

## LAWYERS PROFESSIONAL RESPONSIBILITY SEMINAR 2025

Friday, October 3, 2025

Wilder Center & Webinar  
451 Lexington Parkway North  
St. Paul, MN 55104

### Seminar Agenda

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| 8:30-9:00   | <i>Registration and Breakfast (provided); Webinar Opens</i>  |
| 9:00-10:00  | <b>Raising the Bar for Lawyer Conduct: The Case for Mandatory Civility</b><br>Professor David A. Grenardo, Univ. of St. Thomas School of Law |
| 10:00-10:50 | <b>Reflections from a Disbarred Lawyer on Ethics and Discipline</b><br>William Sutor, III, Former Attorney & Susan Humiston, OLPR Director   |
| 10:50-11:00 | <i>Break</i>   |
| 11:00-12:00 | <b>Year in Review: Key Supreme Court Discipline Cases &amp; Update</b><br>Hon. Gordon Moore, III, Associate Justice, Minnesota Supreme Court |
| 12:00-12:10 | <b>Presentation of the Volunteer of the Year Award</b><br>Hon. Gordon Moore, III, Associate Justice  |
| 12:10-12:45 | <i>Lunch and Networking (box lunch provided for in-person)</i>   |
| 12:45- 1:15 | <b>Recognizing When Someone Needs a Helping Hand</b><br>Jon Tynjala, Executive Director, Lawyers Concerned for Lawyers                       |
| 1:15-2:00   | <b>Fear Not: Trust Account Basics</b><br>Thomas Gorowsky, LPRB Member and Max Weyworth, Financial Advisors LLC                               |
| 2:00-3:00   | <b>When We Depart: Examining Cases Where the OLPR Departs From DEC Recommendations</b><br>Binh Tuong, Deputy Director, OLPR                  |

## **Session Descriptions:**

### **Raising the Bar for Lawyer Conduct: The Case for Mandatory Civility**

As incivility permeates society, the legal profession is not immune. Even though civility serves as one of the cornerstones of the practice of law, incivility remains a problem in the legal profession. Most responses to incivility, such as CLEs on civility, adding civility to attorney oaths, aspirational professionalism or civility codes, and calls to return to civility, fail to address the systemic incivility pervasive in the legal profession. Professor David Grenardo, the leading proponent of mandatory civility in the legal academy, will make the case for mandatory civility by discussing the benefits of civility, the consequences of incivility, and the advantages of mandatory civility. Professor Grenardo will propose several civility rules while also debunking the major myths surrounding mandatory civility, which four states have already adopted. Mandatory civility, which raises the bar for attorney conduct, will create positive systemic change in the legal profession.

### **Reflections of a Disbarred Lawyer on Ethics and Discipline**

Using a question-and-answer format, this session will take you through the experience and decisions that former attorney Will Sutor made that ended in federal criminal charges, prison and disbarment. Mr. Sutor will discuss his personal injury practice, his use of runners to solicit clients involved in car accidents and his payments to chiropractors and runners as part of unlawful client referrals and an illegal health insurance billing scheme. Mr. Sutor will share how he rationalized this practice and through a disciplinary hearing hoped to save his license. He will also share his perspectives upon receiving the referee's recommendation for disbarment, and what he has learned about himself since he completed his sentence and has been rebuilding his life personally and professionally outside the practice of law.

### **Year in Review: Key Supreme Court Discipline Cases & Update**

The Minnesota Supreme Court has original jurisdiction over attorney discipline cases and issues a significant number of public discipline decisions each year. This session, presented by LPRB and OLPR liaison justice, the Honorable Gordon Moore, III, will highlight some of the key cases the court addressed during the last year, and will also cover other items and happenings of note relevant to Minnesota's disciplinary system.

### **Recognizing When Someone Needs a Helping Hand**

When lawyers enter the discipline system their alleged misconduct may be accompanied by stress, burnout, or a mental health or substance use issues. Just

receiving a notice of investigation is anxiety production. The process itself can give rise to shame, embarrassment, and fear. As an investigator, how can you recognize and respond to these issues while still focusing on the investigation? This session will (1) introduce you to the new Executive Director of Lawyers Concerned for Lawyers, (2) provide guidance on how you can recognize when lack of well-being may be a contributing factor, (3) best practices for how to raise this subject with the lawyer, and (4) will describe the resources available for lawyers and staff from LCL so you feel comfortable encouraging a lawyer to seek support.

### **Fear Not: Trust Account Basics**

Trust accounts often terrify lawyers and accountants alike. Lawyers hate math and tasks that take away from legal work (but know trust account issues are serious) and accountants just want to use generally accepted accounting principles. Trust accounting may seem mysterious, but it is a fairly straightforward, rules-based process that is accessible to anyone who has balanced a checkbook or entered data into widely available bookkeeping systems and is not something that anyone should fear. This session, presented by experienced accountants, aims to demystify basic trust accounting requirements. It will cover some common errors, provide tips on how to avoid those common mistakes, and will share available resources. With this information, you need not fear your trust account or an investigation that may touch on trust accounting.

### **When We Depart**

District ethics committee recommendations are carefully reviewed and considered by OLPR senior attorneys, and we follow the recommendations in approximately 80%-85% of investigations. What about the other 15-20%? This ever-popular session will explore specific situations (anonymized) where the Office departed from DEC recommendations, exploring the various reasons for departure and will include suggestions and lessons for both new and more experienced ethics investigators.

### **Speaker Biographies:**

**Thomas J. Gorowsky:** Tom Gorowsky is an economic damages expert and forensic accountant with more than 15 years of financial, accounting, and expert witness consulting experience. Tom provides expert financial consulting services in a variety of matters, including forensic accounting investigations, intellectual property infringement, breach of contract, insurance claims, business valuations, employment disputes, and white-collar crime. Tom is a Certified Public Accountant (CPA), a Certified Management Accountant (CMA), and a Certified Valuation Analyst (CVA). Tom received his bachelor's degree in finance from the University of Wisconsin-Madison and his MBA degree in finance from the University of Minnesota. Tom previously served as a member on the Valuation Credentialing Board (VCB) and Credentialing Commission Board (CCB) of National Association of Certified Valuators and Analysts (NACVA), including serving as the Chair of the VCB of NACVA. In 2024, Tom was appointed to and currently serves on the Lawyers Professional Responsibility Board (LPRB). Tom is Vice President of Financial Advisors LLC in Minneapolis. His full biography can be found at [fa-llc.com/professionals/thomas-gorowsky](https://fa-llc.com/professionals/thomas-gorowsky).

**Professor David A. Grenardo:** David A. Grenardo is a tenured Professor of Law and the Associate Director of the Holloran Center for Ethical Leadership in the Professions at the University of St. Thomas School of Law, joining in 2022 after teaching at St. Mary's University School of Law. Grenardo earned the prestigious Warren E. Burger Prize for his article on mandatory civility for lawyers awarded by the American Inns of Court. He received the national award and made his acceptance speech at the Supreme Court of the United States in 2023. A leading advocate for civility in law, Grenardo practiced law in California and Texas, receiving numerous pro bono awards. His scholarship covers sports law, ethics, and legal pedagogy, with publications in esteemed journals such as the Harvard Journal of Sports & Entertainment Law and the Georgetown Journal of Legal Ethics. He has presented on professionalism and ethics multiple times locally, statewide, and nationally, including at the American Bar Association's Annual Meeting and the ABA's Annual National Conference on Professional Responsibility. Grenardo has been quoted in several publications on the topic of civility, including by the ABA Journal. Grenardo has also been quoted in multiple media outlets on sports law, including by the New York Times, ESPN, USA Today, the Associated Press (AP), and the Boston Globe. His op-eds on sports (as they relate to business and society) have appeared in publications such as Fortune Magazine and AP News. Grenardo has spoken across the country and internationally on issues related to sports law, including at the United Nations Educational, Scientific and Cultural Organization's (UNESCO) 4th Global Forum Against Racism and Discrimination in Barcelona, Spain. He is a decorated educator, having been named

Professor of the Year multiple times. He was a four-year letterwinner playing football at Rice University where he earned his B.A., and he earned his J.D. from Duke University School of Law.

**Susan Humiston:** Susan Humiston is the director of the Office of Lawyers Professional Responsibility and Client Security Board in Minnesota. Prior to her appointment in 2016, Ms. Humiston was Vice-President and Assistant General Counsel for Alliant Techsystems Inc. and its public company spin-off Vista Outdoor Inc., and was a partner at Leonard, Street and Deinard, now Stinson LLP, where she practiced product liability and general commercial litigation. Ms. Humiston clerked for U.S. District Court Judge David S. Doty, is a graduate of the University of Iowa College of Law and received her B.A. from the University of Nebraska-Lincoln. She is currently chair of the board for Doing Good Together, a non-profit focused on empowering families to raise children who care and contribute and is a former board chair and board member of the Minnesota Boychoir, the oldest boychoir in the Twin Cities.

**Honorable Gordon Moore, III:** Justice Moore is an Associate Justice on the Minnesota Supreme Court. Justice Moore was appointed to the Court by Governor Tim Walz on August 3, 2020. Prior to joining the Court, Justice Moore served as a District Court Judge, Fifth Judicial District, in Nobles County from March 2012 to July 2020. Justice Moore was the Nobles County Attorney from January 2003 to February 2012, and before that practiced at the law firm of Von Holtum, Malters & Shepherd in Worthington, Minnesota. Prior to entering private practice in 1995, Justice Moore served as a Special Assistant Attorney and Assistant Attorney General in the Minnesota Attorney General's Office from August 1988 to January 1995. Justice Moore received his B.A. from Carleton College and his law degree from the University of Iowa College of Law.

**William Sutor, III:** Will Sutor practiced law from 2009-2021. He graduated from law school and then passed the Minnesota Bar in 2009, which was during the Great Recession. He had all the advantages in life as far as a loving and supportive family, and a blossoming legal career, but he was exposed to runners very early in his career, and he made unethical and illegal choices that abruptly ended his legal practice when he was federally charged with fraud in 2019, sentenced to prison in 2020 and disbarred in 2021.

Mr. Sutor grew up in a small town in northern Minnesota and attended a small liberal arts college in southern Minnesota. An accomplished collegiate swimmer, he was a 9-time all American collegiate athlete before graduating and attending law school, following in the footsteps of his late grandfather. During the years he practiced, he

practiced personal injury law in small firms before opening his own solo practice in 2017. He remembers vividly the day Special Agent Jonathan Ferris knocked on his door in May 2019 and advised him that he was one of several targets of a sweeping federal/state fraud investigation and that he was going to be criminally indicted.

**Binh Tuong:** Binh Tuong is Deputy Director at the Office of Lawyer Professional Responsibility, joining the OLPR in June 2014. Prior to joining the OLPR, Ms. Tuong was an assistant attorney general in the Charities Division at the Minnesota Attorney General's Office where she enforced nonprofit and charities law on behalf of the state. Prior to the Attorney General's Office, Ms. Tuong worked for a twin cities law firm practicing in the area of business litigation and employment law.

**Jon Tynjala:** Jon Tynjala was appointed as the Executive Director of Lawyers Concerned for Lawyers in July 2025, having previously served on the Board of Directors, as past Treasurer, as a volunteer, and as a member. Jon joined LCL as a Client Services Director (then Case Manager) in 2022. Jon received his B.A. in Business Administration from the College of St. Thomas in 1989, and his J.D. from the University of Minnesota Law School in 1995. Prior to his affiliation with LCL, Jon was engaged in private practice serving businesses and their owners at larger and medium sized law firms in Minnesota, and, most recently, at a two-person firm located in Maple Grove. Jon has been actively engaged in recovery work through LCL, among other organizations, for many years. Jon has been involved in numerous family interventions and other recovery outreach activities in support of recovering attorneys, their families, and others, first as a volunteer for LCL, and later in his role as Client Services Director, and now as Executive Director.

**Max Weyforth:** Max Weyforth is a Senior Analyst at Financial Advisors LLC. Max has more than five years of combined experience in public accounting and financial consulting. Prior to financial consulting, Max worked in public accounting for the audit group with one of the Big Four accounting firms in Kansas City and Minneapolis. Max provides financial consulting services in a variety of matters including financial analysis, trust accounting, forensic accounting investigations, intellectual property infringement, breach of contract, insurance claims, and employment disputes. Max is a Certified Public Accountant (CPA), and received his bachelor's and master's degrees in accounting from the University of Arkansas. His full biography can be found at [fa-llc.com/professionals/maxwell-veyforth](http://fa-llc.com/professionals/maxwell-veyforth).