STATE OF MICHIGAN

Attorney Discipline Board and Attorney Grievance Commission

2024

JOINT ANNUAL REPORT

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State of Michigan Attorney Grievance Commission

Annual Report
January 1, 2024, to December 31, 2024

Attorney Grievance Commission Staff

Staff as of September 2024

Grievance Administrator:
Michael V. Goetz

Deputy Administrator:
Kimberly L. Uhuru

Assistant Deputy Administrator:
Cynthia C. Bullington

Office Manager:
Gina M. Jaafar

General Counsel:
Sarah C. Lindsey

Senior Associate Counsel:
Emily A. Downey
Michael K. Mazur
Kenneth E. Frazee
Pamela I. Linville
Cora L. Morgan

Associate Counsel:
Graham Leach
Mary A. Bowen
Austin D. Blessing - Nelson
Caitlin O. Fleming
Kristin E. Fernandez

Investigators:
Jason Miciuda
Brent M. Jex
Diane M. Salter

Investigative Specialist:
Yulanda Burgess

Paralegals:
Kimberly Billings
NaTasha Sands

Litigation Assistants:
Charlene Varacalli
Rosa Garza
Sheri Galofaro-Mendez
Louise Arzooyan
Cathy Miller

Intake Assistants:
Monica Garza
Jane Brown

Receptionist:
Jeanette Cook

Mail Clerk:
Heidi K. Cole

Administrative Assistant:
Yulette Barnes

State of Michigan
Attorney Grievance Commission
Annual Report

January 1, 2024 – December 31, 2024

Overview

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

Commission Composition

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

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

J. Paul Janes, Chairperson

J. Paul Janes focuses his practice in the areas of commercial litigation, personal injury litigation, automobile no-fault law, and construction/workplace injury claims. Education: Michigan State University (B.A. 1987); University of Detroit Law School (J.D. 1990; Senior Staff Member of the Law Review. Professional Affiliations: • Grand Rapids Bar Association • Fellow, Justice Foundation of West Michigan • Grand Rapids Federal Bar Association • Michigan State Bar of Foundation • American Board of Trial Advocates • Attorney Grievance Commission, Board Member • Former State Bar of Michigan Lawyer and Judges Assistance Committee (Member) • The American Association for Justice • Michigan Association for Justice (Former Board Member) Community Involvement: • Active in a variety of nonprofit, community, and political organizations.

Kathleen Hickey, Vice - Chairperson

Ms. Hickey represents lenders in loan originations. Her practice encompasses secured transactions, loan workouts, and counseling lenders on lender liability and loan structure issues. Ms. Hickey's practice also includes middle market lending, asset based loans, healthcare lending, educational institution and religious organization financing, international lending, captive insurance financing, private lending, real estate financing, multi-rate, multi-currency loans and facilities, agented and syndicated loan facilities, and letters of credit, direct bond purchases, and other liquidity facilities supporting tax exempt and industrial development bonds. Ms. Hickey has been selected by Michigan Lawyers Weekly as a member of the 2017 class of Women in the Law. She is listed in The Best Lawyers in America 2022 under Banking and Finance Law, in Chambers USA 2021 under Banking & Finance, in IFLR1000 2020 under Banking and Finance, in Michigan Super Lawyers 2021 under The Top 50 Women attorneys in Michigan, and in Michigan Super Lawyers 2007-2021 under Banking. She is listed as a 2021 "Top Lawyer" for Banking & Financial Services by DBusiness magazine. She is AV Preeminent® Peer Rated by Martindale-Hubbell. Ms. Hickey is a member of Bodman's Executive Committee, which manages

the Firm's Day to day business affairs, and is co-chair of the firm's Diversity, Equity and Inclusion Committee. She serves on the board of directors of the Michigan Roundtable for Diversity and Inclusion and is a board member for VIP Mentoring and the Walsh College Foundation. She is a member of the State Bar of Michigan, the Detroit and American Bar Associations, and the Association for Corporate Growth. She is admitted to practice before the United States Court of Appeals for the Sixth Circuit. Ms. Hickey began her legal career as a clerk for the Honorable Richard M. Maher of the Michigan Court of Appeals. She has lectured for the Michigan Institute of Continuing Legal Education on commercial loan documentation matters.

Alexander Pahany, Secretary

Mr. Pahany is an Assistant Prosecuting Attorney in Huron County where he is the docket attorney for the 73B District Court and handles all manner of felony trials in the 52nd Circuit Court. Mr. Pahany has an undergraduate degree from the University of Texas at Austin, a graduate degree from the University of St. Thomas (Houston), and obtained his law degree from the Ave Maria School of Law. During law school, Mr. Pahany served as a judicial intern to the Honorable Daniel P. Ryan of the Third Circuit Court of Wayne County as well as an intern for the Elder Law and Advocacy Center in Redford, MI. Upon graduation, he went into private practice as a criminal defense attorney in Wayne County. Mr. Pahany also spent thirteen years in education, teaching in a children's hospital and public schools in Houston, TX, and later a private school in Abu Dhabi, United Arab Emirates. He currently serves as the president of the Huron County Bar Association. Mr. Pahany was appointed to the Attorney Grievance Commission in October 2023.

Kendrah Robinson, Attorney member

Kendrah Robinson has been a proud resident of Muskegon for over 13 years. She is a mother of three and married to a Proud Muskegon Big Red. She graduated from Western Michigan University with a degree in Political Science and Criminal Justice and earned her Law Degree from Thomas M. Cooley Law. Kendrah has taught Criminal Justice and Political Science classes at Grand Rapids Community College, and now serves the community of Muskegon County as a Senior Assistant Public Defender at the Muskegon Public Defenders Office. She fights daily in the 14th Circuit Court to protect the rights of Muskegon's most at risk children and criminal defendants. She is active in numerous community and non-profit organizations including the Mediation and Restorative Services, Fruitport Public Schools, Child Abuse Council of Muskegon, The Women's Division of Chamber of Commerce, the Black Women's Lawyers of Michigan, her church where she's the Youth Ministry leader and staff to the Criminal Defense Attorneys of Michigan. Kendrah also mentors high school ladies in a group called "Aspiring Ladies of Law" throughout Muskegon County who are interested in going into the career of law. In her spare time Kendrah enjoys running and traveling.

Dr. Samy Wassef, Lay Person

Samy Wassef, MD is currently the Chair of the Department of Psychiatry and Medical Director of the Substance Abuse Programs at Henry Ford Health-Jackson. He previously served on the hospital's Ethics Committee, Pain Committee and Graduate Medical Education. Dr. Wassef is board-certified by the American Board of Psychiatry and Neurology. He is also a provider for the Health Professionals Recovery Program, Lawyers & Judges Assistance Program and Federal Aviation Administration. Dr. Wassef grew up and currently resides in the Metro Detroit area. He graduated from Cairo University Faculty of Medicine and completed his residency in psychiatry at Henry Ford Hospital, Detroit Michigan.

Kathryn Swedlow, Attorney Member

Ms. Swedlow is an attorney in the Criminal Defense Resource Center of the State Appellate Defender Office and previously worked in the federal court system. She is a past recipient of the Criminal Defense Association of Michigan Justice for All Award. Swedlow earned her law degree from the City University of New York Law School at Queens College.

James Moritz, Lay Person

Mr. Moritz is a retired Ford Motor Company and Ford Credit executive with extensive expertise in global insurance leadership. He earned a Master of Business Administration from Wayne State University.

Anjali Prasad, Attorney Member

Anjali Prasad is a federal prosecutor with more than 25 years of legal experience in the criminal justice system. She is a vigorous criminal defense attorney who defends clients facing criminal charges. She is also an aggressive family law attorney who protects clients in contentious divorce and child custody disputes.

Holly Jeschke, Lay Person

Holly Jeschke has been involved in the legal field since she received her Paralegal Degree in 1996. She has worked for attorneys primarily in family and criminal law. Holly is also a certified mediator for domestic cases. In addition to her legal background, Holly has extensive experience in domestic violence advocacy. As a Project Administrator and Training Team Advocate, she trained law enforcement, prosecutors, and judges on issues like domestic violence and sexual assault. She

also has a deep understanding of grant management, having successfully secured and managed federal funding for various projects.

The Grievance Administrator's Staff

The Grievance Administrator and Deputy Administrator are appointed by the Supreme Court pursuant to MCR 9.109. The Grievance Administrator is empowered under MCR 9.111 to hire legal and support staff, with the approval of the Commission. During the year 2024, the Grievance Administrator supervised a staff of thirteen attorneys, three investigators, and eighteen administrative and clerical staff. Additionally, the Commission accepts law students for a legal intern program in connection with their respective law schools.

Michael V. Goetz, Grievance Administrator

The Michigan Supreme Court has appointed Michael V. Goetz to the position of Grievance Administrator for the Michigan Attorney Grievance Commission (AGC). Goetz oversees the prosecutorial and educational functions of the AGC. The appointment was effective September 23, 2019. "Mr. Goetz has both the management skills and professional experience to make sure the AGC continues to protect the public and hold the legal profession accountable," said Chief Justice Bridget M. McCormack. "Just as important, Mr. Goetz has a deep commitment to public service and great ideas on how to engage the public and the bar in the Commission's critical mission, and to manage and inspire AGC staff." Goetz received a bachelor's degree from Michigan State University in 1983 and a juris doctorate from Detroit College of Law in 1988. He most recently worked in the Michigan Office of the Attorney General, serving as Senior Assistant Attorney General in the Criminal Division's Drug Interdiction Unit for six years. In addition to more than 30 years of experience in prosecution at the state and county levels, Goetz also currently serves his community as an emergency medical technician-firefighter for the Orion Township Fire Department. The Attorney Grievance Commission is the investigative and prosecutorial arm of the Michigan Supreme Court for allegations of attorney misconduct. The AGC has jurisdiction over all attorneys licensed to practice law by the State Bar of Michigan and attorneys otherwise permitted to practice law in the State of Michigan. The AGC strives to maintain and promote the integrity of the Bar and to protect the public, the courts, and the legal profession.

Kimberly L. Uhuru, Deputy Administrator

Kimberly L. Uhuru graduated magna cum laude from Michigan State University with a bachelor's degree in Political Theory and Constitutional Democracy and received a J.D. from DePaul University. Ms. Uhuru's work for the Commission has included several prosecutions of complex and high-profile attorney misconduct cases.

She is licensed to practice in Michigan and the United States District Court for the Eastern District of Michigan. She has served on the State Bar of Michigan's Character and Fitness District H Panel, including, a term as Chairperson of District H. Ms. Uhuru is a frequent presenter on ethics panels across the state.

Cynthia C. Bullington, Assistant Deputy Administrator

Cynthia C. Bullington is a Michigan State graduate and received her J.D. from George Washington University. She is admitted in Michigan and in the federal courts. Ms. Bullington is the Assistant Deputy Administrator for the Michigan Attorney Grievance Commission. She also is an adjunct professor at the MSU College of Law and teaches Professional Responsibility. Currently, she serves as a regular member of the State Bar of Michigan's Standing Committee on Character and Fitness. She has authored proposed court rules, and articles for the Michigan Bar Journal. Ms. Bullington has also been an ICLE presenter.

Sarah C. Lindsey, General Counsel

Sarah C. Lindsey earned a B.A. from Michigan State University and obtained a J.D. from Washington College of Law at American University. Ms. Lindsey was in private practice for more than 15 years at law firms in Washington, D.C. and Michigan, where her practice focused on commercial and environmental litigation and appeals. Ms. Lindsey joined the Attorney Grievance Commission as an Associate Counsel in 2015.

Emily A. Downey, Senior Associate Counsel

Emily A. Downey has a bachelor's degree in History and Psychology from the University of Michigan in Ann Arbor and a law degree from Washington University in St. Louis. She is licensed to practice law in Michigan and in the U.S. District Court for the Eastern District of Michigan. Ms. Downey's work for the AGC includes investigating and prosecuting attorney misconduct. She served a term on a State Bar of Michigan's Character and Fitness Panel. Ms. Downey is a reporter for the Judicial Qualifications Committee. While at Washington University, Ms. Downey was a law review associate editor of the Journal of Urban and Contemporary Law. Following law school, Ms. Downey was a Legal Research Fellow at the Center for Hospital Finance & Management and the Bioethics Institute at Johns Hopkins University.

Michael K. Mazur, Senior Associate Counsel

Michael K. Mazur earned his B.A. from Michigan State University and his J.D. from Michigan State University College of Law. He was a student intern at the Attorney Grievance Commission in 2012, returned as an attorney in 2017, and became Senior Associate Counsel in 2024. Michael serves on the State Bar of Michigan's Bar

Journal, Professionalism & Civility, and Judicial Qualifications committees. In 2021 he joined the National Organization of Bar Counsel's Current Developments team, leading the semiannual research, publication, and presentation of Midwestern, federal agency, U.S. territory, and Canadian attorney discipline cases. In 2023 and 2024 Michael was part of the ABA Center for Professional Responsibility's working group on potential changes to Model Rule 5.5.

Kenneth E. Frazee III, Senior Associate Counsel

Kenneth Frazee received a B.A. from Michigan State University and earned a J.D. from Detroit College of Law. Mr. Frazee was an Assistant Prosecuting Attorney for over 27 years where he specialized in litigating major crimes. He concluded his prosecution career as Chief of the Circuit Court Division. Prior to this he began his public service as a circuit court clerk for four years. He is licensed to practice law in Michigan and the United States District Court for the Eastern District of Michigan.

Pamela I. Linville, Senior Associate Counsel

Pamela I. Linville received her bachelor's degree from the University of Michigan and received her juris doctorate from the University of Detroit Mercy-School of Law. She worked as an Assistant Prosecuting Attorney at the Oakland County Prosecutor's Office until 2007. She then opened her own criminal defense law firm, specializing in major crimes. She was a CJA Panel Member for the U.S. District Court- Eastern District of Michigan from 2014-2021. She was also a faculty member of CDAM (Criminal Defense Attorney's Association of Michigan), where she taught Evidence to other attorneys. She joined the Attorney Grievance Commission in 2022. She is licensed to practice law in Michigan and the U.S. District Court for the Eastern District of Michigan.

Cora Morgan, Senior Associate Counsel

Cora L. Morgan earned her B.A. from Michigan State University and her J.D. from Wayne State University School of Law. Ms. Morgan joined the Attorney Grievance Commission as Senior Associate Counsel in 2022. Prior to joining the Commission, Ms. Morgan was in private practice for more than 20 years, during which time she focused her practice primarily on commercial litigation, criminal law, and juvenile law. While in law school, Ms. Morgan worked as a law clerk in the Michigan Department of Attorney General Collections and Tax Enforcement Division. Ms. Morgan also clerked for Judge John B. Bruff of the Macomb County Circuit Court during law school. She is licensed to practice in Michigan and in the U.S. District Court for the Eastern District of Michigan.

Graham G. Leach, Senior Associate Counsel

Graham Leach earned his B.S. from Michigan State University and his J.D. from Thomas M. Cooley Law School. Mr. Leach is a career long prosecutor with over 20 years' experience as an Assistant Prosecutor and Chief Assistant Prosecutor in Shiawassee County Michigan, the Tribal Prosecutor for both the Saginaw Chippewa Indian Tribe in Mt. Pleasant, Michigan and the Mescalero Apache Tribe in New Mexico. Mr. Leach also served as the Senior Criminal Attorney General for the Republic of Palau.

Mary A. Bowen, Associate Counsel

Mary A. Bowen received her Bachelor of Arts in Political Science from the University of Michigan-Flint and her Juris Doctor from Michigan State University College of Law. She is licensed to practice law in Michigan, in the United States District Court for the Eastern District of Michigan and the United States District Court for the Western District of Michigan. Ms. Bowen previously worked for a general practice firm in downtown Lansing and was a solo practitioner in Ingham County. Her practice areas included criminal law and civil mediation. Prior to joining the Attorney Grievance Commission, Ms. Bowen was an Assistant City Attorney for the City of Lansing for over 3.5 years. She previously served on the Character and Fitness District E Committee and currently serves on the Character and Fitness District I Committee.

Austin Blessing-Nelson, Associate Counsel

Austin D. Blessing-Nelson earned his BAA from Central Michigan University with majors in entrepreneurship and political science and his Juris Doctor from Michigan State University. He was a member of the Michigan State University College of Law International Law Review. He is licensed to practice law in Michigan and the United States District Court for the Eastern District of Michigan. Before coming to work at the Michigan Attorney Grievance Commission in 2023, he worked as an insurance defense attorney. He is also a member of the Michigan Bar Journal Committee and has been published in the Michigan Bar Journal and The Litigation Journal (a publication of the Litigation Section of the State Bar of Michigan).

Caitlin O. Fleming, Associate Counsel

Caitlin O. Fleming earned her B.A. from The Ohio State University and her J.D. from Gonzaga University School of Law. Ms. Fleming was an Assistant Attorney General in Washington state for over 10 years, where her practice focused on juvenile litigation and licensing matters. Upon returning to Michigan, she worked as an Assistant Prosecuting Attorney for the Oakland County Prosecutor's Office. Prior to joining the Attorney Grievance Commission, Ms. Fleming provided litigation support at a strategic consulting firm.

Kristin Fernandez, Associate Counsel

Kristin E. Fernandez earned her B.A. in Criminal Justice Studies from the University of Michigan Dearborn in 2015 and her J.D. from Detroit Mercy Law School in 2019. She is licensed to practice law in Michigan, the U.S. Eastern District of Michigan, the U.S. Western District of Michigan, the Sixth Circuit Court of Appeals, and the U.S. Supreme Court. Kristin started her legal career in insurance defense, first as a law student and then as an associate at Collins, Einhorn & Farrell, PC, where she worked from 2018 through early 2021. She then represented health care professional clients in state and federal white collar criminal defense matters at Chapman Law Group from 2021 to mid-2022. Kristin later worked as an interdepartmental attorney at Honigman from 2022 through mid-2024. She serves as the President of the Women's Bar Association for the Oakland Region and the President of the Detroit Mercy Law Alumni Association. Kristin joined the Attorney Grievance Commission in 2024, where she investigates and prosecutes attorney misconduct.

Commission Procedures

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

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

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

Administrator must inform the Complainant and the Respondent of the final disposition of every Request for Investigation MCR 9.114(F).

Investigations

During 2024, the commission processed **2393** Requests for Investigation [grievances]. This number includes **120** Requests for Investigation generated under the Trust Account Overdraft Notification (TAON) rule, which requires notification to the Grievance Administrator by a financial institution when an attorney has overdrawn his or her client trust account. The Commission received nearly **29,000** phone calls in the year 2024. Appendix A (page 17 of this report) includes a 10-year comparison of the Requests for Investigation filed since 2015.

Table 1 compares the final disposition of the grievances resolved by the Grievance Administrator or the Commission in 2024 compared to 2023. In 2024, the Commission received **2393** grievances. The **1832** dispositions in 2024 included **1422** grievances dismissed by the Grievance Administrator pursuant to MCR 9.112(C)(1)(a) and MCR 9.114(A)(1); **205** grievances closed by the Commission; **92** admonitions issued by the Commission; **7** contractual probations approved by the Commission; **95** individual grievances approved by the Commission for the filing of a formal complaint; and 1**1** judgments of conviction authorized for formal action.

Table 1 – Disposition of Grievances, 2023 and 2024.

	2023	**2024**
Total Grievances Received	**1989**	**2393**
Rejected by the GA or Closed in Intake	1221	1422
Closed by the Commission	216	205
Admonishments	70	92
Contractual Probation	13	7
Approved for Formal Complaints	110	95
Approved for Judgment of Conviction	19	11

The dispositions of grievances for a particular year are not necessarily dispositions of all grievances filed for that year. The dispositions for 2024 included grievances filed before January 1, 2024, and some of the grievances filed during the year were pending on January 1, 2025.

Prosecutions and Other Litigation

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

When the Commission authorizes that a prosecution be commenced, a formal complaint is filed with the Attorney Discipline Board (ADB) setting forth the alleged misconduct, pursuant to MCR 9.115. The matter is scheduled before a hearing panel of three volunteer lawyers appointed by the ADB. Upon the conclusion of the hearing, the panel must issue an order dismissing the complaint or impose public discipline, which may include probation, reprimand, license suspension or disbarment. The Grievance Administrator filed **64** formal complaints in 2024, compared to **64** filed in 2023. Appendix B (page 17 includes a 10-year comparison of the formal complaints filed with the Attorney Discipline Board.

The Grievance Administrator is also empowered by MCR 9.120 to initiate Judgment of Conviction (JOC) proceedings against attorneys who are convicted of a crime. These proceedings are show cause proceedings in which the level of discipline is the principal issue. Attorneys who are convicted of a felony are automatically suspended from the practice of law until a hearing panel of the ADB has issued a final order of discipline. Attorneys who are convicted of misdemeanors are not automatically suspended. The Grievance Administrator will regularly file a JOC proceeding for a felony conviction, while exercising discretion to initiate a JOC proceeding for a misdemeanor conviction. The Administrator filed **33** new matters in 2024 based on an attorney's criminal convictions, compared to **24** convictions filed in 2023.

Attorneys who are disciplined in other jurisdictions (state or federal) will be subject to a reciprocal discipline proceeding initiated by the Grievance Administrator pursuant to MCR 9.120(C). These proceedings, like JOC proceedings, resemble a show cause proceeding in which the principal issues are whether the attorney received due process in the underlying litigation and whether comparable discipline should be imposed. Reciprocal proceedings were instituted in **7** cases in 2024, compared to **9** in 2023.

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

eligibility for reinstatement. Four **(4)** state reinstatement petitions were filed in 2024, compared to three **(3)** in 2023.

The Grievance Administrator may seek an order from the ADB declaring that an attorney is incapacitated to continue the practice of law because of mental or physical infirmity or disability, or because of addiction to drugs or intoxicants, either by filing proof that the attorney has been judicially declared incompetent or by alleging incapacity in a complaint to be adjudicated by a hearing panel. The Grievance Administrator instituted **1** such proceeding in 2024, compared to **0** in 2023.

B. Appeals and Other Proceedings.

Review by the Attorney Discipline Board:

The Grievance Administrator, as well as the Respondent attorney and the Complainant, may file a petition with the Attorney Discipline Board seeking review of the hearing panel's decision. During the year 2024, (10**)** petitions for review were filed. The Grievance Administrator, the Respondent, and the Complainant may appeal a decision by the Attorney Discipline Board to the Supreme Court which may, in its discretion grant leave to appeal.

Appeals to the Supreme Court:

The Grievance Administrator is a party in complaints for superintending control filed with the Michigan Supreme Court by Complainants who disagree with the decisions of the Grievance Administrator or the Commission to reject or close an investigative file. The Grievance Administrator filed an appearance in **21** matters filed with the Supreme Court in 2024.

Reconsideration:

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

Federal Court Proceedings:

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

Funding

The Attorney Grievance Commission receives no public funds. The Commission and the Attorney Discipline Board are funded primarily from the discipline portion of the mandatory dues paid by all active members of the State Bar of Michigan. In 2024, annual dues for active members were **$415**, of which **$140** was specifically allocated to the two discipline agencies. For the fiscal year, which ended September 30, 2024, the approved operating expenses of the Attorney Grievance Commission were ***$*4,840,716**.

Contact Information

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

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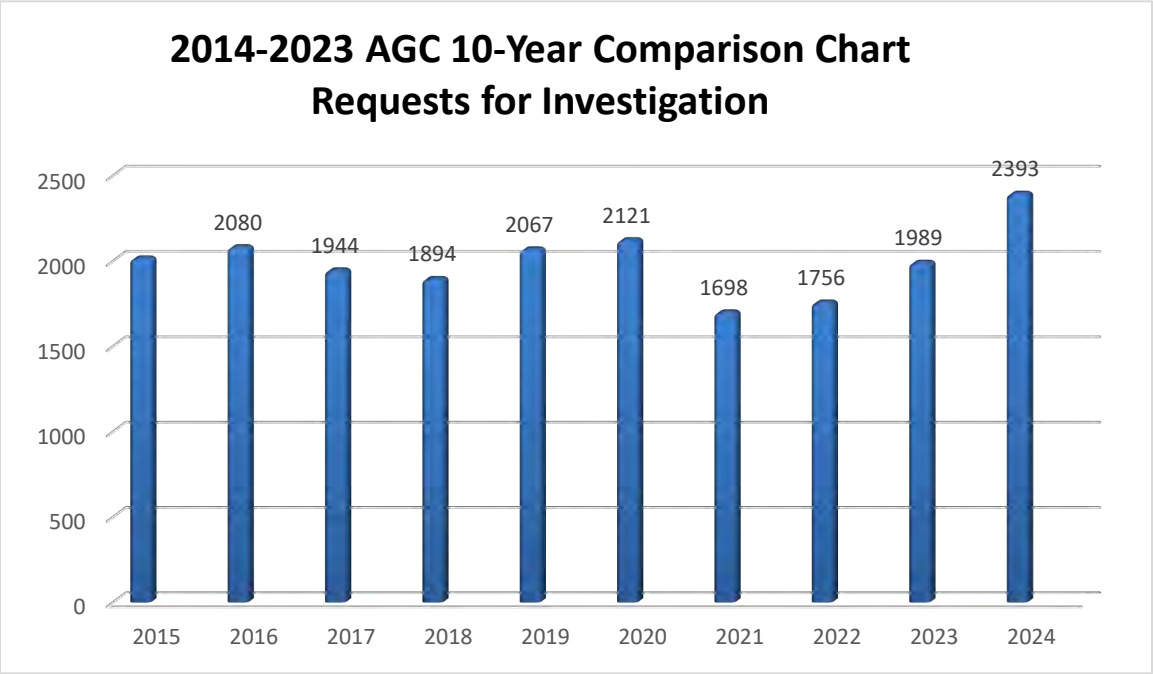
Troy, MI
www.agcmi.org

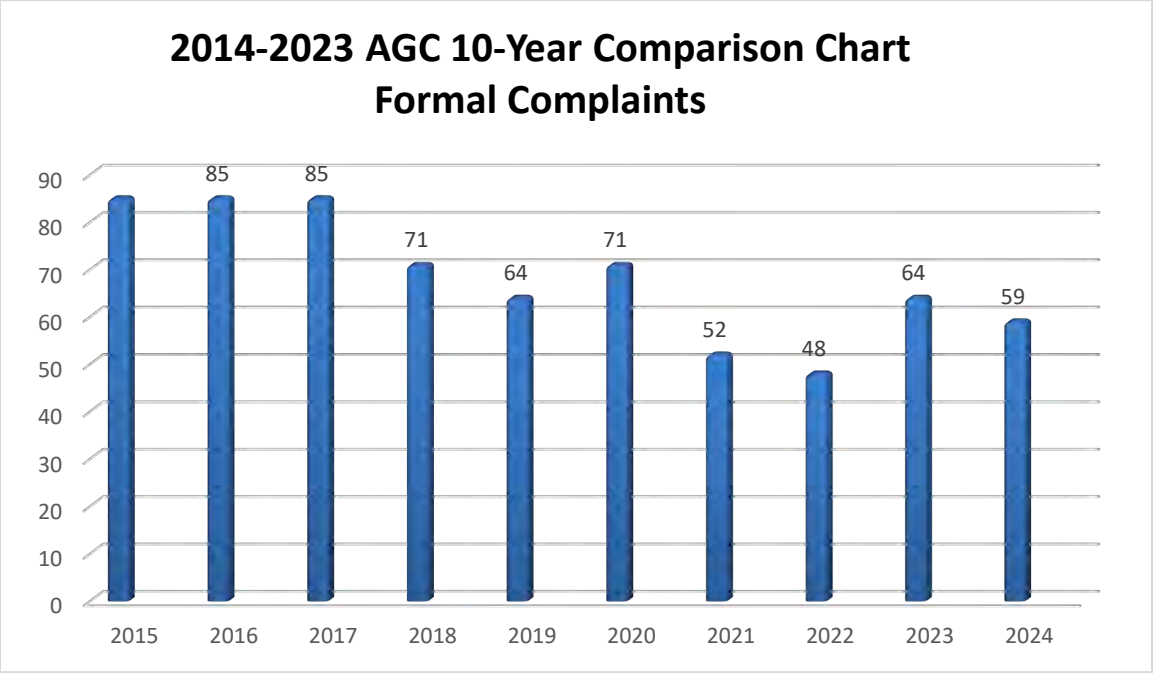
Michael V. Goetz
e Administrator

J. Paul Janes
Chairperson, AGC

Appendix A



Appendix A



2024

State of Michigan
Attorney Discipline Board

ANNUAL REPORT
JANUARY 1, 2024 - DECEMBER 31, 2024

ATTORNEY DISCIPLINE BOARD
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BOARD MEMBERS

ALAN GERSHEL
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PETER A. SMIT
VICE-CHAIRPERSON

REV. DR. LOUIS J. PRUES
SECRETARY

LINDA M. ORLANS

JASON M. TURKISH

ANDREAS SIDIROPOULOS, MD

KATIE STANLEY

TISH VINCENT

KAMILIA K. LANDRUM

BOARD STAFF

WENDY A. NEELEY
EXECUTIVE DIRECTOR &
GENERAL COUNSEL

JOHN K. BURGESS
DEPUTY DIRECTOR

KAREN M. DALEY
ASSOCIATE COUNSEL

SHERRY MIFSUD
OFFICE ADMINISTRATOR

JODIE GROH
CASE MANAGER

OWEN MONTGOMERY
CASE MANAGER/
IT COORDINATOR

JULIE M. LOISELLE
SECRETARY

TABLE OF CONTENTS

BOARD MEMBERS i

BOARD STAFF i

ORGANIZATION AND COMPOSITION 1

STAFF 1

OFFICE AND HEARING FACILITY 1

VOLUNTEER HEARING PANELISTS 1

HEARING PANEL PROCEEDINGS 2

BOARD REVIEW & OTHER ACTIONS 2

Board Actions On Review 2024 3

NEW CASES FILED 3

Table 1 - New Cases Filed, 2014 - 2024 3

FINAL DISPOSITIONS 4

Table 2 - Discipline Orders Issued, 2014 - 2024 4

DISCIPLINE BY CONSENT 4

TYPES OF MISCONDUCT RESULTING IN DISCIPLINE 5

REINSTATEMENTS 7

PENDING CASELOAD 7

Year-End Caseloads 2023 - 2024 7

FUNDING AND EXPENSES 7

Table 3 - ADB Expenses 2023 - 2024 Fiscal Year 8

WEBSITE 8

APPENDICES

APPENDIX A - Annual Activity Report 9

APPENDIX B - Types of Misconduct Resulting in Discipline 10

APPENDIX C - Disciplined Attorneys by Type of Discipline - 2024 14

APPENDIX D - Attorney Discipline Board Comparative Statement of Expenses . . 17

APPENDIX E - Board Member Biographies 18

APPENDIX F - 2024 Hearing Panel Roster 23

ORGANIZATION AND COMPOSITION

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

The Attorney Discipline Board consists of six lawyers and three public members (non-lawyers) appointed by the Supreme Court. All members serve without compensation.

Board members remained the same in 2024, as in 2023. No terms expired, and there were no new appointments.

The Board's Chairperson and Vice-Chairperson are appointed to one-year terms by the Michigan Supreme Court. The Board's Secretary is elected by its members. The Board's officers for one-year terms ending September 30, 2025, are: Alan Gershel, Chairperson; Peter A. Smit, Vice-Chairperson; and Rev. Dr. Louis J. Prues, Secretary.

Biographical information for the nine members of the Attorney Discipline Board may be found in Appendix E of this report.

STAFF

Michigan Court Rule 9.110(E)(1) authorizes the Attorney Discipline Board to appoint an attorney as its general counsel and executive director. The Board's full-time staff, whose years of service to the Board appear after their names, for 2024 consisted of: Wendy A. Neeley, Executive Director and General Counsel (2013-present); John K. Burgess, Deputy Director (2024-present); Karen M. Daley, Associate Counsel (2016-present); Sherry Mifsud, Office Administrator (1992-present); Owen Montgomery, Case Manager/IT Coordinator (2016-present); Jodie Groh, Case Manager (2023-present); and Julie M. Loiselle, Secretary (2003-present).

OFFICE AND HEARING FACILITY

The Attorney Discipline Board is located at 333 W. Fort St., Suite 1700, Detroit, Michigan (between Washington Blvd. and Cass Ave.). The Board's facilities include hearing and conference rooms for public hearings conducted by the Board and hearing panels.

VOLUNTEER HEARING PANELISTS

The Board maintains a current roster of approximately 310 attorneys appointed to serve on three-member hearing panels. Hearing panelists are currently located in 33 of Michigan's 83 counties. The 2024 hearing panelist roster is attached as Appendix F. The Board seeks to appoint attorneys as panel members with diverse backgrounds and who represent a broad range of professional experience. Further information regarding the role of hearing panelists, the rules regarding their appointment and disqualification, and the panelist application form are available on the ADB's website: www.adbmich.org.

HEARING PANEL PROCEEDINGS

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

Proceedings before the Attorney Discipline Board or its hearing panels may also be commenced with the filing by the Grievance Administrator of a judgment showing the conviction of a Michigan attorney, the filing of an order of discipline in another jurisdiction, a petition for transfer of an incapacitated attorney to inactive status, or a petition seeking to increase discipline for violation of a prior order of discipline. Proceedings are also commenced by the filing of a petition for reinstatement by an attorney who has been suspended for 180 days or more or disbarred.

Upon the commencement of a proceeding with the Attorney Discipline Board, the matter is assigned to a hearing panel and scheduled for hearing within 56 days. Proceedings before a panel are open to the public and except as otherwise provided in chapter 9.100 of the Michigan Court Rules, are conducted under the Michigan Court Rules applicable to a civil non-jury trial in a circuit court and the Michigan Rules of Evidence. During 2024, hearing panels conducted 108 public hearings.

Charges of misconduct must be established by a preponderance of the evidence. If misconduct is not established, the panel must enter an order of dismissal. Upon a finding of misconduct, the panel must conduct a separate phase of the hearing to determine the appropriate discipline. The levels of discipline provided in the court rules are reprimand, probation under MCR 9.121(C), license suspension, and disbarment (revocation of the license to practice law). Attorneys who have been disbarred or suspended for 180 days or longer must petition for reinstatement.

Discipline orders must include an assessment of administrative costs together with the actual costs incurred by the Grievance Commission and Discipline Board, and may include an order of restitution to an aggrieved client or other party. The Board collected assessed costs of $88,244 from disciplined lawyers and lawyers seeking reinstatement in 2024. Orders of discipline may include additional conditions relevant to the established misconduct, including legal education, return of client property, reformation of law office practices, personal counseling, and/or referral to the State Bar of Michigan's Lawyers and Judges Assistance Program (LJAP).

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

BOARD REVIEW & OTHER ACTIONS

In addition to their administrative and oversight responsibilities, the nine appointed members of the Attorney Discipline Board serve as the intermediate appellate level of Michigan's discipline system. Hearing panel decisions are reviewed based upon the record presented to the hearing panel and the written and oral arguments presented by the parties at a public hearing before the Board. Following its review, the Board may enter an order affirming, reversing, remanding or modifying the panel's order. A party or the complainant may seek further review by the Michigan Supreme Court by filing an application for leave to appeal.

The Board also regularly considers and disposes of petitions for interlocutory review, various motions for reconsideration as well as motions seeking stays of discipline, requests for payment plans, extensions of time to pay costs, requests to reduce or waive costs, and consolidation or severance of pending matters. Additionally, the Board or its chairperson considers motions to disqualify hearing panelists or panels, for extensions of time to file briefs, for adjournments, and for appointment of counsel in cases alleging incapacity to practice law.

The Board's actions in 2024, taken in connection with review proceedings initiated pursuant to MCR 9.118 or in accordance with its other duties, include:

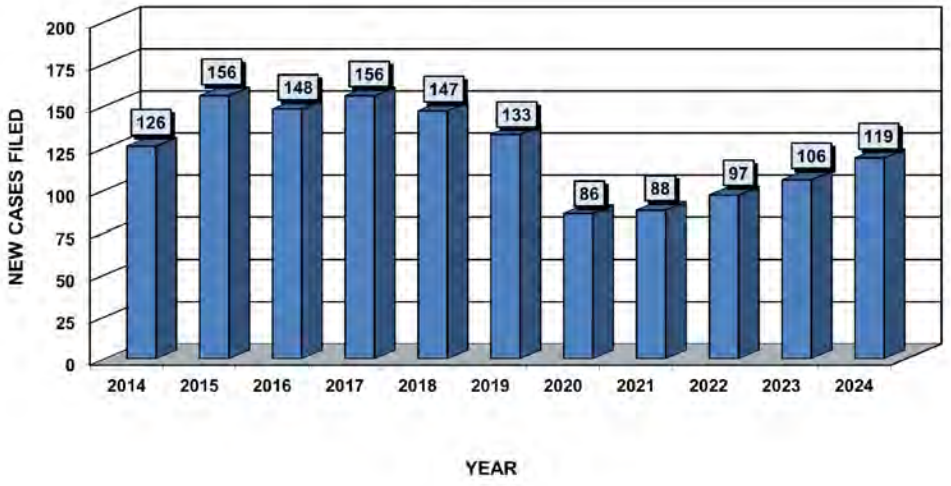
BOARD ACTIONS ON REVIEW 2024	
Affirm Hearing Panel Order of Disbarment	1
Affirm Hearing Panel Order of Suspension, Affirm Condition and Vacate Condition	1
Affirm Hearing Panel Order of Eligibility for Reinstatement & Added Conditions	1
Increase Hearing Panel Order of Suspension to Disbarment & Affirm Conditions & Restitution	1
Increase Hearing Panel Order of Reprimand to Suspension	1
Reduce Length of Hearing Panel Order of Suspension & Affirm Condition	2
TOTAL:	**7**

NEW CASES FILED

One hundred and nineteen new files were opened in 2024. There were 64 new formal complaints filed in 2024 containing original charges of misconduct following an investigation by the Attorney Grievance Commission. Thirty three new cases were commenced under MCR 9.120 with the filing of a judgment of conviction establishing that the attorney had been convicted of a crime. Seven petitions for the imposition of reciprocal discipline (based on discipline imposed in another jurisdiction) were filed, and one petition seeking an attorney's transfer to inactive status was filed. In addition, three motions for order to show cause why discipline should not be increased, and one motion for modification of discipline order, were filed. Four petitions for reinstatement in accordance with MCR 9.123(B) and MCR 9.124 were filed in 2024 by attorneys who were disbarred.

The following table (Table 1) illustrates the Board's annual intake of new cases since 2014.

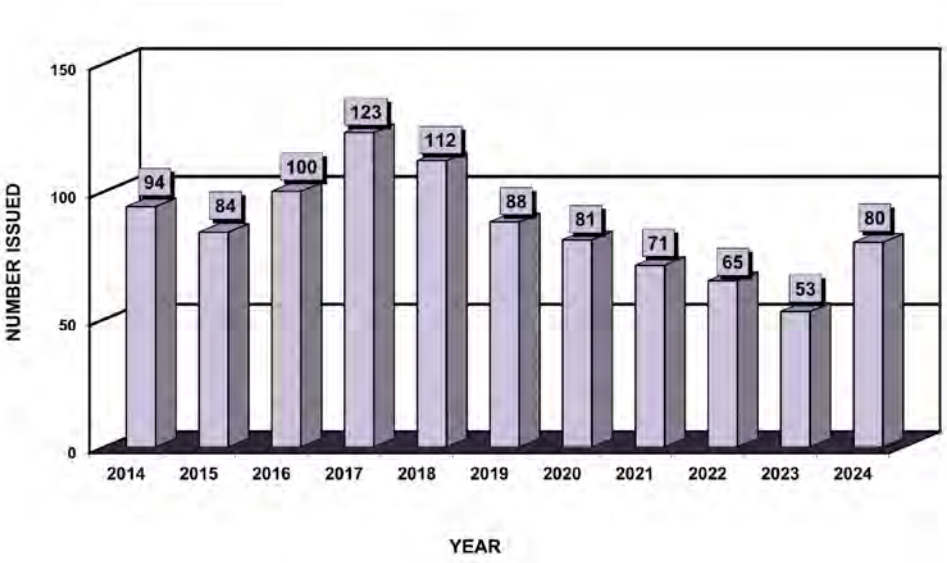
Table 1 - New Cases Filed, 2014 - 2024



FINAL DISPOSITIONS

The Attorney Discipline Board issued 92 final disposition orders in 2024, including orders of discipline, orders imposing no discipline, dismissal, orders granting or denying reinstatement petitions, and for transfer to inactive status. Discipline orders (disbarment, suspension, reprimand or probation) were issued in 80 cases. A complete list of the orders of discipline issued in 2024 appears in Appendix C. Orders of discipline issued since 2014 are illustrated in Table 2, below.

Table 2 - Discipline Orders Issued, 2014 - 2024



DISCIPLINE BY CONSENT

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

Forty three consent orders of discipline were finalized in 2024, accounting for 53% of all final orders of discipline.

Consent orders were finalized in the following discipline categories in 2024:

Type of Discipline	Consent Orders	Total Discipline Orders	% By Consent
Disbarment	4	11	36%
Suspension (3 years or more)	1	7	14%
Suspension (180 days < 3 years)	2	13	15%
Suspension (30-179 days)	10	21	48%
Reprimand	26	28	93%
Probation	0	0	0%
TOTALS:	43	80	53%

TYPES OF MISCONDUCT RESULTING IN DISCIPLINE

A summary of the rule violations found in the panel reports and Board orders and opinions accompanying final discipline orders in 2024 is included in this report as Appendix B. This summary contains the total number of violations of a particular rule found in cases in which final discipline orders were issued during 2024. Because some rules were found to have been violated more than once in a particular case, in some instances the total number of violations of a specific rule exceeds the number of cases closed in 2024. Appendix B also reports the number of cases in which a particular rule violation occurred.

As in previous years, "neglect" and related misconduct is one of the largest categories of the types of misconduct found in 2024. This category includes violations of MRPC 1.1 - 1.4, which rules encompass prohibitions against failing to provide legal representation competently (MRPC 1.1(a)) or with adequate preparation (MPRC 1.1(b)), neglecting a matter (MRPC 1.1(c)), failing to pursue the lawful objectives of a client (MRPC 1.2(a)), counseling or assisting a client in illegal or fraudulent conduct (MRPC 1.2(c)), failing to act with reasonable diligence and promptness (MRPC 1.3), and failing to keep a client reasonably informed about the status of a matter and otherwise communicate with the client in accordance with MRPC 1.4. Some of the most common findings in this category in 2024 are set forth in this chart:

Rule Violation	# of Cases in Which Violation Found
1.1(a)	4
1.1(b)	3
1.1(c)	24
1.2(a)	12
1.2(c)	1
1.3	25
1.4(a)	26
1.4(b)	4

Failure to answer or timely answer a request for investigation in conformity with MCR 9.113 is another common type of misconduct. A violation of MCR 9.104(7) (requiring such answers) was found in 13 cases. A specific violation of 9.113(B)(2) (failure to timely answer a request for investigation) was found in 11 cases (some of which may overlap with the MCR 9.104(7) violations). Violation of MCR 9.113(A) (failure to answer request for investigation within 21 days) was found in eight cases. Violation of MCR 9.104(6) for knowing misrepresentation of any facts or circumstances surrounding a request for investigation or complaint was found in two cases, and in five cases, a violation of MCR 9.104(9) was found for violation of an order of discipline.

Criminal conduct is prohibited by MCR 9.104(5). Misdemeanor convictions resulted in discipline orders in 20 cases. Felony convictions led to discipline orders in seven cases. In several of these cases, multiple felonies or misdemeanors were committed. In five cases, criminal conduct without a conviction was found. In 21 cases, it was apparent that alcohol or other substances were involved in the lawyer's conduct. Discipline was ordered for 14 lawyers convicted of driving while intoxicated or similar offenses. In all cases involving a lawyer's felony conviction, the lawyer was subject to an automatic interim suspension, effective the date of conviction and until the entry of a final order by a hearing panel. See MCR 9.120(B)(1).

MRPC 1.15 sets forth several requirements for the proper maintenance of lawyer trust accounts and a lawyer's general duties pertaining to safekeeping of property (including funds) of clients and third persons. Under this rule, lawyers are prohibited from "misappropriating," "converting," or "commingling" funds belonging to clients or others, even though these terms are not expressly used in the rule. *Grievance Administrator v Robin H. Kyle*, 13-14-GA (ADB 2016). In 2024, one order of discipline included a finding that the lawyer failed to safeguard client property (MRPC 1.15), failed to preserve complete records of such account funds and other property for a period of five years after termination of the representation in one case (MRPC 1.15(a)), and two cases involved violations of the rule requiring a lawyer to promptly pay or deliver funds or property or render an accounting regarding such property on request (MRPC 1.15(b)(3)). There was one case in which a violation of the duty to keep separate disputed property or to promptly distribute undisputed portions of the property was found (MRPC 1.15(c)). There were eight cases in which violations of the duty to keep the property of clients or third persons separate from the lawyer's own (MRPC 1.15(d)) were found. One order of discipline involved a violation of the rule prohibiting a lawyer from depositing his or her own funds into a client trust account in an amount greater than is reasonably necessary to pay (or obtain the waiver of) financial institution service charges or fees (MRPC 1.15(f)), and one case involved the withdrawal of legal fees and/or expenses paid in advance from a client trust account before fees were earned or expenses occurred (MRPC 1.15(g)).

In six matters there was a finding that a lawyer collected an illegal or clearly excessive fee (MRPC 1.5(a)), and in two cases there was a finding of failure to properly communicate the basis or rate of fee (MRPC 1.5(b)).

In three cases, the lawyer's physical or mental condition matrially impaired the lawyer's ability to represent the client (MRPC 1.16(a)(2)), and in one case there was a finding the lawyer refused to withdraw after being discharged. Also, in 12 cases, there was a finding that a lawyer failed to return unearned fees or otherwise take reasonable steps to protect a client's interests upon termination of representation (MRPC 1.16(d)).

In five cases, pursuing frivolous claims and contentions was found (MRPC 3.1), and failure to make reasonable efforts to expedite litigation was found in eight cases (MRPC 3.2). In nine cases there was a finding that a lawyer knowingly made a false statement of material fact or law to a tribunal (MRPC 3.3(a)(1)). One case involved a lawyer's failure to disclose to a tribunal controlling legal authority in the jurisdiction known to the lawyer to be directly adverse to the position of the client and not disclosed by opposing counsel (MRPC 3.3(a)(2)), in two cases failure to provide fairness to opposing counsel was found (MRPC 3.4), unlawfully obstruct another party's access to evidence or destroying or concealing a document or other material having potential evidentiary value, or counsel or assisting another person to do such an act was found in two cases (MCR 3.4(a)), falsifying evidence, counseling or assisting witness to testify falsely, offering illegal inducement to a witness that is prohibited by law was found in one case (MRPC 3.4(b)). In eight cases, there was a finding that a lawyer knowingly disobeyed an obligation under the rules of a tribunal (MRPC 3.4(c)), frivolous discovery request; failure to comply with proper discovery request was found in three cases (MRPC 3.4(d)), improper trial tactics was found in one case (MRPC 3.4(e)), and improperly requesting a person other than a client to refrain from voluntarily giving relevant information to another party was found in one case (MRPC 3.4(f)).

In three cases, a violation of the rule prohibiting knowingly make a false statement of material fact or law to a third person (MRPC 4.1) was found, and in three cases, it was found that the lawyer communicated with a person whom the lawyer knew to be represented (MRPC 4.2(a)).

A knowingly false statement during the admissions or discipline process was found to have been made in three cases, contrary to MRPC 8.1(a)(1), and in 18 cases a finding was made that a lawyer failed to disclose a fact necessary to correct a misapprehension or respond to a lawful demand for information from an admissions or disciplinary authority, in violation of MRPC 8.1(a)(2).

Again, these and other violations are set forth in Appendix B.

REINSTATEMENTS

Attorneys suspended for 179 days or less are eligible for reinstatement by filing an affidavit with the Board attesting that the attorney has fully complied with all requirements of their suspension order and that the attorney will continue to comply with the suspension order until the attorney is reinstated. If no objection is filed by the Grievance Administrator and the Board is not otherwise apprised of a basis to conclude that the attorney has failed to comply with the suspension order, the Board must promptly issue an order of reinstatement. Ten attorneys were reinstated under this rule in 2024. In cases of disbarment or suspensions of 180 days or more, the attorney must file a petition for reinstatement which is followed by an investigation by the Grievance Administrator and a hearing before a panel to determine the applicant's fitness to re-enter the practice of law. Attorneys suspended for three years or more must also undergo recertification by the State Board of Law Examiners, if granted eligibility for reinstatement.

Four reinstatement petitions were filed with the Board and assigned to panels for hearing in 2024. The Board or its panels issued one order of eligibility for reinstatement and one order of reinstatement after petitioners complied with certain conditions reinstating attorneys whose licenses had been suspended. Two petitions for reinstatement were voluntarily dismissed.

PENDING CASELOAD

As of December 31, 2024, there were a total of 82 open discipline or reinstatement cases pending before a hearing panel, the Attorney Discipline Board or the Michigan Supreme Court.

Year-End Caseloads 2023 - 2024

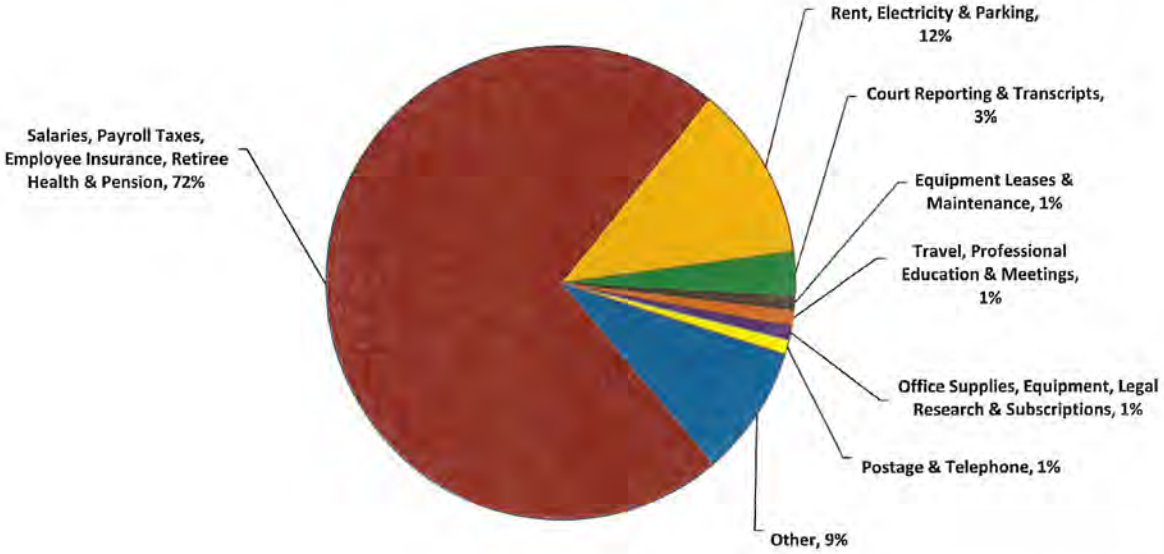
	Pending 12-31-23	Pending 12-31-24
Supreme Court	1	0
Attorney Discipline Board	7	10
Hearing Panel	69	72
Total:	**77**	**82**

FUNDING AND EXPENSES

The Attorney Discipline Board receives no public funds. Michigan's Attorney Discipline System (the Attorney Discipline Board and Attorney Grievance Commission) is funded primarily from the discipline portion of the dues paid by all active members of the State Bar of Michigan. Under the current dues structure approved by the Supreme Court, annual dues for active members are $415, of which $140 is specifically allocated to the Attorney Discipline System. For the fiscal year which ended September 30, 2024, the combined operating expenses of the Attorney Discipline Board and the Attorney Grievance

Commission were $5,935,793. The Attorney Discipline Board's operating expenses in FY 2023-2024 were $1,356,985. A chart summarizing the Board's expenses for 2023-2024 is included below (Table 3). A complete itemization of the Board's expenses for the fiscal year is attached to this report as Appendix D.

Table 3 - ADB Expenses 2023-2024 Fiscal Year



WEBSITE

The Attorney Discipline Board's website can be found at www.adbmich.org. The site includes the disciplinary history of all attorneys disciplined in Michigan since October 1, 1978; a searchable database of the full text of all Attorney Discipline Board orders and opinions, as well as all notices of discipline and reinstatement issued since October 1, 1978; and links to related sites in the fields of attorney discipline, regulation and ethics. The Board's website also provides information for hearing panel applicants; information on a hearing panelist's disclosure obligations; and updated information on the status of high profile cases of interest to the public and profession.

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

Attorney Discipline Board
333 W. Fort Street
Suite 1700
Detroit, MI 48226-3147

(313) 963-5553
www.adbmich.org

/s/ Wendy A. Neeley, Executive Director

/s/ Alan Gershel, Chairperson

APPENDIX A

ANNUAL ACTIVITY REPORT
JANUARY 1, 2024 THROUGH DECEMBER 31, 2024

CASES FILED

Formal Complaints	64
Automatic Interim Suspensions (AI)	6
Judgments of Conviction (JC)	33
Petitions for Reciprocal Discipline (RD)	7
Petitions to Transfer to Inactive Status (PI)	1
Petitions for Reinstatement (RP)	4
Miscellaneous (MZ)	4
Reinstatement Miscellaneous (RZ)	0
TOTAL CASES FILED	**119**

FINAL DISPOSITIONS

Final Orders of Discipline		**80**
Disbarments	11	
Suspensions	41	
Subject to MCR 9.123(A)	21	
Subject to MCR 9.123(B)	13	
Subject to MCR 9.123(B) & (C)	7	
Reprimands	28	
Probation	0	
Misconduct But No Discipline	1	
Transfer to Inactive Status	1	
Dismissals	5	
Reinstatements Granted	1	
Reinstatements Denied or Dismissed	2	
Other	2	
TOTAL FINAL DISPOSITION ORDERS		**92**

OTHER NOTICES ISSUED

Automatic Interim Suspensions [MCR 9.120]	6	
Interim Suspensions Ordered By Hearing Panel [MCR 9.115(H)]	3	
Reinstatements Under MCR 9.123(A)	10	
TOTAL OTHER NOTICES ISSUED		**19**

PUBLIC HEARINGS BY HEARING PANELS

Scheduled	191
Held	108

COSTS

Total Costs Reimbursed to the Attorney Discipline System by Respondents and Petitioners	$88,244

APPENDIX B
TYPES OF MISCONDUCT RESULTING IN DISCIPLINE

The following chart sets forth the number of times a particular rule was found to have been violated in connection with a final order of discipline issued in 2024. The total number of violations exceeds the number of final orders of discipline in 2024 (80) because most panel reports and Board orders or opinions find more than one rule violation. "MCR" means Michigan Court Rule. "MRPC" means Michigan Rules of Professional Conduct. The Michigan Supreme Court's website contains the full text of both MCR subchapter 9.100 and the Michigan Rules of Professional Conduct.

		Found	# of Cases
MCR 9.104(1)	conduct prejudicial to the proper administration of justice	100	45
MCR 9.104(2)	conduct that exposes the legal profession or the courts to obloquy, contempt, censure, or reproach	119	49
MCR 9.104(3)	conduct that is contrary to justice, ethics, honesty, or good morals	108	45
MCR 9.104(4)	conduct that violates the standards or rules of professional conduct adopted by the Supreme Court	70	26
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - felony conviction	20	7
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - misdemeanor conviction	26	20
MCR 9.104(5)	conduct that violates a criminal law of a state or of the United States, an ordinance, or tribal law pursuant to MCR 2.615 - no conviction	5	5
MCR 9.104(6)	knowing misrepresentation of any facts or circumstances surrounding a request for investigation or complaint	2	2
MCR 9.104(7)	failure to answer a request for investigation or complaint in conformity with MCR 9.113 and 9.115(D)	14	13
MCR 9.104(9)	violation of an order of discipline	5	5
MCR 9.113(A)	duty/time to answer request for investigation	11	8
MCR 9.113(B)(2)	failure to timely answer request for investigation	14	11
MCR 9.119(A)	conduct of disbarred, suspended, or inactive attorneys - notification to clients of discipline and other information	7	2
MCR 9.119(B)	conduct in litigated matters - notification to tribunal and parties of disqualification from the practice of law	1	1
MCR 9.119(C)	filing of proof of compliance	1	1
MCR 9.119(E)(1)	practicing law while suspended	11	3
MCR 9.119(E)(2)	having contact with a client or potential client in person, by telephone, or by electronic means during the period of suspension	9	1
MCR 9.119(E)(3)	appeared as an attorney before a court while suspended	1	1
MCR 9.119(E)(4)	holding himself or herself out as an attorney while suspended	10	3
MCR 9.120(A)(1)	notification of grievance administrator and attorney discipline board of lawyer's conviction	6	6
MCR 9.120(B)	failing to provide timely notice of conviction	4	4
MCR 9.120(C)	reciprocal discipline	7	7
MCR 9.121(B)	transfer to inactive status - attorney found by panel to be incapacitated to practice law	1	1
MCR 9.123(A)	misrepresentation in affidavit of compliance with order of suspension	1	1

MRPC 1.1(a)	failure to provide competent representation to a client	7	4
MRPC 1.1(b)	handling a legal matter without preparation adequate in the circumstances	4	3
MRPC 1.1(c)	neglecting a legal matter	46	24
MRPC 1.2(a)	failure to seek the lawful objectives of a client or to abide by client's decision whether to accept an offer of settlement or mediation evaluation, regarding a plea to be entered, or whether to waive jury trial or testify	21	12
MRPC 1.2(b)	improperly limited the scope of representation, when the limitation was not reasonable under the circumstances and the client did not give informed consent	1	1
MRPC 1.2(c)	counseling or assisting client in illegal or fraudulent conduct	1	1
MRPC 1.3	failure to act with reasonable diligence and promptness	45	25
MRPC 1.4(a)	failure to keep client reasonably informed about the status of a matter	52	26
MRPC 1.4(b)	failure to explain a matter to the extent reasonably necessary to permit the client to make informed decisions regarding the representation	8	4
MRPC 1.5(a)	illegal or clearly excessive fee	8	6
MRPC 1.5(b)	failure to properly communicate basis or rate of fee	2	2
MRPC 1.6(b)(1)	revealed a confidence or secret of a client	2	2
MRPC 1.6(b)(2)	used a confidence or secret of a client to the disadvantage of the client	1	1
MRPC 1.6(B)(3)	used a confidence or secret of a client for the advantage of the lawyer or of a third person, unless the client consents after full disclosure	1	1
MRPC 1.7	engaged in a conflict of interest by representing two adverse parties without proper consultation or consent	1	1
MRPC 1.7(b)	conflict of interest - current client representation which may be materially limited by the lawyer's responsibilities to another client or to a third person, or by the lawyer's own interests, and 1) no reasonable belief that representation will not be adversely affected, and/or 2) failure to obtain client's consent after consultation	6	5
MRPC 1.7(b)(2)	engaged in conflict of interest by allowing his/her personal interests to affect the representation of his client	3	2
MRPC 1.8(a)	entered into business transactions with clients which were adverse to the interests of the clients	1	1
MRPC 1.8(e)	provided financial assistance to client in connection with litigation	1	1
MRPC 1.9(a)	conflict of interest - former client substantially related matter was materially adverse to interests of former client without consent after consultation	1	1
MRPC 1.9(c)(1)	conflict of interest - former client (including client of present or former firm) improper use of information relating to the representation to the disadvantage of the former client	1	1
MRPC 1.15	failed to safeguard client property	2	1
MRPC 1.15(b)(2)	failed to preserve complete records of such account funds and other property for a period of five years after termination of the representation	1	1
MRPC 1.15(b)(3)	failure to promptly pay or deliver any funds or other property that the client or third person is entitled to receive or to render a full accounting	2	2
MRPC 1.15(c)	failure to keep separate disputed property or to promptly distribute undisputed portions of the property	1	1
MRPC 1.15(d)	failure to hold property of clients or third persons separate from the lawyer's own property	16	8
MRPC 1.15(f)	depositing lawyer's own funds in a client trust account in an amount greater than reasonably necessary to pay financial institution service charges or fees or to obtain a waiver of service charges or fees	1	1

MRPC 1.15(g)	withdrawal of legal fees and/or expenses paid in advance from a client trust account before fees earned or expenses incurred	1	1
MRPC 1.16(a)(2)	the lawyer's physical or mental condition materially impairs the lawyer's ability to represent the client	7	3
MRPC 1.16(a)(3)	refusal to withdraw after being discharged	1	1
MRPC 1.16(d)	failure to take reasonable steps to protect client's interests upon termination of representation, including refunding any advance payment of fee that has not been earned	25	12
MRPC 2.1	failed to provide candid advice	1	1
MRPC 3.1	pursuing frivolous claims and contentions	9	5
MRPC 3.2	failure to make reasonable efforts to expedite litigation	12	8
MRPC 3.3(a)(1)	knowingly making or failing to correct false statement of material fact or law to a tribunal	14	9
MRPC 3.3(a)(2)	failure to disclose to a tribunal controlling legal authority in the jurisdiction known to the lawyer to be directly adverse to the position of the client and not disclosed by opposing counsel	1	1
MRPC 3.4	failed to provide fairness to opposing counsel	2	2
MRPC 3.4(a)	unlawfully obstructing another party's access to evidence or destroying or concealing a document or other material having potential evidentiary value, or counsel or assisting another person to do such an act	2	2
MRPC 3.4(b)	falsifying evidence; counseling or assisting witness to testify falsely; offering illegal inducement to witness that is prohibited by law	1	1
MRPC 3.4(c)	knowingly disobeying an obligation under the rules of a tribunal	11	8
MRPC 3.4(d)	frivolous discovery request; failure to comply with proper discovery request	3	3
MRPC 3.4(e)	improper trial tactics	1	1
MRPC 3.4(f)	improperly requesting a person other than a client to refrain from voluntarily giving relevant information to another party	1	1
MRPC 3.5(a)	seeking to influence a judge, juror, prospective juror, or other official by means prohibited by law	2	1
MRPC 3.5(b)	unauthorized communication ex parte with judge, juror, prospective juror, or other official	2	1
MRPC 3.5(d)	undignified or discourteous conduct toward the tribunal	7	5
MRPC 4.1	knowingly making false material statement to a third person in the course of representation	3	3
MRPC 4.2(a)	in representing a client, a lawyer shall not communicate about the subject of the representation with a person whom the lawyer knows to be represented in the matter by another lawyer, unless the lawyer has the consent of the other lawyer or is authorized by law to do so	3	3
MRPC 5.1(a)	as a partner of a law firm, failed to make reasonable efforts to ensure that the firm had in effect measures giving reasonable assurance that all lawyers in the firm conform to the Rules of Professional Conduct	1	1
MRPC 5.1(b)	a lawyer having direct supervisory authority over another lawyer shall make reasonable efforts to ensure that the other lawyer conforms to the Rules of Professional Misconduct	1	1
MRPC 5.3(a)	failed to make reasonable efforts to supervise the conduct on a nonlawyer assistant	6	4
MRPC 5.3(b)	failure of lawyer having direct supervisory authority over nonlawyer to make reasonable efforts to ensure that nonlawyer's conduct is compatible with professional obligations of the lawyer	2	2
MRPC 5.4(a)	sharing legal fees with a nonlawyer	1	1

MRPC 5.5(a)	unauthorized practice of law general	12	3
MRPC 6.5(a)	failed to treat with courtesy and respect all persons involved in the legal process	6	4
MRPC 6.5(b)	failure of lawyer serving as an adjudicative officer to treat persons fairly, with courtesy and respect and/or require staff to provide such fair, courteous, and respectful treatment to persons who have contact with the adjudicative tribunal	1	1
MRPC 7.1(a)	A lawyer may, on the lawyer's own behalf, on behalf of a partner or associate, or on behalf of any other lawyer affiliated with the lawyer or the lawyer's law firm, use or participate in the use of any form of public communication that is not false, fraudulent, misleading, or deceptive. A communication shall not: contain a material misrepresentation of fact or law, or omit a fact necessary to make the statement considered as a whole not materially misleading	2	2
MRPC 7.2(c)	gave something of value to a person for recommending the lawyer's services	1	1
MRPC 7.2(d)	failed to identify the name and contact information of at least one lawyer responsible for the content of an advertisement	1	1
MRPC 8.1(a)(1)	knowingly false statement of material fact in connection with a bar admission application or in connection with a disciplinary matter	3	3
MRPC 8.1(a)(2)	failure to disclose a fact necessary to correct a misapprehension or respond to a lawful demand for information from an admissions or disciplinary authority	23	18
MRPC 8.1(b)(1)	unauthorized practice of law by applicant for admission to the bar	1	1
MRPC 8.4(a)	violating or attempting to violate the Rules of Professional Conduct, knowingly assisting or inducing another to do so, or doing so through the acts of another	49	18
MRPC 8.4(b)	engaging in conduct involving dishonesty, fraud, deceit, misrepresentation, or violation of the criminal law, where such conduct reflects adversely on the lawyer's honesty, trustworthiness, or fitness as a lawyer	58	30
MRPC 8.4(c)	engaging in conduct that is prejudicial to the administration of justice	89	36
MRPC 8.4(d)	stating or implying an ability to influence improperly a government agency or official	1	1

APPENDIX C

DISCIPLINED ATTORNEYS BY TYPE OF DISCIPLINE - 2024

DISBARMENTS (11)

RESPONDENT	EFFECTIVE DATE
Albert, Lenore LuAnn	November 22, 2024
Bisbikis, Marco M.	November 20, 2024
Cui, Charles Hua	December 21, 2023
Janssen, Brandon John	October 19, 2024
Liston, Benjamin F.	January 6, 2024
Mack, Michael G.	February 15, 2024
Mashni, Samir W.	February 16, 2024
Neville, Donald J.	July 7, 2023
Neville, Donald J.	March 1, 2024
Paine, Jennifer Michelle	May 20, 2023
Wolfe, Jack B.	October 2, 2024

SUSPENSIONS SUBJECT TO MCR 9.123(B) AND (C) [THREE YEARS OR MORE] (7)

RESPONDENT	LENGTH	EFFECTIVE DATE
Axam, Tony L.	Five Years	March 28, 2024
Baker, Jason R.	Three Years	August 21, 2024
Bell, Gregory A.	Three Years	October 2, 2024
Collins, Carl L., III	Three Years	November 16, 2022
Czuprynski, Edward M.	Three Years & One Day	September 12, 2024
Goldman, Mark D.	Three Years	August 14, 2024
Morgan, Kenneth B.	Five Years	September 17, 2024

SUSPENSIONS SUBJECT TO MCR 9.123(B) [180 DAYS BUT LESS THAN THREE YEARS] (13)

RESPONDENT	LENGTH	EFFECTIVE DATE
Anderson, Julie D.	180 Days	May 22, 2024
Baker, R. Scott A.	Two Years	December 1, 2024
Esqueda, Liza Ann	One Year	July 23, 2024
Janssen, Brandon John	180 Days	March 19, 2024
Kerr, Garrett C.	One Year	January 30, 2024
Morgan, Kenneth B.	180 Days	March 19, 2024
Robertson, John Koby	180 Days	May 18, 2024

Shaaban, Omar Fahmi	One Year	April 3, 2024
Sheldon, Dean E., III	365 Days	July 25, 2024
Wilson, Thomas J.	180 Days	March 5, 2024
Wisz, David L.	18 Months	March 9, 2024
Woodard, Carl M.	One Year	February 10, 2024
Zayed, Michael J.	180 Days	September 19, 2024

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

RESPONDENT	LENGTH	EFFECTIVE DATE
Andoni, Daniel J.	179 Day Suspension	February 23, 2024
Baker, Scott R.	120 Day Suspension	October 19, 2024
Carey, W. Dane	179 Day Suspension	January 31, 2024
Carson, Stephanie A.	60 Day Suspension	June 6, 2024
Drew, Sean W.	90 Day Suspension	September 28, 2024
Dugan, Timothy P.	30 Day Suspension	September 15, 2024
Franulic, Kiana E.	30 Day Suspension	November 15, 2024
Garno, Gerard J.	179 Day Suspension	September 24, 2024
Goldman, Mark D.	30 Day Suspension	April 3, 3024
Guzall, Raymond, III	90 Day Suspension	April 20, 2024
Hyde, George W.	60 Day Suspension	August 22, 2024
Jacobs, Catherine A.	179 Day Suspension	December 4, 2024
Janiszweski, John A.	90 Day Suspension	December 15, 2024
Johnson, Frederick D., Jr.	75 Day Suspension	December 26, 2024
Lane, Nejla K.	60 Day Suspension	March 16, 2024
Novello, Matthew D.	60 Day Suspension	October 10, 2024
Novello, Matthew D.	90 Day Suspension	March 11, 2023
Page, Robert Louis	45 Day Suspension	September 4, 2024
Paterson, Andrew A.	100 Day Suspension	May 29, 2024
Runco, John L.	60 Day Suspension	October 23, 2024
Schmidt, Teriann Marie	45 Day Suspension	July 1, 2024

REPRIMANDS (28)

RESPONDENT	EFFECTIVE DATE
Barone, Maria K.	March 22, 2024
Berry, Christopher Shea	August 7, 2024

Danieleski, Manda L.	May 30, 2024
Dillon, Lucas Z.	March 9, 2024
Ellsworth, Kelly D.	November 15, 2024
Engman, John A.	October 23, 2024
Farah, Joseph J.	February 22, 2024
Fleury, Jeffrey J.	July 18, 2024
Franklin, Glenn Phillip	May 22, 2024
Hall, Jeffrey T.	July 20, 2024
Hallman, Zachary	October 23, 2024
Imami, Shaheen I.	May 2, 2024
Jacobs, Anthony E.	August 21, 2024
Kent, Richard L.	August 14, 2024
Kessler, Richard G.	February 15, 2024
Moore, Shanice Gabrielle	August 23, 2024
O'Connell, Patrick M.	April 19, 2024
Perlman, Jeffrey W.	September 18, 2024
Powers, Scott W.	March 29, 2024
Riley, Brent D.	October 11, 2024
Silver, Carl C.	October 23, 2024
Slocombe, Jeffrey A.	July 20, 2024
Strager, Robert S.	August 14, 2024
Thennisch, Jeffrey P.	March 27, 2024
Tobin, Aubrey H.	February 16, 2024
Turpel, Keith W.	May 18, 2024
Weller, Kevin W.	March 29, 2024
Wood, Kent Alan Lee, II	November 6, 2024

SUMMARY OF DISCIPLINE IMPOSED (2024)

DISBARMENTS 11
SUSPENSIONS - MCR 9.123(B) and (C) 7
SUSPENSIONS - MCR 9.123(B) 13
SUSPENSIONS - MCR 9.123(A) 21
REPRIMANDS 28
PROBATIONS. 0

APPENDIX D

Attorney Discipline Board Comparative Statement of Expenses
Years Ended September 30, 2023 & September 30, 2024

Expense Item	FY 2023	FY 2024
Salaries	721,876	760,111
Payroll Taxes	52,936	55,808
Employee Insurance	102,119	108,007
Pension Contribution	59,655	59,587
Payroll Processing Fee	4,131	4,536
Retiree Health Care Expense	1,006	-7,785
Unemployment	6,878	362
Rent	146,682	148,592
Electricity	629	761
Parking	11,719	13,302
Professional Fees	59,608	39,629
SBM Administrative/Service Fees	38,944	42,030
Hearing Panel Expenses/Transcripts	26,586	44,371
Machine Rental	6,341	5,827
Meetings	5,938	8,967
Travel	6,567	5,939
Telephone	5,896	5,927
Legal Research & Subscriptions	11,356	11,695
Office Supplies	3,247	3,618
Postage	1,128	2,339
Insurance	20,258	20,357
Repairs and Maintenance	678	2,542
Office Expenditures	5,501	2,245
Professional Education	2,645	3,153
Bank Fees	568	575
Dues	2,290	3,045
Miscellaneous	872	1,390
Depreciation	10,027	10,055
TOTAL	**1,316,081**	**1,356,985**

APPENDIX E

ALAN GERSHEL of WEST BLOOMFIELD
Chairperson
Term Expires: September 30, 2026

Alan Gershel graduated from Northeastern University in 1974 with a B.A in criminal justice, Indiana State University in 1975 with an M.S in criminology and the University of Detroit Mercy School of Law in 1978. From 1980 until 2008 he was as an assistant U.S. Attorney in Detroit where he served as the Chief of the Criminal Division, First Assistant U.S. Attorney and was twice appointed the Interim United States Attorney. He has also served as a Deputy Assistant Attorney General in the Criminal Division for the United States Department of Justice. From 2008 until 2014 he was a professor at the Western Michigan University Thomas M. Cooley Law School where he taught criminal law, criminal procedure, white collar crime and evidence. He has served as an adjunct professor at Wayne State University and the University of Detroit Mercy School of Law. In 2014 he was appointed by the Michigan Supreme Court as the Grievance Administrator for the Michigan Attorney Grievance Commission where he served until his retirement in 2019.

Mr. Gershel was appointed by the Michigan Supreme Court to the Attorney Discipline Board for a three-year term ending September 30, 2023, and a second three year term ending September 30, 2026. The Court also appointed Mr. Gershel to a one-year term as Vice-Chairperson commencing October 1, 2022, and a one-year term as Chairperson commencing October 1, 2023.

PETER A. SMIT of GRAND RAPIDS
Vice-Chairperson
Term Expires: September 30, 2024

Mr. Smit is a partner in the Grand Rapids office of the Varnum law firm, and is a member of the Personal Injury Practice Team. His practice focuses on business litigation defense (FSLA, Product Liability Defense, Malpractice Defense) as well as significant experience in personal injury, wrongful death, auto and trucking litigation. Among his various honors and recognitions is a listing in *Best Lawyers in America*®, Litigation, Banking & Finance; Intellectual Property; Labor and Employment; since 2013. Peter is certified in Alternative Dispute Resolution for practice in the U.S. District Court for Western District of Michigan and in Michigan circuit courts. Mr. Smit was appointed by the Michigan Supreme Court to the Attorney Discipline Board to fill a vacancy for the remainder of a term ending September 30, 2021, and was then appointed to a three-year term ending September 30, 2024. The Court also appointed Mr. Smit to a one-year term as Vice-Chairperson commencing October 1, 2023.

REV. DR. LOUIS J. PRUES of ST. CLAIR SHORES
Secretary
Term Expires: September 30, 2024

Dr. Prues is an ordained Presbyterian clergyman, and has served as Parish Associate at Jefferson Avenue Presbyterian Church for the past 27 years. Dr. Prues attended the University of Cincinnati where he earned a BA and an MBA in marketing and financial management. He received his Master of Divinity from Dubuque Theological Seminary and a Doctorate of Ministries and PhD from San Francisco Theological Seminary. Dr. Prues has served as adjunct faculty at the University of Dubuque Theological Seminary and Drake University, where he lectured on adolescent development, faith formation, marriage and family.

Dr. Prues has served in a number of different roles, including as a member of the State Committee on Health Services, the Board of Nursing, the Technology and Strategic Planning Team for the Grosse Pointe Public Schools, the Mayor's Advisory Committee for the Affordable Homes in Detroit, the Detroit steering committee for Share Our Strength, and as a public member of the Michigan Board of Medicine, where he served two years as Vice-Chair. Additionally, Dr. Prues has been appointed to three national Task Forces of the Federation of State Medical Boards (FSMB), and most recently was appointed to a national workgroup that will develop recommendations to the Federal government and State medical boards mandating the use of the Prescription Drug Monitoring Program in combating the ongoing opioid epidemic. Dr. Prues currently serves on the

Board of Directors of Presbyterian Villages of Michigan (PVM), and in 2023, he became Chair of the Board. PVM is a faith-based, non-profit that has served seniors since 1945. He is also currently serving on the FSMB study group researching the role of Artificial Intelligence and Medicine, and chairs the sub committee on ethical considerations.

Dr. Prues retired from Lutheran Social Services of Michigan (now Samaritas) in 2015, after having served as Senior Vice President of Operations and Leadership Development since 1993. Under his leadership, Samaritas became the largest faith-based social service agency in Michigan employing over 2,500 persons with a services budget of approximately $120 million. Presently he is serving as a consultant to numerous community organizations striving to provide affordable housing for veterans and seniors.

Dr. Prues was appointed by the Michigan Supreme Court to serve as a public member of the Attorney Discipline Board for a three-year term, ending September 30, 2024. The members of the Board elected Dr. Prues to serve as the Board's Secretary for three one-year terms beginning October 1, 2021, with his current term ending September 30, 2024.

LINDA ORLANS of TROY
Term Expires: September 30, 2026

Linda Orlans is the founding partner of Orlans PC, a multi-state law firm focused on real estate law. Ms. Orlans has founded or acquired numerous companies in the legal, real estate, and title industries. As a pioneer in making legal services more affordable and accessible, she implemented lean practices and innovative approaches to the practice of law. Under her leadership, the law firm has achieved numerous awards in the financial services industry including the Diamond Award of Excellence from America's Mortgage Banking Attorneys for 12 consecutive years and continues to add to its jurisdictions and areas of practice.

Ms. Orlans served as a Trustee of the Law College at MSU for more than 20 years and is its first woman Chair and has been recognized as The George Bashara Distinguished Alumni of the Year award. Orlans founded Women Executives in Banking and was the first woman to be appointed designated counsel for Fannie Mae and Freddie Mac. She has been appointed Trustee for the State Building Authority, State of Michigan and is a member of International Women's Forum.

A long-term champion for Detroit, her extensive community involvement includes leadership roles with the Detroit Institute of Arts, Michigan Opera Theatre, Junior Achievement, THAW and Beyond Basics. She has been recognized and received numerous awards as Business Leader of the Year from Northwood University, Winning Futures, D Business and as the Birmingham Community Social Impact Leader. She has recently been appointed a 2021 Fellow at Harvard University's ALI and will work with the leadership at MIT and Harvard to help improve access to social justice.

Ms. Orlans was appointed by the Supreme Court to a three-year term on the Attorney Discipline Board ending September 30, 2023, and to a second three-year term ending September 30, 2026.

JASON M. TURKISH of SOUTHFIELD
Term Expires: September 30, 2024

Jason Turkish is the President and Managing Partner of Nyman Turkish PC, a nationwide litigation and disability law firm with offices in California, Florida, and Michigan. Legally blind since birth, Mr. Turkish's ability to overcome adversity to represent those who need a powerful advocate has resulted in a proven track record of success in fighting for the rights of the disabled.

Mr. Turkish has handled many complex and high-profile cases in both state and federal court, including reaching a landmark settlement with the Law School Admission Council that will result in changes to the way blind law school applicants are tested. His experience also includes obtaining a consent decree against the State of Michigan to guarantee equal access to absentee voting for the blind and twice successfully suing the Detroit Metro Airport to improve safety for individuals with disabilities who use public transportation services. In addition to complex civil rights litigation, Mr. Turkish also manages his firm's Social Security practice, each year representing the rights of thousands of Social Security Disability claimants nationwide.

Mr. Turkish has also been selected to serve on numerous boards and committees both inside and outside of the legal profession. He is a member of the Stabenow-Peters Judicial Advisory Committee for the Eastern District of Michigan (charged with recommending candidates to the Senators for the federal bench and Office of United States Attorney for nomination by the President of the United States), and he is a former Gubernatorial Appointee and Chair of the Michigan Barrier Free Design Board, which enforces accessibility standards for businesses and public entities throughout the State of Michigan. Mr. Turkish is also a frequent lecturer on disability law and policy.

Before joining Nyman Turkish PC, Mr. Turkish completed his legal training at the Northwestern University School of Law, where he graduated with honors. Throughout his time in law school, he worked as an extern with then attorney and advocate Richard Bernstein, now an Associate Justice of the Michigan Supreme Court. Prior to law school, Mr. Turkish earned his bachelor's degree in political science from the University of Michigan in Ann Arbor.

Mr. Turkish was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2024.

DR. ANDREAS SIDIROPOULOS of ANN ARBOR
Term Expires: September 30, 2025

Dr. Andreas Sidiropoulos is a Board Certified Psychiatrist, specializing in Child and Adolescent Psychiatry and Addiction Psychiatry. He received his MD degree from the University of Münster Medical School in Münster, Germany, and also has his PhD in medical psychology. After completing his residency and a fellowship in child and adolescent psychiatry at the University of Michigan Health System, he began his work as a psychiatrist in private practice.

Dr. Sidiropoulos is also currently a Clinical Associate Professor at Michigan State University, an Adjunct Clinical Assistant Professor at The University of Michigan, the Medical Director at Guiding Harbor, a non-profit organization that provides child caring and child placement services for abused and neglected children, and the attending psychiatrist at Girlstown Foundation, a Guiding Harbor program that offers therapeutic residential care for girls ranging from12 to 17 years of age referred for emotional and/or behavioral problems that impact their ability to live in the community.

Dr. Sidiropoulos also works as an Adult, Child, Addiction Psychiatrist and Telepsychiatrist at Muskegon Community Mental Health, where he is also the Director of Medical Student Education. He acts as a faculty mentor for AMOpportunities, which connects international medical trainees and schools with U.S. clinical experiences. Dr. Sidiropoulos has served as an expert witness in multiple court cases, and works as a psychiatrist and addictionist with the State Bar of Michigan's Lawyers and Judges Assistance Program and the State of Michigan's Health Professional Recovery Program. He also frequently provides presentations and lectures all across the country at hospitals, mental health facilities, and clinics on the topics of major depression, schizophrenia, psychosis, bipolar disorder, addiction, ADHD, opioid dependence, and pharmacogenomics.

Dr. Sidiropoulos was appointed by the Michigan Supreme Court to serve as a public member of the Attorney Discipline Board for a three-year term, ending September 30, 2025.

KATIE STANLEY of HOLLY
Term Expires: September 30, 2025

Katie Stanley graduated from the University of Michigan-Flint with a B.A. in political, social, and ethical philosophy, and received her J.D. in public law from Western Michigan University Cooley Law School. In addition, she has earned her M.P.A. in nonprofit administration from the University of Michigan Rackham Graduate School, and is working on her Ph.D. in philosophy of public policy and administration through Walden University, with a dissertation focus of mindfulness-based interventions in the legal field and embodied social justice reform. Ms. Stanley is currently an attorney and community engagement manager with Legal Services of Eastern Michigan in Flint, where she primarily works in the areas of fair housing, civil legal rights, and education.

Ms. Stanley's work and life is centered on making the world a better place. She has served as the project manager for a Legal Services Corporation Technology and Innovation Grant, for which she invented an application to assist in reporting violations of fair housing rights. She has also served

as the project manager for a Flint-ReCAST (Resiliency in Communities After Stress and Trauma) grant, under which she provides mindfulness and emotional intelligence training for public service providers and attorneys in Flint.

Ms. Stanley is a member of the Lawyers and Judges Assistance Committee for the State Bar of Michigan, a regular contributing columnist to the "Practicing Wellness" section of the Michigan Bar Journal, a member of the Michigan Supreme Court and State Bar of Michigan Task Force on Well-Being in the Law, a member of the State Bar of Michigan LGBTQ Council, a Fellow and certified teacher for the Google-born Search Inside Yourself Leadership Institute, and a member of the Crim Fitness Foundation Mindfulness Initiative Advisory Board. She was also a panelist on the first ever attorney well-being seminar at ICLE, the Institute of Continuing Legal Education, and an American Bar Association *On the Rise* 40 Under 40 honoree for Innovation in Public Service. Ms. Stanley is also an accomplished singer/songwriter specializing in folk music.

Ms. Stanley was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2025.

TISH VINCENT of EAST LANSING
Term Expires: September 30, 2025

Tish Vincent recently retired as the Director of the State Bar of Michigan's Lawyers and Judges Assistance Program (LJAP), one of the oldest lawyers' assistance programs in the country. She is currently the Chair of the ABA Commission on Lawyers Assistance Programs, and works as a healthcare provider and health law attorney by consulting with lawyer assistance programs, physician health programs, and other professional associations across the country, on issues of well-being, illness, and impairment for safety-sensitive professionals and others.

Ms. Vincent is a graduate of the Michigan State University College of Law, and has her Masters in Social Work from the Michigan State University School of Social Science. Licensed by the State of Michigan as a social worker and certified as an advanced addictions counselor, Ms. Vincent practiced as a mental health and substance abuse provider for 19 years for the State of Michigan's Health Professionals Recovery Program and LJAP. She is an active member of the American Bar Association, the National Association of Social Workers, the Federation of State Physician Health Programs, and the Women Lawyers Association of Michigan, where she was a past vice-president of the Mid-Michigan Region. Ms. Vincent presents frequently on issues of lawyer wellness, stress management, and risks attorneys face when their own wellness is neglected.

Ms. Vincent was appointed by the Michigan Supreme Court to serve as an attorney member of the Attorney Discipline Board for a three-year term, ending September 30, 2025.

KAMILIA LANDRUM of DETROIT
Term Expires: September 30, 2026

Kamilia Landrum is a top millennial leader in Detroit's nonprofit industry. Kamilia is a graduate of Cass Technical High School and holds a Bachelor of Science Degree in Business Administration from Florida Agricultural and Mechanical University and a Master of Public Administration with a focus in Nonprofit Policy and Management from Wayne State University. She is the youngest Executive Director in the history of the Detroit Branch NAACP; a Branch known for its extraordinary leadership and membership base, robust community engagement, and iconic Fight for Freedom Fund Dinner. In her 18-year commitment to the Association, Kamilia has been at the forefront social justice advocacy issues from the fight to uphold Affirmative Action in Michigan to historical legislation such as Promote the Vote which expanded voting access for millions of Michiganders.

At the Detroit Branch NAACP, Kamilia oversees the implementation of strategic partnerships and programming the Association's five game changers: education, economic sustainability, criminal justice, civic engagement and health and heath care access. She has served in numerous leadership capacities of the local, state and national level of the organization. Kamilia has engaged hundreds of youth leaders across the country by reactivating NAACP college chapters, training students on advocacy and civil rights issues, and mentoring students as they developed as leaders. In her first year as Executive Director, Kamilia led the staff in planning the 110th NAACP National Convention in Detroit, MI. The convention brought 10,000 people to the City and over $11.5 million in economic impact to the region.

In her community, Kamilia serves on the board for Neighborhood Legal Services Michigan, Detroit Future City, Michigan Education Commission of the States, and Huntington Bank's Emerging Leaders Advisory Board. She is also a current member of the Detroit Alumnae Chapter of Delta Sigma Theta Sorority Inc., Alumni of New Leaders Council Detroit, and member of the Renaissance (MI) Chapter of the Links, Inc. Her leadership skills and dedication have earned recognition as a Detroit Young Professionals 2019 Vanguard Awardee, Leadership Detroit Class XLI (41) Fellow, Michigan Chronicle's 40 under 40 and Trailblazer Awardee.

Ms. Landrum was appointed by the Michigan Supreme Court to serve as a public member of the Attorney Discipline Board for a three-year term, ending September 30, 2026.

APPENDIX " "
2024 HEARING PANEL ROSTER[1]

ALPENA COUNTY

WHITE, Daniel W.

ANTRIM COUNTY

WONCH, Nancy A.

BAY COUNTY

MOROSI, John M.

BENZIE COUNTY

McKAY, Joan S.[#]

BERRIEN COUNTY

SMITH, Peter W.
STRAUB, James M.

CALHOUN COUNTY

FISHER, James A.
KARRE, Nelson T.

CHARLEVOIX COUNTY

BLOEM, Gordon M.
KLEVORN, Kevin G.

CHIPPEWA COUNTY

McSHANE, Dennis J.
VEUM, Thomas J.

DELTA COUNTY

CLARK, Richard C.

EATON COUNTY

EMERY, Lawrence J.

EMMET COUNTY

BECKER, Gordon A.
DeMOORE, Christina L.
FENTON, Stuart L.
MURRAY, James J.
RAMER, James T.[#]
SCHOLL, Stefan J.
WURSTER, Joel D.

GENESEE COUNTY

BARKEY, Brian M.
GRIFFIN, Walter P.
HALDY, Ronald L.
KNECHT, Timothy H.
KRELLWITZ, Michael W.
MANGAPORA, Michael J.

GENESEE COUNTY
(Continued)

PABST, Tom R.
SAWKA, Joseph F.
SIMMINGTON, Glen M.
TREMBLEY, James J.
TUCKER, John R.
TURNAGE, Frank G.
WHEATON, Robin L.

GRAND TRAVERSE COUNTY

FISHER, Joseph C.

INGHAM COUNTY

BEHAN, Michael R.
BREITFELD, Erika R.
DOSTER, Eric E.
FRANCART, Kevin L.
GALLAGHER, Bryon P., Jr.
GROLL, Catherine [#]
HARKNESS, Cullen C.
KRONZEK, Charles M.
MANIS, Paula K.
McALLISTER, Lori
McCARTHY, Robert E.
STROUD, Ted W.
SUHRHEINRICH, Richard J.
TIMMER, Amy [#]
TYSZKIEWICZ, Roman
VESTRAND, Joan P.
WADDELL, David D.

JACKSON COUNTY

HAMILTON, Janet L.

KALAMAZOO COUNTY

KORR, Allison Greenlee
LEVINE, Sharan Lee
MORRIS, Christopher A.
RUSSELL, Gregory W.
TOWNE, Gail M.

KENT COUNTY

COURTADE, Bruce Anthony
CUMINGS, Timothy J.
EDGAR, Christopher L.[#]
JACKSON, Holly Ann
KANE, Victoria Vuletich
KOLENIC, Anthony J., Jr.
KOSTA, Michael J.
LANE, Madelaine C.
MAY, Berton K.
McCARTHY, Paul A.
MELTON, Scott R.
MUDIE, Kent W.
OHANESIAN, Nicholas M.
POWELL, Melissa A.

KENT COUNTY
(Continued)

QUINN, Kyle J.
RABIDEAU, Christopher J.
REAMON, Martha E.
SIVER, Thomas D.
SMIETANKA, John Allen
SPALDING, Arthur C.
THEIME, R. Kevin

LIVINGSTON COUNTY

GARDELLA, Robert C.
PEARSON, Tara A.
TROST, Richard M.

MACOMB COUNTY

COJOCAR, Jeffery A.
COLE, Brian J.
COLMAN, Neil M.
ESSHAKI, Gene J.[#]
FINAZZO, Lori J.
GAZALL, Robert S.
GARVEY, Robert F.
McGLYNN, Meghan A.
McKENNA, James
MERRY, Cynthia E.
RUSSELL, Karen
TEGEL, Renee D.[#]
THOMAS, James C.
WARNEZ, Dana M.

MARQUETTE COUNTY

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

MIDLAND COUNTY

DURANCE, Stephen E.
GIUNTA, Rozanne M.
HAHN, Robert A.
LAUDERBACH, Jonathan E.
WILSON, John M.

MONROE COUNTY

WETZEL, Robert
ZAGORSKI, Maria

MUSKEGON COUNTY

BLEAKLEY, Frederick W.
BOSSENBROEK, David L.[#]
CHESSMAN, Robert O.
NEAL, Gary T.
ROSE, James M.
SCOTT, Brianna

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

OAKLAND COUNTY

ABBO, Peter
ACKER, Gerald H.
APPEL, Jeffrey S.
AUGUST, Gary K.
BAIERS, James E.
BARKER, Lori A.
BATTERSBY, Michael L.
BAUM, Martin S.
BAUM, Michael E.
BAUMHART, A. David, III
BENHAM, Lucy R.
BERNSTEIN, Douglas C.
BERNSTEIN, Mark J.
BERNSTEIN, Samuel I.
BERNSTEIN, Stephen R.
BINKLEY, David A.*
BRAUER, David A.
BRAUER, Matthew A.
BRUKOFF, William M.
BURDICK, James W.
CAMINSKY, Jeffrey
CANVASSER, Sue Ann #
CARUSO, Kathryn M.
CASSAR, Raymond A.
CLARK, Peter L.
CLAYSON, Kimberly Ross
COOPER, Mark G.
COSTELLO, Margaret A.
COUSENS, Mark H.
CRUMP-GIBSON, Jehan G.
DE VINE, Clifford, J.
DICKSTEIN, Loren M.
DOCTOROFF, Andrew S.
DUNN, William B.
EICHENHORN, Emily J.
EISENBERG, Stuart B.
FELDMAN, Barry M.
FIELDMAN, Elaine S.
GAGE, William C.
GOLDMAN, Barry
GOODMAN, Barry J.
GOOGASIAN, George A.
GRIECO, Jennifer M.
GROFFSKY, Richard L.
GUERRIERO, Timothy M.
GULLEN, John D.
GURWIN, Howard E.
HARDY, Elizabeth P.
HARON, David L.
HAROUTUNIAN, Edward L.#
HARRINGTON, James J., III
HEWLETT, Richard T.
HOLIDAY, Gregory
HOLTZ, Ethan R.
HUTSON, Michael W.#
KANTER, Alan M.
KAPLAN, Joshua A.
KATZ, Lawrence S.
KROCHMAL, Gary A.
LEIB, Michael S.
LEONARD, Norbert B.
LEONARD, Veronica R.
LERNER, Joshua A.
LICHTERMAN, Susan S.
LINDEN, Jeffrey B.
LIRELL, Kirsten E.
LISS, Jason J.
LOGAN, Leslie Anne
MATZ, Steven J.
McCANN, D. Michael

OAKLAND COUNTY (Continued)

McLAIN, Patrick
MISURACA, Frank A.
MILLER, Leonard E.
NEILSON, Jeffrey T.%
PERLMUTER, Gary
PIA, Joseph
PITTS, Stanley H.
PLONKA, Cinnamon A.
POSNER, Gerald F.
PRITCHARD, Clyde B.
REISING, H. William
RICHARDS, William J.
RONAYNE, Colleen V.
RUBIN, Jorin G.
RYAN, Thomas J.
SCHEIBLE, Eric D.
SCHNELZ, Kurt E.
SCHOENHERR, Craig S., Sr.
SHABAN, Tova G.
SHERROD, Patricia L.
SILVER, Kenneth F.
SILVERSTEIN, Corey D.
STERLING, Raymond J.
STEWART, Jeffrey T.
STOOPS, Kevin J.
SUSSER, Danielle F.
SUSSER, Steven C.
TALARICO, Paula M.
THOMAS, Cynthia G.
TURNER, Lee I.
WALKER, David R.
WALLACH, Howard I.
WARSH, Richard L.
WEINER, Ronald K.
WELLER, Robert Y., II
WERDER, Mark R.
WILLIS, Robert L., Jr.
WILSON, Eric S.
WOLFSON, Scott A.
WOLOCK, Steven M.
ZUPPKE, David F.

OTTAWA COUNTY

MARQUIS, John R.*
McNALLY, Sheila F.
MULDER, Andrew J.

SAGINAW COUNTY

CHASNIS, John A.
COLLISON, Nathan J.
PUSKAR, David L.
SMITH, Lawrence Wm., Jr.
WALLACE, David A.#

SANILAC COUNTY

MITSEFF, Kimberly R.

ST. CLAIR COUNTY

HILL, Steven L.
McNAMEE, John B.#
WATSON, George C.#

ST. JOSEPH COUNTY

DAVIDSON, Matthew S.

VAN BUREN COUNTY

PETERSON, David M.

WASHTENAW COUNTY

BARR, John #
BASTA, Joseph C.
BUITEWEG, Lori A.
CARTER, Stefani A.
DEW, Thomas E.*
FLINTOFT, Peter C.
GREEN, Philip
KENT, Mara E.
LAX, Jerold
LENART, Krista L.
LOVERNICK, Richard N.
MINER, Sharon K. S.
ROSS, Steven P.
SAALFELD, James R.
SENDELBACH, Karen S.
TEALL, Graham L.
VARTANIAN, Michael G.
WAX, Harvey I.
WEBER, Deborah J. Hammerlind
WYNNE, James E.#

WAYNE COUNTY

BARTOS, Suzanne P.
BUFFINGTON, Lamont E.
CALLAHAN, J. William
COTHORN, John A.
COWLEY, Sean M.
CUNNINGHAM, Richard L.
CURTIS, Robert J.
DAKMAK, John D.
DAVIDSON, Syeda Farhana
DUFRANE, Kyle R.
ELLIOTT, Sylvia J.
GOROSH, Alan S.
GRUSKIN, Michael A.
HELLAND, Lynn A.
HUMPHREY, Kathryn J.
HURWITZ, Miles A.
HUTTING, Andrea L.
JADALLAH, Samer Naim
JORDAN, Teri A.
KLIMKO, Justin G.
KUPLICKI, Francis P.
LAKE, Timothy W.
LEGGHIO, Brian M.
LONGSTREET, Kristine Heard
MACERONI, Patricia A.
MANNARINO, Angela M.
MENDEL, Todd R.#
MILLER, Bruce A.
MILLER, C. David, II
MOHSIN, Saima S.
O'BRIEN, John N.
PAPISTA, Anthea E.
PHILLIPS, Dwight W.
PLUMB, Frederick B.
RAHEEM, Rasul M.*
RIVARD, Donald M., Jr.
RODWAN, Gail O.
RONAYNE, John J., III
SAUGET, William J.
SHEETS, John T.
SKILLMAN, Alicia J.
SMITH, Amanda M.
SMITH, Margaret M.

WAYNE COUNTY
(Continued)

TALON, Marianne G.
URSO, John R.
VELLA, Stephen P.
WEINGARDEN, Lora
WIDLAK, Anne
WISNIEWSKI, Mark A.
YOTT, Cynthia K.

WEXFORD COUNTY

BAUMANN, Joseph