

**ANNUAL REPORT OF THE  
LAWYERS PROFESSIONAL RESPONSIBILITY BOARD**

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OFFICE OF LAWYERS PROFESSIONAL RESPONSIBILITY**

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## **I. INTRODUCTION AND HIGHLIGHTS**

The Lawyers Professional Responsibility Board and the Director of the Office of Lawyers Professional Responsibility are required to report annually on the operation of the professional responsibility system in Minnesota. Rules on Lawyers Professional Responsibility 4(c) and 5(b). The reports are hereby jointly made for the period June 1, 1999, through May 31, 2000.

### **No Changes in the Board**

The Board benefited this year from continuity of leadership, as the Chair, Charles E. Lundberg, and the Vice-Chair, John C. Lervick, and the other members of the Executive Committee served throughout the year with the Director while there were no changes to the Board membership. Likewise, the Minnesota Supreme Court, which decides all matters of public discipline, did not have any changes in its membership for the first time in the past several years.

The coming year will be a year of transition for the Board as seven members will be completing their six years of service at the end of January 2001. There will be five attorney openings (three of which will involve MSBA nominations) and two public openings. Two of these openings will also affect the Executive Committee, as one attorney and one public member will be leaving. However, the Chair and the Vice-Chair will continue to serve, which will help maintain the continuity of the leadership of the Board. A short biographical sketch of current Board members is attached at A. 1.

### **Rule Changes**

After a comprehensive review, the Office and the Board filed a petition with the Court seeking amendments to the Minnesota Rules of Professional Conduct and the Rules on Lawyers Professional Responsibility last year. The Supreme Court approved the petition and a number of proposed rule changes went into effect August 1, 1999.

In 1998, the Minnesota State Bar Association created the Depression Task Force to review and consider a lawyers' assistance program. The Director served on this task force. In December of 1999, a petition was presented to the Court requesting the creation of a lawyers' assistance program and an amendment to Rule 8.3 of the Minnesota Rules of Professional Conduct to protect confidences obtained from those seeking help. In April of 2000, the Court approved the creation of a lawyers' assistance program and amended Rule 8.3, effective July 1, 2000.

### **New Opinion Considered**

The Opinion Committee of the Board, chaired by Tom Feinberg, considered issuing an opinion that would prohibit lawyers from charging a contingent fee based upon the amount of no-fault benefits recovered, except in cases where the insurer contested or disputed the no-fault claim. A "Notice and Invitation to Comment" was published in the *Bench & Bar* and *Minnesota Lawyer* and succeeded in creating a vigorous debate within the profession concerning the proposed opinion. After reviewing a number of submissions and considering the issues raised by such a change, the Opinion Committee ultimately recommended to the Board that an opinion should not be issued and the Board concurred at its April meeting. The Office will follow up this decision with articles in the same legal publications outlining the basis of the decision.

### **Fall Seminar**

On September 10, 1999, the Office conducted its annual seminar in conjunction with the fall meeting of the Board for the first time. The seminar had been moved from spring to fall because many district ethics committees change membership over the summer. The guest speaker was Professor Charles Wolfram, Professor of Law and former Dean of Cornell Law School. The seminar was offered in the morning and early afternoon and was followed immediately by the Board

meeting. The seminar was well attended by a cross-section of the practicing bar from around the State.

After some discussion, the Board and the Office have decided to continue this tradition in the fall but to rotate the types of seminars held each year. Every other year, the Office will seek to bring in a nationally known authority on ethics issues to address an area of particular concern. Alternate years will be set aside for addressing issues of practical concern to District Ethics Committee investigators and other members of the disciplinary system. The seminar and Board meeting for this year is scheduled for September 22, 2000.

#### **Classification/Compensation Study**

In March 1999, the Supreme Court contracted with the National Center for State Courts and the Public Administration Services to serve as lead consultants for a position classification and compensation study for approximately 1,500 judicial branch employees. The study includes all 25 employees of the Office of Lawyers Professional Responsibility. The Director served on the steering committee for the study.

It has long been the Board's and the Office's position that many of the employees of the Office are under-compensated in their respective positions when compared to their counterparts in other public law offices. It had been expected that the consultants would issue recommendations pertaining to both classifications and salary ranges by the fall of 1999 but the study has been delayed and as of this date has not been completed. Classification notices were sent to every employee in April of 2000. The consultants have assured the Office that salary ranges will be available within the month of June. Consequently, the Office has budgeted for compensation increases for fiscal year 2001.

## Pending Litigation

As noted in each of the last two years' annual reports, in February of 1998, the Director and the Chair, along with the Chair of the Board on Judicial Standards, were named in a lawsuit filed in federal court over the enforcement of Canon 5 of the Code of Judicial Conduct (U.S. District Court Case No. 98-831; Eighth Circuit File No. 98-1652). The Chair and the Director continue to be represented by the Attorney General's Office. In the past year, Judge Michael Davis upheld the constitutionality of Canon 5 and the defendants appealed. The matter is now before the Eighth Circuit Court of Appeals. Although the proceedings have taken longer than originally anticipated, it is hoped that the case will be resolved by this time next year.

## II. CASELOAD AND STATISTICS

### A. Statistics.

**TABLE I**  
**Supreme Court Dispositions and Reinstatements 1988-1999**  
**Number of Lawyers**

	Disbar.	Susp.	Probation	Censure & Reprimand	Dismissal	Reinstated	Reinstate Denied	Disability	SC AD/Aff	Other*	Total
1988	4	22	8	4	1	4	0	3	0	0	46
1989	5	19	8	4	2	1	0	1	0	0	40
1990	8	27	9	10	0	2	2	2	0	0	60
1991	8	14	10	6	2	3	2	3	0	0	49
1992	7	16	8	5	0	3	0	2	0	0	41
1993	5	15	12	3	1	9	2	1	0	0	48
1994	8	5	7	0	0	4	0	1	0	0	25
1995	6	26	9	4	1	5	0	4	4	0	59
1996	4	27	5	0	3	4	1	2	1	1*	48
1997	10	16	6	2	1	5	2	2	1	1**	46
1998	15	18	10	2	1	4	3	2	1	0	56
1999	3	12	5	0	0	8	1	1	0	2***	32

\* 1 Supreme Court admonition reversed.

\*\* 1 Supreme Court stay.

\*\*\* 1 Supreme Court stay.

1 Supreme Court private admonition ordered.

	Lawyers Board Goal	<u>12/96</u>	<u>12/97</u>	<u>12/98</u>	<u>12/99</u>	<u>4/30/00</u>
Total Open Files	500	558	493	493	484	522
Cases at Least One Year Old	100	115	114	91	128	124
Complaints Received YTD		1,438	1,314	1,275	1,278	472
Files Closed YTD		1,488	1,379	1,275	1,287	434

**TABLE III**

	Percentage of Files Closed						
	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997</u>	<u>1998</u>	<u>1999</u>
<b>1. <u>Total Dismissals</u></b>	<b>78%</b>	<b>81%</b>	<b>78%</b>	<b>78%</b>	<b>78%</b>	<b>77%</b>	<b>82%</b>
a. Summary Dismissals	40%	40%	38%	39%	41%	40%	45%
b. DNW/DEC	31%	36%	36%	32%	31%	31%	31%
c. DNW/DIR	6%	5%	4%	6%	6%	6%	5%
<b>2. <u>Admonitions</u></b>	<b>11%</b>	<b>10%</b>	<b>8%</b>	<b>10%</b>	<b>8%</b>	<b>10%</b>	<b>9%</b>
<b>3. <u>Private Probation</u></b>	<b>2%</b>	<b>2%</b>	<b>3%</b>	<b>1%</b>	<b>1.5%</b>	<b>1%</b>	<b>3%</b>
<b>4. <u>Supreme Court Dispositions</u></b>	<b>6%</b>	<b>5%</b>	<b>8%</b>	<b>6%</b>	<b>7.5%</b>	<b>9%</b>	<b>6%</b>
a. Supreme Court Dismissal	--	--	-	-	-	-	--
b. Supreme Court Reprimand	--	--	-	-	-	-	--
c. Supreme Court Probation	1%	1%	1%	1%	1%	2%	.5%
d. Supreme Court Suspension	3%	1%	4%	4%	4%	3%	2%
e. Supreme Court Disbarment	2%	3%	2%	1%	2.5%	4%	1%

**TABLE IV**

**Number of Months File Was Open at Disposition**

	<u>1992</u>	<u>1993</u>	<u>1994</u>	<u>1995</u>	<u>1996</u>	<u>1997**</u>	<u>1998</u>	<u>1999</u>
Discipline Not Warranted/ District Ethics Committee	4	4	4	5	5	--	--	--
Discipline Not Warranted/ Director	8	8	8	7	7	--	--	--
Discipline Not Warranted*						6	6	5
Admonition	7	9	10	10	9	8	9	10
Private Probation	12	12	13	14	17	16	14	14
Supreme Court Reprimand	22	19	--	31	--	11	19	--
Supreme Court Probation	18	15	22	20	13	19	14	16
Supreme Court Suspension	14	16	17	20	20	24	18	13
Supreme Court Disbarment	14	24	14	14	17	17	27	8

\*ADRS does not calculate number of months for DNW categories separately.

\*\*After discovering calculation errors in ADRS reports, ADRS was re-programmed, therefore the numbers for 1997 have been revised.

**TABLE V**

**Average Time Cases Under Advisement by Supreme Court - 1999**

Disposition	No. of Matters	Average Months
Supreme Court Probation (Stipulated)	5	1.8
Supreme Court Suspension (Stipulated)	5	1.6
Supreme Court Suspension	7	1.1
Supreme Court Disability	1	1
Supreme Court Disbarment (Stipulated)	3	.33
Supreme Court Stay	1	1.9

**B. Minnesota Supreme Court Disciplinary Cases.**

Attached at A. 3 is a table identifying the attorneys who were (1) publicly disciplined or (2) reinstated to the practice of law, after suspension or disbarment during calendar 1999. Three attorneys were disbarred in 1999; five attorneys have been disbarred in the first five months of 2000:



1999

George C. Ramler (1/5/99)  
Glenn L. Smith (6/10/99)  
Kenneth A. Amdahl (10/7/99)

2000

Loren L. Heinemann (2/24/00)  
Robert W. Dygert (4/4/00)  
Michael G. Singer (4/20/00)  
Chester C. Graham (5/11/00)  
Harry N. Ray (5/25/00)

After consecutive record years in disbarments in 1997 (10 disbarments) and 1998 (15 disbarments), the number of attorneys who received the most severe form of discipline dropped noticeably in 1999. The annual average of disbarments from 1985 to 1997 was six. It would appear that we may be returning to the range of disbarments previously experienced before the two record years. The numbers in 1997 and 1998 were distorted somewhat by the fact that several disbarments resulted from lengthy investigations. Although no one can be certain why the number of disbarments has dropped, it is undeniably good news for the profession and may indicate that there are only a relatively small number of attorneys willing to sacrifice their professional livelihood and possibly their freedom by engaging in egregious misconduct.

Among the public disciplinary cases decided in 1999 and during the first five months of 2000 are:

**Glenn L. Smith** of Edina was disbarred for misappropriating over \$400,000 while acting as a co-trustee of a testamentary trust.

**Robert W. Dygert** of Minneapolis was disbarred for inducing clients and others to invest in a family owned business by failing to provide adequate information regarding the financial status of the business and by promising to personally guarantee the investment.

**Dyan Lynn Campbell** of St. Paul was indefinitely suspended for a minimum of two years for neglecting client matters, failing to properly maintain a client trust

account, failing to communicate with clients and failing to cooperate with the disciplinary investigation.

**Gregory A. Carpenter** of Minneapolis was indefinitely suspended for a minimum of two years for neglecting client matters, failing to adequately communicate with clients, misrepresentation, failing to maintain proper trust account books and records, improper withdrawal from representation, and failing to cooperate.

**Lauren K. Maker** of Brooklyn Center received a public reprimand and two years of unsupervised probation for commingling funds, allowing shortages in her trust account, withdrawing retainers before they had been earned, and failing to maintain the required trust account books and records.

**Kenneth R. Hertz** of St. Anthony received a public reprimand and two years of supervised probation for failing to file state and federal income tax returns and for failing to timely file and pay federal withholding taxes for several quarters.

### **III. DIRECTOR'S OFFICE.**

#### **A. Budget.**

##### **1. FY'00 and FY'01 Budgets.**

Expenditures for the fiscal year ending June 30, 2000, are estimated to be \$1,834,624. The FY'01 budget includes expenditures in the amount of \$1,974,236. The FY'01 budget does not provide for additional staffing.

For the first time in the history of the disciplinary system, the Director and the Board recommended to the Supreme Court that the Lawyers Professional Responsibility Board's portion of the attorney registration fee be reduced by \$10.00 due to the increasing carry-forward in the Lawyers Board budget. This was adopted by the Supreme Court in its May 8, 2000, Order amending the Rules of the Supreme Court for Registration of Attorneys.

Another significant factor in the FY'01 budget is payroll. Since the results of the Classification and Compensation study were not available at the time the FY'01 budget was prepared, salary increases were projected based on classification groupings released by the consultants in February of 2000.

**B. Administration.**

Computerization.

Advisory Opinion Database.

The Director's Office offers an advisory opinion service to Minnesota lawyers and judges. In June 1999, the Office contracted with the Macro Group to develop an application to provide automated data collection and reporting functions for the advisory opinion service. In March 2000, the new automated system was implemented. The application has computerized the intake procedure and provides attorneys in the Director's Office who issue opinions easy access to information and references. The system was designed in part to enable the Office to issue more advisory opinions without additional staffing and in part to expand the availability of ethical authorities that can be disseminated to the bar when issuing opinions. It includes a database of ethics authorities, including articles and ethics opinions, which can be distributed to callers electronically or by fax. In addition, the ABA has recently given the Director's Office permission to provide copies of ABA opinions to individual attorneys when the ABA opinion is cited or relied upon when issuing an advisory opinion.

Attorney Discipline Record System (ADRS).

The ADRS system was originally implemented in July 1997. The system allows employees of the Office quick access to an attorney's disciplinary history and provides statistical information. The Office will contract with the Macro Group this summer to provide additional enhancements to the system.

Website.

The Office of Lawyers Professional Responsibility continues to maintain and add to its website. The address is [www.courts.state.mn.us/lprb](http://www.courts.state.mn.us/lprb). Attached at A. 2 is the title page showing the contents of the website.

Year 2000 Compliance.

The Office experienced no business interruption due to Year 2000 issues.

**C. Personnel.**

Attached at A. 3 is the Director's Office organizational chart. The Director's Office currently employs 10 attorneys, 4.5 paralegals, one administrator, 7.5 support staff and 1 part-time law clerk. The Office experienced no personnel changes this year.

**D. Trusteeships.**

The Office was appointed as trustee in one new matter this year. On March 29, 2000, the Director was appointed trustee for disbarred lawyer Gerald McNabb. The Office took possession of approximately 650 files and is in the process of returning them to clients.

In addition, on May 15, 2000, the Director's Office filed a Petition for Trusteeship in the Theodore Abe matter. This trusteeship involves approximately 20 boxes of files.

Currently, there remain in storage in the Director's Office approximately 70 Reynaud Harp files and 19 Carol Sue Merlin files which are due for destruction in December 2000; approximately 350 Peters Orlins files due to be destroyed in October 2001; and 140 Barry Robinson files to be destroyed in February 2002.

The Director remains trustee for the files of Michael B. Smith of Brainerd who was placed on disability inactive status in January 1998. The files will be retained in a storage facility in Brainerd until April 30, 2001, at which time they will be destroyed.

The Director was appointed trustee in April 1999 over the trust account of deceased lawyer Karla Wahl of Minneapolis. The Director obtained signatory power over the account and has attempted to locate and return unearned retainers to former clients of Ms. Wahl. Some funds remain to be returned to clients whom the Director has been unable to locate. Ms. Wahl's files were not a part of this trusteeship, but were handled through the personal representative of her estate.

**E. Probation.**

Probation attempts to serve the dual functions of protecting the public and assisting the disciplined attorney to improve his or her practice and conform to the Rules of Professional Conduct. In 1999, 55 attorneys were on private probation and 46 attorneys were on public probation at some time during the year. Approximately one fourth of these probations were supervised by volunteer attorney supervisors who reviewed their office procedures and client file inventories.

The Court and the Director's Office attempt to tailor the terms and conditions of probation to the specific issues facing the attorney such as office management, organizational and procrastination issues, billing and record keeping practices as well as psychological problems or chemical dependency.

In 1999, 31 probations were successfully completed. However, the number of attorneys facing revocation of probation and serious public discipline increased significantly last year. Three public probations were revoked last year (Thomas Bieter - transferred to disability inactive status September 28, 1999; Chester Graham - indefinite probation revoked upon order for temporary suspension December 3, 1999, disbarred May 11, 2000; and Peter Zatz - probation revoked upon order for indefinite suspension for a minimum of 90 days, May 23, 2000). There are currently five probationers with public discipline pending: Brehmer (public petition filed for non-compliance with probation and non-cooperation); Hoedeman (public petition filed for non-compliance with probation and non-cooperation); Danielson (public

petition filed for non-compliance with probation and non-cooperation); Ranum (a stipulation for suspension presently under advisement by the Court); and Vaught (petition alleging misappropriation filed). Four of these five attorneys were on private probation; one was on public probation. In addition, at least three other probationers are under investigation with public proceedings likely in the near future.

There were 101 attorneys on probation in 1999. Neglect and non-communication continue to be the most common violations resulting in probation (45 attorneys). The second most common violation is conduct prejudicial to the administration of justice (41), followed by violations involving trust account books and records (36). An increasing number of probations result from violations involving misrepresentation (31). The number of attorneys on probation with chemical dependency issues (4) and psychological problems (10) remains relatively small.

**TOTAL PROBATION FILES OPEN DURING 1999**

Public Supervised Probation Files (26%)	26	
Public Unsupervised Probation Files (20%)	<u>20</u>	
Total Public Probation Files		46
Private Supervised Probation Files (23%)	23	
Private Unsupervised Probation Files (31%)	<u>32</u>	
Total Private Probation Files		<u>55</u>
<b>Total Probation Files Open During 1999</b>		<b>101</b>

**TOTAL PROBATION FILES**

Total probation files as of 1/1/99	63
Probation files opened during 1999	36
Private probations extended during 1999	2
Probation files closed during 1999	<u>(35)</u>
<b>Total Probation files open as of 12/31/99</b>	<b>66</b>

**PROBATIONS OPENED IN 1999**

**Public Probation Files**

**Court-ordered Probation Files**

Supervised	3
Unsupervised	<u>2</u>

5

<b>Reinstatements</b>		
Supervised	6	
Unsupervised	<u>2</u>	<u>8</u>
Total Public Probation Files		13
<b>Private Probation Files</b>		
Supervised	10	
Unsupervised	<u>15</u>	<u>25</u>
Total Private Probation Files		25
<b>Total Probation Files Opened in 1999</b>		<b>38</b>
<b><u>PROBATIONS OPENED IN 1999 INVOLVING:</u></b>		
Client Related Violations		15
Non-Client Related Violations		10
Both Client & Non-Client Violations		<u>13</u>
<b>Total Probation Files Opened</b>		<b>38</b>
<b><u>PROBATION FILES CLOSED IN 1999</u></b>		
Completed Probation Files		31
Probation Revocations		2
Extended Probation Files		<u>2</u>
<b>Total Probation Files Closed in 1999</b>		<b>35</b>
<b><u>AREAS OF MISCONDUCT</u></b> Reflected in 101 files opened in 1999		
Competence (Violation of Rules 1.1 and 1.2, MRPC)		14
Neglect & Non-Communication (Violation of Rules 1.1 and 1.2, MRPC)		45
Conflict of Interest		9
Fees & Opinion 15 Violations		14
Trust Account Books and Records (Violation of Rule 1.15, MRPC, and LPRB Opinion 9)		36
Termination of Representation		12
Unauthorized Practice of Law (Violation of Rule 8.4(b), MRPC)		4
Taxes		19
Non-Cooperation (Violation of Rule 8.1, MRPC)		18
Criminal Conduct (Violation of Rule 8.4(b), MRPC)		16
Misrepresentations (Violation of Rule 8.4(c), MRPC)		31
Conduct Prejudicial to the Administration of Justice (Violation of Rule 8.4(d), MRPC)		41
Misappropriation		0

**DISABILITY RELATED PROBATIONS**

Chemical Dependency - existing files	4
New files opened in 1999	<u>0</u>
Total Chemical Dependency Related Probation Files	4
Psychological Disorders - existing files	5
New files opened in 1999	<u>5</u>
Total Psychological Disorder Related Probation Files	<u>10</u>
<b>Total Disability Related Probations</b>	<b>14</b>

**TIME BY PROBATION DEPT. STAFF (hrs./wk.)**

Attorney 1	8
Attorney 2	12
Paralegal	16

**F. Advisory Opinions.**

The great majority of advisory opinions are requested and given by telephone; a small number of opinions (1%) are provided in writing. The Director's Office declines to give opinions where the question concerns third-party conduct, a question of law, advertising and solicitation or past conduct. Advisory opinions are the personal opinion of the assistant director issuing the opinion and are not binding upon the Lawyers Board or the Supreme Court.

In 1999, the Director's Office received 1,635 requests for advisory opinions, approximately the same number as in 1998 (1,632).

Set forth below is a statistical summary of advisory opinions for the period 1989 through 1999:



YEAR	OPINIONS GIVEN BY TELEPHONE	OPINIONS GIVEN IN WRITING	TOTAL OPINIONS GIVEN	OPINIONS DECLINED	TOTAL
1989	948 (83%)	37 (3%)	985 (86%)	158 (14%)	1143
1990	1130 (83%)	26 (2%)	1156 (85%)	199 (15%)	1355
1991	1083 (84%)	23 (2%)	1206 (86%)	186 (14%)	1292
1992	1201 (86%)	15 (1%)	1216 (87%)	182 (13%)	1398
1993	1401 (87%)	16 (1%)	1417 (88%)	201 (12%)	1618
1994	1489 (84%)	10 (1%)	1499 (85%)	266 (15%)	1765
1995	1567 (87%)	22 (1%)	1589 (88%)	206 (12%)	1795
1996	1568 (88%)	16 (1%)	1584 (89%)	199 (11%)	1783
1997	1577 (90%)	15 (1%)	1592 (91%)	165 (9%)	1757
1998	1478 (91%)	23 (1%)	1501 (92%)	131 (8%)	1632
1999	1464 (90%)	17 (1%)	1481 (91%)	154 (9%)	1635

In 1999, the Director's Office expended 422.50 hours in issuing advisory opinions (390 in assistant director time and 32.50 in paralegal and clerical time). This compares with 412.50 hours in 1998 (378.75 in assistant director time and 33.75 in paralegal and clerical time). Conflict of interest was again the most frequent area of inquiry.

#### **G. Judgments and Collections.**

In 1999, the Minnesota Supreme Court entered judgments in 20 disciplinary matters totaling \$19,014.96. The Director's Office collected a total of \$17,879.16 on judgments entered in and prior to 1999; of this amount, \$10,337.50 (or 58% of the total) was for judgments entered in 1999. Fifty-four percent of the judgments entered in 1999 have been collected. The Director's Office filed satisfactions of 16 judgments. The amount of 1999 judgments was approximately 63 percent (\$32,111.24) less than 1998 judgments, and the total amount collected in 1999 was approximately 33 percent (\$8,852.85) less than that collected in 1998.

The total amount of outstanding judgments as of January 1, 2000, was \$191,595.73.

A summary of the 1999 statistics, and how they compare to 1998, is presented below:

	1999	1998
Number of judgments entered	20	46
Dollar value of judgments entered	\$ 19,014.96	\$ 51,126.20
Total amount collected	\$ 17,879.16	\$ 26,732.01
Portion attributable to current year's judgments	\$ 10,337.50	\$ 17,859.49
Portion attributable to prior years' judgments	\$ 7,541.66	\$ 8,872.52

The value of judgments entered and total amount collected in 1998 were the most since 1991.

The Director's Office docketed no judgments in 1999 and undertook no extraordinary collection action.

The Director's Office filed 46 National Discipline Data Bank Reports in 1999.

#### **H. Professional Firms.**

Under the Minnesota Professional Firms Act, Minn. Stat. § 319B.01 to 319B.12, a professional firm engaged in the practice of law must file with the Board an initial report and annual reports thereafter, accompanied by a filing fee. The Professional Firms Act contains limitations on the structure and operation of professional firms and sets forth the information to be contained in the reports.

The Director's Office has monitored the reporting requirements of the statute since 1973. Annual reports are sought from all known legal professional firms, which includes professional corporations, professional limited liability corporations and professional limited liability partnerships. Although the statutory authority exists to revoke the corporate charter of professional firms that fail to comply with the reporting requirements, no revocation proceedings have been pursued. The

following are the income statistics for the professional firms department as of March 7, 2000:

1146	@	\$25.00	\$28,650.00
54	@	100.00	5,400.00
			<u>34,050.00</u>
6*	for	1,175.00	<u>1,175.00</u>
			<u>35,225.00</u>

\*Funds collected for fees owed for 1998 and prior years.

Total Attorney Hours:	26
Total Non-attorney Hours:	272

A Senior Assistant Director, paralegal, and file clerk staff the professional firms department. The professional firms roster, statistical data, and regular notice letters are retained on computer to facilitate efficient processing.

#### **I. Overdraft Notification.**

Since 1990, banks have reported overdrafts on lawyer trust accounts to the Director's Office. The number of overdraft reports decreased from 124 in 1998 to 83 in 1999. This is the third consecutive year in which the number of overdrafts reported has decreased significantly. At least some of the decrease may be due to the Director's education efforts. The Director's Office completed a revision of its trust account instructional booklet in early 1999. The new booklet, in conjunction with the approval in September 1998 of a revised LPRB Opinion 9, simplifies and explains in more detail lawyers' record-keeping responsibilities. In addition to providing the new booklet to bar admittees beginning in May 1999, the Director has distributed almost 1000 copies of the booklet through seminars, the overdraft notification and probation programs, and upon request by individual lawyers. The Director continues to distribute the *Quicken*® brochure for monitoring trust account records by computer. Lawyers may also have benefited from an internet-based

guide to using *Quickbooks* for trust accounting, developed and implemented by the MSBA in 1999.

It appears that some of the decrease may also be due to the banks' failures to report overdrafts. The Director's Office intends during the coming year to remind each approved institution of its reporting obligations and to obtain updated reporting agreements.

During 1999, the Director's Office terminated 90 overdraft inquiries (some of which were initiated in prior years). Eighty-three (83) of the terminations were without a disciplinary investigation; 7 terminations were followed by a disciplinary investigation.

1. Terminated Inquiries.

In 34 of the overdraft inquiries terminated without a discipline investigation, changes or improvements were recommended in the form of an instructional letter. In general, the most common deficiencies in attorneys' trust account records are a lack of subsidiary client ledgers and unidentified surplus funds in the trust account. The following statistics for 1999 reflect the various causes of overdrafts on trust accounts:

<u>Overdraft Cause</u>	<u>No. of Closings</u>
Bank error	28
Late deposit	13
Mathematical/clerical error	11
Service or check charges	8
Check written in error on TA	7
Improper/lacking endorsements	6
Third party check bounced	5
Deposit to wrong account	2
Bank hold on funds drawn	1
Reporting error	1
Other	1

2. Disciplinary File Openings.

The Director opens disciplinary investigations when the attorney's response does not adequately explain the overdraft or significant problems are identified by reviewing the records submitted. During 1999, trust account inquiries resulted in disciplinary file openings in the following situations:

<u>Reason for Investigation</u>	
Response fails to explain OD	3
Shortages	2
Commingling	1
Using trust account as personal/operating account	<u>1</u>
<b>Total</b>	<b>7</b>

The following 1999 public discipline cases involved trust account overdraft notices received by the Director's Office in 1999 and/or previous years:

*In re Campbell*, 603 N.W.2d 128 (Minn. 1999) (Suspension)

*In re Maker*, 599 N.W.2d 581 (Minn. 1999) (Public Reprimand and Probation)

3. Time Requirements.

Set forth below are the staff time requirements to administer the overdraft notification program:

	<u>1/98-12/98</u>	<u>1/99-12/99</u>
Attorney	270.00 hrs	240.00 hrs
Paralegal and other staff	<u>188.00 hrs</u>	<u>105.00 hrs</u>
<b>Total</b>	<b>458.00 hrs</b>	<b>345.00 hrs</b>

J. **Complainant Appeals.**

Under Rule 8(e), Rules on Lawyers Professional Responsibility, a complainant has the right to appeal from the Director's disposition in most cases.

The file is then reviewed by a Board member. During 1999, the Director's Office received 238 complainant appeals, compared to 232 such appeals in 1998. This is approximately 20 percent of files closed. There were 233 determinations made by Board members in 1999 as follows:

		<u>%</u>
Approve Director's disposition	219	94
Direct further investigation	13	5
Instruct Director to issue an admonition	0	0
Instruct Director to issue charges	1	-

A total of 36 clerical hours were spent in 1999 processing the appeal files, as well as a relatively small amount of attorney time, which was expended responding to complainants, respondents and Board members, as well as reviewing files and letters to determine a variety of appeal issues.

**K. Disclosure.**

1. Department Function.

The disclosure department responds to written requests for attorney disciplinary records. Public discipline is always disclosed. Private discipline is disclosed only with a properly executed consent from the affected attorney. In addition, the Director's Office responds to telephone requests for attorney public discipline records. The telephone requests and responses are not tabulated.

2. Source and Number of Written Requests for Disclosure.  
Calendar Year 1999.

	<u># of Requests</u>	<u># of Attorneys</u>	<u>Discipline Imposed</u>	<u>Open Files</u>
A. National Conference of Bar Examiners	151	151	8	0
B. Individual Attorneys	9	9	2	0
C. Local Referral Services				
1. MSBA	33	215	0	1
2. RCBA	6	82	2	0
D. Governor's Office	10	26	2	0
E. Other State Discipline Counsels/State Bars or Federal Jurisdiction	256	264	19	1
F. F.B.I.	24	27	0	0
G. MSBA: Specialist Certification Program	27	44	2	3
H. Miscellaneous Requests	14	69	4	2
<b>TOTAL</b>	<b>530</b>	<b>887</b>	<b>39</b>	<b>7</b>
(1998 Totals)	(530)	(950)	(32)	(4)

**IV. DISTRICT ETHICS COMMITTEES.**

Minnesota is one of only a handful of jurisdictions that have succeeded in making effective use of the local district ethics committees (DECs) to investigate complaints of lawyer misconduct. The system in Minnesota continues to work well and results in uniform application of ethical standards because the 21 bar association committees have (1) uniform rules of procedure, pursuant to the Rules on Lawyers Professional Responsibility; (2) are directly supervised by the Director's Office; and (3) have a large enough jurisdiction for the most part that respondents are not routinely known personally by the investigators.

Initial peer review of complaints by practitioners in their own area is exceedingly valuable in reinforcing confidence in the system for lawyers. Input and

participation by non-lawyer members instills confidence in the public that the system is not protectionist. The quantity and quality of the DEC investigative reports remain high. For the calendar year 1999, the Director's Office followed the recommendations of the DECs in 79 percent of the matters referred from the Committees back to the Office. The legal profession is indebted to those who volunteer significant time to the disciplinary system.

In 1999, the overall monthly average volume of files under consideration by the DECs was 133, fluctuating between a low of 120 and a high of 161. This is lower than the 1998 overall average of 172. The year-to-date average volume for 2000 through March 31 is 141. The average file age for pending matters in all DECs for March 2000 was 2.1 months, with the Hennepin (Fourth District) Ethics Committee at 2.2 months and the Ramsey (Second District) Ethics Committee at 2.3 months. For *completed* DEC investigations in March 2000, the overall average for the prior 12 months was 3.2 months, with the Hennepin DEC at 3.5 months and the Ramsey DEC at 3.3 months, down slightly from prior years. These statistics are consistent with the information provided to the Supreme Court in support of last year's amendment of Rule 7(c), RLPR, extending the goal for completion of DEC investigations from 45 to 90 days.

For the calendar year 1999, the DECs completed 516 investigations, taking an average of 3.2 months to complete each investigation. The Hennepin DEC was assigned 251 of these investigations, taking an average of 3.7 months per investigation (*See* Attachment A. 5, DEC Investigation Summary).

Because the Hennepin DEC uses a two tiered complaint review process not used by the other DECs, their statistics are separately monitored and broken down to reflect file aging at the various decision points in the process. In the Hennepin DEC, investigators first make their presentation to a screening committee which meets



every other Wednesday. Should the committee recommend dismissal of a complaint, it is referred back to the Director's Office for disposition. Should the committee conclude there might have been a rule violation or that additional investigation is warranted, a meeting of one of three Hennepin DEC panels will be scheduled with both complainant and respondent invited to attend and tell their story. Panel meetings are held every other Wednesday. For calendar year 1999, 171 matters were referred back to the Director's Office after screening without being referred to the DEC panel. It took an average of 3.1 months to complete the DEC investigation of these matters. There were 59 matters referred to the Hennepin DEC panel before being sent back to the Director's Office. These panel matters took an average of 5.0 months to complete. There were 21 matters withdrawn from the DEC prior to the completion of the investigation. Most often, the reason for withdrawal was delay in completing the investigation. In these cases the investigation was completed by the Director's Office.

For the calendar year 1999, 494 completed DEC investigations resulted in the following dispositions<sup>1</sup>:

Determination discipline not warranted	401
Admonition	77
Suspension	0
Private probation	13
Disbarment	0
Public probation	0
Attorney deceased	3

A statewide seminar for DEC members, hosted by the Director's Office, is scheduled for September 22, 2000. For the Hennepin DEC, a separate training/orientation seminar is held annually in August with an additional session in September for non-attorney members. The Director's Office continues to provide support to the DEC's through the liaisons assigned to each district.

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<sup>1</sup> 22 files received back from the DEC's in 1999 remained open as of 1/1/00.

## V. FY'01 GOALS AND OBJECTIVES.

The coming year promises to be an eventful one for both the Board and the Office.

The Board's Executive Committee continues to meet regularly and helps set the agenda for the entire Board. In addition, a representative from that Committee serves as personnel liaison to the Office, maintaining communication between both groups. The interaction between the Office and the Board continues to operate smoothly, providing an efficient framework for the setting and implementation of policy. With the large number of departures on the Board early in 2001, it will be important for both the Board and the Office that continuity is maintained as it regards the administration of the Office and the interaction between the Office and the Board.

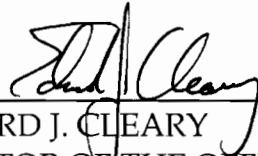
The empirical data available confirms that the Office and the Board have been successful in fulfilling the prosecutorial, preventive and rehabilitative duties assigned to the Office. The number of advisory opinions issued each year continue to outnumber the number of complaints filed (which remain near a ten year low). The Office continues to help educate the bar with bi-weekly articles in the *Minnesota Lawyer*, and a monthly column published in the *Bench & Bar*. In addition to producing its own seminar in the fall, the members of the Office continue to speak to other public gatherings made up of both lawyers and non-lawyers in an effort to help lawyers understand their obligations while helping to educate the public as to the function of the Office and the ability of the legal profession to regulate itself. In the past 12 months, members of the Office have been involved in 79 speaking engagements (*see* A. 6). Further, several members of the Office, including the Director, have served as adjunct law professors at the University of Minnesota Law School and other local law schools.

The Director has been very active in serving on the MSBA's Multi-Disciplinary Practice Task Force this past year. Multi-disciplinary practice will undoubtedly change the practice of law in the future. The coming year will lead to the examination of proposed rule changes due to the MDP report, by the MSBA's Professional Rules Committee, which has also been examining the Ethics 2000 rule proposals. The Director, Betty Shaw, and Pat Burns are all active members of this committee. In addition, the Director sits on the MSBA's Professionalism Committee, which has established aspirational standards that have been approved by both the bench and the bar and which will be submitted to the Minnesota Supreme Court.

The members of the Office and the members of the Board continue to serve both the legal profession and the public with their efforts. The Office will continue to expand on its efforts to advise and teach members of the legal profession to prevent problems before they arise. At the same time, the Office and the Board will remain vigilant in protecting the public from those very few members of our profession who would exploit or injure others at great cost to the legal community.

Dated: June 1, 2000.

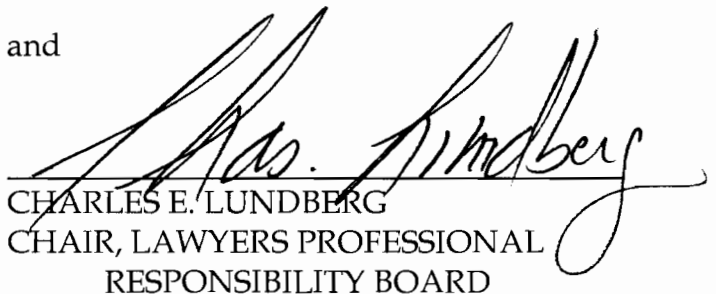
Respectfully submitted,



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EDWARD J. CLEARY  
DIRECTOR OF THE OFFICE OF LAWYERS  
PROFESSIONAL RESPONSIBILITY

and



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CHARLES E. LUNDBERG  
CHAIR, LAWYERS PROFESSIONAL  
RESPONSIBILITY BOARD

## **Lawyers Professional Responsibility Board Members**

**Charles E. Lundberg, Mpls.** – Attorney member; current LPRB Board Chair; term expires 1/31/04; partner in the firm of Bassford, Lockhart, Truesdell & Briggs, P.A.; served 6 years as LPRB Board member, and over 8 years on the Fourth District DEC.

**John C. Lervick, Alexandria** - Attorney member; MSBA nominee; current LPRB Vice-Chair; term expires 1/31/02; partner with the firm of Swenson, Lervick, Syverson & Anderson, Ltd.; served many years on the Seventh District DEC as a member and Chair.

**Ann M. Bailly, Mpls.** – Public member; serves on LPRB Executive Committee; serves on the LPRB Rules Committee; term expires 1/31/02; recently retired after working in Academic Administration at U of M for 30 years; served on the Fourth District DEC for 11 years.

**Charles R. Bateman, Duluth** – Attorney member; term expires 1/31/02; partner with Halverson, Watters, Downs, Reyelts & Bateman; served on the Eleventh District DEC for 11 years, including 5 years as Chair.

**John G. Brian III, St. Paul** – Attorney member; term expires 1/31/01; serves as Chair of the LPRB Rules Committee; partner with Felhaber, Larson, Fenlon & Vogt, P.A.; served on the Second District DEC, including several years as Chair.

**Kenneth E. Broin, Robbinsdale** – Public member; term expires 1/31/02; recently retired after 57 years with U.S. Bank; served on Fourth District DEC for 12 years.

**Regina Chu, Mpls.** – Attorney member; MSBA nominee; serves on the LPRB Opinion Committee; term expires 1/31/01; partner in Regina M. Chu, P.A.; served on Fourth District DEC for 3 years.

**Thomas D. Feinberg, Mpls.** – Attorney member; MSBA nominee; serves on LPRB Executive Committee; serves as Chair of the LPRB Opinion Committee; term expires 1/31/01; partner with Leonard, Street & Deinard since 1978; served on Fourth District DEC.

**Timothy J. Gephart, Mpls.** – Public member; term expires 1/31/02; works in the area of legal malpractice claims for Minnesota Lawyers Mutual; served on Fourth District DEC from 1991-1998.

**James P. Hill, Brainerd** – Public member; term expires 1/31/01; Chairman, Crow Wing County Board of Commissioners; forty years experience in Public Administration, Police Administration, and Labor Relations, including 37 years in the Criminal Justice System.

**Kirk D. Kleckner, St. Paul** – Public member; serves on LPRB Executive Committee; term expires 1/31/01; Certified Public Accountant; Executive Vice-President and CFO, Walser Automotive Group; served on Second District DEC.

**William M. Kronschnabel, St. Paul** – Attorney member; MSBA nominee; serves on the LPRB Rules Committee; term expires 1/31/01; partner with the firm of Kampmeyer, Kronschnabel & Bader; served 9 years as a member of the Second District DEC.

**Christopher Lake-Smith, St. Paul** – Public member; serves on the LPRB Opinion Committee; term expires 1/31/01; Director of Information Services for Camp Snoopy. Served on Second District DEC.

**Thomas J. LaVelle, Worthington** – Attorney member; term expires 1/31/02; partner in the firm of LaVelle, Darling & LaVelle; in solo practice from April 1997; served as Chair of the Thirteenth District DEC for 5 years.

**Sydney S. Martinneau, Mpls.** - Public member; term expires 1/31/02; worked in human resources at the U of M as an employment specialist for over 20 years; served on the Fourth District DEC for 4 years.

**Michael E. Mickelson, Willmar** – Public member; term expires 1/31/00; President and CEO of the Willmar Cookie and Nut Company, which he founded in 1953; served on the Twelfth District DEC for 10 years.

**Patty Murto, Duluth** – Public member; term expires 1/31/00; responsible for development and implementation of a Volunteer Attorney Program.

**Timothy M. O'Brien, Mpls.** – Attorney member; MSBA nominee; term expires 1/31/00; partner in the firm of Faegre & Benson; served many years on the Fourth District DEC.

**Steven J. Olson, Osakis** – Attorney member; term expires 1/31/02; recently retired as General Counsel for Ceridian Corporation.

**Sharon L. Reich, Mpls.** – Attorney member; MSBA nominee; serves on the LPRB Opinion Committee; term expires 1/31/01; Associate Dean, U of M Law School.

**Mary Alice Richardson, Rochester** – Attorney member; term expires 1/31/01; solo practitioner in the areas of family law, probate and real estate; served over 6 years on the Third District DEC and volunteered as a probation supervisor.

**Joel A. Theisen, Burnsville** – Attorney member; term expires 1/31/01; engaged in the private practice of law as a sole practitioner in personal injury, criminal, family and real estate; served many years on the First District DEC.

**E. George Widseth, Mpls.** – Attorney member; serves on the LPRB Rules Committee; term expires 1/31/00; serves as a prosecutor in the Hennepin County Attorney's office.



## Minnesota Lawyers Professional Responsibility Board & Office

### What's New?

- [Regulating Contingent Fees in Undisputed No-Fault Claims: Bar is Invited to Comment on Possible Ethics Opinion](#)
- [Amendments to the Minnesota Rules of Professional Conduct and Rules on Lawyers Professional Responsibility \(effective 8/1/99\)](#)
- [Ethics Articles from \*Minnesota Lawyer\*](#)
- [\*Bench & Bar\* Professional Responsibility Columns](#)

### The Lawyers Professional Responsibility Board

- [About the Lawyers Professional Responsibility Board](#)
- [Board Member Directory](#)

### The Office of Lawyers Professional Responsibility

- [About the Office of Lawyers Professional Responsibility](#)
- [Hours and Staff Directory](#)

### Filing a Complaint Against a Lawyer

- [Complaints and Investigations Procedures Brochure](#)
- [Directions for Filing a Complaint](#)
- [Complaint Form for Filing a Complaint](#)

### Rules Governing Minnesota Lawyer Discipline System

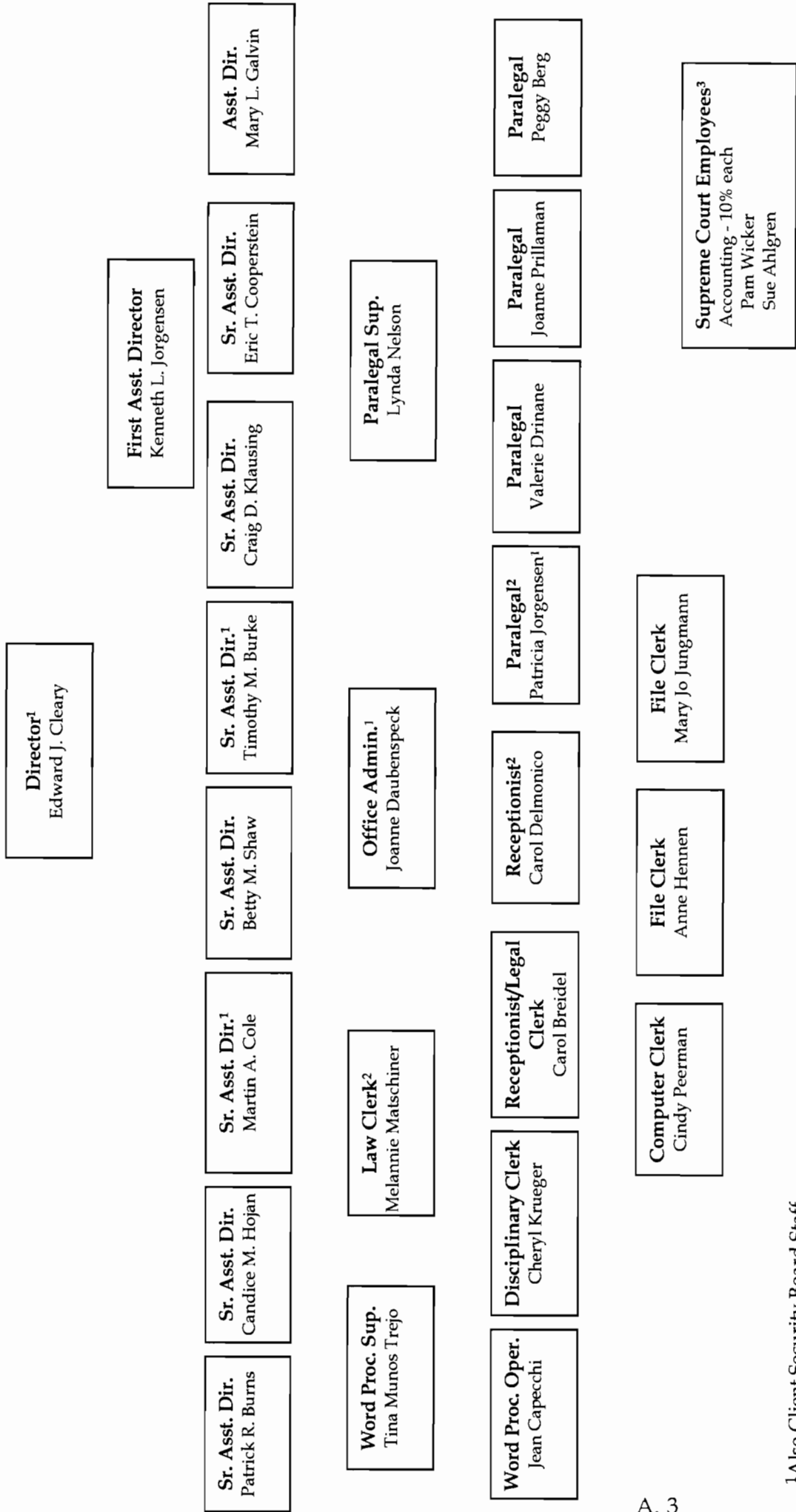
- [Minnesota Rules of Professional Conduct](#)
- [Minnesota Rules on Lawyers Professional Responsibility \(Procedure Rules\)](#)
- [Lawyers Professional Responsibility Board Opinions \(1 through 19\)](#)

### Other Resources

- [Index of \*Bench & Bar\* articles concerning Minnesota Professional Responsibility Issues](#)
  - [List of Disbarred and Currently Suspended Lawyers](#)
  - [List of Approved Financial Institutions for MN Lawyer Trust Accounts](#)
  - [Professional Corporations, Limited Liability Corporations and Partnerships](#)
  - [Annual Report and Statistics](#)
-

# Office of Lawyers Professional Responsibility

## FY'00 Organizational Chart



<sup>1</sup>Also Client Security Board Staff

<sup>2</sup>Part-time position

<sup>3</sup>Not administratively subject to Director's Office.  
Office pays percentage of their salary

# Office of Lawyers Professional Responsibility Total Decisions = 33

# 1999 Summary of Public Matters Decided

Supreme Court Disbarment    9 files    3 attorneys

Ramler, George C.                    C9-98-1876    7  
 Smith, Glenn L.                    C1-99-926    1  
 Amdahl, Kenneth A.                C6-99-1649    1

Supreme Court Probation        7 files    5 attorneys

Jain, Madhulika                    C0-98-2091    2  
 Whitlock, Ira Wilbur                C8-99-261    1  
 Jambor, Daniel Francis            C9-99-1192    2  
 Hertz, Kenneth Robert            C4-99-242    1  
 Maker, Lauren K.                    C7-99-1384    1

Supreme Court Suspension    30 files    12 attorneys

Zak, Timothy Jay                    C3-98-1923    4  
 Muenchrath, Robert Paul            C3-98-1825    2  
 Pucel, Cherylyn Trousdell            C7-98-1875    1  
 Orren, Jeffrey Lee                    C4-98-2269    3  
 Johnson, Mary Irene                C9-99-91    1  
 Jontz, Alan G.                        C7-98-1035    1  
 McCabe, Shaw M.                    C4-98-2417    2  
 Hanson, Kim L.                        C5-98-1096    1  
 Byun, Woojin                        C1-99-1011    1  
 Nyberg, Kent E.                      C8-99-1538    1  
 Thedens, Gerald D.                C9-96-1260    2  
 Campbell, Dyan Lynn                C0-99-688    11

Supreme Court Disability       5 files    1 attorney

Bieter, Thomas J.                    C1-90-2230    5

Supreme Court Stay               2 files    1 attorney

Meyer, Gary L.                        C8-99-1569    2



Panel Decision Reversed. 1 file 1 attorney  
Sup Ct. Private admonition ordered.

In re Charges of Unprofessional C7-98-122 &  
Contained in Panel File 98-26. C4-98-2062 1

Reinstatement 9 files 8 attorneys

Margolis, Dean Milton C8-96-2058 1  
Jensen, R. James, Jr. C1-90-638 1  
Heckmann, Timothy Cranston C3-96-1755 1  
Pinotti, Michael A. C8-97-1955 1  
Ramacciotti, Frank P. C7-95-551 1  
Zak, Timothy Jay C3-98-1923 1  
Nyberg, Kent E. C8-99-1538 1  
Kadrie, Richard J. C5-90-383 2

Reinstatement Denied 1 file 1 attorney

Lowenthal, Claude M. C8-91-386 1

Trusteeship Terminated 1 file 1 attorney

Orlins, Peter I. C1-98-317 1

<b>DEC INVESTIGATION SUMMARY</b>		
<b>DEC</b>	<b>Number of Files</b>	<b>Average Investigation Duration (Months)</b>
1	18	4.3
2	84	3.0
3	11	2.7
4	251	3.7
5	3	2.0
6	10	2.2
7	29	2.4
8	6	2.7
9	4	1.8
10	4	4.8
11	15	2.3
12	8	3.1
13	2	1.5
14	9	3.1
15	17	2.9
16	4	3.3
17	1	2.0
18	2	3.5
19	20	2.0
20	6	2.2
21	12	2.9
<b>Totals</b>	<b>516</b>	<b>3.2</b>
<b>(non 4<sup>th</sup>)</b>	<b>(265)</b>	<b>(2.8)</b>

**Office of Lawyers Professional Responsibility  
Speaking Engagements and Seminars July 1999 - June 2000**

7/1/99	Ethics & Fee Agreements	Duluth	MSBA
7/1/99	Media/Ethics for Lawyers	Duluth	MSBA
7/21/99	West Group Trainees	St. Paul	
8/1/99	Real Estate Seminar		MCLE
9/10/99	Lawyers Professional Responsibility '99	St. Paul	OLPR
9/16/99	Family Law Ethics	Minneapolis	MCLE
9/22/99	First District Bar Assn. Ethics Committee	Lilydale	FDDBA
9/23/99	Fee Arbitration Seminar	Minneapolis	HCBA
9/24/99	Workers' Compensation Deskbook	Minneapolis	CLE
9/28/99	Supreme Court Law Clerks	St. Paul	
10/7/99	Rotary Club	Duluth	
10/14/99	Ethics for Paralegals	Hamline U, St. Paul	
10/15/99	National Client Protection	Chicago	NCPO
10/18/99	Sandy Keith (Judicial Process Seminar)	Hamline Law School	
10/20/99	St. Mary's Masters in Education Program	Burnsville	
10/22/99	Hiring & Firing	Minneapolis	MILE
10/26/99	Hennepin County Seminar	Minneapolis	HCBA
10/28/99	Legal Services Coalition Seminar	Brainerd	
10/29/99	New Lawyers Seminar	Minneapolis	MSBA
10/29/99	MN Assn. of Criminal Defense Lawyers Fall Seminar	St. Paul	MACOL
11/2/99	Nuts & Bolts for New Lawyers	Minneapolis	HCBA
11/8/99	ADR Ethics	Minneapolis	MCLE
11/15/99	New Lawyers	Minneapolis	HCBA
11/15/99	A Multi-Disciplinary Practice	St. Paul	RCBA
11/18/99	Confidentiality Seminar	Minneapolis	HCBA
11/19/99	Ethics for Real Estate Attorneys	St. Paul	
11/19/99	Real Estate Institute	St. Paul	MCLE
11/30/99	At Odds With Your Client	Minneapolis	MCLE
12/3/99	Citizen's Forum	Roseville	
12/10/99	Judicial Training Seminar	Bloomington	
12/15/99	St. Mary's Masters in Education Program	Burnsville	
1/4/00	Blaine High School	Minneapolis	
1/4/00	At Odds With Your Client	Minneapolis	MCLE
1/7/00	Ethics in a Half Hour	Steele County	SCBA
1/13/00	Fredrickson & Byron - New Lawyers	Minneapolis	
1/19/00	MN Women Lawyers	Minneapolis	MWL
1/21/00	At Odds With Your Client	Minneapolis	MCLE
2/3/00	MSBA Business Law Section	Minneapolis	MSBA
2/8/00	Ethical Issues: MN Tobacco Litigation	Bloomington	MILE
2/8/00	Real Property Specialist	Minneapolis	MCLE
2/11/00	DWI Seminar	Bloomington	MILE
2/16/00	University of Minn. Law School	Minneapolis	HCBA

**Office of Lawyers Professional Responsibility  
Speaking Engagements and Seminars July 1999 - June 2000**

2/23/00	MN Women Lawyers - Inadvertent Violations	Minneapolis	MWL
2/21/00	Ethics for Paralegals	Hamline U, St. Paul	
2/24/00	Privacy Law	Minneapolis	MILE
2/29/00	Health Care Fraud	Minneapolis	MILE
3/3-4/00	Hamline Alumni	St. Paul	
3/5/00	Elimination of Bias in the Legal Profession	JAG - Fort Snelling	
3/9/00	Fourth DEC Seminar	Minneapolis	HCBA
3/11/00	Public Defenders Association	Hinkley	
3/21/00	West Group: Ethics Seminar	Eagan	
3/24/00	MN Workers' Compensation Deskbook	Bloomington	MCLE
3/24/00	Ethics and Elimination of Bias	Minneapolis	MILE
3/29/00	Family Law Institute	St. Paul	
3/30/00	West Group: Ethics Seminar	Eagan	
3/31/00	Lawyers & Money	Minneapolis	MCLE
4/7/00	Medical Malpractice	Minneapolis	MILE
4/12/00	ERISA	Minneapolis	MILE
4/12/00	Judicial Process and Ethics	U of M Law School	
4/17/00	Tax Section	Minneapolis	HCBA
4/18/00	Ethics and Poverty Law	U of M Law School	
4/20/00	MSBA Business Law Seminar	Minneapolis	MSBA
4/20/00	Real Property	Minneapolis	HCBA
4/26/00	All District Legal Education	St. Paul	
4/28/00	Legal Services Coalition	Minneapolis	MLSC
5/5/00	Ethics: St. Cloud Bar Assn.	St. Cloud	
5/11/00	All District Legal Education	St. Paul	
5/11/00	Ethics: First District Bar Assn.	Miesville	
5/12/00	Ethics: Seventh District Bar Assn.	Moorhead	
5/12/00	Ethics and Elimination of Bias	Minneapolis	MTLA
5/17/00	Business Law Institute	Minneapolis	CLE
5/24/00	NBI Mortgage Foreclosure	St. Louis Park	NBI
6/1/00	Data Practices	Minneapolis	MILE
6/2-3/00	ABA Client Protection Forum	New Orleans	ABA
6/8/00	All District Legal Education	St. Paul	
6/14/00	MLM Seminar	Bloomington	MLM
6/16/00	St. John's U/College of St. Benedict Alumni Summer CLE Seminar	College of St. Benedict	SJU/CSB Alumni Assn.
6/23/00	Real Property	Duluth	MSBA
6/27/00	Minneapolis City Attorney Seminar	Minneapolis	