



Office of Lawyer Regulation **ANNUAL REPORT**

FY 2023/2024



Timothy C. Samuelson, Director
Julie M. Spoke, Deputy Director (Intake)
Francis X. Sullivan, Deputy Director (Litigation)

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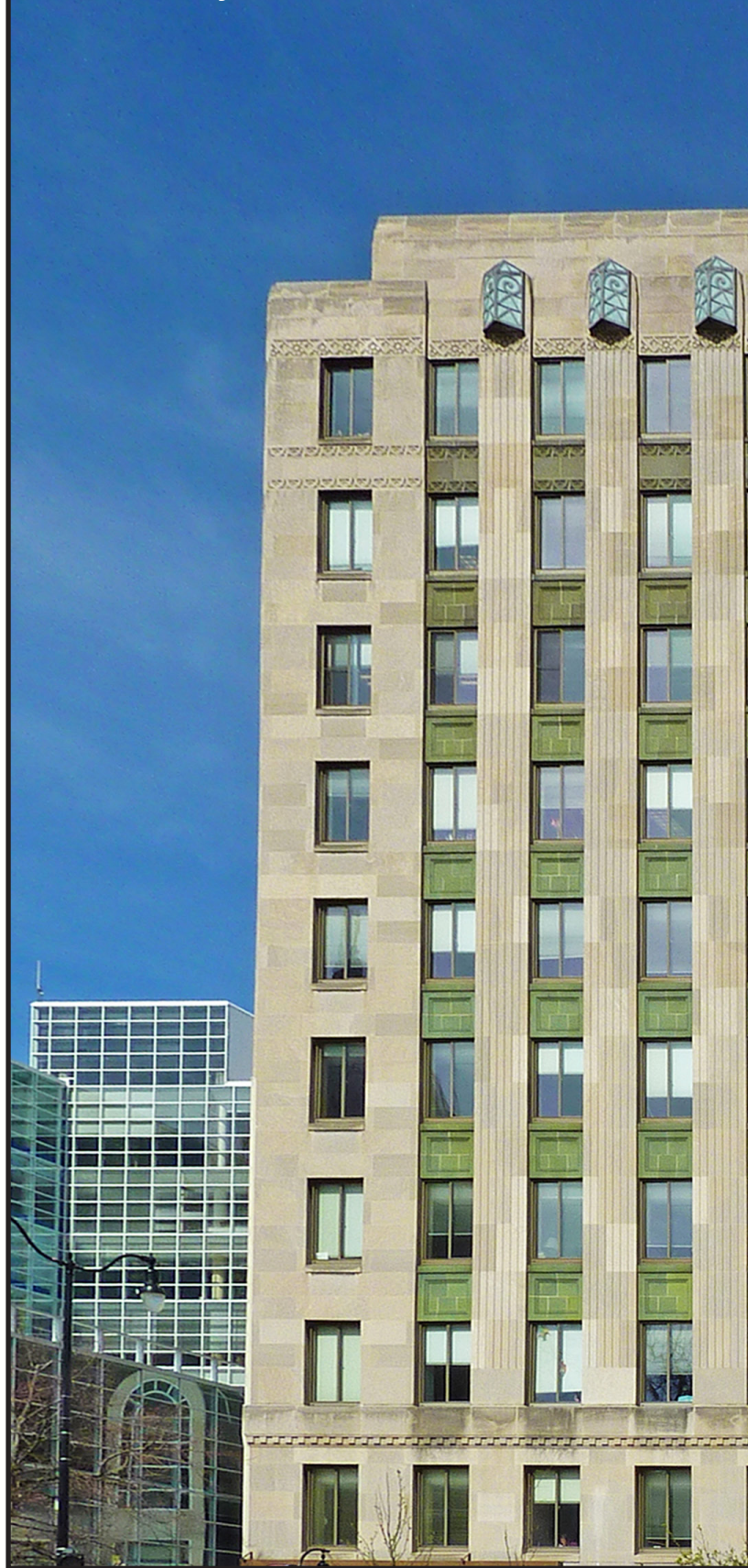
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“Lawyers play a vital role in the preservation of society. The fulfillment of this role requires an understanding by lawyers of their relationship to our legal system. The Rules of Professional Conduct, when properly applied, serve to define that relationship.”

-WI Supreme Court Rule 20,
Preamble, Cmt. 13

Tenney Building - Downtown Madison
James Steakley



Message from OLR Director Timothy Samuelson

FY 2023-24 was a year of growth at the Office of Lawyer Regulation. We created new educational programming, prioritized the professional development of our team, and implemented new procedures to make decisions more expeditiously.

We emphasized education and outreach. After a ten-year hiatus, we brought back a reimagined Ethics School program and took it on the road to four cities across the State. Our sessions provided educational opportunities for Wisconsin lawyers, emphasizing compliance with the Rules of Professional Conduct and applying the Rules throughout the lifespan of a representation. But they also provided an opportunity for our team to engage with practitioners from all across the State and listen. By doing so, we gained a deeper understanding of the diverse needs and challenges facing the legal profession.

We made our annual trust account update seminar more accessible. We presented our update by videoconference – free of charge – to ensure all Wisconsin lawyers had an opportunity to learn about new changes to the Supreme Court Rules. The number of attendees spiked from less than ten to nearly 200. By emphasizing the need for compliance and providing opportunities to develop proficiencies, we are empowering professionals to navigate the challenges they face in their practices.

We invested in OLR staff this year by bringing in experts from several practice areas, which allowed our team to build and refine their professional skills. I've seen first-hand how these trainings have presented new perspectives that positively impact our team's work. By fostering an environment where professional growth is prioritized, we ensure that we maintain our subject matter expertise, stay abreast of legal trends, and are well-equipped to address the allegations of professional misconduct we see in our practice.

We continued to work through our internal processes, scrutinizing our practices and considering how to improve them. Our intake counsel and investigative counsel, for example, collaborated on referral criteria, ensuring all team members are aligned and working towards common objectives with clear timeframes. And our intake department continues to emphasize timeliness and responsiveness, enabling us to respond to grievances more promptly and advance matters more swiftly. By implementing these changes, we have significantly reduced response times, avoided redundant tasks, and improved overall effectiveness.

Our team grew in FY 2023-24. I am excited about the opportunities that lie ahead and the potential for collaboration and innovation. Along with my OLR colleagues, and with the support of the Supreme Court and Board of Administrative Oversight, we are poised to continue moving forward.

Executive Summary

This is OLR's annual report for fiscal year 2023-24, which is the period beginning July 1, 2023, and ending June 30, 2024. The annual report summarizes OLR's activities. A separate report, which provides an overview of Wisconsin's lawyer regulation system, accompanies this report. Here are some of OLR's highlights:

- OLR received 1,729 new grievances this year, which was a 5% increase from FY 2022-23 (1,640) and a 17% increase as compared to FY 2021-22 (1,480).
- The most common type of grievance was lack of diligence (17.2%), followed by lack of communication (14.9%).
- Criminal law remained the most commonly grieved practice area (46.6%), followed by family law (18.7%).
- OLR Intake's average processing time for a new matter decreased by nearly a month, from 95 days to 67 days. OLR Intake completed 81.6% of its preliminary evaluations in 90 days or less.
- OLR Intake referred 114 matters for formal investigation.
- OLR's Trust Account Program received 35 reports of overdrafts on trust and fiduciary accounts and referred 4 matters for formal investigation.
- OLR Litigation initiated 18 disciplinary proceedings with the Wisconsin Supreme Court.
- The Supreme Court imposed discipline in 15 cases, including 12 cases in which the respondent lawyer was suspended.
- OLR entered into 37 diversion agreements in FY 2023-24, which is a decrease from the previous year's 43 diversion agreements.



The Office of Lawyer Regulation - Who We Are

The Supreme Court has “superintending and administrative authority over all courts,” including “the power to discipline and disbar attorneys.” See Wis. Const. Art. VII, § 3(1); *In re Stolen*, 193 Wis. 602, 610 (1927). The Court created the Office of Lawyer Regulation on October 1, 2000, 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, CH. 21, Preamble. OLR is charged with evaluating and investigating allegations of professional misconduct and medical incapacity and, where appropriate, prosecuting violations of the Supreme Court Rules of Professional Conduct.



OLR handles discipline matters fairly and promptly, balancing protection of the public with the rights of the lawyers involved. We investigate allegations of professional misconduct and medical incapacity confidentially, and prosecute disciplinary proceedings publicly. The Supreme Court imposes lawyer discipline after an adversary proceeding before a Court-appointed referee who makes written recommendations to the Court.

OLR is headquartered in Madison and has 23 staff members.



Timothy C. Samuelson, Director

The Supreme Court appointed Samuelson to serve as OLR Director in August 2021. He was formerly the Civil Chief Assistant United States Attorney for the Western District of Wisconsin, an Assistant Attorney General with the Wisconsin Department of Justice, and a Dane County Circuit Court Judge. Before joining the Wisconsin DOJ, Samuelson worked in private practice as a civil litigator in Chicago.

Julie M. Spoke, Deputy Director (Intake)



Spoke joined OLR in 2002 as the agency's first Assistant Litigation Counsel. Spoke was promoted to Director of Central Intake in 2017 and again promoted in 2022 to Deputy Director, where she currently serves as part of OLR's core management team. She was recently elected to serve on the Board of Directors for the National Organization of Bar Counsel. Before joining OLR, Spoke served as a staff attorney and Court Commissioner in Marathon County, held a judicial clerkship, and worked in private practice as a civil litigator in Wausau.



Francis X. Sullivan, Deputy Director (Litigation)

Sullivan is OLR's Deputy Director of Litigation. He joined OLR in 2022 after 17 years with Wisconsin DOJ, where he served as both the Director of the Consumer Protection and Antitrust Unit and Director of the Medicaid Fraud Control and Elder Abuse Unit. He also served as Deputy Director of the Civil Litigation Unit and Counsel to the Division of Law Enforcement Services. Before joining the Wisconsin DOJ, Sullivan held a judicial clerkship and worked in private practice in Madison.

Krissi N. Lee, Executive Staff Assistant

Lee is OLR's Executive Staff Assistant. She joined OLR in 2023 after serving in the Wisconsin Court System as the Fifth Judicial District administrative assistant. Lee has experience working as a legal assistant, legal department coordinator and quality control specialist. Lee manages OLR's administrative operations.



Developments & Initiatives

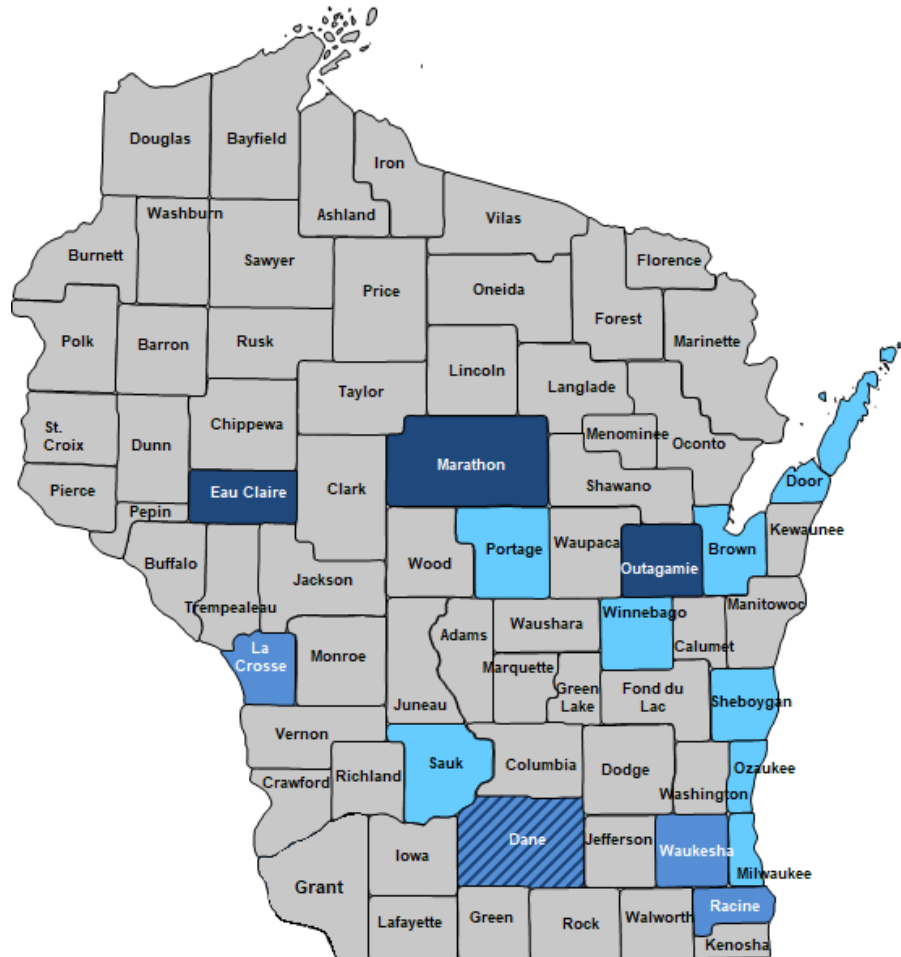
Education and Outreach

OLR staff appeared as speakers in 35 programs held across the state and broadcast virtually. We rolled out our first year of the reinstated Ethics School, and presented at events hosted by the State Bar of Wisconsin, Wisconsin Lawyers Assistance Program (WisLAP), county bar associations, legal aid societies, and fellow state departments. OLR’s full list of its outreach and education efforts across the fiscal year are detailed in [Appendix 1](#).

Ethics School




Our leadership team and staff reimagined Ethics School. We traveled across the state to present these high-quality, low-cost continuing legal education ethics seminars to lawyers, paralegals and non-lawyer staff. The program was designed to offer practical training related to all stages of a lawyer’s representation of a client. It also allowed OLR staff to interact with lawyers from across the state, hear their concerns, answer their questions, and learn about the challenges they see in their practices.

OLR partnered with Madison College, Fox Valley Technical College in Appleton, Chippewa Valley Technical College in Eau Claire, and Northcentral Technical College in Wausau. We discussed the Rules of Professional Conduct; Lawyer and Staff Well-Being; Ethical Considerations at Every Stage of Representation; and Ethical Implications of Personal Conduct. The seminars were well-received: 97% of surveyed attendees gave a positive rating.



Trust Account Update

We also presented our Annual Trust Account Update by video conference at no charge. We provided attendees with an electronic version of OLR’s Trust Account Manual, and offered the program to paralegals and other support staff. We are partnering with local and specialty bar associations, paralegal education programs, and the Paralegal Association of Wisconsin to expand awareness of our educational offerings. The 2024 Annual Trust Account Update was held by Zoom on Friday, September 20.

	Ethics School 2023
	Ethics School 2024
	Other Outreach

We are again partnering with paralegal education programs to offer Ethics School sessions in Fall 2024 in Madison (October 4), Pewaukee (October 31), La Crosse (November 8), and Racine (November 15).

Here are a few comments from our 2023 attendees:

“This was very helpful with useful, relevant examples given throughout the presentation. I can’t thank you enough for the thorough presentation and for answering audience questions from the chat... I would attend these regularly if offered throughout the year!”

- Annual Trust Account Update

“The panel did a great job in knowing and presenting the material. I believe this training to be effective in helping the legal profession understand and work through ethical circumstances.”

- Appleton Ethics School

“I think the emphasis on mental health coming from OLR itself is powerful.”

- Eau Claire Ethics School

“The panel discussion in particular offered really good practical advice and covered topics I wouldn’t have thought to ask about.”

- Eau Claire Ethics School

“It provides a comprehensive summary of everything [OLR does] and provides practical tips to the audience in the way of sharing examples. Your staff has a unique perspective because of their various roles.”

- Wausau Ethics School



Diversity Clerkship Program Reception 2024
(photo: Shannon Green, State Bar of Wisconsin)



Training and Professional Development

OLR invests in its staff. At the end of FY 2023-24, OLR reclassified many of our J.D. intake and investigative staff as “intake counsel” and “investigative counsel,” titles that more accurately reflect the work they do. At the same time, we realigned attorney salaries to be more in line with market rates.

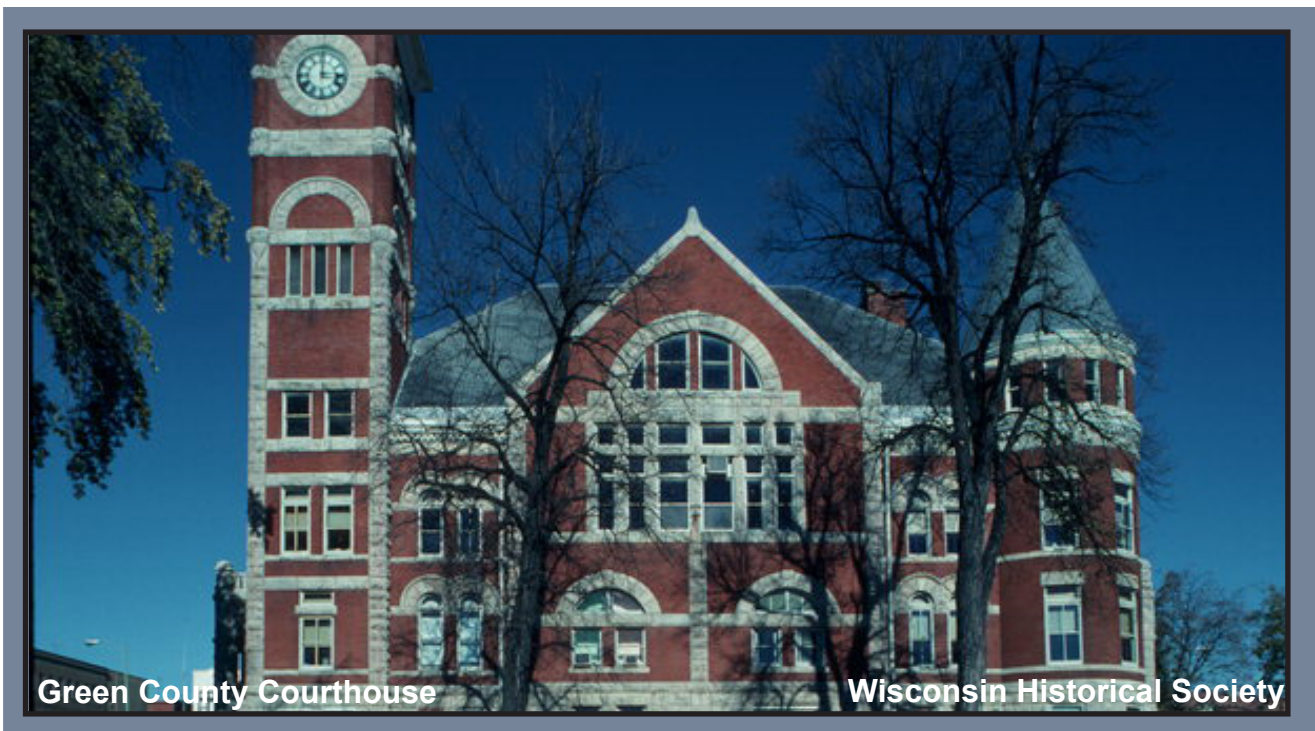
We’ve also worked diligently to develop new skills and knowledge. Thanks to Wisconsin DOJ’s Division of Law Enforcement Services, OLR staff received a two-day training on interviewing victims of sexual assault and domestic violence from Assistant Attorney General Miriam Falk. OLR staff also attended a full-day training on evaluating medical incapacity issues, as well as shorter trainings on immigration law, cybersecurity, and attorney wellness.

For FY 2024-25, OLR is planning office-wide training on bankruptcy law and wills/trusts/probate, two complex topics where we will expand our greater substantive knowledge of the law. We also are planning training for our staff on legal research skills and exploring additional training related to evaluation of attorney mental health.

OLR professional staff also belong to organizations such as the American Bar Association, the National Organization of Bar Counsel, and the Organization of Bar Investigators, all of which provide regular educational opportunities to members.

Policies, Procedures, Recordkeeping

We scrutinized our internal procedures to find ways OLR’s different departments – intake, formal investigations, and litigation – can work towards our common goals of timeliness, efficiency, and effectiveness. We developed new policies to address cost assessments and recoveries, disciplinary summaries for publication, and confidentiality. We evaluated our record-keeping practices to ensure we are meeting obligations under the public records laws, Chapter 22 of the Supreme Court Rules, and the Court System’s record disposition agreements.





Wellness

OLR continues its commitment to public protection by promoting well-being within the legal profession. Deputy Director Spoke continued to take a leadership role over the past year in presenting educational seminars on stress management, self-care, mindfulness, and healthy lifestyles. In addition, OLR has focused on providing staff training so our team is better equipped to recognize signs and symptoms of attorney wellness issues to allow for early intervention. OLR continues to work with the State Bar of Wisconsin's Ethics Counsel, Practice 411, and the Wisconsin Lawyer's Assistance Program (WisLAP) to offer diversion programming in appropriate cases as alternatives to discipline.

Looking Forward to FY 24/25

OLR has been working collaboratively with the Court System's technical support team, Consolidated Court Automation Programs (CCAP), to identify, evaluate, and purchase a commercial electronic case management program. This software will streamline our administrative practices, better organize information, and increase our ability to analyze data. We expect a case management program will be implemented by the end of FY 2024-25.

We will hit the road again this fall to take Ethics School across the state. This year, we are primarily focusing on southern Wisconsin and have sessions scheduled in Waukesha and Racine counties. We are also presenting in Dane and La Crosse counties. Our team is eager to build on last year's successes, provide practical education that explains how lawyers can practice ethically, and engage with lawyers from diverse practice areas.

OLR looks forward to celebrating its 25th anniversary in FY 2024-25. Following a comprehensive multi-year review, the Supreme Court created the Lawyer Regulation System and OLR, effective October 1, 2000. Twenty-five years after its creation, OLR anticipates celebrating its silver anniversary by honoring its past, celebrating its present team of professionals, and looking forward to its future.

Intake

Deputy Director

Julie M. Spoke
J.D., William Mitchell, 1996

Intake Counsel

Kathryn Galarowicz (Lead)
J.D., Wisconsin, 2012

Kenneth Broderick
J.D., Syracuse, 1999

Cathe Hahn
J.D., Delaware, 2000

Beth Kugler
J.D., Wisconsin, 1998

Michael Shull
J.D., Marquette, 2011

Jonathan Zeisser
J.D., Wisconsin, 2000

Intake Professional

Kori Anderson
B.A., Minnesota, 2005

Program Associate

Alice Anderson

The professional staff in OLR's Intake division analyze allegations of professional misconduct – referred to as grievances – to determine whether they present sufficient legal bases or factual information to proceed with further investigation or discipline.

Grievances regarding Wisconsin lawyers are relatively few. Although our state has 25,669 members of the bar – including 20,022 of whom are active and in good standing – only about 6% of active lawyers (1,212) were the subject of grievances in FY 2023-24. OLR received 1,729 new matters this year, a 5% increase from FY 2022-23 (1,640) and up 17% from FY 2021-22 (1,480). 304 lawyers received multiple grievances.

A table reporting the number of grievances received by OLR in this fiscal year and recent years is included as [Appendix 2](#).

Intake preliminarily evaluates grievances to determine whether a grievance presents sufficient evidence of lawyer misconduct that potentially warrants discipline. If so, Intake staff may further address the grievance or refer it to Formal Investigation. If the grievance lacks sufficient evidentiary support or does not present a legal basis for professional misconduct, it is closed. A grievant may request review of Intake's closure decision.

Grievances are most commonly made by clients (51.8%) and adverse parties (21.8%) but also by individuals (15.2%), other lawyers (2.0%), judges (0.4%), or interested parties against a guardian ad litem (5.2%). OLR-initiated inquiries accounted for 3.7% of new grievances. A table reporting grievance sources is included as [Appendix 3](#).

Lack of diligence (17.2%) was the most common primary grievance allegation this year, followed by lack of communication (14.9%) and misrepresentation (12.6%). This is generally consistent with the recent past: lack of diligence has been the most common allegation in each of the past five years, and lack of communication has been in the top three. A table reporting primary grievance allegations is included as [Appendix 4](#).

In FY 2023-24, the most common practice area to receive grievances was criminal law (46.6%) followed by family law (18.7%). This, too, is consistent with the recent past: criminal law has been the most prevalent practice area in each of the last five years, followed by family law. A table of grievances categorized by practice area is included as [Appendix 5](#).

Intake's average processing time was 67 days, which is nearly a month less than the previous year (95 days). Intake completed 81.6% of evaluations in 90 days or less, which is another improvement from last year when about half were completed in that period. Intake resolved 49.4% of matters within 30 days, as compared to about 20% last year. Intake's improvement is largely attributable to new evaluation procedures that were implemented in May 2023.

Intake Resolutions

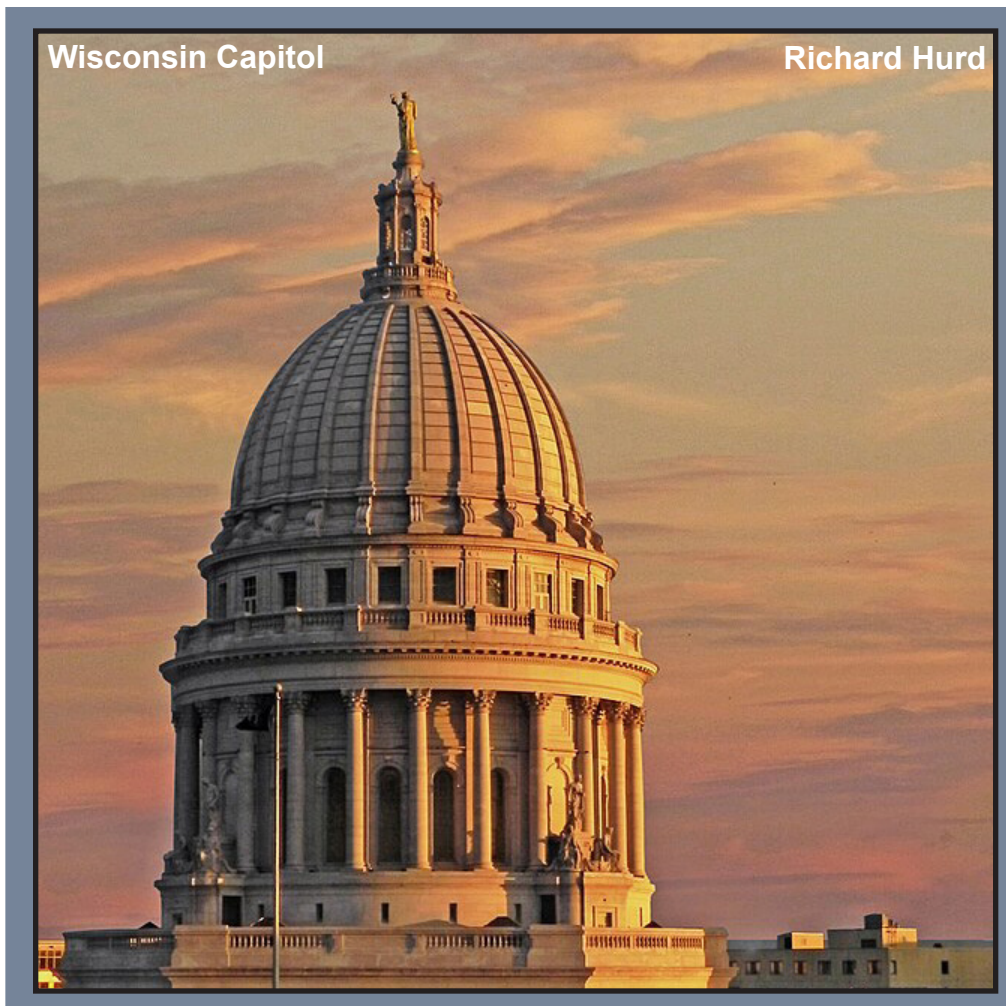
The overwhelming majority of grievances are resolved at Intake. After preliminary evaluation, Intake's professional staff may forward the grievance to another agency, attempt to reconcile a minor dispute, or close the grievance if it lacks sufficient factual or legal bases. If the grievance presents

sufficient evidence of lawyer misconduct, Intake may refer the matter for formal investigation, diversion, or consensual reprimand. A table of Intake resolutions during the reporting period is included as [Appendix 6](#).

Closure

Intake closed 71.9% of grievances due to lack of sufficient factual or legal support. An additional 7.5% of grievances that supported – at most – evidence of a de minimis violation of the Rules were closed with the issuance of educational language to the lawyer. Another 7.2% were closed after the grieving party withdrew their allegation, declined to participate in the evaluation, or resolved their dispute. Another 3.7% were closed because OLR lacked jurisdiction or the grievance would more appropriately be handled by another regulatory entity.

If Intake closes a matter after its evaluation, either outright or with educational language, the grieving party may request review. After review, the Deputy Director (Litigation) – as the Director’s designee and with the assistance of Litigation Counsel – either affirms closure or grants the appeal and returns the matter to Intake for additional evaluation. If closure is affirmed, the grievant receives a brief written statement of the reasons for affirmation. In FY 2023-24, grievants submitted 326 requests to review closure decisions. During the same time period, 317 reviews were completed. Of those, 313 were affirmed after review. Of the four matters where the request was granted and further evaluation resulted, two were later closed for insufficient evidence and one was closed as a de minimis violation. The fourth was referred to formal investigation and remains under investigation.



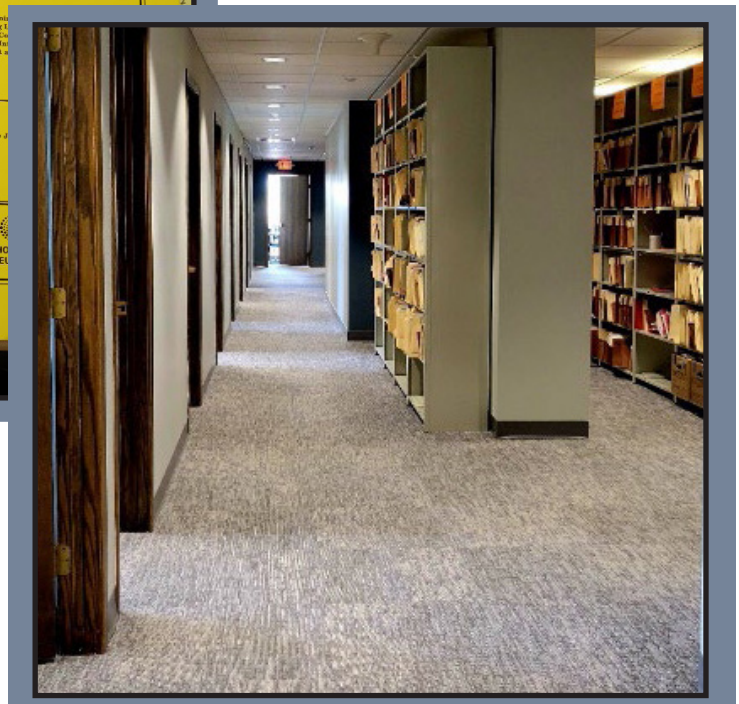
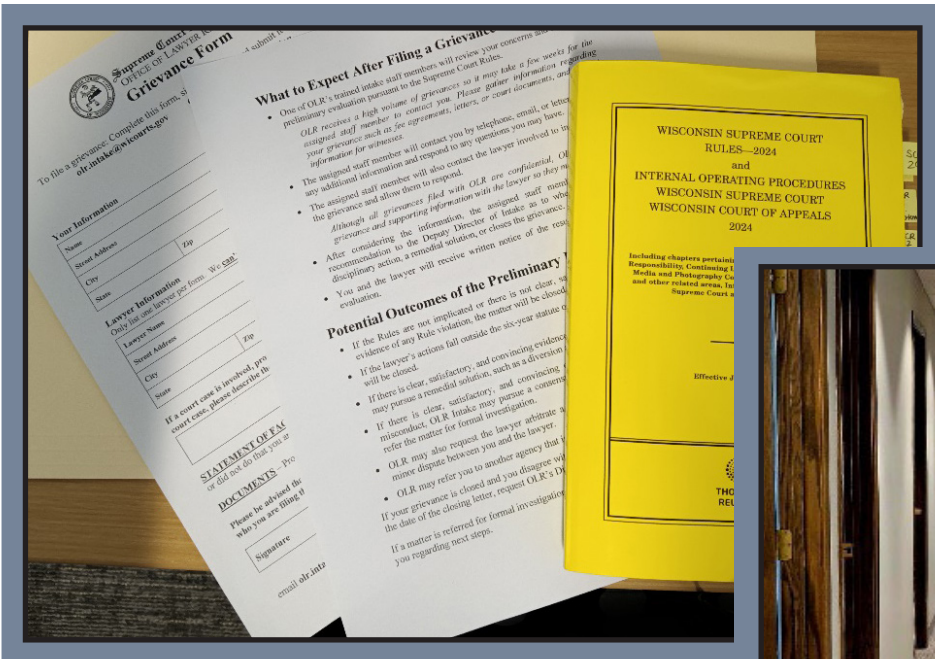
Diversion to Alternatives to Discipline Program

In appropriate cases, OLR may offer a lawyer a diversion agreement to obtain remedial programming to address the underlying causes of a violation. Instead of receiving professional discipline, the lawyer can agree to participate in training to improve their legal or practice management skills or to address underlying medical, mental health, or substance abuse issues. Common diversion programming includes the State Bar’s Practice411 and Lawyer Assistance programs, OLR’s trust account seminar, or consultation with State Bar Ethics Counsel.

Participation in diversion is voluntary, and the lawyer must pay any costs associated with the programming. If the lawyer agrees to participate, they enter into a diversion agreement and OLR holds the underlying matter in abeyance. If the lawyer successfully completes the program, OLR closes the matter outright. Diversions, like all other closures and dismissals, are subject to expungement rules under SCR 22.45. If, however, the lawyer fails to complete the program, OLR may terminate the agreement and proceed with further investigation or discipline.

OLR Intake entered into 33 diversion agreements after preliminary evaluation in FY 2023-24. An additional three diversions were offered after Formal Investigations and another was offered following a Special Investigation under SCR 22.25. Although this represents a reduction from the prior two years – 43 diversion agreements in FY 2022-23 and 54 in FY 2021-22 – OLR continues to prioritize diversion agreements because they protect the public while allowing otherwise competent lawyers to continue practicing.

Moreover, as shown by a Board of Administrative Oversight study, lawyers who successfully complete diversion programming are less likely to reoffend than lawyers who are disciplined.



Washington County Courthouse



Wisconsin Historical Society

Consensual Reprimands

Reprimands – whether public or private – are the lowest level of professional discipline. If OLR and the lawyer agree on a reprimand, the Supreme Court appoints a referee to evaluate and consider the parties’ proposed written reprimand. If the referee approves it, the referee is authorized to impose it. This is unlike other forms of discipline, which the Supreme Court imposes itself.

Before 2021, OLR could offer consensual reprimands only after formal investigation. In FY 2023-24, OLR intake entered into nine consensual private reprimands and seven consensual public reprimands without referral to Formal Investigation. In FY 2022-23, the total number of consensual reprimands at Intake was also 16, but 15 were private and one public.

Referral to Formal Investigation

If a grievance warrants further investigation or involves allegations of more serious misconduct, the matter is referred for Formal Investigation. In FY 2023-24, Intake referred 114 grievances (6.3% of all matters) to Formal Investigation. This is nearly double the number of referrals in FY 2022-23, where Intake referred 55 grievances (3.3% of all matters) to Formal Investigation. This significant increase is attributable to two factors. First, OLR has taken steps to discover unreported criminal convictions as well as discipline imposed by other jurisdictions. Second, an unusually large number of attorneys had multiple matters referred to formal investigation. For example, one attorney had 10 matters referred, two attorneys had seven, and three attorneys had six.

Formal Investigation

Deputy Director

Francis X. Sullivan
J.D., Wisconsin, 2000

Investigative Counsel

Emily Kokie (Lead)
J.D., Richmond, 1998

Lorry Eldien
J.D., Wisconsin, 1989

Rita Knauss
J.D., Wisconsin, 1996

Joel Witt
J.D., Wisconsin, 2016

Program Associate

Jackson McAndrew

If the Director determines that a grievance presents sufficient information to support a possible finding of cause to proceed, he initiates an investigation by referring the grievance to Formal Investigation. Supreme Court Rule 22.03 lays out OLR's investigative powers and duties.

Once a matter is referred to Formal Investigation, the respondent attorney has a duty to cooperate with the investigation. Generally, an investigator will notify the respondent attorney and request a response to the allegations within 20 days.

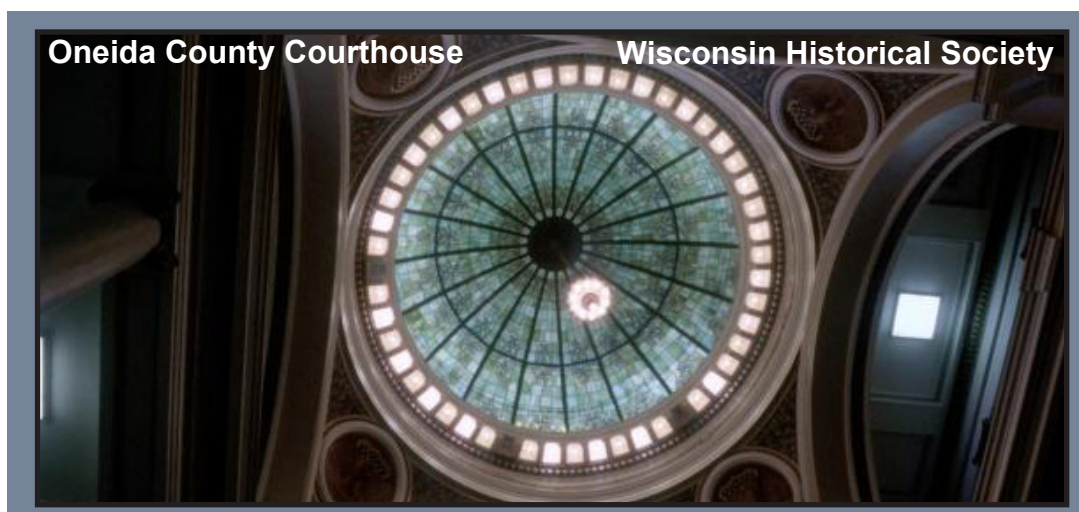
When the investigation is finished, OLR may present the investigation to the Preliminary Review Committee (PRC) for determination that there is cause to proceed to litigation, or it may use any of the dispositions available during the Intake stage. In FY 2023-24, about 24 formal investigations were presented to the PRC and eventually resulted in litigation. Roughly 31 were dismissed (either outright or with educational language), 10 resulted in private or public consensual reprimands, and 3 were diverted to alternatives to discipline programming.

A table of Formal Investigation outcomes is included as [Appendix 7](#).

If a respondent attorney fails to cooperate with the investigation, OLR may summarily suspend their law license. In FY 2023-24, OLR suspended 5 lawyers' licenses for non-cooperation; 2 were reinstated almost immediately.

When OLR presents a matter to the PRC, it submits investigative reports – including all relevant inculpatory and exculpatory information – to one of PRC's two seven-member panels. An explanation of the PRC's responsibilities and list of current members appears in the Lawyer Regulation System Annual Report.

The PRC panel meets in closed sessions to review each matter. If at least four panel members determine there is cause to proceed, OLR may move the matter to its Litigation division to file and prosecute a complaint alleging professional misconduct or medical incapacity before the Supreme Court. If the panel does not find cause to proceed, OLR may dismiss the matter or continue the investigation and resubmit the matter to a different panel.



Litigation

Deputy Director

Francis X. Sullivan
J.D., Wisconsin, 2000

Litigators

Jonathan Hendrix
J.D., Wisconsin, 2006

Kim Kluck
J.D., Florida State, 1994

Tom Laitsch
J.D., Chicago-Kent, 1990

John Payette
J.D., Wisconsin, 1995

Legal Associate

Melissa Chicker

Once the PRC determines that OLR has established cause to proceed in a matter, the Litigation team prepares and files a complaint with the Supreme Court that alleges professional misconduct or medical incapacity. Once OLR files proof of service, the Supreme Court appoints a referee to preside over the litigation. A fuller discussion of the referees' authority and biographies of current referees appear in the Lawyer Regulation System Annual Report.

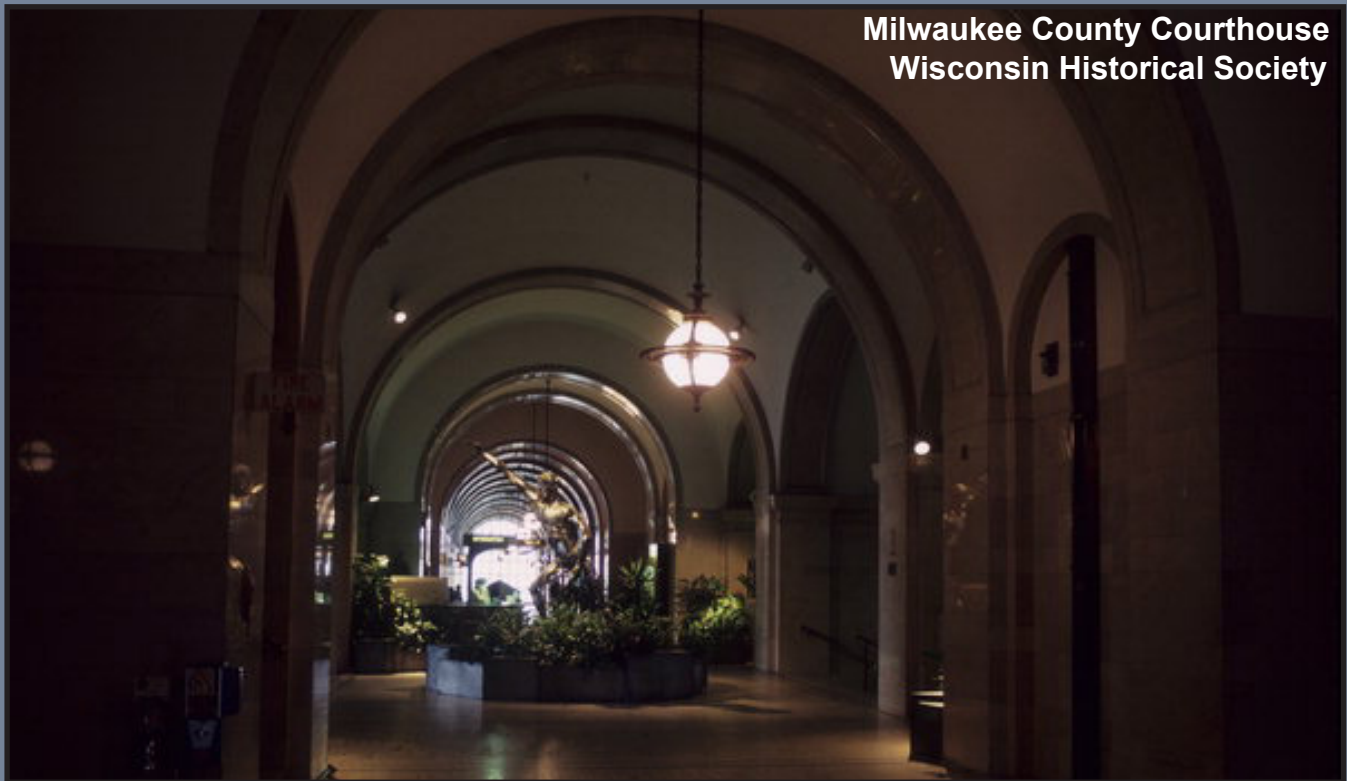
The Supreme Court-appointed referee presides over the case with the powers of a judge trying a civil action. Both OLR and the respondent attorney are able to use civil discovery tools, including written discovery and depositions. Either party may file dispositive motions.

If the matter proceeds to hearing, the referee conducts the hearing as the trial of a civil action to a court. OLR has the burden of proving misconduct or medical incapacity by clear, satisfactory, and convincing evidence. The referee may – but is not required to – order post-hearing briefing from the parties.

After the hearing and any subsequent briefing, the referee files a report with the Supreme Court that sets forth proposed findings of fact, conclusions of law, and a recommendation for dismissal or discipline. Either party may appeal the referee's report. If neither party appeals, the Supreme Court reviews the referee's report and determines appropriate discipline in cases of misconduct or appropriate action in cases of medical incapacity. If either party appeals the referee's report, the Supreme Court orders briefing and may order oral argument.

In FY 2023-24, OLR had one Supreme Court oral argument.

**Milwaukee County Courthouse
Wisconsin Historical Society**



Trust Account Program

Administrator

Travis J. Stieren
J.D., Notre Dame, 1998

Lawyers who handle client or third-party funds are generally required to maintain a trust account in an approved Wisconsin financial institution which agrees to report any overdraft of funds to the Trust Account Program. OLR evaluates all overdraft notifications and grievances regarding trust account issues.

In FY 2023-24, the Trust Account Program received 35 reports of overdrafts on trust and fiduciary accounts, which was slightly less than FY 2022-23 (44) and FY 2021-22 (37). Although the existence of an overdraft may be a violation of SCR 20:1.15(b)(1), OLR resolves most overdraft reports by emphasizing compliance, issuing educational language, or offering diversion programming intended to protect the public by helping attorneys improve their accounting and trust account practices.

Of the 35 overdraft reports received in FY 2023-24, the Trust Account Program closed approximately 80% of the reports by issuing de minimis closures with educational advice or diverting the attorney to an alternative to discipline program. Nearly 9% were closed after the Trust Account Program determined the report resulted from a bank error. The remaining overdraft reports were referred to Formal Investigation.

Prior to 2023, Wisconsin had been the only state that generally prohibited electronic transactions in trust accounts. Following OLR's rule petition, the Supreme Court issued an order, effective July 1, 2023, amending the trust account rule to eliminate the prohibition on electronic transactions in trust accounts. The rule now allows for several options for lawyers to use modern electronic banking methods.

OLR's Trust Account Program offers educational materials to reflect the amendments. Information and materials are available to lawyers and the public at no charge; the materials are available on [OLR's Trust Account Program webpage](#).

Throughout 2023 and 2024, OLR provided education and guidance on the new rules to lawyers and county bar associations, the Paralegal Association of Wisconsin, the Wisconsin Trust Account Foundation, the Wisconsin Lawyers Mutual Insurance Company, the Wisconsin Bankers Association, and participating financial institutions across the state.

On September 20, 2023, OLR presented its annual half-day trust account management [CLE seminar](#). The seminar – available by video conference at no cost – focused on the rule amendments as well as best practices for trust account management and financial record keeping. It was available to lawyers and their administrative staff, and is eligible for 4.0 EPR credits. Nearly 200 Wisconsin lawyers attended. OLR held its 2024 trust account update on September 20, 2024.

In FY 2024-25, the Trust Account Program anticipates updating its Trust Account Manual and guidelines documents to make them more user-friendly and accessible to lawyers and the public.



Appendix 1 - Outreach FY 23/24

Date		Location/Title	Staff
7/11/23	CLE Presentation	Portage County Bar Association	Tim Samuelson
7/11/23	CLE Presentation	Marathon County Bar Association	Tim Samuelson
7/11/23	CLE Presentation	Department of Workforce Development	Julie Spoke
7/11/23	Event	Networking Reception - Sauk County Bar Association	Tim Samuelson
7/20/23	Publication	<u>"Get a Free Check-Up: Complete the Updated Law Firm Assessment," Wisconsin Lawyer (July/August 2023)</u>	Tim Samuelson
7/20/23	Event	State Bar Diversity Clerkship Program Reception	Tim Samuelson, Julie Spoke, Frank Sullivan
8/2/23	CLE Presentation	Madison - "State Bar's Law Firm Self Assessment"	Tim Samuelson
8/4/23	CLE Presentation	NOBC (Minneapolis, MN) - "Direct Examination Skills"	Julie Spoke, Frank Sullivan
8/4/23	Event	Election to NOBC Board of Directors	Julie Spoke
8/12/23	CLE Presentation	Door County - Family Law Workshop	Tim Samuelson
8/16/23	Publication	<u>"Trust Account Rule Changes: Here's Where to Learn the Best Practices for Accepting Electronic Payments," Inside Track (August 16, 2023)</u>	Travis Stieren
8/16/23	CLE Presentation	WI DOJ Civil Litigation Unit - "OLR: How It Works"	Frank Sullivan
8/24/23	CLE Presentation	Wisconsin Lawyers Mutual Insurance Company	Travis Stieren
9/6/23	CLE Presentation	Madison - "State Bar's Public Records, Open Meetings"	Julie Spoke
9/19/23	CLE Presentation	State Bar Center, Madison - "Leave a Message: Client Communication and Your Ethical Duties"	Frank Sullivan
9/21/23	CLE Presentation	Marquette University, Milwaukee - "Sports Law Speaker Series"	Mike Shull
9/22/23	CLE Presentation	Virtual - "Trust Account Management Seminar"	Travis Stieren, Emily Kokie
10/3/23	Event	Madison - Lawyer-Law Student Speed Networking Event	Frank Sullivan
10/5/23	CLE Presentation	State Bar Center, Madison - "Legal Ethics 2023: New Opinions, New Rules, New Issues"	Tim Samuelson, Julie Spoke
10/12/23	Training	WisLAP Volunteer Training, Madison - "Lawyer Wellbeing and Resiliency"	Julie Spoke
10/19/23	CLE Presentation	Winnebago County Bar Association - "OLR Grievances: Primers for GALs"	Katie Galarowicz, Sarah Peterson
10/20/23	CLE Presentation	Wisconsin Solo and Small Firm Conference, Baraboo - "Leave a Message: Client Communication and Your Ethical Duties"	Tim Samuelson, Frank Sullivan
10/24/23	CLE Presentation	Wisconsin DOJ, Madison - "Peeling Back the Curtain: OLR and Disciplinary Complaints"	Tim Samuelson
10/27/23	CLE Presentation	Virtual, State Bar Public Interest Law Section - "OLR Overview and Process"	Mike Shull, Jon Hendrix
11/1/23	CLE Presentation	Ozaukee County Bar Association - "OLR: Who We Are and What We Do"	Tim Samuelson
11/3/23	CLE Presentation	WI DOJ State Prosecutor Training, Elkhart Lake - "OLR Process and Impacts: Ethical Considerations for Prosecutors"	Tim Samuelson

11/7/23	CLE Presentation	Waukesha County Bar Annual Ethics Seminar - "Modernizing Trust Account Rules"	Travis Stieren
11/7/23	CLE Presentation	Waukesha County Bar Annual Ethics Seminar - "Client Communication and a Lawyer's Ethical Duties Under SCR 20:1.4"	Tim Samuelson
11/17/23	CLE Presentation	Ethics School - Madison College	Travis Stieren, Mike Shull, Emily Kokie, Frank Sullivan, Julie Spoke
12/5/23	CLE Presentation	Ethics School - Fox Valley Technical College	Emily Kokie, Julie Spoke, Tom Laitsch, Mike Shull
12/12/23	CLE Presentation	Ethics School - Chippewa Technical College	Emily Kokie, Frank Sullivan, Julie Spoke, Tom Laitsch, Mike Shull
12/13/23	CLE Presentation	Ethics School - Wausau Technical College	Emily Kokie, Frank Sullivan, Julie Spoke, Mike Shull, Tom Laitsch
12/21/23	CLE Presentation	Winnebago County Bar Association - "E-Banking: Modernizing Trust Account Rules"	Travis Stieren
2/1/24	CLE Presentation	Virtual, Legal Aid Society of Milwaukee - "Client Communication and a Lawyer's Ethical Duties Under SCR 20:1.4"	Tim Samuelson
2/7/24	CLE Presentation	NOBC (Long Beach, CA) - "Lawyer Wellbeing"	Julie Spoke
2/27/24	CLE Presentation	Virtual, Paralegal Association of WI - "Wisconsin Supreme Court Rules of Professional Conduct for Paralegals"	Emily Kokie
4/18/24	CLE Presentation	James E. Doyle Inns of Court, Nashotah - "Ethical Concerns of Lawyer Wellbeing: Self-Care to Help You Avoid Ethics Complaints"	Julie Spoke
4/19/24	CLE Presentation	State Bar Center, Madison - "Changing the Culture of the Legal Profession: Lawyer Health and Wellbeing"	Tim Samuelson, Julie Spoke
5/1/24	CLE Presentation	State Bar Roadshow, Wausau - "Succession Planning, Preparing for the Unexpected"	Tim Samuelson
5/2/24	Event	Dane County Bar Association - Law Day Pro Bono Breakfast	Tim Samuelson
5/2/24	CLE Presentation	Virtual, Judicare Legal Aid - "Intro to OLR"	Mike Shull, Jon Hendrix
5/3/24	CLE Presentation	Virtual, Paralegal Association of WI - "Intro to Trust Accounts (for Paralegals)"	Travis Stieren
5/9/24	CLE Presentation	State Bar Center, Madison - "Making Wellness a Priority in Your Practice"	Julie Spoke
6/21/24	CLE Presentation	State Bar Annual Meeting and Conference, Green Bay - "Family Feud: Legal Ethics Episode"	Tim Samuelson
6/21/24	CLE Presentation	State Bar Annual Meeting and Conference, Green Bay - "Representing Clients with Diminished Capacity"	John Payette

Appendix 2 - Volume of Grievances Received



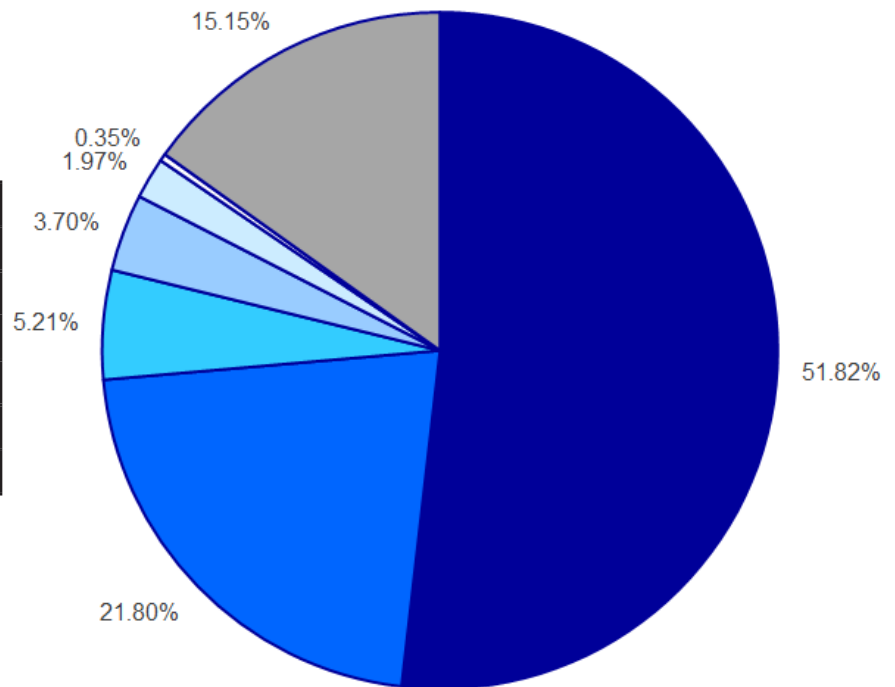
Appendix 3 - Primary Grievance Allegations

Lack of Diligence	17.18%
Lack of Communication	14.92%
Misrepresentation/Dishonesty	12.55%
Improper Advocacy	9.49%
Incompetence	5.90%
False Statement to Tribunal	4.63%
Conflict of Interest	4.28%
Unreasonable Fees	4.22%
Scope of Representation	3.12%
Violation of Oath	2.89%
Failure to Return Property	2.54%
Improper Termination	2.02%
Frivolous Action	1.91%
Criminal Conduct	1.85%
Unauthorized Practice	1.21%
Trust Account Violations	1.10%
Unearned Fee	1.10%
Revealing Confidences	1.04%
Other	7.48%

Appendix 4 - Source of Grievances

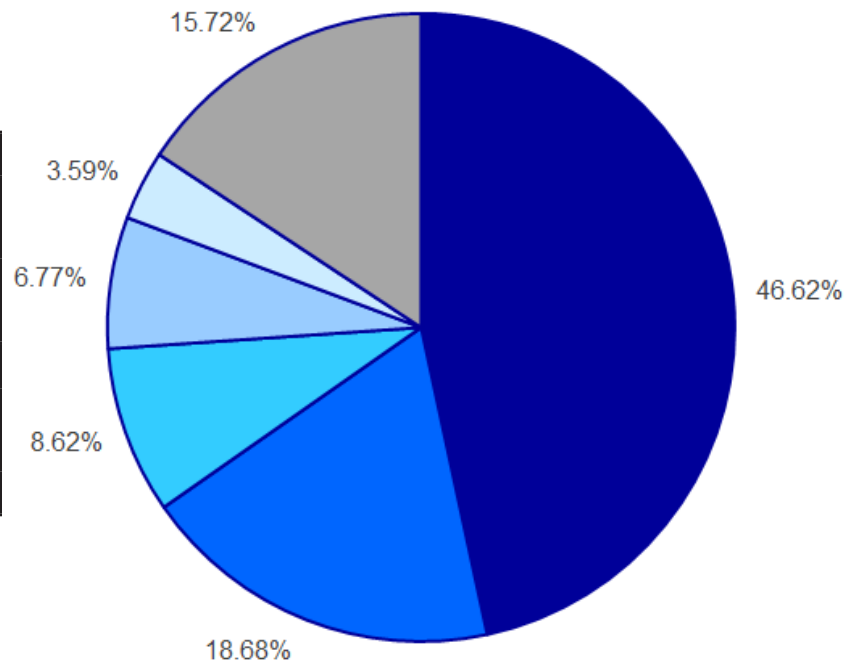
Client	896 (51.82%)
Adverse Party	377 (21.80%)
Guardian ad litem*	90 (5.21%)
OLR-initiated	64 (3.70%)
Attorney	1.97%
Judicial Official	6 (0.35%)
Other Party	262 (15.15%)

*Interested party against guardian ad litem



Appendix 5 - Grievances by Area of Law

Criminal Law and Traffic	806 (46.62%)
Family Law and Juvenile Matters	323 (18.68%)
Estate - Probate, Guardianship, Wills	149 (8.62%)
Litigation	117 (6.77%)
Torts, Personal Injury, Civil Rights	62 (3.59%)
Other	272 (15.72%)



Appendix 6 - Intake Resolutions

Closed for Insufficient Evidence	1292	71.94%
De Minimus Closure	134	7.46%
Referred to Formal Investigation	114	6.35%
Withdrew or Grievant Declined to Participate	114	6.35%
Lacked Jurisdiction/Handled by Other Regulatory Entity	66	3.67%
Diversion	33	1.84%
Dispute Resolution	16	0.89%
Consensual Reprimands	16	0.89%
Other	11	0.61%

Total Intake Resolutions: 1796

Appendix 7 - Formal Investigation Outcomes

Total Investigations Completed	99
Dismissal	31
Consolidated with Another Matter	4
Diversion (22.10)*	3
Conditions Imposed on License	6
Consensual Private Reprimand (22.09)*	3
Consensual Public Reprimand (22.09)*	7
Hold Pending Reinstatement	21
Assignment to Litigation	24

* A single diversion agreement or reprimand may encompass multiple grievance matters. These statistics refer to the number of matters as opposed to the number of diversion agreements or reprimands.



Lawyer Regulation System **ANNUAL REPORT**

FY 2023/2024



Chairpersons:
Denis Donohoe, Board of Administrative Oversight
Jean C. Baker, Preliminary Review Committee
Stuart Mukamal, Special Preliminary Review Panel

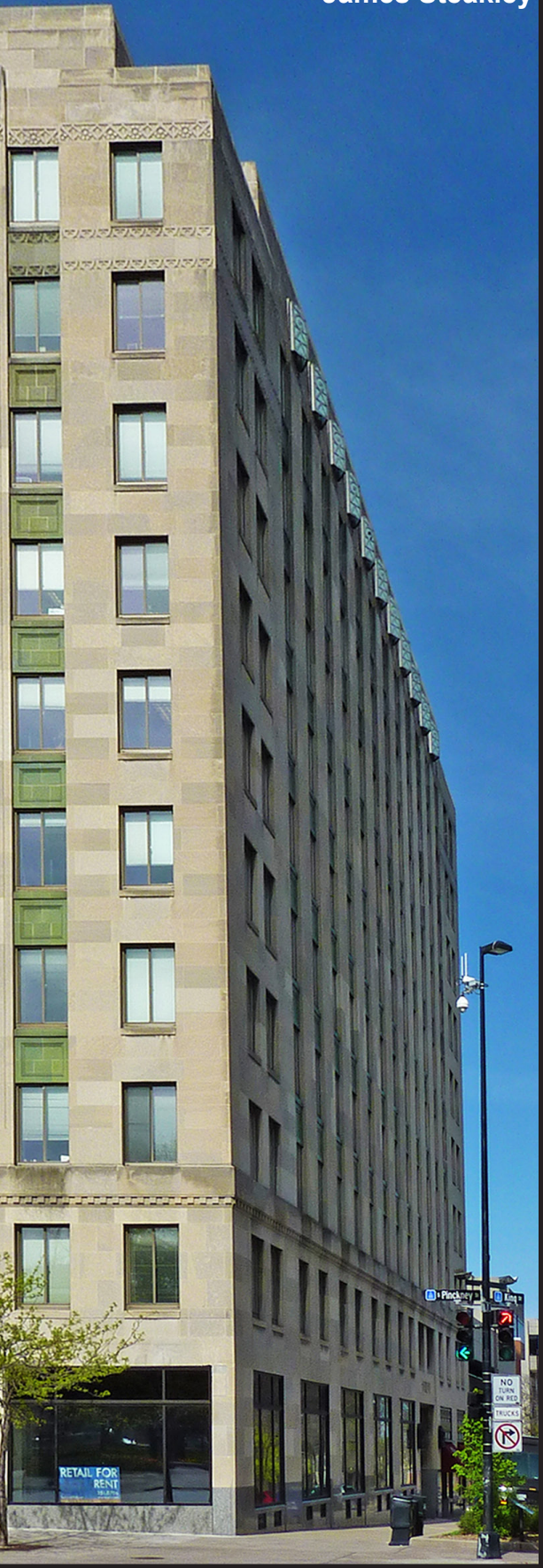


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“The lawyer regulation system is established to carry out the supreme court’s constitutional responsibility to supervise the practice of law and protect the public from misconduct by persons practicing law in Wisconsin.”

- WI Supreme Court Rule 21,
Preamble

Message from BAO Chair Denis Donohoe

As chairperson for the Board of Administrative Oversight, our purpose has never been more important as we view the ongoing improvements, best practices, and increasing efficiencies ongoing at OLR.

Again, I am proud of OLR's successes over the last year, as OLR continues providing more opportunities for meaningful engagement of State Bar members and the public, introducing innovative programming formats and topics, and providing professional outreach opportunities.

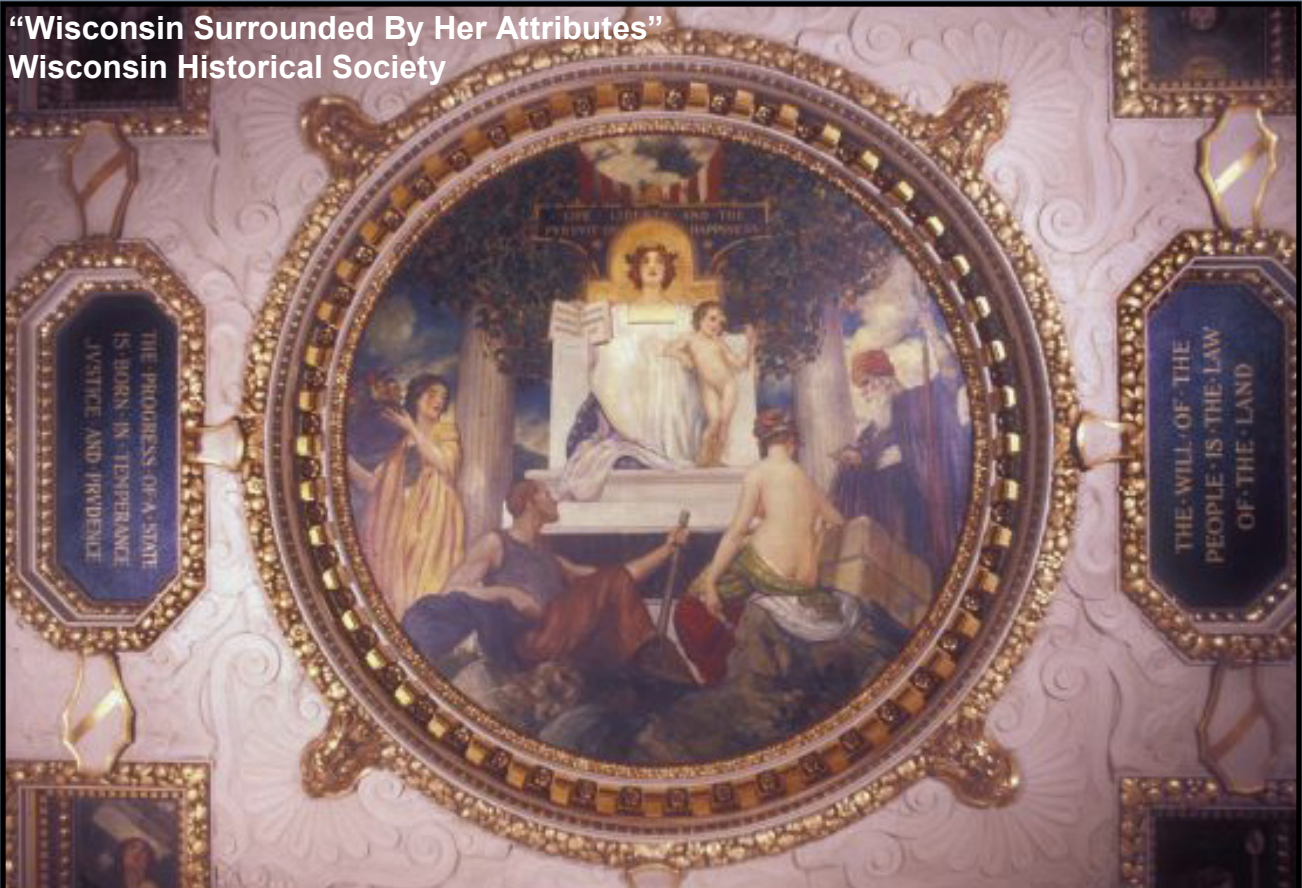
As OLR moves into their next year, I continue watching with passion the accomplishments and motivation going on with OLR. Director Samuelson and his team have accomplished a great number of advancements, improving OLR's organizational processes and procedures, staffing, case management, and statewide education outreach.

With budgetary headwinds on the horizon, I am very happy with Tim's devotion to keeping OLR and the services they provide as productive and cost effective as possible and I am proud to be a part of this process.

Denis Donohoe

Chairperson, Board of Administrative Oversight

**"Wisconsin Surrounded By Her Attributes"
Wisconsin Historical Society**



Budget

The Lawyer Regulation System is funded by lawyer licensure fees. In FY 2023-24, the Supreme Court authorized an annual assessment of \$155 for all full-dues paying-equivalent lawyers. This was a \$5 increase from the previous year; it was the first increase in 12 years and the same amount as the FY09-10 assessment. It is also significantly lower than comparable border states, including Illinois (\$210) and Iowa (\$200). The State Bar estimated 19,927 full-dues-paying-equivalent lawyers for FY 2024-25, which continues the trend of a slight decline in the number of Wisconsin lawyers.

In addition to lawyer licensure fees, the Lawyer Regulation System also receives revenue from several other sources. Under SCR 22.24(1), the Supreme Court may assess costs against lawyers disciplined in Supreme Court proceedings and other matters. The Lawyer Regulation System also receives fees for petitions for law license reinstatement, see SCR 10.03(3) & (5), and when out-of-state lawyers file pro hac vice applications, see Wis. Stat. § 20.680(3)(h). In FY 2023-24, these revenue sources generated \$93,944. This amount is down slightly from the previous year, when the Lawyer Regulation System received \$101,583 from these sources.

The Supreme Court approves the Lawyer Regulation System budget. Under Supreme Court Rules 21.03(6)(m) and 21.10(2)(h), the OLR Director prepares an annual budget and submits it to the Board of Administrative Oversight for review, presentation, and proposal to the Supreme Court.

The FY 2023-24 budget was \$3,508,850. Total projected expenditures and commitments for FY 2023-24 were \$3,230,728, which was under budget by \$327,372 (9.2%). The FY 2024-25 budget is \$3,779,600, which is a 7.7% increase. The primary budgetary increases result from staff reclassification and market-based salary adjustments, and one-time costs associated with obtaining an electronic practice management system. The Lawyer Regulation System remains on a solid fiscal footing with a sufficient reserve fund balance.

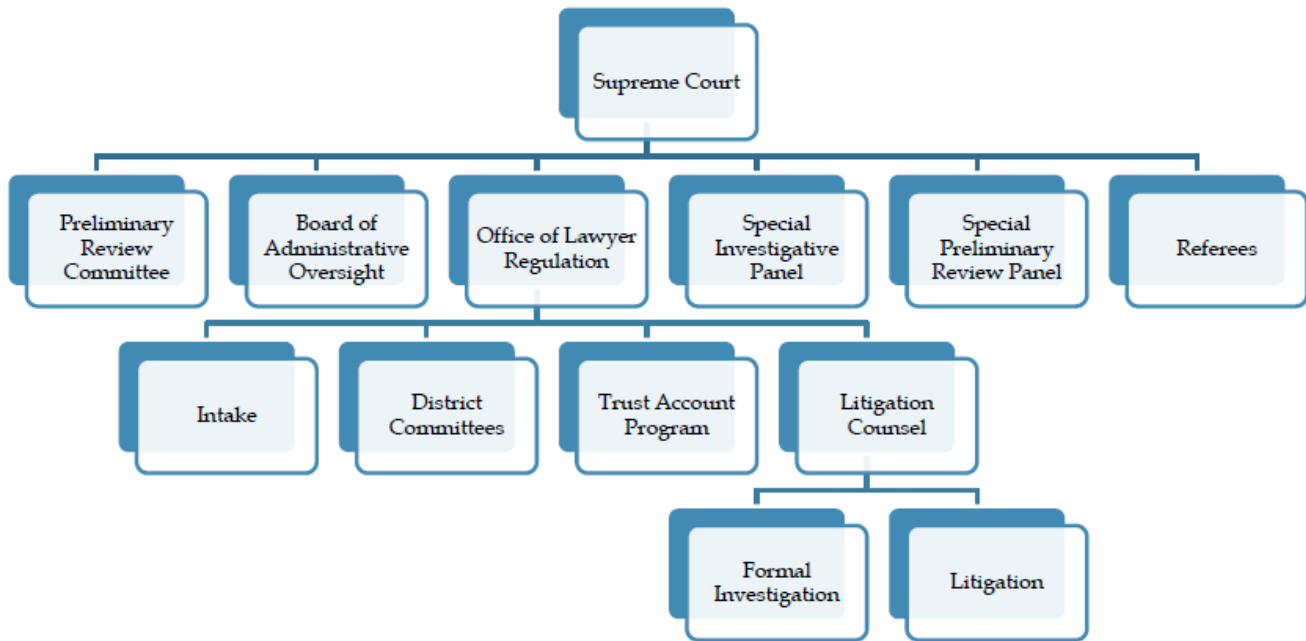
**Monroe County Courthouse
Wisconsin Historical Society**



The Lawyer Regulation System

The Lawyer Regulation System was designed to provide a series of checks and balances to protect the public and supervise the practice of law. The entire system is overseen by the Board of Administrative Oversight (BAO) composed of lawyers and public members. Before a complaint is filed against a lawyer, the Preliminary Review Committee (PRC), an independent panel composed of lawyers and public members, must find probable cause to proceed against the lawyer. If a complaint is dismissed after investigation, the complainant can seek the PRC's review of the dismissal. If a complaint is filed with the Supreme Court, a Court-appointed referee determines the facts and whether violations have occurred, and recommends discipline. Then, the Supreme Court ultimately establishes the facts, the violation, and discipline.

A list of lawyer regulation system meetings appears in [Appendix 1](#).



Wisconsin Supreme Court

The Supreme Court supervises the Lawyer Regulation System, determines attorney misconduct, and imposes discipline or directs other appropriate action in proceedings filed by the Office of Lawyer Regulation (OLR). A list of the current members of the Supreme Court appears in [Appendix 2](#).

Board of Administrative Oversight (BAO)

The Supreme Court appoints eight lawyers and four public members to serve on the BAO. The members are volunteers who receive no compensation for their work. They serve for three years and may not serve more than two consecutive three-year terms. Biographies of current BAO members appear in [Appendix 3](#).

Among other functions, BAO monitors the Lawyer Regulation System and reports its findings to the Supreme Court. BAO also proposes the Lawyer Regulation System's annual budget and any potential Rule changes to the Supreme Court. A complete list of the BAO's responsibilities appears in SCR 21.10.

To fulfill its oversight responsibilities, BAO meets quarterly with OLR and, as necessary, other Lawyer Regulation System components to review their actions, consider changes to procedures, and discuss potential amendments.

Preliminary Review Committee (PRC)

The Supreme Court appoints nine lawyers and five public members to serve on the PRC. The members are volunteers who receive no compensation for their work. They serve for three years and may not serve more than two consecutive three-year terms. Biographies of current PRC members appear in [Appendix 4](#).

The PRC meets at least quarterly. It is divided into two panels, each of which is responsible for reviewing the results of OLR investigations of medical incapacity and attorney misconduct and determining whether there is cause for OLR to proceed to litigation. The PRC also confers annually with BAO to review operations of the PRC. A complete list of the PRC's responsibilities appears in SCR 21.07.

Office of Lawyer Regulation (OLR)

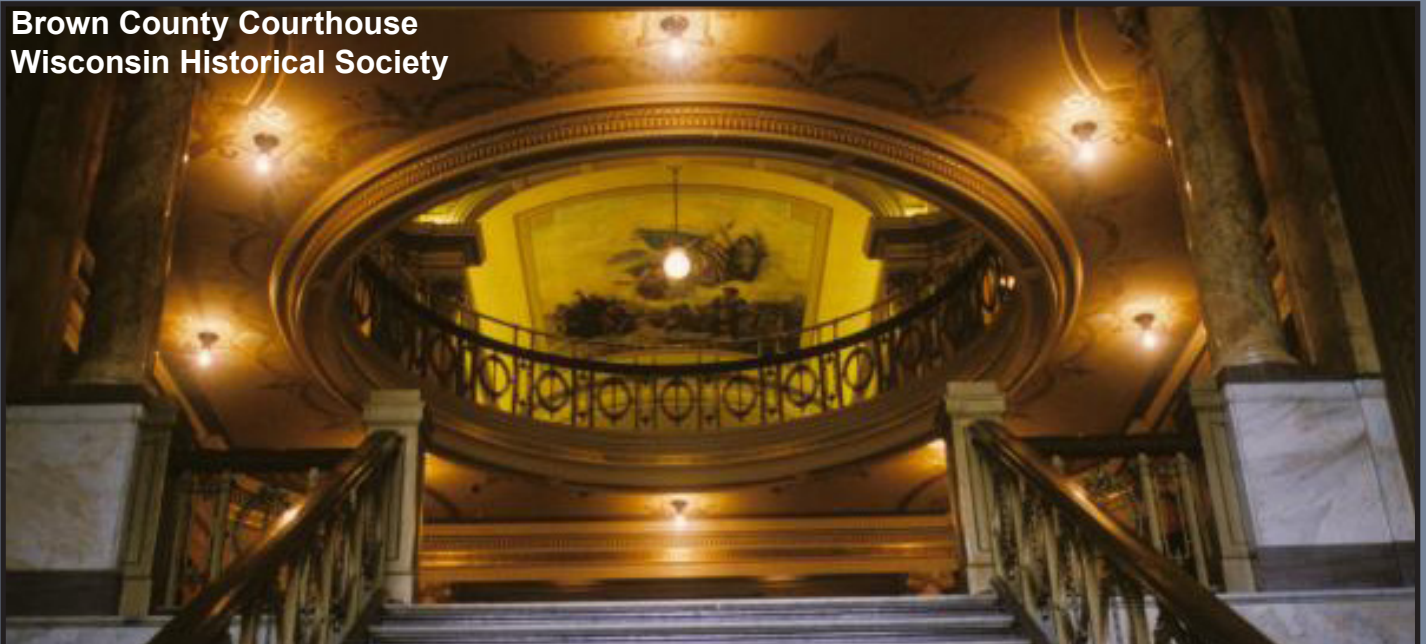
OLR regulates the practice of law by evaluating and investigating allegations of professional misconduct and medical incapacity and, where appropriate, prosecuting violations of the Supreme Court rules. Further information about OLR and its divisions can be found in its separate annual report.

Special Investigators

The Supreme Court appoints lawyers to a panel of Special Investigators. The Special Investigators are volunteers who receive no compensation for their work. A list of current Special Investigators appears in [Appendix 5](#).

If an allegation of misconduct or medical incapacity is made against a participant in the Lawyer Regulation System, a Special Investigator takes the place of OLR and evaluates, investigates, dismisses, diverts, or prosecutes the matter. In FY 2023-24, eight grievances were made regarding participants in the Lawyer Regulation System. A complete list of the Special Investigators' responsibilities appears in SCR 22.25.

**Brown County Courthouse
Wisconsin Historical Society**



Sauk County Courthouse
Wisconsin Historical Society



Special Preliminary Review Panel (SPRP)

The Supreme Court appoints four lawyers and three public members to serve on the SPRP. The members are volunteers who receive no compensation for their work. A list of current SPRP members appears in [Appendix 6](#).

If there is an allegation of misconduct against a participant in the Lawyer Regulation System, the SPRP reviews a Special Investigator's investigative reports to determine whether there is cause to proceed to litigation. The SPRP also reviews the Special Investigator's decision to close a matter without investigation or dismiss a matter after investigation. A complete list of the SPRP's responsibilities appears in SCR 22.25.

Supreme Court Appointed Referees

The Supreme Court appoints lawyers and reserve judges to serve as Referees. Referees serve for four years and may be reappointed to serve consecutive terms. Biographies of current Referees appear in [Appendix 7](#).

The Supreme Court appoints a Referee to preside over and conduct hearings in proceedings alleging misconduct or medical incapacity. The Supreme Court also appoints a Referee to conduct hearings on petitions for license reinstatement and to review consensual public or private reprimands. A complete list of the Referees' responsibilities appears in SCR 21.08.

District Committees

The Supreme Court appoints lawyers and public members to District Committees in each of the 16 state bar districts. The members are volunteers who receive no compensation for their work. They serve for three years and may not serve more than three consecutive three-year terms. A complete list of the District Committees' responsibilities appears in SCR 21.06.

Appendix 1 - Lawyer Regulation System Meetings 2024

Event	Date	Location
Special Preliminary Review Panel	2/16/2024	Zoom
Board of Administrative Oversight	3/1/2024	Tenney Building - Madison, WI
Preliminary Review Committee	3/8/2024	Zoom
Joint Meeting of Lawyer Regulation System and Supreme Court Justices	4/18/2024	Madison, WI
Special Preliminary Review Panel	5/10/2024	Zoom
Board of Administrative Oversight	6/7/2024	State Bar of Wisconsin - Madison, WI
Preliminary Review Committee	6/14/2024	State Bar of Wisconsin - Madison, WI
Special Preliminary Review Panel	8/16/2024	Zoom
Board of Administrative Oversight	9/6/2024	State Bar of Wisconsin - Madison, WI
Preliminary Review Committee	9/13/2024	State Bar of Wisconsin - Madison, WI
Special Preliminary Review Panel	11/8/2024	Zoom
Joint Meeting of Board of Administrative Oversight and Preliminary Review Committee	12/6/2024	State Bar of Wisconsin - Madison, WI

Appendix 2 - Supreme Court

The Supreme Court is composed of seven justices and is the state's highest court. In addition to its law-declaring function, the Supreme Court has administrative and regulatory authority over all Wisconsin courts and lawyers who practice law in Wisconsin.

Chief Justice Annette K. Ziegler

Justice Ann Walsh Bradley

Justice Rebecca G. Bradley

Justice Rebecca F. Dallet

Justice Brian K. Hagedorn

Justice Jill J. Karofsky

Justice Janet C. Protasiewicz

Appendix 3 - Board of Administrative Oversight

Mr. Denis Donohoe (Chair) is the principal in Celtic Holdings, LLC. His background is in the manufacturing business for operations consulting and information systems support customizations. His second term expires September 30, 2025.

Attorney Deanne Koll (Vice Chair) is a partner in the Bakke Norman, S.C. law firm. She earned her J.D. from William Mitchell College of Law in 2006. Her second term expires September 30, 2026.

Attorney Linda U. Burke worked at the City Attorney's Office for the City of Milwaukee for 14 years before her retirement. She earned her J.D. from St. John's University School of Law in 1979. Her second term expires September 30, 2024.

Mr. Bruce Hutler, CPA, is a public member and a partner at the accounting firm of Baker Tilly Virchow Krause, LLP. His first term began March 28, 2024 and expires September 30, 2026.

Attorney William Jones is in private practice and the principal in the Jones Law Firm. He earned his J.D. from the University of Tulsa College of Law in 1997. His first term expires September 30, 2025.

Commissioner Nancy Kallgren serves as a court commissioner and register in probate in Marinette County. She earned her J.D. from William Mitchell College of Law in 1994. Her first term expires September 30, 2025.

Attorney Rene L'Esperance is in private practice and a partner in the L'Esperance & Feidt LLC law firm. He earned his J.D. from William Mitchell College of Law in 2011. His first term expires September 30, 2025.

Attorney Kathleen Pakes serves as Assigned Counsel Division Director at the Wisconsin Office of the State Public Defender. She earned her J.D. from Louis D. Brandeis School of Law in 1995. Her first term expires September 30, 2025.

Attorney Marissa A. Reynolds serves as an Assistant Marathon County Corporation Counsel. She earned her J.D. from the University of Wisconsin Law School in 2016. Her term expires September 30, 2025.

Judge Michael D. Rust serves as Judge for Branch I of the Winnebago County Circuit Court. He earned his J.D. from Marquette University in 2006. His term expires on September 30, 2025.

Mr. Peter Sorce is a public member who has also served as a Washington County Supervisor and many other Supreme Court boards, including the Medical Mediation Panel and the Planning and Policy Advisory Committee. His second term expires September 30, 2026.

Ms. Wendie Witzke is a public member and serves as an instructor of the Legal Studies/Paralegal Program at Western Technical College in La Crosse, WI. Her first term began March 28, 2024 and expires September 30, 2026.

Attorney Linda Burke's term ended September 30, 2024. We thank her for her service.

Appendix 4 - Preliminary Review Committee

Attorney Jean C. Baker (Chair) was a partner in the Quarles & Brady law firm until she retired in 2020. She earned her J.D. from the University of Wisconsin Law School and her Ph.D. from the University of Georgia. Her second term expires September 30, 2026.

Attorney Michael F. Bartzen is the Director of Contracts and Ethics Officer for Derco Aerospace, Inc., a wholly-owned subsidiary of Lockheed Martin. He earned his J.D. from Marquette University Law School in 2008. His second term expires September 30, 2024.

Attorney Donald A. Daugherty, Jr. is Senior Counsel, Litigation, at the Defense of Freedom Institute for Policy Studies. He earned his J.D. from Northwestern University School of Law in 1980. His second term expires September 30, 2026.

Attorney Duffy Dillon is the founder of Dillon Grube, LLC in Janesville, WI. He earned his J.D. from the University of Wisconsin Law School in 2000. His first term expires September 30, 2026.

Mr. Gerald Fallor is a public member who was the owner and president of Green Bay Title Company, Inc., later becoming the Treasurer and Finance Director for the Green Bay Area Catholic Education Schools, and joining St. Vincent de Paul as Finance Director after his retirement. He graduated from Marquette University. His first term expires September 30, 2026.

Attorney Kristen Hardy is Assistant General Counsel and Assistant Secretary at Northwestern Mutual. She has served as secretary of the State Bar of Wisconsin and member of the Judicial Selection Advisory Committee. She earned her J.D. from Marquette University Law School in 2014. Her second term expires September 30, 2025.

Attorney Kelsey Johnson is an attorney with the law office of Renee E. Mura, S.C. She earned her J.D. from Marquette University Law School in 2017. Her first term expires September 30, 2026.

Attorney Jennifer Lindsley is the Director of Training and staff attorney for the Wisconsin REALTORS® Association. She earned her J.D. from the University of Wisconsin Law School in 2005. Her second term expires September 30, 2024.

Attorney Chad Lynch is Corporation Counsel for Vilas County. He earned his J.D. from Hamline University School of Law in 2014. His first term expires September 30, 2026.

Ms. Sara MacDonald is a public member who has worked as a social worker in the areas of child protective services, foster care adoptions, long-term care, domestic violence, AODA (Alcohol and Other Drug Abuse Program), and criminal justice. She earned her M.S.W. from the University of Wisconsin Green Bay in 2011. Her second term expires September 30, 2025.

Mr. David Peterson, CPA, is a public member who taught in the accounting program at Madison College before his retirement in 2014. He earned his BBA from the University of Wisconsin Eau Claire and his MBA from the University of Wisconsin Madison. His first term expires September 30, 2026.

Attorney Michael F. Bartzen and Attorney Jennifer Lindsley's terms ended on September 30, 2024.
We thank them for their service.

Appendix 5 - Special Investigators

Attorney Deborah A. Asher was appointed as a special investigator in 2020. She practices family law at Asher Law Office in Chippewa Falls. She earned her J.D. from the University of North Dakota School of Law in 2001.

Attorney Lucas Bennewitz was appointed as a special investigator in 2021. He is an Assistant Attorney General with the Wisconsin Department of Justice. He earned his J.D. from Marquette University Law School in 2015.

Attorney Peter J. Block was appointed as a special investigator in 2020. He is an Assistant City Attorney for the City of Milwaukee. He earned his J.D. from DePaul University College of Law in 2002.

Attorney Nathaniel Cade, Jr. was appointed as a special investigator in 2014. He is the owner of Cade Law Group in Milwaukee. He earned his J.D. from the University of Michigan Law School in 1996.

Attorney Robert W. Dean was appointed as a special investigator in 2020. He is an attorney with Fox Communities Credit Union in Appleton. He earned his J.D. from the Columbus School of Law at The Catholic University of America in 1997.

Attorney Nicole J. Druckrey was appointed as a special investigator in 2021. She is an attorney with EMCO Chemical Distributors, Inc., in Pleasant Prairie. She earned her J.D. from the University of Minnesota Law School in 2003.

Attorney Sarah Troupis Ferguson was appointed as a special investigator in 2016. She is of counsel with the Madison office of Hanson, Reynolds LLC. She earned her J.D. from the University of Notre Dame Law School in 2006.

Attorney Gretchen Gerrard was appointed as a special investigator in 2022. She is an attorney with Lawyers at Work, LLC, in La Crosse. She earned her J.D. from Mitchell Hamline School of Law in 2016.

Attorney Mark J. Goldstein was appointed as a special investigator in 2014. He is the president of Goldstein Law Group, SC, in Milwaukee. He earned his J.D. from the University of Wisconsin Law School in 1994.

Attorney William A. Grunewald was appointed as a special investigator in 2014. He has practiced with the Medford firm of Jenson, Scott, Gruenwald & Shiffler, S.C., since 1983. He earned his J.D. from the University of Minnesota Law School in 1983.

Attorney Anthony P. Hahn was appointed as a special investigator in 2015. He practices at Devine Hahn SC in Racine. He earned his J.D. from Marquette University Law School in 2000.

Attorney Alexander J. Hall was appointed as a special investigator in 2016. He is a claim consultant with Constellation Mutual. He earned his J.D. from Marquette University Law School in 2014.

Attorney Victor C. Harding was appointed as a special investigator in 2005. He is an attorney with Warshafsky Law Firm in Milwaukee. He earned his J.D. from Marquette University Law School in 1977.

Attorney Thomas W. Harnisch was appointed as a special investigator in 2012. He is the owner of Thomas W. Harnisch Law Office in Neilsville. He earned his J.D. from the University of Minnesota Law School in 1972.

Attorney Sean Harrington was appointed as a special investigator in 2024. He is the founder of Harrington Law in Prescott. He earned his J.D. from Taft Law School in 2014.

Attorney Jay E. Heit was appointed as a special investigator in 2017. He is an attorney with Herrick & Hart, SC in Eau Claire. He earned his J.D. from the University of South Dakota School of Law in 1995.

Attorney Krista G. LaFave was appointed as a special investigator in 2022. She is an attorney with Gingras Thomsen & Wachs LLP in Milwaukee. She earned her J.D. from Tulane University School of Law in 2013.

Attorney Michael L. Laufenberg was appointed as a special investigator in 2017. He is an attorney with Keberle & Laufenberg LLP in West Bend. He earned his J.D. from Marquette University Law School in 1995.

Attorney Amy Lonergan was appointed as a special investigator in 2022. She is a partner at Finn & Finn Ltd. in Waukegan, Illinois. She earned her J.D. from Chicago-Kent College of Law in 2007.

Attorney Michael S. Maistelman was appointed as a special investigator in 2021. He is the managing member and founder of Maistelman & Associates in Bayside. He earned his J.D. from Franklin Pierce Law Center in 1994.

Attorney Maxfield E. Neuhaus was appointed as a special investigator in 2014. He is a partner at Rodli, Beskar, Neuhaus, Murray & Pletcher, SC in River Falls. He earned his J.D. from Hamline University School of Law in 2008.

Attorney Bryce M. Pierson was appointed as a special investigator in 2020. He is a legal advisor to the Wisconsin Office of Judicial Education in Madison. He earned his J.D. from Southern Illinois University School of Law in 2012.

Attorney Ryan Poe-Galvinski was appointed as a special investigator in 2022. She is a clinical assistant professor of law at the University of Wisconsin School of Law in Madison. She earned her J.D. from Quinnipiac University School of Law in 2004.

Attorney Bryant Ray was appointed as a special investigator in 2021. He is an assistant vice president and trust officer at the Bank of Sun Prairie. He earned his J.D. from the University of Wisconsin School of Law in 2016.

Attorney Ronald S. Stadler was appointed as a special investigator in 2014. He is a founding shareholder at Stadler Sacks LLC in Richfield.

Attorney Richard J. Summerfield was appointed as a special investigator in 2015. He is a partner at Kostner-Kostner & Summerfield SC in Bloomer. He earned his J.D. from Hamline University School of Law in 2006.

Attorney Johnathan G. Woodward was appointed as a special investigator in 2020. He is an attorney at Houseman & Feind LLP in Grafton. He earned his J.D. from Pepperdine University School of Law in 2006.

Attorney Daniel L. Woehrer was appointed as a special investigator in 2021. He practices at Woehrer Law Office in Wauwatosa. He earned his J.D. from the University of Wisconsin School of Law in 1987.

Appendix 6 - Special Preliminary Review Panel

Attorney Stuart Mukamal (Chair) served in the Office of the Milwaukee City Attorney until he retired in 2018. He earned his J.D. from Yale University Law School in 1976. His second term expires September 30, 2024.

Assistant Attorney General Eliot M. Held serves as an Assistant Attorney General with the Wisconsin Department of Justice. He earned his J.D. from the University of Arizona College of Law in 2009. His first term expires September 30, 2026.

Attorney Adam Jarchow is the founder of Jarchow Law, LLC in Clear Lake. He earned his J.D. from the University of Florida Levin College of Law in 2004. His term expires September 30, 2027.

Ms. Monelle Johnson is an Executive Assistant with Aspirus Medford Hospital & Clinic. She earned her B.S. from Mount Senario College in 1984 and her M.S. from Kennedy-Western University in 2000. Her second term expires September 30, 2027.

Mr. Amos Malone serves as a probation parole officer with the Wisconsin Department of Corrections. He earned his B.S. and M.E. from the University of Wisconsin-Whitewater in 2015 and 2017, respectively. His second term expires September 30, 2026.

Attorney Jillian Pfeifer serves as the Oneida County District Attorney. She earned her J.D. from Marquette University Law School in 2016. Her first term expires September 30, 2026.

Ms. Cindy Zahrte served as the Superintendent of the Tomah Area School District until she retired in 2020. She earned her B.S. and M.S. from the University of Wisconsin Madison in 1979 and 1989, respectively. Her first term expires September 30, 2025.

Attorney Stuart Mukamal's term ended on September 30, 2024.
We thank him for his service.

Appendix 7 - Referees

The Hon. Valerie Bailey-Rihn served as a judge of the Dane County Circuit Court from 2016-2022. Previously she was an attorney in private practice. Judge Bailey-Rihn earned her J.D. from the University of Wisconsin Law School in 1991. Her term as a referee ends in 2025.

Attorney Charles Barr has more than 40 years of experience in private practice. He is currently an arbitrator on the Commercial Arbitration and Consumer Arbitration Panels of the American Arbitration Association. He earned his J.D. from Harvard Law School in 1977. Attorney Barr's term as a referee ends in 2025.

The Hon. Sue Bischel served as a judge of the Brown County Circuit Court from 1992-2012. She earned her J.D. from the University of Minnesota Law School in 1978. Her term as a referee ends in 2025.

The Hon. Jean DiMotto served as a judge of the Milwaukee County Circuit Court from 1997-2013. Previously, she was an administrative law judge and an attorney in private practice. Judge DiMotto earned her J.D. from Marquette University School of Law in 1984. Her term as a referee ends in 2025.

The Hon. James Evenson served as a judge of the Sauk County Circuit Court from 1986-2016. Previously he was an attorney in private practice. Judge Evenson earned his J.D. from the University of Wisconsin Law School in 1973. His term as a referee ends in 2024.

Attorney James Friedman retired in 2019 after 38 years in private practice. He earned his J.D. from the University of Notre Dame Law School in 1972. His term as a referee ends in 2024.

The Hon. Joseph Jacobson serves as an administrative law judge for the Social Security Office of Hearings and Appeals. He earned his J.D. from the University of Minnesota Law School in 1994. His term ends in 2025.

The Hon. Edward Leineweber served as a judge of the Richland County Circuit Court from 1997-2011. He has more than 30 years' experience in private practice. Judge Leineweber earned his J.D. from the University of Wisconsin Law School in 1976. His term as a referee ends in 2024.

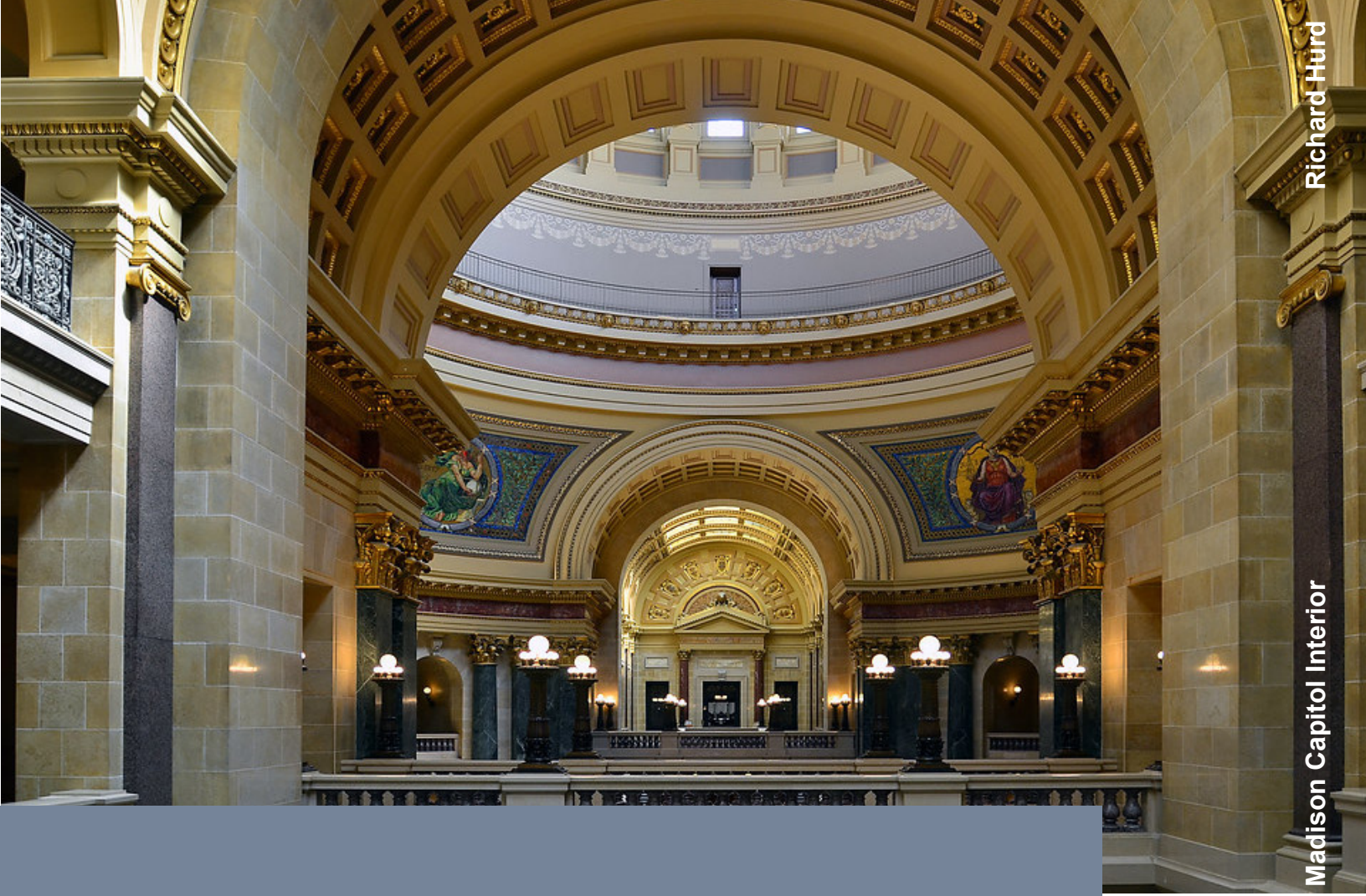
Attorney David Piehler has more than 40 years of experience in private practice. He earned his J.D. from the University of Wisconsin Law School in 1980. His term as a referee ends in 2024.

The Hon. Karen Seifert served as a judge of the Winnebago County Circuit Court from 2006-2021. Previously, she was a Winnebago County court commissioner and assistant corporation counsel. Judge Seifert earned her J.D. from the University of Iowa College of Law in 1987. Her term as a referee ends in 2025.

Attorney Michael Tobin retired in 2018 after 32 years with the Wisconsin State Public Defender's Office. He earned his J.D. from the University of Texas in 1977. Attorney Tobin's term as a referee ends in 2024.

Attorney James Winiarski has more than 40 years of experience in private practice. He earned his J.D. from the University of Wisconsin Law School in 1974. Attorney Winiarski's term as a referee ends in 2024.

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Madison Capitol Interior

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