garnishment  
Corporate Banking  
Insurance  
Litigation  
Taxation**

**Bankruptcy  
Contracts/Consumer  
Immigration/Naturalization  
Landlord-Tenant  
Real Property Law  
Workers Comp/Social Security**

**APPENDIX 12  
OFFICE OF LAWYER REGULATION  
2015-2016**

**OUTREACH EFFORTS**

<b>DATE</b>	<b>PRESENTER</b>	<b>EVENT</b>
7/1/2015	Sellen	DOJ Interns, Madison
7/24/2015	Weigel	Municipal Judges Ethics, Green Bay
8/25/2015	Sellen	Presentation to NBI Ethics Seminar, Eau Claire
10/1/2015	Sellen	DOJ Interns, Presentation
10/8/2015	Weigel	Family Court Comm-Ethics, Hayward
10/16/15	Spoke	WI Association for Justice, Madison
10/21/2015	Sellen	Presentation to UW Law School Class
10/26/2015	Sellen	Presentation to UW Law School Class
10/29/15	Sellen	Legal Ethics 2015, Milwaukee
10/30/2015	Sellen	Legal Ethics 2015, Madison
11/2/2015	Sellen	Presentation to La Crosse Bar Association
11/11/2015	Sellen	Volunteer Lawyer's Project Ethics Seminar
11/12/2015	Sellen	Presentation to Waukesha Bar Association
12/1/2015	Weigel	"E-Discovery & Technical Competence" ABA
12/4/2015	Estes	Presentation to the WI Defense Counsel, Milwaukee
12/17/2015	Sellen	Presentation to Winnebago Bar Association
1/15/2016	Sellen	Presentation at UW Law School Ethics CLE
1/28/2015	Sellen	Presentation to US Atty's Office, Milwaukee
2/5/2016	Weigel	"Deposition Skills" ABA, San Diego, CA
2/25/2016	Weigel	Government Atty. Ethics, ABA Center for Professional Development webinar
4/13/2016	Sellen	Presentation for UW Law School, Madison
4/29/2016	Weigel	Law Day Ethics, Dane County Bar Association, Madison
6/22/2016	Hoelt Smith	New Rules for IOLTA Accounts, WACHA Compliance Symposium
6/30/2016	Hoelt Smith	E-Banking under the WI Trust Account Rule, State Bar Webcast